

**COVENANT BETWEEN THE UUCJ BOARD OF DIRECTORS  
AND  
REVEREND PAUL JOHNSON**

We, the members of the Board of Directors of the Unitarian Universalist Church of Jacksonville (UUCJ), agree to enter into this covenant with Reverend Paul Johnson (Rev. Paul), promising one another our mutual trust and support to ensure a successful shared ministry approach to carrying out our beloved community's mission. We commit to serve together in a spirit of mutuality as partners, such that we cooperatively continue to strive to discover, develop, utilize, and support the gifts of each person and, as responsible stewards, to joyfully participate in the ongoing creative and restorative activities within our church and surrounding communities.

1. We will communicate respectfully and directly with one another, avoiding talking "about" and triangulation.
2. We will live our conscience and speak our minds with civility, and will take responsibility for our words and actions.
3. We will communicate with the congregation respectfully, directly, transparently, regularly, and cohesively using multiple ways of outreach.
4. We will share responsibility for communications with the Congregation balancing transparency with respect for confidentiality.
5. We will model what it means to live into a healthy covenant (e.g. not weaponizing covenant or authenticity).
6. We will regularly refer to our UUCJ Mission as a guiding principle for our work together
7. In addition to the Letter of Agreement with Rev. Paul, we will carry out the goals we build together for the remainder of this calendar year,
8. We will inform the 2021 incoming Board of the goals we set and accomplished, and request that a follow-up "New Beginnings" workshop be conducted to set goals for the remainder of our ministry together.
9. We will remind ourselves that a covenant is a living promise and will thus amend it as necessary always siding with understanding, acceptance, and love.
10. As members of the Board of Directors, and as the minister, we agree to participate faithfully in the governance structure encompassing the various committees and other groups necessary to carry out the church's mission.
11. We will recognize and express our gratitude to all the volunteers who so unselfishly serve our church by offering their time and talent.
12. As members of the Board of Directors, we will support the minister in his personal and professional needs, and respect and honor his part-time status so as to not create "mission creep" or violate his well-being.
13. As minister I will be supportive of the Board of Directors in their work and also will honor the part-time status of the position so as not to create "mission creep."