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PREFACE

Cooperative parish ministries have been organized formally in the Detroit Annual Conference for 35 years. This revision of the Cooperative Parish Policy, the fourth such policy for Conference use, includes changes in the Book of Discipline which states “Annual Conferences shall implement a process of cooperative parish development through which cooperative parish ministries are initiated and developed in both urban and town-and-country situations.” (§ 206.2).

In the United Methodist Church, cooperative parish ministries are located in both rural and urban areas. The Detroit Annual Conference as of 2001 has ten cooperatives encompassing 54 churches. In addition, many other churches are cooperating formally and informally with nearby Christian churches. In addition the conference in 2000 began working on a new vision called “Collaborative Communities of Ministry” which is another form of cooperative ministry.

A 1995 survey identified 729 cooperative ministries across the United Methodist Church; the North Central Jurisdiction has 106 – 85.8% in rural areas and 13.7% in urban areas. Additionally it included the following information:

Approximately 89% of the cooperative parishes surveyed had some type of governing body with lay representatives

59% have one or more churches of 200-499 members and 21% have one or more of 500 or more

Almost 29% have existed 25 years or more and 42% between 6 and 25 years

Cooperative ministries have many benefits for congregations and clergy:

Morale levels rise with laity and clergy alike;

Church programs and ministry to the community are improved ~~get better~~;

Resources are found collectively and shared;

The clergy can share the pastoral work load and offer support to one another;

Connectionalism and cooperation begins to be modeled and appreciated at the grass roots level.

We invite you to read and study this plan, to imagine possibilities for ways that nurture, outreach and witness might be increased through cooperation, and to consider specific opportunities you may have available to work cooperatively with neighboring congregations.

—Detroit Conference Town and Country Committee
Board of Global Ministries

*Rev. Peggy Paige, Revision Editor
Parish Director,
Caring Covenant Group Ministry
1998-2002*

A BASIC UNDERSTANDING OF COOPERATIVE MINISTRY

For the purposes of this policy cooperative ministry includes processes and procedures by which two or more churches in a given geographic area, rural or urban, pool leadership and other resources to do ministry among their members and to engage in mission **and ministry** in their communities.

Cooperative ministry may include spontaneous responses of churches to recognized needs and may require little preliminary exploration, structure or process. It may also include more highly structured long-term forms of cooperation. The provisions in Sections 3, 4, and 5 of this policy relate to the more structured cooperative relationships.

This policy applies to those cooperative relationships or developments recognized as such by the Cabinet and by the Director of Congregational Development.

1.0 BIBLICAL AND THEOLOGICAL STATEMENT OF THE TASK

1.1 As the Detroit Annual Conference, we are called to covenant with God and with each other to work together cooperatively in carrying out God's ministry of justice and love in our world.

1.2 In a world fragmented by conflict, competition and contention, the church has the opportunity and the obligation to bear witness to the presence and power of God's kingdom, known to us in Christ, by working cooperatively. God calls us as a connectional church to proclaim God's power and love through ministry and mission. We therefore believe that cooperation needs to become the norm for how we do ministry and that cooperation expresses both the spirit of the Kingdom of God and the essence of our United Methodist connection.

1.3 The Kingdom includes those persons:
who like Abraham and Sarah have heard and responded in faith to God's call to follow his lead.
who with Moses, Miriam, Ruth and others have entered into covenant relationship with God—
'that God will be their God and they will be God's people.'
who because of their covenant relationship are joined into the covenant community of God's people present and active in the world.

1.4 The writer of I Corinthians tells us that "the body does not consist of one member, but of many." (I Corinthians 12:14) Various other biblical images (the vine and branches in John 15; the Kingdom of God in Luke 10 and Mark 1; living stones and royal priesthood in I Peter 2) point to the unity of the task and its importance for all ministers—lay and clergy alike.

1.5 Jesus reminds us that we are called to reach out to those in need. "In reply he said to them, 'whoever has two coats must share with anyone who has none; and whoever has food must do likewise.'" (*Luke 3:11*)

1.6 Our United Methodist connection is an expression of and gives opportunity for creating community through which to do ministry and mission together.

