

COOPERATIVE MINISTRY AGREEMENT

I. PURPOSE

The purpose of this agreement is to provide a framework for a Cooperative Ministry among, but not limited to, the following congregations: Calvary PCUSA, Barnum; Faith ELCA, Harcourt; Fulton ELCA, Roelyn; Trinity ELCA, Boxholm; United Church of Christ/Congregational UCC, Moorland; and Zion ELCA, Gowrie.

II. MISSION STATEMENT

Our mission is to proclaim the good news of God's love in word and deed as individual congregations and as a Cooperative Ministry.

III. COOPERATIVE IDENTITY

The name by which the Cooperative shall be known shall be Countryside Cooperative Ministry.

IV. PASTOR

Any pastor called to serve the Cooperative shall be on the active clergy roster of one of the member congregation's denominational body and shall be called through the following process:

- A. The governing body (e.g. council or session) of each member congregation shall appoint two members, who are active and in good standing, to serve on the Cooperative Call Committee.
- B. If the Cooperative Council does not function as the Cooperative Call Committee, the Cooperative Call Committee shall recommend a candidate for call to the Cooperative Council.
- C. Upon approval by the Cooperative Council, the name of the candidate shall be submitted to the governing bodies of the member congregations for approval and recommendation to their respective congregations.
- D. Upon approval by each of the member congregations and the judicatory of the pastor, a join call shall be issued to serve the Cooperative.

V. STAFF

Cooperative staff shall be hired through the following process:

- A. The Cooperative Executive Committee shall recommend a candidate for employment to the Cooperative Council.
- B. Upon approval by the Cooperative Council, the name of the candidate shall be submitted to the governing bodies of the member congregations for approval.
- C. Upon approval by each of the member governing bodies, the Cooperative Council shall offer a contract to the candidate.

VI. WORSHIP

- A. One service per Sunday will be scheduled for each congregation. If a congregation has a need for more than one service per Sunday, the Cooperative Council will attempt to provide for additional services.
- B. The Cooperative Council, in consultation with the governing bodies of the member congregations, shall schedule worship services for Thanksgiving, Advent, Christmas Eve/Day, Lent, Easter, and other special services.

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VII. COOPERATIVE FINANCES

- A. The Cooperative Council shall oversee the finances of the Cooperative. Finances of the Cooperative shall include: staff compensation, mileage programming and office expenses.
- B. The Cooperative Council shall prepare an annual budget for the Cooperative and distribute it to the governing bodies of member congregations before October 1 of each year.
- C. The Cooperative Council will determine the member congregation's share of the Cooperative's expenses. The Cooperative Council will attempt to adhere to the following formula for determining expenses as closely as possible: the average weekly worship attendance of each congregation shall be divided by the total average weekly worship attendance of the Cooperative. The total expenses of the Cooperative shall be multiplied by each member congregation's quotient in order to determine each member congregation's share of the Cooperative expenses.

VIII. CONGREGATIONAL IDENTITY

Each congregation will maintain its own identity and will be accountable to its respective denominational body.

IX. COOPERATIVE COUNCIL

- A. The Cooperative Council shall consist of two representatives from each of the Cooperative's member congregations.
 - 1. To develop and refine a vision for ministry for the Cooperative.
 - 2. Terms shall be staggered so there will be one member from each congregation appointed to the Cooperative Council each year.
 - 3. Terms shall be two years and no one shall serve more than two consecutive terms.
 - 4. Terms shall begin February 1.
 - 5. Each congregation's governing body may appoint alternates to attend in case one or both of their elected representatives are not able to attend a meeting of the Cooperative Council.
- B. The Cooperative Council shall meet at least four times per year. Meeting locations shall be rotated among the congregations of the Cooperative.
- C. The major areas of responsibility shall be:
 - 1. To develop and refine a vision for ministry for the Cooperative.
 - 2. To identify needs of the Cooperative and to provide appropriate staffing to meet identified needs.
 - 3. To periodically review the programming of the Cooperative and make recommendations as needed.
 - 4. To provide for an annual review of parsonages and make recommendations regarding maintenance.
- D. A quorum shall be defined as 50% of the membership of the Cooperative Council. A quorum shall also require the presence of at least one representative from each member congregation.
- E. A 2/3 majority of those present shall be required for all votes, unless otherwise specified in the Cooperative Ministry Agreement.

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- X. COOPERATIVE OFFICERS
- A. At its February meeting, the Cooperative Council shall elect from among its membership three officers: President, Vice President, and Secretary for terms of one year.
 - B. The Cooperative Council shall also appoint a Treasurer to an indefinite term.
- XI. INCLUSION OF CONGREGATIONS INTO THE COOPERATIVE
- A. Congregations desiring to be included in the Cooperative shall make written request to the Cooperative Council.
 - B. Upon receiving written request of a desire to be included in the Cooperative, the Cooperative Council shall consult with the presider of the congregation's local judicatory (e.g. synod, presbytery, conference) and with the governing bodies of the member congregations.
 - C. A 2/3 majority vote of the entire Cooperative Council shall be required for admission of a congregation into the Cooperative.
- XII. LENGTH OF AGREEMENT
- A. This Cooperative Ministry will begin at a date to be determined by member congregations and will be for an indefinite term unless otherwise specified by the member congregations.
 - B. The Cooperative Council shall review the Cooperative Ministry Agreement annually.
- XIII. AMENDMENTS
- A. Amendments to the Cooperative Ministry Agreement may be initiated by the following: a congregational meeting of a member congregations, a governing body of a member congregation, or the Cooperative Council.
 - B. Approval of amendments to the Cooperative Ministry Agreement shall require a 2/3 majority vote at congregational meetings at each of the member congregations.
- XIV. TERMINATION OF THE COOPERATIVE MINISTRY AGREEMENT
- If a member congregation of the Cooperative desires to terminate their relationship with the Cooperative, the following process shall be followed:
- A. The Cooperative Council shall consult with the presider of the member congregation's local judicatory.
 - B. Termination of the Cooperative Ministry Agreement shall require a 2/3 majority vote of the member congregation at a duly called congregational meeting.
 - C. Notice of termination shall be made to the Cooperative Council before October 1 of the year preceding the year in which the termination is to become effective.
 - D. Termination shall be effective on February 1 of the year succeeding the year in which the notice of termination was given.