

Proposed Agreement for Shared Ministry
First Presbyterian Church and Peace Lutheran Church of Sullivan, MO

April 11, 2010

Preamble

With the full blessing and support of the Central States Synod of the Evangelical Lutheran Church of America (ELCA) and the Giddings-Lovejoy Presbytery of the Presbyterian Church U.S.A., PC(USA), the congregations of First Presbyterian Church and Peace Lutheran Church of Sullivan, MO have entered into the following shared ministry agreement, as approved by Peace Lutheran Church, Sullivan, on April 11, 2010, and First Presbyterian Church, Sullivan, on April 11, 2010.

Section 1: Shared Ministry Agreement

- 1.a. We, collectively as baptized members of the Body of Christ, and individually as members of Peace Lutheran Church and of First Presbyterian Church, located in Sullivan, MO, are committed to spreading God's word and carrying out God's mission in the local community.
- 1.b. We believe that in order to fulfill this commitment, each congregation desires to share one pastor who resides locally to act as shepherd and to guide and assist both congregations in this work.
- 1.c. We acknowledge that First Presbyterian Church and Peace Lutheran Church wish to keep their identities as individual church bodies associated with their respective regional and national organizations. We agree that at this time a relationship in which a single pastor serves both congregations will best achieve the mission and goals of both congregations.
- 1.d. All other matters of congregational life and ministry, including property ownership, worship format, education and other denominational practices shall remain under the direction of each congregation's governing body (Council or Session) and governing documents.

Section 2: Administration

- 2.a. To fulfill the proposes of this agreement, the congregations of Peace Lutheran Church and First Presbyterian Church shall form and maintain a committee called the PAL committee, in recognition of the shared Presbyterian And Lutheran ministry.
- 2.b. The PAL committee shall consist of an equal number of members from each congregation plus the pastor. The minimum number of members from each congregation shall be two(2). The committee may have additional members, provided that equal representation from each congregation is maintained.
- 2.c. The committee shall: a) facilitate the administration of this agreement, under the authority of both congregations' respective governing bodies, b) act as a channel for communication between the governing bodies of the two congregations, c) act as a "sounding board" for

members of both congregations on any matters that may affect the shared ministry of the two congregations.

- 2.d. Members of the PAL committee shall be selected by a method determined by their respective congregations.
- 2.e. Term of service shall be two years, with maximum of two consecutive terms allowed.
- 2.f. It is recommended, although not required, that one PAL committee member from each congregation also serve on the governing body of that member's respective congregation.
- 2.g. The PAL committee shall meet at least quarterly. Minutes of each meeting will be taken and provided to each congregation's governing body.

Section 3: The Pastor

- 3.a. The pastor shall be on the clergy roster of the ELCA, a member of a presbytery of the PC(USA), or a candidate for ministry in one of these denominations.
- 3.b. The pastor, regardless of initial affiliation, will abide by the Constitution of the PC(USA), Part I, the Book of Confessions and, Part II, Book of Order, and by the by-laws of First Presbyterian Church, Sullivan, while attending to the duties of First Presbyterian Church and the Constitution, By-laws, and Continuing Resolutions of the ELCA, Central States Synod and Peace Lutheran Church while attending to the duties of Peace Lutheran Church.
- 3.c. The pastor shall be responsible for the pastoral oversight of both congregations.
- 3.d. The pastor shall be a full and responsible participant of both the Central States Synod of the ELCA and the Giddings-Lovejoy Presbytery of the PC(USA).
- 3.e. The pastor shall be subject to the discipline of the church to which he/she is accountable, as prescribed in the constitution and bylaws of the church body in which the pastor is rostered or holds membership. The congregations' governing bodies shall consult with the Synod and/or the Presbytery regarding appropriate coordination between, and pastoral care for, the congregations during the disciplinary process.
- 3.f. The specific duties of the pastor, compensation, and other matters pertaining to the service of the pastor shall be included in the letter/terms of call.
- 3.g. The pastor will split his/her time evenly between the two churches based on a standard workweek. However, in order to meet a short-term need in a particular congregation, the pastor may adjust this time schedule on occasion.

