

“Partners in Faith Lutheran Parish”



❧ *A Trinity & Faith Lutheran Partnership in
Sustainability and Vitality*

Partners in Faith



Our Mission Statement:

- ✧ The mission of Partners in Faith Lutheran Parish shall, through Shared Ministry, strive to bring God's Word to our communities by working together towards sustainability and vitality and sharing our time and talents, thereby growing in our Faith in Jesus Christ through God's ever-present Grace.

Identity



- Each congregation will maintain its own identity as it now exists as a member of the Evangelical Lutheran Church of America and will be encouraged to participate in events of the Northwest Synod of Wisconsin

Worship



1. One bulletin for the parish may be prepared by the parish secretary and pastor and/or worship committee.
2. Scheduling of all worship services and occasional services Thanksgiving, Advent, Christmas Eve/Day, Lent and Easter will be done by the parish council with recommendation by the parish worship committee.

Worship Times



- | | |
|--|---------|
| ☞ Faith Lutheran Sunday Worship. | 9:00am |
| ☞ Trinity Lutheran Sunday Worship. | 10:30am |
| ☞ Ash Wednesday. One Church. | 6:30pm |
| ☞ Lenten Suppers. One Church in Rotation. | 5:30pm |
| ☞ Lenten Service. One Church in Rotation. | 6:15pm |
| ☞ Maundy Thursday. One Church in rotation. | 6:30 |
| ☞ Good Friday. One Church in Rotation. | 6:30pm |
| ☞ Easter Sunday Sunrise Service. Faith Lutheran. | 6:30am. |
| ☞ Easter Sunday. Faith @ 9am. Trinity @ 10:30am. | |

Worship Times (cont.)



- ❧ Months with 5 Sundays. 10am Pot Luck at one church in rotation. Who doesn't like a pot luck?!!
- ❧ Thanksgiving Service. Tuesday Before Thanksgiving @ one church. 6:30pm.
- ❧ Christmas Eve Services.
 - ❧ Trinity @ 3:30pm
 - ❧ Faith Lutheran @ 5pm @ 7:30pm

Property



1. Each congregation will retain ownership of its church property.
2. Each congregation is responsible for its own building maintenance.

Individual Congregations



1. Each congregation will have its own budget for activities that it will do alone, and its own church council to make decisions for the congregation.
2. The records of the individual congregations shall be maintained and remain in the individual congregations.

Council Structure



The Parish will have a council that will consist of...

1. Three representatives from each member congregation. One member shall be from the council of the individual congregation and the other two can be either from the council or member at large.
2. Term on Parish council will be two years and no member can serve more than two consecutive terms.
3. Terms of each council member will be staggered so that one new member from each congregation is appointed each year.
4. Pastoral staff has a voice but no vote.
5. Roberts Rules of Order are encouraged.

Financial



Fiscal year – Feb. 1 to Jan. 31

1. The parish council will appoint a treasurer at the beginning of each new fiscal year.
 - a. The treasurer's term limit is set by the council.
2. Expenses will be divided proportionately among the congregations based on the average worship attendance of each congregation from the previous year.
3. 1/24 of the shared expenses will be paid on the 10th and 25th of each month to the parish account.
4. The treasurer will be responsible for paying the parish expenses approved by the parish council.

Shared Costs



- ❧ Pastor Salary & Benefits
- ❧ Secretarial Position
- ❧ Digital Media Personnel
- ❧ Treasurer
- ❧ Mileage
- ❧ Supply Pastor
- ❧ Musicians
- ❧ Office Supplies
- ❧ Workman's Comp
- ❧ Pastor continuing education & professional develop.

Shared Costs (cont.)



- œ Shared costs shall be based on church attendance.
- œ Current balance is...
 - œ 64% Faith Lutheran
 - œ 36% Trinity Lutheran
- œ Shared percentage shall be reviewed, and adjusted if necessary, on a yearly basis.

