**Transitioning to an Ongoing Mutual Ministry Committee**

A healthy ministry partnership between a pastor and a congregation continues to grow and evolve over the lifetime of a call.

To provide on-going feedback, to assist with goal setting, and to offer overall support for the pastor (and other staff if applicable), it is important to establish a Mutual Ministry Committee. While some members of the Welcome Team or Call Committee may participate in the Mutual Ministry Committee when the Mutual Ministry Committee is established, it is important to solicit the pastor’s input on the members of the team and to draw on the gifts and talents of the congregation to build the strongest committee possible.

Your constitution may offer guidance on the size of the committee or the length of time someone my serve on the Mutual Ministry Committee, but anecdotally it appears that smaller committees (4-6) seem to be more effective than larger committees (9-12).

Pastor Chris Price, former Assistant to the Bishop in the Virginia Synod and long-time parish pastor, offered these suggestions\* for qualities to look for in members of a Mutual Ministry Committee.

1. Members who will be honest with the Pastor and who are willing to speak truth in love.
2. Members who do not ‘have an ax to grind.”
3. Members who can keep the group’s conversations confidential.
4. Members who know how to avoid triangulation.
5. Members who are known and generally trusted by larger segments of the congregation
6. Members who provide a broad representation of the congregation.

The meeting schedule and agenda will vary according to the needs of the congregation and the pastor, but in general it is helpful for the Mutual Ministry Committee

* To create regular space for checking-in about life and ministry
* To discuss any issues that may have arisen since the last meeting
* To assist with goal setting

Remember, the Mutual Ministry Committee is not a personnel committee that performs evaluation, but a team that provides support, offers honest feedback, and shares their wisdom on the life and ministry of the congregation.

*\*To read Pastor Price’s article on Mutual Ministry Committees, go to:* [*https://www.vasynod.org/resources/mutual-ministry-the-experience-and-suggestions-of-pr-chris-price/*](https://www.vasynod.org/resources/mutual-ministry-the-experience-and-suggestions-of-pr-chris-price/)