

# District Resources

NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD

## the Happenings



### The President's Message – January 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

#### Leadership Character

Recently I was reading The Heart of Leadership by Mark Miller. In the book was a picture of an iceberg. The 10% above the water was marked **leadership skills**. The part below or about 90% – **leadership character**. The author stated: "If you want to predict people's ultimate success as leaders, evaluate not their skills but their leadership character" (p1).

January marks the start of 2019. For many lay leaders in the church this will be the start of serving as a leader, chosen or elected to the new position. The district staff wants to encourage, train, and equip congregational leaders at the "Lay Leader Training" on Tuesday, January 29 from 6-8pm at Trinity Lutheran Church in Wausau. Go to the following link for details and registration information... <https://conta.cc/2Exs6Pc>.

For years, the district staff has annually offered leadership training throughout the district at circuit locations. This year we are offering this workshop to share best practices and to serve leadership. The key areas addressed at this workshop will be strategic, policy and conflict issues that arise in congregational ministry. We will also deal with leadership character.

The target audience for this event is congregational presidents, executive directors, board/committee chairpersons, pastors and senior staff. The district staff will be the presenters.

Our goal is to be able to assist you as a leader. People will come to you because you hold the leadership for the congregation. You will learn that your constitution can be your friend and help give you direction as you lead. Policies can help you as you deal with issues that arise in today's world. As a leader you do not have to know it all but you should be aware of your resources as you help give direction to your congregation.

Those attending will receive a copy of the book The Heart of Leadership. This will be one resource to assist you with what it takes to develop leadership character.

Daily I receive online "Leadership Promises For Every Day"- by John C. Maxwell. Recently one of them was titled: "Portrait of a Godly Leader." He began his article by quoting Psalm 15:1-5. He shared that when you look at this Psalm – there is a list of qualities that every leader should possess. The author is David. In verse two he states: "**He who walks blamelessly and does what is right and speaks truth in his heart.**" So do the right thing. That's what leaders do. Look at the rest of it. It's worth reading and pondering.

Leadership. You are a leader. We want to help you lead with integrity and the proper tools. We hope you will join us on January 29. In the end we want to assist you as a leader of God's congregation to vigorously make known the love of Christ.

We will be happy to offer this in other locations. Please contact our office about the possibility to meet with you and other leaders around your area or circuit.

Leader... you're it! Let us walk with you in your new journey.

Rev. Dwayne M. Lueck, District President

NORTH WISCONSIN DISTRICT

# LAY LEADER TRAINING

**WHAT is it?** Annual leadership training, sharing best practices and NWD services in key leadership areas so lay leaders are encouraged, networked and equipped to address the strategic, policy and conflict issues that arise in congregational ministry.

**WHO is it for?** Congregational presidents, executive directors, board chairman, pastors and senior staff.

## AGENDA

6:00 Opening devotion: Servant Leadership.

6:15 Strategic: Mission/Vision/Plan. Roles.

7:00 Policy: Critical Handbooks. Critical Policies.

7:30 Relational: Communication. Change. Conflict.

8:00 Closing

*January 29. 6-8pm. Trinity Wausau, 501 Stewart Ave.*

Click **HERE** to Register Now!

*District Resources*

NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD



## Across My Desk: DJ Schult

### Worker Wellness

Did you know that the LCMS in Convention was called to study worker wellness? The summary of their study included these facts from those responding:

