

## **Covenant of Relationship between Rev. Victoria Safford, Rev. Roger Bertschausen, Rev. Sara Goodman, and Rev. Jack Gaede**

As ministers who have served, or are serving, White Bear Unitarian Universalist Church, we covenant to strive for right relationship with each other for the mutual support of our independent and interdependent ministries and for the well-being of WBUUC as an institution.

We will keep at the front of our minds the best interest of the Church and its people.

As current members of the ministry team, Rev. Bertschausen, Rev. Goodman, and Rev. Gaede hold authority alongside lay leaders in terms of decision-making and direction-setting for the Church. As a former member of the ministry team, Rev. Safford will be uninvolved in such processes and will not comment or give input regarding the direction of the Church unless sought for advice by the current ministry team.

We will honor each other's ministries and the relationships that have been forged between ministers and congregants while still respecting the need for institutional and pastoral authority to rest with the current ministry team. Rev. Safford will not engage in pastoral care, rites of passage, or acts of ministry with WBUUC participants.

Rev. Bertschausen will serve as the communication link between the current ministry team and Rev. Safford.

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 congregation.

*--Agreed upon by Roger Bertschausen, Sara Goodman, Jack Gaede (current Ministry Team), and Victoria Safford (previous minister) on October 27, 2021*