

Shalom Lutheran Church, Pinckney, MI Anchor Church Revitalization Covenant with Calvary Lutheran Church, Clarkston, MI

March 2020

Preamble

Anchor Church revitalization and redevelopment is a prayerful and intentional process of biblical, missional, organizational, and spiritual renewal for the whole community of faith, as well as for the individual members and friends of Shalom. This process involves an "anchor congregation," Calvary Evangelical Lutheran Church of Clarkston (a polysite ministry with expressions also in White Lake, Pontiac, Lapeer and global partnerships in Jerusalem and Tanzania), coming alongside as an Anchor Church to provide leadership, guidance, stability, new energy, and strategic vision for growing ministry and leaders into God's future. Such redevelopment is deeply rooted in the good news of Jesus Christ and is about bringing God's dream for this ministry in focus. It is not a one-person/one-church project. It is God's project among us and with us. It is not just about Shalom, but about all involved. Calvary anticipates growing in mission understanding and effectiveness significantly through this process, and that what we learn together will benefit the wider church. It is not just about who will be our next pastor, but about what we will do with this revitalization and how will we move into the future in a covenant relationship through this Anchor Model. It is fundamentally about how we can have the most impact in changing the world and growing the kingdom of God more deeply into our churches and communities.

As we move forward we all have choices and commitments to make in reviving and living out God's dream of growth for all. Because change can be difficult as a congregation redevelops and re-envision the future, it is essential that the partners share clear expectations and that accountability be strong. The partners in this Revitalization Covenant are the pastors and revitalization team, staff and congregation members, the Southeast Michigan Synod, and the Churchwide expressions of the ELCA. We hold this process in prayer, in hopes that it will result in restoring health and vitality to Shalom Lutheran Church. The goal at this key moment in the life of Shalom is to provide a smooth and timely pastoral transition, dynamic team based leadership, development of stewardship and financial stability, strategic missional and outreach focus, and continued growth into the future that builds on Shalom's faithful past but is also very open to new directions, organizational structures, and vision for the future. As the intentional Anchor Church redevelopment process agreed to in this covenant unfolds, the Revitalization Team in consultation with the Synod will discern and recommend to the Bishop whether Shalom will: a) return to healthy autonomy; b) organically join with Calvary as a unique yet interdependent campus; c) revise and extend the covenant for an additional period of time; or d) terminate the covenant. This covenant presumes that all partners are prayerful and open to God's dream, not ours, for the most impactful way to grow the kingdom of God in our various locations and expressions.

Part One –Revitalization Covenant and Revitalization Team Formation

In consultation with the Southeast Michigan Synod's Office of the Bishop, the congregation enters into a covenant relationship with Calvary Lutheran Church, Clarkston, MI as the Anchor Church. During the time of revitalization and redevelopment ministry, the Director for Evangelical Mission and the Southeast Michigan Synod will accompany this process.

1. Shalom agrees to enter into this Covenant Agreement with Calvary for two years. This covenant period can be shortened or ended if the Revitalization Team in consultation with the Synod concur that: a) Shalom is substantively positioned to return to being a fully autonomous, healthy and thriving congregation; b) Shalom is better positioned to become a unique interdependent campus of Calvary; or c) Shalom has become economically unsustainable and unable to fulfill the financial obligations outlined in this covenant. This covenant may also be extended for a set period of time by the Revitalization Team in consultation with the Synod.
2. Throughout the period of this covenant Calvary will serve as the Mission Revitalization and Redevelopment partner for Shalom.
3. A "Revitalization Team" will function as the governing body for Shalom, comprised of a twelve (12) member team: five (5) Shalom Elders, four (4) Shalom Executive Team members, one (1) member of Calvary along with two (2) Calvary pastors; Calvary Senior Pastor Jonathan Heierman and Mission Development Pastor Ken Greble (who will serve as campus pastor at Shalom). The Director for Evangelical Mission (DEM) for the Southeast Michigan Synod (SEMI Synod), Pastor Sean Ewbank, will also serve as an *ex-officio* part of the Revitalization Team. The Revitalization Team will strive to make all decisions by consensus and acclamation to lead the ministry with a sense of unity and purpose. Other current members of Shalom's current Elders and Executive Team will all be engaged and empowered in significant continued ministry and leadership.
4. The members of the Revitalization Team from Shalom will be selected through conversation with Shalom Elders and Calvary's pastors.
5. The Revitalization Team will be responsible for leadership in the congregation and will organize a strategy for the revitalization and redevelopment efforts with special attention to:
 - a. The Vision and Missional direction of the ministry, with particular emphasis on evangelism, congregational vitality, community connections, stewardship, and spiritual growth.
 - b. All matters related to operations, staffing, and sound financial management.
 - c. The general health and vitality of Shalom's ministry and leveraging the Anchor Church relationship with Calvary.
 - d. Regular communication and progress updates for Shalom, Calvary, and the Synod.
 - e. Additional roles and expectations for the Revitalization Team are expressed in a separate "Role Description and Expectations" document.
6. Beyond the Revitalization Team, all congregation members will be requested and encouraged to continue to serve in a variety of ministry settings (worship ministries, outreach initiatives, property and facility teams, finance, etc.) Ministry teams will be equipped and supported to ensure that each ministry aligns with the overall vision and mission of the congregation.
7. Calvary pastors, staff, and leaders will support and supplement the ministry leaders and needs of Shalom as needed during this time of revitalization.
8. All revenue collected in and through Shalom, after providing for the salary and benefits of the campus pastor and a set administrative cost to Calvary (detailed in a separate document), will be invested in the vision and mission of Shalom. Calvary will not receive, take, or keep any of the revenue originating from the Shalom community beyond those expenses stated above or agreed to subsequently by the Revitalization Team. Calvary will cover all expenses related to staff persons called to and employed by Calvary except for the campus pastor and administrative costs as stated in this agreement or subsequently agreed to by the Revitalization Team. Calvary will not assume any of the debt associated with Shalom's mortgage with the ELCA Mission Investment Fund or cover any of Shalom's regular ministry expenses or obligations. Shalom will not be asked to reimburse or remunerate any expenses, beyond those stated above, incurred by Calvary during this Covenant partnership unless approved by the Revitalization Team. In the event of changes in employed staff persons or other local ministry initiatives for Shalom, such positions and ministries will be funded through Shalom revenue and resources, subject