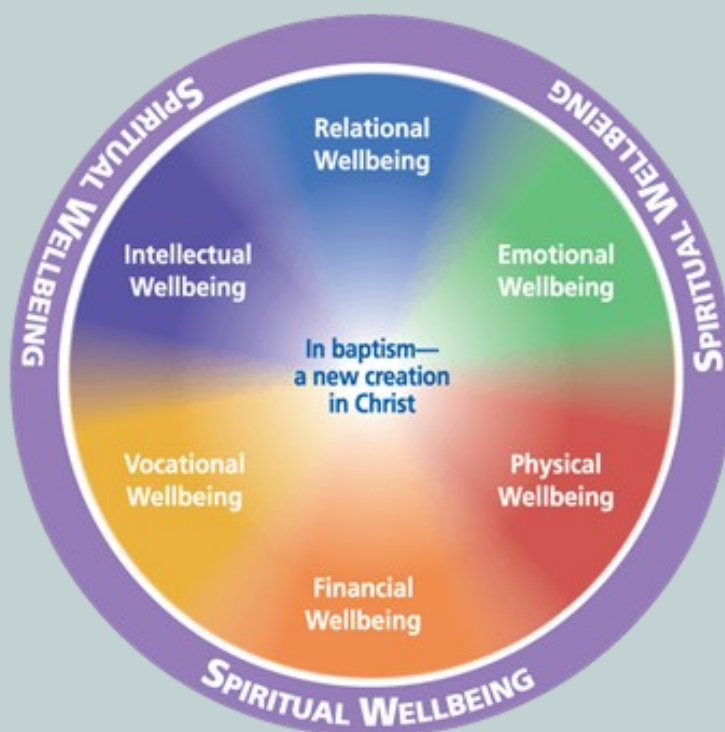
- 26 percent have experienced serious marital difficulties while in ministry.
- 24 percent have been told by a professional that they suffer from anxiety or depression.
- 75 percent have a Body Mass Index (BMI) considered overweight or obese.
- 55 percent say they have experienced stress from financial concerns.
- 40 percent question whether their work has any real impact.
- 32 percent admit that the busyness of life gets in the way of their relationship with God.

Check out the full article at this link:

<https://blogs.lcms.org/2018/new-wellness-webpage-offers-resources-for-church-workers/>

...and the wealth of worker wellness resources gathered at the page:

<https://www.lcms.org/how-we-serve/mercy/church-worker-wellness>



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NORTH WISCONSIN DISTRICT OF THE LUTHERAN CHURCH – MISSOURI SYNOD



## **News and Events**

### **NWD Adult Gathering—Thank You**

Dear Friends of the North Wisconsin District,

Thank you so much for your outpouring of love and support at the Adult Gathering in October! In the wake of our church fire in September of 2017, we certainly see the value of and the genuine need for the fellow churches in our district and synod. We are honored to call all of you our church brothers and sisters!

Lacking the appropriate words, permit us to adapt for our purposes the words of St. Paul in Philippians 4:

"It was kind of you to share in [our] trouble...Not that [we] seek the gift, but [we] seek the fruit that increases to your credit. [We] have received full payment, and more. [We] are well supplied, having received [at the Adult Gathering] the gifts you sent, a fragrant offering, a sacrifice acceptable and pleasing to God. And [our] God will supply every need of yours according to his riches in glory in Christ Jesus. To our God and Father be glory forever and ever. Amen!"

God bless you all!

Sincerely,

Your Brothers and Sisters at Good Shepherd, Crandon

**Christ Academy Confirmation Retreat** is a weekend retreat for confirmation-aged children hosted on campus at Concordia Theological Seminary Fort Wayne. Participants have the opportunity to learn from a Seminary professor on a catechetical topic. Students and chaperones are housed and fed on campus, while also spending time off campus at a fun activity. **The next retreat is February 15-17, 2019 with Dr. Arthur Just on Baptism.** Interested groups are asked to contact Christ Academy directly at [ChristAcademy@ctsfw.edu](mailto:ChristAcademy@ctsfw.edu) or 260-452-3140.

**Christ Academy High School** is a two-week academy for high school students to experience life at the seminary and learn more about pastoral or diaconal ministry. The Academy operates with two tracks: Timothy School for young men and Phoebe School for young women. Students will worship in Kramer Chapel, participate in classes taught by seminary professors, and enjoy fellowship with other like-minded youth while forming lasting friendships on the seminary campus. The Academy is also filled with fun events, both on and off campus. **The next Christ Academy High School session is June 16-29, 2019.** Visit [www.ctsfw.edu/CA](http://www.ctsfw.edu/CA) to apply or for more information. Questions? Email [ChristAcademy@ctsfw.edu](mailto:ChristAcademy@ctsfw.edu) or call 260-452-3140.

### **Facebook 600**

Did you know the North WI District-LCMS has a Facebook page? Over 600 friends watch the page for updates from across the NWD and the Synod, including schools, churches and other ministries. This is also where the weekly prayer list is shared, every Monday. Check it out at [facebook.com/nwdlcms](https://facebook.com/nwdlcms).



