

Congregational Covenant of St. John's Unitarian Universalist Church  
Cincinnati, OH

*[Approved at the Annual Meeting, 5/31/26]*

As members of St. John's Unitarian Universalist Church and as a congregation in covenant with the Unitarian Universalist Association, we pledge ourselves to the love-centered values of justice, equity, interdependence, generosity, pluralism, and transformation. To honor these values and put love and peace at the center within our own community, we make the following promises.

We will practice radical welcome among ourselves and with visitors:

- Offering a warm welcome and respect to every person who joins us, old friends and newcomers alike.
- Widening our circles of love and concern by engaging those we don't yet know.
- Treasuring our diversity—of ages, races, ethnicities, faith traditions, physical appearances and abilities, sexual orientations, gender identities, and socio-economic status, recognizing that our diversity is a source of strength.

We will practice love and generosity in the ways we communicate:

- Listening with intention, putting our assumptions aside.
- Asking for clarification when we need it.
- Valuing questions and collective learning.
- Making our boundaries clear and respecting the boundaries of others.
- Addressing disagreements or issues directly with one another, putting love at the center.
- Declining to engage in gossip.

We acknowledge that these promises reflect our ideals, and we will fall short from time to time. Therefore, we will commit to repair.

- Using this covenant when in conflict to help us clarify our issues and address them with love and generosity.
- Acknowledging and making amends when we have made a mistake or caused harm and striving to return to covenantal relationship.
- Working with those who sincerely mean to make amends for harm they have caused, striving together to return to covenantal relationship.
- Together seeking available support when we find ourselves unable to work through a conflict on our own.

Note: Please seek assistance from church leadership in cases involving personal safety.