

Covenant Between
The Reverend _____, Settled Minister of
[Congregation Name]

and
[Aspirant/Candidate/Seminarian/Intern Name]
_____, **preparing for UU Ministry**

Knowing that one's role in a congregation shifts as one enters the ministry, and in acknowledgment of **[Asp/Can/Sem/Int's Name]**, movement through the credentialing process within the Unitarian Universalist Association, we covenant to foster the change from a minister/congregant relationship to a collegial one with intention and ongoing communication.

Believing that our professional relationships promote a culture for all congregational relationships, we covenant to bring honesty, integrity, respect, and a collegial spirit to our interactions. We will practice and promote direct communication with each other and between congregants and ourselves in matters of appreciation, concern or conflict, avoiding triangulated relationships. We will abide by the UUMA guidelines in our speech and actions and we will respect one another's work and personal boundaries.

[Asp/Can/Sem/Int's Name] shall maintain active membership at **[Congregation]** and may participate in a range of activities.

[Asp/Can/Sem/Int's Name] may volunteer in areas appropriate to his/her/their identity as a member, as his/her/their time and energy permits. She/he/they will not serve in any elected position nor take on a leadership role without prior consultation with **[Settled Minister Name]**.

Consistent with the UUMA's Code of Professional Practice and Guidelines for the Conduct of Ministry, **[Asp/Can/Sem/Int's Name]** shall defer accepting from members and friends of the church any invitation for his/her/their ministerial services associated with **[Settled Minister Name's]** ministry at **[Congregation]**. This includes any requests that may arise for, or desires **[Asp/Can/Sem/Int's Name]** may have to provide, the following:

- direct pastoral care or counseling
- preaching
- officiation at rites of passage
- training lay leaders to serve in the shared ministry teams of the church
- representation of the church in the community as a spokesperson
- development of new programs or initiatives
- other roles or activities that similarly attach to the office of minister.

[Asp/Can/Sem/Int's Name] shall communicate with **[Settled Minister Name]** in a direct and timely manner, if such a request is made, or the desire to serve in such a role arises.

[Asp/Can/Sem/Int's Name] shall seek to ensure that her/his/their participation, behavior and words support the effective ministry of **[Settled Minister Name]** at **[Congregation]**.

[Settled Minister Name] in turn, offers her/his/their support for **[Asp/Can/Sem/Int's Name]** journey toward credentialed ministry within the UUA, and for **[Asp/Can/Sem/Int's Name]** ongoing discernment about her/his/their vocational call. **[Settled Minister Name]** and **[Asp/Can/Sem/Int's Name]** may meet periodically in support of these goals.

We recognize that our ministries, our relationships, and this congregation will change; as such, so will this covenant. When and where appropriate, we will enlist the aid of an impartial observer (such as a UUMA Good Offices person) to help us monitor how well we meet the conditions of our

covenant. We hold ourselves and each other accountable to this covenant and we commit to revisiting and modifying it as needed.

Settled Minister Signature:

_____ Date _____

Aspirant/Candidate/Seminarian/Intern Signature:

_____ Date _____