

# Interim Ministry Resources

## Chapter 2 Start

Contents	1	Concerns
Introduction	2	
Reflections and Resources (3)		
#	Page	Topic
1)	8	Ability to address concerns
2)	17	Communication
3)	31	Faith formation
4)	37	Confirmation
5)	42	Youth Ministry
6)	50	Entertain or engage?
7)	53	Upstairs/downstairs church
8)	53	Young people
9)	57	Women's ministries
10)	59	Men's ministries
11)	61	Learning community
12)	62	Outreach and inreach

# Concerns

## Introduction

### Translating the Reformation: Table Talks Today

#### Mid-Winter Convocation - Luther Seminary

During his lifetime, Martin Luther would spend time with students conversing about God's living presence in the midst of the struggles of daily life. The theology that emerged changed the political and religious landscape across all of Europe. Today, people are also faced with political and religious uncertainty; does our Lutheran heritage have something to offer?

We've paired Luther faculty with parish pastors to engage some of the issues our conversations our congregations are struggling with today – identity, divisiveness, technology, and community. Join these scholars and practitioners for fresh and honest conversation on how our distinctive Lutheran voice is uniquely gifted to speak into our world today.

<https://www.luthersem.edu/convo/>

<https://www.luthersem.edu/news/2016/11/09/translating-the-reformation-table-talks-today/>

[Images for Mid-Winter Convocation - Luther Seminary](#)

#### Speakers

Plenary: Mary Hess and Keith Anderson: Now You See It: Table Talk in the Digital Age

Martin Luther gathered people around a table for free-flowing conversation about faith and life. How does that happen today in our churches, our communities, and in digital spaces? What are the promises and what are the contradictions? Whose stories are we hearing, when do we speak, how do we listen?



Mary Hess

<https://www.luthersem.edu/convo/keynote.aspx>

[http://www.luthersem.edu/faculty/fac\\_home.aspx?contact\\_id=mhess](http://www.luthersem.edu/faculty/fac_home.aspx?contact_id=mhess)

<https://www.amazon.com/Engaging-Technology-Theological-Education-Communication/dp/0742532240>

[Images for Engaging-Technology-Theological-Education-Communication](#)

<https://books.google.com/books?isbn=0742532240>

<http://meh.religioused.org/web/Home.html>

<http://www.religioused.org/tensegrities/>

<https://www.youtube.com/watch?v=VEs83H9wvEI> Mary Hess and Keith Anderson - Mid-Winter Convocation 2017 – YouTube

<https://www.amazon.com/Mary-E.-Hess/e/B001HD1Q9I>

[http://www.goodreads.com/author/show/1687290.Mary\\_E\\_Hess](http://www.goodreads.com/author/show/1687290.Mary_E_Hess)

[Images for Mary Hess, author digital age](#)

[Images for Mary Hess and Keith Anderson: Now You See It: Table Talk in the Digital Age](#)



Keith Anderson

<https://www.luthersem.edu/convo/keynote.aspx>

<http://pastorkeithanderson.net/>

<http://udlc.org/>

<https://www.amazon.com/Click-Save-Digital-Ministry-Bible/dp/0819227749>

<https://www.amazon.com/Digital-Cathedral-Networked-Ministry-Wireless/dp/0819229954>

[Images for Digital-Cathedral-Networked-Ministry-Wireless](#)

[http://day1.org/5874-the\\_rev\\_keith\\_anderson](http://day1.org/5874-the_rev_keith_anderson)

<http://www.huffingtonpost.com/author/rev-keith-anderson>

<https://vimeo.com/pastorkeithanderson> Pastor Keith Anderson on Vimeo

<https://www.amazon.com/Keith-Anderson/e/B00611XBC6>

[http://www.goodreads.com/author/show/721623.Keith\\_Anderson](http://www.goodreads.com/author/show/721623.Keith_Anderson)

[Images for Keith Anderson, author digital age](#)

Keynote: Patrick Keifert and Greg Van Dunk: Confusion, Distancing, or Fusing: Table Talk to form Christian Communities Today

Today's church finds itself engaging wild cultural diversity. In such a setting, how can the church exist and what is our Lutheran contribution? When confusion seems to be the constant reality, healthy organizations and churches can create fusion or distancing. Keifert and VanDunk will explore how Christ is illuminated in the midst of confusion and how we benefit when critical thinking enables us to articulate Lutheran identity in a pluralistic world.



Pat Keifert

<https://www.luthersem.edu/convo/keynote.aspx>

[http://www.luthersem.edu/faculty/fac\\_home.aspx?contact\\_id=pkeifert](http://www.luthersem.edu/faculty/fac_home.aspx?contact_id=pkeifert)

<https://www.amazon.com/Welcoming-Stranger-Theology-Worship-Evangelism/dp/0800624920>

<https://www.amazon.com/Testing-Spirits-Theology-Informs-Congregations/dp/0802807402>

<https://www.youtube.com/watch?v=44q2bnkARWU> Patrick Keifert and Greg Van Dunk - Mid-Winter Convocation 2017

[http://www.goodreads.com/author/show/267544.Patrick\\_Keifert](http://www.goodreads.com/author/show/267544.Patrick_Keifert)

[Images for Pat Keifert, author](#)

[Images for Patrick Keifert Greg Van Dunk: Confusion, Distancing, or Fusing: Table Talk to form Christian Communities Today](#)



Greg Van Dunk

<https://www.luthersem.edu/convo/keynote.aspx>

<http://at-onechurch.org/multimedia-speaker/pastor-greg-van-dunk/>

[https://www.luthersem.edu/story/default.aspx?article\\_id=354&issue\\_id=36](https://www.luthersem.edu/story/default.aspx?article_id=354&issue_id=36)

<https://www.amazon.com/Let-Glory-Lord-Rise-Among/dp/0806645563>

[Images for Greg Van Dunk, author](#)

Plenary: Lois Malcolm and Scott Richards: Why Christian? And Why Lutheran?

Beyond the wailing and gnashing of teeth that seems to permeate the current discussion about the church in modern American society, we will talk about how Lutheran theology needs to have its own “coming out” story. Using our own stories of how the Gospel found us at the margins, and through conversation with scripture, we hope to inspire leaders to consider that Lutherans are uniquely positioned to once again lead a new and potent re-formation of the faith.



Lois Malcolm

<https://www.luthersem.edu/convo/keynote.aspx>

[http://www.luthersem.edu/faculty/fac\\_home.aspx?contact\\_id=lmalcolm](http://www.luthersem.edu/faculty/fac_home.aspx?contact_id=lmalcolm)

<https://www.amazon.com/Holy-Spirit-Creative-Lutheran-Voces/dp/0806670584>

<http://www.enterthebible.org/blog.aspx?post=1239>

[https://www.youtube.com/watch?v=nDOcwaTrJ\\_E](https://www.youtube.com/watch?v=nDOcwaTrJ_E) Daily Chapel, February 3rd, 2016 – YouTube

[https://www.youtube.com/watch?v=3H\\_VIVay\\_W8](https://www.youtube.com/watch?v=3H_VIVay_W8) Lois Malcolm - 'A time for a bold, complicated Christianity' - YouTube

<https://www.youtube.com/watch?v=zIJJcR4IHZQ> Lois Malcolm and Scott Richards - Mid-Winter Convocation 2017

<https://www.amazon.com/Lois-Malcolm/e/B002CE4VB6>

[http://www.goodreads.com/author/show/3082469.Lois\\_Malcolm](http://www.goodreads.com/author/show/3082469.Lois_Malcolm)

[Images for Lois Malcolm, author](#)

[Images for Lois Malcolm and Scott Richards: Why Christian? And Why Lutheran?](#)



Scott Richards

<https://www.luthersem.edu/convo/keynote.aspx>

<https://www.facebook.com/stpaulsgaylord/>

<https://www.linkedin.com/in/scott-d-richards-63459683>

**Plenary: Matthew Skinner and Hollie Holt-Woehl: When God's Promises Meet Conflict: Conflict in the Church**

This session will explore what it means to work pastorally and publicly with congregations who are faithfully working in the contexts of conflict in a society that seems addicted to divisiveness. Through reflections on the early church we invite a conversation around God's promises and how they are at work in conflict and disagreement.



Matt Skinner

<https://www.luthersem.edu/convo/keynote.aspx>

[http://www.luthersem.edu/faculty/fac\\_home.aspx?contact\\_id=mskinner](http://www.luthersem.edu/faculty/fac_home.aspx?contact_id=mskinner)

<https://www.amazon.com/Trial-Narratives-Conflict-Identity-Testament/dp/0664230326>

[Images for Trial-Narratives-Conflict-Identity-Testament](#)

<https://www.amazon.com/Matthew-L.-Skinner/e/B001JXUIV8>

[http://www.goodreads.com/author/show/419065.Matthew\\_L\\_Skinner](http://www.goodreads.com/author/show/419065.Matthew_L_Skinner)

[Images for Matt Skinner, author new testament](#)

<http://www.matthewskinner.org/>

[http://day1.org/2848-the\\_rev\\_matthew\\_skinner](http://day1.org/2848-the_rev_matthew_skinner)

<https://www.youtube.com/watch?v=o5471xr2ZA8> Matt Skinner and Hollie Holt-Woehl - Mid-Winter Convocation 2017

[Images for Matthew Skinner and Hollie Holt-Woehl: When God's Promises Meet Conflict: Conflict in the Church](#)



Hollie Holt-Woehl

<https://www.luthersem.edu/convo/keynote.aspx>

<https://www.linkedin.com/in/hollie-m-holt-woehl-50b2351>

<http://web.augsburg.edu/acfl/2015FallSpeakersList.pdf>

<http://www.joinmychurch.org/churches/River-of-Life-Lutheran-Church-Minneapolis-Minnesota-United-States/29861#staff>

**Workshops**

**Click 2 Connect: The Art and Science of Digital Ministry**

Keith Anderson

Join Keith Anderson for this workshop about creative and practical ways to incorporate social media and digital technologies into your ministry and the life of your faith community. Keith will share advice and real-life stories from around the Church, as it seeks to build community, form faith and share the Gospel in this digital age. For digital novices to digital natives, and everyone in between, this workshop will help ministry leaders of all experience and abilities leverage digital tools for the sake of the gospel.

<https://www.luthersem.edu/convo/workshops.aspx?m=6134>

[Images for Click 2 Connect: The Art and Science of Digital Ministry Keith Anderson](#)

**Between Derision and Detachment: Martin Luther and Social Criticism in a Fractured World**

Anthony Bateza

Pundits tell us that we live in a harsh and politically polarized time. Respect and common ground have given way to unhinged attacks and insurmountable divisions. But anyone familiar with Martin Luther's writings knows that bitter insults flowed smoothly from his pen. In this workshop, we will wrestle with Luther as we examine his life and thought with an eye towards

social criticism and political engagement. Where might Luther criticize our efforts, or lack thereof, at serving our communities? Is Luther's acerbic approach correct or does his unbridled contempt undermine the prophet's work?



<https://www.luthersem.edu/convo/workshops.aspx?m=6134>

[https://www.luthersem.edu/convo/workshop\\_leaders.aspx?m=6135](https://www.luthersem.edu/convo/workshop_leaders.aspx?m=6135)

<http://stolaf.academia.edu/AnthonyBateza>

<https://www.facebook.com/bateza>

<http://www.flcsc.org/wordpress/2017/06/02/why-luther-what-is-lutheran/>

#### The Unfinished Reformation: Fulfilling the Promise of Vocation

Dwight DuBois

One of the most familiar tenets of the Reformation is Luther's universal priesthood; oddly, it's also one of the most underdeveloped. Participants will explore how the priesthood of all believers can renew both leaders and members and make congregational life both more relevant and invigorating. We will explore how to form a community that forms disciples who live out their faith, not just in the church, but in all of life.



<https://www.luthersem.edu/convo/workshops.aspx?m=6134>

<https://www.livinglutheran.org/author/dwight-dubois/>

<https://twitter.com/blondofthewoods>

<https://centerforrenewal.wordpress.com/author/dwightdubois/>

<http://lutherancolleges.org/personnel/dwight-dubois/>

<https://www.livinglutheran.org/author/dwight-dubois/>

<https://www.livinglutheran.org/2019/09/vocation-worship-world/>

<https://www.amazon.com/Scattering-Imagining-Church-Connects-Faith/dp/1498229786>

<https://www.amazon.com/Dwight-L.-DuBois/e/B0184506YM>

[https://www.goodreads.com/author/show/14980368.Dwight\\_L\\_DuBois](https://www.goodreads.com/author/show/14980368.Dwight_L_DuBois)

[Images for Dwight DuBois, author the scattering](#)

[Images for The Unfinished Reformation: Fulfilling the Promise of Vocation Dwight DuBois](#)

#### Reforming Perceptions, Theology, and Language about Mental Illness

Hollie Holt-Woehl

One area in need of reform in church and society is around mental illness. Awareness and understanding of mental illness and people who experience mental illness has grown in recent years, however, misunderstanding and unfamiliarity still persist. How might one begin to reform perceptions, theology and language about mental illness in congregations? This workshop will provide a theological framework in which to begin the reformation, ideas for conversation, resources for action and opportunities for questions.

<https://www.luthersem.edu/convo/workshops.aspx?m=6134>

[Images for Reforming Perceptions, Theology, and Language about Mental Illness Hollie Holt-Woehl](#)

#### Luther the Rock Opera, (Celebrating the 500<sup>th</sup> with Fun and Flair at [www.lutherstudy.com](http://www.lutherstudy.com))

Rick Melheim

Easter Sunday 2017 will unveil something strange, fun, and wonderful for your congregation and families. It's Hamilton meets Godspell meets Monty Python. It's a Marvel Comic come to life on stage. It's history meets comedy meets Lost and Found coming out of retirement to serve up the Reformation in Speedwood style music. And it's a great way to bond a Cross+Gen acting troupe, celebrate our Reformation heritage, and reach out to the community. Join author/producer Rich Melheim and Skype in with Michael Bridges to explore how your church can gear up for an October month-long production of Luther the Rock Opera.



<https://www.luthersem.edu/convo/workshops.aspx?m=6134>

<http://www.faithink.com/about/richmelheim.asp>

<http://lutherstudy.com/sneak-peek-luther-2017/>

<https://www.youtube.com/watch?v=7a9lk233qX8> Luther Rock Opera Origin – YouTube  
<https://www.youtube.com/watch?v=1DHq35aSeNk> Luther (500th Reformation Jubilee): Faith Inkubators Cross+Gen Catechism – YouTube  
<https://www.youtube.com/watch?v=RsJ18ViJfAQ> LUTHER ROCK OPERA: Captive to the Word of God – YouTube  
[https://www.youtube.com/watch?v=HbuxIS\\_9mQs](https://www.youtube.com/watch?v=HbuxIS_9mQs) LUTHER ROCK OPERA - Song 1 (Rough) - YouTube  
[Images for Rick Melheim, author](#)  
[Images for Luther the Rock Opera, \(Celebrating the 500th with Fun and Flair at \[www.lutherstudy.com\]\(http://www.lutherstudy.com\)\) Rick Melheim](#)

### Reforming in Public

Jeremy Myers

A church that is always reforming is a church that is always engaged in and responsive to its context. Our call to change is not an anxious reaction to a shrinking church membership, but a hopeful response to the lives of our neighbors. How can we lead congregations into the public square as both an act of outreach and discipleship, mission and catechesis? Come and join this conversation around discipleship in the public square for the common good?



<https://www.luthersem.edu/convo/workshops.aspx?m=6134>  
<http://www.augsburg.edu/faculty/myers/>  
<https://elcaymnet.wordpress.com/tag/jeremy-myers/>  
<https://www.youtube.com/watch?v=KcRKYFwWICA> PD2014: Framing Youth with Dr. Jeremy Myers - YouTube  
<https://www.augsburg.edu/riversidehub/2018/10/31/public-church-framework-best-questions/>  
[Images for Reforming in Public Jeremy Myers Augsburg College](#)

### Religion for Social Transformation: Key Tools and Resources

Kenneth Mtata

The last few years have seen a growing recognition of religion as a key element for sustainable development, especially in the south. This recognition is fraught with some challenges but also huge opportunities for faith communities to take an important lead in some areas of holistic development. What are some important tools and resources for maximizing the 'use' of religion for sustainable and holistic human development?



