**Example Mission Partnership Profile**

**This profile includes an introduction and six parts:**

**Introduction to mission partnerships  
Part 1: The Mission Context**

The general area plus up to 2 introductory paragraphs about each church

**Part 2: The Core Partnership priorities (including funding/finding additional staff for team)**

**Part 3: The Minister Specification**

Some agreed paragraphs about the type of person needed

**Part 4: Mission statements from each congregation**

**Part 5: Manse information**

**Part 6: The Partnership Structure**

e.g.

In general terms existing local structures will be unchanged, so key local decisions will  
be discerned and acted upon via Church members’ meetings, Eldership meetings and  
where applicable LEP processes. However, each congregation will be committed to  
exploring if new steps should be taken which will strengthen cooperation between  
partnership congregations. Steps such as joint services, meetings, shared training events,  
prayer gatherings etc. Following on from this, it may be deemed right that some  
congregations within the partnership consider some form of ‘merger’ with each other with  
the longer-term possibility of there been ‘one recognized church’ meeting across a number of sites. There is no expectation that this will occur but there should be an ‘openness’ in terms of testing this.

In addition to local structures one new structure will be formed – ‘The Mission Partnership Leadership Team’ (MPLT).

**The remit of this team will be:**

* To deliver the objectives as outlined in the MP proposal and as confirmed within the  
  call process.
* To lead on defining the priorities of the office holders and staff members called or  
  appointed for work in the Mission Partnership.
* To liaise with and share key information with the partner congregations.
* To review from time to time the MP proposal in order to make any changes which  
  are deemed important in fulfilling the missional work of the MP.
* To be the link group with the Herts and Essex Border Circuit, other MPs, ecumenical partners and the wider URC

**The structure of the group:**

* The group will be chaired by the MP minister. If the minister is not present a chair  
  will be appointed from within the team. If more than one minister is employed the  
  chair will rotate between them as agreed by the MPLT, but each minister will be a  
  permanent member of the MPLT.
* In addition to the minister(s) the MPLT will consist of one serving Elder or local leader  
  from each congregation. (If a local leader is in place, they will have a permanent  
  place on the MPLT). Each Elder will serve a three-year appointed term, but they  
  can be re-elected for ongoing periods of two years if this is the wish of their local  
  congregation or the Mission Partnership Leadership team. If a congregation grows  
  to a membership of over 75, two serving Elders will be present on the MPLT. If an  
  Elder cannot attend a meeting, he or she can nominate a fellow serving Elder from  
  their congregation to share fully in the meeting. Each Elder will be responsible for  
  communicating back to their congregations and in bringing ideas, concerns and  
  requests from their congregations to the MPLT.
* The MP leadership group will hold an AGM in which all church members are invited  
  to come and ask questions. A review each year will take place of how the MP is  
  developing, areas for celebration will be noted as will areas of concern and challenge.
* Any employed staff will be required within their job description to participate fully in  
  the MPLT. They will not have a vote, but their opinions will be noted.
* The MPLT will be able to co-opt up to three additional members1 for up to 18 months  
  at a time if their expertise is deemed helpful in strengthening the work and  
  discernment of the MPLT.
* The MPLT will meet as and when viewed necessary, but with the expectation that  
  a full business meeting will occur at least quarterly and an additional meeting for  
  prayer, reflection, study and fellowship will also occur quarterly.
* Changes to remit and structure can occur if such changes are agreed to be necessary by decisions of the majority of Church meetings within the partnership. Any requested changes will be voted upon at the AGM.

Proposals re vacancy:

1. **VOTING PROCESS**

* There would be one meeting for members of all the churches.
* It would be at X URC
* Each church would strive to make a Zoom opportunity available, including the option for several people to meet using Zoom in one location.
* A moment would be made after plenary discussion for each church to have a separate conversation before voting.
* Voting for those in person would be secret ballot with a different colour voting paper for each church.
* Whilst unable to vote, people unable to attend and Ministers of the Circuit would be invited to submit comment about the candidate that would be read to the meeting.
* For a call to be issued, the two thresholds to be reached would be: overall, 80%, and each church, 60%.

1. **PREACH WITH A VIEW WEEKEND**

Without decision, there was discussion of what such a weekend might involve, including:

* a gathering on the Friday
* two or more things on the Saturday,
* two preaches on the Sunday, in different areas of the Mission Partnership.

The Church Meeting would be the following week.

Without decision, it was recognised that there are various options for where the candidate (and their spouse) would stay, including:

* with church people
* with a colleague minister
* in a hotel or B+B

1. **VACANCY EXPENSES**

Expenses will arise as soon as start as prospective ministers are introduced.. It was noted that there was logic in these being split equally between the four/ five churches, that the URC Minister will be named Minister for.

It is suggested that one church might be designated to administer the expenses, claiming from each church appropriately. Ernie undertook to ask if that was feasible.

1. **MISSION PARTNERSHIP EXPENSES**

This will need further discussion but it may be that a way forward is to split expenses according to the M&M Fair Shares model. (I can explain this thinking further when we meet)