1.7 The *Book of Discipline* affirms cooperative parish ministries as a way for local churches to “enhance their witness to one another and to the world by showing forth the love of Jesus Christ through forms of mutual cooperation.” (Paragraph 206.1, 2000 *Discipline*) Local congregations, district and conference boards and agencies and the general church share in connectionalism which is the United Methodist Church’s unique expression of the interdependence and mutuality that all parts of the connection—persons and structures—have with each other. This connectedness calls us together as individuals and congregations to “encourage one another and build one another up” (I Thessalonians 5:11) not just in special situations, but “as minimal expectations of an authentic church.” (Paragraph 202, 2000 *Discipline*)

2.0 THE LOCAL CHURCH AND COOPERATION IN MINISTRY

“The Church of Jesus Christ exists in and for the world. It is primarily at the level of the local church that the church encounters the world. The local church is a strategic base from which Christians move out to the structures of society. **The function of the local church, under the guidance of the Holy Spirit, is to help people to know Jesus Christ personally and to live their daily lives in light of their relationship with God. Therefore, the local church is to minister to persons in the community where the church is located, to provide appropriate training and nurture to all, to cooperate in ministry with other local churches, to defend God’s creation and live as an ecologically responsible community, and to participate in the worldwide mission of the church, as minimal expectations of an authentic church.**” (§ 202, 2000 *Discipline*)

Cooperation in ministry allows us to:

- 2.1 Strengthen local congregations for ministry and mission within the United Methodist connection and ecumenically by sharing resources with other congregations;
- 2.2 Appoint clergy persons and assign lay persons on the basis of their special talents, interests and skills in team relationships;
- 2.3 Develop relationships and support systems for clergy, clergy families and lay leadership in local congregations;
- 2.4 Provides a context to respond to changing circumstances and conditions in both rural and urban areas;
- 2.5 Develop forms and styles of ministry that are responsive to the needs of persons in a given (geographical) area;
- 2.6 Respond spontaneously to crises or opportunities that warrant the involvement of the church;
- 2.7 Make more efficient use of personnel, financial and material resources;
- 2.8 Develop training opportunities, special emphases, observances and celebrations that might not be possible for individual small membership congregations;

- 2.9 Encourage and provide opportunities for congregations to be in mission in their communities.
- 2.10 Encourage the development of clergy and lay communities that focus their strengths, gifts, and passion to a geographic community.

3.0 DEVELOPMENT OF COOPERATIVE MINISTRY

“Annual conferences shall implement a process of cooperative parish development through which cooperative parish ministries are initiated and developed in both urban and town-and-country situations. Where cooperative parish ministries already exist in an annual conference, the conference shall direct the appropriate conference boards and agencies to develop strategies designed to make use of cooperative ministries as means of creating greater effectiveness in the nurture, outreach, and witness ministries of urban, suburban, and town-and-country situations; and the annual conference shall prepare and adopt a formal written policy concerning cooperative parish ministries, including a plan for financial support. Parish development is an intentional plan of enabling congregations, church-related agencies, and pastors in a defined geographic area to develop a relationship of trust and mutuality that results in coordinated church programs and ministry, supported by appropriate organizational structures and policy. A superintendent or director of parish development may be appointed to work with the cabinet(s) in the implementation of these ministries in a conference or an area. In addition, district superintendents shall submit recommendations annually regarding those churches in their districts that would benefit from being included in a cooperative ministry.” (§ 206.2, *2000 Discipline*)

3.1 Research: The Director of Congregational Development shall have responsibility for conducting, in conjunction with local churches, a thorough socioeconomic survey of the conference area which shall furnish information for ministry in areas of the conference and be used to discover “target areas” where cooperative ministry, or other alternative forms of ministry, may be developed. The information gathered will be made available to all the churches in the target area.

3.2 Initiation: The stimulus for organizing a cooperative ministry can come from a pastor in one of the congregations, a layperson, a Conference Staff person, a Conference or District Agency. Regardless of the origin of the stimulus, the District Superintendent shall have the responsibility of initiating the actual development of the cooperative work, doing so in close cooperation with the local churches involved and in consultation with appropriate Conference and District agencies and staff persons.

3.3 Process Management: The management of the process by which the churches in any area move to an intentionally cooperative form of ministry shall be the responsibility of the Director of Congregational Development. He/she shall consult with the District Superintendent concerning the various cooperative projects in that district. The Superintendent shall facilitate the work of the Director of Congregational Development. The Director of Congregational Development shall be consultant to the probe teams and the staffs of the various cooperative projects. Results of consultations and evaluations will be made available to Superintendent and Cabinet, as well as to other relevant Conference and District Agencies.

3.4 Probe Team: Upon selection of an area for possible development of a cooperative ministry, the Superintendent may convene a “probe team.” The Superintendent may be the chairperson of the probe team or designate a person to serve in this capacity. The function of the probe team shall include the formulation of the strategy/**process** for development of the cooperative parish in the area. The probe team shall continue to meet at regular intervals to update the strategy/**process** until some more formal cooperative parish structure is recommended and adopted, or until the project is abandoned. A time line and budget for cooperative ministry development shall be included in the strategy/**process**.

