

# District Resources

NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD

the Happenings



## The President's Message – June 2018



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### CHURCH WORKER GRADUATES AND STUDENT DEBT

This past weekend Cheryl and I were invited to two graduation parties. The graduates Clay and Austin from Wisconsin Valley Lutheran High School at Mosinee. Pictures from the past and trophies were in full display, celebrating the end of a chapter in life called high school. There was also plenty of food and drink to enjoy in the heat of the Memorial Day weekend. It was great to be able to celebrate with them.

Graduation is a big deal – the receiving or conferring of an academic degree or diploma. It is a validation that all of that homework paid off. It also means going on to the next chapter of college and eventually landing that job that allows you to move onto the real world and living. Hopefully the student debt load is not too terrible when college graduation takes place.

This summer we have four men who are going to be joining the real world of ministry here in our District – our four seminary graduates. It was great to see all four men receive their call to their congregation at the seminary placement services and to meet them later and give them their cheesehead.

Soon they will begin their ministry to where they were called. Below are the details with the hope that possibly you can be there and celebrate with them at their installations.

- Andrew Belt – Christ, Marshfield, WI – June 24 at 2pm
- Matthew Bless – St. John, Merrill, WI – June 17 at 3pm
- Daniel Ondov – Redeemer, Marquette, MI – June 24 at 3pm
- David Shudy – St John, Black River Falls – July 22 at 2pm  
Grace, Alma Center, WI – July 22 at 4pm

Just like most college graduates, seminary graduates have student loan debt as well. Included in that group of college graduates are future parochial school teachers, Directors of Christian Education, and deaconesses that will be coming to district congregations this summer or fall. They are on the low end of the pay spectrum often with a new spouse, baby, and living expense. It can be tough. It can be stressful.

One of the resolutions that will be addressed at our District convention is **Resolution 18-06 - To Address the Student Debt of District Professional Church Workers**. Many of the church workers do not receive salaries commensurate with those working in the public sector who have a comparable level of education, impeding their ability to repay student indebtedness. The delegates will be asking the District Board of Directors to do more research on this issue and possible ways to alleviate the problem.

There is another resolve that states: **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. My hope is that in a loving way you ask the new worker about their debt. They may or may not engage you about this, but at least try.

There are many ways a congregation can raise money – put it in the church budget, have an auction, let people in the congregation know, set up an endowment or you personally write them a check.

This is a serious matter. You don't need a convention resolution to encourage you to support these new graduates. JUST DO IT! Talk to them. Do what you can to help them. Be their advocate. It can be a tough thing to talk about. But try! They certainly will appreciate it!

Rev. Dwayne M. Lueck, District President

## Across My Desk: DJ Schult

### New Compensation Guideline Tool from Concordia Plan Services

*Our NWD ministries were recently introduced to the new Compensation Guidelines Tool from Concordia Plan Services; some ministries have already been using the tool. More information will continue to be shared as the final data for Teachers is completed. Check out the article below from the chair of the NWD Board of Directors.*

May 24, 2018

Dear Congregations of the LCMS North Wisconsin District:

Greetings on behalf of your Board of Directors and Staff of the NWD! Thank you for your attention to this communication.

At the last two meetings of your Board of Directors, we discussed compensation practices for all ordained and commissioned church workers. At the direction of the Administrative Services Committee, many items were reviewed and discussed. We thank those members for their work on this important topic.

We are pleased to report that there is a new tool from Concordia Plan Services entitled “Compensation Decision Support Tool.” This tool attempts to give congregations a one-stop approach to compensation. To begin using this new tool for all ordained and commissioned church workers (**with the exception of teachers**) click on the following link: <https://tc.cbiz.com/CompToolCPS/Login.aspx>. The username and password are the same: **CPS**.

The tool provides congregations with a glimpse of an overall compensation market range (including other denominations) and an LCMS range. There is also a section for additional factors that could influence financial decisions. There are some areas in the tool that are not covered (ex. vacation, vacancy coverage, etc.), please continue to reference the 2019 Compensation Guidelines for these specific areas.

As mentioned above, the **teachers** section isn’t fully developed; it is anticipated to be available by **fall 2018**. In the meantime, please continue to use the 2019 Compensation Guidelines that are still located on our website.

