

UNITARIAN UNIVERSALIST CHURCH OF BOULDER

Community Ministry Covenant of Endorsement

The Board of Trustees of the **Unitarian Universalist Church of Boulder** (UUCB) endorses the Community Ministry of the Rev. Barbara Molfese, in accordance within the following provisions:

1. The Community Minister will be a credentialed, ordained and fellowshipped Unitarian Universalist Minister. Further, the Community Minister will be a member of the **Unitarian Universalist Church of Boulder**. The Community Minister is expected to remain in good, professional standing with the Unitarian Universalist Ministers Association (UUMA), the Mountain Desert District Community Ministers and the Front Range Unitarian Universalist Ministers Association.
2. The Board of Trustees of the **Unitarian Universalist Church of Boulder**, hereby recognizes and supports the Rev. Barbara Molfese's Chaplaincy, with the granting of this endorsement.

As Counseling Supervisor and Chaplain at the **Boulder Valley Women's Health Center** (WHC) she provides emotional and spiritual support for women and/or couples who are experiencing distress or conflict in reaching a decision about an unintended pregnancy. In this interfaith environment, she is dedicated to providing pastoral care in an open accepting and affirming manner. Her services are available to the staff of the WHC, as well as to patients. As a Clergy for Choice Trainer, she provides instruction in "*All Options Counseling*" for other clergy, the WHC staff, and other concerned persons, under the auspices of The Religious Coalition for Reproductive Choice, of which she is a member.

Rev. Molfese also serves as a volunteer member of the Spiritual Support Team at the **Boulder County Safehouse**, providing additional ecumenical pastoral care to that organization. She participates, along with, the Rev. Ziegler in the Boulder Interfaith Leaders for Non-Violence, an interfaith peace group.

3. The Community Minister will serve the congregation of the **Unitarian Universalist Church of Boulder** at the direction of and in close communication with the called Parish Minister.

The Community Minister and the Parish Minister agree to observe the collegial guidelines established by the Unitarian Universalist Ministerial Association. The Parish Minister and the Community Minister recognize the importance of their collegial relationship, mindful of the need for open communication, cooperation and mutual respect in serving this congregation.

4. The Community Minister agrees to provide ministerial services for the **Unitarian Universalist Church of Boulder** as requested by the Parish Minister, including sermons, children's chapels and adult education courses. The Community Minister further agrees to provide ministerial services for non-church members as requested by the Parish Minister, including memorial services, weddings, holy unions for same sex couples, child dedications and participation in social justice or social service programs in the community. The personal needs and availability of the Community Minister will always be taken into consideration, whenever such requests are made.

5. The Community Minister agrees to be mindful of the authority entrusted by this congregation's endorsement of her Chaplaincy and work in the wider community. She agrees to represent ethically, honorably and with integrity, the trust placed in her by this religious community.

6. This covenant may be modified, with the agreement of the Ministers involved. Changes will become effective 30 days after written notice of the change is presented to the Board of Trustees, unless the Board votes to delay or reject the change. In the event of unresolved issues concerning relationships or responsibilities of the Community Minister and the congregation, the parties agree to follow provisions of the UUCB Bylaws and the guidelines established by the UUMA.

7. This endorsement of Community Minister is non-salaried by the **Unitarian Universalist Church of Boulder**. The Community Minister may receive payment from non-members of the congregation for performance of specific ministerial services, in accordance with UUMA guidelines. Other remuneration for professional services will be determined by agreement with the Parish Minister, the Board of Trustees or appropriate committees. No remuneration will be requested, by the Community Minister, for occasional preaching or teaching. These activities are regarded by the Community Minister as part of her obligation as a member of UUCB.

8. Until the Community Minister completes the UUMA requirements for full and final fellowship, the congregation agrees to provide representation on a Supervisory Committee. This committee will meet at least twice annually, and will conduct an annual evaluation in accordance with the requirements of the Ministerial Fellowship Committee of the UUA. The Supervisory Committee (at minimum) will include a representative from the UUCB Board of Trustees, a member of the UUCB Committee on Ministry, the Parish Minister, and a member-at-large from the UUCB congregation. In addition, the Supervisory Committee must include the Executive Director of **Boulder Valley Women's Health Center** and one other member of the clinical staff.

The Community Minister agrees to meet monthly with her designated Mentor, The Rev. Betty Pingel, as required by the UUMA guidelines for fellowshiping.

The Community Minister will serve as "acting" Community Minister of the **Unitarian Universalist Church of Boulder** until this covenant is presented for final endorsement by the congregation at their next regularly scheduled Congregational Meeting. Although none are anticipated, any fiscal considerations arising out of this agreement will not become effective earlier than the beginning of the UUCB 2004-2005 Fiscal Year on July 1, 2004.

Barbara J. Richards 3-1-04 Rev. Jacqueline A. Zieger 3/1/04
President of the Board of Trustees (date) Parish Minister (date)

Barbara Malfiore 4-4-04
Community Minister (date)