

# District Resources

NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD

the Happenings



## The President's Message - May 2019



### In This Issue:

- The President's Message
- Across My Desk: DJ Schult
- News and Events
- Counselor Corner
- Rural & Small Town Mission
- CPS News
- NWD Financial Box Score

### CALL NIGHT

Call night! It is one of the most exciting evenings in a future minister's life as he and loved ones learn where they will begin ministry. The last two call nights were great nights for our District. Cheryl and I had the opportunity to welcome seven new men who will be ordained and installed as pastors (2 wives & 1 fiancée) along with three men (2 wives & 1 fiancée) who will be vicars in the Northwoods.

The real joy will be in the congregations who will receive an answer to their prayer – that their pastoral vacancy be filled. Five of the men are called as associate pastors and two will serve as sole pastors in dual parishes. We are also receiving new teacher graduates from our Concordia Universities to fill vacated teaching positions.

Unfortunately, one of our parishes that had asked for a seminarian did not receive a candidate as there were not enough future pastors to fill all the requests. In fact, 27 congregations asked for a pastor from the seminary and did not receive one. There was a combined total from the two seminaries of 80+ candidates this year compared to 100 the past two years. Thankfully the number will be higher next year.

For the past three years, the seminaries have not had enough candidates for all the churches requesting students. This is a switch from years gone by where many times there were not enough calls from congregations for the men graduating.

However, things have changed. We have less men going into the ministry. We have less men and women becoming teachers and DCEs to serve in our Lutheran congregations and schools. The last number that I heard – around 28% of the teachers serving in our parochial grade schools in the Synod are called workers. We are facing a shortage of principals.

Rather than trying to figure out why we have less and less, we need to figure out what you and I can do to make a difference:

1. **Pray** - Pray for workers. As Jesus said, "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."
2. **Encourage** - Encourage the youth in your congregation to consider full-time church work. Introduce them to our Concordias when they are young. Plant the seed.
3. **Scholarships** - It is no secret that getting a college and seminary education is not cheap. For a seminarian the commitment is seven years. You can assist a future church worker with your finances through your congregation or through the District scholarship fund. (Ron Smith, the District planned giving counselor stated, "I talk to donors who did not know they could assist future church workers by giving to the District scholarship fund." Annually the District helps future church workers with scholarships. We have the thank you notes from the students who are very grateful for the financial support.
4. **Debt** - Most of the new workers coming into your midst also have student debt. Today in the USA, 70 percent of college students graduate with a significant amount of loans. When they graduate, the average student loan borrower has borrowed \$37,172. Hopefully as a congregation you can assist your new church workers. The District Board of Directors is in the process of establishing a fund to help with student debt. Again, you can give to this fund.

If you would like to help these church workers with a scholarship or debt reduction may I suggest you contact Gift Planning Services at 715-838-0368 or <http://www.giftplanningservices.com/>. They will be able to assist you in helping our church workers who need our prayers and our financial gifts.

What can you and I do as we face the ministry future of our congregations and schools?  
Pray. Encourage. Support with our gifts.

Rev. Dwayne M. Lueck, District President

### **Sabbaticals**

Based on the encouragement of worker health advocates and the direction of other districts in Synod, the NWD Board of Directors created a sabbatical policy for church workers. This was 10 years ago. These days it seems many congregations expect more and more from their called workers while doing less and less in compensation and benefits. Additionally, those compensation practices make worker retention and recruitment more difficult. What if a sabbatical was part of your worker care package? Would it make a difference?

The 14-page document provides background, recommendations, sample policy, a timeline checklist, and questions for the worker to help develop a sabbatical plan. Check out the purpose statement below, the entire policy on the Church Resources page ([here](#)) and consider the topic on an upcoming meeting agenda.