4.0 SUGGESTED PROCEDURES FOR IMPLEMENTING COOPERATIVE PARISH MINISTRIES

Cooperative parish ministries may be expressed in many forms such as cluster or zone (7.3), extended or shared ministry (7.10), cooperative ecumenical parish (7.5), enlarged charge (7.8), collaborative community of ministry (7.4), shared facilities (7.22), group ministry (7.11), blended ministry parish (7.1), multiple charge parish (7.14), and larger parish (7.12).

The primary responsibility is with the District Superintendent who, in cooperation with the Director of Congregational Development, may use the District Town and County Committee, or District Urban Ministries Committee where applicable, the District Board of Mission, United Methodist Union and/or the District Committee on Future Planning or their equivalents to explore the possibility of implementing cooperative parish ministry in a given geographical area;

4.1 The following section is suggested procedure for implementing cooperative parish ministry.

a) convene a Probe Team composed of clergy and key lay representatives from each of the churches within the geographical area concerned. Consideration should be given to inviting representatives from churches of other denominations in the area.

b) The Probe Team, under the direction of the District Superintendent and with the guidance of the Director of Congregational Development shall manage the process which will enable that particular area to move toward intentional cooperative ministry; inform those present of what is involved in the development of cooperative parish ministry and work out together what it would mean to be in partnership in ministry and mission. Those ministers and lay persons involved in the Probe Team shall inform and educate their respective local churches about the process.

c) The Probe Team shall determine the overall time schedule , including the appropriate time to present a resolution to each local congregation’s Church which would formalize their intent to be involved in cooperative parish ministry and it shall include the form it shall take.

4.2 Other forms of cooperative parish ministry may develop in less formal ways e.g. Collaborative Communities of Ministry which may use the following guide in its formation:

a) convene a team composed of clergy and key lay representatives from churches within a community to work through the following steps:

First Quarter – Initial exploration and invitation to form community and to conduct personal gift assessment and selection of “first responding elder” and “Polaris” church.

Second Quarter – Community formation using Group Formation Process and Congregational assessment (Natural Church Development and/or Life Cycle Understanding of Congregations).

Third Quarter – Inventory of community assets of ministry using demographic profiles, personal interviews with community leaders, personal tours, asset building, appreciative inquiry, focus groups, etc.

Fourth Quarter – Development of Ministry Plan which includes, planning, “community-sensitive” evangelism, and creating a vision for ministry at community and congregational levels.

Second Year and Beyond – Impelementation of the Ministry Plan and Ongoing Community Transformation and Assessment and Evaluation.

4.3 The structuring and defining of the cooperative relationship shall provide for a covenant agreement or Ministry Plan, lay/parish council or equivalent, local church representation, entrance and exit procedures, funding and evaluation as are appropriate for the kind of cooperative relationship that is to be established.

1. It is suggested that when possible each church’s representatives to the lay/parish council (or its equivalent) be selected from the membership of the Ad Council/Council on Ministries and/or the Pastor Parish Relations Committee.

4.4 If the Church Conferences to be involved approve, the request to be designated as a Cooperative Parish shall be presented to the District Superintendent who shall then present the request to the District Town and Country Committee or District Urban Committee and the District Committee on Future Planning or their equivalents for their recommendation, and then to the Cabinet for approval.

4.5 If any Church Conference, or any particular church of a charge, does not approve the resolution, plans for forming the cooperative parish ministry may continue. The charges or churches voting not to continue in the parish formation process shall be informed of the means of re-entry.

4.6 The Bishop, with approval of the Cabinet, shall designate the Cooperative Parish Ministry and appoint or assign the staff of the parish.

4.7 The Staff of the Cooperative Parish Ministry shall have the responsibility to guide the parish development process for that parish and shall use the resources of the Annual Conference, including the Director of Congregational Development.

5.0 EVALUATION

- 5.1 There shall be a yearly evaluation of the current progress and quality of the ministry and program of each cooperative parish. The design of the evaluation process and instruments shall include the staff, the Lay/Parish Council, the District Superintendent, and the Director of Congregational Development. The results of the evaluation shall be shared with the congregations and the Cabinet.
- 5.2 An in-depth evaluation of the whole cooperative relationship shall be made during the last year of the period of time agreed upon in the covenant for the operation of the cooperative, to determine whether the cooperative relationship should be continued, changed or dissolved. This evaluation process will look at the organizational structure, patterns of communication, use of clergy staffs, benefit to local churches and decision-making procedures, as they effect the fulfillment of the purpose for establishing the cooperative relationship and the accomplishment of the goals agreed upon. The development of the evaluation process timeline and instruments to be used shall involve the clergy staff and members of the lay/parish council or its equivalent working in cooperation with the District Superintendent and the Director of Congregational Development.
- 5.3 Suggested criteria for determining continuance ~~or discontinuance~~ of a particular cooperative relationship:
- a) Persons in leadership in the individual local churches in the cooperative relationship feel that their congregation's ministry and mission is strengthened by the relationship (deeper spiritual commitment, increased worship attendance, payment of apportionments, in community outreach).
 - b) The needs, purpose and/or goals for which the cooperative relationship was established are still relevant to the churches in the cooperative.
 - c) Evidence of growing commitment of local church resources (personnel, finances, equipment, facilities, etc.) to provide for the continuation of the cooperative relationship.

