

Recommendations for Emeritus/Emerita/Emerit Status

1. Purpose

This guidance outlines the process for conferring honorary Emeritus/Emerita/Emerit status to religious professionals at Foothills Unitarian Church.

It supports our values of covenant, gratitude, and generational stewardship by:

- Honoring those who have significantly shaped our community through faithful service.
- Ensuring clarity, continuity, and integrity in the church's relationships with retired religious professionals.
- Aligning with **Board Policy 3.1.5** by offering a principled path for recognizing covenantal bonds beyond active ministry.

This guidance enables us to celebrate and clarify ongoing relationships, particularly in moments of transition or public recognition.

2. Organizational Guidance

Implementation by Ministry: Determining a Recommendation

The decision to recommend a religious professional for Emeritus/Emerita/Emerit status is made with care and grounded in covenant. The Senior Minister, in consultation with relevant staff or lay leaders, will assess alignment with the following criteria:

- **Length of Service:** The individual must have served Foothills Unitarian Church for **at least five years**.
- **Generational Impact:** Their service must reflect a **significant contribution to the church's long-term spiritual and communal life**—through preaching, pastoral care, leadership development, or other generative ministry.
- **Retirement Status:** The individual must be **fully retired** from active professional ministry or religious education.
- **Good Standing:** They must remain in **good standing** with the **UUA** and/or any relevant professional associations (e.g., LREDA, UUMA).
- **Covenantal Departure:** They must have signed a **Covenantal Departure Agreement**, affirming mutual commitments to:

- Respect for successors
 - Healthy boundaries
 - Ongoing relationship grounded in covenantal trust
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Key Clarifications

- The title Emeritus/Emerita/Emerit honors past service and covenantal alignment, not future authority.
 - Honorees may remain part of congregational life as members or guests, but not as staff, ministers, or public representatives.
 - The status is honorary and confers no formal leadership role or financial obligation
 - This designation supports ongoing healthy relationships, not continued ministry roles.
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3. Related Content

Bylaws and Policies

- [Board Policy 3.1.5 – Honoring and Recognizing Religious Professionals](#)
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