

Shared Ministry Workbook

Introduction

“Shared Ministry” in one form or another has existed in the Christian Church for centuries. In some regions of our own church body the concept of shared ministry is receiving renewed interest as congregations establish essential working relationships with one or more sister congregations to enhance a wide range of congregational and regional activities including worship, fellowship, the teaching of God’s Word, evangelism, and social ministry. In other regions of our church body one or more shared ministry models have been effectively utilized by congregations for hundreds of years. In fact, in a sense, the entire LCMS IS a shared ministry model at work at this moment.

The purpose of this workbook is to further acquaint you with shared ministry - its purposes, its opportunities, its challenges, its designs, and its implementation - and to encourage your creativity and further exploration of shared ministry possibilities in your community.

Just as the church over the centuries has been familiar with the opportunities and challenges of shared ministry, so, too, the Lord of the Church has also been intimately involved with this model. Consider, for example, the complex dynamics of shared ministry that existed in the Old Testament era. The Twelve Tribes were united in mission, but simultaneously each was unique with respect to membership, traditions, and locales. Likewise, in the New Testament era there were many, many congregations that came into being and that boldly carried God’s Word to their respective communities. Although unified in purpose by God’s grace, the congregations were simultaneously unique as we learn from Acts, the Epistles, and from such congregational profiles as those presented in Revelation. And yet, in spite of the obvious challenges to faithfully carry forth with the work of the Church, under the faithful guidance and care of the Lord, the Gospel, indeed, went forth to all nations.

The Lord of the Church is no stranger to the challenges and the opportunities that engage shared ministry partnerships at this time in history. The Lord’s gracious guidance, provisions, counsel, and presence are evident for each congregation and each respective shared ministry partnership.

As you embark upon “Shared Ministry” take comfort in His faithfulness. Rejoice in the unity we share. Recognize the uniqueness of each congregation. With confidence in Him, proclaim this day the marvelous truth: “Elect from every nation, yet one o’er all the earth; her charter of salvation: One Lord, one faith, one birth. One holy Name she blesses, partakes one holy food, and to one hope she presses with every grace endued.” (“The Church’s One Foundation” – Lutheran Worship #289)

Lesson 1

Shared Ministry: An Overview

Perhaps, for some, the notion of “shared ministry” between congregations runs counter to their thinking about congregational life. Some may see congregations as independent entities that ideally operate in isolation from other sister congregations. Some may see sister congregations as rivals or fierce competitors against whom they must work. Others may be driven by a sense of jealousy or fear that shared ministry only opens the door for “sheep stealing” - convincing others to leave your congregation and to join theirs. Some may see shared ministry as only an admission of failure or only as a last, desperate resort that is now being forced upon them by the sometimes-harsh realities of contemporary church life.

We choose to envision shared ministry in a much more positive and enthusiastic manner. Shared ministry is the heartfelt collaboration between two or more congregations that enhances the proclamation of the Gospel to all nations. We’ve all heard the expression “Two heads are better than one.” So it is in shared ministry; two (or more) congregations engaged in the sharing of resources, hopes, and experiences can, indeed, be better than one acting alone.

To facilitate our thinking about shared ministry it is important to realize that “one size does not fit all.” There are many, many shared ministry models available for your study. These models vary by degree of formality, administrative structures, and practicality for your situation. Some shared ministry models are “affinity based” - collaborations between two or more congregations that may simply enjoy a history of working together. Other shared ministry models are “propinquity based” - collaborations between congregations that are closely related by virtue of geography alone. In your studies of shared ministry and through your visits with congregations engaged in shared ministry, you will come to realize the enormous possibilities and creativity of shared ministry. In fact, there’s plenty of room for new thinking and new collaborative models, each dependent upon and faithful to the context in which the Lord has seen fit in His grace to place you and your congregation

First, let’s begin with a brief explanation of the “shared Lutheran ministry” model. Pioneered in rural and urban communities (e.g., even as early as the 1860’s in the LCMS), the shared ministry model yokes two or more congregations together to share pastoral personnel resources. Congregations in the shared ministry model also encourage the committees/boards of the respective congregations to regularly meet together to share plans, explore joint ministry opportunities, and to enhance Lutheran ministry across the region. Such collegial enhancements can pertain to worship, teaching, fellowship, community service, and a host of other outreach endeavors. The congregations in the shared ministry model often share costs for the pastoral staff and coordinate these pastoral personnel to maximize each congregation’s corporate life in Christ. There are many, many types of shared ministry; “one size (or style) does not fit all.” In addition, there is always room to design “hybrid” shared ministry models. Be alert to your needs, resources, and creative shared ministry designs that may best suit your context.