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## News and Events

### Rostered Church Workers - Called to Glory

- Rev. David Luhrs, December 10, 2018. <https://www.legacy.com/obituaries/greenbaypressgazette/obituary.aspx?n=david-luhrs&pid=190965190>

### Help Us Create an Organist Supply List

The District Resources team has been asked to create a Substitute Organist List, similar to our Supply Pastor list. Please send an email to Sandie at [officeadmin@nwdlcms.org](mailto:officeadmin@nwdlcms.org) with the following information...

- First and last name
- Contact Information (email address, phone #)
- Travel area willing to serve
- Piano or Organ or both
- Comfortable with LSB divine services - yes or no

### Reduction in Force Policy

The budget was just approved, which makes now the right time to review your reduction in force policy...months before you may actually need it. What if the budget gets tight and there are no other options then reducing staff? Having a plan in place before it is needed takes much of the emotion and some of the hurt out of the process. The [Church Resources page](#) at [nwdlcms.org](http://nwdlcms.org) has a sample policy, with severance considerations, for your use to adopt or revise.

### Camp Luther

Summer camp registration is now open at our amazing Camp Luther in Three Lakes, WI. Summer youth camps provide an incredible, faith-filled experience for campers from pre-school through high school in the midst of God's beautiful creation. Check out the Camp Luther website for all the details @ [www.campluther.com](http://www.campluther.com).

### LCEF Scholarships

The Lutheran Church Extension Fund (LCEF) - Central Region Scholarship applications are available now January 31, 2019. NWD graduating high school seniors or current full-time post-secondary students at an accredited institution with at least one year of courses remaining are encouraged to apply. Click [here](#) for more information.

### National Lutheran Schools Week January 27-February 2

National Lutheran Schools Week provides nearly 2,000 preschools, elementary schools and high schools with the public opportunity to proclaim and celebrate God's work among us in schools of The Lutheran Church—Missouri Synod. We thank God for the opportunity to provide excellent academic preparation for the children we serve. We are most grateful for the opportunity to share Jesus' amazing love with children and their families. [National Lutheran Schools Week](#) gives us an opportunity to proclaim these great blessings within the communities we serve.

NATIONAL  
LUTHERAN  
SCHOOLS  
WEEK

REAL.  
PRESENT.  
GOD. | PSALM 46

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## **News and Events**

### **Hearts for Jesus - Camp Luther**

Hearts for Jesus is a targeted offering for NWD schools & Sunday schools to participate in. We highlight the offering designation a few months prior to the usual collection month of February. So it's time to gear up and advertise HFJ2019 within your churches & schools! Offerings are then sent to the NWD office and we in turn send one large offering to the designated ministry. What a great way to come together as the NWD! This year Hearts for Jesus offerings will support new tables in the new Community Center dining area at Camp Luther. Materials including coloring sheets, devotions and videos will describe the ministry, the need and fun goals for support! Details are available at [www.campluther.com](http://www.campluther.com).

### **Manitowoc Men's Retreat**

The theme for the 2019 Manitowoc Men's Retreat is "Goliath Must Fall". The book by Pastor Louie Giglio looks at common obstacles in our faith walk and how to overcome them. The retreat will be held March 1-3 at the Holiday Inn, Manitowoc. Registration deadline is Feb. 10, but register by Jan. 13 for the early registration discount. Contact Jeff Willer to register or with any questions - [jeffrwiller@gmail.com](mailto:jeffrwiller@gmail.com) or 414-232-7975.

### **Youth Bible Bowl 2019**

The annual Wisconsin State Wide Bible Bowl for 7-12th grade youth will be held Saturday, April 6, 2019 at Rib Mountain Lutheran, Wausau. Details for Bible Bowl 2019 are complete and posted to the NWD website under the tabs [Missions/Youth Ministry](#). You will see links to videos of last year's event, plus detailed links to registration, information and more. Please contact Pastor Palmer, listed on the page, with any questions. The link for the information is <http://www.nwdlcms.org/youth-ministry.html>

### **News on Supporting the Missions of LWML in 2019**

The LWML National Convention will be held on June 20-23, 2019 in Mobile, AL. Visit the [LWML site](#) for all the details.

