

Goals for Building Area Ministry Teams
in South Central North Dakota
May 2022

Atonement, Jamestown
Christ the King, Ellendale
Emmanuel, Gackle
English, Medina

Immanuel, Jamestown
St. John's, Jamestown
Trinity, Jamestown
Zion, Kulm

Goals will be in each of these areas

- Core Personnel
- Sharing Resources
- Recruit and Equipping Lay Leaders
- Marketing
- Administration and Support
- Expand Area Outreach
- Necessary Commitment

Goals will be **SMART**

Specific
Measurable
Attainable
Relevant
Timely

Timeline for Accomplishing the First Set of Goals

Tuesday, May 24 6:00 pm Zoom call to identify the first and possibly later sets of goals

Between May 25 and June 30 – each congregation council decides

- a) whether the council supports the first set of goals
- b) how the congregation will be invited to show their support for the goals
 - 1) can be a formal meeting and vote
 - 2) can be an informal meeting and show of hands
 - 3) can be a series of informational meetings
 - 4) other

By July 15, all congregations ready to support the first set of goals will begin the implementation steps (see next pages)

By August 20, calling and hiring teams will be formed and have a meeting scheduled with Pastor Brad Skogen (for calls) or leaders to be named from Atonement/Trinity (for hiring Director of Youth and Family Ministries)

On September 1, Area Ministry Teams will begin functioning for the next year

At January 2023 Annual meetings, congregations formally agree to participate in the next two years of this process working toward the next set of goals

First Set of Goals

- Core Personnel

By August 20 –

English and St. John's will each select 3 members to serve on a joint call committee to seek an additional pastor to serve the two congregations with Pastor Erik Weber and be supportive of building area ministry teams. One of the specific areas of experience and responsibility for the pastor will be teaching confirmation classes. The ideal candidate will live in the parsonage in Medina. The team will have a meeting scheduled with Pastor Brad Skogen to start the call process.

Zion, Christ the King, Emmanuel, and Immanuel will each select 2 members to serve on a joint call committee to seek an additional pastor to serve with Pastor Lucinda Lien in this area and be supportive of building area ministry teams. One of the specific areas of experience and responsibility for the pastor will be visitation. The ideal candidate will live in the parsonage in Kulm. The team will have a meeting scheduled with Pastor Brad Skogen to revive the call process that Zion began.

Note: if these four congregations decide to work in a different combination for this call process, that is fully within their discretion.

Atonement and Trinity will each select 3 members including one high school sophomore or junior from each congregation to hire a Director of Youth and Family Ministries to coordinate youth ministries for the whole area and be supportive of building area ministry teams. One of the specific areas of experience and responsibility will be equipping parents and other authentic, attentive, active adults to be primary chaperones and leaders for local youth ministry. This role will involve communication with the leaders and with the youth and families about opportunities for youth. This role may also include teaching confirmation classes in several congregations. This team will have a meeting scheduled to prepare a posting for the ELCA Youth Ministry Network jobs board. Depending on the interest from Emmanuel in Gackle and which congregations participate in this area ministry, the candidate may be invited to live in the parsonage in Gackle.

- Sharing Resources

By September 1

Build a shared resource “Treasure Chest” (see Administration and Support section)
The Treasure Chest will have an electronic place which all congregation can access for these resources. A team of people from at least four congregation will be assigned to build the Treasure Chest. The Treasure Chest will be live by November 1 or earlier. It will be in a format that can be added to.

Sunday School resources available for all congregations to access by August 1.

- Recruit and Equip Lay Leaders

By July 15, each congregation shall recruit members willing to serve in the following types of roles: formal SAM process, local lay preacher, local worship leader, local visitation. Each of the current pastors will be responsible for training and mentoring one of these groups.

By August 20, each group and their mentor will have a training/mentoring plan in place and begin working toward on-going training and support for these local leaders.

By September 1, the first leaders who are ready will begin serving in their home congregations.

By January 1, 2023 leaders who are ready will be available to serve beyond their home congregations according to a mutually agreed upon schedule.

- Marketing

By September 1

1) Marketing connected with recruiting core staff. Common language will be developed for how to talk about this partnership in the call paperwork. A shared video may be produced and ready to share when call paperwork is live. Call process teams are responsible for recruiting who will make the video.

