



Covenant Between
Leadership Staff and Congregation of University Congregational United Church of Christ

From the Congregation:

In the spirit that created a collaborative leadership team to lead in the ministry of UCUCC, we make covenant for prayerful support among leadership and congregation. We will labor together with our leaders in the ministry of the gospel and the fulfillment of our church covenant. As parishioners we are partners with our leaders in making our church a home where everyone feels ministered to, and we too will extend a welcoming word to those in need of comfort, support and wisdom.*

- a. We support our leaders' freedom of conscience in speech, in public actions, in exploration of new ideas and programs, confident that they will clarify for whom they speak.
- b. We respect the office of our leaders, not differentiating between leaders on criteria that may include gender, race, sexual orientation, or physical ability.
- c. We value our leaders' professional perspectives, dedication and ethical standards. With respect for family boundaries, we value our leaders' commitment to care for themselves and their dependents,
- d. We will let our leaders know when we are in need of particular support.
- e. We will honor division-of-labor agreements approved by the Church Council, not insisting that each leader, nor a particular leader, attend every event.
- f. We will advocate for our leaders' personal and professional development, knowing that such growth enhances the entire church community.
- g. When a pastor leaves our employ, we will look to the new pastor for leadership, and not ask for continued pastoral leadership or care from the one who has left.
- h. When in disagreement with our leaders' words or actions, we will speak our concerns directly to them with candid expression and a listening ear.
- i. We will hold ourselves to the highest standards of compassion and ethical behavior, even when in disagreement with our leaders.
- j. We will listen respectfully to concerns and honor appropriate structures and procedures, including the Leadership Parish Relations Committee, for addressing issues that challenge our covenant with the Leadership and with one another.

Covenant Between
Leadership Staff and Congregation of University Congregational United Church of Christ

From the Leadership Staff:

As equal partners in a spiritual leadership group, we the pastors and leaders of University Congregational UCC pledge to serve this congregation faithfully. We will live in accordance with our Christian convictions, preach and teach the word of God, administer the sacraments, and fulfill the pastoral and leadership offices according to the faith and order of the United Church of Christ. We honor our commitment as spiritual leaders to welcome everyone into the fold of the Church community with a commitment to offer truth and Biblical teaching that is grounded in Christ.*

- a. In our church life and our private lives we will maintain high standards of ethical and professional conduct.
- b. We will work to our strengths in our various calls for pastoral, prophetic, educational, and administrative service, recognizing the needs of our partners in leadership and encouraging diversity in our leadership roles.
- c. We will recognize and carry out our responsibility for nurturing our own spiritual, mental and physical health, and will make use of study leave and sabbaticals in ways that contribute to the life of the congregation.
- d. We will keep regular working hours, be accessible to the congregation and respond to requests in a timely manner.
- e. We will maintain healthy boundaries according to the standards of our profession. This includes not using our positions for financial or sexual favor, nor doing anything that will undermine the spiritual health of another.
- f. We hold sacred the confidential relationship between congregant and pastor.
- g. We will carry out our ministry without favoritism or regard for personal popularity.
- h. We will recognize that the success of each leader is critical in the success of the Church's ministry, and support one another's work.
- i. When we leave the employ of the church, we will make room for the leaders who come after us. We will not disparage their work nor attempt to continue to provide leadership or pastoral care to the congregation.
- j. We will listen respectfully to concerns and honor appropriate structures and procedures, including the Leadership Parish Relations Committee, for addressing issues that challenge our covenant with the congregation and with one another.

*Adapted from UCC *Book of Worship*.