

CONTINUING RESOLUTION

CR9.03.A03. MINISTRY STAFF INVOLVEMENT BEYOND THE PARISH

WHEREAS, this congregation affirms our Lord Jesus Christ is the head of this Church and that, to be an active participant in God's mission, this congregation is to strive to extend the Kingdom of God in our community, our nation and abroad; and

WHEREAS, called ministry staff (ordained pastors and deacons or rostered ministers) of this congregation have an obligation and responsibility to the Church as delineated in their Call to extend their ministry and service beyond our parish; and

WHEREAS, this congregation values its connection to the greater Church of our Lord Jesus Christ as evidenced in our community, synodical, ELCA, Lutheran World Federation (LWF) and ecumenical ministries, and we understand that the gifts of our ministry staff are given by God for service to the greater Church, as well as to this congregation; and

WHEREAS, the Mutual Ministry Committee (C13.04.) of this congregation has encouraged the establishment of guidelines for our ministry staff involvement beyond the parish to support the greater Church of our Lord Jesus Christ and to provide support to our ministry staff, ensuring they do not over-extend their commitments and continue to meet the needs of this congregation;

THEREFORE, BE IT RESOLVED that Trinity Evangelical Lutheran Church, Latrobe, PA (hereafter church) shall establish and administer guidelines for the ministries of our called staff beyond the parish as stated below. Further, this congregation will financially support the community and synodical ministries of our ministry staff by providing both time (salary) and expenses. Ministry staff involvement with the ELCA, LWF and national or worldwide ecumenical ministries may be supported by this congregation by salary, paid leave (continuing education, vacation or sabbatical) or unpaid leave, and may or may not have expenses reimbursed.

GENERAL

The ministry staff of this congregation is strongly encouraged to discuss and gain the support of both the Mutual Ministry Committee and, subsequently, the Congregation Council for all ministry involvement beyond this parish. When activities can be identified in advance, the ministry staff is encouraged to document such in their annual development plan. The Mutual Ministry Committee shall consider potential benefits, review the level of time commitment expected and evaluate the impacts upon the needs of this parish, and make appropriate recommendation to the ministry staff member and the Congregation Council. In the event of a conflict between two or more ministry staff regarding participation in concurrent activities, the Mutual Ministry Committee will generally give preference to participation in elected responsibilities. In accordance with the terms of a call, it is recognized that each called staff member makes the final determination as to his/her ministry involvement beyond the parish. Involvement by this congregation's called staff in ministry beyond the parish shall be included in their "Ministry Report" given both monthly to the Congregation Council and yearly to the Congregation. When ministry staff involvement beyond the parish results in an absence from a regularly scheduled worship service of this congregation, communication, either verbal by the presiding pastor or bulletin announcement, with the congregation is strongly encouraged.

COMMUNITY MINISTRIES

It is expected that this congregation's ministry staff will be involved in local ministerium efforts. As opportunities arise, this congregation also encourages ministry staff participation in the work of local benevolent organizations such as the Red Cross, Food Bank, Faith in Action, Community and Students Together (CAST), the Union Mission, Latrobe Area Hospital, nursing homes, etc., and recognizes this work as support of the mission of this church. Ministry staff can generally expect that both the Mutual Ministry Committee and the Congregation Council, subject to acceptable coverage by other ministry staff of this congregation and budget considerations, will authorize the time and nominal expenses associated with these types of activities.

SYNODICAL MINISTRIES

This congregation understands our ministry staff is expected to be active in the ministries of the ELCA's Southwestern Pennsylvania Synod, including active participation in local cluster and conference meetings and the Synod Assembly. Should any member of this congregation's ministry staff be nominated for and elected, or requested, to serve on a committee or organization of this synod, this congregation also recognizes this work as support of the mission of this church. Ministry staff can generally expect that both the Mutual Ministry Committee and the Congregational Council, subject to acceptable coverage by other ministry staff of this congregation and budget considerations, will authorize the time and nominal expenses associated with these types of activities.

ELCA & NATIONAL ECUMENICAL MINISTRIES

Should any member of this congregation's ministry staff be nominated for and elected, or requested by either the ELCA presiding or synodical bishop, to serve on a committee or organization of the ELCA or ELCA supported ecumenical ministry, this congregation recognizes this work as support of the mission of this church. Ministry staff can generally expect that both the Mutual Ministry Committee and the Congregational Council, subject to acceptable coverage by other ministry staff of this congregation, will authorize the time associated with these types of activities.

Should an opportunity arise which a ministry staff member desires to participate in, but is not elected to or is not directly requested by our presiding or synodical bishop to attend or participate, time and expense reimbursement for such discretionary involvement may or may not be approved by the Mutual Ministry Committee or granted by the Congregation Council and will be subject to acceptable coverage by other ministry staff of this congregation and budget considerations. Days away for such discretionary involvement outside this parish which have not been granted by the Congregation Council would require the ministry staff member to use continuing education (at the sole discretion of the Mutual Ministry Committee, C13.04.), vacation time, approved sabbatical leave, or unpaid leave.

It is expected that the ELCA or other requesting body will pay travel expenses associated with ELCA or national ecumenical ministries. Travel expenses for ELCA or national ecumenical ministry involvement, if not provided by the ELCA or other organizations, can be requested, but need not be granted by the Congregation Council. Unless specifically approved by the Congregation Council, appeals shall not be made directly to members of this congregation to support ELCA or national ecumenical ministry travel expenses of the ministry staff.

LWF & WORLDWIDE ECUMENICAL MINISTRIES

Should any member of this congregation's ministry staff be requested by either the ELCA presiding or synodical bishop to participate in a LWF ministry or ELCA supported worldwide ecumenical ministry, this congregation recognizes this work as support of the mission of this church. Ministry staff can generally expect that both the Mutual Ministry Committee and the Congregation Council, subject to acceptable coverage by other ministry staff of this congregation, will authorize up to two (2) weeks (including 2 Sundays) per year associated with these types of activities.

Should a LWF or abroad ecumenical opportunity arise which a ministry staff member desires to participate in, but is not directly requested by our presiding or synodical bishop to attend or participate, or for requests in excess of two weeks per year, time for such discretionary involvement may or may not be granted by the Congregation Council and will be subject to acceptable coverage by other ministry staff of this congregation and budget considerations. Days away for such discretionary involvement outside this parish which have not been granted by the Congregation Council would require the ministry staff member to use continuing education (at the sole discretion of the Mutual Ministry Committee), vacation time, approved sabbatical leave, or unpaid leave.

It is expected that the ELCA or other requesting body will pay travel expenses associated with LWF or abroad ecumenical ministries. Travel expenses for LWF or worldwide ecumenical ministry involvement, if not provided by the ELCA or other organizations, can be requested, but need not be granted by the Congregation Council. Unless specifically approved by the Congregation Council, appeals shall not be made directly to members of this congregation to support LWF or worldwide ecumenical ministry travel expenses of the ministry staff.