

District Resources

NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD

the Happenings



The President's Message – April 2018



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THE HAPPENING

The Supremes were a famous vocal group from Detroit. One of their top hits in 1967 was THE HAPPENING! Some of the lyrics of that song were:

I was sure, I felt secure, until love took a detour
Yeah, ridin' high on top of the world
It happened, suddenly it just happened.

"It happened." What happened? "Love took a detour." Life took an unexpected turn from security. "Suddenly it just happened."

"Suddenly it just happened" on the first Easter morning Matthew tells us: *"Now after the Sabbath, toward the dawn of the first day of the week, Mary Magdalene and the other Mary went to see the tomb. And behold, there was a great earthquake, for an angel of the Lord descended from heaven and came and rolled back the stone and sat on it... the angel said to the women, 'Do not be afraid, for I know that you seek Jesus who was crucified. He is not here, for he has risen, as he said.'"* (Mt 28:1-6) It happened alright! Jesus rose from the dead just as he said.

Jesus rose from the dead just as He had told His disciples and followers but no one must have been listening. The women went to the tomb to take care of the dead body of Jesus. The disciples were in Jerusalem behind locked doors. It did not appear as if they were planning a party to welcome Jesus back from the dead.

But according to God's plans – things took a detour from everyone's view. And then it happened. Jesus was risen from the dead. He was alive. An unexpected event even though Jesus had told them.

The angel said to the women: *"He is not here, but has risen. Remember how he told you, while he was still in Galilee, that the Son of Man must be delivered into the hands of sinful men and be crucified and on the third day rise."* And they remembered his words. (Lk 24:6-8) They remembered. If they had only listened to Jesus they would have remembered that Jesus said, he would rise. The angel reminded them of Jesus' words and THEY REMEMBERED.

"He is not here, for he has risen." The best words we can ever hear because it means that Jesus conquered death by rising from the dead. He did what none of us can do – conquer death. Through him *"we are more than conquerors"* said the Apostle Paul. We are victorious because of God's love for us. Easter is a big deal because of THE HAPPENING!

There are times all of us need to remember the words of Jesus. We can look at the women and disciples and chide them for forgetting what Jesus said. But are we any different? Aren't there times we forget the words of Jesus when He assures us that he will be with us, that He is our good Shepherd who watches out for us and cares and loves us?

We too need to remember. For example, right now there are 20 parishes presently seeking to fill a vacancy in the pastoral office. Right now congregations with schools are busy in the calling process to fill teaching vacancies they will face at the end of the school year. When I meet with congregations at precall meetings I remind those present that God has the right person picked out but at the present time we don't know who it is. In faith, a congregation receives a call list, the call committee does its homework and eventually someone is called. The individual called either accepts or declines. In the end the vacant position will be filled. Many times there is consternation that God needs to fill that vacancy now. There is disappointment when someone declines. There is a detour from our plans.

And then it happens. There is great joy when the call is accepted and the vacant position is filled. God heard the prayer of many and responded. And then it happens that we remember that God is in control and that He will address our needs just as He said. It happened to the women at the grave: *"And they remembered his words."*

May we remember the words of our Lord in our daily living. May we remember the words of the season: *"Jesus who was crucified. He is not here, for he has risen, as he said."*

The Lord has risen! He has risen indeed! Alleluia!

Rev. Dwayne M. Lueck, District President

Church Safety

Our friends at Church Mutual provide countless safety resources on their website. These items are free to customers and non-customers alike. From education videos to handouts to posters, their resources provide industry best practice and plenty for your boards and ministry teams to consider.

The topic of armed intruders continues to recur, as does the topic of armed security. One of the Church Mutual resources entitled, "Armed security — is it a wise option for you?" shares these important points...

Before making the decision, Church Mutual recommends you discuss the issue at length with your security team or safety committee and local law enforcement agency. Most police, sheriff and state agencies are interested in working with religious organizations regarding any security issue. If you don't have a security team or committee in place, don't even consider putting together an armed security force — it's just one element of a comprehensive security plan.

