**Why Co-Pastors?**

The mission statement of Holy Shepherd is:

***Worshipping and Growing Together in Christ,***

***Serving and Reaching Out Joyfully to All***

The Transition Team discovered in its conversations with the members of Holy Shepherd that this mission statement is not just on paper. The members of this congregation have integrated this mission! It is what they believe and act on.

Our interviews showed that people wanted a strong worship and caring church within our walls but also an ability to spread God’s love outside our physical church. What is the best way to do that?

To answer that question, we studied our community, inside and out. We talked with members who received pastoral care, we surveyed the congregation on its priorities, and we talked with city leaders, millennials, and communication experts. We also heard from national church leaders who offer guidance for the future of the church.

We started researching the best way to fulfill our mission statement. We want to call a pastor who will lead us into a future with a strong church and mission. We learned that team leadership and partnership is a way the Church at large is adapting to the challenging mission that we face.

We began to realize that one pastor cannot truly fulfill both parts of our mission statement. There is just too much to be done.

After a great deal of thought, research, input from members, and discussion, the Transition Team recommended that we call Co-Pastors.

One Pastors’ PRIME responsibility will be “Growing Together in Christ” - the other’s PRIME responsibility will be “Reaching Out Joyfully to All.” They will both be responsible for preaching and teaching and leading worship. In this way the two aspects of the congregations’ mission will receive strong support and leadership.

The council will establish a Mutual Ministry team to provide support to the pastors, and the pastors will have an outside coach who will support their team relationship.

The call committee will work diligently to find two pastors who trust each other and appreciate different talents that make a team work. The council has prepared job descriptions that make expectations of each pastor clear.

A spirit of shared excitement is emerging in the transition team, the call committee and the council. Because of diligent stewardship of the past, Holy Shepherd has the resources to take this step into the future with enthusiasm! The call committee is open to conversation. We are continuing to learn together, and we hope you will join us in this journey.