

**Letter of Understanding between
The Rev. X, Parish Minister, (congregation name)
and
The Rev Y, Retired Minister**

We covenant to guide our actions by the Unitarian Universalist Ministers Association Code of Professional Practice and Guidelines, and to support one another in collegial respect and care.

1. Y will not offer, and will not accept requests for ministerial services or public leadership from members of the congregation, or in this congregational context, unless requested by X.
2. Y will honor the prerogatives of X's responsibility for leadership in the congregation, and in all ways seek to support X's ministry.
3. Y will only participate in leadership roles that support and benefit the ministry, and at the request and with the prior permission of X.
4. Y will neither listen to nor volunteer criticisms of X. As necessary, Y will describe appropriate channels of communications to members seeking to express concerns.
5. Y articulates clearly her own hopes and expectations regarding her relationships in the congregation, and her intention to avoid wielding any undue influence among the members, as follows:
 - a. Y hopes to develop authentic relationships with members and friends of Eastrose and participate in the life of Eastrose socially and occasionally in social justice initiatives;
 - b. Y hopes that X will support Y's social justice ministry as President of Farm Worker Ministry and Board Secretary of National Farm Worker Ministry to members and friends of Eastrose;
 - c. Y hopes that X will formally introduce Y to the Eastrose Fellowship in a worship service and/or in a newsletter article.
6. X will seek to foster cordial and candid relations with Y in recognition of the value of her presence in the congregation.
7. X will bring any concerns arising from the relationship Y has with the congregation directly and promptly to the attention of Y.
8. In calling attention to any deviation by my colleague from this Letter of Understanding, X and Y will adhere to the processes described in Accountability Procedures of the UUMA Guidelines. So doing will not be regarded as a failure of collegial loyalty.
9. Y will confer with and renew this covenant with future Eastrose UU ministers. If the congregation becomes lay-led, she will confer with and renew this covenant with the Board.

The Rev. X , (Congregation name) Parish Minister

Date

The Rev. Y, Retired Minister

Date