

ECUMENICAL SHARED MINISTRY AGREEMENT  
North Thompson Ecumenical Shared Ministry  
Church of St. Paul, Barriere and Trinity Shared Ministry, Clearwater, BC

**I. Preamble**

Rejoicing in the beauty of our three traditions, recognizing that all Christian churches are part of the one holy catholic church, and responding to the gift of unity given to us, the people of the North Thompson Ecumenical Shared Ministry enter into this Agreement as part of our collective journey of faith.

As a visible sign of Christ's desire that his disciples be one (John 17:20-24), and in response to the call of Christ to be a witness in our communities and in the world (Matthew 28:19-20; Acts 1:8), we commit ourselves to embodying God's love for all in our unity and in our diversity, through our worship, learning, witness, and service in Christ's name.

In everything we do - in all our worship, learning, witness, and service - where it is possible and where it is practical, we will blend our three traditions instead of maintaining each tradition as separate and distinct or alternating between them. In this way, we seek to find the common ground that unites us as well as build on the strengths of one another.

**II. Relationship to Participating Denominations**

1. The North Thompson Ecumenical Shared Ministry (referred to herein as "this ESM") consists of two congregations: the Church of St. Paul, Barriere, BC and Trinity Shared Ministry, Clearwater, BC (together referred to herein as "the congregations") and serves those communities and people along the North Thompson Valley between Blue River and McLure.
2. This ESM is and shall remain a part of the Anglican Church of Canada (ACC), the Evangelical Lutheran Church in Canada (ELCIC), and the United Church of Canada (UCC) or their successors (referred to herein as "the partner churches"), and of the regional bodies of the partner churches within whose boundaries it is located or to which it has otherwise been assigned.
3. This ESM claims for itself all the rights and privileges and accepts all the duties and obligations connected with being part of the partner churches. In so doing, this ESM recognizes all governance documents and enactments of the partner churches as having governing force in its life and will endeavour to govern itself according to them.

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4. Where polity, policies, or practices of the partner churches differ, this ESM shall
  - a. follow the polity, policy, or practice of the partner church that is most connected with the situation;
  - b. if necessary, consult with the governing authorities of the partner churches to determine which polity, policy, or practice should be followed or determine with them what could be woven together to form the policy or practice for this ESM; and
  - c. ensure that the history, traditions, and practices of this ESM and its members are honoured.
5. This ESM commits to support faithfully the work of the partner churches through prayer, personal service, and offerings.
6. Should this ESM or either of the congregations desire to sever its relationship with any or all the partner churches, all governing authorities shall be notified. This decision shall require a two-thirds majority vote of all voting members present and voting at a duly called and conducted meeting of this ESM or the congregation desiring to sever a relationship. Such a decision shall not be effective until all governing authorities have been notified and until the initial action has been ratified by a two-thirds majority vote at a subsequent duly called and conducted meeting held not less than ninety days after the first meeting.
7. Should this ESM or either of the congregations disband, all property, real, personal, and mixed, not dealt with according to this Agreement or the bylaws, shall vest in the partner churches, their successors or assigns, equally divided, unless other mutually agreeable arrangements have been made.

### **III. Membership**

1. All who are members or adherents of the Church of St. Paul and Trinity Shared Ministry are members or adherents of this ESM, are eligible to vote at all meetings of this ESM, and may represent this ESM at any official function of the partner churches or hold any office once they have been duly elected or appointed.
2. All members are expected to adhere to the conditions of membership and communicant status of his/her denomination.

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3. All members are expected to support the life and work of this ESM by sharing time, talent, and financial resources.

### **IV. Clergy**

1. The clergy of this ESM shall be an ordained clergy of one of the partner churches, be in good standing in his/her denomination, and adhere to its discipline. He/she shall be a person whose soundness of faith, aptness to teach, and educational qualifications have been examined and approved by the denomination to which he/she belongs, and who has been properly ordained, commissioned, licensed, and/or recognized.
2. The clergy of this ESM is expected to be in agreement with the basic concept of ecumenical shared ministry as understood and outlined in this Agreement and the Ecumenical Shared Ministries Handbook. Clergy entering an ecumenical shared ministry for the first time must have instructional and supervised time up to one month with each of the two denominations to which they do not belong. Normally this would occur within the first year. The partner churches will assume the responsibility for this training as well as any related costs.
3. A review of his/her ministry shall be conducted annually by the Personnel Relations Committee and the report shall be submitted to the Shared Ministry Council.
4. When a clergy person resigns his/her call, all appropriate governing authorities of the partner churches shall be notified immediately, as well as the chairpersons of the Shared Ministry Council, the Personnel Relations Committee, and the Church Boards of the congregations. Unless otherwise agreed, the termination of the call shall become effective within three months of such notification.
5. At an opportune time and in close consultation with the appropriate governing authorities of the partner churches, a Search Committee shall be formed, with roughly equal representation from each of the congregations, to assess the needs of this ESM and seek and select candidates for call. Normally, clergy called to this ESM will alternate between denominations. The procedure for call will be that of the denomination of the clergy being considered/called. Salary and benefits will be negotiated according to the recommendations of his/her denomination, with consideration given to those of the other partner churches.
6. At the time of vacancy, provisions for appropriate pastoral services and oversight shall be made after consultation with the congregations as well as the governing authorities of the partner churches.

