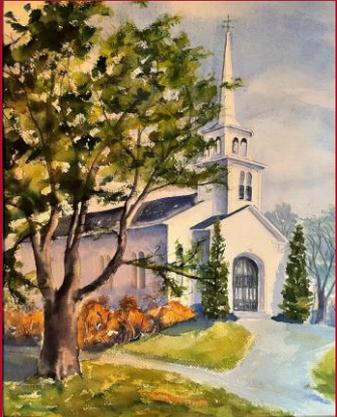


# An Introduction to Shared Ministry



An Exploratory Committee with Members from Atkinson UCC and Hampstead Congregational Church has been exploring “Shared Ministry”

*AKA “Yoking”*

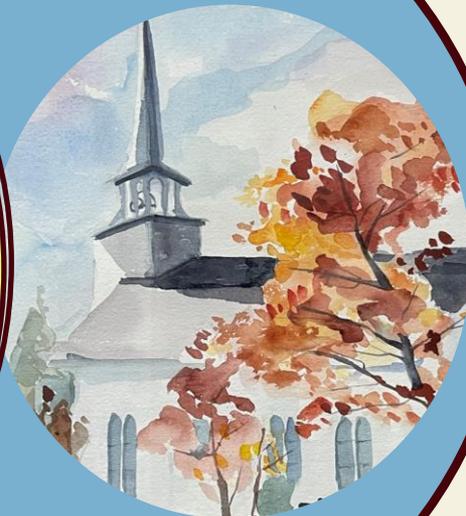
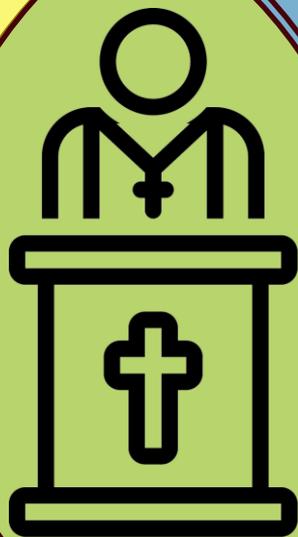
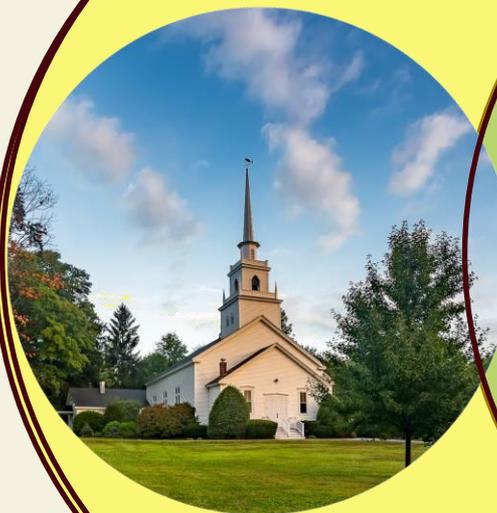
# Yoked Churches with Shared Ministry are NOT merged!



## Each Congregation:

- Maintains its own governance structure
- Has its own building
- Offers its own worship service
- Has its own committees and teams
- Runs its own budget
- Makes its own decisions

We would share a pastor.



# We could also collaborate in our ministries in other ways:

## **Programs:**

- Youth programs
- Adult Bible Study
- Adult book group
- Visiting speakers
- Retreats
- Collaborative music programs
- Family programs



## **Resources:**

- Sharing office equipment, computer program licenses
- Supporting each other's fundraisers
- Sharing office help

## **Missions:**

- Joint mission activities – such as collections, projects





- *What would this be like?*

## The Pastor would:

- Give each congregation about half their work time with flexibility for special events
- Would lead worship at both churches on Sunday morning
- Would live in the Atkinson parsonage
- Would have office hours at each church
- Would offer pastoral care to members of both congregations
- Would meet with selected committees and teams at each church
- Would lead programs at each church
- Engage in community activities in both towns as time allows

## History of Sharing a Pastor with Atkinson

- On May 15, 1946, Hampstead Congregational Church yoked with Atkinson Congregational Church. Rev. Dr. Walter E. Lyon was the yoked minister, serving both churches from 1946-1951. After fulfilling his obligations in Hampstead, Deacon C. Pressey wrote in 1952 that "Dr. Lyon left for a larger opportunity in one of the Haverhill churches."
- Rev Hadley authored a joint church news letter for 5 years in the early 60's talking about the shared ministry – which lasted 20 years