6.0 PROFESSIONAL STAFF AND WORKLOAD

Cooperative ministry requires careful attention to the identification and appointment of qualified staff persons and maintenance of necessary support systems.

- 6.1 Staff members of a Parish:
- a) Qualifications:
 - 1. clergy staff members may be ordained ministers or local pastors who are eligible for appointment; or lay persons assigned by the district superintendent and may serve either full or part-time.
 - 2. should be persons willing to work in a team setting toward common goals in all the churches of the parish.
 - 3. should be persons with a variety of specialized skills.

b) Job Description:

1. shall be worked out within the staff team, in consultation with the lay/parish council, District Superintendent and shared with the Pastor-Parish Relations Committee for feedback and response.

c) Appointment Procedure:

1. "The prospective appointee shall be informed prior to the appointment that the charge under consideration is part of a Cooperative Parish Ministry:" (§ 433.5b(1), 2000 Discipline.)

2. "The coordinator or director of the cooperative ministry, or, if there is no coordinator or director, a representative of the staff of the cooperative ministry, shall be conferred with concerning the prospective appointment and shall have the opportunity to meet with the prospective appointee prior to the appointment being made." (§ 433.5b(2), 2000 Discipline.)

6.2 A Parish Director may be appointed if clergy or assigned if laity to give leadership in some cooperative settings. This person shall:

a) Qualifications:

1. be one who is dedicated to cooperative ministry or parish/staff type ministry and who has a competent working knowledge of the cooperative concept.

2. have developed leadership skills in two or more pastorates, or have served in a cooperative ministry, parish/staff situation for two or more years and is recommended by that parish director and District Superintendent.

3. have ability to provide managerial direction and support while allowing associates to be creative in their respective fields of responsibility and expertise.

b) Job Description:

1. This is an agreement to be worked out between the District Superintendent, lay/parish council, staff and the person designated as Parish Director.

2. The division of work between the local church and the Cooperative and the compensation for the Parish Director work will be negotiated between the local church P.P.R.C. and the District Superintendent before the appointment is made.

c) Procedure:

1. be appointed or assigned by the Bishop and Cabinet in consultation with the Director of Congregational Development with input from the clergy staff.

2. be agreeable to a long term appointment or assignment.

6.3 Work Load Guidelines:

a) Except in clearly defined missional areas, the minimal workload for each member or associate member of the Conference will be in keeping with current Conference policy or operating standards.

b) Factors which influence this workload include:

1. Age profile and type of pastoral care needed.
2. Distance to hospitals and members' residences.
3. Community expectations and responsibilities.
4. Number of churches in the community.
5. Distance between churches in the parish.
6. Number of ministers before a cooperative work was initiated.
7. Population movement and/or change in the service area.
8. Number of churches in the charge.

c) We recommend that churches in different districts and served by the same pastor(s), be transferred to the same district for clearer lines of administrative responsibility, and to facilitate cooperative ministry.

d) Recommendations to Pastor-Parish Relations Committee:

1. "The committees on pastor-parish relations of charges which are in cooperative parish ministries shall meet together to consider the professional leadership needs of the cooperative ministry as a whole" (*¶258,2d, 2000 Discipline*)

2. Secretarial and/or clerical support for each staff member is important so that skills can be used for full-time pastoral ministry.

6.4 Recommendations to the Cabinet:

a) Because Cooperative Ministry requires professionally educated and interested persons, District Superintendents are requested to ask each ministerial candidate their interest in this style of ministry.

b) The Bishop and Cabinet shall be encouraged to recognize that appointments to Cooperative Parish Ministry Staffs have equal importance with appointment to other churches which have multiple clergy staff.

c) Working with the Conference Board of Ordained Ministry, Director of Congregational Development and other related Conference support agencies, the Cabinet is requested to identify and recruit those pastors who may be willing to devote part, or all of their professional careers to cooperative forms of ministry.

