

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**Congregational Church of Weston (CCW)**  
**and**  
**Wellesley Congregational Church (Village Church)**

Trusting that God makes more of us together than we can be apart,  
Instructed by Paul's metaphor of every member of the body needing each other, and  
Rejoicing that there are different gifts but the same Giver:

**In conjunction with the Agreement of Merger approved by the CCW Council on January 10, 2024, by the Village Church Council on January 2, 2024, and by congregational meetings of both Churches on February 4, 2024, and consistent with the terms and spirit of the Covenant of Understanding approved by the CCW Council and the Village Church Council in June 2022, CCW and Village Church together reaffirm their commitment to:**

- TRUST the same Spirit that brought our congregations together in 2019 to be at work helping us discern emerging paths;
- Continue to embrace BRAVE CHANGE, as we did when our congregations agreed to collaborate;
- WALK TOGETHER, knowing the Risen Christ walks with us, and will open our eyes to his presence;
- Listen, pray, and work together toward NEW MODELS OF MINISTRY that connect our congregations, and seek to make more of us together by sharing assets (human and property resources), and
- EXPERIMENT with new ways of worship and of serving in parallel and together.

**CCW and Village Church agree to collaborate in discerning and developing our mutual path forward, to include:**

1. Members of CCW at the time of the merger's closing will become full members of the Village Church, with all rights and responsibilities attendant thereto.
2. A new position, called the "Weston Steward" will be created. This person will report to the Village Church Council and will work with the second year Pastoral Resident to create a leadership team for the Weston Campus. The Weston Steward will be selected annually from among the Weston worshipping community by the Church Council, in consultation with the Senior Pastor and the second year Pastoral Resident. The Weston Steward will advise in matters pertaining to the activities of the Interfaith

Center, the parsonage, and the rental of space at 130 Newton Street. As much as possible, the leadership team including the Weston Steward and the Pastoral Resident will function in a manner similar to that which would occur in a small church. For financial or policy matters outside of previously agreed upon budget or standards, the Village Church Senior Pastor, Council, or congregation, as appropriate, will have final authority.

3. Members of the Weston campus worshipping community, including members of CCW at the time of the merger's closing, will be encouraged to participate in the life, governance, and activities of Village Church and to serve on Village Church ministries, boards, and committees. Special attention will be given in the nominating process to seeking members of the Weston worshipping community for positions on the Village Church Council, Board of Properties, Board of Finance, Board of Human Resources, Worship Ministry, and the Pastoral Residency Committee, and for the position of Weston Steward. Each year the Worship Ministry, in consultation with the Weston Steward, the second year Pastoral Resident, and the Senior Pastor, will select at least two members of the Weston worshipping community to work with the second year Resident to plan and carry out services at the Weston campus.
4. The human resources of the Pastoral Residency program will be shared across and among the two campuses, with the second year Resident's portfolio containing primary pastoral leadership for Weston campus worship and worshippers. The Pastoral Resident will continue to be supervised by Village Church's Senior Pastor, in collaboration with the Village Church Worship Ministry, Pastoral Residency Committee, and designee(s) of the Weston campus worshipping community.
5. Given the vital role the second year Pastoral Resident plays in the life and worship of the Weston congregation, a member of the Weston campus worshipping community will have voting membership on the Village Church Pastoral Residency Committee, will take part in the interview and evaluation process for the final round of candidates, and will have input into the final hiring decision process.
6. The Weston Steward will participate in setting the second year Resident's goals, and will provide an ongoing mechanism for communications between the Resident and the Weston campus congregation throughout the year, including coordination of support for and assistance to the Pastoral Resident.
7. The Parsonage will be made available as a shared residence for Pastoral Residents. To that end, long-term maintenance and upkeep of the Parsonage will be attended to, so that it continues as a functional and comfortable residence.
8. Given its potential for meaningful service, interfaith fellowship and understanding, spiritual nourishment, and growth of the congregation, Village Church will support—

financially, by participation, and otherwise--the Interfaith Center being developed at 130 Newton Street.

9. Village Church will endeavor to grow the Weston campus worshipping community.
10. CCW endowment funds will be managed by the Village Church Investment Subcommittee of the Board of Finance, honoring any donor-imposed restrictions or purposes, with guidance as to the latter being provided by former CCW members. For at least 5 years following the merger, the CCW Outreach Fund will be used to support service projects of the Interfaith Center, and the CCW Education Fund will be used to support "Let's Talk" community fora.
11. Signage, worship bulletins, etc. for the Weston campus will incorporate, at least initially, "Village Church in Weston, Congregational UCC."
12. Village Church pastoral staff, especially the second year Pastoral Resident, will continue CCW's efforts to maintain a relationship with the Weston-Wayland Interfaith Action Group, and to build relationships with other churches and faith communities in the greater MetroWest area.
13. Administrative functions will continue to be aligned when and as possible to create efficiencies and enhance communication across and between the Weston and Wellesley campus worshipping congregations.
14. Settled pastoral staff will continue to endeavor to provide emotional and spiritual support for members worshipping at the Weston campus, furthering the goal of pastoral relationship continuity and stability.
15. For at least three years following the merger's closing, the Village Church Moderator, in consultation with the Senior Pastor and the Weston Steward, will appoint a task force charged with reviewing and evaluating the status of integration of the Weston and Wellesley worshipping communities and the spiritual, service, and fellowship life of the Weston campus, and with making any recommendations it may find appropriate. The task force will include the then second-year Pastoral Resident and one or more members of the Weston worshipping community. The task force will, with appropriate expedition, annually prepare a report and tender it to the Senior Pastor and the Village Church Council.
16. Both congregations express their dedication to sharing in each other's life and worship.
17. The term of this Memorandum will extend to the submission to the Village Church Council in 2027 of the third annual report of the task force referred to in paragraph 15 hereof, unless and to the extent the task force recommends that any of the

undertakings in this Memorandum should be continued for an additional stated term or terms, and the Council approves such an extension or extensions. That task force may also recommend that any of the undertakings herein be included in Village Church's by-laws, subject to approval of such amendment by the Council and the Village Church congregation.

Dated: \_\_\_\_\_, 2024

FOR THE CONGREGATIONAL CHURCH OF  
WESTON

\_\_\_\_\_  
Paul Schendel, Moderator

Approved by the Congregational Church of  
Weston Council, January 10, 2024, and by  
the Weston Congregational Church of  
Weston congregation on February 4, 2024

FOR WELLESLEY CONGREGATIONAL  
CHURCH

\_\_\_\_\_  
Kathy P. Schleyer, Moderator

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Rev. Dr. Sarah Sarchet Butter  
Senior Pastor

Approved by the Wellesley Congregational  
Church Council, January 2, 2024, and by  
the Wellesley Congregational Church  
congregation on February 4, 2024