



Office of General Ministries

A Covenanted Ministry of the United Church of Christ

John H. Thomas, General Minister and President
Edith A. Guffey, Associate General Minister

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TO: Council of Conference Ministers
Council for Health and Human Service Ministries
Collegium of Officers
UCC Pension Boards
United Church Foundation

FROM: John H. Thomas, General Minister and President

DATE: October 21, 2002

RE: Executive Council Policy on Covenantal Inclusion of Health and Human Service Ministry Institutions within the United Church of Christ

On October 14, 2002 the Executive Council took three actions related to the adoption of a new policy that provides guidance to Conferences and Health and Human Service institutions concerning the inclusion of such institutions in the mission and ministry of the UCC. The actions were as follows:

1. The Executive Council adopts the documents entitled "Executive Council Policy on Covenantal Inclusion of Health and Human Service Institutions Within the United Church of Christ" and the "Mission Statement on Health and Human Service, United Church of Christ."
2. The Executive Council requests that the Office of General Ministries communicate this policy to UCC Conferences, the Board of Directors of the Council for Health and Human Service Ministries, and the Covenanted, Affiliated and Associated Ministries of the United Church of Christ.
3. The Executive Council requests that the Office of General Ministries and the Council for Health and Human Service Ministries assist UCC Conferences and health and human service ministry institutions in implementing this policy as appropriate in their local settings by June 30, 2003.

(cont.)

This new policy (enclosed/attached) consolidates and replaces three previous policies on Conference Recognition of Health and Human Service Institutions, Special Mission Relationships (aka "Authorization") and Capital Campaigns. The intent of this Executive Council policy is to encourage the broadest possible level of consistency of policy and practice across the UCC concerning our covenantal inclusion of health and human service institutions within the UCC. In the time between now and June 30, 2003, Conferences and institutions are encouraged to take two steps toward this goal:

1. Conference governing bodies are asked to review the Executive Council Policy and adopt a policy of their own that conforms as closely as possible to the "template" for Conference policies that is provided as a part of the Executive Council document.
2. Conferences will then need to inform those health and human service institutions with which they are currently in covenant of their new policy and determine that all institutions meet its criteria.

You will note that the Executive Council has asked the Office of General Ministries and CHHSM to provide assistance and support to Conferences as they undertake this process. Given the significant number of health and human service institutions involved and the fact that many of these relationships will involve multiple Conferences, it will be very important that Conferences and institutions work closely with these national settings. For this reason, I have asked Bryan Sickbert, Executive Director of CHHSM, to take primary responsibility for coordinating and managing this process. Bryan will keep my office informed as this moves along and OGM will take final responsibility for monitoring this process and reporting to the Executive Council. You may expect to hear from Bryan in the near future concerning more details and supportive resources. In the meantime, feel free to contact him with any questions at 216-736-2253 or sickberb@ucc.org.

The work of our health and human service institutions represent one of the most significant ministries of our church. They enrich our life and faithfulness as the church of Jesus Christ. I urge all of us to live into a time of more faithful inclusion of these ministries in the family of the United Church of Christ.

**UNITED CHURCH OF CHRIST
EXECUTIVE COUNCIL POLICY ON
COVENANTAL INCLUSION OF HEALTH AND HUMAN SERVICE
INSTITUTIONS WITHIN THE UNITED CHURCH OF CHRIST**
(Adopted October 14, 2002)

PREAMBLE

The heritage of the work of the United Church of Christ (UCC) in health and human services dates back to the earliest origins of the denomination and continues to this day. The 15th General Synod reaffirmed the centrality of this work to the life of a faithful church as it adopted the UCC Mission Statement on Health and Human Services. This statement claims that among the varied dimensions of the health and human service work of the church is the establishment and support of institutions of healing and service.

In present times, over 80 corporations that operate hundreds of health and human service institutions claim roots in the UCC and are a continuing part of the UCC Mission in Health and Welfare. The purpose of this document is to define the nature of the covenantal inclusion of these and future institutions in the UCC and set forth guidelines for covenantal accountability between the health and human service ministries themselves and between these organizations and other settings of the UCC.

I. ELEMENTS OF THE COVENANT

Just as the Mission of the UCC in Health and Human Services is multi-dimensional, so are the covenantal relationships that are formed to carry out that mission. Many of these relationships are appropriately informal. Nevertheless, it is important to define some essential elements of the covenantal relations with health and human service ministry institutions within the UCC as foundational as well as the settings of today's church that hold them together. The Executive Council asserts that these essential elements exist in three fundamental sets of relationships and accountabilities within the UCC:

1. *The relationship between UCC congregations and health and human service ministries:* In this relationship congregations are encouraged to be involved in the ministry of UCC health and human service institutions and health and human service institutions are encouraged to extend their resources to serve and enhance the ministries of congregations and their members.

As the body composed of all UCC congregations in a geographic area (UCC Bylaws, Article VIII, 46) UCC Conferences and health and human service ministry institutions whose corporate operations are located within the Conference (Home Conference) carry primary accountability for this element of the covenant.

2. *The relationship between the Covenanted Ministries and General Synod of the UCC and health and human service ministries:* In this relationship, UCC health and human service ministry institutions contribute their perspectives and resources to the work of the UCC Covenanted Ministries and the General Synod. The Covenanted Ministries enable access to those national resources that can support and encourage the institutional ministry of health and human service.

