

One Church: Many Expressions
A Proposal for the Merging of Family of Faith, Concord,
Into the Ministries of Christ Lutheran, Charlotte.
June, 2017

Vision: A covenant of congregations that are united in identity and varied in expression

Background: The landscape for congregations has changed dramatically over the past generation and the Church has been slow to respond. Mission starts have had lackluster success and smaller churches have dramatically shrunk in size. This has resulted in many congregations left in isolationism, struggling to survive.

But we have seen a handful of models that works. Mission starts and restarts that are yoked with larger, vibrant congregations have a much higher success rate of a thriving ministry. This is due to:

1. The synergism of being on a larger staff to think creatively, receive consultation and share resources.
2. The cost sharing of staff including book keeping, membership record keeping, graphic designs, social media, secretarial support, musicians and youth/family workers to reduce duplication
3. The development of lay and professional staff for a more effective shared mutual ministry

Both/And: We are envisioning a model that is not based on several campuses where there is one preacher live streamed to several locations nor are we envisioning a synodical model where congregations are in loose partnership with one another. This would be a "both/and" approach:

Unity as one congregation
Common branding
Centralized membership
Centralized finances
One staff
One leadership team
Common Goals
One Council

Freedom of different expressions
Individual look
Pastoral responsibility for sites
Congregational stewardship
Sharing sites
Individual decision making
Individual accountability
Congregational Discernment Teams

The Goal: If we can organize the structure that gives birth to new churches and revitalizes struggling ones while keeping them united as one congregation, then we can duplicate this strategy across North Carolina and beyond with medium and large congregations taking the lead to provide leadership, resources and vision for others to the glory of God.

Faith & courage to step out

The Transition Teams

Family of Faith: Ralf Meyer
Steve Mauney
Katie Myers
Susan Myers
Pastor Paul Myers

Christ Lutheran: Geoff Maibohm
Rich Kempter
Gregg Huether
Kathy Keller
Tim Smith
Kendra Armstrong
Pastor Scott Suskovic

Terminology

For better clarification, we have tried to be consistent on the meaning of the terms and labels that are used throughout this document:

Christ Lutheran	Refers to the name of the overall organization
Christ South	Refers to the campus of Christ Lutheran at Polo Ridge Elementary School
Christ Concord	Refers to the campus of Christ Lutheran in Concord
Christ Providence	Refers to the campus of Christ Lutheran on Providence Road

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Governance

Kathy Keller and Pastor Paul Myers

Family of Faith Lutheran will become a campus of Christ Lutheran, Charlotte. We will follow Synod guidelines for this union, including the "closing" of Family of Faith, reopening as "Christ Concord" (or a similar name), the uniting of property with Christ Providence, according to Synod guidelines, and various governance considerations, not limited to those named below.

Christ Lutheran will have one Council with representation from "Christ Concord" (Family of Faith Lutheran, Concord), Christ Providence as well as with Christ South. The size of the council currently is 12. The constitution allows that number to be as large as 18. However, we do not envision increasing the number on council beyond 12. The Council of Christ Concord will be dissolved and one member shall become a council member at Christ Lutheran. Christ Lutheran will vote on the new council member. Christ Concord shall have representation by a "Discernment Team," chosen by the pastor at Christ Concord, for the purpose of developing a vision, outreach and evangelism goals for the local campus. Christ Concord will have opportunity to become part of the various committees and ministry teams at Christ Providence.

Staff from all three campuses will have Personnel handbooks outlining job descriptions, expectations and evaluation procedures for each staff person. Each staff person will be required to covenant with Christ Lutheran to abide by the terms stated in the handbooks in order to remain employed. As Christ Concord will become a campus of Christ Lutheran, we will be bound by the Constitution of Christ Lutheran, as amended to accommodate contextual and redevelopment issues that arise as a result of previous covenants with the NC Synod and the ELCA.

Membership, discipline, and other aspects of constitutional life will be controlled under the Christ Lutheran constitution.

Transition Team – Membership
Kendra Armstrong & Ralf Meyer

Christ Lutheran Church will have one membership with local responsibilities at each of the three campuses: Christ South, Providence Road, and Christ Concord. There will be a central administration of membership record keeping using the ACS software, currently used by Christ Lutheran. While the administrative assistant at Christ Concord manages their records today, this responsibility will shift to CLC ACS administrators (Gregg Huether, Sue Castelloe, Kim Walder, Connie Kramer, and Laurie Carter) going forward. Former Family of Faith members will need to intentionally opt into remaining a member of Christ Lutheran/Christ Concord as well as receiving communications by [confirm date]. After this date, current Christ Concord membership records will be migrated to ACS.

