

**A THREE-WAY MINISTRY COVENANT AMONG  
AUTHORIZED MINISTER, LOCAL CHURCH AND  
PENN NORTHEAST CONFERENCE OF THE UNITED CHURCH OF CHRIST**

**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**

\_\_\_\_\_  
Name of Authorized Minister

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

To \_\_\_\_\_:  
Setting of Ministry and Location

- 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 this local congregation, 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 Consistory and Personnel Committee to support one another in mutual ministry;
- Fidelity to the terms of his/her call agreement (attached) and dedication to the tasks as set forth by her/his job description (attached), so long as he/she serves this congregation. Obligations of compensation and employment exist exclusively between this authorized minister and congregation.

To Penn Northeast Conference:

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

**, as the Local Church covenants:**

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Setting of Ministry and Location

To \_\_\_\_\_:

Name of Authorized Minister

- Belief in God’s call that has led you together to this particular place of mission and ministry;
- Adherence to remuneration as set forth in the call agreement and job description;
- Prayers for his/her work within the congregational setting;
- Public recognition of her/his position as a Minister of the congregation; To the Penn Northeast Conference:
- Appropriate documentation as an Authorized Minister with ministerial standing;
- Fidelity to the covenants of mutual accountability as articulated in this document.

**The Conference of the United Church of Christ covenants:**

To \_\_\_\_\_:

Name of Authorized Minister

- All of the rights and responsibilities of an authorized minister in this Conference.
- Clear communication of this 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:
  - Information Review updated annually
  - Boundary Training, updated every three (3) years
  - Anti-Racism Training, updated every three (3) years
  - Cultural Competence Training, updated every three (3) years
  - Continuing Education Training, 25 contact hours every year, a minimum of five (5) hours which is face-to-face

To \_\_\_\_\_:

Setting of Ministry and Location

- Belief in the local church as the locus for mission and ministry in the United Church of Christ and thankfulness for your support of their 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:

\_\_\_\_\_ Signature Authorized Minister; Date: \_\_\_\_\_

\_\_\_\_\_ Name of Authorized Minister

\_\_\_\_\_ Signature, Consistory President; Date: \_\_\_\_\_

\_\_\_\_\_ Name of Local Church

\_\_\_\_\_ Location of Local Church

\_\_\_\_\_ Signature, Conference Minister; Date: \_\_\_\_\_

Received by Penn Northeast Conference

Date: \_\_\_\_\_