

**Covenant between
the Reverend [Name of Minister]
Minister, [Name of Congregation]
and
the Reverend [Name of Minister]
Affiliated Community Minister, [Name of Congregation]**

The relationship between a Unitarian Universalist parish minister and a Unitarian Universalist community minister affiliated with the same congregation is guided by the Unitarian Universalist Ministers Association (UUMA) *Code of Professional Practice and Guidelines* and the UU Society for Community Ministries (UUSCM) *Code of Professional Practice*. The hallmarks of this relationship are respect, collegiality, mutual support, open communication, and professionalism. The following covenantal provisions are intended to deepen the Minister's and Affiliated Minister's relationship as colleagues by establishing clear ministerial boundaries in the context of the **[Name of Congregation]**.

The Minister and the Affiliated Minister agree to honor and affirm each other's call to ministry. The Minister and the Affiliated Minister will be mutually interested and supportive of one another's ministries, and cultivate interest in and support for each other's ministries in their respective constituencies.

As a minister, **[Name of Affiliated Minister]** primary relationship at the **[Name of Congregation]** is with **[Name of Minister]**, not the members and friends of the **[Name of Congregation]**. **[Name of Affiliated Minister]** is encouraged to develop authentic relationships with members and friends of the Congregation, and to participate in the life of the church as **[Name of Affiliated Minister]** feels called. However, they shall maintain their identity as minister at all times.

[Name of Affiliated Minister] is encouraged to heed best practices of self-care and maintain appropriate boundaries with members of the

Congregation's leaders, members, friends and staff, allowing for the best overall personal, professional and congregational health.

The Affiliated Minister will in all ways honor the priority of the Minister's call to the ministry of the **[Name of Congregation]** and will avoid inappropriate influence with congregants. The Affiliated Minister will work collaboratively and collegially with the Minister, consulting with Minister as congregational issues and questions arise, sharing information that Affiliated Minister considers important to the Minister's ministry, and generally striving to maintain role clarity at all times. Should an initiative be instigated which draws on the Affiliated Minister's expertise, the Minister and Affiliated Minister will develop a plan that includes definitions of specific roles and tasks for all involved.

[Name of Affiliated Minister] agrees to abide by the Affiliated Community Ministry Agreement.

Should the Minister and Affiliated Minister have questions or concerns with each other, they will address them with one another, not others.

In the case of a conflict between the Minister and the Affiliated Minister, they shall first endeavor to find a mutually beneficial and honorable solution. By the request of either Minister or Affiliated Minister, a UUMA or UUSCM Good Officer, agreeable to both, may be called upon to mediate.

[Name of Minister] and **[Affiliated Minister's Name]** will revise this covenant as necessary.

Signed,

The Rev. **[Name of Minister]** Date

The Rev. **[Name of Affiliated Minister]** Date