

FIRST UNITARIAN SOCIETY OF MADISON, WISCONSIN
Covenant of Relationship between Rev. Roger Bertschausen (Interim Minister), Rev. Kelly Crocker (Minister of Congregational Life), and Rev. Dr. Michael Schuler (Minister Emeritus)
Finalized: November 5, 2020

As ministers affiliated with First Unitarian Society, we covenant to strive for right relationship with each other for the mutual support of our independent and interdependent ministries and the well-being of FUS as an institution.

As always, we will keep at the front of our minds the best interest of FUS and its people.

An emeritus minister's relationship with the congregation he/she/they formerly served can be of great value to the successor ministers and the congregation. Indeed, emeritus ministers who have enjoyed lengthy, successful service to a congregation, can be an invaluable and discreet source of perspective and wisdom for successor ministers. Working in mutually agreed upon partnership with the current ministerial leadership, emeritus ministers can also provide meaningful ministerial services to the congregation. Attention to boundaries especially early on as well as clarity of expectations of the minister emeritus and the current ministers can help pave the way for a mutually beneficial, long-term relationship.

Rev. Bertschausen and Rev. Crocker, alongside lay leadership, hold authority in terms of decision-making and direction-setting for FUS. Rev. Dr. Schuler will not be involved in such processes and will not comment upon or give input unless sought for advice by Rev. Bertschausen and/or Rev. Crocker.

The current ministry team will in word and action honor the ministry of Rev. Dr. Schuler and the relationships forged between him and congregants. Rev. Dr. Schuler, recognizing that it is in the congregation's best interests for institutional and pastoral responsibility to rest with the current ministry team, will not engage in pastoral care, rites of passage, or acts of ministry with FUS participants unless invited to do so by Rev. Bertschausen and/or Rev. Crocker. If a participant in FUS asks Rev. Dr. Schuler for a ministerial service, he will not entertain the request until checking in with Rev. Bertschausen and/or Rev. Crocker.

Rev. Bertschausen and Rev. Crocker honor that Rev. Dr. Schuler continues to be a member of FUS. We welcome Rev. Dr. Schuler's connections with other members of the congregation including warm friendships within the constraints outlined

above. We welcome Rev. Dr. Schuler's occasional participation in FUS programs and volunteer opportunities when mutually agreed upon ahead of time. Additionally, Rev. Bertschausen and Rev. Crocker anticipate inviting Rev. Dr. Schuler as Emeritus Minister to offer at least one program this year.

This covenant only applies to the three signatories and not to any of Rev. Dr. Schuler's family.

Mindful that human lives and institutions are ever-changing, we will approach this covenant faithfully, while also being willing to allow it to change as our relationships evolve between each other and the congregation. We commit to regular communication which will give space for this to happen. We anticipate there being a new covenant after Rev. Bertschausen's interim ministry at FUS concludes and a new colleague arrives.

Rev. Roger Bertschausen, Interim Minister

Rev. Kelly Crocker, Minister of Congregational Life

Rev. Dr. Michael Schuler, Minister Emeritus