

Sample Guide of Communication and Accountability

Clergy Couples who serve co-ministries successfully share the role of ministry, while delineating specific communication channels. These communication channels or points-of-contact prevent triangulation and confusion. The minister named as the point-of-contact for a specific ministry is accountable for that ministry. It is understood, however that the co-ministry team works together whenever necessary for the health of the congregation. Some ministries, marked by a star* below, are more deeply shared than the others.

We have many Clergy Couple mentors with whom we remain close, who help us understand how to walk these boundaries with clarity and power. Below is a working draft suggesting one possible way to organize the operational side of our ministry. Should you choose us to serve as your candidates, this guide of Communication and Accountability would be revised in consultation with the search team, the board, and all stakeholders at UUCM, with input from the UUA and key Clergy Couple colleagues. An approved version of the final document would be readily available in your church Resource Guide, online, and in other places for easy access. Together we will align our areas of responsibility with your existing Program Structure.

Rev. Anya	Rev. Scott
Worship*	Governance*
Membership	Finance/ Budget
Pastoral Care*	Justice Ministry*
Rites of Passage	Stewardship
Program Administration	Public/ Civic Outreach
Adult Religious Education	Multigenerational Engagement/ Children's RE
Staff Supervision	Facilities
Denominational Affairs	Leadership Development
Special Events	Music

* Deeply Shared Ministry Areas. As an example of one deeply shared ministry, consider Pastoral Care*. Even though Rev. Anya is the point-of-contact in the above guide, both Rev Scott and Rev Anya will be primary pastoral care providers. Some congregation members will be drawn more to one or the other, so we will share who is the primary pastoral caregiver for different members of the community. Anya is still the point-of-contact for that ministry, and is accountable for it under this guide, but we will truly share that ministry in its application.