The bodies that carry primary accountability for this element of the covenant are the General Synod and Executive Council; Wider Church Ministries, which is assigned overall coordination of the UCC's Mission in Health and Human Services; and the Council for Health and Human Service Ministries, which represents UCC health and human service ministry institutions. (See UCC Bylaws Article III, 221, g and Article IV, 271, k)

3. *The relationship of UCC health and human service ministry institutions with one another.* In this relationship UCC health and human service ministries support one another in on-going efforts to define and live out their UCC faith-based identity and fulfill their covenantal commitments within the UCC.

The Council for Health and Human Service Ministries has been created by UCC health and human service ministry institutions and recognized by the General Synod (UCC Bylaws, Article VI, 300) to, in part, "support and nurture its member institutions in fulfillment of their ministries as part of the mission of the UCC." thus, CHHSM carries primary accountability for this element of the covenant.

In summary, the UCC bodies which carry primary accountability for the covenant partnership between UCC health and human service ministry institutions and the settings of the UCC to which they have significant relationships include the following: UCC Conferences, the General Synod, the Executive Council, the Office of General Ministries (OGM), Wider Church Ministries (WCM) and the Council for Health and Human Service Ministries (CHHSM).

II. FRAMEWORK FOR COVENANTAL COLLABORATION

Clearly, none of the bodies enumerated above can accomplish their work without collaboration with one another or, for that matter, their own particular constituencies. The Executive Council understands the authority that each of these settings of the church enjoys to establish their own policies and practices with respect to the conduct of their covenantal relationships. Nevertheless, when such relationships involve multiple settings of the church it is important to achieve agreement on a common framework and guidelines under which all bodies can exercise their particular obligations.

The purpose of this policy is to encourage consistency of understanding and practice throughout the United Church of Christ with respect to the covenantal inclusion of health and human service ministry institutions in the life of the denomination.

UCC Conferences:

1. Each UCC Conference is encouraged to develop and maintain written policy, criteria and expectations for the *recognition* and inclusion of health and human service ministry institutions with corporate offices within its geographic boundaries (Home Conference) in its life and ministry. Such policies and criteria may vary between Conferences but are encouraged to reflect the covenantal principles and accountabilities outlined in Section I of this document. Each Conference is asked to provide copies of its policy, criteria and expectations to the other UCC bodies named in this document as well as a current list of those health and human service ministry institutions that the Conference has duly *recognized*.
2. Each UCC Conference is encouraged to develop and maintain written policies, criteria and expectations through which it may enter into a *special mission relationship* with a health and human service ministry that does not have its corporate offices within its geographic boundaries, but is covenantally included in the UCC through listing in the UCC Yearbook. Conferences are asked to provide a copy of their policy, criteria and expectations for such *special mission relationships* to the other UCC bodies named in this document and a current list of those ministries with which they have such relationships.
3. Conferences are encouraged to take leadership in working collaboratively with their congregations and the health and human service ministry institutions they *recognize* and/or with which they have a *special mission relationship* to develop creative partnerships in health and human service ministry.
4. Conferences are encouraged to design a process for endorsement of any special financial campaigns proposed by health and human service ministry institutions that contemplate the solicitation of funds from congregations or other UCC affiliated organizations and/or the promotion of the campaign within congregations or other UCC affiliated organizations.

Covenanted Ministries/General Synod:

1. The General Synod of the UCC, through the Executive Council, will have the responsibility for communicating and interpreting this policy to all bodies named in this document and will review the document periodically to insure that it continues to serve the needs of the covenantal partnerships involved.
2. The Office of General Ministries will be responsible for maintaining a centralized current record of the policies, criteria and expectations of Conferences. OGM will publish in the UCC Yearbook a list of all health and human service ministry institutions that conform to the elements of this covenantal partnership as prescribed in Section I of this document, including *recognition* by their Home Conference and membership in the Council for Health and Human Service Ministries.
3. The Office of General Ministries, through its Financial Ministries office, will provide consultation to UCC Conferences and institutions concerning the

strategy and timing of any proposed financial campaigns by health and human service ministry institutions that contemplate the solicitation of funds from congregations or other UCC affiliated organizations and/or the promotion of the campaign within congregations or other UCC affiliated organizations.

4. Wider Church Ministries is encouraged to work to assure the engagement of health and human service ministry institutions in the overall mission of the UCC in health and welfare, including the education and advocacy components of that ministry.

Council for Health and Human Service Ministries (CHHSM):

1. CHHSM is encouraged to work consultatively with UCC Conferences, their *recognized* ministry institutions and those with which they have *special mission relationships* to develop creative ways to be faithful to their covenantal relationship and, as requested, to assist member ministries and Conferences in establishing their policies, criteria and expectations for entering in to such relationships in accordance with the provisions of this document. CHHSM is asked to review and consult with UCC Conferences, institutions and UCC Financial Ministries concerning the strategy and timing of any proposed special financial campaigns by health and human service ministry institutions that contemplate the solicitation of UCC congregations and/or their members.
2. CHHSM is encouraged to assure the representation and active participation of UCC health and human service ministry institutions on the UCC Executive Council and Wider Church Ministries Board of Directors as prescribed in the Bylaws of the UCC and, through the Mission Planning Council and other mechanisms. CHHSM is asked to be available as a resource to all of the Covenanted Ministries on issues related to health and human services.
3. CHHSM is asked to maintain statistical and programmatic records on the size and scope of the UCC institutional ministry in health and human service and support the Office of General Ministries in maintaining its records pursuant to implementation of this policy.
4. CHHSM is encouraged to operate programs for its members and the wider church that provide opportunities for UCC health and human service ministry institutions to work together in understanding and living out their faith-grounded identity and enrich their covenantal relationship with one another, the UCC and the wider ecumenical community of faith-based health and human service ministries.

