



EASTERN SYNOD Evangelical Lutheran Church in Canada

GUIDELINES FOR CONGREGATIONS CONSIDERING CALLING AN ADDITIONAL PASTOR

1. Each pastor shall be recognized as an ordained servant of the church.
2. Each pastor shall have the opportunity to exercise a full ministry while at the same time accepting a greater amount of responsibility than the other pastor(s) in designated areas of work.
3. When two or more pastors serve a congregation, the privileges, responsibilities and relationships of each shall be specified in a document drafted initially, and revised as occasion may require, in consultation with the bishop of the synod, and shall include specification of the privileges and responsibilities of each pastor:
 - (a) the leadership role and decision-making responsibility;
 - (b) the manner of sharing responsibility for pastoral acts and any perquisite;
 - (c) the types of teaching responsibilities;
 - (d) responsibilities for pastoral calling and pastoral counselling and, in these regards, ways of avoiding duplication of work; and
 - (e) responsibility for committees and organizations, as one way of indicating areas of special emphasis in each pastor's ministry.
4. Possibilities for pastoral staffing relationships are:
 - (a) Senior Pastor/Assistant Pastor – the assistant's job description is mandated by the senior pastor. The assistant pastor's authority is delegated to the senior pastor. The assistant is accountable to the senior pastor. The senior pastor reports to the congregational council. The assistant may be invited to council meetings to provide specific information as requested by council through the senior pastor. The call of the assistant is co-terminus with that of the senior pastor.
 - (b) Senior Pastor/Associate Pastor(s) – the work of the ministry of the congregation is defined in clearly stated job descriptions, which are developed by the council in consultation with the senior pastor. There is little overlap in primary work functions, and the areas of overlap are coordinated by the senior pastor. The associate is accountable to the senior pastor. Authority is given to the associate through the job description. Any authority outside of the job description is delegated by the senior pastor. The senior pastor reports to the congregational council on behalf of all the staff. Other staff may be invited to council meetings to provide further detail in their area of specialization, but not to bypass the authority of the senior pastor. The call of the associate may be co-terminus with the senior pastor, but not necessarily, depending upon the degree of specialization of the job description and organization of the rest of the congregation's staff.

- (c) Lead Pastor/Associate Pastor (s) – a team leader with one or more other pastors who have job descriptions defined by the council or in consultation with one another. Team members' responsibilities are negotiated, and the leadership may rotate among team members on a regular or *ad hoc* basis. Leadership is understood as coordination, not authority. All team members attend council meetings, and each member is directly responsible to the council. When staff conflict arises, the council or its executive committee or chairperson is given responsibility to resolve the conflict. The call of each team member is independent of the other team members.

- (d) Co-Pastors – two or more pastors working in a team setting with similar job descriptions, who mutually determine their work functions. Both report to council, and conflicts are arbitrated by the council or its executive committee or chairperson. There is no defined leader of the team. Each call is independent of the others.

Note: Each of these pastoral staffing relationships has pluses and minuses. Please consult with your staff advisor as you make decisions regarding pastoral staffing relationships.

5. The congregational council shall arrange for periodic review of the pastoral staffing relationships. Assistance for this can be provided through the Synod Office.

6. The pastors shall consult with each other regularly and shall participate periodically together with lay staff members in programs aimed at their development as staff. If serious differences develop, they shall be resolved in consultation either with the congregational council or with the bishop of the synod.

Revised December 13, 2005