Parish Budget



Partners In Faith Preliminary Budget

	Max. Parish	Min. Parish	
Pastor Salary and Benefits*	\$ 110,000.00	\$ 98,000.00	
Secretarial Position**	\$ 18,720.00	\$ 18,720.00	
Digital Media Personnel***	\$ 6,000.00	\$ 2,000.00	
Treasurer	\$ 2,000.00	\$ 2,000.00	
Mileage	\$ 2,000.00	\$ 2,000.00	
Supply Pastor	\$ 1,600.00	\$ 1,600.00	6 Sundays @ \$200 for both services & mileage.
Musicians	\$ 4,500.00	\$ 4,500.00	\$75 for both services. \$60 for 1 service.
Office Supplies	\$ 2,000.00	\$ 2,000.00	
Workman's comp	\$ 300.00	\$ 300.00	
Pastor Cont. Ed & Books	\$ 1,800.00	\$ 1,800.00	
Total Parish Budget	\$ 148,920.00	\$ 132,920.00	

* Pastor salary and benefits is calculated as per Erin Nelson's recommendation. This number is on the high side to allow for some flexibility. This is about \$12,000 higher than Faith's current pastoral package.

** Secretarial position would be shared between the two churches. Most of the work on the bulletin would be commensurate between Faith and Trinity with special events and announcements being the exception. Envision 1 day a week for the secretary at Trinity.
\$18,720 based on 24hrs/wk @ \$15/hr.

Parish Council Responsibilities



1. Elect a president/vice president/secretary from within the council
2. Appoint treasurer
3. Set worship schedule for regular weekly worship and holidays at each congregation in conversation with pastor
4. Call and supervise pastor
5. Recommend annual budget
6. Establish committees as needed: education, worship, congregational care

A quorum is 50% of council members and/or at least one council member from each congregation. Action requires 2/3 vote to pass.

Parish Council Duties



1. The President will:
 - a) Preside at all meetings
 - b) Schedule quarterly meetings
 - c) Call special meetings as needed
2. The Vice President will:
 - a) Preside in the absence of the president.
3. The Secretary will:
 - a) Keep records of all proceedings
 - b) Make minutes available to members
4. The Treasurer will:
 - a) Oversee the deposit of all money
 - b) Pay all expenses approved by the budget and council
 - c) Maintain financial records and prepare reports for the council meetings
 - d) If there is a lapse or an anticipated lapse in payments to the parish treasury, the treasurer shall ask for a Parish Council meeting with the affected congregation's council.

Calling a Pastor



1. The parish council will establish a call committee.
2. Each congregation will have two members on the call committee.
3. The call committee will recommend a pastoral candidate to the parish council.
4. The parish council will work with the recommended candidate to come to an agreement on a salary package. Assuming an agreement is reached, the parish council will submit that candidate for congregational votes.
5. Each congregation must approve the candidate according to their constitutions. The votes should happen on the same day.
6. When approved Faith Lutheran Church will extend the call on behalf of the parish.

Other Congregations



1. Congregations who wish to join the parish will make written request to the parish council
2. 2/3 majority vote of the parish council is required to add a congregation to the parish.
3. Congregations that wish to terminate membership in the parish need to contact the parish president in writing four months before the end of the fiscal year.
4. Termination will be effective on February 1st

Business Office Location



- ❧ Principle business office will be at Faith Lutheran Church.
- ❧ Secretary will spend 1 day per week at Trinity.

But What About Pastor?



- ❧ The calls of the current pastors will end at the signing of the parish agreement.
- ❧ A new call will be formed.
- ❧ Chris and/or Tamra can apply and interview for the new call.
- ❧ Pastor may live in the community of their choosing.
- ❧ Pastor will divide time between congregations corresponding to shared agreement of 64% Faith and 36% Trinity. This shared time should not be considered an absolute but rather as a guidance.

Interim



- ❧ An interim plan for the pastors will be established after parish agreement is signed.
- ❧ This interim agreement will be dependent upon the decisions of the current pastors and the churches they represent.
- ❧ Interim agreement may consist of any length of time but 6 months is considered “standard”.

Parish Formation Team



- ❧ Marla Prytz (Trinity Lutheran)
- ❧ Randy Bina (Trinity Lutheran)
- ❧ Cindy Lammers (Trinity Lutheran)
- ❧ Russ Hulback (Trinity Lutheran)
- ❧ Colleen Hillskotter (Faith Lutheran)
- ❧ Dale Nelson (Faith Lutheran)
- ❧ Annette Hoffman (Faith Lutheran)
- ❧ Neil Hoffman (Faith Lutheran)
- ❧ Chris Sesevold (Pastor – Trinity Lutheran)
- ❧ Tamera Harder (Pastor – Faith Lutheran)
- ❧ Erin Nelson (Northwest Synod)

Applause and Cheering



End of slide show