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7. The authority to call a clergy shall rest in the Shared Ministry Council in consultation with the governing authorities of the partner churches, the Search Committee, and the congregations. Such authority to call shall be exercised by not less than a two-thirds majority vote of all voting members present and voting at a duly called meeting of each congregation.
8. As soon as is practical after beginning his/her duties, the new clergy shall be installed according to the practice of his/her denomination, with participation by the other partner churches.
9. In order that the clergy may devote himself/herself fully to the duties of his/her office, he/she shall receive an adequate salary and other benefits and allowances negotiated according to his/her denominational recommendations, with consideration given to those of the other partner churches.
10. The clergy shall be an *ex officio* member with both voice and vote of all committees of this ESM, excepting any committee seeking to call another clergy.
11. The clergy is expected to maintain a regular relationship with the governing authorities of his/her denomination and abide by any specific requirements that participation in his/her denomination and maintaining that relationship entails. He/she is expected to participate as fully as possible in the life and mission of the denomination to which he/she belongs and shall be invited to participate in and attend the higher courts or other levels of the other two partner churches. He/she, along with other representatives of the congregations, shall keep the members of the congregations informed of developments within each of the partner churches and encourage them to participate where possible.
12. Where the relationship between the clergy and either or both of the congregations threatens the welfare of this ESM, the governing authorities of the denomination to which the clergy belongs shall be consulted so that appropriate action can be taken. Any of the governing authorities of the congregations or this ESM or the clergy may appeal to the denomination to which the clergy belongs for counsel and assistance concerning the relationship between the clergy and this ESM.

### **V. Meetings**

This ESM shall meet annually and may hold other meetings as necessary. Notice of all such meetings shall be announced at Sunday worship on two successive Sundays prior to the meeting. Quorum shall be nine, comprising of the clergy and four members of each of the congregations.

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### VI. Shared Ministry Council

1. At its annual meeting, this ESM shall affirm the members of a Shared Ministry Council (referred to herein as “this Council”) consisting of the clergy and four people from each congregation (with consideration given to each denomination) who have been duly elected at the annual meeting of each congregation. Terms shall be for one year, except for the clergy who shall be an *ex officio* member with both voice and vote. In the event of a lay vacancy, this Council, in consultation with the appropriate Church Board, may appoint a person to serve for the remainder of the term.
2. At the first meeting following the annual meeting, this Council shall elect from among its members, a chairperson, a secretary, and a treasurer. The chairperson shall alternate annually between the congregations.
3. The duty of chairperson shall be to preside, preserve order, take the vote, and announce the decisions.
4. The duty of the secretary shall be to keep the record of proceedings, conduct the correspondence, preserve all documents, and ensure that all denominational statistical reports are completed.
5. The duty of the treasurer shall be to receive all monies for the support of this ESM, disburse them under the direction of this Council, keep a record of receipts and expenditures, present a financial report at each meeting of this council, and prepare an annual financial statement to be included in the annual report of this ESM. The treasurer shall ensure that an annual financial review, any grant applications, and the annual government charities return are completed.
6. This Council shall meet regularly, normally four times a year. Quorum shall be five members, comprising of the clergy and two representatives from each of the congregations.
7. The Shared Ministry Council shall
  - a. have general oversight of the life and activities of this ESM ensuring that everything is done in accordance with the faith and practice of the partner churches;
  - b. through the Personnel Relations Committee, provide support for the clergy person and ensure an annual review and evaluation of his/her ministry is completed; and, based on recommendations of the Personnel Relations Committee, make adequate adjustments to his/her financial compensation;

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- c. receive reports on the activities of the congregations;
- d. report on activities of this Council to the congregations and Church Boards;
- e. appoint members to the Personnel Relations Committee;
- f. appoint any other committees as may be necessary or advisable;
- g. promote unity and good will within this ESM, fostering mutual understanding in times of conflict, and exercising discipline when necessary;
- h. prepare and submit reports on the work of this Council and this ESM for inclusion in the annual report of this ESM;
- i. prepare and approve a budget for the coming fiscal year, which shall be shared with the Church Boards and presented at the annual meeting of this ESM;
- j. secure the monies required to support the budget; and
- k. encourage the congregations to participate in and support the life and ministry of the partner churches.