<https://www.luthersem.edu/convo/workshops.aspx?m=6134>  
<http://independent.academia.edu/KennethMtata>  
[Images for Religion for Social Transformation: Key Tools and Resources Kenneth Mtata](#)

### God's Work, Our Hands – A Journey towards Witness and Reconciliation

Prairie Rose Seminole

This workshop is designed to bring awareness of the American Indian Alaska Native Ministries (AIAN) within the Evangelical Lutheran Church in America and a unique history. This presentation will include AIAN world views, treaties, protocols boarding schools, Church witness, policies (tribal sovereignty, repudiation of the doctrine of discovery) and accompaniment. We will unpack a few of these pieces to better understand an emotional history of American Indians and Alaska Natives, and open the door towards reconciliation.



<https://www.luthersem.edu/convo/workshops.aspx?m=6134>  
<https://www.youtube.com/user/prairieroseseminole> Prairie Rose - YouTube  
[Images for God's Work, Our Hands – A Journey towards Witness and Reconciliation Prairie Rose Seminole](#)

### Loving God with All Your Mind: Then and Now

Gordon Straw

This workshop will engage participants in two areas: 1) the meaning and purpose of theological education throughout the history of the church and its significance for today's world, and 2) look at issues around faith formation and how these impact learning/teaching in congregations for the sake of the communities in which they reside.



<https://www.luthersem.edu/convo/workshops.aspx?m=6134>

<https://www.elm.org/2014/08/05/gordon-straw-joins-elm-board-of-directors/gordon-straw/>

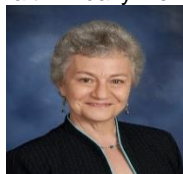
<https://www.lstc.edu/academics/faculty/gordon-straw>

[Images for Loving God with All Your Mind: Then and Now Gordon Straw LSTC](#)

#### Connecting the Reformation with All Ages through Milestones

Debbie Streicher

The life and work of Martin Luther was more than that of a teacher of the faith. He was a "pastor and shepherd of souls." His work was about shaping the lives of everyday people with the grace, mercy, and peace of Christ that would inform their daily actions, hopes, and relationships. This workshop introduces an effective way to recognize memorable moments through milestones in our lives and connects every generation with a model for daily faith practices that affirms Luther's approach to faith in daily life.



<https://www.luthersem.edu/convo/workshops.aspx?m=6134>

<https://milestonesministry.org/milestones/our-story/>

<http://faithink.blogs.com/gift/2009/09/old-testament-signing-on-youtube.html>

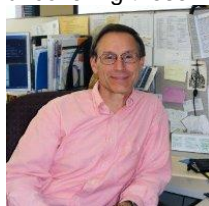
<http://faithink.blogs.com/gift/2009/10/>

[Images for Connecting the Reformation with All Ages through Milestones Debbie Streicher](#)

#### ELCA Social Teaching and Overlooked Dimensions of the Reformation

Roger Willer

This workshop explores the often overlooked social and economic dimensions of Reformation thought in relation to ELCA social teaching. As the fundamental principle of the Reformation justification "preserves and guides *all* churchly teaching" (Luther, but emphasis added). Its influence was evident in major shifts of more and social thinking at the time. Where today does that preservation and guidance appear in relation to ethics and how the ELCA addresses social issues? The Reformers identified "mutual conversation and consolation of brothers and sisters" as a mark of the church. How today does that get translated? Would Luther put ELCA social statements into the mix of topics for his table talk? How do we? In this workshop, we will unpack the development, role, and purpose of ELCA social teaching and policy documents with an eye toward uncovering these Reformation connections.



<https://www.luthersem.edu/convo/workshops.aspx?m=6134>

[https://www.luthersem.edu/convo/workshop\\_leaders.aspx](https://www.luthersem.edu/convo/workshop_leaders.aspx)

<https://www.linkedin.com/in/roger-willer-34081326>

[Images for Roger Willer elca social teaching](#)

<https://www.elca.org/Faith/Faith-and-Society/Social-Statements>

<https://www.elca.org/en/Faith/Faith-and-Society/Current-Social-Writing-Projects>

<http://onlinelibrary.wiley.com/doi/10.1111/dial.12341/full>



# Reflections and Resources

## 1) Ability to address concerns

Letter of Agreement for Interim Pastoral Ministry

Together the congregation and Interim Pastor will:

G. During this transition period, agree to address the following specific concerns:

[Call Process Booklet EDITED - Northwest Synod of Wisconsin](#)

[http://www.nwswi.org/webfiles/fnitools/documents/call\\_process\\_rev11.17.09smaller.pdf](http://www.nwswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf)

[Call Process Booklet - Yumpu](#)

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

[Images for Together the congregation and Interim Pastor will address the following specific concerns](#)

Page 43

People want to know if the interim pastor can address specific concerns - those negotiated in the concurrent interview and those that invariably arise. The difference between stated supply and intentional interim ministry is the ability to lead in the transition dynamics and address the specific concerns.

Concerns that I have been asked to address through the years include the following:

- 1) Meet with inactive members to encourage participation
- 2) Emphasize involvement of children in worship
- 3) Reconciliation in the congregation
- 4) Break the cycle of conflict which currently exists among members
- 5) Promote a greater feeling of warmth in the congregation
- 6) Getting committees reactivated and functioning once again
- 7) Work on the revitalization of the congregation
- 8) Create a desire to attend Confirmation classes and get parents involved
- 9) Deal with past history and move on to the future
- 10) Conflict resolution in getting over "us" and "them"
- 11) Stewardship
- 12) Coming to terms with our past and present
- 13) Acceptance of ourselves so that we can move on
- 14) Healing process
- 15) Have people get to know each other
- 16) Worship service attendance, young families, and youth
- 17) Make members and non-members alike feel welcome with special attention to families and children
- 18) Find ways to increase family ministry with a focus on youth and education
- 19) Revise constitution
- 20) Carry out responsibilities of associate pastor as agreed to with the senior pastor
- 21) Aid with the grieving or other feels in regard to the former pastor
- 22) Clarify expectations for staff and congregational leadership
- 23) Engage in long-range planning
- 24) Healing following a congregational split
- 25) Rebuilding Sunday School
- 26) Pastoral leadership and congregational leadership so that the faith community can heal and move on
- 27) Work on the eight initiatives that came out of the self-study
- 28) Celebration of 125<sup>th</sup> anniversary
- 29) Building project
- 30) Healing the rift where it exists
- 31) Spicing up worship with variety
- 32) Attend to many staff transitions
- 33) Attend to many grief issues stemming from staff changes
- 34) All aspects of the senior pastor's role and responsibilities especially administration and staff supervision
- 35) Work in partnership with the rest of the staff and affirm them in their positions
- 36) Continue Vibrant Faith Initiative
- 37) Look at opportunities for an additional worship service
- 38) Explore possibilities for adding on or building
- 39) Work in partnership with the staff and affirm them in their positions
- 40) Address the financial situation
- 41) Fulfill the duties of the Congregational Life Pastor in coordination with the Coordinating Pastor
- 42) Communication
- 43) Staffing
- 44) Outreach to new members
- 45) Staff structure and programming structure
- 46) Meet face to face with top contributors who have supported the congregation with time, talents, and treasure
- 47) Meet with elders of the church to provide reassurance
- 48) Maintain momentum
- 49) Get people involved and keep them informed



- 50) Focus on being a solid church carrying out its mission
- 51) Foster an environment of support for staff and congregation leadership
- 52) Look at staff changes, worship changes, and Sunday School options
- 53) Facilitate a new shared ministry agreement
- 54) Address staff relationships
- 55) Help imagine staffing for a new cooperative ministry
- 56) Address situation of a bully church secretary
- 57) Church divided down the middle
- 58) Deal with the loss of the pastor
- 59) Help the members come to a clear vision of the parish and the congregations
- 60) Members who want to leave the parish and also explore options to disaffiliate from ELCA
- 61) Child, Youth, and Vulnerable Adult Abuse Prevention Policy
- 62) Church bully threatening to tear the congregation apart
- 63) Follow a pastor who leaves abruptly due to mental health issues
- 64) Follow a pastor preoccupied with her own agenda

## Resources

### A Case for Excellence: Case Studies in Congregational Ministry [Glenn L. Borreson]

Here are over 50 case studies of very real clergy/church situations: crises, problems, legal issues. Each one provides background to the situation, a description of the event, an analysis, and an evaluation by the person(s) involved suggesting how it might have been handled differently. This fascinating collection of studies describes clergy life on the front lines. Pastors, seminary students, and even congregational staff and members will learn not only what those other churches have faced, but what they might encounter in the parish... and how they might best deal with it.

"The task of the pastor is one of the most complex in our society. In this book, Glenn Borreson brings together a wide sample of experiences of pastors -- experiences they have used as the basis for learning their craft. Here you can explore the work of the pastor -- its dilemmas, its opportunities -- and get clues to how the work of the pastorate may be strengthened."

Dr. Loren B. Mead

Founder, The Alban Institute

Washington DC

<http://www.amazon.com/Case-For-Excellence-Glenn-Borreson/dp/0788011820>

<https://www.goodreads.com/book/show/5342229-a-case-for-excellence>

[http://store.csspub.com/products\\_results.php?Search=1&ProductCategoryID\[\]=111](http://store.csspub.com/products_results.php?Search=1&ProductCategoryID[]=111)

<https://books.google.com/books?isbn=0788011820>

[https://books.google.com/books/about/A\\_Case\\_for\\_Excellence.html?id=Cu-yHFP3R34C](https://books.google.com/books/about/A_Case_for_Excellence.html?id=Cu-yHFP3R34C)

<http://wisessays.net/bitstream/handle/123456789/4239/Rothe.pdf?sequence=1&isAllowed=y>

[https://research-repository.st-](https://research-repository.st-andrews.ac.uk/bitstream/handle/10023/5919/RossWissmannPhDThesis.pdf?sequence=3&isAllowed=y)

[andrews.ac.uk/bitstream/handle/10023/5919/RossWissmannPhDThesis.pdf?sequence=3&isAllowed=y](https://research-repository.st-andrews.ac.uk/bitstream/handle/10023/5919/RossWissmannPhDThesis.pdf?sequence=3&isAllowed=y)

<https://www.linkedin.com/in/glenn-borreson-601b1361>

<https://www.thriftbooks.com/a/glenn--l-borreson/862457/>

<https://www.amazon.com/Glenn-L.-Borreson/e/B001K8PW9K>

[https://www.goodreads.com/author/show/2298328.Glenn\\_L\\_Borreson](https://www.goodreads.com/author/show/2298328.Glenn_L_Borreson)

[Images for Glenn L. Borreson, author](#)

[Images for A Case for Excellence: Case Studies in Congregational Ministry \[Glenn L. Borreson\]](#)

[\[DOC\]Resources for Church-Related "Teaching" Case Studies](#)

### Aftershock: Helping People Through Corporate Change by Harry Woodward (Author), Steve Buchholz (Author), Wilson Learning Corporation (Compiler), Karen Hess (Editor)

A practical, hands-on guide to helping employees through the often painful process of organizational change - whether from technological innovation, limited resources, or new management. Based on years of experience, this field-tested book will teach the crucial skills and strategies to help managers deal with their co-workers' reactions to change; minimize the disruptions in productivity, creativity, and worker relationships; and make the transition a positive experience. Each section includes a step-by-step treatment of tactics, case-studies of real situations, dialogues, and illustrations. Also includes a list of references.

<http://www.amazon.com/Aftershock-Helping-People-Through-Corporate/dp/0471624780>

<https://www.barnesandnoble.com/w/aftershock-harry-woodward/1119658295>

<https://www.deepdyve.com/lp/sage/book-reviews-harry-woodward-and-steve-buchholz-1987-wilson-learning-8qAWwY09dJ>

<http://www.publishersweekly.com/978-0-471-62478-3> Nonfiction Book Review

<https://onlinelibrary.wiley.com/doi/abs/10.1177/103841119203000111>

<https://www.wilsonlearning.com/wlw/about/partners/en>

<https://www.amazon.com/Harry-Woodward/e/B001KHAFUC>

[Images for Aftershock: Helping People through Corporate Change \[Wilson Learning Corporation\]](#)

[Images for Aftershock: Helping People Through Corporate Change by Harry Woodward \(Author\), Steve Buchholz \(Author\), Wilson Learning Corporation \(Compiler\), Karen Hess \(Editor\)](#)

#### Appropriate Goals for the Interim Period

##### A. TO MAINTAIN THE VIABILITY OF THE CHURCH

The ongoing vital program that is expected of a lively congregation consists of pastoral duties plus the Christian activities of the laity. Continuing the needed programs already underway and efforts to help make them more meaningful are the responsibility of an interim leader.

##### B. TO RESOLVE FEELINGS OF GRIEF

Pastoral visitation and group meetings involving personal, direct contact with individuals. intentional expression of interest in their feelings, more often than not, will provide healing catharsis.

##### C. TO REINFORCE THE MINISTRY OF THE LAITY

Encouragement of participation and leadership by lay persons is vital. The interim period is particularly good time to develop lay leadership. A member of the laity may accompany the pastor when home communion is administered. Many responsibilities in the church may be carried out by lay persons rather than a pastor.

##### D. TO CLARIFY THE MISSION OF THE CHURCH

Congregations need to be reminded that Christians are here to serve, not only to be served. The interim may be the voice of the larger Christian community at a time when the church is turned inward to its own needs. The minister teaches by example, by preaching, and by formal training. 4

##### E. TO DEAL WITH SPECIAL NEEDS OF THE CHURCH

Every church is different. As a result of diagnosis, the interim will learn of specific problems in the congregation. Through knowledge techniques in conflict management and tactful suggestions by the "outsider" (the disinterested person, the interim minister) beneficial changes may be effected.

##### F. TO EMPHASIZE FELLOWSHIP AND RECONCILIATION

Opportunities for encouraging Christian fellowship are many. For example, arranging for a coffee hour before or after worship service is helpful. The incorporation of "congregational concerns" during a worship service can be a time of real sharing.

##### G. TO STRENGTHEN DENOMINATIONAL TIES

The interim minister personally maintains a good relationship with the denomination and encourages the local church to participate in denomination wide activities and program.

##### H. TO INCREASE THE POTENTIAL FOR A SUCCESSFUL MINISTRY BY THE NEXT REGULAR PASTOR

The interim minister is future oriented. The interim minister is concerned with the coming of a new pastor and is helping to prepare the congregation for the arrival. In addition, he or she communicates with the new pastor information that might be helpful.

#### Intentional Interim Ministry Guidelines - National Capital Presbytery

<http://www.thepresbytery.org/wp-content/uploads/2010/08/Intentional-Interim-Ministry-Guidelines-Updated-070109.pdf>

Page 3

[Images for Appropriate Goals for the Interim Period A. TO MAINTAIN THE VIABILITY OF THE CHURCH](#)

#### APPROPRIATE GOALS FOR THE INTERIM PERIOD

##### 5. TO DEAL WITH SPECIAL NEEDS OF THE CHURCH

Every church is different. As a result of diagnosis, the interim will learn of specific problems in the congregation. Through knowledge of techniques in conflict management and tactful suggestions by the outsider (the disinterested person, the interim minister) beneficial changes may be effected.

[www.rca.org/document.doc?id=73](http://www.rca.org/document.doc?id=73)

[Images for APPROPRIATE GOALS FOR THE INTERIM PERIOD 5. TO DEAL WITH SPECIAL NEEDS OF THE CHURCH](#)

#### Congregational Ministry Assessment

The following is a list of important areas of congregational life that can be productively explored by the lay and pastoral leadership of the congregation during the interim between called pastors. Addressing these nine areas will assure that things are in good order in the congregation in anticipation of calling a new pastor.

##### History (Organizational Genogram)

- List of pastors who have served the congregation
- List of presidents who have served recently or at crucial moments
- Major events in the life of the congregation • Identification of informal power structures in the congregation (past and present)
- Other significant data

##### Mission and Purposes

- When were the mission statement and purposes last updated? By what process?
- How well understood are they by the congregation?
- How intentionally are they pursued? Constitution and Bylaws
- When were they last revised?
- What was the process?
- Are they adhered to? If not, in what areas? Governance
- Do you have an organizational chart?

- Describe how the Council functions.
- What are strengths and weaknesses of the Council?
- Describe how committees function in relation to the Council
- Are the committees functioning congruent with their charge in the Bylaws?
- What changes in leadership have affected governance? Whole Life Stewardship
- What is the congregation's approach to stewardship?
- How does it function? • Do committees and the Council set and follow annual goals?
- Are the programmatic goals tied to the mission plan?
- Are strategies and timelines for implementation of goals developed and followed?

