

Memorandum of Understanding of Shared Ministry

Section 1: The Partners and their Vision

Good Shepherd Lutheran Church
120 W. Gano Chance Drive
Centralia, MO 65240

Campus Lutheran Church
304 S. College Avenue
Columbia, MO 65201

Making the next generation of disciples:

Good Shepherd Lutheran Church and Campus Lutheran Church are located along a strategic corridor linking their communities. While different in size, history, governance, and community culture, we believe we can be more effective stewards of God's gifts by engaging in a shared ministry agreement in key strategic areas described in this document.

While both congregations have experienced change over the past decade, Good Shepherd Lutheran Church has struggled with the resources it needs to growth with its community. Their vacancy pastor worked with their leadership to prepare Good Shepherd Lutheran Church for a new chapter of mission development in their community. During the course of that vacancy, discussions began with the LCMS Missouri District, Good Shepherd Lutheran Church and Campus Lutheran Church so that as the county grows, so Good Shepherd Lutheran Church would grow in its mission reach. These conversations were distinctly aimed toward "mission strategy" rather than a "survival strategy." Care was given to respect the history and identity of Good Shepherd Lutheran Church. Campus Lutheran Church offered to be a helper to come alongside Good Shepherd Lutheran Church to engage the community. Together the two congregations could share and coordinate resources which would include church workers, volunteers, educational ministries, programs, administrative services and prayer.

The intent of this agreement is to make the next generation of disciples from among our member households and among unchurched people in the region. In the process we see Good Shepherd Lutheran Church refreshed as a congregation. We see Good Shepherd Lutheran Church more confident and intentional with next generation and community outreach. With support from the staff and volunteers of Campus Lutheran Church, Good Shepherd Lutheran Church will be able to equip and add capacity to their

ministry in order to achieve the outcomes described below. Campus Lutheran Church will also benefit by adding a staff member to their team where they have unique outcomes to accomplish. Both Good Shepherd Lutheran Church and Campus Lutheran Church will benefit from the creativity, fellowship and synergies as they interact with one another. We also see our church workers benefiting from this arrangement with a stronger team ministry, a more clear vision for their ministry focus, greater financial capacity, an increased volunteer base, the excitement and fulfillment of multiplying ministries in different locations, and the support of both our congregations in our relationships of mutual prayer and fellowship.

Section 2: Term and Outcomes

The initial agreement between Good Shepherd Lutheran Church and Campus Lutheran Church shall be three years. While not limited to three years, this will provide an initial period for the parties to work together to accomplish the following outcomes:

- 1. Collaborative Ministry:** Campus Lutheran Church will work with Good Shepherd Lutheran Church to collaboratively reach Millennial, Gen Z and Gen Alpha households and students. Together, the congregations will form a Family and Student Ministries Team that will include: the senior pastor of Campus Lutheran Church, as team leader; the pastor of Good Shepherd Lutheran Church; the ministry staff of Campus Lutheran Church which includes lead workers (paid or volunteer) in the areas of children and family ministry, small groups ministry and campus student ministry workers; and one or more volunteer leaders from Good Shepherd Lutheran Church who are involved in family and student ministry.

Specifically: Over the next three years Good Shepherd Lutheran Church will develop at least two significant ministries reaching people beyond Sunday morning worship (Examples: Bible studies, small groups, youth ministry, family ministry, etc.) that provide a substantive entry-point to welcome and disciple new families and students.

- 2. Community Engagement:** The Family and Student Ministries Team will support both Good Shepherd Lutheran Church and Campus Lutheran Church by developing goals and deploying strategies for family and student ministries as a joint venture. This team will be focused on building personal relationships in the community, identifying community needs, and connecting Good Shepherd Lutheran Church (and potentially Campus Lutheran Church) volunteers to specific activities of community engagement that bring the fullness of the Gospel to people in and around their community.

Specifically: Over the next three years Good Shepherd Lutheran Church will develop at least one NEW ministry outreach or community partnership which takes place in the community consistently (at least monthly). Good Shepherd Lutheran Church over the next three years will become known among many unchurched people in their community as a church that cares and is engaged with the community.

- 3. Contextualized Sharing:** Some ventures in this shared ministry may be uniquely resourced for local contexts. *Examples might include the college student ministries of Campus Lutheran Church and the student ministries of the Volleyball leagues at Good Shepherd Lutheran Church.* Some ventures in this shared ministry may be shared and/or replicated in settings across the region. *Examples might include curriculum, training, branding, communications and implementation of Grace Road Children's Ministry and Small Groups along the entire corridor between our cities.* Some ventures in this shared ministry will be contextualized for the communities where we serve. *Examples might include service projects, social ministries, leveraging the use of technology and facilities.* The Family and Student Ministries Team will support both congregations in recognizing and utilizing their unique identities, assets, and ministry opportunities in the service of Christ and His kingdom.

Specifically: Good Shepherd Lutheran Church and Campus Lutheran Church will work together to discover and develop at least two ministry initiatives that strengthen their partnership over the next three years.

Section 3: Expectations

Over the next three years, Good Shepherd Lutheran Church and Campus Lutheran Church will grow deeper in their relationship as congregations and among their leaders. This agreement cannot anticipate all the expectations we have for one another, but the following shall provide a framework for this agreement.

- 1. Congregational Identity and Autonomy:** Each congregation retains its self-governance, financial responsibilities, standing in the LCMS and personality as a congregation. We will respect one another's traditions and practices. We will also make accommodations with each other, especially support staff, for the common good.
- 2. New Ministries (Outcome 1):** Campus Lutheran Church and Good Shepherd Lutheran Church agree to form a workgroup, separate from the Family and Student Team, tasked specifically to identify the ministries, resources, training, finances, volunteers and timeline to implement congregation-based

ministry which will have a direct impact on making disciples. Members of this group must have the capacity and will to attract volunteers and give their own time and efforts to launch new ministries.

