

Memorandum of Understanding for Shared Transitional Ministry
Grace United Church of Christ, Hanover and
Trinity United Church of Christ, Gettysburg

A congregation's transition between called pastoral leaderships is vital to the success of the relationship between the next pastor and the church. The transitional (interim) period provides an opportunity for a church to access past ministries and missions and to obtain the hopes of the congregation for the landscape of future endeavors and ministry.

Pastor Young feels called to enter this yoke ministry since Grace, Hanover is his home church who supported him in his initial call to ministry and eventual seminary education. Knowing the congregation of Grace on a more intimate level, and experience and training within the Church and Ministry Committee of the Association and as a Search and Call Associate and Clergy/Church Coach for the Penn Central Conference helps to establish a solid foundation to begin this partnership.

The purpose of the shared Transitional Ministry between Grace United Church of Christ in Hanover, PA and Trinity United Church of Christ in Gettysburg, PA is to provide ample opportunities for Grace UCC to heal, regain trust, access ministries, committees, and worship and to eventually develop a new ministry plan; all while sharing the pastoral leadership and resources with another UCC congregation. Such collaboration will hopefully allow Grace UCC to be ready to call a new pastor and teacher.

The yoke between Grace UCC, Hanover and Trinity UCC, Gettysburg will be a temporary partnership with a specific time period identified.

This **Memorandum of Understanding for Shared Transitional Ministry** is between Trinity United Church of Christ, 60 East High Street, Gettysburg PA 17325 and Grace United Church of Christ 100 Fourth Street, Hanover, PA 17331.

We agree to the following:

1. Trinity United Church of Christ (Trinity) and Grace United Church of Christ (Grace) congregations will share the services of Rev. Dr. Frederick Young for the purposes of worship, sacraments, pastoral care, leadership of church staff teams, and all recommended meetings.
2. Pastor Young would conduct a worship service one Sunday per month at Grace at 10 a.m. (At this time, Pastor Young is recommending the second Sunday of the month.) The other services at Grace would be led by Grace worship leaders or supply pastor. On the one Sunday Pastor Young is leading worship at Grace, Pastor Young will lead an 8 a.m. service at Trinity and Trinity will offer a 10:30 a.m. service led by a worship leader or supply pastor.

3. This Memorandum of Understanding is in effect for a period of 12 months with a review of the agreement at the end of six months. Either congregation may withdraw from this shared transitional ministry agreement after the six-month review with a 30-day notice. Pastor Young will have the ability to assess the practicality of the shared transitional ministry and to withdraw from the arrangement at any time with a 30-day notice.

4. Pastor Young would split his weekly pastoral schedule between Grace and Trinity. Pastor Young would work in the office at Grace two days per week for four hours each day unless extenuating circumstances arise. It is recognized that the Pastor's division of time and presence in each community of faith may vary from week to week, but is it expected to equal 50% of his time each month. It is understood that this yoking proposal would mean Pastor Young would have a 75/25 time split (75 Trinity/25 Grace) regarding worship services.

The Grace paid Visitation Leader will continue to assist Pastor Young with visitation. At Trinity, the Care Team will continue to assist Pastor Young with visitation.

5. Trinity will continue to employ Pastor Young on a full-time basis following his call agreement. Trinity will share that agreement with Grace, so they are aware of items such as vacation etc. Trinity will invoice Grace on the first working day of the month for 50% of previous month's pastoral costs to include: salary, health insurance, life and disability insurance, retirement, social security offset, continuing education, and parsonage utilities. The Pastor will separately log mileage for Grace and Trinity work travel at the IRS rate. Trinity will invoice Grace for the Pastor's mileage related to his work with Grace. This will NOT include travel from the pastor's home to Grace in Hanover and back to Gettysburg.

6. Any issues which arise in matters related to this temporary yoke of shared ministry services are to be directed to the Consistory President and Pastoral Relations Committee of each congregation who will consult with the Consistory to seek resources as may be helpful in resolving the issue.

7. Trinity and Grace are each responsible for arranging their pulpit supply during the Pastor's absence due to vacation, continuing education, illness, or other leave.

8. This agreement will come into effect on _____ (date).

Nina L. Redding
President, Trinity United Church of Christ Consistory

Date

David A. Fawks
President, Grace United Church of Christ Consistory

Date

Rev. Dr. Frederick A. Young

Date