III. UCC CONFERENCE POLICY FOR REGOGNITION AND SPECIAL MISSION RELATIONSHIPS

To assist UCC Conferences and the other bodies named in this document, a standardized template for “Conference Policy on Recognition and Special Mission Relationships with Health and Human Service Ministry Institutions” has been developed and appended hereto as part of this policy. This template reflects policy standards conforming to the foundational elements of covenantal relations with health and human service institutions within the UCC as set forth by the Executive Council in Section I (Elements of the Covenant) of this Policy. The Executive Council commends the use of this template to all UCC Conferences as the basis for their own policies with respect to these relationships.

Mission Statement on Health and Human Service United Church of Christ

The mission of the United Church of Christ arises out of faith in God who calls the worlds into being, creates humankind in the divine image, and intends for us the blessing of wholeness and harmony with God, with creation, with other persons, and within ourselves. In health and human service, that mission must serve God's intent for humankind made fully manifest in Jesus Christ, conquered sin and death and reconciled humanity, nature, and God.

In the life of Jesus and in his ministries of teaching and healing, we learn the way of discipleship.

We rejoice in the power of God to make all things new and in the gift of the Holy Spirit through which the Church is empowered to continue Jesus' ministries of compassion, justice, and transformation, serving the well-being and wholeness of all God's people.

The mission of the United Church of Christ in health and human service is rooted in the ministry of Jesus Christ and empowered by God's spirit.

The Witness of Scripture

According to scripture, the tasks of mission are the liberation of the oppressed and the reconciliation of the alienated through acts of love and justice.

In faith,

We too are called

To preach good news to the poor;

To proclaim release to the captives and recovery of sight to the blind;

To set at liberty those who are oppressed; and

To proclaim the acceptable year of the Lord. (Luke 4:18)

We too are called

To feed the hungry;

Welcome the stranger;

Shelter the homeless;

Clothe the naked; and

Comfort the sick and imprisoned. (Matt. 25:31ff)

Traditions of Ministry

The Church has always understood itself to be an extension of Jesus Christ's ministry in the world. The *diakonia* of the early church — the ministry of healing, service, care, compassion and hospitality — served the needy neighbor in Christ.

Today within the United Church of Christ social service and social action are seen as integral and complementary forms of ministry. Church-related social services and institutions serve the emotional, mental, physical and spiritual needs of children, youth and families, the aging, the sick, and the

developmentally disabled. Church-related social action and policy formation cover a wide range of contemporary issues which include: urban life, poverty, housing, health care, family life, women's issues, child care, aging, hospice, racial and ethnic concerns, needs of persons with disabilities, peace, and refugees and immigration. As social services and social action ministries remain faithful to Jesus Christ's ministry in the world, they will respond to the changing needs and new possibilities among people and within society, working always toward liberation from life's bondage and reconciliation of the alienated.

Responding to the Human Situation

The Church's ministries in health and human service have been significantly aided in recent years by new insights from the social and natural sciences. We know there are dynamic, interrelated biological, emotional and spiritual realities which function within every human person. We know that each person is shaped by the social, familial and spiritual communities in which she or he lives. We know that disease or disharmony may occur in any of these interrelated realities within human lives, affecting the whole person and requiring ministries of healing, care and cure. Where the Church is involved in healing ministries in the name of Jesus Christ, it is engaged in the work of reconciliation and liberation.

In medical science, social science and health care, preventive health care is highly valued. Individual responsibility for maintaining good health is encouraged and supported. The relationship of the natural environment to human well-being is emphasized as critically important. Our responsibility as individuals and corporate bodies to maintain and improve the natural environment is an ethical consequence of our understanding of the integrity of creation.

The Church's mission in health and human service must reflect this wholistic understanding of human personhood and of life itself. New scientific knowledge can be understood theologically as an expansion in human awareness of the elements of shalom. God's Spirit is ever at work, inviting us to participate in God's creative transformation of human need.

Thus informed by scripture, tradition, and human experience, our faith compels us to seek new ways to enable the liberation of the oppressed and reconciliation of the alienated through new acts of love and justice. When we do so, we must answer the questions: What are the dimensions of that mission? Who is involved in that mission?

What are the Dimensions of that Mission?

Faithful to our tradition and to our call to listen afresh to God's voice, the United Church of Christ is called to engage in the following ministries:

1. Education and Nurture Within the Church for Healthy, Wholistic Ways of Living.

Faithful stewardship of God's gifts, including our bodies, has always been taught within the Church. Increasingly, we are learning of the components of good health and of the individual's ability to influence or control many modern diseases. Incorporating this knowledge into our lifestyles becomes a part of stewardship. Since our society does not yet give high priority to prevention in health care, it is especially appropriate for the Church, in its healing ministry, to engage in preventive health education and to nurture personal responsibility for health maintenance. Programmatic initiatives need to incorporate research, theological reflection, and evaluation. The Church seeks to understand stewardship in the broadest sense and will include such concerns as:

- An understanding of the moral implications of a healthy lifestyle;
- Education and preparation for life changes from early childhood to late life;
- Awareness of the impact of the fear of death and of human extinction on human health and well-being;
- Ethical concern for consumption by wealthier nations amid starving populations and global poverty.