d) "Bishops, district superintendents, conference staff, and other leaders shall become familiar through training with the benefits of cooperative ministries. They shall provide leadership and training opportunities for pastors and local church leaders as to the value of cooperative ministries in moving toward excellence in nurture, outreach, and witness ministries. They are to explore and develop meaningful ministries to persons in congregations, communities, and the global community." (*¶ 206.5, 2000 Discipline.*)

e) “Cabinets shall give priority in the appointment process to appointing directors and clergy staff of cooperative ministries, especially cooperative parish ministries, who have been trained in cooperative ministry concepts and who have demonstrated effective ministries of nurture, outreach, and witness. The cabinet shall develop and implement strategies designed to enable and equip pastors presently appointed to cooperative parish ministries to provide effective ministries of nurture, outreach, and witness. (*¶ 206.6, 2000 Discipline.*)

f) “Annual conferences and cabinets are urged to assist in the development and strengthening of cooperative ministries by pursuing funding assistance from general Church, annual conference, and other sources for each cooperative ministry, including cooperative parish ministries. (*¶ 206.7, 2000 Discipline.*)

6.5 Guidelines for additional staff, such as diaconal ministers, seminary interns, church and community workers and other lay professionals shall be negotiated with the parish director, parish staff and lay/parish council and the Cabinet as necessary.

7.0 CONNECTIONAL SUPPORT SYSTEMS

Identifiable organizational practices and procedures are available to support the development of Cooperative Ministry in the Detroit Annual Conference. These include finances, training in personal and professional skills, connectional systems, and social structures which recognize and affirm cooperative ministry development.

7.1 Financial Support:

a) The Annual Conference Board of Global Ministries, Town and Country Committee and Alliance for Urban Ministry in consultation with the Conference Cabinet and Director of Congregational Development, shall plan for the inclusion of funds in the budget of the Board designated for the development and support of cooperative ministries.

b) The Conference and its various agencies shall give a high priority to cooperative ministry administrative and program support. Programs such as staff and laity training events, resourcing local churches and developing new cooperative parishes shall have an equal standing with other conference mission projects.

c) The District Board of Mission, United Methodist Union, District Town and Country Committees, Town and Country Committee of the Board of Global Ministries and the Alliance for Urban Ministry shall be requested to give priority to the support of cooperative projects when it has been determined that these projects will provide effective mission and ministry.

d) Funding will be regularly budgeted through the Town and Country Committee, Board of Global Ministries, and the Alliance for Urban Ministry to provide for community studies, training and salary supplements.

e) Cooperative projects shall be funded for no more than three years, during which time a “Study to determine the Possibility of Self-Support” shall be made. This study shall not take longer than six months to complete. The study shall be made in consultation with the Directors of Congregational Development and Congregational Resilience who shall interpret the results of the study to the Cabinet.

If the Cabinet determines that self-support is possible, a “Plan for Self-Support” shall be designed by the Cooperative project which shall include:

1. First year financial plan for self-support.
2. Report funding plan to Parish Council and appropriate agencies.
3. A timeline that guides the phasing out of Conference funding.

If self-support is not possible, the parish may be designated a “Missional Project” and support continued at whatever level the Cabinet, Conference supporting agencies and staff shall agree upon.

f) Parish Director Salary Supplement: Parish Directors shall receive salary supplement to compensate them for the skills they bring and the additional responsibilities which they accept. We recommend that this salary supplement be considered when a new appointment is made for the Parish Director. The amount shall be determined by the Town and Country Committee and Alliance for Urban, as their responsibilities dictate in cooperation with the Cabinet. Arrangements and authorization for the disbursement of the Parish Director salary supplements shall be the responsibility of the Town and Country Committee of the Board of Global Ministries.

g) Salary levels for cooperative ministry staff persons, both lay and clergy shall be evaluated and determined by the local church or churches and the District Superintendent in the light of the task to be performed, results expected and skills required.

7.2 Continuing Education and Skill Development:

a) The Detroit Annual Conference will, through the Board of Global Ministries, Town and Country Committee and Alliance for Urban Ministry develop and implement educational and skill development opportunities to equip clergy and laity for involvement in cooperative ministry in consultation with the Division of Continuing Education, Board of the Ordained Ministry and Leadership Development Committee.

These opportunities will include, but not be limited to, the following:

- Staff Team Building
- Problem solving and conflict utilization
- Communication Skills
- Time Management
- Leadership in Cooperative Ministries
- Evaluation of Cooperative Ministries

b) Funds for continuing education and training/learning opportunities shall be provided for individuals and cooperative ministry/parish staffs through the Town and Country Committee of the Board of Global Ministries and/or the Alliance for Urban Ministry on their approval and with consultation of the Director of Congregational Development. Funds from other district and conference sources shall also be provided.

