

Shared Ministry Covenant

between Redeemer Lutheran (Boise, ID) and Grace Lutheran (Horseshoe Bend, ID)

Edited as of August 10, 2016

General Understandings:

1. This covenant shall run from January 1, 2017 through December 31, 2018.
2. Each congregation shall maintain its own identity, corporate structures and its own program of activities.
3. Grace Lutheran (Horseshoe Bend) agrees to pay a base compensation per month and ½ of the anticipated mileage the pastor will incur with two trips to Grace per week.
 - a) 2017: \$1785 (approximate)
\$1650...Base Compensation (24% of Pastor's salary, housing, supplies, benefits, cont. ed., and FICA from 2016)
*\$..... ½ anticipated mileage of two trips/week (58 miles round trip (Grace to Redeemer) * 2 trips week * (IRS 2017 Rates) \$./mile * 52 weeks / 12 months / 2 churches)*
 - b) 2018: \$1700 (base) + ½ anticipated mileage of two trips/week at prevailing IRS rates
Redeemer Lutheran (Boise) agrees to cover the pastor's costs associated with Synod Assembly and Bishop's Convocation.
4. The pastor and each church council shall strive to promote greater cooperation between each congregation and work to provide the best possible ministry.
5. The pastor shall:
 - a) lead worship each week at both congregations (with agreed upon times listed in Appendix A)
 - b) lead special services at both congregations (with agreed upon times in Appendix B)
 - c) support each congregation's traditions (agreed upon in Appendix B)
 - d) spend a workday in Horseshoe Bend primarily on Tuesdays (with flexibility to attend to pastoral emergencies or pastoral responsibilities)
 - e) provide basic pastoral care for both congregations
 - f) be guided by agreement with Redeemer in regards to time away (see Appendix C)
6. Each congregation shall secure pastoral supply during pastoral absences.
7. A Partnership Team shall be formed to be used as needed and shall:
 - a) consist of three members of each congregation, one of which shall be a member of the church council.
 - b) meet as needed, but not less than quarterly, either in person, electronically or in conference call.
 - c) assist in the communication between congregations, which may include newsletter articles for each church.
 - d) provide a listening post for questions, concerns, joys, etc. that congregation members may have.
 - e) provide minutes of their meetings to each church council.

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8. There will be a joint council meeting between the churches each July that will include the partnership team.
 - a) Odd years – informal review of the covenant.
 - b) Even years – discuss the covenant and if there is no council dissent at the meeting and ½ the council is present from both congregations, the covenant automatically renews for another two years. Should there be dissent or lack of quorum a more formal renewal process will be defined at the joint council meeting.
9. Should a sabbatical wish to be taken by the pastor, the pastor will follow the guidelines laid out in the Sabbatical Policy (see Appendix D). The churches will assist the pastor in expenses associated with the leave by creating a sabbatical fund account. Redeemer shall provide \$4000 and Grace shall provide \$1000.

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Adoption:

This agreement shall be in effect upon its approval by each church either by council or congregational vote.

Amendments:

Amendments to this “Shared Ministry Covenant” agreement shall be in effect when approved by a majority of each elected church council, voting at a properly called meeting.

Dissolution of Agreement:

This agreement will be considered null and void, if and when Redeemer’s current pastor’s call is terminated in accordance with C9.05 of the Constitution of the Evangelical Lutheran Church of the Redeemer (Redeemer Lutheran Church).

Or, if a situation arises in which alleged local difficulties imperil the effective functioning of either congregation or pastoral ministry the bishop of the Eastern Washington/Idaho synod will be notified. The bishop may form a committee of two ordained ministers and one lay person to endeavor to hear from all concerned persons, after which the bishop (together with the committee—if a committee is used) shall present their recommendations first to the pastor and then to the two councils at a joint council meeting. The recommendations of this group must address whether the covenant should come to an end and, if so, may suggest appropriate severance arrangements. The bishop’s committee may also propose other actions that should be undertaken by either congregation and by the pastor, if appropriate. If the pastor and congregations agree to carry out such recommendations, no further action need be taken by the synod.

If either party fails to assent to the recommendations of the bishop’s committee concerning the covenant, the covenant may only be dissolved at a legally called meeting after consultation with the bishop, either (a) by a two-thirds majority vote of the voting members present and voting where the bishop and the committee did not recommend termination of the covenant, or (b) by a simple majority vote of the voting members present and voting where the bishop and the committee recommended termination of the covenant.

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APPENDIX A – WORSHIP TIMES

First Sunday after Labor Day through the Sunday before Memorial Day

Redeemer Lutheran Worship Times on Sunday

8:30am - Worship

9:30am – Fellowship/Education

10:30am - Worship

Grace Lutheran Worship Times on Sunday

11:30pm – Fellowship (Pastor will not fully participate)

12:30pm – Worship

The Sunday of Memorial Day weekend through the Sunday of Labor Day weekend

Redeemer Lutheran Worship Times on Sunday

9:30am – Worship

10:30am – Fellowship (Pastor will not fully participate)

Grace Lutheran Worship Times on Sunday

11:30am – Worship

12:30pm – Fellowship

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APPENDIX B – SPECIAL SERVICES/TRADITIONS

Grace

Annual Meeting (February following worship)

Spring Bible Study (Mar-Apr)

Ash Wednesday (odd year pastor will lead, even year pulpit supply)

Maundy Thursday (even year pastor will lead, odd year pulpit supply)

Good Friday (led by congregational leaders)

Easter Breakfast (during fellowship time)

VBS (3rd week in June)

Congregation Retreat at Luther Heights (Sept.)

