

## Covenant of Affiliation between

Unitarian Church of Hinsdale (UCH)

and

Rev. Karen Mooney, Affiliated Community Minister

According to UUMA Guidelines, “Community Ministers are urged formally to affiliate with a congregation in order to ground themselves in the support and accountability of a Unitarian Universalist covenantal community.” In that spirit, we enter into the following covenant:

- I. **Overall Relationship.** Rev. Mooney’s primary ministry and accountability is as Director of the Unitarian Universalist Prison Ministries of Illinois (UUPMI), and UCH supports and affirms this ministry<sup>i</sup> as an extension of its own ministry<sup>ii</sup>. Rev. Mooney will seek to further UCH’s mission, particularly in the area of social justice leadership, and will maintain active, pledging membership in the UCH community. Like all members, she may participate in congregation activities of her choosing, but is under no obligation to do so. She will not serve in any elected position in the congregation.
- II. **Relationship with Minister.** The [UUMA Code of Professional Practice](#) shall be carefully observed by Rev. Mooney and the UCH minister. As a Community Minister, Rev. Mooney will also abide by the [UUSCM Code of Professional Practice](#). Working collaboratively in a spirit of mutual cooperation and consultation, she will respect the leadership, relationships and spheres of responsibility of the UCH minister, and the UCH minister will respect the calling, strengths and sensibilities of Rev. Mooney.
- III. **Ministerial Role and Tasks.** As an Affiliated Community Minister, Rev. Mooney is not employed by, nor paid by, the congregation on any continuing basis. She will engage the congregation at least twice a year without compensation through preaching, teaching and support of the Service to Serve, with the understanding that a special offering will be taken yearly for the work of UUPMI. She may also consult with staff and lay leadership or provide other services in the area of social justice, as invited to do so, without compensation. At the request of the Minister, she may perform other ministerial functions, but is under no obligation to do so. Rev. Mooney will take care to defer accepting from members and friends of the congregation any invitation for services properly associated with the ministry of the minister or staff.
- IV. **Committee on Shared Ministry** UCH will empower members to sit on a Committee on Shared Ministry (CoSM). The CoSM will meet with Rev. Mooney to provide reflection on activities within the church. This committee will also assist in reviewing the minister for fellowshiping purposes.<sup>iii</sup>
- V. **Facilities, Supplies, Equipment.** Rev. Mooney will retain a key to the UCH office and may have reasonable use of supplies and equipment (paper, photocopier, computer, etc.) without charge for activities related to her Community Ministry, including meeting space when available.

- VI. **Reporting and Communication.** Rev. Mooney will report activity to the Minister, and will review the relationship with one another and their respective ministries within the life of the congregation. Rev. Mooney will keep the congregation informed about the activities of her ministry via the Annual Report to the congregation, and other means as requested.
  
- VII. **Representation of UCH.** Rev. Mooney will not speak on behalf of UCH in the absence of a clear prior understanding with the Minister and Board Chair as needed.
  
- VIII. **UCH's Relationship with UUPMI.** Like all UU congregations, UCH may participate in particular UUPMI activities but is under no obligation to do so. Positions taken by UUPMI will in no way be used to imply the endorsement of UCH.
  
- IX. **Addressing Conflict.** Should Rev. Mooney and any of the other minister or staff be in conflict, they will seek first the services of a UUMA good officer.
  
- X. **Revisions to this Document.** Changes in this document may be made by agreement between the ministers concerned, and will be effective 30 days after written notice is given to the Board of Trustees, unless the Board votes to delay or reject the changes.
  
- XI. **Termination of Affiliation.** The Community Minister may resign upon 30 days' notice. The Community Minister's relationship with the congregation may be terminated upon 30 days' notice by either the Senior Minister or the Board of Trustees.

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 Rev. Pam Rumancik  
 UCH Minister

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 Liz Reyes  
 UCH Board President

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 Rev. Karen Mooney  
 Affiliated Community  
 Minister

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 Date

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 Date

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 Date

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<sup>i</sup> The mission of UUPMI is to facilitate connections between Unitarian Universalist (UU) congregations and those incarcerated in Illinois to build a UU presence inside prisons and engage participants in advocacy to reduce incarceration. Throughout this work, UUPMI will embrace a shared vision of restorative over punitive justice, center the experiences of people most directly impacted by the prison industrial complex, and foster liberty that is both physical and spiritual.

<sup>ii</sup> The mission of UCH is to be a welcoming caring community celebrating Unitarian Universalist values. We share creative, expressive worship, vibrant religious education, and commitment to a just world. We inspire spiritual exploration & personal growth, appreciation of diversity, and courageous, compassionate action.

<sup>iii</sup> As a minister in Preliminary Fellowship with the UUA Ministerial Fellowship Committee (MFC) Karen has a set of reviews that need to be completed by the congregation being served in order to progress to Final Fellowship status. These reviews assist the MFC and Karen with determining a development plan for her further learning as a new minister. The MFC is the credentialing body of the UUA. While congregations have the sole authority to ordain ministers the UUA set up a credentialing body to ensure excellence in ministry within our association. To belong to the national and regional Ministers Association or to serve most congregations in the UUA a minister needs to be in Final Fellowship or in the fellowshiping process.

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UCH Board of Trustees – Beginning Resource List 2017-18 Church Year

**Imagining Future Church** - [https://www.faithandleadership.com/c-andrew-doyle-imagining-church-future?utm\\_source=albanweekly&utm\\_medium=content&utm\\_campaign=faithleadership](https://www.faithandleadership.com/c-andrew-doyle-imagining-church-future?utm_source=albanweekly&utm_medium=content&utm_campaign=faithleadership)

**Must We Discuss Economics?** [https://www.faithandleadership.com/dave-odom-future-congregations-we-must-discuss-economics?utm\\_source=albanweekly&utm\\_medium=content&utm\\_campaign=faithleadership](https://www.faithandleadership.com/dave-odom-future-congregations-we-must-discuss-economics?utm_source=albanweekly&utm_medium=content&utm_campaign=faithleadership)

**Marking Church Ethos** <https://alban.org/2015/10/08/r-mark-king-the-church-ethos-process/>

**Future UUs** - <http://growinguu.blogs.uua.org/>

**The World Needs Us** <http://www.uua.org/growth/56376.shtml>

**Why Add a Worship Service?** <http://www.uua.org/growth/57758.shtml>

**What Needs to be True?** <https://www.faithandleadership.com/nathan-kirkpatrick-what-difference-do-you-want-make>

**The 80% rule: fact or fiction?** <https://alban.org/archive/the-80-percent-rule-fact-or-fiction/>

**Innovation key to church growth** <https://www.faithandleadership.com/features/articles/innovation-key-church-growth>

**Growing Unitarian Universalism** <http://growinguu.blogs.uua.org/>

**PDF – Resources from the UUA** - <http://www.uua.org/sites/live-new.uua.org/files/documents/congservices/midcongs/growthresources.pdf>

**Breakthrough Congregation examples:** <http://www.uua.org/growth/breakthrough/archive> *Note: the top of the page says “Page Not Found” but if you scroll down the past breakthrough congregations are there.*

**Breakthrough Congregations** – Collection of UUA articles and resources:  
<http://www.uua.org/growth/breakthrough>