Faith Lutheran Church Mutual Ministry Team

1 - Mutual Ministry – the “Big Picture”

Mutual Ministry is the “caring for those who are our servant-leaders.” It is also “the equipping and supporting of all baptized members so that they can, in turn, carry the gospel into the world and into the church.” It developed from the idea of what Luther referred to as the “mutual conversation and consolation among Christians.”

2 - The primary purpose of the Faith Mutual Ministry Team is to affirm and strengthen the mission of the congregation and the ministry of the rostered leaders (Pastor, Diaconal Ministers and Associates in Ministry) in the ELCA congregation.

This is done though:

Listening and clarifying

Sharing and communicating

Reviewing and reflecting

Expected benefits:

1 Develop open communication about the expectations, attitudes, and concerns within the congregation, the community, and the staff.

2 Identify early warning signs of misunderstandings.

3 Become a “Listening Post” for pastor and people.

4 Serve as a group where the pastor and staff can test new ideas.

5 Be a “sounding board” in times of personal, professional stress.

3 – What the Mutual Ministry Team is NOT:

It is not a personnel committee. It is not a personal complaint department, nor is it a personnel complaint department. Items such as; hymn selections, building temperature settings, church brunches, etc. should be addressed by the appropriate church council committee.

Further, the Mutual Ministry Team does not set policies for the Church Council nor for the church in general. Instead, the Mutual Ministry Team may develop recommendations and

forward these recommendations to the Church Council or other appropriate committees for their review.

4 - How is the Mutual Ministry Team appointed?

The Mutual Ministry Team will consist of (5) members. The pastor is a full member of the Mutual Ministry Team with no restriction as to term length. The remaining (4) positions will be (2) year terms beginning at the start of the calendar year with (2) changing on odd years and (2) changing on even years. After completing a (2) year term, the individuals leaving the team will not be eligible to be on the team until they have been off of the Mutual Ministry Team for a minimum of one full year.

The Mutual Ministry Team members are selected by the church council president and pastor. They are not elected by the church council or the church members. The (4) members of the Mutual Ministry Team should be capable of representing a broad cross-section of the members of the church.

5 - Church Council Interface Mutual Ministry Team members, other than the Pastor, will rotate attending the monthly church council meetings.

6 - Accountability to One Another An important part of mutual ministry is handling sensitive information. Mutual Ministry Team members are accountable to one another for maintaining discretion and confidentiality when personal information is shared during a meeting. The team must understand that confidentiality is essential. From time to time certain information may be shared during a meeting that cannot be shared outside the group unless permission is clearly given by the one who has shared it.

7 - Possible Mutual Ministry meeting content:

· Group Ministry devotions

1. The reading of an appropriate or seasonal passage of scripture and sharing personal highs and lows for the benefit of the team.

· Occasional check-up focused on the pastor (quarterly)

Pastor, what are things like for you & your family? Pastor, what are you exploring in your annual continuing education and are you preparing in advance for the next sabbatical? Pastor, what are your relationships with colleagues and other rostered leaders like?

· Discussion of any issues

1. Are we listening closely enough to hear what is being said?

2. Can we see where change is needed?

3. How can we continue to build up the Body of Christ in the Church?

4. What is our plan to be accountable to each other and to the Body of Christ in this church and this synod?

· “Go in peace. Serve the Lord.”

1. Are we collectively OK with the way the team is evolving?

2. Pray for the pastor, the Mutual Ministry Team, and the congregation, their relationship with one another, and their mutual ministry in the Mission that Christ has given us to share with the world.

8 - Hoped for outcomes..

1. Affirmation (i.e. celebrating what God is doing in our midst... with JOY!).

2. Helpful feedback and critique that improves the ministry in Christ’s name through this pastor and this congregation.

3. Support during times of stress or change.

4. Spirit-filled brainstorming.

5. Strengthen our relationship with Christ by putting Christ at the center of our lives.

6. Putting Joy in working, serving, and living together in Christ.