C.F.K. Yoked Partnership Proposal

Chandler Presbyterian Church; Fraser Presbyterian Church;
and First Presbyterian Church of Kinde

Psalm 133:1 "How very good and pleasant it is when kindred live together in unity!"

Our Shared Beliefs and History

As three individual churches yoked through actions of faith and love we believe we have been called and organized to proclaim the good news of Jesus Christ, to minister to the needs of members of the congregation, residents of the community, and to promote peace and justice in the world.

Our congregations each have a long history of partnering with another congregation. Kinde and Chandler have shared pastoral services, community engagement, and congregational events for over 40 years. Fraser has enjoyed a successful partnership with Cass City First Presbyterian Church for the past 28 years. We believe that we are more impactful when we collaborate and partner with other congregations.

Proposal

Because of our historical partnership successes worshiping and serving together and the prospect of our shared finances, we propose a broader partnership as outlined in this proposal. Each congregation will retain their individual and unique identities within their congregations and communities while partnering for the agreed upon pastoral services.

Partnership Overview

Our three churches will operate as independent congregations within the Lake Huron Presbytery including, but not limited to: electing their own sessions; maintaining their physical properties and assets; and keeping separate financial books and membership records.

This proposal provides for a full-time shared pastoral position to serve our three churches. The duties, responsibilities and division of these across our churches is outlined below.

Pastor's Duties and Responsibilities for each Church

The shared pastor position is a full-time role (approximately up to 50 hrs / week). The pastor is expected to be present 46 Sundays per year. Sundays not in the pulpit include

- 4 weeks paid vacation including Sundays
- 2 weeks paid study leave, including Sundays

The pastor shall provide preaching, teaching, pastoral care and organizational leadership for each church and enable them to serve their congregations and communities to their full potential.

Core Expectations:

- Develop a lifestyle of prayer that encourages a culture of prayer
- Be diligent in the study of Scripture
- Practice habits of community and cultivate relationships that provide for spiritual friendship, mentorship, and accountability
- Engage in continuing education as a preacher and steward of the Gospel

Specific Duties/Responsibilities:

- Preaching, teaching, prayer and worship (approximately 40% of time)
    - Deliver a strong biblically based sermon with the world as we live it in mind.
    - Administer the Sacrament of the Lord's Supper and home communion as needed
    - Participate in new member and confirmation classes
    - Be available for Bible study
    - Utilize/cultivate lay leadership
- Pastoral Care (approximately 30% of time)
    - Administer the Sacrament of Baptism
    - Perform marriages, funerals and associated counseling
    - Visit shut-ins and hospital patients
    - Be visible in the community
    - Seek relationships with other Church communities in the area
    - Participate in local programs and events
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- Administration (approximately 30% of time)
    - Moderate Session meetings
    - Moderate Congregational meetings
    - Hold office hours (focusing on each church) approximate 3 hours per week establishing days or by appointment.

Division of Responsibilities of Pastor and the Congregation

Pastor Duties		**Congregation Duties**
Preaching & prayer	Shared	Preaching & prayer
Pastoral Care	Shared	Pastoral Care
Administer Sacraments		Lead worship
Moderate Sessions & Congregational Meetings		Lead Committees/Teams
Community Outreach	Shared	Community Outreach
Bible Study, VBS, etc	Shared	Bible Study, VBS, etc

Compensation
Based on membership count, at this time, it has been established as 43% Kinde 43% Fraser and 14% Chandler. This will be reviewed and percentage established annually.

Support, Supervision and Accountability
The pastor will be supported, prayed for and evaluated by the members of a Pastoral Care Committee (PCC). Members of the PCC will be comprised of 2 representatives from each of the three congregations as appointed by each session. The PCC will meet at least quarterly to evaluate the pastor's effectiveness, the effectiveness of the shared relationship; areas for improvement in the relationship; financial health of the relationship and any other issues, concerns or opportunities.

Future Compensation
The PCC will annually, review and set pastoral goals for the coming year and agree to the recommended terms of call for the following year. The terms of call will be considered approved when all three congregations have voted in favor of the proposal at their annual congregational meetings as outlined in the Book of Order.

Dissolution of Partnership
If one or more of our churches wishes to dissolve the partnership, it shall be submitted in writing six (6) months prior to the dissolution date. This will allow sufficient time for all congregations to assess their pastoral staffing needs and seek suitable alternatives.

Future Hope
The future hope of C.F.K., is that our three churches, together, will go forth growing and maintaining our spiritual life, healthy relationship with our church families, and our community. Through our relationships we will strive to live as Christ instructed us. To show love, hope and faith so that others may see examples of God's love through us.