

**A FOUR-WAY MINISTRY COVENANT
AMONG
AUTHORIZED MINISTER
CALLING BODY / EMPLOYER
LOCAL CHURCH
ASSOCIATION / CONFERENCE**

ABOUT THE FOUR-WAY COVENANT

The United Church of Christ advises that, in instances where Ordained Ministers are called to non-parish employment, a covenantal relationship be established among the Ordained Minister, the calling body, the United Church of Christ as represented by an Association or Conference, and the Local Church where the Ordained Minister is a member. This relationship is known as a four-way covenant. The purpose of this covenant is:

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 Ordained Minister.

COVENANTS OF MUTUAL ACCOUNTABILITY

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

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

- Membership in good standing with Local Church, including financial support for the general ministries of this church, participation in the worshiping life of the church whenever possible, and a commitment to earnest prayer for the well-being of this congregation and its ministry;
- Submission of articles for the newsletter or other publications regarding his/her ministry;
- An annual meeting with the Church Council or other representative to support one another in mutual ministry;
- A commitment to preach annually at the request of the pastor;
- Public recognition of membership in this Body of Christ in duties related to her/his ministry.

To the Association/Conference:

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

To the [Calling Body/Employer](#):

- 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;
- Fidelity to the terms of [her/his](#) ministry and fidelity to the tasks of [her/his](#) employment, as given in [her/his](#) job description from the [Calling Body/Employer](#) (attached), so long as [Authorized Minister](#) serves as [Title and Position](#) with [Calling Body/Employer](#). Obligations of compensation and employment exist exclusively between [Authorized Minister](#) and the [Calling Body/Employer](#).

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

To [Authorized Minister](#):

- Prayers for [her/his](#) work with the [Calling Body/Employer](#);
- Inclusion of materials written by [Authorized Minister](#) in the congregation's newsletter and Annual Report;
- Public recognition of [Authorized Minister](#) as a Minister sent into the world on behalf of the congregation;
- An annual meeting with the Church Council or other representative to support one another in mutual ministry.

To the [Calling Body/Employer](#):

- Collection of [an offering contributing to the work of the Calling Body or a similarly related ministry](#).

To the [Association/Conference](#)

- Appropriate documentation of [Authorized Minister](#) as an Authorized Minister with ordained ministerial standing;
- Annual contributions to Our Church's Wider Mission (OCWM) in recognition of the role of the wider church in the formation and oversight of authorized ministers in the United Church of Christ.

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

To [Authorized Minister](#):

- All of the rights and responsibilities of an ordained 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 and procedures supplemental to the Manual on Ministry that have been established by this Association/Conference.
- 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:

- Appropriate support and oversight of all ministers in three- or four-way covenants with your congregation;

To the Calling Body/Employer:

- Inclusion of written updates from Authorized Minister regarding her/his work for the Calling Body/Employer in the annual meeting of the Association.

The Calling Body/Employer covenants:

To Authorized Minister:

- Belief in God’s call that has led you to this particular place of ministry;
- Adherence to remuneration as set forth in the call agreement, common personnel policies and current job description.

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

- Belief in the local church as the locus for all ministry in the United Church of Christ and thankfulness for your support of Authorized Minister.

To the Association of Conference:

- Fidelity to the covenants of mutual accountability as articulated in this document.

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

_____ Authorized Minister, Name Date: _____
 _____ Representative, Name of Calling Body Date: _____
 _____ President, Local Church, City/State Date: _____

Copies of this 4-way covenant are to be made and distributed to: Authorized Minister, Calling Body/Employer, Local Church, and the Association/Conference for keeping with the minister’s file.