

3-Way Covenant

between

Rev. Jo Green, Interim Parish Minister, Mission Peak Unitarian Universalist Congregation

and

Rev. Barbara Meyers, Community Minister affiliated with Mission Peak Unitarian Universalist
Congregation

and

Mission Peak Unitarian Universalist Congregation

September 12, 2019

This 3-way covenant is consistent with the terms of the Affiliation Agreement between Rev. Barbara Meyers and MPUUC, and with the Covenant between Rev. Jo Green and Barbara Meyers. The following covenantal provisions will apply to the 3-Way Relationship of Barbara, Jo and MPUUC:

1. Since Barbara is a long-time member of MPUUC, she will engage in congregational activities like any other member, while maintaining her identity as a minister at all times. Rev. Meyers has participated in Worship Associates, Pastoral Associates and the Justice Council. She intends to remain as an active member in the congregation.
2. Barbara will preach once annually with no honorarium and report to the board quarterly. Like any other member, she can request to attend board meetings when she is not presenting.
3. Barbara and Jo have their own covenant which specifies details of the relationship between the community minister and the parish minister. It 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.
4. Services beyond what has been agreed upon will be compensated. For example, if Barbara preaches more than once a year, then the standard honorarium for a guest preacher is in order. If she provides summer or sabbatical coverage for the parish minister, there should be

compensation. If she leads a special training for pastoral associates, the community minister should be paid. The rate of compensation will be determined by standard fees for ministerial activities as established by the Pacific Central Chapter of the UUMA, if specified. In the past, Rev. Meyers has been compensated for:

- a. providing pastoral care when the parish minister has not been available
 - b. leading a pastoral associates training
 - c. leading wedding and memorial services for non-members
5. When Barbara officiates at a wedding, funeral or memorial service, or provides other ministerial services at the church, she will be paid by the individuals involved at UUMA recommended rates. This is true for services rendered to members as well as non-members of the Congregation. Barbara will give one pro-bono worship service per year. For more services, she shall be paid standard UUMA preaching fees. If Barbara is asked to take Jo' place in a prolonged absence or sabbatical, she shall be paid at a mutually agreed to rate.
6. Barbara obtained final fellowship in the Unitarian Universalist ministry in 2008, and has her own committee that helps in reviewing the details of her ministry. Therefore, she will not request a Committee on Ministry provided by the congregation.