- 3.h. The two congregations will jointly determine the pastor's annual compensation package. This applies to the initial offer to a newly called pastor as well as any change in compensation during the period of the call. Standard components of the compensation package include, but are not limited to: base salary, housing allowance, pension and health care benefits, reimbursement of SECA costs and continuing education reimbursement. The congregations agree to split these costs evenly.
- 3.i. The respective congregation will also reimburse the pastor for expenses that are normally reimbursed and which are associated with a single congregation. This includes, but is not limited to: work-related mileage (to be paid at the designated IRS rate); attendance at a Synod or Presbytery function; and miscellaneous expenses incurred for the benefit of a single congregation as stipulated in the annual compensation agreement.
- 3.j. Each congregation is responsible to pay their respective portions directly according to a schedule agreed to by the pastor and each congregation. In cases where such an arrangement is not practical (e.g., payment of a single pension and health coverage bill), one congregation may agree to pay the entire amount and be reimbursed by the other congregation. In such cases, the paying congregation will provide a copy of the associated billing to the non-paying congregation who then will provide reimbursement of their portion within 10 business days of receipt.
- 3.k. An annual review of the mutual ministry between the pastor and each congregation and the Synod and Presbytery is expected.
- 3.l. In the event of any alleged physical or mental incapacity of the pastor, ineffective conduct of the pastoral office, or other concern that would interfere with the ability of the pastor to effectively carry out ministry in one or both of the congregations, each congregation will follow the appropriate procedures as stipulated in its governing documents.

Section 4: Call of the Pastor

- 4.a. At the time of a pastoral vacancy, each congregation shall seek the advice and help of its respective regional church entity (Synod and Presbytery) and both congregations shall select representatives to a joint Call committee (Search committee) as stipulated by each congregation's governing documents.
- 4.b. The congregations will pursue a pastoral search process approved by the Synod and the Presbytery, a process that ensures fair consideration of both ELCA and PC(USA) applicants.
- 4.c. Following any examinations and interviews required by the Synod and Presbytery, and with their permission to present a candidate to the congregations, authority to extend a call jointly to a pastor shall remain with each congregation. Both congregations must approve a call by at least a two-thirds majority ballot vote of members present and voting at a meeting legally called for that purpose at each congregation. If either congregation should fail to approve extending a call, the call process may be renewed and either congregation shall also have the right to terminate the Shared Ministry Agreement (as described in Section 6).

- 4.d. The called pastoral relationship shall constitute a continuing mutual relationship and commitment, which, except in the case of the death of the pastor, shall be terminated only following consultation with the respective regional church entities of both congregations (Synod and Presbytery) and only for those reasons outlined in the governing documents of each congregation.
- 4.e. Either congregation may terminate the call of a pastor as provided in each congregation's governing documents. Since the pastor has one call to serve both congregations, such an action terminates the call to both congregations. In such a case, either congregation shall have the right to terminate the Shared Ministry Agreement.
- 4.f. If the Shared Ministry Agreement is terminated, the call of the pastor serving the two congregations is terminated. Should either congregation desire to issue a new call to that pastor, it shall consult with its Synod or Presbytery to determine how to proceed.

Section 5: Amendments to this Shared Ministry Agreement

- 5.a. Amendments may be proposed by any member of either congregation and submitted to the governing bodies of both congregations.
- 5.b. Following approval of the amendment(s) by both governing bodies, each will notify its respective congregational members of the proposal, any related recommendations, and a time and date for a Congregational Meeting, in the manner stipulated by each congregation's governing documents.
- 5.c. The amendment(s) is/are adopted if both congregations approve the amendment(s) at their respective Congregational Meetings according to the stipulations of each congregation's governing documents pending the concurrence of the Synod and Presbytery.

Section 6: Dissolution of this Shared Ministry Agreement

Either congregation may terminate the Shared Ministry Agreement by the following procedure:

- 6.a. A resolution indicating the desire of the congregation to terminate its relationship must be adopted at a legally called and conducted special meeting of the congregation by a two-thirds majority of the voting members present.
- 6.b. The secretary of the congregation shall submit a copy of the resolution to the other congregation as well as the Synod and Presbytery, and shall inform the members of each congregation no later than 10 days after the resolution has been adopted.
- 6.c. Representatives of the Synod and Presbytery shall consult with the congregation during a period of at least 90 days.
- 6.d. If the congregation, after consultation, still desires to terminate its Shared Ministry Agreement, such action may be taken at a legally called and conducted special meeting of that congregation as stipulated by its governing documents.