### **Why Do Our Church Workers Need Sabbaticals?**

Workers in the church need to recreate and restore what has been worn down by day-to-day encounters with reality. Nourishing one's body, mind and spirit and regaining perspective requires a change of pace and place—a pilgrimage. Jesus provides us a good example to follow. He actively nourished his whole person, body, mind and spirit—in prayer, in teaching, in travel, in time alone, in rest and in the caring for people. By his example, the apostles who walked and worked with him learned from him and benefited as well. Jesus told his disciples in Mark 6:31: "Come with me by yourselves to a quiet place and get some rest." That is what sabbatical is about—an extended pilgrimage away from the "normal" activities of life as we know it in the exercising of the roles, functions and responsibilities of our vocations and into others which restore, renew, rebuild, and rejuvenate the whole person, body, mind and spirit.

Sabbatical leaves are designed to benefit the professional person (avoid burnout, refresh the spirit, engage the mind, gain perspective, knowledge, and skills) and the church organization (re-energized leadership, clarity of vision, healthy models of the Christian life).

Review the entire policy at <http://nebula.wsimg.com/bdb088c05678f460fc744a78845c8f0e?AccessKeyId=DD83FE257D5FCD8E2536&disposition=0&alloworigin=1>



*District Resources*

NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD



## Ministry Corner

### Worker Debt

*The NWD-LCMS Board of Directors have taken direction from the last district convention to study and consider solutions regarding the burden of worker debt. Resolution 18-06 states in part...*

#### **SUBJECT: To Address the Student Debt of District Professional Church Workers**

**Resolved, that the Professional Church Workers of the North Wisconsin District and the congregations and/or entities that they serve be encouraged to engage in open and loving conversation regarding these issues; and be it finally**

**Resolved, that the congregations and/or entities of the North Wisconsin District be further encouraged to become aware of and utilize whatever resources may be available in order to alleviate this problem.**

*Not sure if there is a problem? Below are four comments from workers responding to our survey. There are many, many more comments like these from ordained and commissioned workers throughout the NWD. Watch for more information in the months ahead.*

*Worker 1:* With the Synod as a whole I am frustrated at the perceived lack of concern over church workers that are not pastors (DCEs, Lay Ministers, teachers, etc.) and their loan debt. I would like to emphasize that I fully trust and believe that God will and does provide for me and my future wife - that will never change.

*Worker 2:* I feel financially irresponsible if I try to tithe, because I will not have the money to buy groceries or gas to get to work. I want to give more, and know I should trust in God to take care of me, but I have spent months eating nothing but Ramen noodles and canned vegetables, and I have felt incredibly helpless and hopeless for years. I feel like people judge me when I don't give in church because I am a teacher and I should lead by example, but I cannot even afford to buy myself new clothes for school, let alone giving 10% of my income.

*Worker 3:* I have noticed several church worker friends who have a "side hustle" (second job - usually selling something online) and I don't think it's right. As ministers of the Gospel our only focus should be on sharing Christ, building relationships in order to share Christ, and of course raising and leading our families to live faith filled lives as servants of Christ. I don't think it's right for church workers to be pressured into needing extra work - and not being able to work extra evenings, since church life often happens in evenings (and families), church workers often turn to direct sales. Direct sales are often exploiting relationships to make money, which of course flies in the face of ministry.

*Worker 4:* I do not know what the solution is, but at the very least we need to give more support to new and single teachers, because I spent years thinking I was completely alone, and that nobody cared about whether I could afford to eat anything other than \$.50 dried noodles, as long as I showed up for work every day. I cannot be the only one who feels so helpless.



## The "M" Word

Hello, fellow redeemed, in the name of our risen Jesus!

Apologies in advance. I know it's not very Lutheran to talk candidly about money – much less mention it – but I'll be going there each and every month. As a saved and adopted child of God, I acknowledge Christ's lordship over my time, talents, abilities, relationships, and the like. After all, He holds everything together, and I owe him my very life. But I ought to more fully embrace that He is also Lord of my money. Yes, say it with me – Lord of my money. Nothing to be ashamed of there.

Each month I'll be offering up a new opportunity for us to more fully participate in God's economy – to store up treasures in Heaven. I hope you'll prayerfully consider them and let me know your thoughts and ideas concerning them.