to approval by the Revitalization Team. Shalom will give a portion of general offering income as Mission Support to the Southeast Michigan Synod.

9. During the covenant time and revitalization process, those portions of Shalom's constitution related to congregational governance (council, structure, etc.) will be in suspension.

Part Two - Basic Expectations of Shalom

Shalom commits itself to a 2-year intentional time of biblical and spiritual renewal through this Anchor Church model for ministry revitalization with Calvary. This will include seeking intentional growth in worship attendance, ministry participation, outreach, financial support, and cultivating a cooperative environment of shared ministry among members and the community. To fulfill the commitment, the congregation will:

1. Pray regularly, study scripture, and listen to God's voice and dream for the congregation.
2. Grow in discipleship and in personal financial stewardship/generosity practices.
3. Install and support the Revitalization Team who will strive to be a positive and visionary group modeling transformation in the congregation.
4. Promote healthy, Christ-centered relationships and decision-making, refraining from gossip and negativity; promote and embody a hopeful, missional attitude and live this out in words and actions.
5. Use God's gifts and find ways to engage the whole baptized people of God in ministry and outreach.
6. Be full partners in the task of evangelism: sharing faith and inviting people into ministry, partnering in the tasks of visitation, follow-up, and community engagement.
7. Continue to cultivate a climate of intentional and authentic hospitality for all people, and particularly those new to life in the church.
8. Pray for and financially support ministry and evangelism/outreach activities in the community.
9. Change existing ministries and practices in order to live out God's dream more fully – with leadership provided by the pastors and Revitalization Team.
10. Support the interdependent work of the church by forwarding a portion of general offering income as Mission Support to the SEMI Synod, and develop a plan for growing that support each year.
11. Maintain mortgage and principal payments as outlined by the Mission Investment Fund of the ELCA.
12. Provide an atmosphere of trust and care, particularly for those in leadership.
13. Participate in the process of creating a 3-5 year vision for church growth and revitalization with the Revitalization Team and pastors.
14. Actively participate in the wider church, including the sending of voting members to Synod Assembly yearly and participate regularly in Conference Gatherings, and other synodical gatherings and learning opportunities, as well as those outside the Synod.
15. Provide for an appropriate ministry celebration of the outgoing pastor, handoff of ministries, and installation of the new campus pastor and celebration of this anchor church covenant with Calvary.

Part Three – Basic Expectations of the Office of the Bishop

On behalf of the SEMI Synod, the Office of the Bishop will support Shalom in revitalization and redevelopment Covenant with Calvary through the following:

1. Hold the revitalization process and its leaders and disciples in prayer and communicate encouragement and support regularly.
2. Accompany the Revitalization Team with prayer, leadership, and advocacy to discover God's vision for mission at Shalom and its neighborhood and community.
3. Making the DEM available for regular contact and occasional presence at meetings and gatherings.

4. Visit Shalom for Sunday worship and other important events as identified and available.

Part Four – Considerations for the outgoing pastor of Shalom

1. Shalom will arrange a celebratory farewell, “Godspeed” service, and ministry handoff to the new campus pastor
2. Shalom will fulfill all severance obligations with the outgoing pastor
3. Consistent with ELCA policy and protocol, the outgoing pastor will respect and support the Anchor Church model and will engage appropriately with congregational members in ways that encourage the future and refrains from anything that will undermine or destabilize these efforts

Part Five – Term of the covenant and signatures

This covenant is part of a discernment process with Shalom which began in February 2020, and that will be brought before a vote of the entire congregation of Shalom in April of 2020. Should the Shalom congregation vote favorably to accept this anchor church revitalization and redevelopment relationship with Calvary, the process and relationship would formally begin June 1st, 2020 This covenant will be affirmed by Shalom leaders, the Bishop and DEM of the SEMI Synod, and the Calvary congregation council and senior pastor.

Shalom President—Print

Signature/ date

Shalom Executive Team Leader —Print

Signature/ date

Calvary Senior Pastor—Print

Signature/ date

Calvary Mission Development Pastor—Print

Signature/ date

Calvary Council President – Print

Signature/ date

Dir. for Evangelical Mission, SEMI Synod –
Print

Signature/ date

Bishop, SEMI Synod—Print

Signature/ date