

Mutual Ministry Committee - Mission Statement

If it were not for sin, the church would probably be a perfect community, and the need for this committee would be unnecessary. The reality of sin (that we are human, and therefore, imperfect) requires that we must be intentional about mutual ministry. The ministry of our church should be viewed as a shared responsibility of all who are baptized people of God. Mutual Ministry is a call to a wider vision – that all who are baptized are linked together in the service of Jesus Christ in the world. The Mutual Ministry committee of Christ Lutheran Church defines its mission as follows:

1. To meet regularly to affirm, evaluate and support the ministry of both the church staff and the congregation. **
2. To incorporate the 4 key faith practices into our meetings, and ensure the committee is not viewed as one dimensional – i.e., as simply a grievance committee.
3. To strengthen the ministry of the pastor, as well as that of the congregation through this process.
4. To be available to all staff at Christ Lutheran Church, if they so desire.
5. To act as a “sounding board” for the pastor and to address not only staff concerns or those of the congregation, but to address and discuss the ministry goals of the congregation (Long Range Planning).
6. To allow the committee to include a variety of viewpoints, and to allow a caring and respectful forum for discussion and resolution of disagreements.
7. To promote **mutual communication** and **mutual trust** – this means listening and speaking, advocating and clarifying the expectations of our ministry together, as well as addressing the needs of our congregation.
8. To evaluate the pastor and staff on an annual basis, and assist in formal evaluations of the pastor, and making salary recommendations to council annually. **

**The New Jersey Synod 2010 Clergy Compensation Recommendations “encourages each parish to develop a Mutual Ministry Committee to assist in annual review and evaluation.” Section 13.04 of the ELCA model constitution recommends a “Mutual Ministry Committee shall be appointed jointly by the president and the pastor. Term of office shall be two years, with three members to be appointed each successive year.” Mutual Ministry recommends this committee be maintained at a minimum of 3, and a maximum of no more than 6, members per year.

