



# LISTOWEL EVANGELICAL MISSIONARY CHURCH

*Leading people in a growing relationship with Jesus: Up,  
In, and Out*

## **Introduction to Co-Lead Pastoral Model:**

As members of the Church Council, we are pleased to present you, our congregation, with information about an adjusted model for our pastoral leadership.

We presented concepts at the Townhall meeting, where it was agreed that in early 2022, we would inform you of the direction. Council approved these Profiles in January, and the congregation is not required to vote on them. Rather, we are communicating clearly to you about them, as they bring adjustments to the church's staffing and organization to achieve our mission and vision. In this letter, you will read:

- Rationale for the adjustments.
- The Council's desire for the Membership to lend confidence in Pastor Carter filling one of the two proposed roles.
- How we see Youth Ministries being cared for, and
- What the Pastoral Search Team will be looking for in their search.

## **Adjusting from Solo Lead Pastor to a Shared "Lead Pastoral Team" Model :**

We have had a long history of one Lead Pastor, providing sole reporting to the Council, with an Associate Pastor and other staff all as 'direct reports'. There are many churches that have begun to approach their leadership differently – adapting to a shared 'Lead Pastoral Team' to become even more effective as a church. At LEMC, we are moving one step in this direction, by presenting a model of two Co-Lead Pastors. This plurality of Lead Pastors is allowed within our current Bylaws (Article 1.2.2), and supports our vision. Although we intend to include this in our Bylaw review, this change is still within the guidance we must currently follow.

The balance from this shift ensures all aspects of our vision have devoted leadership and staff, and that the visioning, strategic, leadership development, care and spiritual oversight are applied with the entire mission in view. It ensures that we provide leadership for worship, the teaching of God's Word, and equipping of ministry leaders and volunteers, but it also makes space to equip the saints for disciple-making in our everyday lives.

The shared load provides a team culture, enabling other Direct Reports (additional staff) to be spread out. For all ministries, there is a "buck stops here" role, but multiple people who fill that role. The heightened collaboration is appealing to many current pastors, allows for smoother transitions should one of them move on, and provides a sober second thought for key pastoral decisions.

Together, the Co-Lead Pastors will both be advisors to Council, sharing one report in giving account for the overall ministry.

### **Council's invitation for Members' vote of confidence in Pastor Carter**

We are presenting you with two Co-Lead Pastor roles: one for Community Life, and one for Teaching and Equipping (profiles attached). Together, they will both model and guide the Church to grow "up, in and out". They will lead the congregation in missional rhythms of "scattered and gathered" community life together.

The Council is confident in Pastor Carter, who has served us well in increasing responsibility in the interim, is growing in his leadership capacity, and has demonstrated his ability to oversee others. We believe he is well-suited to lead in a church-wide role. It is our hope and desire that the Members would support this assessment.

Lead Pastoral roles fall under the guidance laid out in our Bylaws for "Lead Pastor", including the establishing of a search committee, and the presentation of a candidate for the members to elect by 75% majority vote (Article 10.12). Because we are creating a role that is new, with a pastor who is already employed, we are seeking congregational support to allow for a "vote of confidence" at our upcoming ABM on the following motion:

*"That Pastor Carter be approved as "Co-Lead Pastor of Community Life".*

Here is our rationale for this unusual process for this role:

- This is a new role, for which we need a pioneer.
- Pastor Carter, although hired as a Youth Pastor, was not voted on by the congregation, yet Pastor Carter has served as a minister in good standing since his hire in 2016.
- He received an overwhelming vote of support for his 'Ordination', as required by EMCC, by the congregation in 2021, in the course of his service in this Interim period.

- We believe he could be accepted into either role, but we support that his gifting is well suited for the Community Life role.
- By affirming a pastor already on staff as Co-Lead, Carter's years of service and positive track record bring stability and continuity to this newly established Co-Lead Pastor team.

### **A New Season for Youth Ministry Leadership**

While we have been experiencing Pastor Carter's service in many aspects of leadership and team development, we are grateful for his watchful eye over Youth responsibilities as well. This ministry is now being aided by the addition of Ainsley Stanley, on a six-month contract, ending in June. Council's intent is to coordinate the assessment of youth ministry staffing direction and needs beyond June, with current ministry staff and volunteers.

### **Pastoral Search is only for Co-Lead of Teaching and Equipping**

By seeking your confidence in Pastor Carter to pioneer the Pastor of Community Life (Co-Lead Position), we want you to be absolutely clear that our appointed Pastoral Search Team will be focussing on the Co-Lead Pastor of Teaching and Equipping.

Phase 1 of their process is already underway in preparing the marketing materials, and they are getting ready to post the opportunity, with a goal of doing so by the end of March.

### **Closing Words**

In closing, we invite you to read and interact with us on this adjusted model for our pastoral leadership. We have sought to listen to the Holy Spirit, to the needs of the congregation, and are presenting these as small adjustments that may require further changes down the road, as the Lord develops this ministry. Send any feedback or questions to our moderator: [paul.vandenhoven@lemconline.org](mailto:paul.vandenhoven@lemconline.org) or cell: +1 (519) 301-6729.

With gratitude,

Members of 2021-2022 LEMC Council