

# Christ Lutheran Church (CLC) Call Committee Minutes

Thursday, October 14, 2021 5:45 pm-6:45 pm

Call Committee Present: Sharon Ammerman, Chris Dubak, Julie Lange, Martin Morud, Paul Nasvik (alternate), Kevin Noeldner, Karen Nork, Berit Strom, Sarah Warren

Call Committee Absent: Berit Storm

Meeting called to order at 5:48pm by chairs, Martin Morud and Sarah Warren. Quorum established with 9 of 9 present. No minutes to review. Introductions for Pastor Randy Olson. Martin gave an overview of what the call committee has done thus far and reviewing the idea to call a redevelopment pastor. Our community is growing with the following data as of January 1, 2021:

- Village of Somerset 3,015 (approximately 2,075 are 18+)
- Town of Somerset 1,220 (approximately 732 are 18+)

Discussed Trinity Lutheran being involved with sharing their gifts and developing a strong relationship. It could have a stabilizing effect on our congregation, and we hope to share our gifts with them. Pastor stated formal contracts developed too far in advance hinder the relationship between congregations. The hope is the congregational relationship would grow into something.

Call committee wants to focus on a redevelopment trained full-time pastor and build an anchor church relationship with Trinity Lutheran. CLC is the only Lutheran church in Somerset with accepting doctrines.

Pastor Randy encouraged the next task of completing the MSP to revitalize and open up a new chapter within this congregation. Goal is to get the MSP submitted quickly.

Focus on CLC's mission and vision for ministry, pastor expectations, being transparent about challenges.

A development pastor becomes connected in many ways to the community – everybody in the community will get to know of the pastor, someone who can connect in the crossroads of the community. CLC would support, encourage, and celebrate with a pastor to network in the community with the goal to model ministry in the community and not to get more membership.

Coming out of COVID, every congregation is wondering how we change in this new world. The great resignations were on the news lately and Pastor Randy is watching to see if pastors are feeling fatigued because of COVID and looking at retiring. Seminary is full with much more financial support and dynamic paths to get a seminary degree. It's easier to get a pastor here because of location to the Twin Cities. We need to express the requirement to have them live in the Somerset School District if this is what we want.

Kevin stated our current budget would be challenged with a full-time pastor. It's been challenging with a part-time pastor too. Previous pastor contract was 3 years. Operating annual budget \$120,000.

Pastor Randy said general rule of thumb for FT is \$200,000 annual operating budget, and \$100,000 for pastoral ministry; health care is expensive. CLC has no debt and an endowment fund which are positives.

Concerns with CLC feeling tired, needing energy, and needing leadership. CLC would look for a pastor who is a hard worker, preach/lead worship/meetings, pastor needs work-life-balance too, 50hrs is reasonable/pastor finds joy/pastor feels supported.

Pre-COVID attendance 50-60 people; 5 new members annually. Martin and Julie like that CLC was a smaller congregation, yet we understand the need to reach more people. People need purposeful belonging and connection. We need more to sustain the ministry.

Original: 10/14/2021

Revised: 10/21/2021

About to have 20 synodical pastors within the ministry (lay school of ministry, have basics, authorized by synod to serve in one location only) who serve small membership churches who can't afford a part-time pastor. Pastor Randy is not recommending it, just sharing another option. The call committee's work is of discernment.

Pastor Randy worked with a congregation with several options, but thought the other congregation only had 2 realistic options. We didn't expect they would call a revitalizing full-time pastor, but they did. It's up to the call committee to move in the direction we feel CLC should go.

Sarah says we need to be honest with our congregation and tell them what we need to be able to call a full-time pastor. Pastor Randy stated they were in the middle of a call with another church and the candidate found out the church was going to take from their savings and backed out. Be mindful of how CLC words things.

One option/consideration is does CLC draw from the reserve to make this a full-time role in the future? Possibly start part-time with full-time being a goal.

Pastor Randy has served both financially challenged and not financially challenged congregations and noticed it was less stressful for the pastor/congregation to have financial stability. Every congregation is facing challenges which is not out of the norm.

Once the call committee has drafted the MSP, Pastor Randy will review the MSP with us to help understand what we are looking for. Once the MSP is submitted, the call committee waits for names (roughly 4-8 weeks). Usually, Pastor Randy likes to give three (3) names, but may give two (2) names if they are a good fit right away. Goal to give more than one (1) name for a call. It's a different process for an interim.

If we do look at having a two-point parish with one pastor, some pastors like the variety (CLC had this with Burkhardt for over 30 years). If the call committee went this route, we would develop a parish agreement between the two to meet the needs of each church, but find joy with sharing in the partnership of another church.

Knowing our conversation with Trinity and that we are working on MSP, the call committee should ask: what do we need to do in 6 months?

Advice about daycare/preschool, what is important to know? Does CLC have the capacity to do this well? Does CLC see this as mission/ministry?

Does your internal radar see CLC calling a part-time or full-time pastor in the next 6-12 months? Pastor Randy would see a part-time pastor with potential for growth down the road. Paperwork which is honest, capturing strengths, visions, hopes, and where CLC's challenges are.

Sharon stated a 2/3-time pastor would be best because we need more than 20hrs, but it's hard to afford full-time.

Next meeting's agenda, work on the MSP. Next two meetings are scheduled:

- Thursday, October 21, 2021 from 5:45pm-6:45pm
- Thursday, November 4, 2021 from 5:45pm-6:45pm.

Closing prayer.

Meeting adjourned at 7:13 pm.

Respectfully Submitted,

Julie Lange