Confirmation & Senior High Camps (Sept-Oct)

Fall Bible Study (Oct-Nov)

Christmas in the Stable (2nd Saturday Dec)

Christmas Eve (6p)

Redeemer

Annual Meeting (January – supply pastor for Grace)

Ash Wednesday (even year pastor will lead, odd year pulpit supply)

Midweek Lent (Wed-7p)

Maundy Thursday (odd year pastor will lead, even year pulpit supply)

Good Friday (7p)

Easter Sunrise (6am)

Annual Meeting (June – supply pastor for Grace)

Bench Summer Nights (Summer)

Rally Day (first Sunday Sept)

Congregation Retreat at Luther Heights (Sept.)

Confirmation & Senior High Camps (Sept-Oct)

Advent Midweek (Wed-7p)

Christmas Eve (4p-8p-10p)

Christmas (10a)

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APPENDIX C – AGREEMENT IN REGARDS TO TIME AWAY

- Synod Assembly attendance;
- Bishop's Convocation attendance;
- Congregation retreat leadership;
- Participation in youth events;
- Other work-related absences;
- Vacation time of 20 days per year, including 5 Sundays;
- Continuing education time of 2 weeks per year;
- Up to two months of continued salary, housing and contributions to ELCA Pension and Other Benefits Program in a 12-month period in the event that the pastor is physically or mentally disabled; and
- When applicable, parental leave up to six weeks with full salary, housing and benefits
 - 2 weeks fully gone
 - 2 partial weeks where the Pastor leads Sunday worship
 - 2 additional weeks fully gone to be taken at a later time to visit family.

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APPENDIX D – SABBATICAL GUIDELINES

Definition:

A sabbatical is an extended leave from routine responsibilities of one's job. The purpose is to be a time for renewing one's sense of vocational call and of clarifying one's vision of God's purposes and plans for one's congregation. With such a new vision and new awareness of God's call, the Pastor who is sent away on a sort of spiritual pilgrimage returns equipped to lead, to serve, and to give back to the congregation for many years to come.

The sabbatical is not something that is planned and experienced together by both the Pastor and the congregation. While the sabbatical is to be a time of prayer, reflection, rest and renewal for the Pastor, it is also to be a time for the congregation to discover and develop its own gifts of leadership and of faith. When the Pastor and the congregation reunite, there can be much shared and learned from one another.

In order to ensure the greatest mutual benefit, congregation and Pastor should address the following goals in their planning for a sabbatical leave. A sabbatical should provide:

1. An opportunity for the Pastor to reflect upon, revitalize and renew their vocational call to ministry.
2. An opportunity for the Pastor to equip themselves to better meet newly developing congregational needs.
3. An opportunity for Pastor to "be still," to hear and receive from God a new vision for the life of this congregation.
4. New opportunities for congregational members to discover, develop and use their own gifts of ministry and leadership.
5. An opportunity for Pastor and the congregation, once reunited, to minister to and learn from each other's experience.

Eligibility and Conditions

The sabbatical leave is available following 5 years of ministry at Redeemer and/or Grace and then every 5 years thereafter. When circumstances dictate, the sabbatical can be postponed with notification of the congregation.

Sabbatical leave is for a maximum of 3 months. During the leave the Pastor will continue to receive 100 percent of salary and benefits, at the same rate as received immediately preceding the leave.

The Pastor's expenses for travel, books, supplies, tuition, and any other expense associated with the leave are to be covered by the sabbatical fund.

Once the sabbatical leave is completed, the Pastor will be required to return to ministerial service at Redeemer and Grace Lutheran churches on a full time basis for no less than one year. Should the Pastor leave before then, monies received to cover expenses (not including salary or Board of Pension Benefits) during the sabbatical will be repaid on a prorated basis. The church council may, but is not required, to waive this repayment in the event that the Pastor continues to serve as a called ordained minister in another ELCA congregation or in case of disability or other health concerns.

Within six weeks after sabbatical leave is completed the Pastor will be required to submit to both church councils and congregations a written report on the leave, its activities, the extent to which the purposes of

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the leave were realized and the application of its experiences and lessons to the ministry of each congregation and the partnership.

In addition, and within these same six weeks, each Church Council will be required to submit to the Pastor a written report on the activities of the congregation while the minister was on leave. This report will cover the extent to which the purposes of the leave were realized by the congregation and the application of its members' newly discovered and developed leadership skills to future ministry at their particular church and the partnership.

Following the submission of these reports and within three months of the Pastor's return, it is suggested that a "town meeting" be held at each congregation, at which the congregation and Pastor can share and exchange the lessons learned from their time apart from each other.

Notification:

The Pastor will inform each church council six months before the beginning of the sabbatical leave. The Pastor will then turn in a written report to the first meeting of the new church council before the sabbatical leave begins.

Within 45 days after the second council is notified by the pastor of the upcoming sabbatical leave the council presidents will have a conversation concerning the pastoral support each congregation will be looking for during the sabbatical time so that adequate pastoral support might be sought that might benefit both congregations.

Pre-Sabbatical Report:

Areas to be covered in this report:

- Dates
- Expected expenses
- Renewal – In what ways will this be a time of renewal for the pastor; a time of both personal and professional rejuvenation so that Pastor will return with a new vision and energy for spiritual ministry?
- Results – What will be experienced and learned by the Pastor that can be shared upon reuniting? How will this enhance the Pastor's ministry skills? How will this benefit the life of the congregation?

The church council shall also write a report that covers:

- Renewal – In what ways will this be a time of renewal for the congregation? How will this time help each member to gain new vision and energy?
- Results – What will be experienced and learned by the congregation and church council that can be shared upon reuniting? How will this enhance the congregation and church council ministry skills? How will this benefit the life of the congregation?

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AMENDMENTS

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