

**North Parish of North Andover
Welcoming Congregation Resolution
May 17, 2003**

North Parish declares its intent to be a Welcoming Congregation consistent with the guidelines of the Unitarian Universalist Association.

North Parish affirms and declares that it actively welcomes gay, lesbian, bisexual, transgender, and intersex people (GLBTI) as full participants in the life of the church.

Recognizing that to be welcoming is not static or a state of being but an ongoing process, we commit to the following goals and charge the Board of Trustees, Parish Council, Minister, and other church personnel to adopt policies and take actions necessary to achieve them:

1. Use of inclusive language and recognition of varied family relationships and structures will be a regular part of the public communications and worship, educational, outreach, and social activities of the church.
2. Publicly acknowledge that our church is a safe and welcoming place for GLBTI people within our community.
3. Include awareness of GLBTI events and civil rights, safety and other issues in the regular work of church committees as appropriate.

At each Annual Meeting of the church, the Parish Council will submit as part of its report to the congregation a summary of actions taken to implement Welcoming Congregation principles, and the report will include an assessment of progress towards the goals of the initiative.