Your Board and NWD District Staff would like you to give this tool consideration when making budgetary decisions.

In His Service,

Craig Timm, Chairman  
LCMS North Wisconsin District - Board of Directors



## **News and Events**

### **2018 NWD Convention - June 3 & 4, 2018**

We are looking forward to seeing everyone at the North Wisconsin District 2018 Convention! We will gather at the Central Wisconsin Convention & Expo Center in Rothschild, Wisconsin with registration beginning at 1:30 p.m. on Sunday, June 3. The vendor area will also be open at this time. All are invited to the opening worship service at Mount Olive Lutheran Church in Weston at 4:30 p.m. Updates and results from the triennial convention will be available on the NWD website under [About Us/NWD Convention](#). Full-event audio files and elections results will be available in the days and weeks after the event.

A link to all convention details is available on our [homepage](#).

### **Graduation**

Congratulations to all the students from our North WI District LCMS high schools and churches that have graduated from high school and are moving on to further studies, the military, and the workforce. God bless your future!

### **NWD LCEF Scholarship Winners Announced**

Congratulations to the 2018 NWD Lutheran Church Extension Fund (LCEF) scholarship winners! Each student was awarded a \$1,000 scholarship. Congrats to the recipients... Garrett Anklam—Trinity, Wausau; Wyatt Anklam—Trinity, Wausau; Emily Frick—Trinity, Athens; Katherine Newman—Faith, Appleton; Brooke Sapper—Zion, Ashland; and Clay Schult—Trinity, Wausau. - [Read all the details](#)

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

Registration is now open for the annual NWD Golf Outing on July 30, 2018 at Pine Valley Golf Course in Marathon. Church workers and friends of the NWD are encouraged to participate. [Registration for golfers & sponsorships](#) is available on our website. Thanks to Pastor Lance Hoelscher (Mount Olive, Weston) for organizing and leading this year. Join us for this annual event as we celebrate the amazing church workers of our district!

### **Early Childhood Director Regional Meetings**

The NWD is excited to offer EC regional meetings for the first time. Telling the story of Jesus is the reason our centers exist. Often the struggles of staffing, budgets and schedules push the intentional sharing of our Christian faith to the sideline. These meetings will allow directors to spend time with other school leaders to share intentional ways to tell the story of Jesus Christ throughout their center. The topic is "Telling the Story" and planned for the director and a guest: pastor, board member, lead teacher or any combination of guests. Regional sites include: Rice Lake, Merrill, Bonduel, and Ishpeming. There will not be an all school early childhood event this summer. Registration can be found on the homepage of [www.nwdlcms.org](http://www.nwdlcms.org).

**Peru** - Please pray for all those in the mission field. The NWD supports the LCMS missions in Peru. Find Peru updates on the [Missions tab](#) of our website or the [LCMS site](#).



# *District Resources*

NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD

## **News and Events**

### **Upcoming Events:**

- Fall Pastors' Conference - Sept. 24-26, 2018 - Metropolis Resort, Eau Claire
- Pre-Retirement Workshop - October 19, 2018 - NWD Office, Wausau
- Office Support Staff Gathering - Oct. 23, 2018 - St. Mark's Lutheran Church, Wausau
- North / South Teachers' Conference - Nov. 1-2, 2018 - WI Dells

### **Hearts for Jesus**

Hearts for Jesus 2018 was a success, supporting Lutheran Special Education Ministries with a total of \$4712.53! If you still have a gift for the 2018 Hearts for Jesus fund, please send your donations to the district office with HFJ on the memo line.

Forms to recommend a potential February 2019 Hearts for Jesus recipient are now available and posted on the [NWD homepage](#). Applications are due August 1, 2018 and must include a plan for how the ministry will promote their ministry focus. Your support of HFJ has raised over \$185,000 since 2004, supporting fifteen different local, national and international ministries!

