**A NEW PASTORAL LEADERSHIP MODEL: CO-PASTORING**

A “co-pastor” is a joint pastor. She or he exists together with another pastor at the same time in a church. There is no hierarchy to this Pastoral Leadership model. Both Pastors serve jointly as a team to meet the needs of the community. This builds our Pastoral Leadership around strengths and skills rather than tasks. Using the needs and strengths that have been identified in our community, below is an outline of the areas that Pastor Melanie and Pastor Cathy would apply their strengths, working together to achieve the tasks while using their strengths to lead and guide our congregation in our vision.

**WORSHIP**  
Primary Co-Pastor:  
Cathy Jones  
  
- Baptisms

- Special Worships

-Wedding

- Funerals

- Weekly Worship

**LEARN**

Primary Co-Pastor:  
Melanie Lichtenberg  
  
- Sunday School  
- Confirmation  
- Bible Studies  
- Adult Education

**SERVE**

Primary Co-Pastor:  
Cathy Jones  
  
- Program Ministries

- Community Outreach Ministries  
- Stewardship

**DISCIPLE**

Primary Co-Pastor:  
Melanie Lichtenberg  
  
- Congregational Leadership

- Administration

-Membership

-Interim Ministry Process

This vision outlines, for the congregation, which pastor to contact when they want to participate or bring a new idea to strengthen or expand the ministries at Our Father’s Lutheran Church. Both pastors would be involved in worship, pastoral care and connecting with church members out in the community. With part-time schedules, this will take a period of experimentation and the application of good boundaries on behalf of our congregation and our leadership.