



## **SUUSI Healthy Relations Team: or, What's a HearT and Why**

This document is meant to help you understand the SUUSI Covenant and the Healthy Relations Team (HearT), and how it helps us live into our promises as a community – remembering that our documents, policies, processes for how best to become Beloved Community grow along with us, and change as our understanding deepens.

### **What's a Covenant?**

A covenant is an agreement that we make with ourselves and others about how we want to be with each other. These are ideals, and this document is a record of our highest aspirations. It is a map of sorts illustrating the way to be an intentional community, and if we find ourselves lost, this covenant will serve as a reference and reminder of our agreements.

### **What's our SUUSI Covenant, and how'd we get it?**

In 2018 the SUUSI Board recognized the value of a covenant for the SUUSI community and charged the Rev. Jan Taddeo to gather a team to create a SUUSI Covenant of Accountability to explore agreements that could help develop SUUSI as the intentional community of mutual care it aims to be. After a three-year process of deep listening across the community, the resulting SUUSI Covenant was affirmed by the Board in November 2020, and given to the SUUSI community at SUUSI 2021. In 2024 the board made updates to the Covenant and the Healthy Relations Team (HearT) was established, charged with supporting SUUSI participants to live into these agreements. to support the community.

### **SUUSI's Covenant**

Here are the primary agreements; for further points on how we live into these, see our full SUUSI Covenant at - <https://www.suusi.org/covenant>.

**SAFETY: We are all responsible for creating an emotionally, physically and spiritually safe space for all participants.**

**TRUST: We offer our authentic selves, allowing ourselves to be vulnerable and holding the vulnerability of others with the greatest care.**

**VALIDATION: We see, hear, and value each other for who we are with all the expressions of our identities.**

**AFFIRMATION: We show appreciation for the gifts each person brings to the community.**

**ACCOUNTABILITY: We strive to act as if everything we do matters for the well-being of our SUUSI community.**

**RECONCILIATION: We agree to engage in repair and reconciliation processes when there is a strain on one or more of the five covenantal promises above that causes harm to members of the SUUSI community, including host staff, during SUUSI week or at any time while engaged in SUUSI work and/or activities.**

### **•What's Repair and Reconciliation: SUUSI's HearT?**

HearT, or our Healthy Relations Team, is a group of volunteers, both lay persons and

ministry professionals, trained in conflict resolution and reconciliation processes to engage conflicts that may arise, so that SUUSI may grow as a community of mutual care and responsibility.

### **SUUSI's HeaRT Charter, or, How's it Work?**

The SUUSI Healthy Relations Team Charter, affirmed by the SUUSI Board on April 27, 2024, puts forth HeaRT's charge to guide our living into our best SUUSI selves. You can find this document here: <https://www.suusi.org/Heart charter>

**What if I experience conflict or harm at SUUSI?** -- Fortunately, most conflicts at SUUSI can be resolved quickly with One-to-One dialog. People may seek the help of HeaRT at any time to support all parties involved toward full reconciliation.

### **NEED SUPPORT?**

To get support from SUUSI Pastoral Care or the HeaRT (Healthy Relations Team)

**Call 66-ASK-SUUSI, and press 2**

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