After the National LWML Convention in Mobile, AL the LWML is pleased to offer a cruise on the Carnival Fantasy for FUN from June 24-29, 2019. Well-deserved rest and relaxation with proceeds which benefit the mission projects of the LWML. Would you like to take part in this fun getaway while benefiting LWML? Registration is now open: <https://form.jotform.com/81724876028969>



### **2019 National Youth Gathering**

US Bank Stadium, Minneapolis, MN, July 11-15, 2019!



Looking for updates about the already planned District Event for the NYG? Want to sign-up on the Facebook group page to stay connected with your NWD NYG coordinators, Samantha and Tara? Check out important updates on the [NWD website under the tab Missions/Youth Ministry](#) or directly at <http://www.nwdlcms.org/youth-ministry.html>.

Looking to **volunteer**? - Visit... <http://lcmsgathering.com/gathering-volunteers/>





## **Ministry Corner**

### **How does District Resources Help Schools?**

The NWD-LCMS district office (District Resources) has the mission to encourage, network and equip Lutheran congregations of the NWD-LCMS to vigorously make known the love of Christ. For decades our Lutheran schools have been a critical tool for our congregations to achieve the Great Commission of making disciples by baptizing and teaching. District Resources employs an education executive who serves to encourage, network and equip the called and lay workers serving in NWD schools. While efforts in state/national education change over time (vouchers, teacher licensing) there have been district-wide strategic initiatives implemented or reorganized over the last 5 years to strengthen our NWD Lutheran schools. Some of those include...

- Strengthening the Lutheran ethos of our schools as we prepare for a teacher shortage (Colloquy and Lutheran teacher programs at CU-Nebraska)
- New principal recruitment and development (SLED and FLAME)
- Strengthening curriculum through mapping (Curriculum Trak)
- Technology integration in the classroom (Tec21)
- Ongoing school improvement through accreditation (NLSA)
- Communicating and filtering critical state/national trends (WCRIS)
- Early Childhood Director leadership development (consultant, regional meetings)

Our newest initiative, in the final stages of planning, is securing the organizational and content resources necessary to help our schools train staff and volunteers to prevent student sexual abuse (Ministry Safe). Watch for the pilot in our schools in 2019, with possible rollout to our preschools and churches in 2020.

Your continued support of District Resources provides the resources our schools need to work together on the above priorities. Support in the call process, board training and professional conferences are other supports provided through your gifts. Please pray for the ministry of our schools and the work of the teachers, support staff, principals and pastors that make ministry happen each day.



## **Counselor Corner**

### **"A GREATER FORCE"**

The church stands alone. It is the last and primary institution for God to fulfill His plans on earth. Its endurance over the centuries is a testimony to its remarkable strength.

The fulfillment of this work is tied to strong leadership. Here we let Paul, a note-worthy New Testament leader speak to remind us of the source of our power in our corrupted culture (as was relevant in his time). The "boldness" Paul spoke of was not tied to "walking according to the flesh" (2 Corinthians 10:2). He went on to clarify—

"For though we walk in the flesh, we are not waging war according to the flesh. For the weapons of our warfare are not of the flesh but have divine power to destroy strongholds. We destroy arguments and every lofty opinion raised against the knowledge of God, and take every thought captive to obey Christ, being ready to punish every disobedience, when your obedience is complete." (vss.3-6)

The church is not a human institution...but a holy one. God is on our side. The Holy Spirit is not dead!

Yes, this same Spirit that empowered the first disciples to be Christ's "witnesses" to the world (Acts 1:8) offers the same power today. In the midst of the erosion we see all around us—within, and surrounding the church, can come a spiritual explosion to revive the church, and the culture.

What is called for is a partnership between the Holy Spirit and baptized believers. Called leaders are to never lose sight of the reality that they are chosen to lead the charge forward through the Spirit.

The Word holds power, as Paul also reminds us. It is the God-inspired Word full of purpose—

"All Scripture is breathed out by god and profitable for teaching, for reproof, for correction, and for the training in righteousness, that the man of God may be thoroughly equipped for every good work."  
(2 Timothy 3:16-17)

Equipped with the Spirit and the Word, we have what is needed to move the church forward. For this we have been called "for such a time as this."

