

## Memorandum of Understanding between Christ Evangelical Lutheran Church and Alleluia

Christ Evangelical Lutheran Church proposes a rebirth merger with Alleluia with the following as our basis:

### WE BELIEVE ...

- God has been guiding us on a journey for these two congregations to come together in ministry.
- God has a plan for all of us in ministry outside the walls of our church building. God has a plan for all of us to love and care for our family of believers.
- God is calling us to be a missional congregation: thinking, planning, and acting in accordance with the Great Commission.
- We are uniquely equipped and called for the ministry opportunities which will present themselves, and both members and the community will be blessed accordingly.
- Our combined resources, including spiritual, physical, and financial, will provide a much greater opportunity to serve and bless others rather than working independently
- God will provide the right called and employed workers and volunteers to accomplish our ministry to His glory.
- God will reward our bold proclamation of ‘God’s love in action’ and multiply our numbers.

“But you are my witnesses, O Israel!” says the Lord. “You are my servant. You have been chosen to know me, believe in me, and understand that I alone am God. There is no other God— there never has been, and there never will be. I, yes I, am the Lord, and there is no other Savior.” Isaiah 43:10-11

### Proposed Vision to Guide Adoption Merger Planning:

- ❖ One congregation committed to Mission Driven Model
- ❖ Continued informal family-centered worship opportunities in addition to Christ Evangelical Lutheran Church current style variety, to praise and exalt God
- ❖ Combined ministry team serving all aspects of ministry
- ❖ Immediate actions will include three Primary Combined Work Teams: a) Merger/Transition Details, b) Planning Ministry Outreach, and c) Congregational Care Team.
- ❖ The Merger/Transition effort will be as follows
  - What Merger option should we take - 3 to choose from per Better Together book
  - Look at and Answer 25 issues from the Better Together book.
- ❖ The Planning Ministry Outreach effort will be as follows
  - Target 6+ months planning effort to expand current ministry outreach programs
  - Define how our gifts and skills intersect with community needs, aligned around God’s plan
  - The vision includes space in the community around which ministry could be built to reach/serve the local population and form the basis for both campuses

- ❖ The Congregation Care Team effort will be as follows
  - Develop a plan on informing congregations of the adoption merger
  - Set up Question and Answer sessions.
  - COMMUNICATE COMMUNICATE COMMUNICATE

- ❖ May God be glorified!

Don't be afraid, for I am with you. Don't be discouraged, for I am your God. I will strengthen you and help you. I will hold you up with my victorious right hand. Isaiah 41:10

## Articles

1. Invitation.
  - 1.1. By the grace of God and the leading of the Holy Spirit, the people of Christ Evangelical Lutheran Church do hereby invite the people of Alleluia to formally join us in ministry via an adoption merger.
2. Adoption Merger.
  - 2.1. The merger is entered into based on the "We Believe" statements outlined above.
  - 2.2. The "Proposed Vision to Guide Merger Planning" establishes the intent of the parties in ministry together going forward and will guide the actions of the combined governance team. However, nothing precludes the Transition Council and/or merged Congregation from making different choices, provided it is based on a then-current assessment of God's will for His church.
  - 2.3. The name of the merged congregation continues to be called Christ Evangelical.
  - 2.4. The new legal entity will revise its constitution and bylaws.
3. Governance.
  - 3.1. A new Transition Council of the merged congregation will replace the Executive Council of each congregation and will include the officers of each of the two predecessor church bodies, plus CELC Pastor (non-voting), and Decisions will be made by majority vote.
  - 3.2. The Transition Council will be in place until a new Constitution and By-laws are agreed upon by the congregation.
  - 3.3. The CELC Constitution and Bylaws will govern decisions until such time as a new constitution is adopted by the merged congregation.
  - 3.4. A new Constitution and By-laws will be created by the Merger/Transition Details team to reflect the vision of the merged congregation.
4. Staff
  - 4.1. The current Music Director and Custodian of CELC will be part of the new entity staff.
  - 4.2. Administrative Assistant, either part time or full time
5. Finances.
  - 5.1. Any designated funds at CELC and Alleluia will be separately maintained for their original purpose.
  - 5.2. Future offerings and gifts will be the property of the merged congregation.
  - 5.3. Obligations of each congregation become obligations of the new legal entity post-merger.

6. Disclosures.
  - 6.1. Each party will disclose all employees, assets, and obligations to the other as part of normal due diligence.
  - 6.2. Each party will disclose income statements and balance sheets for the last three years.
7. Statements of Belief and Synodical Affiliation.
  - 7.1. The CELC Statements of Belief will remain in force.
  - 7.2. The merged congregation will remain affiliated with The Grand Canyon Synod, ELCA
8. Indemnity.
  - 8.1. Each party agrees to remain accountable for any acts or actions of its members, staff, or employees prior to the date of the merger.
  - 8.2. If the merger does not consummate or get approved by the congregations, each party will hold each other harmless for any costs incurred or resulting damages.

“For I know the plans I have for you,” says the Lord. “They are plans for good and not for disaster, to give you a future and a hope. In those days, when you pray, I will listen. If you look for me wholeheartedly, you will find me.” Jer. 29:11-13

Alleluia change : deleted Ministry Staff in (4) to just staff. They added a administration assistant to part time or full time staff.