

# Covenant of Understanding between Annmarie Fore and Foothills Unitarian Church

*March 13, 2026*

Grateful for the continuing relationship between Annmarie Fore and our congregation, we enter into this covenant as an affirmation of our continued and evolving relationship, in service of the work of courageous love.

## **Relationship with the Congregation**

Annmarie Fore is a member of Foothills Unitarian Church. Ultimately, Annmarie's relationship with the congregation is one based in covenant, demonstrating the fullness of our shared faith as Unitarian Universalists in all the spaces and places where we engage our values in the hopes of transforming the world.

Annmarie's employment is outside of the church, she is not on staff, and is therefore not eligible for any benefits associated with employment through the congregation. If she receives compensation for services provided at the church, she will be considered an independent contractor.

## **Relationship with Ministers and Staff**

Annmarie will be in routine conversation with Foothills ministers and will keep the ministers informed about ministries she engages. Annmarie and Foothills ministers will maintain a relationship of open communication following the [Foothills Covenant of Right Relations](#). Annmarie is not in a supervisory relationship with any of the staff at the church. In case of conflict with any church staff, issues should be taken to the Senior Minister, in accordance with the Foothills Employment Handbook. In case of conflict between Annmarie and the Senior Minister, assistance should be sought from the board of trustees.

If Annmarie is serving a member of the congregation in spiritual direction and becomes seriously concerned for this person's wellbeing – especially if they might

harm themselves or someone else – she will speak directly to one of the ministers so that, together, we can offer care and support for this individual.

**Services Provided**

Annmarie received her spiritual direction certification from the Spiritual Guidance Training Institute in January of 2026. She is welcome to see members of the congregation as directees. Spiritual direction for Foothills members will only be provided with Foothills ministers’ knowledge and agreement.

Annmarie Fore is welcome to offer spiritual direction using space at Foothills Unitarian Church, using rooms free of charge as they are available. She will schedule rooms in advance with appropriate Foothills staff.

**Review and Ending of Agreement**

Annmarie and a representative of the Foothills ministers will meet regularly (at least annually) to review their relationship with one another and with the congregation. Responsibility for initiating these meetings rests with Annmarie. Changes to this document may be made on mutual agreement of Annmarie and the Foothills Ministers.

Signed           *Annmarie Fore*            
Annmarie Fore

Signed \_\_\_\_\_  
Rev. Elaine Aron-Tenbrink, Minister for Community Care

Signed \_\_\_\_\_  
Mary Klecan, President Board of Trustees