

Covenant of Collegiality
[Name of Minister 1]
and
[Name of Minister 2]
Serving
[Name of Congregation]

As colleagues in shared pursuit of the mission and health of **[Name of Congregation]** and as Unitarian Universalist ministers upholding and promoting the broader faith tradition, **[Name of Minister]** and **[Name of Minister]** covenant to:

- Make time for each other, prioritizing communication and alignment.
- Lean into partnership as colleagues while recognizing our respective roles and different positional authority in the congregation.
- Recognize each other's limitations; honor each other's boundaries.
- Disagree during discernment, and then commit and work in alignment.
- Support each other publicly and privately, celebrating each other's ministries and gifts.
- Foster the shared ministry of the larger staff team and congregational leadership.
- Hold each other accountable to our shared ethics and professional commitments.
- Be aware of how our respective identities shape our relationship and ministries, and work toward equity.
- When conflict arises or we have not lived out this covenant, we commit to communicate directly with each other, calling upon mentors, colleagues, coaching, good offices, denominational resources, and other relational support resources.
- If a significant breach of trust or misconduct occurs, we commit to faithfully engage with accountability, grievance, and complaint processes of the congregation, the UUMA, and the Ministerial Fellowship Committee.
- Regularly check in about our shared covenant and how it is serving our ministry and the mission of the congregation.

Signed,

[Name of Minister]

[Date]

[Name of Minister]

[Date]