



Ministry Innovation and Sustainable Mission Workshop

**Stewardship Kaleidoscope 2025
September 22 - 24
New Orleans, LA**

Rev. Dr. Jerry Cannon – Presenter



Dues Packages and Incentive Programs



- The Board of Pensions offers dues packages and incentive programs to support congregations and ministries.
- Eligibility for congregational pastoral leaders to receive these benefits varies by program.
- Congregations may also offer individual benefits to congregational pastoral leaders and employees who meet eligibility requirements.

Shared Ministry: What Is It?



- A dues incentive program:
 - For two or more congregations that covenant to create sustainable pastoral positions
 - For installed or non-installed ministers
 - Provides flexibility
 - Addresses real and urgent needs of congregations and pastors
 - Creates sustainable ministerial calls
 - Supports the pastoral leader's health and wellness through the Benefits Plan
- Not a yoked situation, split services are not eligible

Shared Ministry Video

Helping
Ministry to Flourish



THE BOARD OF PENSIONS
OF THE PRESBYTERIAN CHURCH (U.S.A.)

Why Offer Dues Incentive Programs?

- ✓ To support the increasing number of small churches unable to pay for full-time benefits for a pastoral leader
- ✓ To respond to the increasing number of ordained pastors serving without benefits
- ✓ To provide flexibility to support innovative ministry contexts
- ✓ To increase the number of ministers covered by benefits so they can use their full energies and gifts to serve Christ
- ✓ To create sustainable ministry situations/partnerships
- ✓ To give pastors access to assistance and education programs and the full suite of Board resources

Why Offer Shared Ministry?



Creates sustainable pastoral positions



Provides dues subsidies for congregations



Includes access to assistance and education programs

Conversations and Considerations

Logistics

Will the worship times need to be adjusted?
Does each congregation have the same expectations?
Will separate job descriptions be written?

Finances

What can each congregation afford?
Are the finances sustainable?
Which congregation will be responsible for submitting salary and benefits?

Geography and Compatibility

Do the congregations want to work together?
Does the geography allow for sharing a pastor?
If a pastor is already serving a congregation, do they want to serve an additional congregation?
How will the congregation without a pastor decide if they want a pastor who's already serving?

Conversations and Considerations

Search and Installation

How will the congregations search for a pastor?

Will there be a joint nominating committee?

What guidance will the presbytery provide?

Will the position be posted?

Will the pastor be installed at both congregations?

Session and Presbytery

Have both sessions agreed to the terms of call?

Do the terms of call meet the minimum?

Has the Committee on Ministry approved the arrangement?

Shared Ministry: What It Provides Congregations



- Five years of dues subsidies:
 - Years 1-3: 50% subsidy, up to \$10K/yr/call maximum
 - Year 4: 67% of the year 3 subsidy
 - Year 5: 33% of the year 3 subsidy
- Limited to benefits dues; not for salary, housing, or post-retirement dues
- Subsidy applied based on agreement between congregations

Shared Ministry: What Ministers Receive



- Enrollment in one of these options:
 - Congregational Pastors Package
 - Covenant Package
 - Benefits Plan offerings
- Access to assistance and education programs

Shared Ministry: Presbytery Leader Facilitation



- Presbytery leaders' role:
 - Publicize the Shared Ministry Program
 - Create a process for interested congregations to explore shared ministry options
 - Facilitate conversations with congregations
 - Provide registration form and covenant to interested congregations

Shared Ministry: Presbytery Leader Facilitation



- Presbytery leaders' role:
 - Provide guidance to both congregations on:
 - terms of call
 - parameters of the arrangement
 - the affirmation process
 - Inform Board of Pensions Church Consultant of the potential shared ministry
 - Sign off on registration form

Shared Ministry: Finalizing the Arrangement



- Sessions or congregations vote on whether call is installed or by contract
- Shared Ministry Covenant and Registration forms are signed and submitted with start date
- Board of Pensions Shared Ministry committee accepts registration and relationship begins

Shared Ministry: The Covenant Relationship



Congregation

- Pray
- Participate in reviews
- Consider context
- Review terms of call



Pastor

- Pray
- Participate in reviews
- Consider context



Presbytery

- Pray
- Partner with the Board
- Participate in reviews
- Provide feedback



Board of Pensions

- Pray
- Hold confidences
- Provide arrangements
- Give access to assistance and education

Employee Assistance Plan (EAP) through Spring Health



Available 24/7 to you and your eligible family members



Confidential support for personal, family, or workplace issues



Up to six visits per year with **\$0 copay**



Integrated care continues the relationship with mental health professional under medical plan



What Spring Health Offers

- ✓ Mental health care navigation and 24/7 crisis assistance
- ✓ Unlimited well-being coaching
- ✓ Provider Diversity
- ✓ Support for legal, financial, adoption, pet care, home repair, childcare, elder care, and more
- ✓ On-demand exercises for immediate relief and long-term skills
- ✓ Specialized content and resources for people living with neurodiversity

Employee Assistance Plan (EAP) through Spring Health



Management Consultations



Management on-demand resources



Critical incident response



Additional services – legal and financial

**Available to members enrolled in PPO, EPO, or HDHP medical options, or have EAP access without medical coverage (for example, the Covenant Package).*



Questions?

