

A Covenant Between

Rev. Dr. Roger Jones, Senior Minister and
Rev. Douglas Kraft, Minister Emeritus of the
Unitarian Universalist Society of Sacramento, California

Members of this congregation voted overwhelmingly on October 22, 2017, to name the Rev. Douglas Kraft as its Minister Emeritus. Doug served the congregation wisely as Lead Minister for thirteen years. He expects to live in Sacramento with his spouse for the foreseeable future. He knows many congregants well, remains in the consciousness of others, and sees many at church. These on-going relationships can inadvertently have an adverse effect on the current ministry of the church. On the other hand, Doug's experience is a special resource for Roger, the settled Minister, and for the Assistant Minister, the Rev. Lucy Bunch.

Doug and Roger are committed to the congregation and successful ministry now and in the future. Mindful of multileveled dynamics of having a current settled minister and former settled minister in the congregation at the same time, we promise to work together to support one another and the congregation. To this end we enter into this covenant together.

- All of the duties, responsibilities, and privileges of the Lead or Senior Minister rest with Roger. Doug has no duties, responsibilities, or privileges, *per se*, except having automatic delegate status at General Assembly and having his name and *emeritus* status listed on the congregational letterhead, newsletter, and any other such institutional publications.
- As colleagues, we pledge to be in continuing conversation about the impact of any potentially problematic interactions between Doug, congregants, and staff. We will consult regularly and openly. We will avoid triangulation with congregants and staff.
- Doug pledges to be available to Roger for private counsel about the congregation, its history, and congregants. Roger has no obligation to seek or to heed Doug's counsel on any particular matters. Roger pledges to keep Doug's private counsel confidential.
- In our speech and action, we intend to assist our congregation to vibrantly embody UU values. We affirm and promote in the UU Association's Principles and Purposes.
- We will not participate in conversations with congregants (other than privately with our own partners) which diminish the other's ministries or contributions to church life.
- Roger is responsible for the wellbeing of the congregation including rites of passage and other ceremonies. If a current or former congregant or their children ask Doug to be involved in such ceremonies, Doug will ask them to speak to Roger. Any decision for Doug to conduct all or part of a rite of passage will be made through mutual discussion that is mindful of the overall health of the congregation. Doug's involvement is a privilege. Roger's is a privilege and a responsibility. Therefore, if Doug and Roger are not in complete agreement, Doug will graciously support Roger's best wisdom. In the case of non-UU people, the Doug will usually be free to perform weddings, memorial services, and other rites of passage at his own

discretion, including collecting fees for his services, guided by UU Ministers Association Guidelines. However, if he senses such arrangement might affect the congregation, he will consult with Roger.

- We anticipate some situations will be difficult and sensitive. For example, there will be times when people who have known Doug for a long time are in distress, in trouble, seriously ill, or otherwise in critical need of support. It may be difficult for them and Doug to distinguish pastoral support from connection with a friend. In these situations, Doug pledges not to replace Roger, not to interfere with Roger's pastoral role, and to confer collegially with Roger (or with Lucy in Roger's absence). Whenever Doug's relationships with UUs implicitly or explicitly, informally or formally, would imply that he act as their minister, he will consult with Roger on the situation. Roger pledges to compassionately understand such situations and share his perspective with Doug. He will understand that some people will always feel and see Doug as their minister. Roger pledges to assist Doug in dealing with these situations even as he regards the general health of the congregation and their mutual and proper relationships with it.


- Usage of the USS building for both the sangha that the Doug leads and the classes he offers will be made explicit through ongoing conversation between both ministers at least yearly and will follow relevant USS policies. USS staff will support Doug as it does other users of the facilities.

- Doug may be asked by Roger to preach at USS once or twice a year. Such services are arranged at mutual convenience and provided as a gift to the congregation. However, if he's available, Doug volunteers to provide worship service leadership as requested by the current ministers in case of an emergency.

- Out of respect for the clarity of each minister and their different roles and identities, a key guide to communications between us is: "No surprises." We pledge to be in timely communication about any issue that may affect the other

- We will review this covenant and its merits every year.

Resources for navigating this unique collegial relationship are available from the UU Ministers Association, its Good Offices, the UU Retired Ministers and Partners Association, and its Good Offices.



Senior Minister

4/15/18
Date



Minister Emeritus

4/15/18
Date