

**COVENANT BETWEEN
UNIVERSITY MENNONITE CHURCH AND
CAMPUS PASTOR
November 9, 2018**

THE CALL

The call of the congregation to the campus pastor is to lead in the creation, carrying out, and nurturing of the vision, mission, and program goals of the Anabaptist Campus Ministry, now operating as the 3rd Way Collective.

VISION

To create a sustainable Christian campus ministry rooted in the theological perspectives of the Anabaptist tradition.

MISSION

The mission of this campus ministry is to promote Christian discipleship within the context of the Penn State University student community. The call to Christian discipleship requires people to follow the way of the cross through a commitment to moral deliberation, communalism, humble service, and the boldness to resist injustice and pursue peace. Discipleship-building activities provide spiritual guidance to the university community, opportunities for learning and pathways for empowering people to serve others. This ministry will reach across religious and secular boundaries to share the ideas of peacemaking, reconciliation and neighbor love.

BROAD PROGRAM GOALS

3rd Way Collective is a Penn State University Student Organization seeking to create spaces for peace, justice, and faith, connecting our campus, community, and supporting congregations. We do this in many ways:

1. Explore themes of peace and justice, community and service, spirituality and discipleship through campus events, conversations, service opportunities, faith talks, and guest speakers.
2. Apply understandings of explored themes with mentors from the local community. Engage in service projects on term breaks. Connect with experiences that match skills and passions.
3. Reflect on new understandings and experiences with both internal and group reflection with mentors and other students.

ROLE AND RESPONSIBILITIES

1. **Explore:**
 - a) Build communities among students of diverse faith and non-religious backgrounds.
 - b) Coordinate and lead workshops, events, experiential programs, and retreats that facilitate spiritual development and holistic growth, conscious action, and community building.

- c) Practically serve and care for students.
- d) Build relationships with and provide spiritual guidance for students.
- e) Facilitate intergenerational mentoring relationships in which opportunity is given to combine wisdom and energy, experience and idealism in ways that may identify injustices as well as craft solutions that help to change the paradigm.
- f) Coordinate and facilitate weekly or biweekly discussion groups, promoting understanding and respect through dialogue while contributing to spiritual development and holistic growth.
- g) Coordinate and facilitate participation in worship at University Mennonite Church and/or other supporting congregations.

2. Apply:

- a) Liaise with other campus and community groups, staff, faculty, and community leaders who share common purposes and share resources and promote joint ventures between groups.
- b) Coordinate linking students to volunteering opportunities at social agencies across the region through volunteering events.
- c) Work with student facilitators and network with other campus and community groups to increase student awareness of and access to volunteering opportunities in the region.
- d) Train students in leadership skills through workshops, individual mentoring, experiential reflections and group meetings.

3. Reflect:

- a) Facilitate regular opportunities for students to discuss their experiences with each other and to learn about relevant social issues such as poverty, redemptive reconciliation and the environment (through small group reflection, workshops, and events).
- b) Work with students to plan and coordinate events and retreats, helping them to discern and meet the needs of the community and develop their skills.

4. Administration:

- a) Administration, communication, and production of promotional materials, including web and social media presence.
- b) Research, create and catalogue resources for discussion groups.
- c) Fundraise and promote the ministry through a variety of methods such as events, grant applications, speaking engagements.
- d) Prepare reports, newsletters, and promotional materials as needed.
- e) Regularly report to donors and supporting bodies.
- f) Coordinate with other local church communities who may express interest in participating in and supporting the ministry.
- g) Assist in the functioning of the campus ministry advisory committee, report to the committee, and assist in preparing meeting agendas.

5. Study and Personal Development:

- a) Be committed to spiritual growth through regular practices.
- b) Research and study in order to meaningfully offer spiritual guidance and connect faith, culture and social justice (through reading, conferences, courses, etc.).

6. Accountability Structure:

- a) Campus pastor will meet with University Mennonite pastor at least twice a month to provide updates and receive feedback, counsel, and direction for the ministry.
- b) Campus pastor will meet at least monthly with campus ministry advisory committee. The committee functions as a support and accountability group; assists campus pastor in program planning and logistics; facilitates congregational involvement, input, and assistance.
- c) Campus pastor will report directly to the University Mennonite Church congregation at quarterly church business meetings.

EXPECTATION OF TIME

Based on the morning, afternoon, and evening each as a unit of time, there are 21 units in a week. While the evenings may have an hour or so less, they are prime time for the family and should be counted as full units. A workday = 2 units of time. The campus pastor's full-time assignment is 10 units of time per week. As a member of the congregation, the campus pastor is invited to donate additional time as he sees fit.

Any exception to this or any other major additional outside activities should be discussed with the campus ministry advisory committee.