#### Ministry and Programs

- Describe the most significant ministries, initiatives, and programs of the congregation.
- What ministries, initiatives, and programs have failed or are most needed?
- Describe a vision for the ministry and programs of the future. Relationship to the Synod, ELCA, Ecumenical, and Interfaith

#### Organizations

- Describe briefly the congregation's significant relationships with the broader faith community.
- How are these relationships maintained?
- What is the vision for renewing relationships with the synod during the interim? Issues
- What are the significant issues facing the congregation today?
- Is there any conflict in the congregation? What is it? How is it being managed?
- Have issues and/or conflict been identified and acknowledged? By whom? What was the process?
- How is the leadership of the congregation dealing with these issues? • What is needed to address unresolved issues?

#### Tasks During the Interim

- What challenges and opportunities face the congregation during the interim?
- What specific tasks need to be accomplished during the interim?
- Who will be the major players?
- Who will provide leadership? What will be the process?
- What will be the role of the pastor during the interim regarding issues and tasks?

**Call Process Booklet EDITED - Northwest Synod of Wisconsin**

[http://www.nwswi.org/webfiles/fnitools/documents/call\\_process\\_rev11.17.09smaller.pdf](http://www.nwswi.org/webfiles/fnitools/documents/call_process_rev11.17.09smaller.pdf)

Page 54

**Call Process Booklet - Yumpu**

<https://www.yumpu.com/en/document/view/53432941/call-process-booklet>

[Images for Congregational Ministry Assessment](#)

**Facing Messy Stuff in the Church: Case Studies for Pastors and Congregations [Kenneth L. Swetland]**

A collection of fourteen case studies that give church leaders practical and realistic preparation to **handle tough issues** like sexual harassment, pornography, divorce, and the effects of abortion. Includes discussion questions and a bibliography of additional resources.

<http://www.amazon.com/Facing-Messy-Stuff-Church-Congregations/dp/0825436966>

<http://astore.amazon.com/interimini06-20/detail/0825436966>

[https://www.goodreads.com/book/show/1495696.Facing\\_Messy\\_Stuff\\_in\\_the\\_Church](https://www.goodreads.com/book/show/1495696.Facing_Messy_Stuff_in_the_Church)

<https://www.christianbook.com/facing-stuff-church-studies-pastors-congregations/kenneth-swetland/9780825436963/pd/436966>

<https://www.betterworldbooks.com/product/detail/facing-messy-stuff-in-the-church-0825436966>

<https://www.barnesandnoble.com/w/facing-messy-stuff-in-the-church-kenneth-l-swetland/1112695092>

<https://books.google.com/books?isbn=0825495369>

[http://www.bishop-accountability.org/news2005\\_01\\_06/2005\\_05\\_16\\_Miles\\_FacingMessy.htm](http://www.bishop-accountability.org/news2005_01_06/2005_05_16_Miles_FacingMessy.htm)

[http://www.gordonconwell.edu/academics/view-faculty-member.cfm?faculty\\_id=15931&grp\\_id=8948](http://www.gordonconwell.edu/academics/view-faculty-member.cfm?faculty_id=15931&grp_id=8948)

<http://www.kregel.com/autores/kenneth-l-swetland>

<https://www.amazon.com/Kenneth-L.-Swetland/e/B001KHWIWA>

[http://www.goodreads.com/author/show/699494.Kenneth\\_L\\_Swetland](http://www.goodreads.com/author/show/699494.Kenneth_L_Swetland)

[Images for Kenneth L. Swetland, author](#)

[Images for Facing Messy Stuff in the Church: Case Studies for Pastors and Congregations \[Kenneth L. Swetland\]](#)

**Healthy Pastoral Transitions Equal Healthy Churches for the Future**

During 7 years as sectional presbyter overseeing Assemblies of God churches in the Greater Akron section, I have witnessed the distinct, positive differences these interim pastoral coaches have made in transitional congregations: serving as a healing agent of congregational pain when the previous pastor left due to a moral failure; providing budgetary wisdom for a transition church in financial trouble; serving as a mediator in congregational conflict; serving as a buffer between a long-term, founding pastor and a new pastor; providing administrative guidance to a church board through the pastoral search process and even praying over the new pastor; providing leadership and direction for a church staff during the transition period; and pastoral ministry and care during the transition, such as hospital visitation, Communion, water baptisms, baby dedications, and funeral services.<sup>5</sup> These interim pastors have been God-given agents of restoration and growth.

[http://enrichmentjournal.ag.org/200702/200702\\_090\\_healthytrans.cfm](http://enrichmentjournal.ag.org/200702/200702_090_healthytrans.cfm)

[Images for Healthy Pastoral Transitions Equal Healthy Churches for the Future](#)

### Intentional Interim Ministry: What it is and What it is Not

Intentional Interim Ministry is a fairly new concept and process in the Upper Susquehanna Synod. Although it is more than 25 years old in the ELCA, and a few of our congregations had experienced this ministry through the work of pastors from other synods, it was introduced to our synod when four pastors began the training five years ago.

Intentional Interim Ministry is a focused approach for guiding congregations during the time between regularly called pastors. It is not just crisis ministry, nor is it simply maintenance ministry. It is not the same as "synodical administration," which was reserved for crisis situations. **It is ministry with specific "intentions" and tasks to be accomplished – goals defined by the process of intentional interim ministry and the specific needs of the congregation.**

Intentional interim pastors receive specialized training consisting of two intensive weeks with field work in the intervening months. They also have continuing education events to keep up to date and often have support groups.

There are three basic situations in which an intentional interim pastor is helpful:

The loss of a long-term pastor through moving or retirement.

Conflict situations.

Shattering situations, such as misconduct or death of a leader.

Healthy congregations as well as unhealthy ones benefit from making constructive use of the interim time. The need to clarify mission in changing circumstances and other challenges may confront congregations in the time between regularly-called pastors. Dealing with such unfinished business during the interim time helps prepare a congregation for a successful ministry with its next called pastor. Healthy congregations remain healthy and vulnerable ones move toward health. In the event of conflict and tragedies, such directed transition time is invaluable.

<http://www.uss-elca.org/for-rostered-leaders/resources/intentional-interim-ministry-what-it-is-and-what-it-is-not/>  
[Images for interim ministry with specific "intentions" and tasks to be accomplished](#)

### Introducing the New Interim Pastor Paul Svingen - Bethel Lutheran Church

Dear Members and Friends of Bethel,

My first words are, "Thank You" for the privilege of walking with you in this forth-coming interim period here at Bethel. During my time here, beginning January 3, 2017, I wish to meet and come to know as many of you as possible, to work with your church staff and key volunteers, and to share my insights and experience with your church council and other leadership groups. Our goal is to do our best to prepare Bethel for the future and thus to ready the ground for the eventual arrival of its next Senior Pastor and any other staff members who may come to join the ministry here.

Specific aspects of our joint efforts to meet this overriding goal are that we will seek to: a) maintain the viability of Bethel, that is, to continue the essential programs underway and to help them develop and grow, b) attend to feelings of grief ...

recognizing that the loss of any staff member, or program, or expectation is followed by grief, and that grief is a normal, healthy, and essential response to loss, c) continue to encourage and support participation and development of lay leadership here at Bethel, d) clarify the vision for the mission which has a church that is called to function as God's agent for ministry in our families, in the church, and in the world, e) embrace issues related to the special needs of Bethel... such as staffing needs, educational challenges, leadership development, contextual realities, etc., f) emphasize fellowship and foster reconciliation where differences may have brought separation or division, g) maintain and strengthen Bethel's partnership with both the South Central Synod of Wisconsin and the ELCA as a whole, and, h) to increase the potential for a good beginning and a successful ministry by the next installed Senior Pastor and the congregation s/he will serve.

Three words are important to remember as we walk and talk together in this wilderness time. They are: *change, transition, and transformation*. *Change* refers to those inevitable realities of daily living where endings occur, oftentimes with-out our input, involvement or desire for them to come. The death of our Lord on the cross was not to be stopped by the desires of those who wished to avoid it. Change results in loss. It is our response to loss that we define as *transition*.

We are not helpless in how we respond to change. The disciples reacted emotion-ally and thus scattered and hid out in fear. We can do the same if we so choose. Or, we can respond rationally and embrace the reality of the change and choose to lean into God's evolving future with and for us. Transition offers us choices and choosing is hard work. If the change can be equated to what occurred on Good Friday, then the needed transition work can be compared to what Holy Saturday was all about. A time of acceptance, re-thinking, staying in contact with one another, maintaining community and daring to hope and to believe that there would come 'a new day'. We at Bethel are in the beginning of transition.

Then came Easter..... and as Easter people, living on this side of the Resurrection, we can rightfully anticipate the promise of *transformation*, new life, and growth that the Resurrection of Jesus has already made to be a reality for us, for our lives, for our congregation. Let's claim both the Call, and the Promise, together.

Hear the heart of Wendell Berry....., husband, father, author, Kentucky farmer, naturalist and child of God". *"So, friends, every day do something that won't compute. Love the Lord. Love the world. Work for nothing. Take all that you have and be poor.*

*Love someone who does not deserve it. Ask the questions that have no answers. Invest in the millennium. Plant sequoias.*

*Say that your main crop is the forest that you did not plant, that you will not live to harvest. Laugh. Laughter is immeasurable.*

*Be joyful though you have considered all the facts. Practice resurrection."*

Looking forward to "practicing resurrection" with you,

Pr. Paul N. Svingen

<https://www.bethel-madison.org/post/introducing-new-interim-pastor-paul-svingen>

[Images for Introducing the New Interim Pastor Paul Svingen - Bethel Lutheran Church](#)

<https://www.bethel-madison.org/sites/main/files/file-attachments/bethelintroltr.pdf>

<https://www.bethel-madison.org/profile/pastor-paul-svingen>

[https://www.youtube.com/watch?v=K\\_glWh9KNGY](https://www.youtube.com/watch?v=K_glWh9KNGY) Jan 15, 2017 - Worship at Bethel - YouTube

[Images for Interim Pastor Paul Svingen](#)

## Program and Process

The initial 5+ months of my **interim pastoral leadership** have been primarily focused on program matters of the congregation. We have sought to continue existing program by supporting the organizational structures that have been in place. It has been difficult to establish a Sunday School Program. Our overall music program is healthy and poised to grow. Our new lay visitation ministry (40 Days/40 Ways) is a good beginning to what can become an ongoing lay ministry overseen by the Caring Ministry Team. Our Youth Ministry is beginning to take root and we look forward to a time of partnership with InterServe Ministries. The Sunday morning adult education sessions are showing good response and fruitful discussion and learning. The Prayer Ministry at Salem is strong, including those involved with the Prayer Partner LifeSavers Program. All of these ministries are examples of the content of ministry.

Beginning in May, we will add the Transition Task Force (TTF) and its process work in coming to terms with history, discovering a new identity, allowing needed leadership change, re-thinking our denominational linkage and making the commitment to new leadership and new directions in ministry. The TTF will be commissioned for its ministry in worship on May 6th. The 12-member TTF, made up of members who reside at home year-around as well as those who are associated with 'winter congregations' during Nov/March will be doing the bulk of its study and discernment between May 6th and the end of October. Prior to Thanksgiving, the TTF will likely have presented its findings and recommendations to the Church Council. This report will show important work accomplished in the areas of mission/vision, self-study and staffing/leadership. Upon acceptance of the TTF's findings, the Church Council will proceed with the process for forming a Pastoral Call Committee. At least two members from the TTF will serve ex-officio on the Call Committee. I will work in helping to train the Call Committee and prepare it for its important task of presenting an appropriate pastoral candidate to the congregation for vote.

In all this remaining interim ministry, together we ask The Lord's guidance on each step of the journey. Know that your daily prayers are invited.

Grace and Peace,

Pr. Paul N. Svingen, Intentional Interim Pastor

[Index of /pdf](#) [May 2012.pdf](#)

<http://salemlongville.org/pdf/May%202012.pdf>

[Images for interim pastoral leadership](#)

Page 2

## Looking at the Interim Time as a Time of Freedom

Rev. John F. Helgeson

We have all heard that an interim can do things that a settled pastor cannot. Hear from Rev. Helgeson about the twelve potential freedoms he has discerned that may be important in interim situations. In no particular order, they are: speech, worship, to act, to disagree, to override or veto, to heal, to explain, to terminate, to change, to experiment, to leave, and to hope. Through lecture, resource material, and interactive discussion, learn more about each of these and how to use them in congregational settings. See how the freedom of "hope" underlies all of the freedoms and is essential for all interim work.

[\[PDF\] 2015 IMN Conference programpdf.pub - Interim Ministry Network](#)

<http://imnedu.org/wp-content/uploads/2012/05/2015-IMN-Conference-programpdf.pdf>

<https://imnedu.org/wp-content/uploads/2017/07/Keynote-Workshop-Descriptions.pdf>

[Images for Looking at the Interim Time as a Time of Freedom Rev. John F. Helgeson](#)

<https://www.amazon.fr/Freedom-Interim-Ministry-12-Freedoms/dp/1683527763>

[Images for Freedom-Interim-Ministry-12-Freedoms images](#)

<https://sites.google.com/site/blogistosa/freedom-and-interim-ministry-26920393>

<https://www.revjohnhelgeson.com/portfolio-1>

Page 5

Page 6

## Pastoral Transition Situations When Calling an Interim Pastor Is Beneficial

	Percentage Responding "Always Beneficial"	
	Presbytery Executives	
	COM Chairs	
When a pastor leaves under duress	74%	84%
When a congregation is experiencing significant conflict	70%	74%
When a pastor who served the church for many years retires	68%	72%
When the senior pastor of a multi-staff congregation leaves	66%	61%
When the pastor dies unexpectedly	65%	79%
When a pastor who served the church for many years accepts another call	58%	72%
When a congregation needs to or wants to re-examine its mission	36%	47%
Whenever there is a pastoral vacancy	18%	28%

No more than 2% of presbytery executives and chairs of COMs responded "never beneficial" for any of these situations. These results indicate strong support for interim ministry from all four samples.

[A study of Interim Pastors - Ffisher.net](#)

<http://www.ffisher.net/uploads/1/9/9/4/1994196/interimeffectiveness.pdf>

[Images for Pastoral Transition Situations When Calling an Interim Pastor Is Beneficial](#)

Page 1

## Preaching During the Interim | Preaching.com

### 1. Resolving Resurfaced Conflicts

Some churches may be in serious conflict when a minister leaves. Gripe says:



"Persons who understand conflict management, and are skilled in handling it, can often make the difference between a relatively short period of conflict resolution and growth oriented change and a long, sometimes painful avoiding of issues ..."<sup>12</sup>

Even in the best of situations, there are always unresolved conflicts revolving around church policies, personnel or buildings, that can erupt in a new pastorate. Like all human beings, congregations tend to deny problems and sweep them under the church carpet, or project their problems on a scapegoat - often the departing pastor. Some church members naively believe that when a pastor is gone, all problems vanish with him. The Interim Pastor needs to help congregations confront unresolved conflicts, and work with them in moving toward resolution and reconciliation.

<http://www.preaching.com/resources/articles/11563501/>

[Images for Preaching During the Interim | Preaching.com 1. Resolving Resurfaced Conflicts](#)

#### Seven Additional Tasks

IV. SEVEN ADDITIONAL TASKS (by Terry Foland, IBT Vol. 9, No. 1, page 3, September 1996) At an annual conference of the Interim Network, 33 experienced interim pastors spent some time in an interest group on the A state of the art@ of interim ministry. Those 33 persons represented a total of 182 interim pastorates (average of 5.5 interim pastorates) with an accumulated 196 years of interim ministry experience. Average interim pastorate for this group was 12.7 months. Among other things discussed, the group identified seven agenda items most often dealt with in their interim experiences in addition to the normal developmental tasks of history, relation to the denomination, leadership issues, establishing a new identity and commitment to new leadership.

1. The Necessity to Rebuild the Congregational "Infrastructure"

That is, the administrative structures, processes, procedures and "know how" efficiency. Joan Mabon, a Presbyterian interim minister, offered the 5 observation/theory that there is generally a three year period of neglect to the infrastructure by the existing pastor. One year of trauma or a feeling of rejection, one year of struggle with a decision to stay or go, and one year of attention given to the search for a new position. With those concerns preoccupying the pastor there is unintentional but certain neglect of the administrative functions of the pastor. This seems like a reasonable theory, but of course we have no hard data to substantiate it. Perhaps we will someday.

2. Evaluation of and Removal of Staff Members If Necessary

Congregations seem to be more willing to deal with the difficult issue with the interim pastor's leadership than with an installed pastor. The interim pastor will not have to live with consequences and the new pastor won't have to "hassle" that problem in the start-up months of a new ministry.

