

# Draft Options For Clergy Leadership Styles

## **Senior & Associate Ministry**

- Senior Minister with one or more Associate Ministers
- All staff & associate ministers ultimately report to Senior Minister
- Final call on decision-making is the Senior Minister
- Senior Minister reports to the Board; Associate Ministers report to Senior Minister
- Senior Minister shapes the vision for the congregation and communicates it to staff, members and community.
- Senior minister salary is 25% (or more) greater than what associates are paid

## **Shared Ministry**

- Clergy team divides the ministries and responsibilities among themselves
- Titles describe each one's respective responsibilities, example: Minister of Stewardship & Outreach; Minister of Youth and Young Families; Minister of Worship and Administration
- Decisions on issues that come up require unanimous agreement from clergy team
- Clergy team has and communicates a common vision for the congregation
- All ministers report to the Board; Staff report to Minister in charge of their area
- Salaries are based on a grid set by what the congregation values: base plus additions for degree, experience, special responsibilities, etc.

## **Lead Collaborative Ministry**

- Three or more ministers holding responsibility in different respective areas with one considered the "Lead" minister.
- Strong collaboration within clergy team and staff in all areas with the individual holding responsibility within that area hosting planning
- Clergy team divides the ministries and responsibilities among themselves
- Titles describe each one's respective responsibilities, example: Teaching Pastor of Stewardship & Outreach; Lead Pastor and Minister of Youth and Young Families; Minister of Worship and Administration, etc.
- Decisions on issues that come up seek unanimous agreement from clergy team but can be determined by the Lead Minister
- All ministers have and communicate a common vision for the congregation
- All ministers report to the Board; Staff report to the Minister in charge of their responsibility
- Salaries are based on a grid set by what the congregation values: base plus additions for degree, experience, special responsibilities, etc.