7.3 Conference and Social Support:

a) The Director of Congregational Development shall be assigned to work with both the Town & Country Committee of the Board of Global Ministries and the Alliance for Urban Ministry in relationship to cooperative ministries.

b) The Town and Country Committee and Alliance for Urban Ministry, in cooperation with the Director of Congregational Development shall provide structured experiences for persons interested in cooperative ministry.

c) The Cooperative Parish Director or equivalent of each cooperative parish ministry shall be an ex-officio member of the Conference Town & Country Committee, and where there is no such position the cooperative ministry shall designate a person to serve as an ex-officio member of the Conference Town & Country Committee.

8.0 DEFINITIONS

- 8.1 Blended ministry parish—the merging of the organizations and memberships of churches spread throughout a defined geographical area into one church that intentionally develops two or more worship/program centers at agreed-upon locations, and for which there is one charge conference and one set of committees and other groups of an organized local church, guided by a covenant and served by a staff and a director appointed or assigned to the parish.
- 8.2 Church and Community Worker—person working under commitment to the General Board of Global Ministries of the United Methodist Church who has been especially trained to work in small membership churches and communities and who is assigned to work in a given geographical area under the direction of some local supervisory agency.
- 8.3 Cluster groups (Zone or Sub-District)—a group of churches located in the same geographical area with a loosely knit structure that allows the participating congregations and pastoral charges to engage in cooperative programs in varying degrees. A district may be divided into cluster groups for administrative purposes.
- 8.4 Collaborative Community of Ministry — is a team building-effort that develops a faith community of congregations who choose to be in relationship with one another and who then develop an emergent plan for ministry aimed at the targeted region represented by the congregations. The purpose of the CCM is to encourage the development of clergy and lay community which focuses its strengths, gifts and passions to a geographic community of their choice. This model affirms that when people are personally transformed through the development of their faith, while being in community, they can produce ministry aimed at transforming people, businesses, school systems and other organizations in their neighborhoods.
- 8.5 Cooperative ecumenical parish—formed by a local United Methodist church and one or more local churches of other Christian traditions.
- 8.6 Cooperative Ministry—processes and structures in which two or more churches in a given geographical area, rural or urban, pool leadership and other resources to do ministry among their members and/or within the community, and which is recognized as a cooperative by the Cabinet and Director of Congregational Development. Cooperative parish ministries may be expressed in forms such as the following: larger parish, multiple charge parish, blended ministry parish, group ministry, enlarged charge, extended or shared ministry, cluster groups, cooperative ecumenical parish or shared facilities. [See ¶ 206 *The Book of Discipline, 2000*]
- 8.7 Covenant—a statement of agreement defining the purpose and relationship of the churches entering into a cooperative arrangement.

- 8.8 Enlarged charge—two or more congregations usually on the same circuit and of relatively equal size, that work as a unit with the leadership of one or more pastors. There may be a charge council and necessary committees.
- 8.9 Evaluative phase—that time in development of cooperative ministry among churches in a given geographical area when staff commitment to cooperation having been firmly established, attention and energy is intentionally turned to careful formal evaluation of all phases of parish life and reporting and making recommendations to all responsible agencies.
- 8.10 Extended or shared ministry—a large membership church sharing ministry with a smaller membership church, usually served by one.
- 8.11 Group ministry—a loosely organized group of two or more pastoral charges in which the pastors are appointed or assigned to charges. The pastors and/or lay/parish council, representing all churches, may designate a coordinator.
- 8.12. Larger parish—a number of congregations working together using a parish-wide Administrative Council, or Administrative Board and Council on Ministries, or parish council and other committees and work groups as the parish may determine; providing representation on boards and committees from all churches; guided by a constitution or covenant; and served by a staff appointed or assigned to the parish and involving a director.
- 8.13 Lay or Parish Council—that organizational structure in which each church in a cooperative ministry is represented in accordance with mutually agreed upon standards and which is given responsibility by the churches represented for directing the ministries which are carried out cooperatively.
- 8.14 Multiple charge parishes— an intentionally organized group of two or more pastoral charges in which each church continues to relate to its charge conference on the organizational level and also participates in a parish-wide council. The pastors are appointed or assigned to the charges and also to the parish, and a director or coordinator is appointed or assigned by the bishop
- 8.15 Mutuality—a relationship in which each person or group involved is accepted and respected as having particular gifts and graces, there is concern for each by each other, and openness allows for the free exchange of ideas, skills, talents, and emotions to the enhancement of the total group's functioning.
- 8.16 Operating phase—that time when churches in a given geographical area have matured in cooperative ministry to that point where major staff changes will not damage the parish, conflict can be utilized, major projects are being effective and community and larger church see the impact of the parish as helpful and desirable.

