

**A THREE-WAY MINISTRY COVENANT**  
AMONG  
**AUTHORIZED MINISTER**  
**LOCAL CHURCH**  
**ASSOCIATION / CONFERENCE**

**ABOUT THE THREE-WAY COVENANT**

The United Church of Christ advises that, when an Authorized Minister is called to serve a Local Church, a covenantal relationship be established among the Authorized Minister, the Local Church, and the United Church of Christ as represented by an Association or Conference. This relationship is known as a three-way covenant, with each party accountable to and for the others. The purpose of this covenant is three-fold:

1. to strengthen, support and sustain the ministries of all the partners that share in this covenant;
2. to encourage mutual participation and accountability of and for the life of each by the others;
3. to observe, nurture, celebrate, and call forth the ministry of the Authorized Minister.

**COVENANTS OF MUTUAL ACCOUNTABILITY**

**Authorized Minister, as an Authorized Minister of the United Church of Christ covenants:**

*To Local Church United Church of Christ in City/State:*

- Faithfulness in the preaching and teaching of the Gospel, the exercise of pastoral functions, the administration of rites and sacraments of the Church, and in adherence to the Minister Codes of the Manual on Ministry;
- Membership in good standing with Local Church, including financial support for the general ministries of this church and a commitment to earnest prayer for the well-being of this congregation and its ministry; public recognition of membership in this Body of Christ;
- Regular meetings with the Church Council and Pastoral Relations Committee to support one another in mutual ministry;
- Fidelity to the terms of her/his call agreement (attached) and dedication to the tasks as set forth by his/her job description (attached), so long as Authorized Minister serves as Title and Position of Local Church. Obligations

of compensation and employment exist exclusively between [Authorized Minister](#) and [Local Church](#).

To the [Association/Conference](#):

- Participation in Association Annual Meetings, Ministerium gatherings, Conference Annual Meetings;
- Adherence to oversight by the Association Committee on Ministry, including the annual Information Review and the triennial Periodic Review.

**Local Church United Church of Christ, as the Local Church of Membership covenants:**

To [Authorized Minister](#):

- Belief in God’s call that has led you to this particular place of mission and ministry
- Adherence to remuneration as set forth in the call agreement and job description;
- Prayers for [her/his](#) work with the [Local Church](#);
- Public recognition of [Authorized Minister](#) a Minister of the congregation;
- Regular meetings with the Church Council and Pastoral Relations Committee to support one another in mutual ministry.

To the [Association/Conference](#)

- Appropriate documentation of [Authorized Minister](#) as an Authorized Minister with ministerial standing;
- Fidelity to the covenants of mutual accountability as articulated in this document.

**The [Association](#) of the United Church of Christ covenants:**

To [Authorized Minister](#):

- All of the rights and responsibilities of an authorized minister in this Association.
- Clear communication of this Association’s/Conference’s requirements for good ministerial standing (including but not limited to boundary training and continuing education) and of any policies supplemental to the Manual on Ministry that have been established by this Association/Conference; those requirements are:

\_\_\_\_\_ (boundary training)  
\_\_\_\_\_ (continuing education)  
\_\_\_\_\_ (other)  
\_\_\_\_\_ (other)

To [Local Church](#), *United Church of Christ*:

- Belief in the local church as the locus for mission and ministry in the United Church of Christ and thankfulness for your support of [Authorized Minister](#);
- Appropriate support and oversight of all ministers in three- or four-way covenants with your congregation.

We trust in God's presence with us as we seek to be faithful to this covenant:

\_\_\_\_\_ Authorized Minister, [Name](#) Date: \_\_\_\_\_  
\_\_\_\_\_ President, [Local Church](#), [City/State](#) Date: \_\_\_\_\_

*Copies of this 3-way covenant are to be made and distributed to: Authorized Minister, Local Church, and the Association/Conference for keeping with the minister's file.*