- Administration and Support

By July 20, the names and contact information for all immediate family members of youth 6th-9th grade who will be invited to participate in the confirmation classes at English, St. John's, and any other congregations wishing to participate will be sent to Trinity for entry into the REALM database (Excel format to be provided.) REALM is a tool for group communication and can replace both Remind and MailChimp for large group messages.

By August 1, the Medina-Streeter Parish Account will be closed OR repurposed as an account that can handle joint expenses for the area ministry as needed.

If the existing account is closed, a new account will be opened for the area ministry.

By August 1, a financial administrator will be hired to handle the joint expenses for the area ministry. (hours and rate of pay will be determined by number of monthly transactions)

By August 1, a Google Business account (or other appropriate platform) will be opened to serve the shared communication needs of the area ministry.

By August 1, a resource network posting needs and available resources will be visible to all staff and key lay leaders through the Google Business account (or other appropriate platform). (See Sharing Resources "Treasure Chest")

Throughout the summer, pastoral leaders will continue to meet on Zoom and at times in person for mutual support and coordination of shared ministries.

By August 1, a schedule for who is at which congregation at what time will be visible on the resource network. Multiple roles may be served by the same person. The schedule will run from September 1 – December 31, 2022.

Preacher Communion Leader (if needed) Worship Leader Musician

By October 1, a similar schedule will be posted for January 1 – May 31, 2023

- Expand Area Outreach

By November 1 Explore what is happening already. (Example, people who no longer live in Ellendale help sew quilt tops. People who live in Ellendale but are not members of Christ the King help with the quilting group.)

By November 1, identify who is at the table with the Ministerial Associations in each community?

For 2023, identify areas for outreach expansion, and teams that can run with those areas.

- Necessary Commitment

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 - 1) can be a formal meeting and vote
 - 2) can be an informal meeting and show of hands
 - 3) can be a series of informational meetings
 - 4) other

By July 15, all congregations ready to support the first set of goals will begin the implementation steps

By July 15, all congregations ready to support the first set of goals will appoint one member who is committed to building area ministry teams who will be the local coordinator for shared communication (if this were a board, they would be the board member)

Between May 25 and June 30 – each currently serving pastor decides

- a) whether the pastor is willing to serve with these area ministry teams
- b) which area of training and mentoring is the pastor willing to lead: formal SAM process, local lay preachers, local worship leaders, local visitation

By July 15, all pastors ready to support the first set of goals will appoint one pastor as the local coordinator for shared communication (if this were a board, they would be the board member)

What does this cost?

By August 1, a proposed budget and expected contributions for the periods from September 1 – December 31, 2022 and for January 1 – February 28, 2023 will be developed by the team of local coordinators. Congregation Councils will approve the budget or determine that additional congregational approval is needed. If a pastor is called to serve prior to February 28, the approval process for the compensation package for the pastor will be included in the official call process votes.

By October 1, a proposed annual budget and expected contributions from each congregation for the period from January 1 – December 31, 2023 will be developed by the team of local coordinators. Congregations will approve the budget during their annual meetings.

Anticipate a starting cost of \$50 per month per congregation to pay for shared resources such as website, and other administrative needs. This does not include personnel costs which will be determined as people are called/hired.

Recommendations

The recommendations from the Discernment Process Planning Team center around common goals instead of an organizational structure.

Based on the responses from the eight congregations, neither of the organizational structures as presented completely met the expectations of the congregations.

By starting work toward common goals, it is expected that additional clarity about what type of organizational structure will best meet the needs of the congregations will emerge over time.

Requests made to the Eastern North Dakota Synod

- 1) Pray for the congregations of South Central North Dakota.
- 2) Accept the work done since October 2021 as fulfilling the expectations of work needed for a call committee to begin receiving names of candidates for call.
- 3) By August 20, schedule meetings with Pastor Brad Skogen and the two call committees noted above to start or revive the call processes described.
- 4) When a ministry site profile is prepared or reviewed by the call committees, provide names of candidates who meet the qualifications.
- 5) Provide training for SAMs and support the local training provided by currently called pastors for lay preachers and worship leaders.
- 6) Accept the local agreements instead of formal parish agreements during the months/years when an appropriate organizational structure is being developed to best meet the needs of the congregations.
- 7) Inform the local coordination team about appropriate grants that may be available.
- 8) Meet with the local coordination team by Zoom at least twice during the coming year.