Second, let's say a word or two about what the shared ministry model is NOT. This model does not necessarily merge congregations or replace a congregation's polity in any manner. Congregations often continue to own their own property, elect their own officers, boards, and committees, and otherwise structurally function as they have chosen to do so in the past. The focus of the shared ministry model is simply upon the enhancement of each congregation's ministry as they come together to share resources, hopes, and opportunities to tell everyone what He has done.



Exploration Time

1. Why are you interested in shared ministry at this time? What things have led to your curiosity regarding shared ministry models?
2. Describe your feelings about shared ministry (e.g., doubtful, hopeful, uncertain...):
3. Describe your congregation's feelings about shared ministry:
4. Summarize the extent of your familiarity with shared ministry:
5. Complete this sentence: "Shared ministry is..."

Lesson 2

Weighing Some of the "Pros and Cons" of Shared Ministry

The Kansas District of the LCMS has assembled invaluable counsel regarding shared ministry. Be sure and consult their website (<https://kslcms.org>) for further resources. You will be glad you did so. Thank you, Kansas!

Our brothers and sisters in the Kansas District have assembled a variety of "Pros" and "Cons" regarding shared ministry. Carefully study their observations.

"PRO" LIST

"Three-fold cord" advantage: Strength in numbers

Renewed enthusiasm for/understanding of the mission of the Church

Sharper strategic focus

Renewed commitment to outreach

Expanded view of the body of Christ

Expanded view of the mission field

Greater awareness of neighboring congregations and their activities

Encouragement through walking together (“We’re all in this together”)

New ideas from the partner church

Solves supply/demand challenge: A reasonable solution to demographic pressures

Congregations can maintain Word and Sacrament ministry and a Lutheran presence in their respective locations.

Combining programs, events, and activities (e.g., confirmation classes) is an efficient use of resources (i.e., good stewardship).

Shared resources (e.g., expertise of individual members with special skills; equipment)

Shared financial load (e.g., pastor’s salary; program expenses)

Ability to provide suitable support for a pastor and family

Potential for more opportunities for laypeople to serve

Individuals and groups benefit through sacrifices and compromises made for the sake of the larger mission.

“CON” LIST

Won’t be able to satisfy everyone’s preferences; will need to compromise

Loss of control/independence

Requires more time and energy for communication; distance between congregations might make communication and contact difficult

Possible issues with interpersonal dynamics (individual or group)

Might be difficult to merge congregational cultures (but on the plus side, might yield new insights in the process)

Scheduling challenges (worship; classes; other activities)

Lack of available support staff/volunteers (e.g., organists; Bible study leaders) may increase the burden

Could create inefficiencies (e.g., duplication; time pastor spends traveling)

Pastor might not be as available; might not live in your city; family might not be members of your church (i.e., one congregation might feel slighted)

Could lead to pastor burnout

“Fair share” tensions (finances)

Congregation may sacrifice voting privilege (but not voice)

If the arrangement isn’t formalized, ministry activities may not be represented accurately (e.g., in directories; for succession planning).

Lots of preparation work in hammering out details (but on the plus side, could yield dividends later)

Danger of “maintenance ministry”



Exploration Time

1. How significant are the factors above, both pro and con, in your deliberations?
2. What (if any) additional “pros” and “cons” would you add to this list?

Lesson 3

Insights Regarding the Partnership Mindset

What do churches need to be thinking about when considering partnerships? This question is not necessarily a dire sounding “forewarned is forearmed” alert, but it does remind us to “look before we leap.” There may be many misconceptions regarding shared ministry. Considering the specifics of a “partnership mindset” and the many factors that help establish a good foundational understanding and appreciation for shared ministry is an essential step.

Below, you’ll find several questions to consider in various phases of the partnership process that have been proposed in the Kansas District. Let’s explore their counsel as we ponder each question.

- Why would we even want to have this conversation (look at this option)?
- What does Scripture say?

