

# District Resources

NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD

## the Happenings



### The President's Message – May 2017



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#### UNCLE SAM WANTS YOU!

Originally published on the cover of the July 6, 1916, issue of Leslie's Weekly with the title "What Are You Doing for Preparedness?", this portrait of Uncle Sam went on to become a well-used poster for both WWI and WWII. This poster tells all of America to wake up and do their part for the war effort.

We could take that poster, change the picture of Uncle Sam, and put in the picture of Jesus. Our church, both you and me, needs to wake up and do our part in the effort to recruit and encourage people to become church workers. Or maybe you need to consider signing up and becoming one yourself.

By the time you read this article, the two seminaries will have had placement services. This year there were 160 congregations wanting a graduate from the seminary but there were only 100 men available. Next year there may only be around 80 men available. There were over 350 requests for Lutheran school teachers from our LCMS colleges with only 118 teacher graduates. This leaves 230 vacant teaching positions at schools who now need to look elsewhere.

There are efforts to encourage future leaders as principals of our schools. One is called FLAME. Future Lutheran Administrators - Midwest Educators (FLAME) is a joint effort of The Lutheran Church—Missouri Synod (LCMS) districts in the Great Lakes Region to identify and develop future leaders in our Lutheran schools. Our District is assisting in the cost for those attending.

Teachers who are not Synod-trained and currently teaching in our parochial schools may go through the colloquy process during which they take 8 courses preparing them to understand and integrate the Christian faith and Lutheran teaching. This process also allows them to be a called worker. The North Wisconsin District is paying half the cost to assist them in completing the colloquy process.

So what are WE going to do? **PRAY!** We start by looking to our Lord and His advice: **"And (Jesus) said to them, 'The harvest is plentiful, but the laborers are few. Therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest'"** (Luke 10:2 ESV). **PRAY!** Include this prayer in our Sunday prayers. Include this in your prayers at your board meetings. Include this in your family and personal prayers.

**ENCOURAGE.** As a pastor or teacher, pick out one student a year that you believe could be the next future pastor and teacher and encourage them to consider being a full-time church worker. Or maybe you are a parent, grandparent, or a member of your congregation and you notice that child or adult that appears to have those gifts and skills to preach and teach. Talk to them. Encourage them. Tell them you would be happy to go with them and visit one of our LCMS colleges or seminaries.

**YOU!** "I Want You!" Maybe **YOU** have been thinking and praying about full-time service in the church. Talk it over with your pastor or someone you trust. Call me! I would love to talk it over with you. In the past, I met with a pastor and a lay person from his congregation who was considering going into the ministry. Today that individual is a pastor in our District.

**RESOURCES!** Let's get real. It does take money. It is not a cheap ticket to go into full-time church work. There are scholarships available from the District and LWML, but it takes a lot more. Maybe you have the means to assist someone. Please do! Learn what your congregation does to recruit and financially support these students. It takes the church to support those going into full-time church work.

If we want to have our pulpits filled with Lutheran pastors and our classroom led by Lutheran-trained teachers (and I did not even mention all of the other full-time church positions) we need to pull together – all of us. We can start as our Lord stated: **"Pray earnestly to the Lord"**. We all need to wake up and do our part in this effort!



Rev. Dwayne Lueck, District President

### **10 Ways To Be a Better Supervisor**

*Posted by Church Central, April 6, 2017 by Margaret Marcuson*

Are you struggling with a challenging employee? Are you looking for a new employee? Most pastors have next to no training in hiring and supervising staff. I know I didn't. Managing staff is an essential skill for church leaders. Here are 10 things I've learned about supervising church staff.

**1. Don't hire someone just because they need a job.** Hire because the person is the best for the job.

**2. Don't hire someone with the skills who you suspect has a bad attitude.** Their attitude is unlikely to improve. It's better to hire someone with a good attitude and train them.

**3. Don't hire if you can't fire.** You can hire church members, but you need to be clear about roles and expectations and be willing to let them go if it doesn't work out.

**4. Don't over accommodate difficult employees.** You can be reasonably flexible with employees who do their work, but if you find yourself tiptoeing around an employee or once again making excuses to yourself or others for them, think twice. It may be time to take a stand with them.

**5. Always check references.** Enough said.

**6. Be clear about roles, including what are the job responsibilities and who supervises.** Written job descriptions and clear lines of accountability don't solve all problems, but they help.

