

A Covenant Between
Rev. Barbara McKusick Liscord, Retiring Minister (RM)
Rev. Carol Strecker, Interim Minister (IR)
Unitarian Universalist Congregation in Milford, NH (Congregation)

The Retiring Minister served the Unitarian Universalist Congregation in Milford, New Hampshire, as settled minister, for fifteen years and will continue to live in the Milford area with her spouse for the foreseeable future. We recognize that she knows many congregants well, and will remain in the consciousness of those and other members and friends. We recognize that this situation could impede the on-going ministry of the Congregation; we also recognize that RM's experience represents a special resource both for the interim ministry and for any ministry in the future. We both want the Congregation to have a successful ministry now and in the future, and we promise to work together to this end as follows:

RM and her spouse will stay away from congregational activities during the interim period, and may be invited to participate after the interim period, according to the discretion of the newly called minister.

All of the duties, responsibilities, and privileges of the RM now rest with Interim Minister.

We pledge to be in continuing conversation about the impact of any potentially problematic interactions between RM and congregants or continuing staff. We will consult regularly and openly. We pledge to avoid any potential triangulation that might present itself, whether publicly or privately, from our respective relationships with congregants or staff.

RM pledges to be available to IM for private counsel about the Congregation, its history, and congregants. IM is under no obligation either to seek or heed RM's counsel on any particular matters.

We anticipate that the most difficult situations will be those in which people RM has known for a long time and are in critical need of pastoral care. It may be difficult for parishioners to understand the difference between a pastoral contact and the RM new role. RM pledges not to interfere with the IM pastoral role in any way and will urge the parishioner to contact the IM directly. IM will keep RM apprised of major life passages of members of the congregation. RM has the option, but not the obligation, to send notes to parishioners going through difficult circumstances such as death of a family member, severe health or legal crises, without asking permission from IM each time the situation arises. RM will let IM know when she is sending a note.

IM is responsible for the professional ministry of the Congregation, including rites of passage, and other religious ceremonies that are part of congregational life. If RM receives requests for involvement in such ceremonies from congregants, former congregants, or their children, she will direct them to IM. Any involvement in these services will be the result of mutual discussion that has the overall health of the Congregation in mind.

In the case of people from the wider community, the RM will be free to perform weddings, memorial services, and other rites of passage at her own discretion, including collecting fees

for her services. However, if she senses at any time that any such arrangement might somehow impact the Congregation, she will consult with IM.

RM pledges to redirect parishioners and friends to the IM comments, concerns or opinions related to the life of the Congregation.

In Summary, the RM and IM will work together to cultivate healthy relationships in service to the health of the Congregation. We will stay in communication and revisit this covenant as necessary to insure that we're in right relationship with each other and the Congregation.

Rev. Barbara McKusick Liscord, Retired Minister

Date

Rev. Carol Strecker, Interim Minister

Date

To be added if the congregation names RM as Minister Emeritus:

RM was designated Minister Emeritus (ME) by Congregation and as ME has no duties, responsibilities, or privileges, per se, except having automatic delegate status at General Assembly, and having her name and emeritus status listed on the congregational letterhead and any other such institutional publications.