- How would a partnership benefit the members of the congregations? In other words, what makes the partnership "better" than the two (or more) congregations going it alone? (i.e., How can we “be better together”?)
- How can we best serve the proclamation of the Gospel in this region?
- What are the idols that keep us from doing what is best for the kingdom?
- How do we deny ourselves to serve others?
- What resources are available to help us move in a new direction? Assessment/Exploration (Pre-Partner Stage)
- What are the pros and cons of forming a ministry partnership?
- Who are our potential congregational partners?
- What other organizations are potential partners in ministry? (e.g., RSOs, community organizations)
- What partnership models are available?
- What are our assets as a congregation?
- Does this mean we have to merge?
- Will this force one of us to have to close?
- What are the characteristics and demographics of our communities? What do they need?
- What would energize the congregations involved to serve the community?
- With whom will we partner?
- What partnership model will we adopt?
- How do we manage the transition process?
- Who should be involved in the planning discussions? When?
- How will the congregations intentionally work together?
- What strengths/assets does each partner/pastor bring to the table?
- How will decisions be made among partners?
- What will each congregation/partner need to give up?
- What will each congregation/partner gain?
- How can partner ministries be structured to complement the partnership and joint ministry (with the aim of multiplying ministry opportunities/reach)?

- How can redundancy/overlapping be avoided?
- What will "success" look like?
- What could threaten this partnership? Is there discord or unrest in any partner? Is there potential for division? Is there any contingent of disapproving/disgruntled people who could undermine the partnership?
- What language will be used to describe the partnership? (This is key! Is it a partnership or a merger?)
- How will we ensure that as many members as possible are heard in this process (with the goal of ensuring people feel like their concerns/questions have been heard/addressed)? Listening sessions, asset mapping, brainstorming meetings are useful.
- What forms of communication will be used to promote/perpetuate the partnership? Special meetings? Voter's meetings? Council meetings? Worship? Newsletter? Online? FAQ?
- How will partners ensure effective communication between churches? Syncing information across multiple platforms/ministries is challenging. How will partners ensure this is done effectively? How can we utilize technology (especially shared electronic calendars) to ensure communication stays up to date? What regular in-person meetings will be scheduled?



Exploration Time

1. What are the most significant questions on this list for you? Your congregation?
2. What are the most significant questions for your sister congregations with whom you are considering shared ministry?
3. Review your lists. As you do so, how similar are your three lists? What does this suggest about establishing effective shared ministry partnerships?
4. What questions (if any) would you add to those mentioned?

Lesson 4

A Sample of Shared Ministry Models

Shared Ministry models come in a variety of sizes and shapes. “One size does not fit all.” In fact, new shared ministry models are emerging throughout our church body. Many of these combine the characteristics of two or more “standard” models to establish viable shared ministry that meet their unique needs, resources, history, and goals.

Consider each of the following types of shared ministry. As you do so, begin to weigh the possible viability of the respective models for your ministry context.

DUAL PARISH

Description: Two neighboring churches experiencing similar challenges (e.g., difficulty filling a vacancy) form a partnership that enables them to support a pastor.

Advantages: Solves the vacancy dilemma: “How do we support a new pastor?” Can maintain a Lutheran presence in the communities. Increased awareness of activities in the other congregation. Considerations Distance between congregations needs to be manageable (closer than Regional Model). Need to make both congregations feel equally loved.

Possible Challenges: Limiting mindset: “Paying for a pastor” vs. expanding the ministry. Disagreement over share of support for pastor. Death by meetings. Unnecessary duplication (e.g., newsletters, printing).

HELPING HAND

Description: A smaller congregation arranges for essential help (e.g., worship services) from a neighboring larger congregation. Smaller church typically isn’t in a position to call a full-time pastor. Partnering with a larger church might make sense if there’s no dual parish partner available.

Advantages: A congregation can remain a viable outpost for the Gospel. Consistent presence in the pulpit. A congregation might benefit from the health/ideas of the larger church.

Considerations: Necessary ministry mindset: Don’t do ministry IN the building, but rather FROM the building. Can the pastor find a way to be active in the community where he’s assisting? Training needed: Emphasis on the priesthood of all believers. What do members of the larger congregation think about the helping role of their pastor?

Possible Challenges: Operating in maintenance mode. For the smaller congregation: Ministry only one day a week? Outreach is difficult; time for adult instruction?

CIRCUIT RIDER

Description: Multiple small congregations experiencing challenges agree to worship at different times so one pastor can serve them all.

Advantages: Word and Sacrament ministry can be sustained in established sites. Offers a way to provide a suitable salary for a pastor. Considerations Requires more than one partner church.