**7. Remember you can't always make church employees happy.** Be able to tolerate their disappointment or upset.

**8. Don't complain about one employee to another.** If you have a senior colleague, together you may be able to think about how to deal with staff challenges in a larger church. That's different from complaining.

**9. Learn the birth order of your staff,** and think about how you mesh. If you are a "youngest son" and your office manager is an "oldest daughter" (especially if she is older than you), you may find it harder to supervise her, and vice versa. It's still your job. Consider asking one of your older siblings for advice.

**10. Work on relationships.** Find ways to connect in a light way with all of your staff individually. It will pay off.

Putting these supervising techniques into place, along with clear communication, will go a long way to strengthen your church staff and make you an even better team.

Check out the full article here:

[https://www.churchcentral.com/blogs/10-ways-to-be-a-better-supervisor/?utm\\_source=Email\\_marketing&utm\\_campaign=emnaCCC04072017&cmp=1&utm\\_medium=html\\_email](https://www.churchcentral.com/blogs/10-ways-to-be-a-better-supervisor/?utm_source=Email_marketing&utm_campaign=emnaCCC04072017&cmp=1&utm_medium=html_email)



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## **News and Events**

### **Call Day 2017**

Congratulations to the newest servants in the NWD!  
View the [details](#) on our website.

### **NWD LCEF Scholarship Winner Announced**

William Laatsch is the first of five 2017 North Wisconsin District (NWD) Lutheran Church Extension Fund (LCEF) \$1,000 Scholarship winners. He's a member of Redeemer Lutheran Church, Green Bay and attends Northeastern Wisconsin (NEW) Lutheran High School (NEWLHS), Green Bay. William plans on attending University of Wisconsin - Platteville in the fall. - [READ MORE](#)

### **Peace Lutheran Campus Center Mission Trip**

Nine students from Peace Lutheran Campus Center near UWSP had the privilege of being the hands and feet of Jesus on their 2017 New York City Mission Trip. You can read all the details [here](#) or on the Campus Ministry [page](#) of our website.

### **Hearts for Jesus 2018**

The [guidelines](#) for submitting ideas for HFJ 2018 are now posted on the NWD website along with the [application](#). The deadline for submissions is August 1st.

### **Hearts for Jesus 2017**

Our NWD has raised over \$6,000 for Baton Rouge Lutheran School! Many schools and Sunday Schools use February as their month, but others are collecting during different times. Please send your HFJ donations to the NWD-LCMS office with HFJ on the memo line. Thanks for supporting this important ministry during their difficult time!

### **Future Church Worker Student Grants**

May 15th is the deadline for NWD professional church work students to apply for student grants. The form can be found on the [NWDLCMS.ORG](#) website under Financial Resources/Financial Aid. Questions may be directed to chair Andy Heren 715-831-9236 or [rcktnut007@aol.com](mailto:rcktnut007@aol.com).

### **Scholarship Opportunity - Deadline Extended!**

Bethesda Lutheran Communities has extended their scholarship application deadline to May 19 for college, seminary & high school students. Only active, communicant members of Lutheran congregations will be considered. Visit <http://bethesdalutherancommunities.org/get-involved/scholarships/> for all the details.

### **Mission Mini-Grants Still Available**

This is the third year for NWD schools and churches to request up to \$1500 to support local outreach events. Details can be found on the NWD website homepage at [NWDLCMS.org](#).





## **News and Events**

### **Spring Pastors' Conference**

NWD Pastors will gather May 8-9, 2017 at the annual Spring Pastors' Conference at St. Mark's Lutheran Church, Wausau. The details and registration information are available on the homepage of the District Resources [website](#).

### **The Lutheran Fathers Conference**

The Lutheran Fathers Conference will meet Tuesday, May 23 from 9:30am-3pm, at Zion Lutheran Church, Chippewa Falls. Pastor Dan Pfaffe will continue our study of the Augsburg Confession. Our day includes 9:30 fellowship, 10:00 Matins, 10:30 study, lunch break, and 3pm conclusion. There is no cost and prior attendance is not required. These meetings are open to all pastors & lay people. If you have questions or need directions, please contact the church office at 715-723-6380 or [zionlutheranfc@charterinternet.com](mailto:zionlutheranfc@charterinternet.com). Please join us!

