Mennonite Church USA

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 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")

- [ ] Non-discrimination policy
- [ ] Harassment and abuse policy
- [ ] Safe Church policy
- [ ] Acceptable computer & internet use policy
- [ ] Social Media policy
- [ ] Intellectual property policy
- [ ] Conflict of Interest policy
- [ ] Whistle blower policy
- [ ] Misconduct file sharing policy
- [ ] Confidentiality policy