3. Financial/Stewardship Issues

Often giving is down when a pastor leaves due to disillusionment, unrest, conflict or disappointment around the pastor who has just terminated. Basic stewardship education and fresh efforts to secure financial commitment to the church can often be more readily received from interim ministerial leadership.

4. Conflicts over Issues or Congregational Agenda

An interim pastor can usually be more objective and have less personal vested interest in the outcome of such conflict and able to help facilitate some decision-making processes. It is a desirable goal that such conflict is resolved prior to the calling of the new pastor.

5. Interpersonal or Intergroup Conflicts

Again, an interim pastor will probably be able to serve as an objective third party mediator since he/she will not be concerned about long term relationship with the individuals or groups who are in conflict. The principals involved can more readily focus on the issue rather than the question of "is the pastor on my/our side."

6. Getting Closure with the Previous Pastor

Formal farewell is one thing. Weaning a congregation from the previous pastor is another. The interim pastor can help congregations understand this issue since he/she is not the future clergyperson with whom lack of closure is apt to be a lingering problem.

7. Communication Improvement

Among other things often neglected as a pastor begins to "look elsewhere" is the communication channels with the congregation. A natural interest and concern held by most members during the interim period makes this a prime time to enhance communication processes.

Awareness of these items as normal for the interim period may help those of us in judicatory positions to be of assistance to congregations and interim pastors during an interim ministry. What do you think?

[PDF] [Intentional Interim Ministry Manual - National Capital Presbytery](#)

<http://thepresbytery.org/application/files/3214/3897/1586/intentional-interim-ministry-manual-4-2015.pdf> Page 4

[Images for Intentional Interim Ministry Manual](#)

[Images for Interim Ministry Rebuild the Congregational "Infrastructure"](#)

[Images for Interim Ministry Evaluation of and Removal of Staff Members If Necessary](#)

[Images for Interim Ministry Financial/Stewardship Issues](#)

[Images for Interim Ministry Conflicts over Issues](#)

[Images for Interim Ministry Interpersonal or Intergroup Conflicts](#)

[Images for Interim Ministry Getting Closure with the Previous Pastor](#)

[Images for Interim Ministry Communication Improvement](#)

#### 17 Keys to Effective Interim Ministry | Turnaround Pastors

Set personal and church goals at the beginning of interim.

Diagnose the problems and issues the church is facing.



Take on any issue or problem that needs addressing; don't leave it for the next pastor.

<http://www.turnaroundpastor.com/2013/02/27/17-keys-to-effective-interim-ministry/>  
[Images for 17 Keys to Effective Interim Ministry | Turnaround Pastors](#)

### Specialist | [intentionalinterimministry.org](http://intentionalinterimministry.org)

Specialist – experienced, effective, and specially trained clergy

IIMS are encouraged to continue honing their gifts for ministry and to “specialize” in a particular ministry area. Some IIMS

**specialties** include:

- Conflict Management
- Church Administration
- Paragraph 213 Assessments
- Capital/Stewardship Campaigns
- Pastoral Transitions
- After Care in the event of clergy disability, death or misconduct
- Sabbatical Leave Support

[http://intentionalinterimministry.org/?page\\_id=2](http://intentionalinterimministry.org/?page_id=2)  
[Images for Specialist | intentionalinterimministry.org](#)

### The Impact of Addictive Patterns on Intentional Interims

Thomas Raymond Searfoss

Often intertwined with the dynamics of chronic anxiety, **addiction dynamics can negatively impact a congregation** and the intentional interim. This session will help you understand the addictive patterns throughout the system; the negative and positive aspects of how co-dependents work in the institution; the ways organization is the addictive substance that keeps the addiction dynamics alive and well; what happens to ethics; how these patterns distance one from personal morality and genuine spirituality; and much more. You will focus on recognizing the symptoms and the patterns in the congregation and see how to move to more healthy and effective intentional interim times.

[PDF] 2015 IMN Conference programpdf.pub - Interim Ministry Network  
<http://imnedu.org/wp-content/uploads/2012/05/2015-IMN-Conference-programpdf.pdf>  
<http://imnedu.org/wp-content/uploads/2012/05/2013-IMN-Conference-program.pdf>  
[Images for addiction dynamics can negatively impact a congregation](#)  
<http://www.stevenneffuneralhome.com/notices/ReverendThomas-Searfoss>

Page 5

Page 6

### The Intentional Interim Ministry Difference - the difference between intentional interim ministers and vacancy pastors.

Both intentional interim ministers and vacancy pastors can provide clear benefits to congregations, these two models of ministry are actually quite distinct and need to be thought of as different ministries, as the following chart shows:

#### The IIM Difference - Intentional Interim Ministry

<http://interimministrylcms.org/differences.php>

[Images for The Intentional Interim Ministry Difference - the difference between intentional interim ministers and vacancy pastors.](#)

### Transitions: Leading Churches through Change by David N. Mosser (Editor), Robert Schnase (Foreword)

Preacher and teacher David Mosser offers practical and spiritual guidance for pastors struggling to manage and respond to changes in the economy, changes in their neighborhoods, changes in their denominations, changes in the congregation, changes in culture, and the life changes present in every parishioner's life. Wise words from authors such as Alyce McKenzie, David Buttrick, Joanna Adams, and Thomas Long all contribute to this most timely and helpful book.

<http://www.amazon.com/Transitions-Leading-Churches-Through-Change/dp/0664235433>  
<http://www.goodreads.com/book/show/11773624-transitions>  
<http://books.google.com/books/about/Transitions.html?id=9OyuvGIMGNQC>  
<http://www.bobcornwall.com/2011/09/transitions-leading-churches-through.html>  
<http://www.preaching.com/book-reviews/11654478/>  
<http://www.bobcornwall.com/2011/09/transitions-leading-churches-through.html>  
<http://www.arlingtonmethodist.org/who-we-are/pastors/bio/david-mosser/>  
[http://www.ministrymatters.com/all/author/david\\_n\\_mosser](http://www.ministrymatters.com/all/author/david_n_mosser)  
[http://www.goodreads.com/author/show/463502.David\\_N\\_Mosser](http://www.goodreads.com/author/show/463502.David_N_Mosser)  
[Images for David N. Mosser, author](#)  
<http://www.umc.org/bishops/robert-c-schnase>  
[http://www.ministrymatters.com/all/author/robert\\_schnase](http://www.ministrymatters.com/all/author/robert_schnase)  
<http://robertschnase.com/>  
<https://www.amazon.com/Robert-Schnase/e/B001H6PXGC>  
[http://www.goodreads.com/author/show/1217829.Robert\\_C\\_Schnase](http://www.goodreads.com/author/show/1217829.Robert_C_Schnase)  
[Images for Robert Schnase, author](#)

[Images for Transitions: Leading Churches through Change by David N. Mosser \(Editor\), Robert Schnase \(Foreword\)](#)

### 10 Problems of a Dying Church (and How to Fix Them)

I recently wrote a blog about how to kill a dying church, asking questions about what to do with so many churches dying. I think the challenge is recognizing the signs that a church is dying. The problem is that churches tend to wither, which is a slow, gradual, and often subtle process. It is difficult to pinpoint when in the withering process it is time to take action, to make

changes, and to make some vital decisions. While there are many reasons for a church dying, here are some practical observations that I have noticed in my experience. This list is certainly not exhaustive. It is also a list that my congregation has personally had to face, so I give examples of how my congregation has addressed these issues:

<http://sojo.net/blogs/2011/06/13/10-problems-dying-church-and-how-fix-them>  
[Images for 10 Problems of a Dying Church \(and How to Fix Them\)](#)

#### Terms Helpful in Understanding Congregations in Transition

Predecessor Organizations: What groups, if any, contributed to the start of this church? What groups still influence it?

Style of Incorporation: How have new members become integrated into the life of the congregation? Has it always been easy for new members to join? What are the obstacles to full participation? How do new members become aware of the culture, history, mission and opportunities for involvement in the congregation?

Style of grieving / recovering from loss of members: How has/does this parish process loss of staff or members? What rituals are followed? Are exit interviews utilized?

Strengths: What are the strengths of this congregation in various time periods? What clear patterns of health and vitality have been a part of this congregation?

Mission Focus: How clear has the mission focus been? How has mission changed?

Financial History: When were the stable times? The challenging times? Has any group or individual attempted to hold the congregation hostage financially? What values does the use of money reveal? What tends to be under funded in this parish? How openly are financial matters discussed?

Major Conflicts: What major conflicts have this congregation wrestled with? Which have been resolved successfully? Which still remain active? What has the congregation's style of conflict management (avoidant, polarization, win/lose, etc.)? What "battle wounds" are still seeking revenge?

Suffering: What is the history of suffering in this congregation? How do members express their pain? How does healing and reconciliation happen?

Decision Making: What model of decision making has prevailed? (leader/follower; collaborative; divide and conquer; etc.). What is the pattern for gaining input into decisions? How consistently are decisions tied to the larger mission?

Information Exchange:

What are the vehicles for communication? How clear are members about what is going on? Was there a time when communication seemed to be better?

Overfunctioning/Underfunctioning: What are the patterns of over and under functioning on the part of those responsible for doing the work of the congregation?

Functional Power Structure: How are changes made? What major changes, if any, have occurred over time? Why and how were these changes made? How has pastoral authority been expressed/related to? Does contributing more money automatically translate into having more influence in the congregation? Does belonging to a particular group, family or era afford someone more functional power? Who are unintentionally disenfranchised in the congregation?

Expressing Nurture: How has this church provided nurture for its members? Do some subgroups feel more nurtured than others? How are volunteers supported? How is the leadership equipped to do its job?

Having fun together: How has/how does this church experience shared recreation? What forms of play are encouraged?

The Good Old Days: When were they and what made them such?

Traumatic Events: Clergy misconduct, embezzlement, loss of property, tragic deaths, when did they occur? How were they responded to? What influence(s) do they still have on the life of a parish?

Patterns of Unhealth: Secrets, triangles, blaming, diagnosing, scapegoating, etc. What is the history of this congregation's bad habits?

**Helpful Terms: Interim Ministry Association**

<http://interiministry.org/resources/helpful-terms/>

[Images for Terms Helpful in Understanding Congregations in Transition](#)

What can a congregation expect from an interim pastor?

Some interim pastors have special skills and experience that can help a congregation recover from a time of conflict or after the disclosure of clergy sexual misconduct or other trauma.

**Interim ministry - PC(USA) OGA - Presbyterian Church (USA)**

<https://oga.pcusa.org/section/mid-council-ministries/ministers/interim-pastors/#expectations>

[Images for What can a congregation expect from an interim pastor?](#)

What Has Been Your "Best Practice"?

Rev. Tim Wolbrecht

You have had the interim training, you know the various theories underpinning transitional ministry, you have read the books and articles, and you have experience. What else have you developed and used in your ministry? In this session, participants will be invited to share their "Best Practice" stories - what has and still works well? What "tricks of the trade" have you developed to connect with the congregation and help them move into their future? What has been a big challenge and how did you respond? What are your best resources? Come and share your stories. Ask your questions. Just listen. You will certainly leave with some new ideas for your interim/transitional work.

**[PDF] 2015 IMN Conference programpdf.pub - Interim Ministry Network**

<http://imnedu.org/wp-content/uploads/2012/05/2015-IMN-Conference-programpdf.pdf>

Page 7

<http://www.vashonbeachcomber.com/news/interim-pastor-will-assist-lutheran-church-during-time-of-transition/>

<https://www.facebook.com/tim.wolbrecht>

When should we consider an Intentional Interim Pastor?

Within the ELCA, there are many "Intentional Interim Pastors" – pastors who have received specialized training in interim ministry. These Intentional Interim Pastors are normally full-time pastors who specialize in doing interim ministry. They might be called "professional interim pastors." When available, they are often used by synods or congregations in **particularly difficult circumstances**, such as the loss of a pastor due to misconduct, death, or the transition after a long-term pastorate. A few synods attempt to use Intentional Interim Pastors in most transitional situations. Congregations that are interested in this possibility should contact their synod to see if this is a possible option.

**FAQs for Congregations: Interim Ministry Association**

<http://www.interiministry.org/f-a-q/faqs-for-congregations/>

[Images for When should we consider an Intentional Interim Pastor?](#)

## 2) Communication

Different congregations carry out different styles of communication. Rev. Michael Rehak served as intentional interim pastor in the Northwest Synod of Wisconsin for one assignment and introduced his Congregational Identity <http://congregationalidentity.org> to the interim ministry gathering a resource to use in order to speed up the learning curve and to learn appropriate communication patterns for the local context. The author of The Institute for Congregational Identity has also written *Rules that Keep You Unhealthy*.

### **Rules That Keep You Unhealthy - Synod Resource Center**

Have you ever taken note of just how many times Jesus breaks the rules? I don't think he was just being disrespectful or rude. Rather, I believe that Jesus was able to identify rules that tended to keep people unhealthy and he intentionally broke those rules so that those in bondage might be free.

[http://synodresourcecenter.org/admin/personnel/synod\\_staff\\_resources/0013/unhealthy\\_rules1.html](http://synodresourcecenter.org/admin/personnel/synod_staff_resources/0013/unhealthy_rules1.html)

[http://synodresourcecenter.org/admin/personnel/synod\\_staff\\_resources/0012/unhealthy\\_rules3.html](http://synodresourcecenter.org/admin/personnel/synod_staff_resources/0012/unhealthy_rules3.html)

[Images for Rules That Keep You Unhealthy - Synod Resource Center](#)

He presented a workshop as a part of a Northwest Synod of Wisconsin Walking Together event.

### **Leading with the Congregation's Spirituality**

Rev. Michael Rehak, First Lutheran Church, Eau Claire — room 600, 1:10pm and 2:10pm

Spiritual language of a leader is reflective of that person's personality preferences. When the personality of the leader varies from the personality of the congregation the spiritual language of the leader may sound foreign to the congregation.

Mistrust, "maintenance mode," and even conflict may ensue. Participants will encounter the four spiritual postures (primary languages), 16 dialects with enhancements, diminishments, and conflict warning signs, and will examine the benefits of leading with the congregation's spirituality. Dr. Michael C. Rehak, The Institute for Congregational Identity.

Walking Together: A Congregational Resource Event

Page 5

[http://www.nwswi.org/webfiles/fnitools/documents/program\\_book\\_3.16.13.pdf](http://www.nwswi.org/webfiles/fnitools/documents/program_book_3.16.13.pdf)

[Images for Leading with the Congregation's Spirituality Rev. Michael Rehak](#)

<http://congregationalidentity.org/meet.html>

[https://books.google.com/books/about/The\\_Self\\_Differentiated\\_Church.html?id=VsfNoAEACAAJ](https://books.google.com/books/about/The_Self_Differentiated_Church.html?id=VsfNoAEACAAJ)

<https://www.linkedin.com/in/michael-rehak-aa596821>

<https://www.scsw-elca.org/Communications/WhatMatters/What%20Matters%20May%2017%202016.pdf> Page 7

He posted an article online on The Congregations in the Letters of St. Paul.

### **14. Congregations In The Letters Of Paul**

*Corinth* ESTP *extraverted Sensing with Thinking*

*Galatia* ISFJ *introverted Sensing with Feeling*

*Philippi* INFP *introverted Feeling with Intuition*

*Colossae* ESTJ *extraverted Thinking with Sensing*

*Thessalonica* ENFJ *extraverted Feeling with Intuition*

[http://congregationalidentity.org/Institute\\_for\\_Congregational\\_Identity/14\\_St\\_Paul.html](http://congregationalidentity.org/Institute_for_Congregational_Identity/14_St_Paul.html)

Healthy communication is important to the healthy functioning of a congregation

## **Resources**

**A Pastor's Guide to Interpersonal Communication: The Other Six Days (Haworth Series in Chaplaincy) by Blake J. Neff (Author)**

Improving your powers of communication can encourage powerful communication with your parishioners.

*A Pastor's Guide to Interpersonal Communication: The Other Six Days* provides students preparing for the pastoral ministry with specialized training in communications that focuses on the kind of one-on-one conversations they can expect to have with their parishioners. This comprehensive book examines a variety of essential topics, including perception, self-disclosure, verbal and nonverbal messages, listening, stages of relational development, power assertiveness and dominance, conflict management, forgiveness, persuasion, dual relationships, pastoral family communication, and how to develop a communications model. Each chapter includes "Pastoral Conversations," real-life dialogues presented for analysis; "Key

Concepts" for quick student review; "Meanings Mania," self-tests on vocabulary; and "Unleashing the Power of Interpersonal Communication," student exercises that reinforce the practical aspects of key principles.

