

PART-TIME MINISTRY POLICY-PRAIRIE TO PINE REGIONAL COUNCIL

Prairie to Pine Regional Council Executive, consistent with the principles below adopted a policy for part-time ministry positions at its meeting on September 18,2019 that:

Policy:

1. encourages fuller range/scope of ministry responsibilities in all position descriptions
2. discourages the approval of position descriptions seeking worship leadership every Sunday for positions with part-time hours
3. encourages communities of faith to explore all possible cooperative/*collaborative* arrangements with other communities of faith in order to create fulltime ministry positions before seeking approval for part-time ministry positions
4. acknowledges that there may be exceptional circumstances and on November 12, 2019 approved the following criteria related to such circumstances:
 - Geographic isolation
 - Lack of lay leadership within the Community of Faith to provide worship services
 - Lack of Licensed Lay Worship Leaders in the area
 - Lack of retired ministry personnel able to provide pulpit supply
 - Other: seasonal position of less than 6 months in a calendar year (i.e. West Hawk Lake Pastoral Charge)

And a case for any one or more of these exceptions should be made as part of the submission of the position description portion of the Community of Faith Ministry Profile when seeking approval from the Prairie to Pine Regional Council Pastoral Relations Commission to post a new position.

5. And affirms the practises of the Regional Council Pastoral Relations Commission:
 - to return any profile documents received from communities of faith from this date forward (September 18, 2019) that do not comply with the above policy for appropriate revisions
 - to request that any communities of faith with part-time positions currently posted that do not comply with these part- time ministry guidelines to make appropriate revisions to their position descriptions before any Call or Appointment is made or any requests for renewals for appointments are approved in 2020.

Principles:

- Communities of Faith may prefer to have worship services with every Sunday with called or appointed ministry personnel
- Communities of Faith may not have the financial viability to support full-time ministry
- The Pastoral Relations Commission needs to take into account the need/desire of some part-time ministry personnel to expand their employment opportunities
- There may be Communities of Faith/Pastoral Charges that agree to work together to create fulltime a fulltime position for an individual (through a Memorandum of Understanding)
- The Pastoral Relations Commission wishes to encourage a full range/scope of ministry for its ministry personnel

(Policy initially approved by motion at a meeting of the Executive of Prairie to Pine Regional Council on September 18-19,2019 with criteria for exceptions approved for insertion in the policy by motion on November 12, 2019)