

Covenant between the Thomas Jefferson Board, the District Executive, and Director of Congregational Life

The Board of Directors of the Thomas Jefferson District of the UUA, the District Executive of this district, and the Director of Congregational Life at our UUA enter into this covenant promising to one another our mutual trust and support.

The Board of Directors of the Thomas Jefferson District of the UUA:

- Acknowledges the Director of Congregational Life (DCL) of the UUA has full supervisory responsibilities for the District Executive (DE)
- Acknowledges the UUA is the singular employer of the DE
- Acknowledges the DE has full supervisory responsibilities of the district staff regardless of funding sources
- Acknowledges the DE is charged with implementing UUA Global Ends as they apply and relate to the work of the DE in this district
- Acknowledges the DE is monitored by the DCL for progress against those Global Ends
- Covenants to work with the DE to develop specific goals and objectives for the district that are aligned with UUA Global Ends
- Covenants to honor the DE as the chief executive officer of this district
- Covenants to act as elders of the faith to work together as a board with the DE to build and maintain relationships with our sources authority and accountability
 - Our member congregations
 - Current and future generations of Unitarian Universalists
 - The heritage, history, and ideals of Unitarian Universalism
 - The vision of beloved community
 - The spirit of love, life, and the holy
- Covenants to be in right relationship with the DE and DCL and walk together in love if issues arise, recognizing conflict can be and is a sign of growth
- Covenants to be in right relationship with the sources of our authority and accountability

The District Executive of the Thomas Jefferson District of the UUA:

- Acknowledges primary accountability to our sources of authority and accountability
- Acknowledges the special relationship with the Board as liaison to our sources of authority and accountability
- Acknowledges the singular employment relationship is with the UUA through the office of the DCL
- Covenants to develop specific goals and objectives for the District that align with UUA Global Ends
- Covenants to consult with the Board to resolve any disparity in UUA Global Ends and District goals and objectives
- Covenants to meet with the Board at the regular meetings and report progress against goals and objectives
- Covenants to be in right relationship with the Board and DCL and walk together in love if issues arise, recognizing conflict can be and is a sign of growth

The Director of Congregational Life of the UUA

- Acknowledges primary responsibility to manage, develop, compensate, and train the DE of this District
- Covenants to supervise the DE consistent with our UU values and principles
- Covenants to consult with the Board from time to time as the need arises
- Covenants to look to the Board for advice about and interpretation of cultural expressions of Unitarian Universalism particular to the region
- Covenants to listen to local voices as part of the evaluation of the DE
- Covenants to be in right relationship with the DE and Board and walk together in love if issues arise, recognizing conflict can be and is a sign of growth