

Mennonite Church of Normal Model of Pastoral Relationships
Adopted: May 12, 2015

The following sets the general principles of relationship among the various pastors at the Mennonite Church of Normal. Pastors refers to those who are employed by the MCN in traditional pastoral roles.

1. If there is more than one person designated as pastor, one will be identified as the Lead Pastor and the others as Associate Pastor(s).
2. The Lead Pastor, working with the Board and associate pastors develops, each year, an annual plan of work with measurable goals both for him/herself as well as any Associate Pastors.
3. To assist in progress toward the goals in the annual plan of work, the Lead Pastor meets with the Associate Pastors three times a year in Ministry Planning Sessions where a review of the past 4 months is done and a looking ahead to what is planned for the next 4 months.
4. Each year the plan of work with some evaluation tool shall be used in an annual review each pastor's ministry.
 - a. The Lead Pastor will conduct the review of Associate Pastors.
 - b. The Church Board will conduct the review of the Lead Pastor.
5. The MCN Board initiates and conducts the end of term summative evaluations for all pastoral staff, which will include input from other pastoral staff as well as congregational members and perhaps others. As a result of this evaluation the Board formulates a recommendation to the congregation.

Additional lines of communication and process:

1. Issues among staff that cannot be worked out among them may be brought to the MCN Board. There must be good faith effort among the staff to resolve issues before approaching the Board. The MCN Board or members thereof will serve a mediation role.
2. Individual members of the congregation who have issues with one of the pastors should first approach that pastor to resolve the issue. If that is not successful, the next avenue is with the Lead Pastor involved assuming the Lead Pastor was not involved in the initial conversations, and then an approach may be made to the Church Chairperson who will involve the MCN Board.