- 8.17 Parish staff ministry—(larger parish)—a number of congregations working together as a single charge using a parish-wide Administrative Board, Council on Ministries, Staff-Parish Relations Committee, and other committees; providing representation on all groups from the participating congregations; governed by a constitution or covenant, and served by a staff appointed to the parish.
- 8.18 Preparatory phase—that time when churches in a given geographical area are assisted by an administrator, such as a district superintendent, to intentionally examine themselves, their communities, and their future with a view to considering cooperative ministry development as a possibility for their futures.
- 8.19 Probe phase—that time when churches in a given geographic area, working with a probe staff, begin to experience cooperation, test trusting relationships and joint projects, usually through temporary task groups.
- 8.20 Probe staff—a group of clergy and other professional workers assigned to a geographic region to explore possibilities for cooperation and developing strategy for improved ministry to persons. Cooperative work in this model is intentional as distinguished from optional.
- 8.21 Probe Team—a group composed of the minister or ministers to be appointed to churches in target area, laity from churches in that area, the Director of Congregational Development, and other persons whose interest or expertise would make their advice valuable.
- 8.22 Shared facilities—two or more United Methodist congregations sharing a building such as those performing ministries in different languages and/or with different racial and ethnic groups. The congregations may enter into a covenant that ensures mutual representation on such bodies as church council, board of trustees, and other committees and work groups.
- 8.23 Structuring phase—that time when churches in a given geographical area are experiencing a rising trust level in cooperative efforts in ministry, more responsibility is being assumed by lay leadership, collective responsibility is being owned and more formal continuing organization replaces short-term task groups.
- 8.24 Sub-district—(see Cluster Groups, Section 8.2 3)
- 8.25 Yoked Field—a circuit arrangement of two or more congregations of different denominations served by one pastor under a constitutional or covenant agreement and involving a director or coordinator.
- 8.26 Zone—(see Cluster Groups, Section 8.2 3)

Detroit Conference Cooperative Ministries as of January 2002

Detroit East

Eastside Covenant Cooperative Parish:

Christopher D. Cowdin, Parish Director	586-776-7750	cdcowdin@ameritech.net
Detroit: Christ	Anthony Shipley	
Detroit: Conant Avenue	Linda Slaughter-Titus	
Detroit: Mt. Hope	Maurice Horne	
Harper Woods: Redeemer	James P. Schwandt	
Fraser: Christ	Melvin Leach	

Flint

Caring Covenant Group Ministry:

Peggy Paige, Parish Director	810-793-6363	peggy4249@yahoo.com
Arbela	Herb Wheelock	
Columbiaville	Peggy Paige	
Davison	Tom Wachterhauser	
Genesee & Thetford Center	Malcolm Greene	
Oregon & Elba	Jim Paige, Jr.	
Otisville & West Forest	Billy McKown	
Richfield & Otter Lake	Dorothy Rossman	
West Deerfield & Fostoria	David Rahn	

Seven Churches United Group Ministry:

Bill McBride, Parish Director	517-288-3380	mbill@shianet.org
Byron First	Fred Finzer	
Durand First	Bill Mc Bride	
Gaines & Duffield	Harlan E. Sorensen	
Lennon	Paul Amstutz	
Vernon & Bancroft	James Matthew	

Collaborative Ministry of Northwest Flint:

John K. Benissan, Elder	810-238-3674	J.K.Benissan@lycos.com
Central	Latha Ravi	
Charity	Russel Von Sutton	
Trinity	John K. Benissan	
Associate	Chakahier Miller-Oliver	
Faith	Sylvester Miller III	
Dork Oak Park		
Church & Community Worker – _____		

South Central Cooperative Ministry:

Gloria Haynes, Parish Director	810-629-5161	ghaynesrev@usol.com
Argentine & Linden	Janet Stybert	
Lake Fenton	Gloria Haynes	
Halsey & South Mundy	David Ray	

Marquette

God's Country Cooperative Parish:

Margaret Madison, Parish Director	906-492-3585	mmadison@lighthouse.net
Newberry		Jane Logston
McMillan & Engadine		Ron Piette
Germfask & Grand Marais		Tracy Brooks
Paradise & Hulbert: Tahquamenon		Virginia Bell
Church & Community Worker		Margaret Madison

Port Huron

DASU United Parish

Ellen Burns, Coordinator	810-672-9929	burnsrev@thumb.net
Decker, Argyle, Shabbona, Ubly		Ellen Burns
Associate		Fred McDowell

Eastern Thumb Cooperative Parish:

Catherine Hiner, Parish Director	810-622-8839	umcrev@greatlakes.net
Port Sanilac & Deckerville		Catherine Hiner
Minden City & Forester		Robert Srock
Carsonville & McGregor		Jerry Griggs

Resources & Training Opportunities

Training Opportunities

1. Detroit Conference Town & Country Committee on the Board of Global Ministries - Workshops offered yearly for training and/or support.

