

Christ Lutheran Church (CLC) Call Committee Minutes

Thursday, November 11, 2021 from 5:45 pm-6:45 pm

Call Committee Present: Sharon Ammerman, Chris Dubak, Martin Morud, Kevin Noeldner, Karen Nork, Berit Strom

Call Committee Absent: Julie Lange, Paul Nasvik {alternate}, Sarah Warren

PART III - LEADERSHIP NEEDS (page 7 of 10 in the Sample Ministry Site Profile)

Gifts for Ministry

Top Five Essential Gifts

- Help people develop their spiritual life.
- Build a sense of community among the people with whom he/she works.
- Help others develop their leadership abilities and skills for ministry.
- Work regularly in the development of stewardship growth.
- Be able to share leadership and work in a team.

Top Five Very Helpful Gifts

- Be active in the visitation of members and non-members.
- Be effective in working with children.
- Organize people for community action.
- Bring joy and good humor to relationships.
- Be able to use technology and media.

Mutual Expectations

- A. Build a sense of familiarity and community by living in or near Somerset and the surrounding areas.
- B. Assist with stewardship growth and stabilization.
- C. Provide meaningful worship services that attract and engage families.
- D. Join hands with existing community members to increase community engagement. We want to be an essential part of Somerset and the surrounding areas.
- E. Be comfortable with technology as an essential tool of modern ministry.

Five ways our congregation will support the pastor

- A. We will show up, be physically and mentally present and engaged, and verbally supportive. Individually, we will facilitate growth by encouraging our friends and family to attend.
- B. Encourage continued fiscal responsibility of council and encourage stewardship.
- C. Accompany pastor out in community, engage in team efforts outside of the church.
- D. Utilize existing ministry teams such as worship, music, altar guild to ensure that services run smoothly and provide a meaningful experience. We will use the ministry teams to support pastor's goals and objectives as a team.

- E. We will be open-minded and give pastor the freedom to develop services and use new ideas. He/she will not be not starting from scratch, but with existing ministry teams in place for support.

Compensation

Discuss compensation. We have typically paid 100% health benefits, but depends on pastor's situation. Kevin discusses defined compensation. Need to research current synod benefit guidelines concerning housing allowance and wages. Our church is typically lower than synod recommendations. Need to seek counsel guidance. Hiring a full-time pastor would require prior approval. Next steps? Marty will call soon about health packages and talk to Donnie K. about possibly appearing at a future meeting to discuss the budget.

The next meeting is scheduled for November 18th, 2021 at 5:45 p.m.

Respectfully submitted,
Chris Dubak

Original: 1/19/2022

Revised: N/A