



# South Haven United Church of Christ

415 Northfield Rd. Bedford, Ohio 44146  
www.southhavenucc.org

The Rev. Rachel McDonald, Pastor  
440-232-4711

May 27, 2020

To Whom it May Concern:

As the current Pastor of South Haven United Church of Christ, I can verify that Paul Richardson is a member of our congregation in good standing. He is an active participant in worship and the life of our church. We maintain membership at South Haven through an annual process of re-affirmation. Paul has continued to affirm his membership each year.

Please contact me if there are any questions or concerns.

Best,

Pastor Rachel McDonald

Chaplain 2

Phone Number +1 (440) 9603996 (Landline)

Email Address PDRichardson@mercy.com

Location Lorain Hospital



Austin Schafer  
Manager

## Professional Profile

### Job Details

#### Job Details

**Employee ID** 048059  
**Organization** Enterprise () (SUP-ENTERPRISE) >> Austin Schafer (SUP-1842)  
**Position** P019469 Chaplain 2  
**Business Title** Chaplain 2  
**Job Profile** 340P12EX - Chaplain 2 (Exempt)  
**Employee Type** Regular  
**Management Level** 01 - Individual Contributors (Level 9)  
**Time Type** Full time  
**FTE** 100.00%  
**Location** Lorain Hospital  
**Hire Date** 04/08/2013  
**Original Hire Date** 04/08/2013  
**Continuous Service Date** 04/08/2013  
**Length of Service** 7 year(s), 2 month(s), 13 day(s)  
**Time in Position** 7 year(s), 2 month(s), 13 day(s)  
**Time in Job Profile** 7 year(s), 2 month(s), 13 day(s)

#### Contact Information - Public

**Phone** +1 (440) 9603996 (Landline)

Work Address

**Email** [PDRichardson@mercy.com](mailto:PDRichardson@mercy.com)

3700 Kolbe Road  
Lorain, OH 44053  
United States of America

A COVENANT  
AMONG

Paul Richardson, South Haven United Church of Christ in Bedford Ohio, Eastern Ohio and Western Reserve Associations of the Ohio Conference, and Mercy Regional Medical Center in Lorain, Ohio.

In accordance with the polity of the United Church of Christ, South Haven United Church of Christ extends to Paul Richardson, a member in good standing, an invitation to enter into a covenant which shall be part of the four-way covenant through which Paul Richardson will be authorized by the United Church of Christ for his ministry as Chaplain.

The parties to this four-way covenant shall be Mercy Regional Medical Center, where Paul Richardson is employed as a Chaplain, the Eastern Ohio and Western Reserve Associations of the Ohio Conference, South Haven United Church of Christ, and Paul Richardson.

Mercy Regional Medical Center, shall be Paul Richardson's employer and shall have all the responsibilities attendant to fulfilling that role, including providing compensation, benefits, and liability insurance as set forth in the Personnel policies.

The Eastern Ohio and Western Reserve Association of the Ohio Conference shall have responsibility for overseeing Paul Richardson's authorization for ministry and holding his standing as an authorized minister of the United Church of Christ. Oversight of ministry shall include providing for informational reviews as called for in the Manual on Ministry.

South Haven United Church of Christ will provide Paul Richardson with a local community of faith in which to reflect upon the meaning and direction of ministry. South Haven United Church of Christ will seek out Paul Richardson's gifts for ministry and encourage him in the practice of ministry as his time and commitments allow and at the invitation of the senior minister and shall provide such compensation as is customary. Such gifts may include preaching, teaching, administration of the sacraments, and providing guidance or consultation to various groups within the congregation. The Consistory will assume the responsibility of holding an annual conversation with Paul Richardson about the direction and focus of his ministry both in his employment and at South Haven United Church of Christ. Paul Richardson will submit to the congregation a report to be included in the Annual Reports of South Haven United Church of Christ each year. Paul Richardson will hold South Haven Church of Christ and its members in prayer, and members of the congregation will support Paul Richardson's ministry with prayer and other appropriate expressions of community care.

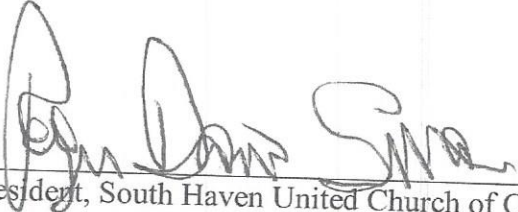
Any party of this covenant may withdraw from this covenant with 30 day notice. Should Paul Richardson change employment, but still be practicing ministry as a Chaplain, this covenant may remain in effect with the new employer replacing Mercy Regional Medical Center as a party to this covenant. Should Paul Richardson leave employment with Mercy Regional Medical Center and not be in a position for which he needs authorization as a minister of the United Church of Christ, South Haven United Church of Christ shall continue to provide Paul Richardson with a community of care and discernment regarding the future of his ministry. In such a case, after a reasonable length of time, it will be appropriate for him to request a leave of absence from the Association in which he has standing, and relate to South Haven United Church of Christ as would any member in good standing.

In all matters, this covenant will be governed by the Manual on Ministry of the United Church of Christ.



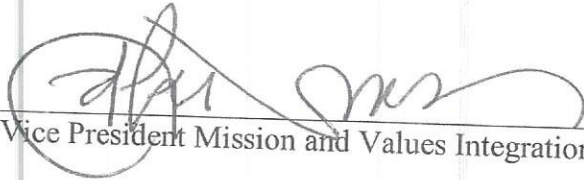
Rev. Paul Richardson

Date 9-15-2017



President, South Haven United Church of Christ

Date 9/15/2017



Vice President Mission and Values Integration, Mercy Regional Medical Center

Date 9/15/2017



Associations General Minister, Eastern Ohio and Western Reserve Association  
Ohio Conference, United Church of Christ

Date 25 Sep 2017