2. Direct Services.

A. Local Churches and Organizational Structures

The church must reclaim its ministry of healing through local churches and organizational structures. The roots of disease are diverse and may include brokenness of mind, body, spirit and relationship. The Church is called to claim and to extend to all who suffer the healing power of God, conveyed through the love, support, forgiveness, and prayer. The Church is also called to be a resource for healing within the wider community. Through cooperative efforts among local churches, within ecumenical and interfaith coalitions, and the public health community, the church may be involved in vital healing ministries. Those ministries may extend to support and training for volunteers and staff as well as programming within neighborhood health and community based human service organizations.

B. Institutions and Service Agencies of the Church.

Certain specialized needs are appropriately addressed by the Church through the development and support of institutions to provide direct care or service. Private entrepreneurs for whom competition and the marketplace are controlling forces provide much of the institutionally based health and human service in the United States. The Church provides a significantly different model of institutional care, rooted in faith-based commitment to compassion for all people, concern for the whole person, and a high ethical standard in business and health and service-related decision-making.

Rapid change in human need, forms of care, treatment options, the economics of health and human service delivery, and prevention and health maintenance practices is a contemporary reality. The Church must be a participant in change, both in shaping its direction and in responding to it. The efficient provision of effective human service, in the Spirit of Jesus Christ, will continue to challenge institutions of the United Church of Christ in our time.

3. Advocacy and Empowerment

The Church's mission is advocacy for full and just access to health and human service for all.

Bringing forth God's shalom is justice work that always involves exposing and opposing inequalities and injustices. Jesus taught that God stands with the poor and the devalued by ministering among, and standing with, "the least of these." Thus, an essential part of the Church's commitment to health and human service ministry is advocacy on behalf of those who are oppressed or disadvantaged. Priorities within our concern for the health and the well-being of others include:

- Adequate health care, and related social services, including mental health

- services, within urban, suburban and rural communities;
- The impact of changes in public or governmental programs which pay for health and human service;
- The impact of changes in public or governmental programs which pay for health and human service;
- Full accessibility for the disabled, including access to employment as well as the removal of physical barriers which limit freedom of movement;
- The availability of affordable and accessible housing;
- Sexual and emotional abuse, harassment and bullying, domestic and other forms of family violence.

The allocation of our nation's resources has an impact on the effective provision of health and human service. The Church must be a strong advocate for those priorities which serve life and human fulfillment. Those priorities include, but are not limited to:

- Access to the necessities of life: food, clothing, shelter and health care;
- Adequate, fact-based health education, including sexual and mental health, for people of all ages;
- Improvement and protection of the environment;
- A just standard of health care that is accessible to all;
- An emphasis upon prevention over rescue in medical care;
- A revision of insurance and reimbursement mechanisms to provide preventive as well as acute health care, whether institutional or home based;
- Access to effective birth control and safe, legal abortion;
- Access to the means to protect oneself from infectious diseases (HIV, Hepatitis C, tuberculosis, etc.);
- The humane use of medical technology;
- The right to die with dignity.

What is Involved in that Mission?

The call to demonstrate and convey the compassion of Christ is implicit in the call to be the Church. Whether represented in local churches, association, conferences, or national-level bodies, the whole Church is itself the creation of God's compassionate mercy in Christ, and as such, the instrument of God's intention for all humankind. (II Cor. 5:13-21)

The mission of the United Church of Christ in health and welfare, therefore, belongs to the whole Church. At the same time, various parts within the UCC undertake portions of that mission, and roles in relation to it, on behalf of the whole.

Local churches conduct multiple ministries in health and human service ranging from education and nurture, to direct service, to advocacy and empowerment, to pastoral care, counseling and spiritual support.

Conferences and Associations of the United Church of Christ are involved both in terms of their own activities and in relation to the work of ecumenical and interfaith coalitions and of institutions and health and human service programs within their geographic area.

The General Synod sets basic policy and direction for the national expression of the church and

recommends policy and direction to local churches, Conferences and Associations.

Implementation of General Synod policies is the responsibility of the Covenanted Ministries, the Associated Ministries and the Council for Health and Human Service Ministries of the United Church of Christ and its member institutions.

Thus all expressions of the United Church of Christ are vital partners in the Church's mission in health and human service. Each engages its ministry in the name of Christ and on behalf of the whole Church. Our UCC mission in health and human service belongs to all who have been called by God in Christ. Where the Church is, there is the mission. Where the Church is, there are those who have been called to live "for the sake of the other." Where the Church is, there are those engaged in *diakonia* — the ministry of healing, service, care, compassion and hospitality — the love and grace of God made visible in our mission in health and human service.

