

## **Co-Executive Ministerial Covenant**

**August 18, 2020**

We, Rev. John Crestwell and Rev. Anastassia Zinke, as the current called ministers of the Unitarian Universalist Church of Annapolis, embrace the authority and responsibility of serving the people and mission of the Unitarian Universalist Church of Annapolis. We enter into this covenant recognizing that the model of co-equal ministers holds the potential to transform our relationships and practices to ones that are more mutual, whole, and healing. We will uphold this inherent promise in how we engage in this shared ministry.

As co-executive ministers, we covenant:

- To develop and demonstrate trust in and with one another;
- To resolve disagreements between us without involving congregants or staff, and utilizing outside resources when needed.
- To share, co-equally, leadership in those areas of the church that are most important:
  - Articulating and shaping the implementation vision for our congregation;
  - Our reporting to and relationship with to the Board;
  - The healthy functioning of our congregation;
  - Sunday services; and
  - Personnel decisions.

Decisions in the above areas will be made by the co-executive ministers through conversation and consensus.

- To lead with authority in areas that are identified to fall within one of the co-executive minister's portfolios.
- To stay sufficiently informed on the activities of the congregation so that either minister could make decisions in scenarios where consultation is not feasible.
- To allow congregants to request the minister from whom they would like to receive pastoral care.
- To seek and engage in coaching and other personal and professional resources that will make it more likely for this co-equal ministry to flourish.

In mutual ministry,

Rev. John Crestwell

Rev. Anastassia Zinke