

# **THE LOCAL CHURCH IN RELATION TO ITS PASTOR**

## **OUR CHURCH'S MINISTRY**

Our church's ministry recognizes and celebrates our pastor as a person called by God who has attained particular skill and competence in leading our local church in fulfilling its mission and ministry.

We have called our pastor to preach and teach the Word of God, to administer the authorized sacraments and rites of the United Church of Christ, and to exercise ethical pastoral care and collaborative leadership. We will be intentional in receiving and heeding the Word of God that comes through the proclamation of our sacred texts, including the gospel and the celebration of the sacraments and for responding to the ethical pastoral care and leadership offered.

## **PARTNERSHIP IN MINISTRY**

We believe that the ministry and mission of our church are given to all people. We will nurture and join our gifts for ministry with those of the pastor in the United Church of Christ and in the world.

In all matters pertaining to the life, organization, and mission of this local church, we will work collaboratively and collegially with the pastor.

We recognize that our church and our pastor are part of the larger faith community that is the United Church of Christ, and we will be and will support our pastor in being responsible participants in our Southeastern Association, the Rocky Mountain Conference, and the United Church of Christ.

We recognize that our church and our pastor are part of the Church Universal, and we will join our pastor in being responsible participants in ecumenical activities in order to strengthen the unity, witness, and mission of the Church everywhere.

We recognize that conflict can impair our life together as pastor and congregation. If conflict should occur, we will seek the confidential counsel of the Pastoral Parish Team of this church first and if necessary thereafter the Conference.

## **THE ETHICS OF OUR CHURCH'S MINISTRY**

We will regard all persons with equal respect and concern and will support and expect the same of our pastor. We will not discriminate against any person on the basis of race, gender, age, sexual orientation, faith, nationality ethnicity, marital status or physical mental, or emotional disability. We are an Open and Affirming (ONA) Congregation of the United Church of Christ. We intend to become an Accessible to All (A2A) Congregation of the UCC. Our church will protect and advocate for the children and elderly and other vulnerable persons.

We recognize that we have called our pastor as the pastoral leader of this local church, and we will not invite other pastors to provide pastoral services within this church or to members of this church without our pastor's consent.

We recognize and respect that our pastor receives confidential and privileged communication. In certain instances, Colorado law requires our pastor to disclose child abuse and neglected including child sexual abuse and elder abuse and neglect.

We will establish bylaws and policies regarding baptism, communion, weddings and civil unions, funerals and memorial services, and the use of church facilities and personnel in consultation with our pastor.

Our church will not promote nor defeat any political cause or agenda or candidate.

### **COMMITMENTS IN MINISTRY**

We recognize the many and diverse expectations we have to our pastor, and we will offer our support to our pastor through prayer, encouragement, and collaborative partnership in the ministry of this church.

We respect the separate life of the pastor's family and the family's right to time together without interruption.

We do not expect the pastor's family to assume roles of leadership or levels of involvement in the church beyond the family's wishes.

We recognize our responsibility to provide our pastor with adequate compensation and fringe benefits. We will make these decisions in consultation with our pastor and in light of the compensation guidelines established by our Rocky Mountain Conference. We will provide for an annual review of compensation that considers the effectiveness of our pastor's ministry, cost of living, ministerial competence, and years of service along with other life and professional experience. This annual compensation review may include but will be separate from and distinct from the compensation review.

We recognize our pastor's need for physical and spiritual renewal, and we will provide adequate time and resources for study, devotion, leisure, vacation, personal leave, and sabbatical as per the terms of call and employment contract.

Relying on the grace of God, we will lead lives worthy of the calling to which we have been called.