



Northwestern Minnesota Synod
Evangelical Lutheran Church in America



April 9, 2024

Dear Friends in Christ,

We are delighted to announce the creation of a new, shared position which will help us develop shared ministries in indigenous contexts, and deepen our partnership with one another as Lutherans and Episcopalians in Northwestern Minnesota.

The White Earth Mission Developer will be a rostered ministry position within the Northwestern Minnesota Synod of the ELCA, and jointly funded by the synod and the Episcopal Diocese of Minnesota. The developer will help support existing leaders and ministries on the White Earth Reservation, and focus on leadership development and cross-cultural theological education for all the baptized.

In the face of the massive and intersecting divisions that cut across our common life in this country, we are immensely grateful for the gift of full communion, and the friendship it affords between our traditions. We look forward in hope to the way this new venture will deepen those roots of friendship, and help us more faithfully and effectively serve with all God's beloved at White Earth and beyond.

Faithfully in Christ,

The Right Reverend Craig Loya

X Bishop | Episcopal Church in Minnesota

Reverend Bill Tesch

Bishop, Northwestern Minnesota Synod

White Earth Mission Development/Rostered Minister Position

Vision for Mission: Together, the Northwestern Minnesota Synod of the Evangelical Lutheran Church in America and the Episcopal Church in Minnesota envision a ministry rooted in theological education that embraces cross-cultural understanding and collaboration among indigenous leaders. Our mission is to support existing native congregations on the White Earth reservation while developing a new ministry focused on spiritual formation and theological education, ultimately creating a Center for Theological Leadership that empowers indigenous leadership and strengthens partnerships across communities.

Where We Connect: Full communion occurs when two denominations establish a relationship grounded in a shared confession of the Christian faith, mutual recognition of Baptism, and participation in the Lord's Supper. This relationship does not entail a merger; rather, it involves honoring differences while working towards agreements. Denominations in full communion worship together, may exchange clergy, and share a common commitment to evangelism, witness, and service in the world. Despite differences, both entities acknowledge there is nothing that is church-dividing.

In 1999, the ELCA and The Episcopal Church entered into full communion through the document "Called to Common Mission: A Lutheran Proposal for a Revision of the Concordat of Agreement." This agreement was finalized by The Episcopal Church at its 2000 General Convention in Denver. The ongoing implementation and reception of this relationship are overseen by the Lutheran-Episcopal Coordinating Committee.

The introduction to "Called to Common Mission" emphasizes the spirit of unity and mission embodied in this agreement. It reflects a shared commitment to the gospel and the church's mission across generations, striving for visible unity to better live and share the gospel in obedience to the call of our Lord Jesus Christ.

Position Summary: The Mission Development Pastor will collaborate with the Northwestern Minnesota Synod of the ELCA and the Episcopal Church in Minnesota to develop a new ministry focusing on cross-cultural theological education and leadership development and support ministry on the White Earth reservation.

Position Title: Mission Developer/Pastor

Overseeing Body: Northwestern Minnesota Synod of the ELCA AND Episcopal Diocese of Minnesota

Issuing Body of Call: Northwestern Minnesota Synod Council <https://www.nwmnsynod.org/>

Location: White Earth reservation, Minnesota

https://whiteearth.com/assets/img/community/White%20Earth%20Base%20Map%2024x36%20w_Allotments.pdf

Position Type:

- Minimum three year term-call.
- Fulltime, including:
- 25% shared ministry with White Earth Nation priests
- 75% development of theological education and leadership development

Essential Duties and Areas of Responsibility:

*25% time working alongside existing Episcopal priests and lay leaders who are leading historic native congregations on the reservations while developing a new ministry.

*75% time developing access to/creation of spiritual formation and **theological education rooted in cross-cultural**, relationally-oriented training among indigenous leaders, creating a Center for Theological Leadership.

- Make and implement a plan to know the White Earth community
- Build relationships, contacts, connections, and partnerships
- Set up many one-to-one relational meetings
- Develop asset mapping and community mapping for purposes of developing partners (congregations and local)
- Hold regular listening sessions to set the trajectory of missional vision and planning
- Nurture discernment and skill development of leaders
- Provide Pastoral support one Sunday per month with White Earth faith communities
- Build Partner relationships (preaching at other churches three Sundays per month)
- Cultivate generosity of mission partners and seek out additional financial resources
- Social and Racial Justice: Welcoming people of all sexual orientations and gender identities, and from diverse ethnic, racial, and national origins with a passion for social ministries in areas of racial equity, homelessness, food security, and outreach
- Participate in the NWMN Native Neighbors Table and Hunger Table
- Participate in Anti-Racism Training when possible
- Connect with the Episcopal Church in Minnesota's Canon for the Department of Indian Work and participate in all DIW Clericus' and MN Committee on Indian Work/Native Indigenous Ministry gatherings
- Connect with the other Northern reservation churches for sharing, storytelling, and ministry development
- Synod Event participation will be required as is customary with clergy of the ELCA. Participation at Episcopal events would be by invitation and acceptance with the current polity of an Episcopal Priest on White Earth, this would allow for a clergy team with one foot in both denominations.

Qualifications:

Education and Training

Open to: Minister of Word and Sacrament, Minister of Word and Service

Essential Gifts for Ministry

- Appreciate cultural diversity in language and customs
- Help others develop their leadership abilities and skills for ministry
- Organize people for community action
- Build a sense of community among the people with whom you work
- Be creative and innovative in your tasks

The Ideal Candidate Will:

- Be a person of prayer open to the Holy Spirit's leading and formed by God through daily spiritual practice
- Be an Intercultural expert who can navigate, honor, and successfully work alongside various cultural groups
- Have the ability to listen deeply and respectfully
- Have experience in the congregational and spiritual development of diverse faith communities
- Be familiar with the realities facing diverse immigrant populations
- Have a collaborative work model and excellent team-building skills
- Reflect theologically with faith communities and equip others to do this
- Establish and maintain healthy boundaries
- Be available for evening meetings, weekend events, and travel
- Have an event-free driving record
- Have technical skills and or proficiency in social media
- Have visioning capacity and intrinsic motivation to drive mission development and innovation
- Have cultural competency and sensitivity to work effectively in a cross-cultural setting
- Have proven ability to build and maintain relationships with diverse stakeholders
- Experience in building cohesive groups and fostering collaborative efforts towards common goals
- Strong interpersonal and communication skills, with the ability to engage and inspire others
- A deep commitment to cross-cultural understanding and indigenous leadership development in a theological context

- Experience in ministry, pastoral care, or theological education, preferably in a cross-cultural setting
- Knowledge of Lutheran and Episcopal traditions and practices is desirable but not required
- Flexibility and adaptability to work in a shared position between two denominations

For more information or to apply, please reach out to Rev. Rebel Hurd at rebel.hurd@elca.org