**UCC Executive Council Template for
UCC Conference Policy for Recognition and Special Mission Relationships
With Health and Human Service Ministry Institutions**

(Name of UCC Conference)

***Policy, Requirements, and Expectations for Covenantal Inclusion
of Health and Human Service Ministries in
the life of the (Name of UCC Conference)***

The **(name of Conference)** affirms the mission of the United Church of Christ in health and human service as set forth in the Mission Statement on Health and Human Services of the UCC. To further this mission, the **(name of conference)** seeks to be in covenantal partnership with health and human service ministry institutions who share this affirmation so that the work of healing and service may be a more integral part of its life and ministry. Therefore, the **(name of Conference)** has adopted the following Policies and Criteria for Covenantal Partnership with health and human service ministry institutions.

GENERAL POLICIES:

There are two categories of covenantal inclusion:

1. *Recognition:* The Conference will consider for *Recognition* those health and human service ministry institutions whose corporate offices are located within the geographic boundaries of the Conference. Institutions so *Recognized* and who hold membership in the Council for Health and Human Service Ministries of the United Church of Christ shall have their names submitted by the Conference for inclusion in the UCC Yearbook as ministries related to the denomination.
2. *Special Mission Relationship:* The Conference will consider entering into a *Special Mission Relationship* with health and human service ministry institutions that are covenantally included in the UCC through listing in the UCC Yearbook where the ministry institution and the Conference desire to work together in missional endeavors that advance the ministry of the whole UCC in health and human service whether or not the ministry institution carries out any part or its program within the **(name of Conference)**.

REQUIREMENTS FOR RECOGNITION:

1. The *Recognized* ministry institution shall maintain its corporate offices within the geographic boundaries of the **(name of Conference)**.
2. The governing body of the *Recognized* ministry institution shall have formally affirmed the Mission Statement on Health and Welfare Human Services of the United Church of Christ attached hereto.
3. The *Recognized* ministry institution shall be a member in good standing of the Council for Health and Human Service Ministries of the United Church of Christ.
4. Through mutual acceptance of these criteria, the *Recognized* ministry institution and the **(name of Conference)** declare that their relationship is covenantal in nature and does not constitute or imply any form of legal or financial control over each other's operations.
5. The *Recognized* ministry institution agrees to submit its plans for any "special financial campaign*" which contemplates the solicitation of congregations or other UCC affiliated organizations and/or the promotion of the campaign within congregations or other UCC affiliated organizations within the **(name of Conference)** to the Council for Health and Human Service Ministries and the UCC Office for Financial Development for review and comment and to the **(name of Conference)** for endorsement.
6. The *Recognized* ministry institution shall include representation on its governing body from the membership of the congregations of the **(name of conference)**.

REQUIREMENTS FOR SPECIAL MISSION RELATIONSHIP:

1. A ministry institution in a *Special Mission Relationship* with the **(name of Conference)** shall be covenantally included in the UCC though listing in the UCC Yearbook.
2. *Special Mission Relationships* with the **(name of Conference)** shall require the approval of the Council for Health and Human Service Ministries and the Executive Council of the UCC.
3. The **(name of Conference)** and the ministry institution will evaluate the effectiveness of the *Special Mission Relationship* every three years and will renew or terminate the relationship based on this evaluation.
4. A ministry institution in a *Special Mission Relationship* with the **(name of Conference)** is encouraged, insofar as it is practical, to maintain representation on its governing body from the membership of the congregations of the **(name of Conference)**.

5. The ministry institution in a *Special Mission Relationship* with the **(name of Conference)** agrees to submit its plans for any “special financial campaign*” which contemplates the solicitation of the congregations or other UCC affiliated organizations and/or the promotion of the campaign within congregations or other UCC affiliated organizations within the **(name of Conference)** to the Council for Health and Human Service Ministries and the UCC Office of Financial Ministries for review and comment and to the **(name of Conference)** for endorsement.

* A “special financial campaign” is defined as a publicly promoted, limited term initiative to solicit financial and/or in-kind support from a broad-based institutional constituency for designated purposes defined by the organization.

EXPECTATIONS FOR RECOGNITION AND SPECIAL MISSION RELATIONSHIP:

The following expectations are common to health and human service ministry institutions that are *Recognized* by or have entered into a *Special Mission Relationship* with the **(name of Conference)**.

1. Health and human service ministry institutions in covenantally included in the **(name of Conference)** are expected to establish relationships with the congregations of the Conference that reflect mutual support and engagement in ministry. It is understood that such relationships may include the opportunity for the institution to interpret its work and seek financial, in-kind and volunteer support from congregations on an ongoing basis not related to “special financial campaigns.”
2. The **(name of Conference)** regards the health and human service ministries which it has *Recognized* or with which it has a *Special Mission Relationship* as fully enfranchised ministries of the Conference and will consult with these ministry institutions on any matters of concern to the Conference that may have a bearing on the work of these covenantal partners.
3. Ministry institutions that enjoy *Recognition* or a *Special Mission Relationship* with the **(name of Conference)** will, in a timely fashion, apprise the Conference concerning any significant changes in their ministries including plans for new acquisitions, mergers/alliances, or partial or complete cessation of operations.
4. The **(name of Conference)** will provide opportunities for health and human service ministry institutions with which it is in covenantal partnership to share their ministry in the publications, electronic media and public gatherings of the Conference.
5. Health and human service ministry institutions will, within their capacity, support the wider ministry of the **(name of Conference)** and its congregations through the sharing of their particular competencies.

