

Dual Parish Framework

I. Resolution

WHEREAS Good Shepherd Lutheran Church and Christ Lutheran Church of Sheboygan, WI are committed to having the continued and proper dissemination of the Gospel truth according to the confessional standard as set forth in the Book of Concord of 1580; and

WHEREAS both congregations are or will be in a need of support to sustain the ministry of Word and Sacrament in their area by the calling of a pastor; and

WHEREAS each congregation desires to **keep its individual identities**, but are **willing to work together** for sake of the Gospel:

BE IT HEREBY RESOLVED that the two churches have decided to call and share a pastor in a dual parish status.

II. Services and Schedule

- Sunday Morning Worship
 - o Good Shepherd – 9:30 am
 - o Christ – 8:00 am
 - Each Sunday morning service will be a communion service.
- Sunday School
 - o Good Shepherd – 10:30 am
 - o Christ – 9:15 am
- Special Services
 - o See Addendum #1
- These schedules may be reviewed by the Joint Dual Parish Council at any time for reconsideration.

III. Pastor's Office Hours and Division of Time

The Pastor will with the help of God give equal attention to the needs and members of each congregation. While spending time at both locations, the Pastor will also make himself available for meeting with members on a personal basis by appointment as special needs arise. Pastor will establish regular office hours at both churches. Pastor will support regular visits to shut-ins and support hospital and home visits as needed.

IV. Christian Education

- a. Adult Bible Study (during the school year)
 - i. There will be a pastor led bible study on Sunday mornings at Good Shepherd. There will be a lay person led bible study

at Christ on Sunday mornings. There will be a mid-week, Pastor led Bible study at both Christ and Good Shepherd.

- b. Sunday School and V.B.S.
 - i. Each congregation will be responsible for their own education programs. The congregations will be encouraged to share items and resources whenever possible and also to have joint training sessions whenever possible.
- c. Confirmation
 - i. The confirmation programs will be a combined effort. Each congregation shall provide staff as needed. The cost of materials for confirmation will be divided proportionately according to the number of students for each congregation. Location and time of classes will be determined by the pastor each confirmation year. If needed, adult confirmation will be offered at various times of the year.

V. Congregational Support Staff

Each congregation is responsible for their own support staff (custodian, secretary, organist, etc...). However, in the area of purchasing supplies the Pastor and office help are encouraged to purchase items jointly if savings can be made. There may be an opportunity to explore the sharing of an organist.

VI. Auxiliary Organizations of the Congregations (LWML, LLL, Youth Group, etc...)

Each congregation shall determine the status of its own auxiliary organizations. The Pastor will determine at his discretion the needs and time to be spent with these groups in order to support faithful study of God's Word.

VII. Pastoral Support (Salary, Concordia Plans, and Professional Growth)

Good Shepherd will supply 2/3 of the cost and Christ will supply 1/3 of the cost for financial support of the pastor. Mileage reimbursement will be included as the part of the monthly pastoral support agreement. The fractions will be reviewed annually by the Joint Dual Parish Committee.

VIII. Pastoral Residence (Electric, fuel, and all other utilities)

The parsonage will be at Good Shepherd. Each parish remains in control of their own property and buildings. Good Shepherd will maintain responsibility for the parsonage maintenance and expenses.

IX. Vacation Time

The pastor will receive annual vacation commensurate with his years of service per district guidelines. It will not accrue from year to year, nor will it be paid if not used. Amount of days off will be determined each year by the Joint Dual Parish Committee. The recommendation given by both district guidelines will be considered along with any other sources.

X. Pastoral Support Review

The compensation package for the pastor will be reviewed annually by the Joint Dual Parish Committee. This review will take into account the recommendations given by district guidelines. Any changes to the package will be presented to each congregation's voter's assembly. Upon approval by each congregation the new package will start at the beginning of the new year. If both congregations do not approve the recommendations, the Joint Dual Parish Committee will meet and negotiate an acceptable agreement.

XI. Guest Preachers

They will be paid the mileage suggested by the IRS rate for that year. Each congregation will determine the amount of payment to be given to the visiting pastor for his services.

XII. Calling of a New Pastor

The gathering of information and communication for the calling of a pastor occurs within the Joint Dual Parish Committee. After an arrangement has been agreed upon, it will then be presented for review and approval by at a joint congregation voter's assembly.

XIII. Parish Structure (boards and committees)

All boards and committees are encouraged to work together jointly if possible for Christian growth with each other and for being thoughtful of the pastor's time. The board of elders from each congregation would meet together semi-annually in order to have a better view of what is going on in the pastor's life and the life of the churches. Any private matters pertaining to particular individuals are to be discussed separately with the pastor and elders from each congregation.

XIV. Joint Dual Parish Committee

The Joint Dual Parish Committee is the stability for proper communication, administration, and preservation of the dual parish. This committee will be responsible for all duties and policies that affect the joint arrangement between both congregations.

The members are to represent the views of their respective congregations. Each congregation will send as representatives: their President (President-Elect or Past President), treasurer, elder, and one other congregation member. The pastor will also be involved with the committee as an *ex-officio* member. A chairman for the Joint Dual Parish Committee will be elected every year by those on the committee.

Meetings will take place every quarter. Any additional meetings are at the discretion of the committee members. These meetings will be opened for all to attend if they so desire.

XV. Changing of Dual Parish Agreement

This document shall constitute the working arrangement between Good Shepherd and Christ Lutheran Churches. Any portion of the dual parish contract can be examined by either congregation's voter's assembly. If it is determined by one congregation that what has been established is no longer adequate, the Joint Dual Parish Committee is to meet in order to discuss possible resolutions, which then would be presented to each congregation's voter's assembly. However, serious prayer and consideration will be given before such changes are made.

XVI. Closer of Dual Parish Agreement

If there is reason that it would be determined at some future date to dissolve this dual parish agreement, a congregation can do so with a 2/3 majority (of those present) vote at a regular scheduled voter's meeting, and having it ratified at the next voter's meeting with a 2/3 majority (of those present) vote. If the vote passes to dissolve the agreement, it will not take place until twelve months from the ratifying quarterly meeting.

Addendum #1 Special Church Services

Weekday Services – Thursday's between Easter and the end of November

- Good Shepherd – 6:30

Advent

- Good Shepherd – 10:30 am
- Christ – 6:30 pm

Lent

- Good Shepherd – 10:30 am
- Christ – 6:30 pm

Holy Week

- Maundy Thursday
 - o Good Shepherd – 10:30 am
 - o Christ – 6:30 pm
- Good Friday
 - o Good Shepherd – 1:00 pm
 - o Christ – 6:30 pm
- Easter
 - o Good Shepherd – 6:30 am and 9:30 am
 - o Christ – 8:00 am

Thanksgiving Eve

- One combined service to be held at Christ at 6:30 pm

Christmas

- Christmas Eve
 - o Good Shepherd - 4:00 pm and 7:00 pm
 - o Christ – 5:30 pm
 - o *If Christmas Eve falls on a Sunday one service will be held in the morning and one in the evening to be determined at that time.*
- Christmas Day
 - o One combined service at Good Shepherd at 9:30 am

New Years Eve

- One combined service at Good Shepherd at 6:30 pm.

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