<http://www.amazon.com/Pastors-Guide-Interpersonal-Communication-Chaplaincy/dp/0789026651>

<https://books.google.com/books?isbn=1317786807>

[https://books.google.com/books/about/A\\_Pastor\\_s\\_Guide\\_to\\_Interpersonal\\_Comm.html?id=W2M-c2p-OBEC](https://books.google.com/books/about/A_Pastor_s_Guide_to_Interpersonal_Comm.html?id=W2M-c2p-OBEC)

<http://www.biblio.com/neff-blake-j/author/524231>

<http://www.lifeandleadership.com/book-summaries/neff-a-pastors-guide-to-interpersonal-communication.html>

<http://www.lifeandleadership.com/book-summaries/?currentPage=56>

<https://www.amazon.com/Blake-J.-Neff/e/B001JS5VBK>

[http://www.goodreads.com/author/show/132228.Blake\\_J\\_Neff](http://www.goodreads.com/author/show/132228.Blake_J_Neff)

Images for Blake J. Neff (Author)

Images for A Pastor's Guide to Interpersonal Communication: The Other Six Days (Haworth Series in Chaplaincy) by Blake J. Neff

<https://www.indwes.edu/academics/faculty/blake-neff>

<http://wipfandstock.com/proclamation.html>

Images for Haworth Series in Chaplaincy

### Communicating for a Change: Seven Keys to Irresistible Communication by Andy Stanley (Author), Lane Jones (Author)

Whether you speak from the pulpit, podium, or the front of a classroom, you don't need much more than blank stares and faraway looks to tell you you're not connecting. Take heart before your audience takes leave! You can convey your message in the powerful, life-changing way it deserves to be told. An insightful, entertaining parable that's an excellent guide for any speaker, *Communicating for a Change* takes a simple approach to delivering effectively. Join Pastor Ray as he discovers that the secrets to successful speaking are parallel to the lessons a trucker learns on the road. By knowing your destination before you leave (identifying the one basic premise of your message), using your blinkers (making transitions obvious), and implementing five other practical points, you'll drive your message home every time!

<https://www.amazon.com/Communicating-Change-Irresistible-Communication-Resources/dp/1590525140>

[http://www.goodreads.com/book/show/253302.Communicating\\_for\\_a\\_Change](http://www.goodreads.com/book/show/253302.Communicating_for_a_Change)

<http://www.barnesandnoble.com/w/communicating-for-a-change-lane-jones/1100623458?type=eBook>

<https://www.christianbook.com/communicating-change-seven-keys-irresistible-communication/andy-stanley/9781590525142/pd/525140>

[https://books.google.com/books/about/Communicating\\_for\\_a\\_Change.html?id=rEaE7RHVzkC](https://books.google.com/books/about/Communicating_for_a_Change.html?id=rEaE7RHVzkC)

[https://www.essentialleadershipapps.com/uploads/5/8/4/4/58449207/communicating\\_for\\_a\\_change.pdf](https://www.essentialleadershipapps.com/uploads/5/8/4/4/58449207/communicating_for_a_change.pdf)

<https://www.youtube.com/watch?v=30vYCG5dRmM> Christian Book Review: Communicating for a Change: Seven Keys to Irresistible Communication by Andy Stanley – YouTube

<https://www.amazon.com/Andy-Stanley/e/B002GPZ0X4>

[http://www.goodreads.com/author/show/30954.Andy\\_St Stanley](http://www.goodreads.com/author/show/30954.Andy_St Stanley)

Images for Andy Stanley (Author)

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[http://www.goodreads.com/author/show/147956.Lane\\_Jones](http://www.goodreads.com/author/show/147956.Lane_Jones)

Images for Lane Jones (Author)

Images for Communicating for a Change: Seven Keys to Irresistible Communication by Andy Stanley, Lane Jones

### Communication Audit - Synod Resource Center

[Survey outline](#)

This document is available in [Rich Text Format](#)

[Materials inventory sheet](#)

This document is available in [Rich Text Format](#)

[Assessment page](#)

This document is available in [Rich Text Format](#)

[http://synodresourcecenter.org/admin/operations/communication/0001/communication\\_audit.html](http://synodresourcecenter.org/admin/operations/communication/0001/communication_audit.html)

Images for Communication Audit - Synod Resource Center

### Communication Effectiveness Profile – ChurchSmart Resources

Communication impacts on every area of our lives and being an effective communicator involves more than just delivering a message. Ensuring that the person receiving your message interprets it as you intended is just as important as the delivery – and usually more challenging!

This competency based self-assessment is designed to help identify current strengths as well as any areas that require development. It deals with responses in seven sub-categories: Empathizing, Receiving, Clarifying, Understanding, Reading non-verbal cues, Feedback giving and receiving, Transmitting your message.

<http://www.churchsmart.com/ProductDetails.asp?ProductCode=w9>

Images for Communication Effectiveness Profile – ChurchSmart Resources

<http://www.churchsmart.com/ProductDetails.asp?ProductCode=w17> W17 - Assertiveness Skill Builder - ChurchSmart Resources

Images for Assertiveness Skill Builder - ChurchSmart Resources

### Communication - Fred Pryor Seminars

Develop effective communication skills. Learn the 101s of business, interpersonal and relationship-building communication styles.

<https://www.pryor.com/training-categories/communication-skills/>

Images for communication - fred pryor seminars

<https://www.pryor.com/training-seminars/communicate-with-tact-professionalism/>

<https://www.pryor.com/training-seminars/communicate-with-tact-professionalism-one-day/>  
 Images for Communicate with Tact and Professionalism  
<https://www.pryor.com/training-seminars/communication-skills-for-women/>  
 Images for communication skills for women  
<https://www.pryor.com/training-seminars/professional-communication-what-message-are-you-sending/>  
 Images for Professional Communication  
<https://www.pryor.com/training-seminars/successful-communication-skills/>  
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<https://www.pryor.com/training-seminars/become-great-communicator/>  
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<https://www.pryor.com/training-webinars/active-listening-skills-to-improve-communication/>  
 Images for listening skills to improve communication  
<https://www.pryor.com/training-products/assertive-communication-skills-professionals/>  
<https://www.amazon.com/Assertive-Communication-Skills-Professionals-communicate/dp/B01A0BV8IQ>  
 Images for Assertive Communication Skills for Professionals

### Communication in the Church: A Handbook for Healthier Relationships [Thomas G. Kirkpatrick]

Communication in the Church helps congregations create healthier ways for their members to relate to one another for greater personal and congregational success. The book offers practical guidelines to help readers become more effective in how they build relationships, lead meetings, experience trust, practice forgiveness, use power, and bridge cultures.

Communication in the Church distills the latest social science research for readers including clergy, lay leaders, continuing education planners, students, scholars, and others. Each chapter includes real-life scenarios, sensible guidelines, practical applications, and suggestions for further learning. *Communication in the Church* aims to help readers communicate more effectively—from leading more engaging and productive meetings to preventing or addressing communication breakdowns.

<https://www.amazon.com/Communication-Church-Handbook-Healthier-Relationships/dp/1566997909>  
<https://rowman.com/ISBN/9781566997881/Communication-in-the-Church-A-Handbook-for-Healthier-Relationships#>  
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<https://www.churchleadership.com/perfect-quotes/one-way-make-meetings-lead-productive-fulfilling-everyone-go-meeting-thinking-two-questions-thomas-g-kirkpatrick-says-people-enter-meeting-asking-w/>  
<http://www.barnesandnoble.com/w/communication-in-the-church-thomas-g-kirkpatrick/1123957193?ean=9781566997898>  
<https://www.amazon.com/Thomas-G.-Kirkpatrick/e/B001K8L6KY>  
 Images for Thomas G. Kirkpatrick, author communication in the church  
 Images for Communication in the Church: A Handbook for Healthier Relationships [Thomas G. Kirkpatrick]

### Communication Skills for Leaders: Delivering a Clear and Consistent Message (Crisp Fifty Minute Series) [Bert Decker]

How you look. How you act. How you present yourself. That's how you connect with the people at work who count on you for guidance. The truth is: the art of building relationship and communicating effectively isn't taught in the classroom. But it's all right here. Learn how to use words, gestures and even humor to communicate better as a leader.

Communication Skills for Leaders mixes common sense with a collection of proven techniques to show you how to reach people better in both casual and formal situation. You'll learn how to: Master interpersonal communications as a leader, Ensure your vocal, verbal, and visual cues are all consistent, Identify and eliminate habits that block your message, Apply the nine skills of communication.

The Acclaimed Crisp Fifty-Minute Series

Professional Success. Intellectual Curiosity. Personal Achievement. If it's important to you, you can grasp the essential core of it in less than one hour. We cover more than 200 topics-and cut right to the information and skills that matter most. The writing is friendly, concise and most importantly clear. More than 20 million users worldwide have relied on this invaluable series.

Open one up and see what you can learn inside of Fifty Minutes.

<http://www.amazon.com/Communication-Skills-Leaders-Delivering-Consistent/dp/1426018517>  
<http://www.barnesandnoble.com/w/communication-skills-for-leaders-fourth-edition-bert-decker/1101430215>  
<http://www.axzopress.com/downloads/pdf/1418864900.pv.pdf>  
<https://www.amazon.com/Bert-Decker/e/B001H6U8N0>  
<https://decker.com/>  
<https://twitter.com/bertdecker>  
<https://www.youtube.com/watch?v=jgDdy8trnF8> Bert Decker Create an Experience – YouTube  
<http://deckercommunications.typepad.com/experience/speakers/>  
<http://www.amazon.com/The-Communicating-Revised-Fifty-Minute-Series/dp/156052409X>  
[http://www.goodreads.com/author/show/389735.Bert\\_Decker](http://www.goodreads.com/author/show/389735.Bert_Decker)  
 Images for Bert Decker, author  
 Images for Communication Skills for Leaders: Delivering a Clear and Consistent Message (Crisp Fifty Minute Series) [Bert Decker]  
[https://www.amazon.com/Books-Crisp-Fifty-Minute-Series/s?ie=UTF8&page=1&rh=n%3A283155%2Cp\\_lbr\\_books\\_series\\_browse-bin%3ACrisp%20Fifty-Minute%20Series](https://www.amazon.com/Books-Crisp-Fifty-Minute-Series/s?ie=UTF8&page=1&rh=n%3A283155%2Cp_lbr_books_series_browse-bin%3ACrisp%20Fifty-Minute%20Series)  
<https://www.librarything.com/series/Crisp+fifty-minute+books>  
<https://www.book-info.com/publisher/Crisp+Publications.htm>



## Images for Crisp Fifty Minute Series

### Communication Success | Psychology Today

Be ultra-effective at home, at work, and in the world

<https://www.psychologytoday.com/us/blog/communication-success>

Images for Communication Success | Psychology Today

<https://www.psychologytoday.com/us/blog/communication-central>

<https://www.psychologytoday.com/us/blog/conscious-communication/201709/communicating-mindfully-in-relationships>

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Images for tips-better-communication

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Images for essential-ingredients-effective-communication

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Images for principles-communication

<https://www.psychologytoday.com/us/blog/hide-and-seek/201207/the-10-golden-rules-communication>

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Images for effective-communication-during-relationship-conflict

<https://www.psychologytoday.com/us/blog/counseling-keys/201704/communicating-through-conflict>

<https://www.psychologytoday.com/us/blog/wander-woman/201803/the-top-3-sources-communication-breakdowns>

Images for sources-communication-breakdowns

<https://www.psychologytoday.com/us/blog/shift-mind/201201/communication-is-the-heartbeat-relationship>

<https://www.psychologytoday.com/us/blog/high-octane-women/201104/are-we-talking-the-same-language-how-communication-styles-can-affect-r>

### Communication - Wikipedia

Communication is the act of conveying intended meanings from one entity or group to another through the use of mutually understood signs and semiotic rules.

<https://en.wikipedia.org/wiki/Communication>

Images for communication

### ELCA Central States Synod | Constitution & Policies

"Respectful **Communication** Guidelines" provide a foundation to uphold the wellbeing of the community. Conditioned by our society, we may react to others who are different with negative attitudes, put-downs, judgments and dismissal. If we are to express the essence of God's inclusiveness, we need to agree to behave differently when we are attempting to build a more inclusive community.

Respectful Communications Guidelines by Eric Law ([www.kscopeinstitute.org/respectful-communication-guidelines](http://www.kscopeinstitute.org/respectful-communication-guidelines))

R = take RESPONSIBILITY for what you say and feel without blaming others

E = use EMPATHETIC listening

S = be SENSITIVE to differences in communication styles

P = PONDER what you hear and feel before you speak

E = EXAMINE your own assumptions and perceptions

C = keep CONFIDENTIALITY

T = TRUST ambiguity because we are not here to debate who is right or wrong

<http://www.css-elca.org/constitution>

Images for ELCA Central States Synod | Constitution & Policies "Respectful Communication Guidelines"

### Everyone Communicates, Few Connect: What the Most Effective People Do Differently by John C. Maxwell (Author)

In *Everyone Communicates, Few Connect*, John C. Maxwell takes readers through the Five Connecting Principles and the Five Connecting Practices of top-notch achievers.

He believes that a person's ability to create change and results in an organization - be it a company, church, nonprofit, or even a family - is directly tied to the ability to use the teachings of this book.

Only one thing stands between you and success.

It isn't experience.

It isn't talent.

World-renowned leadership expert John C. Maxwell says if you want to succeed, you must learn how to connect with people.

And while it may seem like some folks are just born with it, the fact is *anyone* can learn how to make every communication an opportunity for a powerful connection. In *Everyone Communicates, Few Connect*, Maxwell shares the Five Principles and Five Practices to develop the crucial skill of connecting, including:

Finding common ground

Keeping your communication simple

Capturing people's interest

Inspiring people

Staying authentic in all your relationships



The ability to connect with others is a major determining factor in reaching your full potential. It's no secret! Connecting is a skill you can learn and apply in your personal, professional, and family relationships—and you can start now!

<http://www.amazon.com/Everyone-Communicates-Few-Connect-Differently/dp/0785214259>  
<http://www.goodreads.com/book/show/7715488-everyone-communicates-few-connect>  
<https://www.barnesandnoble.com/w/everyone-communicates-few-connect-john-c-maxwell/1102034185/>  
<https://www.johnmaxwell.com/store/products/Everyone-Communicates-Few-Connect.html>  
<http://www.walkerservicesgroup.com/flyers/summaries/Executive%20Book%20Summary%20-%20Everyone%20Communicates%20Few%20Connect.pdf>  
<https://books.google.com/books?isbn=2806233879>  
<https://www.youtube.com/watch?v=3sy3oLFZ1QA> Everyone Communicates, Few Connect - YouTube  
<https://www.youtube.com/watch?v=6l-62xzq3Ks> Everyone Communicates, Few Connect by John C. Maxwell – YouTube  
[https://www.leadershipnow.com/leadingblog/2010/06/maxwell\\_connect\\_everyone\\_commu.html](https://www.leadershipnow.com/leadingblog/2010/06/maxwell_connect_everyone_commu.html)  
[https://books.google.com/books/about/Everyone\\_Communicates\\_Few\\_Connect.html?id=r23bFouhu1MC](https://books.google.com/books/about/Everyone_Communicates_Few_Connect.html?id=r23bFouhu1MC)  
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**[PDF] Expectations of Pastoral Leadership - VAUMC**

Problem-Solving and Conflict Resolution	Page 19
The Drama of Triangulation	Page 23
Helpful Hints for Problem-Solving	Page 24
Respectful <b>Communication</b> Guidelines	Page 25

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[Images for Respectful Communication Guidelines](#)

**50 One-Minute Tips to Better Communication: Speak, Write and Present More Effectively (Crisp Fifty-Minute Books) [Phil Bozek]**

These are the three best opportunities to become a more effective professional. We're all called upon at meetings and in documents every day to clearly communicate ideas, report on past achievements and persuade others into effective action. Here are 50 easy-to-implement suggestions for how to make all your communications more powerful. Learn how to put new communication strategies in place right away and then come back for new skills over time.

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[Images for 50 One-Minute Tips to Better Communication: Speak, Write and Present More Effectively \[Phil Bozek\]](#)  
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**Fine Tuning the Organizational and Communication Engine – The Parish Paper**

IX. Congregational Communication Page 33

**[PDF] Ch. Effectiveness Nuggets--Volume 23--Fine Tuning the Organizational and Communication Engine - The Parish Paper**

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### Healthy Disclosure: Solving Communication Quandaries in Congregations [Kibbie Simmons Ruth, Karen A. McClintock]

Knowledge is power, and the way knowledge is shared in a congregation can build up or break down community. When congregational leaders are sensitive to the ways that information should be shared, the congregation can become safe and strong. Unfortunately, congregations can easily fall into patterns of communication that lead to disastrous interpersonal and organizational outcomes. Even in times of crisis, however, congregations can learn and practice new skills and healthy communication management.