First up: automatic offerings, drawn electronically, at regular intervals, from an account of your choosing. **Joyful Response** is an electronic offering program that enables to you to share your financial blessings with your church consistently, predictably and easily. No more writing checks, sealing them in envelopes and remembering to put them in the offering basket on Sundays. Your church will appreciate it too, because there is absolutely no charge to set up or maintain the program.

Lutheran school tuition payments can also be made through this platform. Interested? Find out more about the benefits of Joyful Response at <https://lcef.org/joyful-response/>. Or, just give me a call!

God's blessings to you -

Bill Jordan

LCEF Vice-President & NWD Business Manager

715-845-8241, x102

bill@nwdlcms.org



## News and Events

### **Call Day 2019**

Welcome & congratulations to the newest servants in the NWD!

A link to the [details](#) can be found on our website.

### **Lay Leader Training Offered Again – May 15**

The Lay Leader Training offered in January was well received by the nearly 50 leaders attending. Because it was a snowstorm night and well over 100 were registered for the event, there will be a second offering on Wednesday, May 15 from 6-8pm at Trinity Lutheran Church and School, Wausau. The purpose of the event is to encourage, network and equip congregational key leaders to address the strategic, policy and conflict issues that arise in congregational ministry. Registration is now open at this link: <https://conta.cc/2K3vmWS> or the front page of the [NWD website](#).

### **Professional Church Worker Student Grants - Last Chance to Apply!**

District financial support is available to NWD college and seminary students who are attending a synodically operated school to prepare for full-time service in the church as a pastor, teacher, deaconess, parish worker, DCE, lay assistant or other full-time ministry position. Aid is granted for one school year at a time; half for the fall semester, half for the spring. The student must carry a credit load that is considered full-time. A new application must be filed each year. Contact your school's financial aid office to get the District Financial Aid Application and return it to your school **before May 15**. The form and requirements of the grant program can be found on the [NWDLCMS.ORG](http://NWDLCMS.ORG) website under [Financial Resources/Financial Aid](#).

### **NWD Spring Pastors' Conference**

The Spring Pastors' Conference will be held May 13-14 at Camp Luther. Agenda, details and paper registration forms are again hosted on the St. John Pulaski website...

<http://www.stjohnpulaskiwi.org/nwd>. Please contact Pr. Ryan Fehrman with any questions at [revzion1896@gmail.com](mailto:revzion1896@gmail.com).

### **The Lutheran Fathers Conference**

The Lutheran Fathers Conference will meet on Tuesday, May 7, 9:30am-3:00pm, at Zion Lutheran Church, Chippewa Falls. We are now in the midst of our study of the *Augsburg Confession* and the *Apology of the Augsburg Confession*, having completed through Articles XII in February and will be starting Article XIII in May. Pastor Dan Pfaffe is our study leader using the Kolb Wengert translation (*Fortress Press, 2000*), although some of us use older translations to prepare. For class the text is shown on a large computer screen. In preparation, read or at least look at the next six to eight articles, XIII through XX, as these are shorter. We begin with fellowship at 9:30, Matins at 10:00, study at 10:30, break for lunch at nearby restaurants, and conclude by 3:00pm. There is no cost and prior attendance is not required. These meetings are open to all pastors, laymen, and laywomen. 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 come and join us!

*Please note the change in meeting time—normally we meet the third Tuesday in February, May, August, and November, but, due to our Spring Pastors Conference on May 13-14, some Winkels were moved to that third Tuesday, so we have opted to change our date to the first Tuesday, May 7.*



# District Resources

NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD

## **News and Events**

### **Rostered Church Workers - Called to Glory**

- Rev. James Weuebben, April 15, 2019. <https://www.legacy.com/obituaries/pjstar/obituary.aspx?n=james-paul-wuebben&pid=192421065>
- Rev. Delbert Rossin, April 22, 2019. <http://www.ritchayfuneralhome.tributecenteronline.com/obituaries/Rev-Delbert-R-Rossin?obId=4346256#/obituaryInfo>

