

## **Covenanting Process**

Forming a covenant is a core UU practice. Covenants create the container for community and relationship, by articulating the ways we agree to be together in a group context. Rather than simply accepting a pre-written covenant, we strongly encourage small groups to do the sacred and relational work of creating a covenant together. The following is a basic three step process to generate a covenant for your small group.

### 1. Preparing

Take one to two minutes of silent reflection/writing time for members to reflect on the question:

“What do you need in order to trust this group with your heart?”

### 2. Brainstorm

Brainstorm a list of agreements in the follow categories:

- Before our meetings, we agree to:
- During our meetings, we agree to:
- After our meetings, we agree to:
- When an agreement isn't upheld, we agree to:

### 3. Review

Ask members if there are any agreements that would present a challenge for them, and edit to massage the agreements until you can get unanimous consent.

Questions to keep in mind as you facilitate this process:

- Does the covenant you created hold confidentiality?
- Does the covenant provide support for members who might have less power due to historically marginalizing dynamics?
- Is everyone in the room being accommodated in the covenant?
- Have we sought to create a “brave space” versus a “safe space?”
- Have we addressed how minority opinions can be expressed? Is there room for anyone in a minority position to call us back to our agreements, or only those in the majority?