Topics to discuss when considering armed security

- *What risk is your organization facing that justifies this level of security?*
- *Has the pastor or other representative of your organization received threats?*
- *Do you have a high-profile person as a member?*
- *What other steps have you taken to prevent or reduce a violent incident from occurring at your facility?*
- *Do you have an unarmed security team already in place?*
- *Do you have a relationship with your local law enforcement agency?*
- *Does your state have a law prohibiting weapons, including concealed weapons, from being brought into places of worship?*
- *What risks are you creating by having armed security?*
 - *Shootout in your worship center*
 - *Innocent bystander is killed by your security force*
 - *Deadly force is taken when it isn't called for*
 - *Loss of membership due to new policy*
 - *Lawsuit against the church and the security personnel*
 - *Realize an armed security force will not prevent a violent incident from occurring at your facility.*

Check out the rest of this best practice document and their other recommendations at <https://www.churchmutual.com/index.cfm?pid=2257&pageTitle=Risk-Alerts&riskalertid=84>.



District Resources

NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD

News and Events

2018 NWD Convention - June 3 & 4, 2018

Central Wisconsin Convention & Expo Center—10101 Market Street, Rothschild, WI

We are only a few short months away from the Convention. We have still not heard from several Congregations naming your Voting Delegates to the convention.

How do I know if I am registered for the Convention?

Voting Delegates

- ⇒ **MUST** complete the "Voting Delegates (A)" form
 - Complete all information naming your Pastoral, Lay and Alternate delegates.
 - Have the Congregational Chairman/President & Recording Secretary sign to validate the delegates.
 - Check the appropriate box for the Sunday evening dinner (Pastoral & Lay).
 - If Alternate Lay delegate wishes to participate in the Sunday evening dinner; complete the "Convention Payment" form and return with \$15.00 fee.
- ⇒ **MUST** pay the registration fee of \$270 (if paid by April 13th) or \$290 (if paid after April 13th)

If all of the above have been handled, you are **REGISTERED**. If not, please complete as soon as possible. **OF NOTE**, until the above two items have been completed, your congregation will not have a vote at the convention.

Advisory Delegates

- ⇒ **MUST** complete the "Advisory Delegates (B)" form.
- ⇒ If planning to participate in the Sunday evening dinner, **MUST** complete the "Convention Payment" form and submit the \$15.00 fee.

If all of the above have been addressed, you are **REGISTERED**. If not, please complete as soon as possible.

Emeritus Church Worker OR NWD Board of Directors

- ⇒ **MUST** complete the "Registration Form for Emeritus & NWD Board of Directors" form
 - Check the appropriate box regarding Sunday evening dinner plans
 - Check the appropriate box regarding your lodging needs
 - Receive a Hotel Confirmation number from Lori
 - If a spouse/guest wishes to attend with you, provide the name and check the appropriate box and return the \$15.00 fee if appropriate.

As always, if you have any questions, please call our office. A link to the convention details can be found on our [homepage](#).

Mission Mini Grants Still Available

The NWD-LCMS will again be funding these grants for local witness and mercy outreach. Granting amounts will range from \$200-\$1500 and must be used by December 31. 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.



News and Events

Upcoming Events & Save the Dates:

- NWD Pastors' Wives Retreat - April 19-21, 2018 - AmericInn, Merrill - [Retreat Details](#)
- NWD Church Workers' Golf Outing - Monday, July 30, 2018 - Pine Valley Golf Course
- Fall Pastors' Conference - Sept. 24-26, 2018 - Metropolis Resort, Eau Claire
- North / South Teachers' Conference - Nov. 1-2, 2018 - WI Dells

NWD Spring Pastors' Conference - April 16-17, 2018 - Camp Luther

CONFRONTING TODAY'S GENDER ISSUES - *Johnny went to school Monday and came home Mary Friday. Parents insist on sending their 4 year old boy to a church preschool in a dress. A kindergartener suffers nightmares fearing she will wake up a boy because of what she is seeing on TV and has heard in school. A Christian nurse struggles in her responsibilities at La Leche League over instructing a lactating "man" how to properly nurse a baby. A woman walks into the restroom and finds a man there.*

The above have all happened in our LCMS Districts. Presenter Dr. Robert Weise is a professor emeritus of Practical Theology at Concordia Seminary, St. Louis and will lead the event held at Camp Luther. - [Registration Details](#)