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

The NWD still has funds available to fund grants for local witness and mercy outreach. Granting amounts will range from \$200-\$1500 and must be used by December 31, 2018. Churches may only apply for one grant each calendar year. Funding for one-time events may be submitted, but resubmission of previously approved plans will not be considered. Application must be made by the Pastor. Combining NWD Mini-Grants with Thrivent/other agencies is encouraged. Grants will be awarded to approved applications until funds are exhausted. Complete the application found on the [Financial Resources](#) page of the NWD website or click [HERE](#). Contact DJ with questions at [dj@nwdlcms.org](mailto:dj@nwdlcms.org).

### **LCMS Rural & Small Town Mission (RSTM) National Conference**

Registration is now open for the 2018 LCMS RSTM National Conference, to be held Nov. 8-10 in Kansas City, Mo., at the Hilton Kansas City Airport. Under the theme "Have No Fear," the conference will address the blessings and challenges facing contemporary rural and small-town congregations. The theme verse for the conference is Matt. 19:26: "With man this is impossible, but with God all things are possible." The RSTM conference is open to anyone who serves, resides or has an interest in rural or small-town areas, with topics and resources specifically suited to the rural and small-town mission field. Congregations will be encouraged to become healthy churches, eager to bear witness for Christ, show mercy to those in need and develop a robust life together with fellow members. For all the details visit [lcms.org/rstm](http://lcms.org/rstm) or contact RSTM Coordinator Amy Gerds at 888-463-5127.

### **LCMS News**

Did you know the **LCMS Reporter** is the official newspaper of the Lutheran Church-Missouri Synod? -[Check it out on-line](#)

The **Lutheran Witness** magazine interprets the contemporary world from a Lutheran Christian perspective. -[Read More](#)

You may also access the Lutheran Witness supplement, District News—North Wisconsin, from our [NWD Publications page](#) along with the NWD newsletters.



# District Resources

NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD

## **Counselor Corner**

### **FIGHTING "LIONS"**

It is a story hidden in the pages of the Old Testament. It is a name that does not appear even in Sunday School curriculum. Here is a man whom God declared as a "valiant man"... a "doer of great deeds" (2 Samuel 23:20a).

This warrior's name was Benaiah. One of his unique exploits was this—

"He also went down and struck down a lion in a pit on a day when snow had fallen." (vs.20b)

This was a mighty deed that God did not ignore...unique in Bible history. Let's see what lessons we can glean from this brief account, applied today to those in ministry.

We certainly have our "snowy" day...which presents increased risk. There is greater vulnerability in such situations.

Actual "lions" are rare, especially where there is "snow." Real lions pose no risk to those in ministry (except in the days of Roman amphitheaters). But other "lions" merit our attention. Peter identifies our primary "lion"—

"Your adversary the devil prowls around like a roaring lion seeking someone to devour." (1 Peter 5:8b)

Peter is quick to point out our sure defense—"Resist him, firm in your faith (vs.9a). These are clear instructions...far harder to implement—when you are in the "pit" with the "lion." This is the time to do battle with the "whole armor of God, that you may be able to stand against the schemes of the devil" (Ephesians 6:11).

Those in ministry can face lesser "lions" that pose a threat. These can include—overwork, conflict, depression, addiction, sexual sins, etc. Satan can be working behind the scenes to increase the risk of these "enemies."

The ultimate Victor—for Benaiah...and for ministers who do battle—is our Lord God. We need to use the battle slogan of another "lion" killer—King David (1 Samuel 17:34-35), when he faced his giant Goliath—"The battle is the Lord's" (vs.47b)!

If there are "lions" or "pits" you are facing, I'd like to offer confidential help. Sorry, I can't do much about the "snow."

Pastor Dan Kohn  
District Counselor  
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## **Rural & Small Town Mission**

The current issue of Reaching Rural America for Christ is available at <https://blogs.lcms.org/tag/reaching-rural-america-for-christ/>.

The newsletter is filled with enriching articles, resources, and information about ongoing Engaging the Wandering (ETW) events, Engaging Your Community (EYC) events and free monthly webinars.

*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](https://blogs.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. Don't forget to check out the various categories on the right side.
- ⇒ 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**

#### **May 2018**

May Offering	\$125,601.90
May Budget	\$143,250.00
Year-to-date total offerings	\$569,017.68
Year-to-date budget	\$632,437.50

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

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