Congregational consultants Kibbie Ruth and Karen McClintock show clergy and laity how to appropriately handle information. From proper ways to respond to rumors to relating information about a staff firing to the congregation, *Healthy Disclosure* is filled with step-by-step ideas for handling different types of sensitive material. It helps clergy and other congregational leaders understand levels of disclosure, including how and when to reveal information, the difference between privacy and secrecy, legal issues related to public knowledge, and the power of secrets from a congregation's past.

What we don't know can hurt us. The more conscious congregational leaders are of the information they have and how they pass it along to others, the better off the congregation will be. Information management is both a technical process and a spiritual undertaking. Leaders need the ability to spiritually discern, not just intellectually decide, the solutions to congregational dilemmas. Ruth and McClintock guide readers in developing the skills needed to create a congregational environment of healthy disclosure.

<http://www.amazon.com/Healthy-Disclosure-Communication-Quandaries-Congregations/dp/1566993466>

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Images for Karen A. McClintock, author

Images for Kibbie Simmons Ruth, author

Images for Healthy Disclosure: Solving Communication Quandaries in Congregations [Kibbie Simmons Ruth, Karen A. McClintock]

### How Do You Pet a Porcupine?: Solutions To Your Prickly Communications Problems [Roger Hall]

Smooth internal communications doesn't just happen; it's an "inside job" that respects the individual and realizes that we humans are creatures of habit. *How to Pet a Porcupine* is a lighthearted yet "pointed" look at a subject that affects any company's performance and its people's attitudes. Effective internal communications is especially critical in today's fractured world of self-interest that increasingly uses impersonal modes of communication, such as email. Read this book and get the point!

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Images for Roger Hall, author how do you pet a porcupine

Images for How Do You Pet a Porcupine?: Solutions To Your Prickly Communications Problems [Roger Hall]

### HOW TO COMMUNICATE CLEARLY AND EFFECTIVELY

<http://nswi.org/> Home E.P.I.C. EPIC 2018

<http://nswi.org/epic> HOW TO COMMUNICATE CLEARLY AND EFFECTIVELY [Powerpoint](#)

\*Sample\* Healthy Communication Policies & Guidelines

5 Steps of Effective Church Communication and Marketing

8 Simple Ways to Improve Church Communications

EPIC (Effective Practices for Innovative Congregation Councils)

<https://www.facebook.com/events/152141672104440/>

[info@nswi.org](mailto:info@nswi.org)

Images for COMMUNICATE CLEARLY AND EFFECTIVELY

### Importance of Communication Skills for Supervisors | Chron.com

Communication skills – whether verbal or written – are core competencies expected in virtually any position within the workplace. The ability to communicate with employees at every level in the organization is especially important for supervisors who want to improve department operations and the performance and productivity of the employees under their supervision.

<https://smallbusiness.chron.com/importance-communication-skills-supervisors-10255.html>

[Images for Communication Skills for Supervisors](#)

### Inspire Persuade Lead: Communication Secrets of Excellent Leaders [Paul H. Batz]

*Inspire, Persuade and Lead* by Paul H. Batz is the *How to Win Friends and Influence People* book of the decade. The concepts from the *Ten Commandments of Leadership Communication* are powerful in their simplicity and ease of application. Batz demonstrates a command of his craft with crisp, entertaining stories about leaders in real-world settings who understand that communication is their most powerful tool for effective leadership. You will learn how to: Motivate change and sell ideas; deliver powerful presentations; build consensus and work better with teams; avoid getting defensive.

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[Images for Paul H. Batz, author inspire persuade lead](#)

[Images for Inspire Persuade Lead: Communication Secrets of Excellent Leaders \[Paul H. Batz\]](#)

### Lincoln on Leadership – Book Review

In the introduction, Phillips proposes that we should look to our most effective and inspiring leaders if we “hope to understand how leadership really works” (page 4). Phillips offers a traits-based comparison of Lincoln with other great leaders. He also briefly covers the “leadership qualities” – Lincoln’s natural leadership traits – that are acknowledged by most: honesty and integrity; empathy; a devotion to individual rights; and extraordinary **communication** skills. Phillips describes the situation Lincoln encounters at the beginning of his first term. Seven states had seceded, and Jefferson Davis had already been sworn in as the president of the Confederate States of America. No actions had been taken by Congress or outgoing President James Buchanan; the South had already seized almost every fort, arsenal and federal agency in their territory, and the majority of the Mississippi River was in its control.

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### Most Effective Communication Strategies With Various Personalities - HumanMetrics

Different **personality types** process and communicate information differently. For example, an ENFJ will communicate well with people of ENFJ, INFJ, ENFP, INFP types (i.e. all who belong to the NF group), but not necessarily communicate effectively to individuals belonging to the ST group (ESTJ, ISTJ, ESTP, ISTP). This is because the ST people process and communicate information in a sensory and logical way rather than an emotional and conceptual one. [How to determine the type of another person.](#)

<http://www.personalityexplorer.com/FREEResources/CommunicationStrategiesForVariousPersonalities.aspx>

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<https://www.entrepreneur.com/article/237261> How to Effectively Communicate With Different Brain Types

[Images for How to Effectively Communicate With Different Brain Types](#)

### 10 reasons why interim pastors need special training

People are nervous during transition, so the interim pastor must **communicate** in ways that put the members at ease.

The interim pastor must communicate optimism and positive attitude about what God is doing in the church frequently.

<http://www.transitionministriesgroup.com/10-reasons-why-interim-pastors-have-unique-ministry/>

[Images for interim pastors need special training](#)

[Images for interim pastor must communicate in ways that put the members at ease](#)

### Terms Helpful in Understanding Congregations in Transition

Information Exchange

What are the vehicles for **communication**? How clear are members about what is going on? Was there a time when communication seemed to be better?

<http://interiministry.org/resources/helpful-terms/>

[Images for Terms Helpful in Understanding Congregations in Transition](#)  
[Images for Information Exchange What are the vehicles for communication in congregations?](#)

### The 10 smartest things you can do to improve communication at church – Margaret Marcuson

Church communication is necessary and difficult.

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The Wayside Chapel: An example of the breakdown of communication

An English Lady, making plans for an inexpensive visit to Switzerland, wrote to a country. Inn for a room reservation. She ended the letter saying she preferred accommodation as close as possible to a WC.

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### What Does the Bible Say About Communication? - OpenBible.info

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### What's My Communication Style? - Teambuilding, Inc.com

*What's My Communication Style?* will provide you with new insight into your everyday communications with others. It offers an accurate and reliable way to quickly identify your communication style. It will also help you understand the various forms of communication, identify the communication styles of others, and learn how to "flex" your style to improve communication.

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#### Why Communication Is Today's Most Important Skill - Forbes

It has become fashionable to say that our present epoch is an information age, but that's not quite right. In truth, we live in a communication age and it's time we start taking it seriously.

<https://www.forbes.com/sites/gregsatell/2015/02/06/why-communication-is-todays-most-important-skill/#744d2a921100>

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<https://www.forbes.com/sites/forbescoachescouncil/2017/08/29/16-effective-ways-to-break-bad-communication-habits/#69a4a05e1f78>  
<https://www.forbes.com/sites/laurencebradford/2017/02/12/8-tech-tools-to-communicate-your-ideas-more-effectively/#33a4eeaf3eb7>  
<https://www.forbes.com/sites/forbescommunicationscouncil/2018/05/10/11-essential-soft-skills-every-great-communicator-should-have/#23a52cd03cde>  
<https://www.forbes.com/sites/susantardanico/2012/04/30/is-social-media-sabotaging-real-communication/#73167ba12b62>  
<https://www.forbes.com/sites/forbescommunicationscouncil/2018/05/31/16-communications-experts-share-their-big-social-media-goals/#74261bf472c>  
<https://www.forbes.com/sites/johncoleman/2018/04/30/the-simple-power-of-connected-communication/#5e45890e1f04>  
<http://www.forbes.com/sites/tanyaprive/2012/12/19/top-10-qualities-that-make-a-great-leader/> Communication  
<https://www.forbes.com/pictures/ldhm45eljl/be-crisp-clear-and-concise/#2b017a198374>  
[Images for crisp-clear-and-concise](#)

### Working Together to Get Things Done

1. Develop a common language for requests for information.
2. Understand each other's calendars. Your busy period ends up being our busy period.
3. Take care of those who take care of you.
4. Keep lines of **communication** open.
5. Occasionally try and step into each other's shoes.

<http://www.supportingadvancement.com/community/NewsfromtheBlog/tabid/98/EntryId/27/Working-Together-to-Get-Things-Done.aspx>

[Images for Working Together to Get Things Done](#)

[Images for Keep lines of communication open.](#)

I introduced a leadership covenant at some congregations to agree how to communicate with each other.

From the Pastor

As a part of the interim letter of agreement is the following:

Together the congregation and Interim Pastor will:

B. Seek to confirm and identify current issues facing the congregation and develop ways of dealing with them.

G. During this transition period, agree to address the following specific concerns:

One of the concerns is communication. As a way of seeking to address this issue and concern, the Congregation Council at the February 15 meeting agreed to the following leadership covenant. It is hoped that this will also characterize the life of this faith community!

We agree to:

1. Make growth in our faith a priority.

For those whom he foreknew he also predestined to be conformed to the image of his Son, in order that he might be the first-born among many brethren. (Romans 8:29)

We agree to begin each meeting with a sharing of God's word.

2. Accept and respect one another.

Welcome one another, therefore, as Christ has welcomed you, for the glory of God. (Romans 15:7)

We will disagree openly and avoid speaking unkindly of others. Opinions and questions are encouraged and respected.

We understand the importance of the congregational leadership being a unified force. We promise that we will support all majority decisions and will not speak against these decisions even if we disagreed with them during deliberation.

3. Take care of one another.

A new commandment I give to you, that you love one another; even as I have loved you, that you also love one another. (John 13:34)

We seek to care for one another as Christ commanded using such forms as praying, encouraging, listening, and challenging.

4. Keep our commitments to the group.

O Lord, who shall sojourn in thy tent? Who shall dwell on thy holy hill? He who walks blamelessly, and does what is right, and speaks truth from his heart; who honors those who fear the Lord. (Psalm 15:1-2, 4b)

We seek to make every effort to attend all meetings.

5. Honor confidentiality

He who goes about as a talebearer reveals secrets, but he who is trustworthy in spirit keeps a thing hidden.

(Proverbs 11:13)

We promise that we will not discuss confidential or sensitive matters with those outside the group.

6. Hold each other accountable.

If your brother sins against you, go and tell him his fault, between you and him alone. If he listens to you, you have gained your brother. But if he does not listen, take one or two others along with you, that every word may be confirmed by the evidence of two or three witnesses. If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, let him be to you as a Gentile and a tax collector. (Matthew 18:15-17)

*Provided by consultant Mike Simpson. Borrowed. Public Domain.*

Sincerely in Christ,

Pastor Lowell Bolstad



## What Does the Bible Have to Say About Gossip?

Gossip is destructive of human relationships and faith communities. Here's what the Bible has to say about this matter...

- You shall not go up and down as a slanderer among your people... (Leviticus 19:16a)
- Those who go about as talebearers reveal secrets, but those who are trustworthy in spirit keep a thing hidden. (Proverbs 11:13)
- Those who go about gossiping reveal secrets; therefore, do not associate with those who speak foolishly. (Proverbs 20:19)
- For lack of wood the fire goes out; and where there is no whisperer, quarreling ceases. (Proverbs 26:20)
- Let no evil talk come out of your mouths, but only such as is good for edifying, as fits the occasion, that it may impart grace to those who hear. (Ephesians 4:29)

## Resources

### Diotrephes and Demetrius

9 I wrote to the church, but Diotrephes, who loves to be first, will have nothing to do with us.

10 So if I come, I will call attention to what he is doing, **gossiping** maliciously about us. Not satisfied with that, he refuses to welcome the brothers. He also stops those who want to do so and puts them out of the church.

11 Dear friend, do not imitate what is evil but what is good. Anyone who does what is good is from God. Anyone who does what is evil has not seen God.

12 Demetrius is well spoken of by everyone - and even by the truth itself. We also speak well of him, and you know that our testimony is true.

### 3 John 1:9-12 - NIV - Bible Study Tools

<http://www.biblestudytools.com/3-john/passage/?q=3-john+1:9-12>

[Images for Diotrephes, who loves to be first, will have nothing to do with us.](#)

### Commentary

#### 3 John 1 – Matthew Henry's Commentary – Bible Commentary

<http://www.christnotes.org/commentary.php?com=mhc&b=64&c=1>

[Images for Diotrephes and Demetrius](#)

<https://www.biblegateway.com/resources/commentaries/IVP-NT/3John/Imitating-Truth-Vv-9-12>

<https://www.christianity.com/bible/commentary.php?com=mhc&b=64&c=1>

<https://bible.org/seriespage/17-exegetical-commentary-3-john-1-15>

[http://www.preceptaustin.org/3\\_john\\_commentaries](http://www.preceptaustin.org/3_john_commentaries)

<https://www.wordsoflife.co.uk/bible-studies/study-10-two-good-examples-and-one-bad-one/>

<https://www.sermoncentral.com/sermons/8220-diotrephes-demetrius-8211-a-cantankerous-a-consistent-christian-8221-dave-mcfadden-sermon-on-self-165659>

<https://en.wikipedia.org/wiki/Diotrephes>

<https://cdn.neverthirsty.org/wp-content/uploads/2016/06/3john-20160515-examples-of-diotrephes-and-demetrius.pdf>

<http://reformedreasons.blogspot.com/2014/05/diotrephes-and-demetrius.html>

### Further Wise Sayings of Solomon

What your eyes have seen

do not hastily bring into court;

for what will you do in the end,

when your neighbor puts you to shame?

**Argue your case with your neighbor directly,**

and do not disclose another's secret;

or else someone who hears you will bring shame upon you,

and your ill reputation will have no end.

### oremus Bible Browser: Proverbs 25:7b-10

<http://bible.oremus.org/?ql=102417203>

[Images for argue your case with your neighbor directly](#)

### Here We Stand Student Book | Augsburg Fortress

How to Avoid Gossip

<http://store.augsburgfortress.org/store/product/8604/Here-We-Stand-Student-Book>

[Images for Here We Stand Student Book | Augsburg Fortress How to Avoid Gossip](#)

### HOW TO ADDRESS CONFLICT AND GOSSIP

How to Deal with Conflict and Complaints

Neutralizing Negativity in Church

10 tips for pastors and church employees-dealing with complaints in ministry

10 Steps for Solving Conflict

<http://nswi.org/> Home E.P.I.C. EPIC 2018

<http://nswi.org/epic> HOW TO ADDRESS CONFLICT AND GOSSIP **Powerpoint Handouts**

## EPIC (Effective Practices for Innovative Congregation Councils)

<https://www.facebook.com/events/152141672104440/>

[info@nswi.org](mailto:info@nswi.org)

[Images for HOW TO ADDRESS CONFLICT AND GOSSIP How to Deal with Conflict and Complaints Neutralizing Negativity in Church](#)

## How to Stop The Gossip In Church | Jack Wellman - Patheos

Gossip hurts the Body of Christ. It divides, it slanders, it produces strife, it separates friends, and it is sin. May it never be so in the church of Jesus Christ.

[www.patheos.com/blogs/christiancrier/2014/08/04/how-to-stop-the-gossip-in-church/](http://www.patheos.com/blogs/christiancrier/2014/08/04/how-to-stop-the-gossip-in-church/)

[Images for How to Stop The Gossip In Church - Patheos](#)

<https://www.patheos.com/blogs/christiancrier/2017/09/27/how-gossip-destroys-a-church-and-friendships/>

[Images for how-gossip-destroys-a-church-and-friendships](#)

<https://www.patheos.com/blogs/rationaldoubt/2018/06/gossip-the-things-preachers-say-behind-closed-doors/>

<https://www.patheos.com/blogs/theologyofworkproject/2015/08/guarding-against-gossip-at-work/>

<https://www.patheos.com/blogs/standingonmyhead/2014/12/ten-ways-to-battle-gossip.html>

<https://www.patheos.com/blogs/philfoxrose/2012/10/i-probably-shouldnt-tell-you-this/> The Gossip Test – How to tell if your interest is justified

<https://www.patheos.com/blogs/rolltodisbelieve/2013/11/19/faith-in-humanity-sowing-discord-and-harvesting-love/> Opening the Door to Predators

## Nine Ways Gossip Destroys a Church – Rainer on Leadership #212 – ThomRainer.com

We discuss a post from Chuck Lawless on gossip in the church and four ways to combat it in the church.

