



**A COVENANT OF  
SHARED MINISTRY**

**BETWEEN**

**THE REVEREND  
JAMES F. MCINTIRE**

**AND**

**HOPE UNITED  
METHODIST  
CHURCH**

Adopted by  
Church Council and Rev. McIntire  
May 24, 2016

Celebrated in Worship  
by the Congregation  
June 12, 2016

**JUNE 12, 2016**



**Hope United Methodist Church**

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**A COVENANT OF SHARED MINISTRY  
BETWEEN  
THE REVEREND JAMES F. MCINTIRE  
AND  
HOPE UNITED METHODIST CHURCH**

*“We who are many, are one body in Christ, and individually we are members one of another. We have gifts that differ according to the grace given to us ... so let us love one another with mutual affection; outdo one another in showing honor.” – Romans 12:5-6, 10*

**RECEIVING** grace upon grace from God who has created us and who has gifted us with a spirit of hope rather than fear;

**ACKNOWLEDGING** that we are each called to the work of God in partnership with the other in the contexts in which we find ourselves;

**KNOWING** that God has, throughout our existence, called us to covenant with each other and with God;

**RECOGNIZING** that the governing principles of our relationship as Pastor and Congregation are in some ways defined by United Methodist Church governance, structure, and Book of Discipline;

**PROMISING** to hold each other accountable in love and to support by our prayers and actions this Covenant of Shared Ministry and we prayerfully ask that God’s Spirit guide us in this endeavor as always;

**WE ADOPT** this **Covenant of Shared Ministry** as evidence of our commitment to promote a harmonious working relationship between the congregation and the pastor. We believe that these mutual agreements and understandings will be of benefit to the church in promoting its ministries and in fostering its continued prosperity and growth.

**THE CONGREGATION’S EXPECTATIONS OF ITS PASTOR**

*The congregation expects that its pastor will ...*

- 1. Show** competence in ministry through well prepared sermons, regular visitation where there is a need, pastoral care in crisis situations, administrative and organizational leadership, and the improvement of pastoral skills through continued study.
- 2. Be available** by making it clear when and where the pastor can be contacted during the week and by letting it be known how he can be contacted while he is away from the church field.
- 3. Provide** leadership in worship services, church visioning and redevelopment efforts, outreach efforts, the development of a Christian education program, and the administrative work of the church in cooperation with the church’s leaders.
- 4. Participate** in the United Methodist connection, developing connectional relationships with other local congregations, attendance at Conference and denominational meetings, support for denominational mission programs.
- 5. Cooperate** with civic and community organizations and with ecumenical and interfaith endeavors.
- 6. Communicate** with the congregation in ways that will foster respect by timely response to individual questions and concerns and by consistent sharing of information and events through established means (newsletter, social media, email, etc.).

## THE PASTOR'S EXPECTATIONS OF THE CONGREGATION AND LEADERSHIP

*The pastor expects that the congregation will ...*

- 1. Trust** in the pastor as a person of integrity, dedicated to the work of the ministry and as a competent professional who can manage the use of time and resources appropriately.
- 2. Support** the pastor by faithfully praying, and by each member participating in the life and ministry of the congregation.
- 3. Consult** with the pastor about church affairs before decisions are made, acknowledging that the pastor has gifts and experience that can benefit the church so that the work of the church may be accomplished.
- 4. Care** for the pastor as evidenced by prayer support and by financial support through compensation and benefits within the budget process.
- 5. Accept the authority** of the pastor as an ordained United Methodist elder and a minister for God through the wider global church of which we are a part.
- 6. Communicate** information from committee, teams, and groups to the larger congregation so that appropriate sharing of news and information is consistent.
- 7. Act** on a willingness to develop skills through training in discipleship, member care, visitation, and evangelism so that members and pastor are in shared mutual ministry to the congregation and community.

## THE CONGREGATION'S OBLIGATION TO ITS PASTOR

*The congregation agrees to ...*

- 1. Respect** the office of pastor and support the local and larger ministry to which the pastor is called.
- 2. Guarantee** the freedom of the pulpit so that the pastor can preach in a manner and style as the Spirit of God leads in accordance with the Scriptures.
- 3. Acknowledge** that the pastor is not an employee of the local church but rather is appointed annually within our itinerant ministry system to serve it for that yearlong period of time.
- 4. Recognize** that because the pastor is human, makes mistakes, and needs forgiveness like everyone else and that because of the limitation of time the pastor may not be able to fulfill everybody's expectations.
- 5. Talk** directly with the pastor about any accusation made against the pastor instead of discussing it in secret and refrain from criticism until verification, validation and the concerns are addressed with the pastor.
- 6. Provide** Sabbath time for the pastor's self-care, spiritual and emotional renewal and growth.
- 7. Demonstrate** an increased willingness to participate in pastoral ministry within the congregation and among its members.

## THE PASTOR'S OBLIGATION TO THE CHURCH

### *The pastor agrees to ...*

1. **Fulfill** the duties of the office of pastor as a servant of the church seeking cooperation for mutual decision-making rather than operating unilaterally on major decisions.
2. **Seek** to meet the spiritual needs of people through faithful preaching and teaching.
3. **Acknowledge** the reasonable expectations of the congregation.
4. **Manage**, with its leadership, the congregation's resources with integrity and so as not to injure the witness of the church.
5. **Accept** the church as an imperfect organization composed of imperfect people who must be loved and forgiven, to work with the elected leaders of the church, and to be the pastor of all the people in the church.
6. **Receive** feed-back and constructive criticism from the congregation knowing that it can be helpful and be open enough to accept it and grow because of it.
7. **Resource** the congregation and its leadership in ways that foster growth and discipleship as individuals and as a congregation.
8. **Respect** the congregation, its needs, concerns, and hopes and address those expressions appropriately.