### **Upcoming Events & Save the Dates:**

- All School Summit - August 15, 2019 - St. Paul, Bonduel
- Fall Pastors' Conference - Sept. 23-25, 2019 - Holiday Inn, Marquette
- NWD Adult Gathering - October 1, 2019 - Mt. Olive Lutheran Church, Weston - *Featured Presenter - Former LCMS President, Rev. Dr. Gerald B. Kieschnick*

### **Hearts for Jesus 2020**

Thanks for supporting Camp Luther this February! Totals for Camp will be out soon, but now is the time to submit an application to be considered for Hearts for Jesus 2020! The ministry will be selected early fall, in time for schools and churches to plan for the February 2020 Hearts for Jesus annual gathering. Application forms can be found on the homepage of the NWD website at [nwdlcms.org](http://nwdlcms.org). Also posted are the ministries and support received through the years.

### **Noah's Ark Youth and Family Day**

The South Wisconsin District would like to invite the NWD schools and congregations to join them for Youth and Family Day at Noah's Ark, Friday, June 14. Here's the link to their website... <https://swd.lcms.org/june-14-noahs-ark-youth-and-family-day/> \$16 per person, includes all day unlimited admission and a free lunch. Order passes by June 3. Questions? Contact Robin in the SWD @ 414-464-8100, ext. 741.

### **Ready for the National Youth Gathering?**

The NYG is almost here! Critical updates continue to be posted on the NWD Facebook page. Questions? Contact District Coordinators Samantha Tracy [samanthakaytracy@gmail.com](mailto:samanthakaytracy@gmail.com) or Tara Barret [tbarrett@immanuelrapids.com](mailto:tbarrett@immanuelrapids.com) for answers.

### **Servants of Christ Conference**

The Servants of Christ Conference at Concordia University Wisconsin will ground youth in the grace of their baptism, teach them about the doctrine of vocation, give them information about college and careers, and allow them to take part in breakaway sessions led by CUW professors & other guest speakers. These sessions are designed to strengthen their faith and help them to live as servants of Christ in our challenging world. Open to all students entering grades 9-12 in Fall 2019 the event will take place July 28-29 on our Mequon campus. The \$25 cost covers lodging and three meals. Registration opens April 15<sup>th</sup>. Adult chaperones are welcome to attend for the same cost as students. Registration and details available at: [www.cuw.edu/ServantsofChristConference](http://www.cuw.edu/ServantsofChristConference).



# District Resources

NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH - MISSOURI SYNOD

## Counselor Corner

### **A CLEARLY DEFINED DESTINY**

God has a plan for His chosen leaders. A certain character quality needs to prevail through our words and actions.

John the Gospel writer places a special emphasis on this element. In Chapters 1-12 it appears eight times. In Chapters 13-17 it occurs 31 times. We are talking about the Greek noun *agape* (love) and the verb *agapao* (love).

The remarkable expression of that love occurred during the evening of Jesus' betrayal. It was in that upper room where Jesus "wash[ed] the disciples' feet" (13:5a). Jesus intentionally became subservient to live-out this character quality.

Following this radically humble action Jesus shared a lesson with His disciples—

""If I then, your Lord and Teacher, have washed your feet, you ought to wash one another's feet. For I have given an example, that you also should do just as I have done to you."" (vss.14-15)

It is noteworthy that Jesus washed the feet of Peter and Judas. Jesus' love saw past their rejection of Him that would also occur that night.

Later that traumatic night Jesus shared a "new command" that would define discipleship—

""A new commandment I give to you, that you love one another; just as I have loved you, you also are to love one another. By this all people will know you are my disciples, if you have love for one another."" (vss.34-35)

Love is action-centered. Love is other-centered. Love is submissive. Love is sacrificial. Jesus modeled love in all these dimensions. We are called to do the same so our love exemplifies our Lord. Our L-O-V-E is Lord Our Very Essence.

The ultimate expression of love Jesus lived-out was on the cross. He gave all so we could have all with Him in heaven above.

Each day is a limited time span for us to live L-O-V-E in all its fullness. We anticipate the day when we will see Jesus' out-stretched arms and we will know fully—"This is how much I love you!"