### **VII. Personnel Relations Committee**

1. This ESM shall have a Personnel Relations Committee (referred to herein as "this Committee"). This Committee shall be a recommending body only. Any recommendations to the Shared Ministry Council or the Church Board of either of the congregations, shall be submitted in writing. Confidentiality is vital to the work of this Committee and normally minutes will not be kept.
2. The members of this Committee shall be appointed by the Shared Ministry Council upon recommendation by the Church Boards of each of the congregations in close consultation with the clergy. This Committee shall consist of two people from each congregation and the clergy. Terms shall be for two years, with the term of one member from each of the congregations expiring each year. No member may serve more than two consecutive terms.
3. This Committee shall meet regularly, normally three times a year and preferably within the month prior to a meeting of the Shared Ministry Council. One meeting shall include an annual ministry review. This Committee shall meet regularly without the clergy present but not without his/her knowledge. A simple majority with representation from each of the congregations shall constitute a quorum for all meetings.

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4. This Committee shall report in writing to the Shared Ministry Council and to the Church Board of each of the congregations at the first opportunity following a meeting of this committee. This Committee may also report to the congregations as appropriate.
5. The Personnel Relations Committee shall
  - a. provide support for the clergy and any paid or volunteer staff of this ESM;
  - b. facilitate communication between the clergy and the congregations, the clergy and other staff, and among other staff and the congregations;
  - c. consider any concerns brought to the attention of this Committee and, if required, recommend how to address them;
  - d. clarify the relationship of the clergy and other staff regarding their responsibilities, authority, and accountability;
  - e. prior to the budget for this ESM being set, review with the clergy his/her salary, benefits, allowances, and working conditions and make recommendations to the Shared Ministry Council;
  - f. consult with the clergy regarding continuing education plans and needs and make recommendations to the Shared Ministry Council;
  - g. consult with the clergy regarding vacation plans and make recommendations to the Shared Ministry Council;
  - h. conduct an annual ministry review, including a review of the effectiveness of the clergy in relation to the goals and objectives of this ESM, and assist the clergy in establishing goals for himself/herself;
  - i. relate to any groups or individuals within the partner churches whose purpose it is to support clergy and become familiar with any resources available to enhance the effectiveness of this committee; and
  - j. educate the members of this ESM as to the nature, role, and purpose of this Committee.

### **VIII. Property**

1. The properties and assets of each of the congregations shall continue to be the responsibility of each of the congregations.

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2. The funds held in trust by this ESM as a result of the sale of the United Church manse shall be governed by *The Manual of the United Church of Canada* and upon dissolution of this ESM shall remain the property of the United Church of Canada.

### **IX. Amendments**

1. Amendments to this Agreement may be made at a duly called meeting of each of the congregations by a two-thirds vote of the voting members present and voting at each meeting. Proposed amendments shall come from or be submitted in writing to the Shared Ministry Council. As well, any of the partner churches may propose amendments to this Agreement. The Shared Ministry Council shall consider any proposed amendment and proceed as appropriate.
2. Following the adoption of an amendment, the secretary of the Shared Ministry Council shall forward a copy thereof to the appropriate governing authorities of the partner churches. The amendment shall go into effect only upon receipt of notice that such amendment is approved by each of the partner churches.

### **X. Conflict Resolution**

Should there be conflict between the congregations or between factions within the congregations that cannot be resolved internally, the Shared Ministry Council or the clergy shall call upon the resources of the partner churches to seek resolution.

### **XI. Withdrawal and Dissolution**

Should either of the congregations or any of the partner churches desire to withdraw from this Agreement, a written request for such must be made to the Shared Ministry Council and the partner churches and include the reason for the request. No less than sixty days and no more than ninety days after receipt of such a request, this ESM shall meet to agree upon the terms of withdrawal, including division of assets and a time-line for withdrawal or dissolution.

### **XII. Bylaws**

Bylaws and policies may be adopted by this ESM and either of the congregations that are not in conflict with this Agreement.

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By the setting of our hand to this Agreement, we declare that

- Clearwater United Church ceases to exist, and its ministry and that of the Anglican and Lutheran traditions in the Clearwater area is now entrusted to Trinity Shared Ministry, Clearwater;
- this Agreement supersedes the Memorandum of Understanding of Barriere Shared Ministry dated May 23, 2010; and
- the North Thompson Pastoral Charge of the United Church of Canada ceases to exist, and its ministry is now entrusted to the North Thompson Ecumenical Shared Ministry.

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Glenn Andrews, Chairperson  
Church of St. Paul, Barriere

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Susan Murray, Chairperson  
Trinity Shared Ministry, Clearwater

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Sandra Holmes, Chairperson  
North Thompson Pastoral Charge

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Rev. Brian Krushel, Pastor/Priest/Minister  
North Thompson Pastoral Charge

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Rt. Rev. Barbara Andrews, Bishop  
Anglican Parishes of the Central Interior  
Anglican Church of Canada

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Rev. Dr. Gregory Mohr, Bishop  
British Columbia Synod  
Evangelical Lutheran Church in Canada

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Rev. Ivy Thomas, Conference Minister  
Kamloops-Okanagan Presbytery  
United Church of Canada

Thursday, September 24, 2015