Note re: migration from Shepherd's Staff to ACS

- As long as we can do a CSV (from Shepherd's Staff), we can export the info that way and import it into People Suite (in ACS) – this will include contributions and ACS support will be happy to help us do the import making sure families are grouped together in the same household. We can then code those members with their primary campus as Christ Concord.
- Finance FYI - ACS also believes that bringing over any accounting management will not be a problem. They had a few questions that we should follow up with them about to confirm.
- Also, we will archive the membership data from the Shepherd Staff software

Outstanding Items

- How do we want to capture *weekly attendance* and report it to Christ Lutheran? Christ Concord currently takes attendance by having attendees sign an attendance book
- Will there be *membership growth goals* for Christ Concord?
- Will *new member outreach* be handled by the outreach staff at Christ Providence or will each site have their own person and report to Pastor Drew/Gretchen?
- Christ Concord uses *membership tithing envelopes*. Do we issue new envelopes to Christ Concord?

Suggestion

To have a small team, led by John Clark, to oversee the migration of data from Christ Concord to Christ Lutheran

Finances
Gregg Huether and Susan Myers

INCOME/CONTRIBUTIONS

Weekly offerings collected and signed off by two Christ Concord members. Offerings sealed and sent to Providence for accounting and deposit.

Existing Christ Concord 'envelopes' replace with numbering system used currently by Christ Providence
Giving by location tracked internally but not published

Other thoughts from the wider team?

Dedicated giving - Would be tracked as long as envelope/checks are earmarked

Stewardship – FOF has not had a formal system of pledge cards for many years. Develop a more coordinated stewardship program touching on time, talents and resources for consistency across locations.

BUDGET/EXPENSES

One budget, different line items. Develop departmental budget concept to segregate/track specific items for Christ Concord campus.

Staff, utilities, routine bldg. expense/maintenance, routine expense for day-to-day running of the location (ie worship board, music) would be regular budgeted items as part of the larger Christ Lutheran budget.

Separate line item for mission, outreach, special projects to be discussed with leadership team. Budget process would include determining what funds would be requested for these types of activities. These funds would be more at discretion of the local pastor and leadership team, with accountability expected.

Conduct a facility review to determine any immediate needs or long-term planning for physical plant with 3-5 year focus. Consider a capital campaign dedicated for this location to address need for Sunday School/breakout space.

ASSETS

Building & property – tax value of approx. \$1M. No lien/loan. Susan to research cash basis of assets – ie what was original purchase price/construction expenses, monies received from sale of land, etc.

Cash & securities (month end April balances)

5/3 Bank

Checking: 8,758.52

Money Market Savings: 11,522.75

Threads of Love dedicated Checking: 3,333.73 (this account is separate as this outreach is funded by BofA volunteer grant monies and we must be able to prove all funds were used solely

for this outreach and not for general church expenses – ideally would continue to be a separate account)

Stiefel Brokerage

45,331.95 – currently sitting in money market awaiting decision as to how to invest – on hold pending outcome of these discussions

LIABILITIES

\$107/month – repayment of member loan to help with termite repairs. 5 payments to go as of June 1

Small amount of withholding taxes/SS for employees – we are 941 filers, on paper, quarterly

Dedicated accounts – these are funds that were donated for specific purpose and are part of our cash-on-hand While the funds are earmarked, ultimately it is a council decision if those funds need to be used for more urgent needs. Currently the largest item relates to our new sign which was purchased recently and led to a negative balance in the dedicated accounts. The plan was to continue to accept donations against the negative balance but not to hold up the sign installation. The new sign was a requirement of our redevelopment covenant but was not funded by synod support funds.

REDEVELOPMENT IMPACT

We are in year two of our redevelopment covenant with the ELCA and NC Synod. As part of that process we have the following amounts pledged to us to be used to support our pastor's salary. Funds just started flowing earlier this year when the call was extended to Pastor Paul.

Year one: \$8,000 NC Synod, \$30,000 Churchwide

Year two: \$24,000 Churchwide

Year three: \$18,000 Churchwide

We have also been told there may be additional support available for approximately \$10,000 for churches in partnership, per our DEM, John Mocko

We need further discussion with Pastor Mocko/synod and both congregation's leadership about how potential partnership with Christ may impact our redevelopment covenant.

ACTION ITEMS

We need a readjustment of the Budget for FOF for the remaining part of 2017

Transition Team - Social Media and Branding
Katie Myers, Steve Mauney, & Tim Smith

Currently, Christ Lutheran hosts a single website with a link to our sister congregation Christ South. Additionally, Family of Faith hosts their own website. A new and improved Christ Lutheran website will include a link to all three campuses; Christ Providence, Christ South and Christ Concord. Uniformity in branding between all of the sister congregations' websites of Christ Lutheran will be established and maintained. Laurie Carter of Christ Providence maintains the website and will continued to perform this task as the Family of Faith congregation is welcomed into the Christ Lutheran covenant of congregations.