3. **Mission Development Pastor (Outcome 2):** The leaders of Good Shepherd Lutheran Church will join with and support their pastor in introducing members of the congregation to new “boots on the ground” ways of connecting with their community, while he also provides specialized ministry service at Campus Lutheran Church that is complimentary to the mission goals and shared ministry of both congregations. Typically, the pastor of Good Shepherd Lutheran Church will spend 10 hours per week in Columbia serving in the capacity of Pastoral Assistant at Campus Lutheran Church.
4. **Ministry Planning (Outcome 3):** Campus Lutheran Church and Good Shepherd Lutheran Church will identify, collaborate and intentionally shape a ministry plan to strengthen ministry connections to the children and families of their respective communities. This may include collaboration with Campus Lutheran Church’s staff and volunteers.
5. **Prayer:** Good Shepherd Lutheran Church and Campus Lutheran Church will make intentional efforts to pray for one another and for the ministry that they share together. Members of both congregations should not only be aware of this shared ministry but encouraged to pray for this effort.
6. **Evaluation:** The leaders and staff of Good Shepherd Lutheran Church and Campus Lutheran Church will set specific goals to the three outcomes of this project and mutually evaluate them at no less than three-month intervals. No less than twenty-four (24) months from the beginning of this agreement, a detailed report and proposal for future ministry will be presented to the congregations.
7. **Finances (a):** Campus Lutheran Church agrees to support Good Shepherd Lutheran Church financially in the amount of \$1250 per month for the pastoral assistant services provided for in this agreement.
Finances (b): It is inevitable that new ministries and community outreach will require additional expenditures. Good Shepherd Lutheran Church further agrees to an initial budget of \$4,000 (annualized) for additional program costs. This budget may be increased through Good Shepherd Lutheran Church’s governance, designated gifts, fund-raisers and grants. Good Shepherd Lutheran Church and Campus Lutheran Church may evaluate and propose cost adjustments at any time; but a review must take place at their three-month evaluation points (below). The congregations agree that expenses for non-staff related program costs in the furtherance of their respective ministries (e.g. program materials, facilities, utilities, copy services, insurance, advertising, etc.) shall be the responsibility of the congregation representing that ministry. Where such costs have mutual benefit, the appropriate officers for each congregation shall determine the distribution of shared costs.
8. **General Liability Insurance:** At all times during the term of this Agreement, each Party shall carry and maintain in force, comprehensive general liability insurance, with a minimum \$1,000,000 per

occurrence and \$3,000,000 as an Annual Aggregate. Such insurance shall cover losses due to bodily injury or damage to property should such loss occur during the initial and/or subsequent terms of this Agreement.

9. Mutual Indemnification: Good Shepherd Lutheran Church and Campus Lutheran Church shall defend indemnify and hold harmless the other Party, including Affiliates and each of their respective officers, directors, shareholders, employees, representatives, agents, successors and assigns from and against all Claims of Third Parties, and all associated Losses, to the extent arising out of (a) a Party's gross negligence or willful misconduct in performing any of its obligations under this Agreement, or (b) a material breach by a Party of any of its representations, warranties, covenants or agreements under this Agreement.

10. Dispute Resolution: Good Shepherd Lutheran Church and Campus Lutheran Church will attempt in good faith to resolve any dispute or claim arising out of or in relation to this Agreement through negotiations between a director of each of the Parties with authority to settle the relevant dispute.

Section 4: Limitations

Use of Staff: Good Shepherd Lutheran Church recognizes that Campus Lutheran Church is supporting the congregation's mission through a financial arrangement that allows for the pastor of Good Shepherd Lutheran Church to serve as a Pastoral Assistant at Campus Lutheran Church within the limitations of approximately 10 hours of paid staff time per week. By nature of this shared ministry agreement, Good Shepherd Lutheran Church will benefit from the staff resources of Campus Lutheran Church through the work of the Family and Student Ministries Team.

Membership: We desire a vigorous shared ministry including fellowship, programs, groups, and worship services. However, we will strongly discourage our members transferring between our churches, for the goodwill and joy of both churches.

Team Dynamics: Campus Lutheran Church and Good Shepherd Lutheran Church recognize the Family and Student Ministries Team as essential to our shared ministry. The Family and Student Ministries Team will strive to respect each congregation's unique identity by intentionally raising up and including leaders from both congregations in their planning processes. As a result, Campus Lutheran Church will incorporate some of its joint activity programming at Good Shepherd Lutheran Church to celebrate the church's community and facilities and Good Shepherd Lutheran Church may incorporate some of its joint activity programming at Campus Lutheran Church.

Section 5: Amendment and Termination

Either party has the right to terminate this Agreement without cause by providing at least 180 days written notice to the other party. Furthermore, either party has the right to terminate this agreement with cause in the event the other party is in breach of the agreement and are unable to negotiate amicable terms that would resolve the dispute. Notwithstanding the foregoing, every effort should be made to sustain this agreement through the three-year provision to make the most of our opportunities (and respect the expenses committed to staffing). We recognize there will be challenges, and potentially even conflicts, ahead. Therefore, we commit our congregations to work together in every godly way. As scripture teaches, so shall we enter into this agreement: *“We will no longer be infants, tossed back and forth by the waves... Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.”* (Ephesians 4:14-15)

Section 6: Signatories

The following have been authorized by their respective congregations to ratify this agreement. It was last amended on May 5, 2022.

Name, President, Good Shepherd Lutheran Church Date _____

Name, Secretary, Good Shepherd Lutheran Church Date _____

Mark Kruse, President, Campus Lutheran Church Date _____

Kristi Kruse, Secretary, Campus Lutheran Church Date _____