Wisconsin Federation of Lutheran Altar Guilds 57th Annual Meeting

Good Shepherd Lutheran Church (2220 E. College Ave.) in Appleton, WI will be hosting the Wisconsin Federation of Lutheran Altar Guilds (WFLAG) 57th Annual Meeting on Saturday, April 21st. All LCMS altar guild leaders/members and pastors are invited to attend a day of worship, fellowship and sharing. Continental breakfast and registration begin at 8:30 a.m. along with a tour of the church, which includes the areas of altar, preparation, storage and banners. The day also includes a worship service with Holy Communion. A delicious catered lunch will be provided at noon. The featured speaker/presentation, "The Message Behind the Image," will begin at 1:00 p.m. and will provide a history of worship symbols. The day will end by 3:00 p.m. The registration deadline is April 9, 2018. Visit their website at www.wflag.org and click on the "Convention" tab, which will provide a link to more information along with the registration form.

Servants of Christ Conference

The conference is for students in grades 9-12 & will take place July 29-30, 2018 on the Concordia Mequon campus. The Servants of Christ Conference will ground your 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 and other guest speakers. These sessions are designed to strengthen their faith and help them to live as servants of Christ in our challenging world. The \$25 cost covers lodging and three meals. Registration opens April 16th. Adult chaperones are welcome to attend for the same cost as students. Please visit and encourage youth to visit this link for more information www.cuw.edu/ServantsofChristConference.

Church Safety Resources from Church Mutual

Have you had questions from lay leadership considering armed security at church or concealed carry during worship? Have ministry boards been asking how the church can do more to keep people safe? Church Mutual has FREE videos and sample policy on multiple church safety items. Check them out at this link <https://www.churchmutual.com/98/Safety-Resources> or contact them with your questions.



News and Events

Commissioned Worker Openings

Have you seen the multiple openings for teacher, principals and early childhood directors in the NWD? Do you know of an outstanding church worker who wants to serve in the NWD? Quality Christian educators to fill our openings are becoming harder and harder to find. Check out the list of openings on the School Resources page at <http://www.nwdlcms.org/school-resources.html>.

FLAME Nominations Open

Nominate a future school leader now for FLAME (Future Lutheran Administrators – Midwest Educators). The NWD pays for everything but your travel to and from CU-AA. The event is two days of principal training to encourage, network and equip. We need to develop our potential leaders. Learn more at the [FLAME website](#) here and contact [DJ](#) with questions.

NWD Church Worker Student Grant - May 15th Deadline

District financial support is available to all 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. Applicants for student aid must hold communicant membership in a parish within the North Wisconsin District. Information about the grant can be found on the homepage of the District Resources website on the [Financial Resources](#) page.

NWD Worker Debt Survey

Recently, the issue of student loan debt for rostered workers was brought before the District Board of Directors. A brief survey was sent out via email, which received 152 responses from Pastors and Teachers in the District, along with their comments. From the initial data analysis, it is clear that there are many workers who have a significant student loan burden that weighs on them financially and emotionally. Approximately twenty-one percent of those responding indicated a severe financial burden and a debt ranging from \$40,000-80,000 or more. For some of them, the situation is so severe that they are considering resigning their calls for financial reasons. Though the student loan burden of our District workers is lower than average in the state of Wisconsin, their compensation is significantly lower than the state's average compensation. It is clear to the District Board of Directors that the amount of student debt affecting our employees is a serious problem that needs to be addressed, especially for younger Pastors and Teachers who have been called to positions in our District. This is an issue that will be brought to the District Convention in June for discussion regarding what actions may be taken to help the workers in our District.

Legal Resources from Synod

Do you have questions about church administration? Facility Usage? Sexual Misconduct? Political Activities? The LCMS has multiple policy samples and information on their LCMS.org website, just search legal resources or go here <https://www.lcms.org/resources/church-and-school-administration/legal-resources>. The NWD also has multiple resources under the Church and School Resource tabs on nwdlcms.org.



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NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD

Ministry Corner

FLAME

By DJ Schult

What does FLAME stand for and what is its purpose?

FLAME stands for 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. Last year was its first year and it will be offered again this summer at Concordia University-Ann Arbor.

Why is a program like this needed?