Distance can vary (dictates worship times). Requires good time management and an ability to manage a more complex arrangement. Are congregations flexible on worship times and days? Better if you can synchronize services. Need to keep things simple (same bulletin; same music).

Possible Challenges: Maintenance ministry can be an issue. Challenges caring for property. Pastor burnout. Pastor retention. Accountability of pastor. Potential duplication of resources. Meetings could be burdensome. Ability for members to communicate and connect with one another. Finding times for Bible studies and other classes.

REGIONAL (3+ congregations)

Description: One church is the hub and partners with 2+ sites around it. Lends itself to multiple staff. Helps if the hub church has resources to share. More flexibility in the kinds of churches involved. Can accommodate more distance between churches.

Advantages: Strength in numbers. Team approach (akin to Jesus sending out disciples in pairs). Increased efficiency. The ministry can grow (add congregations). Promotes a regional mindset. Creates a network.

Possible Challenges: Unequal influence. Communication can be more complicated. Weekly schedules can be hard to figure out. Death by meetings.

Consider if... Smaller congregation is struggling on its own or struggling to maintain a dual parish (i.e., experiences the “aha!” moment of realization that something needs to change). Rapid turnover of pastors; difficulty calling a pastor. Stable, thriving congregation nearby that’s willing to help. Interested in recharging mission focus (not simply in survival mode). Distance between congregations makes it difficult to arrange a workable Sunday schedule. Members are flexible and open to compromise and new ways of operating.

CONNECT WITH TECH (3+ churches)

Description: Multiple small congregations share resources to call a pastor to keep ministry going, with the help of technology. Congregations aren’t close enough to function effectively in a more traditional multi parish arrangement. For worship, might utilize either live streaming or recorded sermons, with elders handling the liturgy.

Considerations: Need to have resources (or be able to obtain them) for tech infrastructure and equipment. Pastor needs to be comfortable with technology. Elders would need training. Churches need to coordinate schedules. Better to work with mileage reimbursement or a vehicle purchase?

Advantages: Spirit of camaraderie. Churches can retain their respective cultures.

Possible Challenges: Decreased motivation to attend. Might affect sense of community. Pastor physically present only every three or four weeks (meaning less frequent communion).

MULTI-SITE MERGERS

Description: Two or more congregations merge their ministries, creating a single unified ministry with multiple sites (in some respects similar to a multi-site church planting effort).

Considerations: Mergers with the greatest chance of success involve at least one partner that's strong and vibrant (e.g., strong + challenged; strong + strong), with mission-minded opportunity as a driver. Requires a harmonization of missions and ministry and a spirit of unity; churches must be able to get behind a united vision. What do we have in common? What are the differences?

Advantages: Helps churches move beyond the status quo, providing an opportunity to refocus mission and ministry. Potential to revitalize ministry in a promising location. Might reduce inter-congregational tensions that can arise in dual or multi-point parish partnerships. Amplifies the presence of a ministry and its message.

Possible Challenges: Naming of the ministry. Keeping everyone well informed; allowing too much time to elapse without sharing info with a broader group. Waiting too long. Minimizing doctrinal or cultural differences; lack of clarity about non-negotiables. Lack of attention to transition management (e.g., emotional pain). Tension between multi-site merger models and LCMS emphasis on congregational self-governance/independence. LCMS multi-site examples exist, but the pattern isn't widespread in our Synod. One congregation might feel overshadowed or swallowed up by the other.

CATHEDRAL MINISTRY MODEL

Description: 3-5 churches form a partnership that includes the strongest area congregation (the cathedral congregation/church), other area congregations or partner congregations/churches in an association, and the district (if desired) for the purpose of placing (calling) a pastor on staff of the cathedral congregation who would be deployed to serve several other area partner LCMS congregations for blessing in, and growth of, God's Kingdom in our midst. Partner churches contract for services needed.

Advantages: Partner churches can maintain their own identity. Ministries are stabilized. Strong support for called associate from the cathedral church and association. Potential for growth and expanded view of ministry.

Possible Challenges: Might need to check with your district about representation and governance issues. Staffing costs will decrease, but cost savings might not extend to equipment. Expected equipment cost benefits might be negligible, offset by the need to have equipment in every location, as well as the assistance of a technology specialist.