Pastor Dan Kohn  
District Counselor  
[revkohn@gmail.com](mailto:revkohn@gmail.com) / 715-610-2400



## Rural & 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...



### **“Outreach through Lutheran Braille Workers”**

**Do you know anybody** in your church or community who is elderly or sight-impaired? An aging population is an issue facing almost every church and town in the United States. Church leaders face increasing challenges regarding how to share the Gospel with individuals who may be visually impaired.

#### **Helping Christians with Vision Impairment**

Many churches offer hearing assistance technology on their websites or in the pews. Very few churches advertise support for people who struggle with their vision even though there are approximately 300 million people in the world who are moderately or severely visually impaired, 95 percent of whom are unchurched.

While there are many resources available within urban areas, rural communities can struggle to serve individuals who are losing their vision. This is especially true within rural areas with large numbers of senior living communities. It is in these small towns that Lutheran Braille Workers (LBW) can provide a significant amount of free assistance and outreach support.

#### **What does LBW offer for free?**

LBW offers free specialized large print, braille and audio materials for individuals who are blind or visually impaired, including the Bible, *Lutheran Service Book*, Small Catechism, devotionals and other Christian materials. Churches and other organizations are invited to order these materials for free! These materials can be a great benefit to members of a church who are getting older, losing their vision, homebound or otherwise not able to enjoy the same connection with the Word that they used to. Pastors can use these resources to make house calls or hospital visits. Members of rural communities can use these materials during inclement weather when getting to church may not be a possibility.

For a complete listing of LBW's free resources, visit [lbwinc.org](http://lbwinc.org) or call 800-925-6092. Please also visit LBW's Facebook page: [facebook.com/lutheranbrailleworkers](https://facebook.com/lutheranbrailleworkers).

*Contributed through the LCMS Rural & Small Town Mission monthly newsletter by Daniel Jenkins, vice-president of Ministry Advancement, Lutheran Braille Workers*



# District Resources

NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD





## **Rural & Small Town Mission - Upcoming Events**



Don't forget that Rural & Small Town Mission provides free monthly webinars on topics important to congregations in town and country settings. Up next is Outreach Through Lutheran Braille Workers on May 23, followed by Witness & Outreach Resources on June 13. Find past webinars in our archive and watch for information on all our upcoming events!

Register for one of our Engaging Your Community (EYC) or Engaging the Wandering (ETW) events at [lcms.org/rstm](http://lcms.org/rstm). These partner events offer practical resources and communication skills for reaching out to wandering members and our communities with Christ's love. Join us in Waldport, Ore., on May 11 for an Engaging Your Community event. Online registration is available for both types of events. Contact your district or our office if you are interested in holding an event near you.

Register now for the 2019 National Rural & Small Town Mission Conference, *Running With Endurance: Eyes Fixed On Jesus*, Nov. 14-16 in Minneapolis.

To see our calendar, visit [lcms.org/rstm](http://lcms.org/rstm). Contact our office at 888-463-5127 or [rstm@lcms.org](mailto:rstm@lcms.org).

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. Learn more about RSTM at [lcms.org/rstm](http://lcms.org/rstm) or by calling 888-463-5127. "Like" us on our Facebook page at [facebook.com/lcmsrstm](https://facebook.com/lcmsrstm).



- Check out the [CPS website](#) for a wealth of information or head right to the 'Blog & News' section for the latest info!

- Visit the NWD website for a CPS corner listing the main contacts for churches using CPS, as well as links to the most important news and answers found on the CPS website. Bookmark it so you have it! <http://www.nwdlcms.org/concordia-plan-services.html>

### **NWD Financial Box Score**

**April 2019**

April Offering	\$151,854.38
April Budget	\$189,000.00
Year-to-date total offerings	\$388,267.48
Year-to-date budget	\$487,312.50

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

3103 Seymour Lane

Wausau, WI 54401

715-845-8241 | [www.nwdlcms.org](http://www.nwdlcms.org) | [www.facebook.com/nwdlcms](https://www.facebook.com/nwdlcms)

