



DIOCESE OF EASTON



DELAWARE-MARYLAND SYNOD

Shared Ministry Covenant

March 4, 2022

St. Alban's Episcopal Church and Faith Lutheran Church intend to share ministries, including sharing a cleric. Both churches have the support of their congregations for this shared ministry project. The reasons for this shared ministry include:

- 1) We share similar spiritual and social values, as well as liturgical worship practices.
- 2) The Episcopal Church and the Evangelical Lutheran Church of America have been in full communion since 2000. Ordained ministers in both denominations may and do serve as clergy in either tradition.
- 3) Our physical locations are close to each other. This is advantageous and convenient to our members to be able to worship, serve, and fellowship together.
- 4) We have for years shared partnerships in worship, study, and Vacation Bible School. These efforts have yielded heightened enthusiasm, increased understanding of the commonalities between the Episcopal and Lutheran traditions, and determination to proceed with a shared ministry.
- 5) Given the challenges and opportunities of diminishing church attendance, aging clergy ranks and a reduced number of seminarians, the strategy of pursuing a single cleric, sharing financial and human resources, has evident practical and financial advantages for both churches.
- 6) The two churches are not identical, and there is no intention of combining the two congregations. Each will maintain their separate identity, liturgy, leadership, and finances, as well as specific goals and projects that may not be shared.

This document is a framework of our plans, not a detailed blueprint. The expectation is that this arrangement is open to review and adjustment as it is lived into.

After the first six months of a cleric being in place, the canons for transition in the Diocese of Easton and the Delaware-Maryland Synod will meet with executive committees from both parishes to reflect on the covenant, to identify what is believed God is saying at this time, to look for future opportunities for collaboration and to support the ministry of the cleric. This practice will continue on an annual basis.

Some pertinent elements of the proposed shared ministry are briefly described below:

Shared Ministry

The two faith communities and the cleric will collaboratively explore opportunities to work together via fellowship, worship and social justice initiatives.

Worship

The Letter of Agreement (LOA – separate document) will indicate when each congregation will hold weekly worship services using appropriate liturgy. Special services, such as those during Christmas and Holy Week, will be mutually determined by discussions between the clergy and the two churches.

Pastoral Care

The cleric will provide pastoral care to both congregations as needs arise within the bounds of the contracted hours. The two faith communities and the cleric will collaboratively determine how to care for parishioners in a flexing schedule of pastoral needs and in developing and expanding the lay capacity. More specific information may be provided in the LOA.

Vestry / Church Council Meetings

The cleric will preside at Vestry meetings at St. Alban's and attend Church Council meetings at Faith.

Office Hours

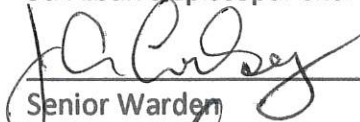
In general, office hours will be flexible and the schedule will be well communicated on a weekly basis at both churches. The Vestry, Church Council and the pastor will agree to honor their day off / Sabbath.

Compensation and Benefits

Faith will contribute ¼ of the compensation package, not to exceed \$25,000 with St. Alban's contributing the remainder of the final negotiated amount. The actual pay and individual benefits amounts will be delineated in the LOA. During the creation of the LOA, the employer of record for pension, disability and other medical benefits will be determined. The LOA will also include information related, but not limited to, expenses, leave, supplementary compensation, wellness and mutual ministry review.

March 4, 2022
Date

St. Alban's Episcopal Church



Senior Warden



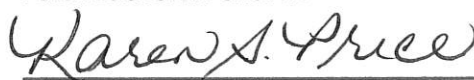
Reviewed by
Diocesan Transitional Ministry Officer



Approved by
Bishop Santosh Marray

March, 2022

Faith Lutheran Church



Council President



Reviewed by
Synod Transitional Ministry Officer



Approved by
Bishop William Gohl