Items for continuing discussion:

- Uniformity on branding look of website but with different expressions.
- Link from the "home" website of CLC to Christ Concord, Christ Providence as well as Christ South
- Uniformity of message or mission statement: "Welcome, Connect, Equip, Send"
- Merging/deleting facebook redundant pages.
- Using the same fonts and color schemes to create uniformity
- Expanding Christ Concord to other social medias outside of facebook, such as instagram or twitter.
- Incorporating Christ Concord's recognizable front stained glass window into a logo, while following the same format as Christ Providence logo
- Updating Christ Concord's website

Legal/Synodical Considerations

Geoff Maibohm and Susan Myers

In considering the legal steps required to dissolve Family of Faith and transition its assets to the new Christ Lutheran (i.e. the Christ Lutheran Providence Campus, Christ South Campus and Christ Concord Campus) the following will need to be accomplished:

1. We will need to perform due diligence on the real property owned by Family of Faith to ensure that there are no liens, encumbrances or other claims on the ownership of title to the property. In addition, we should perform due diligence to the extent that we can on the assets owned by Family of Faith. (Note, this should be outline and quick and would not expect anything to come up).
2. Having completed our due diligence on the real property, Family of Faith should by warranty deed, otherwise, convey, assign and grant to the new Christ Lutheran all its interest in its real property.
3. That warranty deed should be recorded in the register of deeds for the county in which Christ Concord is located (i.e. Cabarrus County).
4. All the remaining property (i.e. non-real property) owned by Family of Faith may be assigned in a general assignment and conveyance document. This should be done separate from the warranty deed referenced above since the warranty deed will become a matter of public record, and there is no requirement to file this agreement with any local municipality.
5. Both congregations will need to hold a vote relating to the dissolution of Family of Faith and the opening of Christ Concord, and in addition the call to Pastor Paul to come on staff at Christ Lutheran.
6. Further dialogue is necessary with Synod for dissolving Family of Faith and any steps needed related thereto, although we expect them not pose material burden.
7. As to drafting an escape clause after some period, once Family of Faith is dissolved, it is somewhat challenging to try to spin off any assets or the like back into a new reconstituted entity. While legally possible, logistics, deciding on what would be returned assets, costs, etc. would be very difficult to encapsulate and nearly impossible accurately to predict five years (or other period) into the future.

Staffing/Preaching/Pastoral Care
Pastor Scott Suskovic and Pastor Paul Myers

The pastor of Christ Concord will be a called pastor on the staff of Christ Lutheran. As such, he/she will be a part of the leadership team and under the supervision of the senior pastor. However, the pastor of Christ Concord will have primary responsibilities towards the oversight, worship leadership, preaching and pastoral care of Christ Concord. This will include recruiting of leaders and volunteers, developing programs, implementing the vision and encouraging faithful stewardship of the congregation. The pastor of Christ Concord will participate in worship planning, congregational events and staff meetings at Christ Providence. In addition, the pastor of Christ Concord will be included in pastoral rotations such as preaching, funerals, weddings, visitations and counseling as needed, all with a primary focus on Christ Concord.

Vision Setting and Goal Reviewal

Pastor Scott Suskovic and Pastor Paul Myers

While there will only be one council with appropriate representatives from each campus, each campus outside of Christ Providence will have its own Discernment or Vision Team appointed by the campus pastor. Under the leadership of the campus pastor, this small group of 4-6 individuals will work on developing and expressing the visions of Christ Lutheran uniquely to their own particular setting and the needs of the demographics of the community. In addition, these Discernment Teams from the various campuses will meet twice annually with the council of Christ Lutheran in clarifying the vision and laying out the goals for the entire ministry. In order to maintain unity between the various campuses, it is a goal to worship together in one location two or three times a year. With the help of technology, such interactions between the campuses can occur even more frequently through live streaming.

Questions and Concerns

1. How will we handle staffing at Concord including secretarial and musicians and program staff?
2. Suggestion of periodical combined campus events (Park, Oktoberfest, Festive Worship)
3. Suggestion of combined staff retreats

Transition Team – Technology
Rich Kempter & Ralf Meyer

Christ Lutheran Church, including all of its campuses, will have a single technology strategy and leverage shared software and hardware platforms. The areas of focus will include but not be limited to the following:

- Worship video, audio and web technologies
- Office support systems including ACS
- Intra-Campus communications, including video and voice platforms
- Shared ISP
- A single, secured email platform
- A single website with a common look and feel, that will allow for unique links for each campus that return to the main site.
- Common security software
- Common physical plant security systems

This type of strategy will lead to project work for Christ Concord:

- “Up-fitting” Christ Concord for worship technologies
- Leverage Intra-Campus Technologies
- Email Migration
- Website
 - Setup Christ Concord link on Christ Lutheran website
 - Route web traffic from Family of Faith website to Christ Concord tab
- Shared Phone system
- Physical Plant Security system
- Migrate to Christ Providence Office systems including ACS