<http://thomrainer.com/2016/04/nine-ways-gossip-destroys-church-rainer-leadership-212/>

[Images for Nine Ways Gossip Destroys a Church – ThomRainer.com](#)

<http://chucklawless.com/2016/03/9-reasons-gossip-is-destructive-to-a-church/>

<http://thomrainer.com/2016/07/eight-warning-signs-bully-church-member/>

#6

<http://thomrainer.com/2015/05/fourteen-key-reasons-for-the-breakdown-of-church-unity/>

#1

<http://thomrainer.com/2016/08/four-types-churches-will-soon-die/>

#3

<http://thomrainer.com/2014/11/14-traits-found-toxic-leaders-rainer-leadership-079/>

<http://thomrainer.com/2014/10/fourteen-symptoms-toxic-church-leaders/>

<http://thomrainer.com/2017/08/six-traits-church-disrupter/>

<http://thomrainer.com/2017/10/nine-common-types-church-cowards/>

#7

<https://www.amazon.com/Thom-S.-Rainer/e/B001IGLMVG>

[http://www.goodreads.com/author/show/27470.Thom\\_S\\_Rainer](http://www.goodreads.com/author/show/27470.Thom_S_Rainer)

[Images for thom rainer \(author\)](#)

## On Christians Spreading Rumors and Gossip in the Church

You can take immediate action to halt the “rumor mill” in your church by stopping the spread of gossip in its tracks. If you make this a standard practice in your everyday behavior, others will follow your leadership. Kindly tell those spreading rumors that nothing good can result from such and that you don’t make a practice of participating in the rumor mill. Insinuations, gossip and half-truths when repeated often enough somehow become believable ... even to the person responsible for initiating the information.

<http://iimdavenport.wordpress.com/2011/06/09/on-christians-spreading-rumors-and-gossip-in-the-church/>

[Images for On Christians Spreading Rumors and Gossip in the Church](#)

## 10 Characteristics of an Effective Church Leader - Pastors.com

3. I am not on the **gossip** train.

It’s so easy to get caught in the gossip train, if not in church itself, then in the blogosphere. Healthy ministries will resist gossip.

<http://pastors.com/10-characteristics-of-an-effective-church-leader/>

[Images for 10 Characteristics of an Effective Church Leader - Pastors.com 3. I am not on the gossip train.](#)

<http://iimdavenport.me/2011/10/28/revisiting-on-christians-spreading-rumors-and-gossip-in-the-church/>

<http://iimdavenport.me/2012/06/24/a-recollection-pine-lake-baptist-church-fire-june-1996/>

## The Sabotage of Rumors » Alban

Churches are hotbeds of rumor, **gossip**, secrets, third-party complaints, and murmuring. But these behaviors are not just difficult in themselves; they are often significant ways of resisting attempts at good health in our congregations. They enable and perpetuate difficult behavior.

## Alban at Duke Divinity School » The Sabotage of Rumors

<https://alban.org/archive/the-sabotage-of-rumors/>

[Images for Sabotage of Rumors » Alban](#)

[Images for Churches are hotbeds of rumor, gossip, secrets, third-party complaints, and murmuring](#)

<https://alban.org/category/conflict/>

[Images for alban/conflict](#)

## What Does the Bible Say About Gossip? - OpenBible.info

<http://www.openbible.info/topics/gossip>

[https://www.openbible.info/topics/gossip\\_and\\_lies](https://www.openbible.info/topics/gossip_and_lies)

Images for Bible and Gossip

<https://bible.knowing-jesus.com/topics/Gossip>

<https://newspring.cc/articles/what-does-the-bible-say-about-gossip>

<https://unlockingthebible.org/2018/04/the-surprising-solution-to-gossip/>

<https://www.biblestudytools.com/topical-verses/bible-verses-about-gossip/>

<http://www.studyyourbibleonline.com/bible-study/gossip/>

<https://www.learnreligions.com/the-bible-says-about-gossip-712789>

[http://www.acts17-11.com/dialogs\\_gossip.html](http://www.acts17-11.com/dialogs_gossip.html)

<https://juniorhighministry.org/junior-high-ministry-lessons-on-gossip/>

[www.beliefnet.com/faiths/galleries/5-bible-verses-to-help-stop-gossiping.aspx](http://www.beliefnet.com/faiths/galleries/5-bible-verses-to-help-stop-gossiping.aspx)

Images for help-stop-gossiping

<https://www.gotquestions.org/gossip-Bible.html>

<https://dailyverses.net/gossip>

<https://lifehopeandtruth.com/relationships/communication/taming-the-tongue/>

<https://www.whatchristianswanttoknow.com/a-bible-study-on-gossip-tips-to-stop-it/>

Images for a-bible-study-on-gossip-tips-to-stop-it

<https://www.crosswalk.com/faith/women/5-ways-to-stop-gossip-in-its-tracks.html>

<http://ronedmondson.com/2016/08/7-ways-to-stop-gossip.html>

<https://www.thegospelcoalition.org/blogs/justin-taylor/how-to-stop-church-killing-gossip/>

<https://www.pinterest.com/pin/331014641337125061/> How to Stop The Gossip In Church | Churches, People and Truths

<http://preachersstudyblog.com/2010/04/stop-gossip-in-the-church/>

<http://goingbyfaith.com/types-of-gossip/>

<https://www.whatchristianswanttoknow.com/gossip-bible-verses-15-helpful-quotes/>

[https://www.biblegateway.com/quicksearch/?quicksearch=gossip&q&\\_version=31](https://www.biblegateway.com/quicksearch/?quicksearch=gossip&q&_version=31)

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Gossip-And-Lies/>

<https://chicagobible.org/what-is-the-definition-of-gossip-according-to-the-bible/>

<https://bible.org/seriespage/lesson-13-have-you-heard-about-gossip-2-samuel-13-15>

<https://www.desiringgod.org/articles/what-gossip-says-about-god>

<http://www.life4square.com/verses/gossip.htm>

## Recommendation of a consultant

A congregation retained the Church Doctor as a consultant to make recommendations on the various areas of life and mission of the congregation before I came. These recommendations informed my interim ministry in that congregation. Following is one of his recommendations:

I recommend the gossip be stopped. This is not Christian behavior.

### THE SMALL CATECHISM

#### THE EIGHTH COMMANDMENT

You shall not bear false witness against your neighbor.

*What does this mean?*

We should fear and love God, so that we do not lie about, betray or slander our neighbor, but excuse him, speak well of him, and put the best construction on everything.

<https://www.blc.edu/comm/gargy/gargy1/ELSCatechism.htm>

Images for You shall not bear false witness against your neighbor.

In addition, electronic communication has raised new questions about appropriateness. My general rule of thumb is to use it for general transmission of information, but not for conflict resolution. At one assignment, the Congregation Council covenanted together to refrain from using electronic communications for conflict resolution.

## Resources

### Email Etiquette: 26 Rules to Follow - About.com

The rules of email etiquette are not “rules” in the sense that I will come after you if you don’t follow them. They are guidelines that help avoid mistakes (like offending someone when you don’t mean to) and misunderstandings (like being offended when you’re not meant to). These [core rules of email etiquette](#) help us communicate better via email.

[Readers’ pet peeves](#)

[All email etiquette rules and hints](#)

[http://email.about.com/od/emailnetiquette/tp/core\\_netiquette.htm](http://email.about.com/od/emailnetiquette/tp/core_netiquette.htm)

Images for Email Etiquette: 26 Rules to Follow - About.com

<http://lochmere.atlantia.sca.org/wp-content/uploads/2013/01/E-mail-Etiquette.pdf>

[http://www.cbsnews.com/8301-505143\\_162-57411851/9-keys-to-email-etiquette/](http://www.cbsnews.com/8301-505143_162-57411851/9-keys-to-email-etiquette/)

Images for keys to email etiquette

<https://www.inc.com/guides/2010/06/email-etiquette.html>

<https://www.businessemail etiquette.com/business-e-mail-etiquette-basics/>

[Images for Email Etiquette Basics](#)

<https://blog.hubspot.com/sales/email-etiquette-tips-rules>

[Images for Email Etiquette Rules](#)

<https://www.forbes.com/sites/dailymuse/2016/09/29/25-email-etiquette-rules-that-are-worthy-of-a-reminder/#4c9d83622dd2>

<http://www.businessinsider.com/email-etiquette-rules-every-professional-needs-to-know-2016-1>

<https://www.itbusinessedge.com/slideshows/show.aspx?c=83033> Top Five Rules for Email Etiquette - IT Business Edge

<https://www.netmanners.com/e-mail-etiquette-tips/>

[Images for Email Etiquette Tips](#)

<https://www.pinterest.com/metrocdc/email-etiquette/>

<https://www.lifehack.org/294885/10-email-etiquette-tips-build-your-professional-image>

<https://www.businessnewsdaily.com/8262-email-etiquette-tips.html>

<https://www.quickbase.com/blog/10-tips-for-better-email-etiquette>

<https://www.themuse.com/advice/25-email-etiquette-rules-that-are-worthy-of-a-reminder>

<https://www.lifewire.com/fundamental-email-etiquette-1171187>

<https://www.glassdoor.com/blog/dos-and-donts-business-email-etiquette/>

[Images for business email etiquette](#)

<https://www.youtube.com/watch?v=YPTp14-Dgss> Business Etiquette, Image and Email Etiquette - Ginny Baldrige on STL TV

[Interview St. Louis – YouTube](#)

<https://www.youtube.com/watch?v=5ZT1EOTHzxQ> Work Email Etiquette | Business Etiquette – YouTube

<https://www.youtube.com/watch?v=eXUvYIMVBmA> Business Writing eMail Etiquette - YouTube

<https://www.thespruce.com/importance-of-proper-email-etiquette-1216846>

<https://www.entrepreneur.com/article/272780> The Do's and Don'ts of Email Etiquette - Entrepreneur

<https://owl.english.purdue.edu/owl/resource/636/01/> Purdue OWL: Email Etiquette

<https://www.linkedin.com/pulse/email-etiquette-mamun-khan>

<https://www.thebalancesmb.com/effective-business-email-etiquette-2533710>

<https://www.topresume.com/career-advice/best-practices-email-etiquette-work>

[Images for best practices email etiquette](#)

<https://study.com/academy/lesson/what-is-email-etiquette-definition-examples.html>

Email: Uses and Misuses in Congregations – Parish Paper

How does your church use e-mail? Are you heading towards the promise or slipping towards the peril?

<https://winnebagopresbytery.org/parish-papers/> January 2007 – E-mail: Uses and Misuses in Congregations

[Images for Email: Uses and Misuses in Congregations – Parish Paper](#)

<https://www.theparishpaper.com/free-resources>

<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>

<http://www.wcucc.org/resource-center/church-management/parish-paper/>

<http://www.hcucc.org/the-parish-paper> January 2007: Email: Uses and Misuses in Congregations

<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

**I Want You... To Put Away Your Smartphone: Propaganda Posters for the Modern Age**

During the 1920s, 30s, and 40s, the use of "propaganda posters" were popular for encouraging good behavior – teaching safety, boosting worker morale, and rousing wartime sacrifice. I've always enjoyed the art and design of these posters and decided to have Ted whip up a set of originals to address an area of behavior where modern society is often lacking: smartphone etiquette. Enjoy.

<http://artofmanliness.com/2013/01/08/smartphone-etiquette/>

[Images for I Want You... To Put Away Your Smartphone: Propaganda Posters for the Modern Age](#)

<https://mashable.com/2017/05/10/distracted-walking-smartphone-addiction/>

<https://www.breakthetwitch.com/three-places-to-put-away-the-smartphone/>

<https://www.inc.com/christina-desmarais/heres-why-you-need-to-put-your-phone-away-according-to-science.html>

<http://shiftingpower.net/2017/05/20/13-things-that-will-happen-to-you-if-you-put-away-your-smartphone-for-a-month/>

<http://www.chicagotribune.com/news/opinion/editorials/ct-dave-chappelle-yondr-cellphone-edit-0101-20151230-story.html> Need a New Year's resolution? Put away the smartphone

<http://www.techtimes.com/articles/222055/20180228/study-reveals-why-you-should-put-smartphones-away-while-dining-with-family-and-friends.htm>

<https://healthybrains.org/put-away-smartphone-better-brain-health/>

<https://health.clevelandclinic.org/putting-away-smart-phone-can-help-mind/>

<https://www.irishtimes.com/magazine/science/2017/08/17/news/want-to-curb-your-spending-then-put-your-smartphone-away-scientists-say-1113918/>

<https://www.mirror.co.uk/lifestyle/health/you-addicted-your-smartphone-how-9958340> Are you addicted to your smartphone? How to put down your device and have a digital detox

<https://www.nova969.com.au/you/5-positive-changes-come-putting-your-smartphone-away>

<https://www.psychologytoday.com/us/blog/startup-your-life/201801/why-your-smartphone-is-destroying-your-life>

[Images for your smartphone is destroying your life](#)

<https://hbr.org/2018/03/having-your-smartphone-nearby-takes-a-toll-on-your-thinking>

[www.ignite80.com/articles/2018/1/26/is-your-smartphone-making-you-dumb](http://www.ignite80.com/articles/2018/1/26/is-your-smartphone-making-you-dumb)

### Is E-mail the New Parking Lot? - Alban Institute

You may be familiar with—perhaps even have participated in—“parking lot meetings.” Those unofficial conversations (often held in parking lots following official meetings) that tend to undermine decisions, complain about individuals, and stir up discontent. They are extremely effective forms of communication, but they are not always helpful. In some important ways, e-mail has become the new “parking lot meeting.” It spreads information (accurate or not) quickly and widely, it is impossible to stop, and it can be very damaging.

<https://alban.org/archive/is-e-mail-the-new-parking-lot/>

Images for Is E-mail the New Parking Lot? - Alban Institute

<https://albanroundtable.wordpress.com/2012/09/03/resources-and-comments-in-response-to-is-e-mail-the-new-parking-lot/>

<https://albanroundtable.wordpress.com/2009/12/07/resources-in-response-to-is-e-mail-the-new-parking-lot/>

### 3) Faith Formation

As a given, I seek to support and encourage the efforts in the local setting for Faith Formation.

#### Study

The regular study of the Bible and books that help to enliven its message (e.g. Luther’s Catechism, commentaries and other study resources) is a key way the disciple practices loving and knowing God. Study happens privately through personal Bible study and a regular devotional time. Study also happens publicly as families and friends learn together, in small groups, and through larger gatherings of formal study and worship. The maturing disciple attends to “study” in both private and communal contexts. Through reading, meditating and the study of Scripture, the lively word of God becomes active in the lives of believers. For thousands of years, the words of Jesus, the teachings of the prophets and apostles, and the stories of God’s people have revealed God’s heart and hope for the world and each one of us. The Holy Spirit inspires us through Scripture to see ourselves as we are and as God would have us become. Through the Bible we come to understand how God works in the world, for the world and through people like us.

*Part of a disciple’s job description is to study Scripture diligently.*

<http://www.elca.org/Growing-In-Faith/Discipleship/Christian-Education/Discipleship/7-Faith Practices/Study.aspx>

Images for [elca/Growing-In-Faith/Discipleship/Christian-Education/Discipleship/7-Faith Practices/Study](http://www.elca.org/Growing-In-Faith/Discipleship/Christian-Education/Discipleship/7-Faith Practices/Study)

#### Encourage

Disciples are not born mature; in reality, many disciples never grow beyond the infancy stage of their relationship with Christ. Inherent to the journey of discipleship is the ongoing call to mature in faith. Growth in faith happens as we are mentored and as we mentor and encourage others. Christian education is the more formal way children of God are disciplined in their faith. Mentoring relationships are a less “institutional” way the building of faith happens as more mature disciples become “stewards of the mysteries of faith” with seekers. Encouragement happens between more seasoned disciples and those growing, between friends at similar points in their journey encouraging each other to growth, between key teachers such as pastors and congregational leaders and students of the faith. In this process of exchange, it is not only the learner who grows, but the one who mentors and teaches. The maturing disciple knows she is never finished; that the path of maturity continues to the day we exchange this life for the next. A biblical model for this process can be Philip and the Ethiopian Eunuch (Acts 8).

