

Approved by MidAmerica Board of Trustees
November 16, 2013

3-Way Covenant November 16, 2013

The Board of Trustees (Board), of the MidAmerica Region (Region) of the UUA, the Field Staff of this Region (FS), the Regional Lead (RL), and the Director of Congregational Life (DCL) at the UUA enter into this covenant promising to one another our mutual trust and support.

Together we...

- 1) Covenant to support and appreciate each other's work and commitment to our UU faith, acknowledging that transitions are difficult
- 2) Covenant to operate on the assumption that everyone is acting on his/her understanding of what is in the best interests of our UU faith, and our mutual Ends
- 3) Covenant to act as leaders of our covenantal faith to work together as we build and maintain relationships with our sources of authority and accountability:
 - a) Our member congregations
 - b) Current and future generations of Unitarian Universalists
 - c) The heritage, history, and ideals of Unitarian Universalism
 - d) The vision of beloved community
 - e) The spirit of love, life, and the holy
- 4) Covenant to be in right relationship with each other and walk together in love when issues arise, recognizing conflict and tension can often be and are signs of creativity and growth
- 5) Covenant to be in regular communication with each other so that conflicts can be avoided if possible, or resolved at an early stage when they occur
- 6) Covenant to collaboratively create systems that will regularly
 - a) Establish Regional goals based on the UUA Global Ends and the Administration's goals for Congregational Life Staff in support of those Ends
 - b) Clearly identify the responsibilities of the Board, FS, and DCL for achieving those goals
 - c) Mutually assess the achievement of those goals
- 7) Covenant to support the professional development of FS
- 8) Strive to be non-anxious leaders
- 9) Strive to build trusting relationships

Individually we...

The Board of Trustees of the MidAmerica Region of the UUA

- 10) Acknowledges the UUA is the singular employer of the FS, with sole authority to hire, reward, discipline, or discharge FS
- 11) Acknowledges that full supervisory responsibilities for the Regional Staff paid for exclusively by the Region will be held by the Regional Lead assigned by the DCL
- 12) Covenants to work with the DCL, RL and FS to seek input from our Regional congregations to ensure that programming addresses the unique needs, challenges and opportunities of the Region.
- 13) Covenants to work with the RL and in consultation with the DCL to establish Policies and Procedures
- 14) Covenants to adopt Policies and Procedures that are not in conflict with UUA Policies and Procedures adopted to conform with Executive Limitations imposed by the UUA Board
- 15) Acknowledges the FS is monitored by the DCL, based on mutually established goals and with input from the Board, for progress against the Global Ends of the UUA Board and the goals, strategies or tactics developed by the UUA Administration in support of those Global Ends
 - a) Commits to supporting the DCL and RL in establishing and carrying out monitoring and goal-setting systems that provide data/ information for the UUA President's accountabilities to the UUA Board and strategies address the unique needs and opportunities of the Region
- 16) Covenants to, at a minimum, maintain the current level of financial support for Regional programming and to inform the DCL in the event such a commitment cannot be sustained
- 17) Commits to collaborating with FS and the DCL to explore ways of strengthening the financial support for Regional programming
- 18) Covenants to honor the DCL-designated Regional Lead as the chief executive officer of this Region, and that this RL/CEO may have additional and particular responsibilities of handling or delegating Region financial and other assets, which may necessitate creation of policies and monitoring by the Board
- 19) Commits to act as leaders of our covenantal faith to work together as a board with the FS to build and maintain deepening interdependent relationships among those we serve.

The Congregational Life Field Staff of the MidAmerica Region of the UUA:

- 20) Acknowledges the Board's role in working with the UUA Board to support linkage with member congregations
- 21) Acknowledges the legal authority of the Board for Regional assets
- 22) Acknowledges and accepts the Region's Governance Policies and Procedures, as they relate to financial responsibilities for Region assets and for Region-owned property
 - a) Covenants to alert the Board to any conflicts or discrepancies between Region and UUA Policies governing financial responsibilities
 - b) Acknowledges the responsibility for financial policy changes lies with the Board
- 23) Acknowledges that their singular employment relationship is with the UUA through the office of the DCL

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- 24) Covenants as delegated/requested by the DCL or the RL to meet with the Board at its regular meetings and report progress against goals and objectives as determined
- 25) Covenants to recuse themselves from situations that may represent a material conflict of interest, promptly reporting any such situation to both the DCL and the Board.
- 26) The RL covenants to accept responsibility for supervision and management of the Regional Staff, and to undertake that responsibility in a manner consistent with Unitarian Universalist values, with fair employment practices, and with personnel policies congruent with those of the UUA
- 27) The RL covenants to provide timely feedback to the Board regarding steps it can take to improve collaboration between the Field Staff and the Board
- 28) Covenants with the Board & DCL to engage in appropriate self-care and professional development

The Director of Congregational Life of the UUA:

- 29) Acknowledges primary responsibility to manage, develop, compensate, and train the FS of this Region
 - a) Commits to consult with the Board to understand its perspective of the Region's needs and opportunities in hiring FS, should a vacancy occur
 - b) Commits to seek the Board's input into hiring of the Regional lead/ chief executive officer of the Region
 - c) Agrees to support the FS in engaging in appropriate self-care and professional development
- 30) Agrees to engage in appropriate care and professional development for him/herself
- 31) Covenants to supervise the FS consistent with our UU values and principles and in alignment with our UUA ends and the strategic plan of our UUA administration
- 32) Covenants to work with the board, RL and FS to seek input from our Regional congregations to ensure that programming addresses the unique needs, challenges and opportunities of the Region.
- 33) Agrees to consult with the Board sooner rather than later in the event of any significant performance issues, prior to engaging in any disciplinary action, including discharge of the RL , unless such consultation would result in serious or irreparable harm to the human, financial, or physical assets of the UUA or the Region
- 34) Retains the ultimate authority to hire, reward, discipline, or discharge FS
- 35) Covenants to regularly consult with the Board, at a mutually acceptable frequency
- 36) Covenants to provide timely feedback to the Board regarding steps it can take to improve collaboration and results of our work together
- 37) Acknowledges the legal authority of the Board for Region assets
- 38) Acknowledges that full supervisory responsibilities for the Regional Staff paid for exclusively by the Region will be held by the RL
- 39) Agrees to maintain funding from the UUA at the current level, or to advise the Region at the earliest possible time if such commitment cannot be kept

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- 40) Agrees to communicate directly with the President of the Board (or designee) in the event that communication through the RL or FS would place the RL or FS in a real or perceived conflict of interest situation
- 41) Agrees to notify the President of the Board as soon as possible about changes in compensation planned for UUA staff
- 42) Retains the right to delegate operational responsibilities under this covenant to the Regional lead

Term and Amendment

- 43) This covenant will be in effective from the date of approval by action of the board until June 30, 2015.
- 44) The covenant may be amended by mutual consent of the parties during the term of the covenant.
- 45) The parties commit to jointly review the covenant no later than March 2015

Approvals:

Rev. William Sasso, President, MidAmerica Region

Rev. Ian Evison, MidAmerica Regional Lead

Rev. Scott Tayler, UUA, Director of Congregational Life