There is a significant principal shortage in the LCMS. 40% of current LCMS principals are planned to retire between the years 2015-2020. Only 28% of our current teacher pool is rostered, meaning we have fewer Lutheran trained leaders in the pipeline as potential administrators. While there are other possible leaders that are not rostered, most of our schools and churches desire a leader who will maintain the Lutheran identity of their ministry, looking to a rostered worker to make it happen.

How does FLAME help?

FLAME is leadership training and network building. It provides small group discussion around the most important real-world issues a principal will face. Critical issues are presented by experienced administrators and best practice approaches are considered. Some of the topics include: Mission, Marketing, Law, Change, Conflict, Boards, Budget, Instructional Leadership.

How do NWD offerings support this effort?

The NWD Board of Directors encouraged and approved the use of funds for this type of leadership development. District staff recruit current NWD school teachers to participate in the training. The District staff attends the training to lead a session and support the attendees in their work. Finally, the NWD pays the program costs (materials, presenters, meals, lodging) for each participant, everything except travel.

Please pray for those attending last year and this year, that they would consider the leadership call when it comes and that they would be prepared for the joys and challenges of school leadership.



Counselor Corner

THE WALL

He thought he was on the “top of his game.” He was bold (even a bit brazen) in the stand he took for his Master—

““Even if all fall away on account of you, I never will.”” (Matthew 26:35)

Even Jesus’ prophetic warning (vs.34) did not deter Peter’s claim—

“But Peter declared, “even if I have to die with you, I will never disown you.”” (vs.35a)

We know the “rest of the story” all-too-well. When the opportunity was there to “walk his talk” Peter failed miserably. He denied his Savior not once... but three times (vss.69-74a).

And then Peter “hit the wall”—“And he went outside and wept bitterly” (vs.75b).

This chosen one... this lead disciple—failed to recognize his vulnerability. The one willing to make the ultimate sacrifice... dissolved in fear when tested.

[It is important to note that even though Peter gave up on his Lord, the latter never gave up on him. Indeed Peter was reinstated in his leadership role (John 21:15-19).]

But the “wall” was no less real. Peter is an example of what can happen to a chosen leader when the warning signs are ignored.

A leader can be in “functional burnout.” Outwardly, there is an image of confidence and control. But stress takes its toll. There can be a “rooster” ready to crow (vs.74b)!

With Peter we need to consider the events that preceded this fall--the upper room trauma... the fatigue in the Garden... the arrest of Jesus after Judas’ betrayal. And we need to factor-in Peter’s, self-assured personality.

Peter was unprepared for the “wall.” He ignored its potential.

The same can be said of professional church workers. Their role is high stress. The warning signs can be overlooked. How close is their “wall”?

To remain on the “top of his game” the worker needs three things—Renewing Resources... Rest... and Regular Reality-Checks (“How am I really doing?”).

Maybe its time for a sabbatical... like the one offered by Camp Luther. Like Jesus, maybe its time to find a “solitary place to pray” (Mark 1:35).

For more information on “burnout” check out our “Wholeness” section of the District website. Or give me a call and “check-in” — before, or after the “wall”.

Pastor Dan Kohn
District Counselor
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Rural & Small Town Mission

The [April issue of Reaching Rural America for Christ](#) focuses on sharing the Gospel of Jesus Christ with Muslims. Christians need to be confident that the power of the Gospel can change hearts as God's Word is preached.

The newsletter includes specific suggestions to help you share the Gospel with your Muslim friends and acquaintances.

The newsletter also offers information about free monthly webinars, Engaging the Wandering (ETW) events and Engaging Your Community (EYC) events.

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 or by calling 888-463-5127. "Like" us on our Facebook page at facebook.com/lcmsrstm.



CONCORDIA PLAN SERVICES

- ⇒ Click [here](#) to read the latest articles from Concordia Plan Services. Articles include:
 - Building on the Past for Your Workers' Future
 - Need Help with Group Life Benefits?
- ⇒ Check out the [CPS website](#) for a wealth of information or head right to the '[Blog & News](#)' section.
- ⇒ 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

March 2018

| | |
|------------------------------|--------------|
| March Offering | \$113,231.85 |
| March Budget | \$131,437.50 |
| Year-to-date total offerings | \$252,930.02 |
| Year-to-date budget | \$303,937.50 |

North Wisconsin District Lutheran Church—Missouri Synod

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