

## **Churches Together**

12/18/18

### **How Did This Happen?**

Both Zion Lutheran and Redeemer Lutheran care deeply about the spiritual health of young people and their families

This proposal is the result of two meetings. The first was held with the president of RLC, their pastor and with Zion's president, Pastor Ale, and I. The first meeting was called to see if there would be interest in doing mutual ministry with our young people by sharing a staff person.

The group decided that there was interest in moving ahead.

At every stage, Trinity Lutheran has been invited. At present they do not wish to participate. They are and will continue to be fully informed. If at some point they do wish to participate, that can certainly be negotiated, and they are welcome.

The second meeting included the treasurers from each congregation. The focus was to design a remuneration package substantial enough to attract qualified candidates. The salary range is as large as it is to accommodate varying education and experience levels.

### **Rationale**

A staff person dedicated to ministry with youth and families has long been part of the ministry at Zion. Both congregations have a long and rich heritage of youth ministry.

Especially at Zion, building on the success of our large and growing Sunday School is a mission opportunity.

### **How would we share?**

Much of what has been done previously will continue. Some aspects of shared youth ministry will be new. Considerable freedom to develop an appropriate new program of youth ministry will be given to the new person.

### **Supervision**

Pastor Cory and I will do week to week supervision. A combined Youth Board will be formed to offer ideas, help, and encouragement.

Bishop Wohlrabe is fully informed. He supports this effort and volunteered to give us a list of qualified people who may we wish to interview.

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## **Youth Ministry Proposal**

**Summary:** In the era of diminishing church size, congregations are challenged with balancing growth of congregation participation and thus supporting the mission with having securely funded mission activities to support the spiritual growth of its congregation. The investment of precious resources calls for creative partnerships that recognizes each church's autonomy and celebrates their combined unity.

### **Statement of Need:**

Zion Lutheran Church (ZLC) and Redeemer Lutheran Church (RLC) have both experienced a drop in the congregation attendance and a drift of young family spiritual participation.

Decreased participation is directly related to the congregation's ability to support varied ministries in general and youth ministry specifically.

### **Project Description:**

1. ZLC and RLC have already begun steps toward resource collaboration and management to support the congregation's spiritual growth. Partnering to provide Vacation Bible School with Pathways has been a positive interaction for the youth. We found out that the venture was relatively painless.
2. We feel it is time to grow the collaboration further with the pursuit of a joint Youth and Family Ministry.
3. The process would include the approval of the two church congregations to develop a joint committee to define needs, roles and resources; begin a search for a candidate; with the qualified candidate innovatively design and implement the ZLC and RLC Youth Ministry.

### **Budget Analysis:**

Salary Range:	\$44,000 to \$50,000
Benefits:	\$10,000 to \$15,000 (Insurance, retirement match, etc)
Mileage Reimbursement:	\$250
Continuing Education:	\$250
Payroll tax match:	\$3,400 to \$3,800
Total Annual Cost:	\$57,900 to \$69,300

**Conclusion:** ZLC and RLC have history in successful collaboration to bring ministry opportunities to their joint congregations to enhance spiritual growth. They come to the table now with the willingness to pursue this next level of partnership. A question comes up "What if the Youth and Family Ministry grows so that the volumes of families drawn to prayerful participation in our church ministries makes it difficult for one Youth Minister to manage?"

**That's a problem we would joyfully embrace.**