

**COVENANT OF RIGHT RELATIONSHIP**  
**between the Rev. [PM FULL NAME],**  
**Parish Minister,**  
**[CONGREGATION NAME] and**  
**[COMMUNITY MINISTER'S FULL NAME], sponsored by [CONGREGATION NAME]**

The relationship between a UU parish minister called by a parish and a UU individual seeking Board of Chaplaincy certification and sponsored by the same parish is guided by their respective codes of conduct: Unitarian Universalist Ministers Association Code of Professional Practice and Guidelines; Unitarian Universalist Society for Community Ministries Code of Practice. The hallmarks of this relationship are respect, collegiality, mutual support, open communication, and professionalism.

The following covenantal provisions are intended to deepen [PM FIRST NAME] and [YOUR FIRST NAME]'s relationship as professional colleagues by establishing clear ministerial boundaries in the [CONGREGATION NAME] context:

1. [PM FIRST NAME] and [YOUR FIRST NAME] agree to honor and affirm each other's call to ministry.
2. Although remaining a lay person, [YOUR FIRST NAME]'s entry into professional ministry shifts [YOUR FIRST NAME]'s primary relationship at [CONGREGATION NAME] to now be with [PM FIRST NAME], not the members and friends of [CONGREGATION NAME].
3. [YOUR FIRST NAME] is encouraged to develop authentic relationships with members and friends of [CONGREGATION NAME] and to participate in the life of [CONGREGATION NAME] as [YOUR FIRST NAME] feels called. However, [YOUR FIRST NAME] shall maintain a ministerial identity at all times, and is encouraged and advised to keep close, personal friendships outside of the [CONGREGATION NAME] community. Should such relationships already exist inside [CONGREGATION NAME], [YOUR FIRST NAME] will refrain from participating in conversations about [PM FIRST NAME]'s ministry.
4. In situations requiring pastoral care in [PM FIRST NAME]'s absence, [YOUR FIRST NAME] is welcome and encouraged to provide pastoral care to the person/people in the moment, and then refer them to [PM FIRST NAME] or the [PASTORAL CARE COMMITTEE NAME] if [PM FIRST NAME] is still not available.
5. If a member or friend of [CONGREGATION NAME] comes to [YOUR FIRST NAME] with an issue related to [CONGREGATION NAME], [YOUR FIRST NAME] will refer the person to [PM FIRST NAME] or to the appropriate party.

6. If [YOUR FIRST NAME] is asked to do something that [YOUR FIRST NAME] feels [PM FIRST NAME] needs to know about first, [YOUR FIRST NAME] will speak to [PM FIRST NAME] before engaging in the activity.
7. [YOUR FIRST NAME] is invited to lead workshops and other programmatic experiences at [CONGREGATION NAME] as [YOUR FIRST NAME] sees fit. For the sake of self-care, [YOUR FIRST NAME] is encouraged not to get too deeply involved in too many [CONGREGATION NAME] activities.
8. [YOUR FIRST NAME] has a standing invitation to preach at [CONGREGATION NAME] at least [NUMBER OF TIMES] per congregational year and [YOUR FIRST NAME] will be reimbursed at the current rate suggested by the UUMA.
9. [PM FIRST NAME] will maintain an interest in [YOUR FIRST NAME]'s community ministry and urge members and friends of [CONGREGATION NAME] to cultivate a similar interest in and support for [YOUR FIRST NAME]'s ministry.
10. Should [PM FIRST NAME] and [YOUR FIRST NAME] have questions or concerns with each other, they will address them with each other, not others.
11. [PM FIRST NAME] and [YOUR FIRST NAME] will revise this covenant as necessary.

The Rev [PM FULL NAME], \_\_\_\_\_ Dated: \_\_\_\_\_

[YOUR FULL NAME], \_\_\_\_\_ Dated: \_\_\_\_\_