### **2017 Institute on Liturgy, Preaching and Church Music**

[Registration is now open](#) for LCMS Worship's 2017 Institute on Liturgy, Preaching and Church Music, set for July 25-28 at Concordia University Chicago (CUC) in River Forest, Ill. This year's theme is: "The Just Live by Faith: Make it Plain in Sermon, Service, Song." The Rev. Dr. Daniel Gard, CUC president, will preach and lead a study of Habakkuk. LCMS resident Rev. Dr. Matthew C. Harrison will preach at the opening worship service. The institute provides numerous worship opportunities, including two celebrations of the Divine Service, a hymn festival and a concert. More than 100 workshops will cover a wide gamut of topics related to the Church's worship life.

### **NWD Church Workers' Annual Golf Outing**

Our annual golf outing will be held Monday, July 31 @ a new location... Merrill Golf Club! Watch the homepage of the NWD website for the registration link and sponsorship form coming later this month.

### **Lutheran Summer Music Programs**

The mission of LSM is to transform lives through faith and music. At LSM, they provide young musicians with the opportunities to share their many musical gifts and to glorify God. Check out their summer music opportunities on their website at [www.lutheransummermusic.org](http://www.lutheransummermusic.org).

### **NWD Early Childhood Conference**

Mark your calendars - The 2017 Early Childhood Conference will be held Friday, August 4 at St. Paul, Bonduel. Watch the NWD homepage for details.

### **All Schools Summit**

The 2nd annual All Schools Summit will be at St. Paul, Bonduel on Friday, August 11. Instructional leaders from CUW will create a collaborative environment, focusing on best practice classroom management and building parent relationships. Nearly ALL of our NWD-LCMS schools and teachers attend this outstanding event. Registration coming soon!



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## **News and Events**

### **PCWC 2017**

The Professional Church Workers Conference is held every three years to gather all the called workers of the NWD together. There is great value in being together, learning and worshiping, encouraging, networking and equipping! This one day event will be held Thursday, October 26, 2017 at Mount Olive Lutheran Church, Weston. The theme "Thrive" is based on John 10:10b where John reminds us of his experience with God's steadfast support, "*I came that they may have life and have it abundantly.*" Registration will begin electronically on August 1. Check out the new details on the [NWD website](#)!

### **State Youth Gathering**

Join youth from across the state as they focus on this year's theme: 'HERO - Greater. Better. True.' - *Hebrews 1:1-4*. The event will be held Nov. 3-5, 2017 at the Kalahari Resort & Convention Center in WI Dells. Awesome activities are being planned including speakers from the National Youth Gathering, engaging Bible studies, offsite candlelight worship, and a waterpark lock-in! Details are available on the [NWD homepage](#) and online registration will be available in August. Make your plans now to attend!

### **New Resources on the NWD Website**

Resources are always being added to our website. The new Colloquy Grant Application for teachers wanting to take the coursework required to become rostered is there, as well as a new School Board Orientation document. Check for other items at [nwdlcms.org](http://nwdlcms.org).

### **NEW Starting This Summer: LCMS Electronic CPE (E-CPE) Program**

Lutheran Senior Services (LSS) ACPE Center – with financial backing from the Office of National Mission – will host an all-electronic, full credit CPE program starting the week of July 10, 2017 and ending the week of December 11, 2017. Class hours will be 4:00–9:00 p.m. Central Time. The day of the week is to be determined. Rev. Jeffery Scheer, LSS CPE Administrator, and Rev. Joel Hempel, Interim Director LCMS Specialized Pastoral Ministry, will serve as supervisors. Classroom work will include devotions, presentations with discussion, written verbatim accounts of pastoral care visits, interpersonal relations group, and in-class, supervised ministry with each other. The program includes 14 hours per week of required ministry, seven of which must be in one-on-one pastoral care. The ministry context may include one's current place of ministry. A ministry covenant with one's place of ministry will be among the requirements. Tuition: \$1,500.00. Scholarship assistance is available up to \$1,000.00 from the Office of SPM, LCMS. Apply by completing and submitting a SPM Scholarship Form linked at [www.lcms.org/spm](http://www.lcms.org/spm). To apply for the E-CPE program, go to <http://lssliving.org/pastoral-care/clinical-pastoral-education/>. An online interview using the Zoom platform will be part of the application process. For more information, please contact Rev. Jeffery Scheer at [Jeffery.Scheer@LSSLiving.org](mailto:Jeffery.Scheer@LSSLiving.org), 314-446-2425, or Rev. Joel Hempel at [Jo-el.Hempel@lcms.org](mailto:Jo-el.Hempel@lcms.org), 314-996-1388.

