

## **GUIDELINES FOR SHARED PASTORAL LEADERSHIP**

### **The Presbytery of New Covenant**

**PURPOSE:** The purpose of sharing pastoral leadership between churches is to provide competent pastoral leadership and to enhance and strengthen the ministry of the cooperating churches.

#### **PRINCIPLES:**

1. The congregations are within close enough geographic proximity to make shared pastoral leadership feasible.
2. The congregations are similar in expectations of ministry.
3. The congregations share a similar vision of mission and ministry.
4. The congregations are willing to cooperate and plan some ministries together.
5. The congregations are willing to develop a covenant that will include a joint vision, mission statement and ministry plans.
6. The congregations are willing to cooperate in developing joint expectations for pastoral leadership.
7. The congregations are willing to cooperate in sharing responsibility for pastoral compensation that, at the very least, meets or exceeds the Guidelines for Pastoral Compensation for New Covenant Presbytery.

#### **PROCESS:**

1. Preliminary conversation with two congregations by presbytery staff or representatives of the Committee on Ministry (COM) and Evangelism and Renewal (E&R) Committee will outline the possibilities and responsibilities related to the sharing of pastoral leadership.
2. If two congregations are open to exploring a shared pastoral ministry arrangement, COM and E&R will each appoint a liaison to continue the exploratory conversations between the two sessions.
3. If the two sessions agree to proceed toward a covenant agreement, a joint task force will be appointed to develop the covenant plan, in consultation with the COM and E&R liaisons.
4. The task force will work together to develop a covenant that includes the following:
  - a. Vision and Mission Statement.
  - b. Ministry Goals/Plans.
  - c. Pastoral Expectations.
  - d. Related Agreements including responsibility for pastoral compensation.
5. The draft of the covenant will be presented to each session and each congregation for discussion and approval.
6. The covenant will be presented to the Committee on Ministry for approval, through the Care of Congregations sub-committee. The Agreement for Pastoral Compensation will be presented to the Committee on Ministry for approval, through the Administration sub-committee.
7. If all parties approve the covenant, the way is clear for the two congregations to form the appropriate committee for seeking a pastor (Joint Pastor Nominating Committee or Search Committee), with equal numbers from each congregation.
8. If one of the churches already has a pastor and the shared leadership involves that person, the minister should be part of all of the above conversations, and once the way is clear, the shared leadership begins.

**Adopted by COM: May 1, 2007**