6. Should the **(name of Conference)** or a health and human service ministry institution *Recognized* or in *Special Mission Relationship* with the Conference choose to end their covenantal partnership they shall notify the other party of this decision and their reasons for ending the relationship in writing and the Conference shall notify the UCC Office of General Ministries and the Council for Health and Human Service Ministries of such action.

Adopted by (name of Conference governing body):

Signature:

Date:

(Name of UCC Conference)
COVENANTAL INCLUSION AGREEMENT

**United Church of Christ Recognition
Of Health and Human Service Ministries**

The *(name of UCC Conference)* and *(name of health and human service ministry institution)* hereby express their intent to be in a covenantal partnership to advance the healing and service ministry of the United Church of Christ.

Therefore, *(name of UCC Conference)* and *(name of health and human service ministry institution)* hereby agree to adhere to the Policy, Requirements and Expectations for Covenantal Inclusion of Health and Human Service Ministries in the life of the *(name of UCC Conference)*.

(Conference Officer)

*(Health and Human Service
Ministry Officer)*

Date:

(Name of UCC Conference)
SPECIAL MISSION RELATIONSHIP AGREEMENT

The *(name of UCC Conference)* and *(name of health and human service ministry institution)* hereby express their intent to be in Special Mission Relationship to advance the healing and service ministry of the United Church of Christ.

Therefore, *(name of UCC Conference)* and *(name of health and human service ministry institution)* hereby agree to adhere to the Policy, Requirements and Expectations for Covenantal Inclusion of Health and Human Service Ministries in the life of the *(name of UCC Conference)* related to Special Mission Relationships.

(Conference Officer)

*(Health and Human Service Ministry
Officer)*

Date:

(Name of UCC Conference)
COVENANTAL INCLUSION AGREEMENT

**United Church of Christ Recognition
Of Health and Human Service Ministries**

The *(name of UCC Conference)* and *(name of health and human service ministry institution)* hereby express their intent to be in a covenantal partnership to advance the healing and service ministry of the United Church of Christ.

Therefore, *(name of UCC Conference)* and *(name of health and human service ministry institution)* hereby agree to adhere to the Policy, Requirements and Expectations for Covenantal Inclusion of Health and Human Service Ministries in the life of the *(name of UCC Conference)*.

(Conference Officer)

*(Health and Human Service
Ministry Officer)*

Date:

(Name of UCC Conference)
SPECIAL MISSION RELATIONSHIP AGREEMENT

The *(name of UCC Conference)* and *(name of health and human service ministry institution)* hereby express their intent to be in Special Mission Relationship to advance the healing and service ministry of the United Church of Christ.

Therefore, *(name of UCC Conference)* and *(name of health and human service ministry institution)* hereby agree to adhere to the Policy, Requirements and Expectations for Covenantal Inclusion of Health and Human Service Ministries in the life of the *(name of UCC Conference)* related to Special Mission Relationships.

(Conference Officer)

*(Health and Human Service
Ministry Officer)*

Date:

**UCC CONFERENCE RECOGNITIONS AND SPECIAL MISSION RELATIONSHIPS
WITH HEALTH AND HUMAN SERVICE INSTITUTIONS AS OF OCTOBER 2002**

CONFERENCE	RECOGNIZED INSTITUTIONS	SPECIAL MISSION RELATIONSHIPS (Expire June 30, 2003)
California/Nevada (Northern)	Carmel Valley Manor	Uhlich Children's Home
California/Nevada (Southern)	Retirement Housing Foundation Peppermint Ridge Pilgrim Place in Claremont, Inc. Plymouth West	
Central Atlantic	Homewood Corporation United Church of Christ Home, Inc. United Ministries, Inc./Earl's Place	Hoffman Homes, Inc. Hope Homes, Inc.
Central Pacific		
Connecticut	New Samaritan Corporation Immanuel House	Elon Homes for Children, Inc. Uplands Retirement Village Back Bay Mission Charles Hall Youth Services Ryder Memorial Hospital Corporation Emmaus Homes, Inc.
Florida	Plymouth Harbor, Inc.	Lifelink Corporation
Hawaii	Arcadia Retirement Residence Resources for Life	Retirement Housing Foundation Peppermint Ridge
Illinois	Advocate Health Care Lifelink Corporation Good Shepherd Housing Corp. Good Samaritan Home of Quincy Peace Memorial Child Care Center Peace Memorial Village Peace Memorial Gardens Plymouth Place, Inc., Inc. St. Paul's House Corporation. Uhlich Children's Home	Emmaus Homes, Inc.

**UCC CONFERENCE RECOGNITIONS AND SPECIAL MISSION RELATIONSHIPS
WITH HEALTH AND HUMAN SERVICE INSTITUTIONS AS OF OCTOBER 2002**

