

Grace United Church
The Model of Multiple Staff Ministry
Constitution, Appendix 3.1
Approved by Council - Oct 4, 2023

Scope

“The Model for Multiple Staff Ministry” is intended to clarify the Shared Leadership Model of Ministry utilized by the 2 incumbent ministers in the Pastoral Team serving Grace United Church.

Guiding Principles

1. The Manual 2023, Bylaw I.1.3.3 states that:
The following requirements apply to a community of faith with two or more ministry personnel. The division of responsibilities between the ministry personnel and the accountability of each ministry personnel must be:
 - a) *Clarified by the community of faith governing body and the ministry personnel;*
 - b) *Approved by the Regional Council; and*
 - c) *Reviewed by the community of faith at least annually*
2. The 2019 resource “Ministry and Personnel Committees: Policy, Procedures, Practices” states that:
Multiple staff ministries are those in which two or more individuals are called or appointed to a community of faith. Issues of equity become important in multiple staff situations. It is not recommended that ministry personnel be subordinate or answerable to one another. It is essential that all team members are treated fairly, justly, and equitably and have the opportunity to share their gifts in tangible, visible ways that are recognized and appreciated.
3. Ministers’ responsibilities and accountabilities span the different structures of General Council, Region, Community of Faith, Council and Council Committees. The M&P Committee recommends a Shared Leadership Model as it:
 - a) Incorporates all the accountabilities while respecting the conciliar nature of our denomination, and
 - b) Supports the ethos of both The United Church of Canada and Grace United Church.

Shared Leadership Model of Ministry

The Ministers are expected to function as a Pastoral Team and interrelate in a Shared Leadership Model that adheres to the following principles, guidelines and practices:

1. Leadership is shared so that the Pastoral Team is envisioned as a team of equals.
2. Tasks of ministry belong to the Pastoral Team as a whole, although there may be defined areas of responsibility for members of the team.
3. There is communication among the Pastoral Team about the whole ministry, although individual members may initiate different areas of work.
4. Decisions are made by the Pastoral Team regarding who will take the lead in areas of shared responsibility, tasks or projects.
5. Pastoral Team members will consult with one another whenever possible. Some decisions will be made by a Team member in their defined area in which they are responsible or the lead.
6. The Pastoral Team will have clearly defined goals, established in collaboration with the Council and appropriate committees, to which the entire team is committed.
7. Pastoral Team members should consult with the M&P Committee if they encounter concerns or difficulties with the model.
8. The M&P Committee, in consultation with the Pastoral Team, will maintain current position descriptions for each member of the Pastoral Team.