

## **Covenant of Relationship**

The relationship between Unitarian Universalist ministers is always one of covenant; this will continue in a different form after Rev. Anastassia departs UUCA. With faith, hope, love, and joy, as both the current minister and the departed minister at UUCA, we covenant:

- To keep at the front of our minds the best interests of the UUCA and its people.
- To recognize leadership must always reside within a congregation's elected leaders – including Rev. John and the Board – and within the membership itself. Direction and ministries come from those ongoing relationships. Rev. Anastassia will be uninvolved in any such processes, and will not comment or give input regarding the direction of or ministries within the UUCA unless directly asked for Rev. John or another serving UUCA minister.
- To honor each other's ministries and the relationships that have been forged between each minister and UUCA congregants. We will speak both honestly and generously of each other as people and as ministers.
- To allow new relationships and ministries to emerge, Rev. Anastassia will maintain a one-year communication hiatus with the members and staff of UUCA. UUCA, in turn, will refrain from contacting Rev. Anastassia to allow her space to engage in her future ministries.
- To uphold that institutional and pastoral authority rests with Rev. John and any ministers who may come to serve with him. Rev. Anastassia will not engage in pastoral care, rites of passage, or acts of ministry with UUCA members even after a one-year period.

Mindful that human lives and institutions are ever-changing, we will approach this covenant faithfully, while also being willing to allow it to change as our relationships evolve between each other and the UUCA.

*- Rev. John Crestwell, Jr and Rev. Anastassia Zinke (Agreed upon on 6/11/2024)*