CONFERENCE	RECOGNIZED INSTITUTIONS	SPECIAL MISSION RELATIONSHIPS (Expire June 30, 2003)
Illinois South	Hitz Memorial Home New Athens Home for the Aged Christian Home Care Services	Emmaus Homes, Inc. Deaconess Foundation Lifelink Corporation United Church Neighborhood Houses
Indiana Kentucky	Brooklawn, Inc. Bremen Manor Crossroad/Fort Wayne Children's Home Deaconess Hospital, Inc. Good Samaritan Home, Inc. Norton Health Care Plymouth Community Renewal Center	Lifelink Corporation Emmaus Homes, Inc. Retirement Housing Foundation United Church Homes, Inc.
Iowa	Mayflower Homes, Inc. Plymouth Place, Inc.	Charles Hall Youth Services Crossroad/Fort Wayne Children's Home Emmaus Homes, Inc. Good Samaritan Home of Quincy United Church Neighborhood Houses Uhlich Children's Home Retirement Housing Foundation
Kansas-Oklahoma		Emmaus Homes, Inc. Evangelical Children's Home Retirement Housing Foundation United Church Neighborhood Houses
Maine		Uplands Retirement Village Bethany Home, Inc./Bethany Counseling Ministry Back Bay Mission Ryder Memorial Hospital Corporation

**UCC CONFERENCE RECOGNITIONS AND SPECIAL MISSION RELATIONSHIPS
WITH HEALTH AND HUMAN SERVICE INSTITUTIONS AS OF OCTOBER 2002**

CONFERENCE	RECOGNIZED INSTITUTIONS	SPECIAL MISSION RELATIONSHIPS (Expire June 30, 2003)
Massachusetts	Worcester Area Mission Society	Back Bay Mission Elon Homes for Children, Inc. Uplands Retirement Village Ryder Memorial Hospital Corporation Charles Hall Youth Services Emmaus Homes, Inc.
Michigan	Evangelical Homes of Michigan Pilgrim Manor, Inc.	Crossroad/Fort Wayne Children's Home Emmaus Homes, Inc. Charles Hall Youth Services Plymouth Place, Inc.
Minnesota	Oak Meadows St. Paul's Church Home, Inc.	Back Bay Mission Charles Hall Youth Services Emmaus Homes, Inc. Lifelink Corporation
Missouri-Mid South	Deaconess Foundation Blue Springs Terrace Cape Albeon Good Samaritan Home Care and Counseling, Inc. Deaconess Parish Nurse Ministries Evangelical Children's Home Parkside Meadows, Inc. United Church Neighborhood Houses	Lifelink Corporation Retirement Housing Foundation
Montana/N. Wyoming		
Nebraska		Uhlich Children's Home Evangelical Children's Home Emmaus Homes, Inc. United Church Neighborhood Houses Retirement Housing Foundation

**UCC CONFERENCE RECOGNITIONS AND SPECIAL MISSION RELATIONSHIPS
WITH HEALTH AND HUMAN SERVICE INSTITUTIONS AS OF OCTOBER 2002**

CONFERENCE	RECOGNIZED INSTITUTIONS	SPECIAL MISSION RELATIONSHIPS (Expire June 30, 2003)
New Hampshire	Havenwood-Heritage Heights	Back Bay Mission Bethany Home, Inc./Bethany Counseling Ministry Charles Hall Youth Services Elon Homes for Children, Inc. Ryder Memorial Hospital Corporation
Northern Plains	Charles Hall Youth Services	Emmaus Homes, Inc.
New York	United Church Home Society, Inc.	Back Bay Mission Charles Hall Youth Services Emmaus Homes, Inc.
Ohio	Deaconess Community Foundation Fairview Hospital Hope Homes, Inc. United Church Homes, Inc.	Back Bay Mission Crossroad/Fort Wayne Children's Home Emmaus Homes, Inc.
Pacific Northwest	Horizon House	Peppermint Ridge Retirement Housing Foundation
Penn Central	Hoffman Homes, Inc. United Church of Christ Homes Christian Concern Management & Development Corp.	Bethany Home, Inc./Bethany Counseling Ministry Homewood Corporation Phoebe Ministries, Inc.
Penn Northeast	Phoebe Ministries, Inc.	Bethany Home, Inc./Bethany Counseling Ministry
Penn Southeast	Bethany Home, Inc./Bethany Counseling Ministry Wyncote Church Home	Back Bay Mission Phoebe Ministries, Inc.
Penn West	St. Paul Homes	Hoffman Homes, Inc. Homewood Corporation

**UCC CONFERENCE RECOGNITIONS AND SPECIAL MISSION RELATIONSHIPS
WITH HEALTH AND HUMAN SERVICE INSTITUTIONS AS OF OCTOBER 2002**

CONFERENCE	RECOGNIZED INSTITUTIONS	SPECIAL MISSION RELATIONSHIPS (Expire June 30, 2003)
Puerto Rico	AFAPS Ryder Memorial Hospital Corporation	Retirement Housing Foundation
Rhode Island	Beneficent House, Inc. Weeden Manor, The	Back Bay Mission Ryder Memorial Hospital Corporation
Rocky Mountain		Back Bay Mission Charles Hall Youth Services Emmaus Homes, Inc. Retirement Housing Foundation
South Central	Back Bay Mission Eden Home, Inc.	Emmaus Homes, Inc. Evangelical Children's Home
South Dakota	Dow Rummel Village	Back Bay Mission Emmaus Homes, Inc.
Southeast	Uplands Retirement Village	Back Bay Mission Elon Homes for Children, Inc. Emmaus Homes, Inc. Retirement Housing Foundation
Southern	Elon Homes for Children, Inc. United Church Retirement Homes, Inc.	Back Bay Mission Uplands Retirement Village
Southwest	Beatitudes Campus of Care	Retirement Housing Foundation
Vermont	Vermont Congregational Home	Back Bay Mission Bethany Home, Inc./Bethany Counseling Ministry Charles Hall Youth Services Emmaus Homes, Inc. Ryder Memorial Hospital Corporation