RESPONSIBILITIES OF THE CONGREGATION

1. Financial Reimbursement - The Mennonite Church USA guidelines will be used as a reference in establishing the total compensation package, which includes salary, retirement fund, health insurance, and social security reimbursement. The same guidelines will be used for reimbursement of ministry and continuing education expense allowances. Each year the congregational chairperson, in consultation with the finance committee and the campus pastor will propose a financial package to the congregation for approval as part of the annual budget.
2. Leave
 - a. Vacation - Annual vacation is up to 4 weeks per year.
 - b. Holidays - There will be six paid holidays each year. Suggested holidays are: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas.
 - c. Sick Leave - One day of sick leave will be accumulated each month. Sick leave will carry over from one year to the next with a maximum accumulation of 90 days. Up to four days of sick leave may be used each year for time off to care for sick family member. Sick leave may be used only for illness and unused sick leave is not reimbursable. Additional sick leave may be provided at the discretion of the campus ministry advisory committee.

d. Continuing Education Leave - Two weeks (10 days) of leave will be granted each year for the campus pastor to pursue continuing education. These may be accumulated over three years within the congregation being served to permit participation in something such as the seminary interterm or summer school. The time will be scheduled in consultation with the campus ministry advisory committee.

e. Sabbatical Leave - In order to encourage significant growth in ministry and to increase the likelihood of longer pastoral tenure, the congregation agrees to the following sabbatical policy. For each year of completed service to this congregation (other than the year in which a sabbatical leave is received), one month of sabbatical leave may be granted, not to be used until the fourth year of ministry here, with subsequent three-month sabbatical leaves during the eighth and twelfth years of ministry. During the sabbatical, the campus pastor will receive full salary and benefits as exist in the then current covenant of understanding. Sabbatical plans submitted by the campus pastor shall be approved by the campus ministry advisory committee and leadership team, normally three months prior to the sabbatical. Following a sabbatical, the campus pastor agrees to provide a minimum of one year of service to the congregation, with the understanding that repayment of sabbatical salary and benefits will be made for failure to do so. Accumulated sabbatical time is not transferable from prior congregational locations, nor is a terminal sabbatical acceptable.

f. Personal Days - The campus pastor is allowed three personal days per year for special situations not covered by other guidelines.

3. General Responsibilities - Members of the congregation will also:

- a) Accept the campus pastor as a member in the process of growth and in the grace and knowledge of Christ.
- b) Recognize that it is the responsibility of the campus pastor to equip and encourage members to use their gifts for the church programs, rather than do all the tasks himself.
- c) Pray regularly for the campus pastor.
- d) Provide adequate financial support so that the campus pastor's energy can be released to accomplish the tasks listed in the covenant.
- e) Communicate any concerns about the functioning of the campus pastor directly to the campus pastor or the campus ministry advisory committee.
- f) Accept counsel from the campus pastor regarding the life and mission of the church.
- g) Recognize the campus pastor's need for uninterrupted time to meet personal and family needs.
- h) Allow the campus pastor one day each month for spiritual renewal or retreat.

EVALUATION

A formal evaluation will be carried out by the congregation, under the direction of the campus ministry advisory committee and leadership team, after the first two years of service. From then on,

an evaluation will be completed every three years.

CONSULTATION

The campus pastor should confer with the Allegheny Mennonite Conference Minister as a support person outside of the congregation, to reflect on his ministry and the congregational life. The campus pastor is encouraged to liaise with other Anabaptist/Mennonite congregations in secular educational settings to form a network for sharing ideas and successful programs and practices.

AMENDING THIS COVENANT

Modifications to this covenant may be proposed to the campus ministry advisory committee at any time by members of the congregation including the campus pastor. The campus ministry advisory committee will report any such requests along with a recommendation for congregational action.

MONITORING OF THE COVENANT

Monitoring this covenant will be one of the functions of the campus ministry advisory committee. It will be their responsibility to ensure that the specific terms of the covenant be fulfilled. Specifically, their duties will include:

1. Facilitating the communication of covenant concerns between the congregation and the campus pastor.
2. Meeting regularly with the campus pastor to discuss covenant issues.
3. Assisting the campus pastor and the congregation in applying the broad principles of the covenant to specific situations.
4. Making an annual report to the congregation regarding the state of this covenant.

LENGTH OF THE COVENANT

This three-year covenant between the congregation and the campus pastor began on September 1, 2017 and will be on-going. A three-month (90 days) written notice is required by either party to terminate this covenant. This covenant was approved by the congregation on November 18, 2018.

Signed: _____

Campus pastor

Date

For the University Mennonite Church Congregation:

_____ Congregational Chair

Date

_____ Chair, Campus Ministry
Advisory Committee

Date