2. National Consultations of Cooperative Parish Ministries –Nov. 13-16, 2003 - offered quadrennially. The Cooperative Parish Ministry Leadership Team of The United Methodist Church, 475 Riverside Drive, New York, NY 100115, 212-870-3831.

3. Hinton Rural Life Center – P.O. Box 27, Hayesville, NC 28904,
Email: hinton@dnet.net; Web site: www.hintoncenter.org

Resources

A Resource Notebook for Cooperative Parish Ministry: A Tool for Vitalizing Congregations and Transforming Communities, edited by Harold W. McSwain, November 1995. Cooperative Ministry Resources, P.O. Box 267, Sylvania, AL 35988; \$ 15 single copy; \$13 for 3 or more copies.

Cooperative Ministries: Transforming Congregations & Communities, the United Methodist Church and the United Church of Canada. This 23-minute video sends fresh new winds blowing through churches and the communities they serve. Powerfully moving and convincing testimonies are woven together as three cooperative parishes share their stores of spiritual revitalization and effective transformation. The Cooperative Parish Ministry Leadership Team of The United Methodist Church, 475 Riverside Drive, New York, NY 100115, 212-870-3831.

Cooperative Ministry: Hope for Small Churches, Marshall E. Schirer & Mary Anne Forehand, Valley Forge: Judson Press, , 94 pp. Schirer and Forehand explore five types of cooperative ministries. The role of the pastor in implementing the plan, functions of lay leadership, how to start a cooperative ministry, and suggestions for programming are discussed. Included in the appendices are a model constitution and agreement, planning design and evaluation form.

Leadership and Team Building: Transforming Congregational Ministry Through Teams, Roger Heuser, Editor

Urban Cooperative Parishes: Profiles and Observations, Introduction by Kinmonth Jefferson. New York: National Division, General Board of Global Ministries, The United Methodist Church, 1991. 78 pp. This book contains profiles of ten cooperative ministries located in urban settings across the United States. Included are various geographical, racial ethnic, and situational settings.

Disciplinary Paragraphs - *The Book of Discipline of the United Methodist Church – 2000*

Part V – Organization And Administration

Chapter One – The Local Church

Section I. The Church and Pastoral Charge ¶s 201-205

Section II. Cooperative Parish - ¶ 206

Section III. Ecumenical Shared Ministries - ¶ 207

Section IV. Churches in Transitional Communities - ¶s 212-213

Section VI. Organization and Administration

Administrative Committees - ¶ 258.

d) The committees on pastor-parish relations of charges that are in cooperative parish ministries shall meet together to consider the professional leadership needs of the cooperative parish ministry as a whole. Where churches are organized as a larger parish, the committee on pastor-parish relations shall consist of at least one representative from each church. Individual churches may form pastoral advisory committees as needed.

Chapter Three – The Superintendency

Section VIII. Appointment- Making - ¶ 433.5 Process of Appointment-Making

b) If the appointment is to a cooperative parish ministry or to a charge that is part of a cooperative parish ministry, the following shall be included in the consultation process:

(1) The prospective appointee shall be informed prior to the appointment that the charge under consideration is part of a cooperative parish ministry.

(2) The coordinator or director of the cooperative ministry, or, if there is no coordinator or director, a representative of the staff of the cooperative ministry, shall be conferred with concerning the prospective appointment and shall have the opportunity to meet with the prospective appointee prior to the appointment being made.

(3) The prospective appointee shall have demonstrated skills in cooperative Christian mission or show potential for the same to ensure that the cooperative venture is strengthened during the time of the appointee's leadership.

Judicial Council Decision 556

October 25, 1985

IN RE: Meaning, Application and Effect of Discipline Par. 532.5(b)2 in Relation to the Process Of appointment-making in a Cooperative Parish. [New ¶ 433.5(b)2]

DIGEST

Discipline Par. 532.5(b)2 requires the bishop and cabinet to consult with the coordinator or Director of the cooperative ministry or with a representative of the staff of the cooperative ministry concerning the prospective appointment to any Cooperative Parish.

DECISION

In making an appointment to a Cooperative Parish of any type, the bishop and cabinet shall confer with the coordinator or director or a representative of the staff of the Cooperative Parish.

Chapter 6 – Church Property

Section VI. Local Church Property - ¶ 2527.2 Cooperative Parish Board of Trustees

2. A cooperative parish composed of two or more charges may have, in addition to its charge trustees and local church trustees, a board of trustees for the cooperative parish as a whole. This board shall hold title to and manage the property belonging to the cooperative parish in accordance with ¶¶ 2503, 2526, and 2527. These trustees shall be elected by the charge conference and/or church local conference related to the cooperative parish and shall be representative of each congregation that composes the cooperative parish.