### **New, free resource for Arabic outreach**

Open doors to conversation with Arabic-speaking immigrants or exchange students in your community with a new, free resource from the Lutheran Heritage Foundation: *A Child's Garden of Bible Stories*, translated into the Arabic language. Available in hardcover and paperback, this colorfully illustrated collection of 60 Old and New Testament Bible lessons is available free of charge to the ministries that need them. Call LHF at (800)554-0723 or email [info@LHFmissions.org](mailto:info@LHFmissions.org) to order your copies.



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## **School Corner**

*Thanks to Chelisa Behm from Celebration, Appleton for sharing this article.*

**School: Celebration, Appleton**

**Program: Art Education**

Question 1: What exciting things have recently happened with Art Education at Celebration?

Students at Celebration Lutheran School have been busy creating collaborative classroom art projects that will be used for the school's art auction in March. These works are special because EVERY student in the school participates by creating a "piece" according to a classroom theme. The pieces are then put together to create a one-of-a-kind art project or collage. These artworks showcase a wide variety of media, materials and art techniques that the students experience throughout the year. For example, 3K preschool traced, colored and painted hearts, 4K used oil pastels, paint, stamping, paper cutting and tearing to create pieces that became a collage that illustrates "The Hippo Song and middle school students made glass hearts and crosses that became a fused glass cross.

Question 2: How have students and parents responded to your Art Education program?

Parents and students have watched the visual art program steadily grow at CLS. Students routinely make comments like, "Can't wait to see you on Thursday," or "What are we doing in art this week?" Parents purchase items through ArtSonia that have their child's artwork imprinted on them and this past year, CLS was blessed with a generous monetary donation to the art program by a supportive family. (ArtSonia is a free, on-line educational tool for teachers to share student artwork with family and friends and archives students' artwork for their years throughout school.)

Question 3: What technology, curriculum and human resources were essential to make this happen?

I try to incorporate a variety of teaching materials, technology and resources to create and expand visual art experiences for students at CLS. The art curriculum is multi-faceted with students across all grade levels learning the art elements and principles of design, art history and genre. Students gain inspiration from art, artists, literature and a variety of other sources while using a variety of media and materials to create their artwork. Finally, art lessons are also aligned with the Wisconsin State Standards of Art and Design.

Question 4: As a leader, what do you feel are the most important pieces of advice for a principal wanting to implement Art Education?

If an administrator is hesitant about implementing art education in their school, I would encourage them to do so. Art encourages creativity and problem-solving. Creative people invent, imagine, problem-solve, create, and communicate in fresh, new ways. Every career requires creative thinkers: scientists, engineers, medical researchers, technology innovators, business entrepreneurs, artists, performers, writers and illustrators, designers, inventors, educators and parents. Those with the ability to "think outside of the box" will lead the future and make special things happen. So...be creative!

If a school does not have a "formal" art program in place, you can start small.

Have fun! And don't be afraid to get a little messy.



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## Counselor Corner

### OVERCOMERS!

He was on that “least likely to be chosen” list. His credentials, though impressive, were on the “wrong side of the ledger.”

This man’s name was Saul. He was a Pharisee who he had appointed himself as a “one-man-army” out to destroy Christ’s growing church.

Then Christ’s personal intervention came (Acts 9:3-6). Saul’s new destiny was filled with unique significance...and unparalleled suffering. He was called to be Christ’s messenger to the Gentile nations...and he would suffer much in the name of Christ (vss.15-16).

Both proved true. He was renamed Paul and his Christ-centered ministry was remarkable...as was his suffering. This included his frequent times in prisons (2 Corinthians 11:23a) for the sake of Christ (for a full suffering list see vss.22-28).

It was from one of those imprisonments that Paul penned his letter to the believers in Philippi. It could be referred to as a treatise for overcomers—finding “joy” (referenced 16 times) in the midst of the “jolts” of ministry.

One section of this letter especially holds this special emphasis—

“Rejoice in the Lord always. I will say it again: Rejoice! Let your gentleness be evident to all. The Lord is near. Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your requests to God.” (4:4-6)

In these three verses we find a summary of “prescriptions” for overcomers. We could outline them under three “P’s”—

*Praise* in Christ. Seeking the *Presence* of Christ. And, *Prayers* to Christ.

