

Christ Lutheran Church (CLC) Call Committee Minutes

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

Call Committee Present: Sharon Ammerman, Chris Dubak, Martin Morud, Karen Nork, Sarah Warren

Call Committee Absent: Julie Lange, Paul Nasvik {alternate}, Kevin Noeldner, Berit Strom

Work Session, no quorum established.

PART II - PURPOSE, GIFTEDNESS AND MISSION (page 6 of 10 in the Sample Ministry Site Profile)

Purpose: Per our current Strategic Plan: "Sharing God's Love with Hearts and Hands". Discussed that tagline came into use around 2010-2011? Discussed lack of depth for this answer. Need to add current examples such as Ocky's Angel Fund, Endowment Committee, numerous WELCA contributions both financial and practical, Community Life events, etc.

Giftedness: top three assets

1. Our people! Open, loving, dedicated volunteers.
2. Endowment fund and debt-free building.
3. Significant anticipated growth in the surrounding community.

Obstacles: We need to be honest about our obstacles, transparency is very important. We cannot expect any one person to swoop in and save us. We need to practice team ministry to avoid over-burdening our pastor.

1. Negative cash flow is certainly an obstacle.
2. We're not growing at the same pace as Somerset. We are missing this potential growth opportunity. Discuss the formation of a welcome committee.
3. Stability in leadership has been an obstacle.

Mission: top three strategies:

1. Respond to humanitarian needs in our local community.
2. Stabilize and strengthen stewardship program in order to grow the congregation.
3. Nurture faith in all by proclaiming God's saving grace.
4. Encourage creative sources of income; possibly using the building to create additional streams of revenue.

The Committee skipped the references portion for a later date.

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

Roster Type: We tend to prefer Minister of Word and Sacrament and we would possibly consider a first call pastor. We want someone relatable. We feel the work-life balance is very important.

Preferred language proficiency is English.

The committee discussed experience and debated if we should check all of the boxes? How does that portray us? Discussion ensued.

Top Five Ministry Tasks

- Innovation/Creativity
- Pastoral care and visitation
- Recruit and equip leaders
- Building a sense of community
- Preaching/Worship
- Self-care/Family life
- Spiritual formation/Direction
- Stewardship

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.

Brutal honesty may work! We need to invite our new pastor and their family to “come as you are and live your best life.” Discussed importance on pastor’s work-life-balance and team ministry. Stewardship growth is the result of the things we do as ministry leaders. Focus need not be on money but on growth of our congregation in faith.

Next meeting is scheduled for Thursday, November 11th, 2021 at 5:45 p.m. We will discuss pages 8 through 10 of the MSP.

Respectfully Submitted,
Chris Dubak

Original: 1/18/2022

Revised: N/A