

SAMPLE Call Agreement Between XXX Congregational Church, UCC SAMPLE

Located in (town), (state)
and
(name), RN as a Faith Community Nurse

Having sought the guidance of the Holy Spirit and believing that God has called us to share a mutual and common ministry in Christ, the people of Congregational Church, located in (Town), (State) at a meeting of the congregation held on (date), affirmed entering into a covenant with (Name) to be our Minister of Wellness, coordinating our Wellness Ministries.

This agreement was created by the Board of Deacons and the Board of Trustees and approved by the Church Council. Our church recognizes that most relationships do not last forever. We also acknowledge that many reasons can lead to a separation. Thus, this agreement can be terminated by (Name) or the Board of Trustees or the Board of Deacons representing the church giving at least ninety (90) days written notice to the other or upon other terms to which we mutually agree.

Believing that the cause and mission of Christ's church will be forwarded under the ministry leadership of (Name), the congregation of the Congregational Church, located in (Town), (State) joins in this agreement. Our church calls this Faith Community Nurse to the Coordinator of Wellness Ministries position to fulfill the responsibilities and duties outlined below and those outlined in this church's charter, constitution, and by-laws. As a congregation, we wholeheartedly commit ourselves to the following terms of the covenant as we call (Name) as our Minister of Wellness.

Description of the position, including the nature of the team relationship:

The Wellness Ministries program of the Congregational Church, under the guidance of the Coordinator of Wellness Ministries, focuses on assisting individuals, families, groups, and the congregation as a whole, in their quest for God's gifts of peace, health, and healing. The Congregational Church extends a call to (Name), RN, Faith Community Nurse, to provide leadership to their Wellness Ministries program as Minister of Wellness and Coordinator of Wellness Ministries.

As a Minister of Wellness (Name), RN, Faith Community Nurse, is guided by the professional disciplines of both ministry and nursing. Working in partnership with the pastor, staff, church committees, and professional colleagues, and fulfilling the professional expectations of a faith community nurse, the Minister of Wellness will:

- Provide pastoral care in collaboration with and under the pastor's guidance; participate in ongoing communication with other staff members; and report to the Board of Deacons monthly.
- Provide interventions that focus on spiritual care, health promotion, and illness and injury prevention for participants within this congregation.
- Assist in monitoring environmental and safety issues of the facility, as well as the health and wellbeing of other staff members and volunteers on the Health Ministries team.

- Provide education, counseling, visitation, advocacy, referrals, and utilization of available resources within the congregation and the community.
- Prepare and assist the volunteers from the congregation who share their time and talents through the activities of the Wellness Ministries programs.

Description of time requirements for (insert year)

- Three units of professional time per week
This represents an in-kind gift of professional service to the congregation of \$18,000.

Description of why a Faith Community Nurse is valued in this position

A Faith Community Nurse is intentionally and specifically prepared for this specialized ministry beyond the professional expectation of a registered nurse. Providing pastoral care that integrates the care of the body, mind, and spirit can bring peace to those suffering and awaken within others an understanding of how to honor God through the good stewardship of the bodies we have been given.

Provisions for the following:

1. Remuneration - \$1.00 from the church at this time
2. Pension program – Not at this time
3. Health insurance – Not at this time
4. Life insurance – Not at this time
5. Social Security – Not at this time
6. Unemployment compensation – Not at this time
7. Disability insurance – Not at this time
8. Travel allowance – Mileage - \$900
9. Reimbursement for professional expenses - \$250
10. Vacation – five weeks
11. Continuing education – Time: two weeks, Funds: \$400
12. Sabbatical leave – Not at this time
13. Evaluation procedures and timeline
 - a. Annual review based on Call
 - b. Annual review: Self-assessment, discussion with the pastor, and by Deacons
14. Conflict resolution procedures that are in place for all staff members
15. Termination procedures – Three months' notice, as explained in this document

Draft approved by Deacons (date)

Draft approved by Trustees (date)

Reviewed by Church Council (date)

Voted at Annual Meeting of the Church (date)

[Please note: (1) The organizational structure of this congregation requires that both the Deacons and the Trustees approve the hiring of a staff person for a spiritual care position. (2) Supportive of the start of this ministry the FCN requested only \$1.00 in salary/year because they received adequate compensation in another professional nursing position. However, it is not expected that the next FCN will do the same, so the amount of in-kind service is listed.