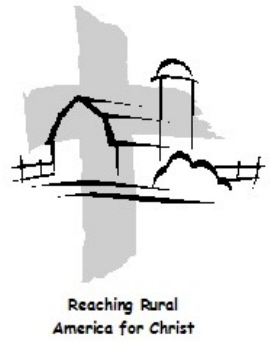
Pastor Dan Kohn  
District Counselor  
[revkohn@gmail.com](mailto:revkohn@gmail.com) / 715-610-2400





## 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...



### "Immersed in Rural Life"

Cows, hogs, trucks, dirt, tractors, mud — all things we would expect to find on the farm. But what about high-tech computers, global positioning devices and industrial cheese making equipment? Participants of the LCMS Rural & Small Town Mission's (RSTM) latest Rural Seminarian Immersion experienced all this and more, including conversation with a lot of faithful folks and great food. On the heels of our 2018 national conference, LCMS RSTM was privileged to host our third immersion event in partnership with Concordia Theological Seminary, Fort Wayne, Ind. We find that holding these events is especially important for the benefit of those who will be serving in rural and small-town congregations.

As you might know, more than 50 percent of The Lutheran Church—Missouri Synod is made up of rural and small-town congregations. Each year at the Call Day services at both our seminaries, an average of 50 percent of the new calls are issued to men to serve in these congregations. Most of those called to serve do not have a background in rural and small towns; they are typically from more urban and suburban areas. To be sure, they are trained well by our seminaries to proclaim God's Word, administer His Sacraments, teach, care and serve. Yet, we have found that because of the "culture shock," these men often struggle to make the transition to RSTM or they simply don't last that long in these congregations.

Additionally, many of these congregations come to see themselves as just a "first call" or less important than other, bigger congregations with "more to offer." This simply isn't and shouldn't be the case. We at RSTM are endeavoring to break that cycle through these immersions as well as other training events. We want congregations to know and understand that they have a vital role to play in the Kingdom of God. Likewise, we want these men serving them to think of their new rural and small-town call much like C.F.W. Walther describes it when he said:

"When a place has been assigned to a Lutheran candidate of theology where he is to discharge the office of a Lutheran minister, that place ought to be to him the dearest, most beautiful, and most precious spot on earth. He should be unwilling to exchange it for a kingdom. Whether it is in a metropolis or in a small town, on a bleak prairie or in a clearing in the forest, in a flourishing settlement or in a desert, to him it should be a miniature paradise. Do not the blessed angels descend from heaven with great joy whenever the Father in heaven sends them to minister to those who are to be heirs of salvation? Why, then, should we poor sinners be unwilling to hurry after them with great joy to any place where we can lead other men, our fellow-sinners, to salvation?" (*Twentieth Evening Lecture*)

Imagine if pastor and parish together considered this ministry a great joy and were more than willing to "hurry after them with great joy." This is why we spend time doing things like our seminarian immersion. It is through events such as this that we are able to focus on those subjects, which can help future pastors (and even current ones) decrease the learning curve and hit the ground running. **While we won't make them agriculture experts, we hope to expose them to those that are so that they may gain an understanding of how things work in a rural and small-town areas and how that affects the congregation's life together.** Through visits to working farms and dairies, we learn how agriculture has transformed over the years and what it takes to make it in that world. We see for ourselves the high-tech equipment and how it has changed the face of farming.

In order to better understand leadership in town and country, we visited with agriculture industry leaders, local volunteer firemen, bank presidents and business owners. We learned about parish life from pastors of larger and smaller congregations and from those who shepherd in congregational partnerships. We talked to school leadership about what that dynamic means for the congregations. We worshipped, we ate, we prayed and we learned, all in an effort to better serve the rural and small-town congregations of the LCMS.

*Contributed through the LCMS Rural & Small Town Mission monthly newsletter by the Rev. Todd Kollbaum, director, LCMS Rural & Small Town Mission*



# 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 **Rural Ministry Resources** on Jan. 24. **Reaching Young Women: LWML** will be on Feb. 21. Find past webinars in our archive. 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 our wandering members and our communities with Christ's love. 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. Watch for 2019 National RSTM Conference announcements coming soon! 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](http://www.cps.org) for a wealth of information or head right to the '[Blog & News](#)' section for their latest articles!
- ⇒ 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** **December 2018**

December Offering	\$154,030.31
December Budget	\$368,625.00
Year-to-date total offerings	\$1,603,170.38
Year-to-date budget	\$1,875,000.00

### **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)