Exploration Time

This is simply a sample of potential shared ministry models. You may find a need to create a “hybrid” model or to design an entirely new model that best suits your context. Take a few moments to evaluate the possible strengths and possible weaknesses of each model summarized above. You may also want to directly contact the Kansas District (and your own District office) and interview participants in each respective model. This will likely give you further insights into each model and further encourage your exploration and discussions.

Lesson 5

What Do the Various Models Have in Common?

As unique as the shared ministry models may appear to be, there are many critically significant factors that they have in common. Consider the following and then add to these observations.

- *The participants in each respective model are bolstered by confidence in God’s gracious care and His unconditional will that all come to the knowledge of salvation.
- *The participants possess knowledge of themselves, their congregations, their sister congregations, and their respective communities.
- *The participants see their respective partnerships through “mission eyes.”
- *The participants enjoy trusting relationships with one another.
- *The participants diligently practice clear and open communication with one another.
- *The participants share Christian support, care, and respect for one another. Historical differences or animosities are dealt with through forgiveness and a willingness to move ahead under God’s grace in ministry.
- *Individuals from each partnering congregation have, compelled by the Gospel, stepped forward to serve by leading and to serve by leading.
- *The participants share a winsomeness in identifying and assimilating a wide variety of resources into their ministry plans and actions, doing so in creative and flexible ways.

*The participants experience a sense of fairness between themselves and their respective congregations; no partner is neglected or slighted.

*The participants are committed to properly and adequately equipping one another for the ministry activities they undertake and faithfully availing themselves of the Means of Grace.

*The participants strive to identify opportunities for collaborative ministry across the spectrum of congregational dimensions: worship, witness, fellowship, nurture/learning, and service.



Exploration Time

1. Which of these factors seem most important to you in establishing and strengthening shared ministry partnerships?
2. What factors (if any) would you add to this initial list? Why? Please share your thoughts.

Lesson 6

Let's Dive into a Few Scenarios

Read each of the following "Shared Ministry Scenarios."

"I'm settled nicely into my congregation and really don't want to be moving from place to place," Pastor Smith comments. "Shared ministry sounds too disruptive to me, and the seminary never trained me for anything like that. Thanks, but no thanks."

"There's a lot of water that's passed under the bridges between our congregation and theirs. There are some wounds that will need to be healed before we trust one another. Where should we begin with that challenge?"

"I like things to be very predictable. Shared ministry sounds a little chaotic to me. Why enter into something like this? It sounds pretty demanding."

“We were told we must change the way we do business or close in a couple of years. I don’t like to be threatened. Let’s just wait it out, continue to do what we are doing, and let nature take its course.”

“This will be a great opportunity to combine our ideas and resources. This could be a great way to enhance our Lutheran ministry in our region by joining hands with some of our sister congregations. What are we waiting for? If some members don’t like it, let them leave.”



Exploration Time

1. How would you respond to these respective situations? Share your insights with your co-learners and ask them to share their insights with you.
2. Challenge yourself and your co-learners to write and to share additional thought-provoking shared ministry scenarios.

Lesson 7

What Do You Know About Your Ministry Context?

A practical and thought-provoking study of your congregation, your sister congregations, and the community in which you have been placed by the Lord is a very important step in the shared ministry process. Think about this: If you do not know about your congregation, your sister congregations, and the community or region in which you hope to collaboratively serve in shared ministry endeavors, you could be putting the cart before the horse in your thinking.

Thankfully there are numerous resources available in our church body and through our Districts that can help you with this important study process. One such example has been attached to this Workbook. Let’s turn now to that sample resource to gain further acquaintance with the self-study/community study process.



Exploration Time

1. As you review this sample document, how are each of the twenty-three domains/content areas pertinent to ministry?
2. Which domains are most pertinent to your setting?
3. Which domains are most pertinent to your consideration of shared ministry with one or more sister congregations?
4. What other domains would you add to the study process?
5. How can information from the respective domains assist you in developing clear purpose statements for possibly establishing a shared ministry?