# Current Conference Guidelines for Pastor Salary

- Assumes married pastor, no children with 5 years experience

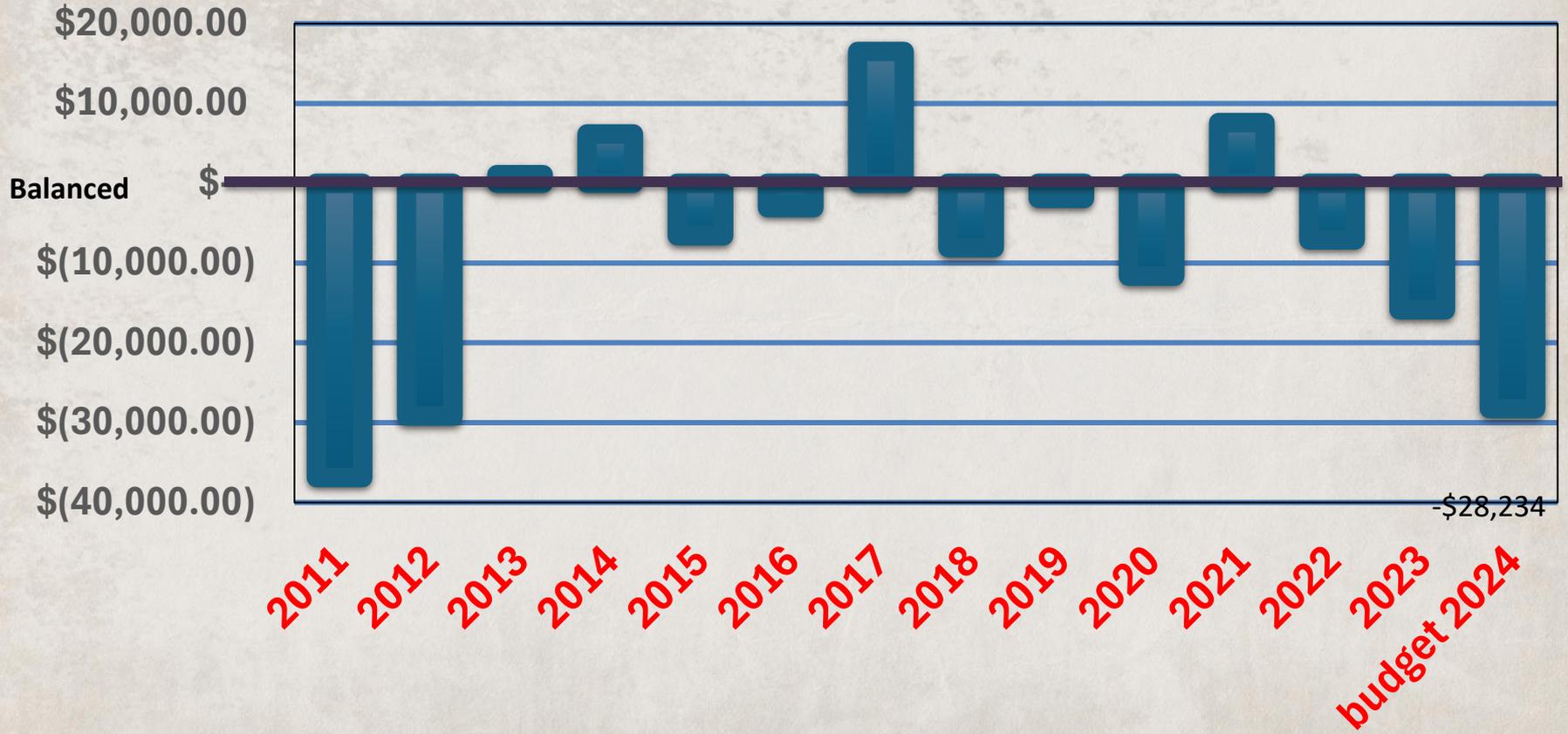
• Base Salary:	\$45901	
• Years since ordination (5)	\$ 4000	
• Housing Allowance**	\$19960	(Rockingham county: \$25944)
• Social security offset	\$ 5344	
• Annuity	\$ 9781	
• Life/Disability	\$ 1048	
• Medical Insurance	\$29016	
• Dental	\$ 1065	

**Total Package:**

**\$116,115**

**Salary Range from No Experience to over 15 yrs experience is \$109,219 - \$129,908.**

# Net Income/Loss



## An Example of The Math of Sharing a pastor

Package: \$120,000 including parsonage

Atkinson's share would be \$60,000 minus the value of the parsonage

Our share would be \$60,000

## Financial Implications

- This would be a budget reduction of \$36,000 from what we are currently paying
- It would save us \$56,000 from the settled pastor.
- This would likely close the budget deficit!

# Topics in the Article of Agreement

- Search Committee
- Financial responsibility
- Covenant Board
- Pastor's time
- Pastor's Office and office hours
- Times for Sunday morning worship and special services

# Next Steps with Joint Exploratory Team

- Defining scope of pastoral work
- Draft of Covenant
- Presentations and discussions at both churches; perhaps joint event
- Both Congregations would need to vote



# Moving Into Shared Ministry

## Call a settled pastor

Both Congregations  
vote



## Joint Search Committee forms

Each congregation  
writes its own profile



## Bridge Time

Churches move into  
sharing with Bridge Pastor



## Annual Meetings

Each Congregation  
Votes.



## Congregational Exploration

Learning about proposal  
& getting to know each  
other



## Two Sets of Concerns to Address

- Goal: Do we want to move to sharing a pastor?
- Transition: How do we get from here to there?



*Questions?*

