

# WellSprings Congregation

## Working Covenant between Executive Minister & Founding Minister

As Executive and Founding Minister of WellSprings, we agree to the following working covenant, entered into with the intention of preserving and sustaining a strong spirit of collegiality and partnership between the professional clergy serving in these roles. This covenant's primary goal is to protect the healthy expression and ongoing development of our congregation's mission. It may be modified at any time in service of that goal, at the discretion of both ministers.

### Guiding Values

As with any working relationship in our congregation, the ministers commit to model the principles of honesty, clear and direct communication, healthy boundaries, deep inquiry and listening, and kind-heartedness in our interactions with one another. We will actively seek out opportunities to offer and share gratitude for each other, and for others with whom we serve, within the congregation.

### History and Context

Both ministers will be mindful of the evolution in our roles, and of the history of habits and relationship patterns we carry, within our congregation. We will be mindful of how age, gender, and other identities we hold impact both our own work, and the ways that others perceive and experience us. We will proactively support each other in places where these shifts are likely to be felt: namely, in protecting and maintaining new boundaries, in the shifting expression of our ministerial authority, and in affirming the unique strengths in both of our approaches to ministry.

### Regular Collaboration

The ministers will meet monthly to communicate on matters of mutual concern with respect to their individual roles within the congregation. These meetings will include time for spiritual practice, inquiry into emerging realities and stress points experienced within each role, and regular requests for, and offers of, support – including encouragement to ongoing professional development and spiritual growth.

### Rites of Passage

Weddings, vow renewals, memorials, child dedications, and other ceremonial rites of passage that are requested by congregants may be performed by either minister, per their availability and per consultation with one another.

### Privileged Information

All ministers engage with congregants pastorally, and are expected to hold pastoral information in confidence. In a system of shared pastoral care, it may become necessary to coordinate and exchange pastoral information between ministers, in order to provide appropriate support to a congregant. To this end, the ministers may share pastoral information with one another. However, this information will not be shared with anyone else in the congregation (lay pastoral caregivers included) without first receiving permission from the congregant.

### Critiques or Complaints

Congregants engaging one minister in a critique of the other minister, or offering complaint on an area of responsibility that falls under the other minister's purview, will be encouraged to address the other minister directly. A minister may offer support to facilitate direct address as they see fit.

### Decisions and Disagreements

The ministers trust that welcoming diverse perspectives in professional ministry will only strengthen our ability to practice wise discernment on the congregation's behalf. Each minister reports to the Board of Trustees, and holds authority for decision-making within the bounds of their respective roles. In the case of a disagreement between the ministers, each commits to working together to find a livable compromise or solution to the problem. In the unusual circumstance where a compromise proves impossible, the ministers will look to our Board of Trustees to make arrangements for appropriate mediation. Once a decision is made, both ministers will support it publically.



Rev. Lee Paczulla, Executive Minister



Rev. Ken Beldon, Founding Minister