Lesson 8

Organizational Considerations

Just as there is no single shared ministry model that fits every situation, there is no single organizational design that fits every situation. A sample of organizational options (spelled out magnificently by the Kansas District at <https://kslcms.org>) makes this point very clear. Carefully study these options and resources. Organizational options for your shared ministry cover the spectrum and range from the semi-formal to the most sophisticated and legal structures. As you consider the organizational structure and the tools that will be most practical for you, consider these thoughts:

1. Shared ministry organizational agreements can (and often do) change over time. You may want to start with a semi-formal agreement and later shift to a more formal agreement based upon your experiences, level of trust, and a matured appreciation for the specific dynamics of your partnership with sister congregations. Be flexible in your thinking. Take it one step at a time. The flexibility, creativity, and enthusiasm in your shared ministry endeavor can be stifled by an organizational agreement that is overly complex, potentially controversial, and even divisive.
2. It is essential that shared ministry agreements not only provide guidelines for sharing pastoral staff but also provide for collaboration between partnering congregations regarding such ministry activities as worship, fellowship, service, nurture/learning, and outreach. One useful strategy is to plan for collaborative meetings (perhaps quarterly)

between the committees, boards, and officers of the respective congregations. These collaborations can provide a venue for building relationships and trust, sharing information, identifying needs and resources, and planning collaborative actions in bringing the Gospel to all nations.

3. Take care to make worship and Bible study a central part of your meetings. Avail yourselves of the Means of Grace and enjoy the refreshing joys of partnership in the beloved Gospel.



Exploration Time

1. What are your major questions regarding the organization of Shared Ministry partnerships?
2. After consulting the Kansas District materials begin to give thought to an organizational framework that would initially meet your needs. Carefully weigh the potential advantages and disadvantages of the various options that are presented.
3. How could an impractical organizational structure dampen your shared ministry spirit?

Lesson 9

The Specific Ministry Pastor (SMP) in the Shared Ministry Context

One additional option for your consideration as you design your shared ministry collaboration is to include a Specific Ministry Pastor (SMP) as a member of your pastoral staff. In this model of pastoral ministry, a person is put forth by the congregation, approved by the District President, and accepted by the seminaries to study “onsite” in the congregation with the support of seminary, district, and congregational resources. Upon successful completion of seminary studies (several years in duration) this graduate is assigned to the congregation in which he has been trained and becomes a pastor specifically to this congregation. For more information, contact your District President.



Exploration Time

Take a moment and review the attached Brief Report entitled “The SMP Pastor in the Shared Ministry Context.” After doing so, thoughtfully consider the potential of this option in your setting.

Lesson 10

Your Next Steps

Consider these thoughts as you now begin to plan your next steps:

- *Establish an exploratory committee between prospective congregational partners.
- *Use this Workbook as your study guide to help familiarize you with shared ministry - its opportunities, challenges, and rewards.
- *Use this Workbook begin to identify specific questions that are most urgent for your context. Consult pages 5-7 in this Workbook to assist you in this matter. Thoughtfully supplement these suggestions with input from your study partners.
- *Confer with those in the Districts (for example, Kansas, Michigan, your own Southern District) which presently include shared ministry settings.
- *Confer with your District staff (and those staff in other Districts) who have expertise in shared ministry.



Exploration Time

List and then prioritize your next steps in your study of shared ministry.

Closing Thoughts

In His infinite love for us and moved by His fervent will to have all people come to the knowledge of His salvation through the Savior, the Lord reconciles us to Himself and to one another. He brings us into His Holy Church and through this new creation by Water and the Word He carries the Gospel to all nations. The ministry that we have as a gift from His hand is truly “shared.” Throughout the centuries Christians have enjoyed the shared blessings of the Lord and have worked collaboratively under His direction. In fact, our LCMS is a prime example of shared ministry. Over 6,000 distinct congregations join in the wide variety of collaborative ministries of our Synod that include our seminaries and colleges, social service organizations, the Lutheran Church Extension Fund, and missions here and abroad, just for starters.

“Shared Ministry” alliances continue to be one of many models of ministry through which the Lord carries on His blessed work. The shared ministry partnerships are diverse in terms of their design, participants, activities, and locales. Shared ministry partnerships between congregations offer many refreshing opportunities to further enhance ministry; however, at the same time, there are many challenges in such shared ministries.

The Lord of the Church is no stranger to the challenges and the opportunities that engage shared ministry partnerships at this time in history. The Lord’s gracious guidance, provisions, counsel, and presence are ever at-hand. His gifts will bless each congregation and each respective shared ministry partnership.

Your partner in the Gospel,

Rev. Jan Case

Slidell, LA, October 2025

Attachments

Sample Self-Study Format

The Specific Ministry Pastor Model (SMP) in the Shared Ministry Context (Brief Report)