

Covenant

between

the Rev. Josh Pawelek, Parish Minister, UUS:E

and

the Rev. Jeanne Lloyd, UU Community Minister endorsed by UUS:E

The relationship between a UU parish minister and a UU community minister endorsed by the same parish is guided by the Unitarian Universalist Ministers Association *Code of Professional Practice and Guidelines*. The hallmarks of this relationship are respect, collegiality, mutual support, open communication, and professionalism. The following covenantal provisions are intended to deepen Josh and Jeanne's relationship as colleagues by establishing clear ministerial boundaries in the UUS:E context.

1. Jeanne and Josh agree to honor and affirm each other's call to ministry.
2. As a minister Jeanne's primary relationship at UUS:E is with Josh, not the members and friends of UUS:E.
3. Jeanne is encouraged to develop authentic relationships with members and friends of UUS:E and to participate in the life of UUS:E as she feels called. However, she shall maintain her identity as minister at all times, and is encouraged and advised to keep her close, personal friendships outside of the UUS:E community.
4. In situations requiring pastoral care in Josh's absence, Jeanne is welcomed and encouraged to provide pastoral care to the person/people in the moment, and then refer them to Josh or the Pastoral Friends Committee if Josh is still not available.
5. If a member or friend of UUS:E comes to Jeanne with an issue related to UUS:E and Jeanne has not been given clear authority to speak on this issue, she will refer the person to Josh or to the appropriate party.
6. If Jeanne is asked to do something that she feels Josh needs to know about first, she will speak to Josh before engaging in the activity.
7. Jeanne is invited to lead workshops and other programmatic experiences at UUS:E as she sees fit. Josh supports Jeanne's specific participation in UUS:E's JTW (anti-racism) and Accessibilities committees. For the sake of self-care, Jeanne is encouraged not to get too deeply involved in too many UUS:E activities.
8. Jeanne has a standing invitation to preach at UUS:E at least once per congregational year and she will be reimbursed at the current rate suggested by the UU MA.
9. Josh will maintain an interest in Jeanne's community ministry and urge members and friends of UUS:E to cultivate a similar interest in and support for Jeanne's ministry.
10. Should Josh and Jeanne have questions or concerns with each other, they will address them with each other, not others.
11. Josh and Jeanne will revise this covenant as necessary.

The Rev Josh Pawelek

Date

The Rev. Jeanne Lloyd

Date