



# STEPS TO STRENGTHEN CONGREGATIONS

There are three parts of ensuring a congregation is healthy, safe, and able to protect their most vulnerable members. Consider these the “exercise” and “healthy eating” that help prevent disease in the body of Christ.

1

## CONGREGATIONAL HEALTH

2

## PASTORAL SUPERVISION

3

## POLICIES

### CONGREGATIONAL HEALTH

*(p. 20-23 of “Prevention and Accountability”)*

- Use a congregational behavioral covenant
- Adopt a conflict resolution process
- Adopt a misconduct or grievance process
- Establish good financial practices in line with accepted accounting principals
- Talk openly about abuse prevention

### PASTORAL SUPERVISION

*(p. 23-26 of “Prevention and Accountability”)*

- Clear and reasonable job descriptions for all employees
- Signed employment agreements or ‘covenant of understanding’
- Follow MC USA salary guidelines
- Form a Pastor-Congregation Relations Committee (PCRC)
- Conduct effective and healthy pastoral evaluations
- Ensure pastor has access to external support

### POLICIES

*(p. 28-30 of “Prevention and Accountability”)*

- |  |   |
|--|---|
| <input type="checkbox"/> Non-discrimination policy                 | <input type="checkbox"/> Intellectual property policy   |
| <input type="checkbox"/> Harassment and abuse policy               | <input type="checkbox"/> Conflict of Interest policy    |
| <input type="checkbox"/> Safe Church policy                        | <input type="checkbox"/> Whistle blower policy          |
| <input type="checkbox"/> Acceptable computer & internet use policy | <input type="checkbox"/> Misconduct file sharing policy |
| <input type="checkbox"/> Social Media policy                       | <input type="checkbox"/> Confidentiality policy         |