

WellSprings Congregation

Working Covenant between Founding Minister & Executive Minister

As Founding Minister and Executive Minister of the WellSprings Congregation, we agree to the following working covenant, entered into with the intention of preserving and sustaining a strong spirit of collegiality and partnership between the professional clergy serving in these roles. This covenant's primary goal is to protect the healthy expression and ongoing development of our congregation's mission, and may be modified at any time in service of that goal, at the discretion of both co-ministers.

Guiding Values

As with any working relationship in our congregation, the co-ministers commit to model the principles of honesty, clear and direct communication, healthy boundaries, deep inquiry and listening, and kind-heartedness in our interactions with one another. We will actively seek out opportunities to offer and share gratitude for each other, and for others with whom we serve, within the congregation.

Regular Collaboration

The co-ministers will meet weekly to communicate on matters of mutual concern with respect to their individual roles within the congregation. These meetings will include time for spiritual practice, inquiry into emerging realities and stress points experienced within each role, and regular requests for, and offers of, support – including encouragement to ongoing professional development and spiritual growth.

Critiques or Complaints

Congregants engaging one co-minister in a critique of the other co-minister, or offering complaint on an area of responsibility that falls under the other co-minister's purview, will be encouraged to address the other co-minister directly. A co-minister may offer support to facilitate direct address as they see fit.

Privileged Information

Ministers engage with congregants pastorally, and are expected to hold confidence. In general, the co-ministers will not share pastoral information with each other. In cases where it may be deemed necessary or useful for the co-ministers to share pastoral information, the minister will first obtain permission from the congregant. In rare circumstances where ignorance of a pastoral situation would interfere with the co-minister's ability to serve their role in the organization, information may be shared, but it will be the responsibility of the co-minister to protect the congregant's confidentiality by: not sharing this information with anyone else in the congregation, and not approaching the congregant or engaging them in conversation about this information. Should evidence of or threats to physical harm be revealed within a pastoral conversation, the co-ministers will follow WellSprings' Crisis Protocol.

Decisions and Disagreements

The co-ministers trust that welcoming diverse perspectives in professional ministry will only strengthen our ability to practice wise discernment on the congregation's behalf. Each co-minister holds equal authority in the decision-making process at WellSprings. In the case of a disagreement between the co-ministers, each commits to working together to find a livable compromise or solution to the problem. In the unusual circumstance where a compromise proves impossible, the co-ministers will look to our Board of Trustees to make arrangements for appropriate mediation. Once a decision is made, both co-ministers will support it publically.



Rev. Ken Beldon, Founding Minister



Rev. Lee Paczulla, Executive Minister