

**POLICY ON THE USE OF MEMORANDUM OF UNDERSTANDING AND SERVICE AGREEMENTS WITHIN
THE PASTORAL RELATIONS PROCESSES IN PRAIRIE TO PINE REGIONAL COUNCIL**

On September 18, 2019, Prairie to Pine Regional Council Executive approve a policy allowing for the use of Memorandums of Understanding and Service Agreements within the pastoral relations processes as described below:

Memorandum of Understandings are written documents approved the governing boards of two pastoral charges/communities of faith each of which are or are open to being in a distinct part time Call or Appointment with the same ministry personnel. The document outlines the coordination of certain obligations/responsibilities to enable one person to hold the two positions minimizing any potential scheduling conflicts (worship times especially for special seasons of the church year, scheduling of board meeting, mechanisms to sort out any). The MOU document is negotiated by the profile or search group of charges open to engaging the services of the same ministry personnel during those processes and are approved by all parties as part of the approval of profile or search documents. Or the MOU is negotiated by the Ministry and Personnel Committees in consultation with an incumbent ministry personnel approved by the two governing boards when one or both charges already is in the midst of a Call or Appointment with Ministry Personnel.

MOUs allow for the possibility of fulltime employment of ministry personnel without the formal realignment of communities of faiths and governance structures. They may also be one step in a movement toward formal realignment.

Service Agreements. These agreements were between pastoral charges and approved by the Pastoral Relations system in the wider church (Pastoral Relations Committees/Commissions or Settlement Committees/Commissions). In these arrangements, a Ministry Personnel was Called or Appointed by one Pastoral Charge, and then another neighbouring pastoral charge (usually one that was significantly smaller) had specific ministry needs (usually for worship and pastoral care) met by the minister called/appointed to the one charge, in exchange for a specified amount of money given to that charge by the smaller charge. The details of these arrangements were/are noted in writing, and approved by the governing bodies of the two (2) Pastoral Charges involved. If there was/is a minister in place at the time the service agreement is negotiated that person was/is consulted, and if there was /is not a minister in place, these arrangements were/are noted in any kind of needs assessment documents when a new pastoral relations profile is approved or search begins. The Called/Appointed Minister is also the Pastoral Charge Supervisor of the charge/community of faith entering into the service agreement as the purchaser of services.