This “antidote” holds a remarkable “prognosis”—

“And the peace of God, which transcends all human understanding will guard your hearts and minds in Christ Jesus.” (vs.7)

And then Paul tops it off with a final “P,” which can be summarized as “*Pure*” thinking centered on Christ (vs.8).

Herein lies a timeless remedy for Christ’s servants. Building these four elements into one’s ministry can still promote that deep, abiding “peace” Christ specializes in. Healthy ministers benefit from a regular “dose” of all four “prescriptions.”

Pastor Dan Kohn  
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## Rural and Small Town Mission

To check out the latest 'Reaching Rural America for Christ' Newsletter [click here](#). This month's edition includes the following article entitled...



### Teaching the Faith: Sunday School

#### Does your church offer "drive-by" Sunday school?

Gone are the days of the little ones attending Sunday school and their parents attending a Bible class of some sort during that hour before or after church. Too often, if they are brought at all, children are dropped off for Sunday school. What can we do? How do we reach out to the young families who are getting their children, if not themselves, to Sunday school? How do we reach out to those who don't even try? The most important thing is to give them an opportunity to learn about Jesus, but wouldn't it be great if we could also connect to them in other ways?

Most rural congregations struggle with small attendance numbers. Maybe instead of seeing this as a struggle we should see it as an opportunity. Imagine the relationships that can be built when we can talk about the lesson and how it applies to our daily lives! Here are some thoughts on how to get children and families excited about Sunday school.

We are directed in Prov. 22:6: "Train up a child in the way he should go; even when he is old he will not depart from it." The best way to do this is to lead by example. When we drop our children off for Sunday school we are sending an important message, but is this the message we want to convey? Do we want to train them to only be in God's Word for an hour on Sunday or worse yet, teach them that once you can drive you do not need to be in the Word for even that hour? It is imperative to teach the importance of a lifelong faith that requires learning, studying, praying and fellowship with other believers. God created us to be in fellowship with one another, but as fallen human beings we think we can do it entirely on our own.

There is also a lack of volunteers to teach Sunday school for a variety of reasons. What if we developed a ministry that would involve the whole family? We could provide an opportunity for families to learn about Jesus together and provide education/resources for this to spill over into every day of their lives. We could connect the widow with the young family, the single mom with the empty-nest parents whose grandchildren live in other states, or the military wife with the family who is living far away from their own family.

Another challenge is creating excitement. Excitement is contagious, so it is important to find leaders who are excited about Sunday school ministry. This can be an even bigger challenge, but if people know the responsibility will not be entirely on them, maybe they will be more willing.

God's Word provides us with amazing curriculum, but how do you develop this in your congregation? Plan to join me in the conversation about Sunday school curriculum, creating excitement, intergenerational ministry and lifelong faith during the LCMS Rural & Small Town Mission webinar on Thursday, May 25 at 1:00 p.m. CST.

*Contributed by Angela Kollbaum, youth director, St. Paul's Lutheran Church, Concordia, Mo.*

*LCMS Rural & Small Town Mission supports and encourages rural and small town congregations in engaging their communities and growing together in Christ through Word and Sacrament. If you have a good idea for outreach or a story you'd like to share so that we can share it with others, please email Amy Gerds at [amy.gerds@lcms.org](mailto:amy.gerds@lcms.org). Learn more about us at [www.lcms.org/rstm](http://www.lcms.org/rstm), by calling our office at 888-463-5127, by email at [rstm@lcms.org](mailto:rstm@lcms.org) or "like" us on our facebook page at [www.facebook.com/lcmsrstm](https://www.facebook.com/lcmsrstm).*





Concordia Plan Services has a wealth of information on their website. Click [here](#) to read more about the latest articles...

- Inform Your Employees: Quality Health Care Doesn't Have to Cost More
- Help Your Employees Build a Stronger Retirement Through the CRSP
- Deciphering Group Term Life and Tax Reporting

### **NWD Financial Box Score**

#### **April 2017**

April Offering	\$177,280.87
April Budget	\$190,960.00
Year-to-date total offerings	\$459,479.60
Year-to-date budget	\$508,007.50

### **North Wisconsin District Lutheran Church—Missouri Synod**

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