

## **SUMMARY of UUA/UUMA Recommended Ministerial Agreement for Full-Time/Senior/Lead/Solo Ministries**

On May 10, 2020 the Congregation of First Universalist Church of Yarmouth will vote concerning calling Rev. Hillary Collins-Gilpatrick, and entering into the Ministerial Agreement. Areas of particular interest are referenced in this Summary.

The Agreement starts with the intention to “strive to dwell together in peace, to seek truth in love, and to serve one another and the larger community” and that the relationship “must be grounded on both sides in open communication, mutual trust, good faith, and an open and agreed-upon process.” The Agreement ends with “It has been drawn, offered, and accepted in the spirit of the Principles and Purposes of the Unitarian Universalist Association.”

The Agreement is deep and broad, unlike 2-page letters of past engagements. The following paragraphs may be of particular interest, as we move forward with open hearts.

### **Section 1: Goals, Responsibilities and Relationships**

The contract emphasizes SHARED leadership throughout and clearly defines the responsibilities of both the Minister and Congregation. This includes:

- Monitoring and nurturing the Health of the Ministry through regular reviews and assessments, and suggested tools for such reviews
- Maintaining a covenantal relationship with the Board
- Being in accordance with the Guidelines for the Conduct of Ministry

### **Section 2: Responsibilities**

The contract clearly outlines the responsibilities of the Minister, including:

- Role on the Board as well as in all Councils and Committees
- Freedom of the Pulpit
- Authority over worship services and rites of passage
- Number of services the Minister will lead or co-lead (30-35)
- Engagement in the wider community
- Standard UUA practice for role as Head-of-Staff has been expanded to include “authority to hire, discharge and change compensation of staff”, but we have modified the Agreement to align with our bylaws to also require approval of the Board. *(The intention of this change is to clearly state our mutual commitment to maintain a collaborative relationship.)*

### **Section 3: Compensation, Benefits, Professional Expenses**

- The initial total Minister’s Office package includes \$68,000 Salary & Housing in line with UUA fair compensation guidelines, \$20,720 standard UUA benefits contribution to retirement and insurances, and \$8,000 professional expenses per UUA current guidelines
- Relocation expenses *(expected to be less than \$3,000)*

### **Section 4: Work Weeks and Leave Provisions**

- UUA standard consistent with past contracts, updated to include 2020 practice of offering parental leave

### **Sections 5, 6 & 7: Terms & Termination; Dispute Resolution; Amendment & Choice of Law**

- Dispute Resolution to follow UUA guidelines and be in the spirit of UU values
- UUA specification of procedures for various reasons for termination of Agreement
- The Agreement is to be reviewed at least every 3 years