

**Covenant Between the Reverend [\_\_\_\_\_],  
Retired Minister (Member)  
and the Reverend [\_\_\_\_\_],  
Parish Minister (Settled)  
[Name of Congregation]**

In addition to the guidelines of UUMA, which bind us each in collegial harmony, and in order to further assure a positive collegial relationship between us, we stipulate the following:

1. The Parish Minister and the Retired Minister Member may explore and pursue the idea of the Retired Minister Member becoming named as a Community Minister of the congregation, as there are benefits to both the congregation and the ministers as a result of this designation. This matter will come before the Board for a vote.
2. We will consult at least once each year regarding our collegial relationship and keep open lines of communication. We will foster free communication between us. The Parish Minister will initiate at least one meal/meeting to touch base each year.
3. The Retired Minister Member will avoid the appearance of conflict with the Parish Minister on congregational issues in congregational meetings. It would be a good idea to speak about these issues in advance and gain strategic clarity.
4. The Parish Minister will welcome the Retired Minister Member at worship services.
5. The Parish Minister will respect the boundaries of the Retired Minister Member's professional practices of [**spiritual direction, coaching, etc.**]
  - The Retired Minister Member will inform the Parish Minister of any member seeking such services with the Retired Minister Member, though not about the presenting issues.

- When informed about a member of the congregation using the Retired Minister Member's services, the Parish Minister will not approach that person regarding that consultation, unless the Retired Minister Member has made a prior agreement with the member-client that/if or that the Parish Minister may do so.
  - The Retired Minister Member will not provide Pastoral Care to client-members of the congregation, except as pertains to the presenting personal issue connected with their **[spiritual direction, coaching, etc.]**
  - The **[spiritual direction, coaching, etc.]** offered by the Retired Minister Member will only pertain to the Path of Spiritual Discernment brought by the member-client and will not substitute for the Pastoral Care offered by the Parish Minister.
  - The Parish Minister will speak in support of the Retired Minister Member's work and, as long as the parameters of our covenant are upheld, will refer members and friends of the congregation to the Retired Minister Member for his/her/their skilled services.
6. The Parish Minister may encourage the Retired Minister Member to write once yearly updates for the newsletter regarding the Retired Minister Member's work as it reflects Unitarian Universalist values.
  7. The Retired Minister Member may offer courses to the adults of the congregation only as first agreed upon with the Parish Minister.
  8. The Parish Minister will represent the congregation at public events inside and outside the parish building. The Retired Minister Member may speak only for themselves or for "other Unitarian Universalists" but not for the congregation, unless at request of the Parish Minister or by prior agreement.
  9. In order to keep the Retired Minister Member "as Community Minister" in the awareness of the congregation, the Parish Minister

may extend the pulpit to the Retired Minister Member twice a year for the purpose of general preaching and for the purpose of lifting up Community Ministry.

The Parish Minister may, as she/he/they deems appropriate, extend offers to the Retired Minister Member of inclusion (as reader) in various services during the year. (eg. High Holy Days services, Passover, etc).

10. As a signed member of the congregation the Retired Minister Member will have all the rights of any congregant. The Retired Minister Member will be welcome at congregational meetings, however, if there are controversial issues coming up, the Retired Minister Member will expect a dialogue about such issues in advance so that (if desired) our words will work together to help, enlighten, and strengthen the congregation and so that we will not confuse the congregation, neither undermine the ministry of the Parish Minister, nor the professional work of the Retired Minister Member.
11. We will speak of one another in a supportive and positive way. If the Retired Minister Member has a concern about the work of the Parish Minister, we will speak about it directly. We will not allow ourselves to be triangulated by any member of the congregation. The Retired Minister Member will not listen to concerns about the Parish Minister and will interrupt by suggesting that such concern be brought directly to the Parish Minister. The Retired Minister Member will not criticize the ministry of the Parish Minister to any person, and will hold as confidential any information about congregational matters the Parish Minister may disclose to the Retired Minister.

And the Parish Minister will extend the same support, confidentiality, and respect to the Retired Minister Member. If the Parish Minister hears criticisms of the Retired Minister Member's work or ministry, the Parish Minister will urge the critic to speak directly with the Retired Minister Member in clear terms.

12. We will be accountable to one another in all ways reflective of the covenant and guidelines of the UUMA. We will be sure to repair any mistakes that we have made – publicly when needed, and between us to ensure that all aspects of our covenant are honored.

Settled Minister Signature:

\_\_\_\_\_ Date \_\_\_\_\_

Retired Minister Member Signature:

\_\_\_\_\_ Date \_\_\_\_\_