



# UNION CHURCH OF HINSDALE

137 S. Garfield Avenue, Hinsdale, IL 60521 • UNITED CHURCH OF CHRIST

## **Agreement of Conduct for Pastoral and Program Staff During this Transition**

October 2, 2024

I Corinthians 3: 3-9 (NRSVUE)

Even now you are still not ready, for you are still fleshly. For as long as there is jealousy and quarreling among you, are you not fleshly and behaving according to inclinations? For when one says, "I belong to Paul," and another "I belong to Apollos," are you not all too human?

What then is Apollos? What is Paul? Servants through whom you came to believe, as the Lord assigned to each. I planted, Apollos watered, but God gave the growth. So neither the one who plants nor the one who waters is anything, but only God gives who gives the growth. The one who plants and the one who waters have one purpose, and each will receive wages according to their own labor. For we are God's coworkers, working together; you are God's field, God's building.

Therefore we recognize that, and will shape our ministry in ways that acknowledge and support:

- The congregation is discerning its current identity in this time of transition.
- There are individuals discerning about their calls in ministry, including Grant, Robb and Stephen. Those who are ordained and believe they meet the criteria may apply.
- Applications are a private matter between the person applying and the committee. Confidentiality is necessary for the Search Committee to work. The Search Committee will treat all applications as confidential. All applications will be subject to the process of UCC. All applicants are expected to keep their application for the position confidential.
- Robb, Grant and Stephen agree to honor the process and its confidentiality for Discovery and the Pastoral Search.
- We want the congregation to agree to honor the process and the privacy of the staff and their families/households.

We do not want people to line up behind any of the current staff. This means:

Staff will encourage all to participate in the Discovery Process for the church, and discourage conversations about current staff serving as the future Pastor/Head of Staff.

No one will have conversations about their potential candidacy except with their immediate family, Jan or Paul, Shernell, coaches, therapists, or confidantes outside the congregation.

Robb, Grant and Stephen agree to share with their households the importance of the Discovery process for the congregation, the confidentiality of the pastor search process and the importance of not participating in conversations regarding the pastor transition in social gatherings and on social media.

All ministry related gatherings will be shared with the responsible ministry team, and appear on the church calendar with the knowledge of the Acting Head of Staff.

In social gatherings and on social media, whether there are church members involved or not, staff will not tolerate conversations regarding their future availability for or interest in the Pastor/Head-of-Staff position at the church.

These behavioral agreements are made in the recognition that divisions around congregational leadership are destructive to the peace, unity, and vitality of the congregation. They also recognize that “the appearance of” is as destructive as the actual actions by an individual or group.

Agreed upon:

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Grant Glowiak, Associate Pastor

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Robb Knuepfer, Associate Pastor

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Stephen Edwards, Director of Music

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Penny Johnson, Acting Head of Staff

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Claudine Altenbern, Chair of HR

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Mary Sue Honigschmidt, Moderator

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Shernell Edney-Stilley  
Associate Conference Minister for Transitions