**UCC CONFERENCE RECOGNITIONS AND SPECIAL MISSION RELATIONSHIPS
WITH HEALTH AND HUMAN SERVICE INSTITUTIONS AS OF OCTOBER 2002**

CONFERENCE	RECOGNIZED INSTITUTIONS	SPECIAL MISSION RELATIONSHIPS (Expire June 30, 2003)
Wisconsin	Aurora Sinai Medical Center Cedar Community Fairhaven Corporation New Glarus Home, Inc. Park's Edge Preschool, Inc.	Crossroad/Fort Wayne Children's Home Emmaus Homes, Inc. Lifelink Corporation

SAMPLE LETTER FROM CONFERENCES TO INSTITUTIONS ON RECOGNITION

Name of Institution CEO

Name of Institution

Address

Dear

In October 2002 the Executive Council of the United Church of Christ adopted a policy document entitled “Executive Council Policy on Covenantal Inclusion of Health and Human Service Institutions Within the United Church of Christ.” You are likely familiar with this policy since it has been widely distributed to UCC Conferences and Health and Human Service Institutions. The purpose of the Executive Council policy is to provide a framework for the covenantal inclusion of health and human service institutions within the fabric of the whole ministry of the UCC.

As part of the policy, each UCC Conference has been asked to develop its own particular policies and criteria for “Recognition” of institutions that have their corporate home office within the geographic boundaries of the conference. On *(date)* the *(name of Conference)* adopted the enclosed “Policy, Requirements, and Expectations for Covenantal Inclusions of Health and Human Service Ministries in the Life of the *(name of Conference.)*”

It is now necessary for the *(name of Conference)* to reaffirm and verify that *(name of institution)* meets the essential requirements for covenantal inclusion in the UCC under the Conference Policy. Therefore, we write to ask you to provide the following information to the Conference:

- A copy of *(name of institution)* Articles of Incorporation and Bylaws.
- A roster of the current members of the Board of Directors including a notation of those Board members who are members of UCC congregations within the *(name of Conference)*
- Verification that *(name of institution)* is a member in good standing of the Council for Health and Human Service Ministries of the United Church of Christ.
- Verification that *(name of institution)* has endorsed the “Mission Statement on Health and Human Service” of the UCC.
- Evidence of action by *(name of institution)* that it wishes to be a Recognized institution of the *(name of Conference)* as defined in the “Policy, Requirements and Expectations for Covenantal Inclusion of Health and Human Service Ministries in the life of the *(name of Conference.)*”

The *(name of Conference)* would like to affirm its Recognition of *(name of institution)* by action of its Board of Directors on *(date of Board meeting)*. Therefore, we would request that the above information be received in our office not later than *(date)*.

If you have any questions or concerns about the Conference policy or this process, please contact *(name and contact information)*.

I look forward to the opportunity that this process affords to renew and revitalize our mutual ministry as a part of the United Church of Christ.

Sincerely,

(Conference Minister)

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**SAMPLE LETTER FROM CONFERENCES TO
INSTITUTIONS ON SPECIAL MISSION RELATIONSHIPS**

Name of Institution CEO

Name of Institution

Address

Dear

In October 2002 the Executive Council of the United Church of Christ adopted a policy document entitled “Executive Council Policy on Covenantal Inclusion of Health and Human Service Institutions Within the United Church of Christ.” You are likely familiar with this policy since it has been widely distributed to UCC Conferences and Health and Human Service Institutions. The purpose of the Executive Council policy is to provide a framework for the covenantal inclusion of health and human service institutions within the fabric of the whole ministry of the UCC.

As part of the policy, each UCC Conference has been asked to develop its own particular policies and criteria for “Special Mission Relationships” with institutions that do not have their corporate home office within the Conference but have, or desire to develop, missional relationships with congregations of the Conference. On *(date)* the *(name of Conference)* adopted the enclosed “Policy, Requirements, and Expectations for Covenantal Inclusions of Health and Human Service Ministries in the Life of the *(name of Conference)*.”

It is now necessary for the *(name of Conference)* to reaffirm and verify that *(name of institution)* meets the essential requirements for covenantal inclusion in the UCC and a “Special Mission Relationship” with the *(name of Conference)* under the Conference Policy. Therefore, we write to ask you to provide the following information to the Conference:

- A letter to the Conference indicating that *(name of institution)* wishes to continue or initiate a “Special Mission Relationship” with the *(name of Conference)* as defined in the “Policy, Requirements and Expectations for Covenantal Inclusion of Health and Human Service Institutions in the Life of the *(name of Conference)*.”
- Verification that *(name of institution)* is a member in good standing of the Council for Health and Human Service Ministries of the United Church of Christ and listed in the UCC Yearbook.

The *(name of Conference)* would like to take action on its Special Mission Relationships with health and human service institutions at its Board of Directors meeting on *(date of Board meeting)*. Therefore, we would request that the above information be received in our office not later than *(date)*.

If you have any questions or concerns about the Conference policy or this process, please contact *(name and contact information)*.

I look forward to the opportunity that this process affords to renew and revitalize our mutual ministry as a part of the United Church of Christ.

Sincerely,

(Conference Minister)