*Part of the disciples’ job description is to pass on the faith.*

<http://www.elca.org/Growing-In-Faith/Discipleship/Christian-Education/Discipleship/7-Faith Practices/Encourage.aspx>

Images for [Growing-In-Faith/Discipleship/Christian-Education/Discipleship/7-Faith Practices/Encourage](http://www.elca.org/Growing-In-Faith/Discipleship/Christian-Education/Discipleship/7-Faith Practices/Encourage)

### Resources

#### [PDF]40 Developmental Assets - Search Institute

Search Institute has identified the following building blocks of healthy development that help young people grow up healthy, caring, and responsible.

<https://www.search-institute.org/downloadable/Ann-Arbor-Handout-2.pdf>

Images for 40 Developmental Assets - Search Institute

<https://www.search-institute.org/our-research/development-assets/developmental-assets-framework/>

<https://www.search-institute.org/our-research/development-assets/>

#### [PDF] How to Increase Adult Sunday School Attendance – The Parish Paper

I.	What Do Adult Sunday School Classes Accomplish?	Page 2
II.	Tend Existing Crops and Plant New Fields	Page 3
III.	Twelve Ways to Strengthen Existing Classes	Page 3
IV.	Starting New Adult Classes by Intention	Page 9
IV.	Starting New Classes by Spontaneous Combustion	Page 14
V.	Managing Problem Personalities	Page 17
VI.	Resources for Adult Sunday School & Weekday Group	Page 18
VIII.	The Bottom Line	Page 19

#### [PDF] Ch. Effectiveness Nuggets--Volume 11--How to Increase Adult Sunday School Attendance - The Parish Paper

<http://www.theparishpaper.com/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%2011.pdf>

<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 11: How to Increase Adult Sunday School Attendance



<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>  
<http://www.wcucc.org/resource-center/church-management/parish-paper/>  
<http://www.hcucc.org/the-parish-paper>  
<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

#### How to Increase Children and Youth Sunday School Attendance – The Parish Paper

I.	Healthy Sunday Schools Grow Two Crops	Page 2
II.	Recruit, Motivate, and Encourage Teachers	Page 2
	Build Teacher Teams	Page 2
	Communicate High Teacher Standards	Page 6
	Maintain the Gears that Drive the Teaching System	Page 7
III.	Reinvent the Sunday School in Childless Churches	Page 10
	A Seven-Month Strategy	Page 10
	Twelve Steps to Success	Page 11
IV.	Manufacture Magnetic Attendance Motivators	Page 12
	Increase Adult Class Attendance	Page 13
	F.E.T.C.H	Page 13
	Increase Intentional-Recruitment Behavior	Page 14
V.	Examine Alternative Sunday School Models	Page 14
	The One-Room Sunday School	Page 14
	The Whole People of God	Page 15
	Workshop Rotation	Page 15
	Computer Learning	Page 17
	Revisit the Opening Exercise	Page 18
	Simultaneous with Morning Worship	Page 18
	Combined with Saturday Night Worship	Page 18
	Extension to another Location	Page 19
VI.	The Bottom Line	Page 19

[PDF] Ch. Effectiveness Nuggets--Volume 12--How to Increase Children and Youth Sunday School Attendance - The Parish Paper  
<https://www.theparishpaper.com/sites/default/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%2012.pdf>  
<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 12: How to Increase Children and Youth Sunday School Attendance

[Images for Increase Children and Youth Sunday School Attendance – The Parish Paper](#)

#### How to Show Kids You Care | Search Institute

Over the years, Search Institute has sold more than six million copies of [150 Ways to Show Kids You Care](#), a simple yet powerful poster. Like all of Search Institute's work, the poster translates scientific research into simple, actionable ways that adults can make a positive difference in young people's lives.

<http://www.search-institute.org/blog/how-to-show-kids-you-care>

[Images for How to Show Kids You Care | Search Institute](#)

<https://www.search-institute.org/shop/>

#### Milestones Ministry | A Vital Partnership between Home and Congregation

The Milestones Ministry mission is to provide congregations and households with products and coaching services to nurture the Christian faith and reach out to others with the love of God in Christ.

<http://milestonesministry.org/milestones/our-story/>

[Images for Milestones Ministry | A Vital Partnership between Home and Congregation](#)

<https://www.pinterest.com/jimladoux/milestones-ministry-resources/>

<https://www.pinterest.com/formingfaith/milestones-ministry/>





### [PDF]Our Calling in Education - ELCA Resource Repository

**Education belongs to our baptismal vocation.** Our particular calling in education is two-fold: to educate people in the Christian faith for their vocation and to strive with others to ensure that all have access to high-quality education that develops personal gifts and abilities and serves the common good. This calling embraces all people in both Church and society.

<http://download.elca.org/ELCA%20Resource%20Repository/EducationSS.pdf>

[Images for Our Calling in Education - ELCA Resource Repository](#)

[Images for education belongs to our baptismal vocation](#)

### Rethinking Faith Formation - News - Luther Seminary

In a world with varied faith traditions, cultural identities and religious experiences, it can be difficult to foster a distinctly Christian identity within a congregation. Join us July 23-25 for Rethinking Faith Formation: Christian Identity and Practice in a Pluralistic World and leave equipped to cultivate this identity in your own context:

<https://www.luthersem.edu/eletrts/article.aspx?id=961>

[Images for Rethinking Faith Formation - Luther Seminary](#)

<https://www.youtube.com/watch?v=0sa31QSAxtI> John Roberto - Rethinking Faith Formation 2014 - YouTube

<https://www.youtube.com/watch?v=R8otY9FT1T8> David Lose - Rethinking Faith Formation 2014 – YouTube

<https://www.youtube.com/watch?v=sAheUOxHQ0> Laura Truax - Rethinking Faith Formation 2014 – YouTube

<https://www.youtube.com/watch?v=9ZOm2Ctkxk> Amy Sevimli - Rethinking Faith Formation 2014 – YouTube

<https://www.youtube.com/watch?v=i3CCs4zzEEw> Lois Malcolm - Rethinking Faith Formation 2014 - YouTube

<http://eandsynodfaithformation.squarespace.com/to-hear-share/> Daniel Taylor – Rethinking Faith Formation 2014 - YouTube

<https://www.youtube.com/watch?v=dnuf9Dp1OCc> Dorothy Bass - Rethinking Faith Formation 2014 – YouTube

<https://www.youtube.com/watch?v=T6mwebZgX88> Rodger Nishioka - Rethinking Faith Formation 2014 – YouTube

<https://www.youtube.com/playlist?list=PLd8AZSL0LG2NsMCpmFfqxBoNyXfxKVl6-> Trusted Relationships and Nurturing Communities - YouTube

<https://faith.yale.edu/adolescent-faith-flourishing/yale-youth-ministry-institute-lectures>

<https://faithfulteaching.org/f-ft/Rethinking%20Faith%20Formation%20Conference.pdf>

[Images for Christian Identity and Practice in a Pluralistic World](#)

### Sunday School Revolutionary - Sunday School matters.

<http://www.sundayschoolrevolutionary.com/>

[Images for Sunday School Revolutionary – Sunday School matters.](#)

<http://web.kybaptist.org/kbc/blogs/ssrb.nsf/dx/ss-can-be-strategic-for-disciple-making.htm>

### Synod Resource Center - Education

<http://synodresourcecenter.org/edu/>

<https://synodresourcecenter.org/Education>

[Images for Synod Resource Center - Education](#)

At the same time, I realize that, if there ever was a time when there were commonly agreed upon approaches to educational ministry and uniform curriculum, those days are over. I am encouraged by the renewed emphasis on parents as the primary teachers for their children in assuming those responsibilities in the presentation of their children for Holy Baptism, and I seek to affirm that focus.

#### Warnings against Evil Companions

**Hear, my child, your father's instruction,  
and do not reject your mother's teaching;**

oremus Bible Browser: Proverbs 1:8

<http://bible.oremus.org/?ql=89860679>

[Images for Warnings against Evil Companions](#)

#### Family Huddles

Imagine what could happen if a congregation implemented a 5-50-5-5 formula for family huddles? In 5 years, 50% of the families committed to spending 5 minutes a day doing a Faith 5 of Share – Read - Talk – Pray – Bless!

##### Faith 5 - Faith Inkubators

1. SHARE highs & lows of the day
2. READ and highlight a verse pf Scripture in your Bible
3. TALK about how the verse relates to your highs and lows
4. PRAY for your highs and lows, for your family, and for the world
5. BLESS one another

<http://www.faithink.com/inkubators/f5.asp>

[Images for Faith 5 - Faith Inkubators](#)

#### Resources

##### [PDF] Best Practices in Intergenerational Faith Formation

Intergenerational learning provides a new model of learning that produces important benefits for individuals, families, and the whole community. There is a need for more research into the best practices in intergenerational learning. This research needs

to happen together with new congregational initiatives in intergenerational learning, and new resources to support congregations. There is a foundation to build upon.

[http://www.faithformationlearningexchange.net/uploads/5/2/4/6/5246709/best\\_practices\\_in\\_intergenerational\\_faith\\_formation.pdf](http://www.faithformationlearningexchange.net/uploads/5/2/4/6/5246709/best_practices_in_intergenerational_faith_formation.pdf)  
[Images for Best Practices in Intergenerational Faith Formation](#)  
[http://www.resourcingchristianity.org/sites/default/files/transcripts/interview/JohnRoberto\\_Fostering\\_Lifelong\\_Faith\\_Formation\\_Interview\\_0.pdf](http://www.resourcingchristianity.org/sites/default/files/transcripts/interview/JohnRoberto_Fostering_Lifelong_Faith_Formation_Interview_0.pdf)

#### Children/Youth Ministries

Describe your ministries to children and youth beyond Sunday school. Who does them?

How many youth?

Comprehensive Ministry Review. Rev. Laurie Skow-Anderson. Assistant to the Bishop. Northwest Synod of Wisconsin.

Director for Evangelical Mission. [lskow-anderson@nswsi.org](mailto:lskow-anderson@nswsi.org)

[info@nswsi.org](mailto:info@nswsi.org)

[Images for Children/Youth Ministries](#)

#### Completely Unsolicited Advice to Parents | Adam J. Copeland

I mean, let's be honest parents, if you really believe it's worth the trouble to take your child to church in the first place, then / *promise it won't kill you to emphasize why faith matters in your life*, or even, further, to confess what God has done in your life.

<http://www.adamjcopeland.com/2013/07/29/completely-unsolicited-advice-to-parents/>

[Images for parents take your child to church](#)

#### [PDF]ELCA Recommended Practices for Lifelong Faith Formation – ELCA Resource Repository

For years Evangelical Lutheran Church in America (ELCA) congregations have taught Martin Luther's Small Catechism as central to the rite of Confirmation, a traditional benchmark in faith formation. The fourfold ELCA Recommended Practices for Lifelong Faith Formation broaden our tradition beyond just goals for confirmation youth but for people of all ages in diverse ministry settings, including, but not limited to, congregations, campus ministries, Christian schools, outdoor ministries, and households/the domestic church. 3 4

[http://download.elca.org/ELCA%20Resource%20Repository/ELCAfaithformation.pdf?\\_ga=2.81445719.1781198709.1539015454-1812498111.1532715370](http://download.elca.org/ELCA%20Resource%20Repository/ELCAfaithformation.pdf?_ga=2.81445719.1781198709.1539015454-1812498111.1532715370)

[Images for ELCA Recommended Practices for Lifelong Faith Formation](#)

<https://www.elca.org/Our-Work/Congregations-and-Synods/Faith-Practices>

<https://www.elca.org/Our-Work/Congregations-and-Synods/Childrens-Ministry>

<https://www.elca.org/Our-Work/Congregations-and-Synods/Youth-Ministry>

<http://www.elcaymnet.org/>

<https://www.elca.org/Resources>

#### Faith Formation

All I Need to Know about God I Learned in Sunday School (Really?)

Rev. Nate Aaseng, lead pastor, St. John's Lutheran Church, Eau Claire

We learned in seminary that one of the key indicators of a spiritually mature congregation is an active adult education program. Yet Lutherans aren't big on adult ed., which leads one to suspect that's one of the things that stunts our growth. What can we do to change that in our congregation? Let's explore what doesn't work and what does, including topics, format, priorities, technology, inclusion, research aids, etc.

Children Are Our Future: Growing a Faith Community from the Kids Up

Beth Schmidt, education/youth director, Cassie Schmidt, and Nicole Tetzlaff

Christ Lutheran Church, Somerset

Is recruiting children for Sunday School becoming a challenge for your congregation? How can we use children's ministry as a way to re-energize our faith community? Beth will share her experience working in a mid-size congregation and developing children's ministry from the ground up in two smaller ELCA congregations. Ideas for VBS and new children's music, use of games, and how to teach God's story while practicing your Christmas program will be shared. You will leave with new excitement about the possibilities that exist in your own children's ministry.

Faith Formation in a Missional Age

Carole De Jardin, Lutheran Youth Organization Coordinator, NW Synod of Wisconsin

The world is changing rapidly. One out of every five adults in the USA claims to have no religious affiliation. Our task of faith formation just got more difficult. The purpose of this year's Practice Discipleship Project is to explore the realities of faith formation in this missional age. This session will be an open discussion on the challenges we all face when doing ministry in this era. What are the challenges we are faced with? What is the opportunity? What are your fears and anxieties? What are your joys? We will seek the collective wisdom of the group on ways we can faithfully move forward and continue to support one another in our work. This session is the preview for the new ELCA Phase II Practice Discipleship synod and national trainings.

Living Stones: Building Renewed Children, Youth, & Family Ministries

Laura Ramlow, associate in ministry, Rush River Lutheran Church, River Falls

For those who are seeking unique, fresh, and spirit-driven ideas for children, youth and family ministry, we invite you to gather with us and learn how to recognize your needs, build a program to suit those needs, and create your own customized curriculum (no experience needed!). We will also focus attention on multi-generational involvement, training volunteers, active learning opportunities that are designed to plant seeds of faith in children, and seeking no/low-cost options that can make a big impact in faith development. It's our hope that all participants will leave with bushels of useful ideas, and an invigorated enthusiasm for children, youth, and family ministry!

Puppet Ministry 101 for your Congregation

Janet Schoenherr, Jack Busche, and Marisa Miller, Zion Lutheran Church, Stratford

Join us for an interactive workshop to learn how to more fully engage your Sunday Schoolers and congregation through use of puppetry and props. We will show you how to not only incorporate puppets into your worship, but also how to create props and skits. You will leave with resources that will help you begin a puppet ministry.

The Word for All Ages: Using Spark Sunday School Curriculum as a Narrative Based Worship Lectionary

Rev. Diane Norstad, Faith Lutheran Church, Balsam Lake

Many unchurched parents are looking for a life of faith for their children. It can be difficult to raise children to know Jesus when parents have not had the benefit of growing up in the faith. This coordination between Sunday School lessons and the preached word in worship can create an intergenerational learning experience that can then be taken home with the materials provided by Spark. It's a wonderful help for those new or renewed in the faith, while still being a rich experience for those who have been a part of our congregation for years. Learn how we have used Spark curriculum to create this experience.

Walking Together A Congregational Resource Event

[http://www.nswwi.org/webfiles/fnitools/documents/program\\_book\\_3.16.13.pdf](http://www.nswwi.org/webfiles/fnitools/documents/program_book_3.16.13.pdf) [info@nswwi.org](mailto:info@nswwi.org) Page 12

[Images for Faith Formation](#)

#### FAITH FORMATION AND CROSS GENERATIONAL MINISTRY + DEVELOPING YOUNG LEADERS

<http://nswwi.org/> Home E.P.I.C. EPIC 2018

<http://nswwi.org/epic> FAITH FORMATION AND CROSS GENERATIONAL MINISTRY + DEVELOPING YOUNG LEADERS [Powerpoint](#)

[Images for CROSS GENERATIONAL MINISTRY](#)

[http://download.elca.org/ELCA%20Resource%20Repository/ELCAfaithformation.pdf?\\_ga=2.204188880.1967044586.1519189995-1230481469.1476136379](http://download.elca.org/ELCA%20Resource%20Repository/ELCAfaithformation.pdf?_ga=2.204188880.1967044586.1519189995-1230481469.1476136379)

[EPIC \(Effective Practices for Innovative Congregation Councils\)](#)

<https://www.facebook.com/events/152141672104440/>

[info@nswwi.org](mailto:info@nswwi.org)

<http://synodresourcecenter.org/>

<http://sybnw.org/> Synod Youth Board

<http://files.constantcontact.com/0deff306001/30b369ba-9666-457d-9136-cd22a811ccb9.pdf> NWSWI Youth Worker's Network (info)

<http://sybnw.org/godstock-2018>

<http://www.faithink.com/>

<https://milestonesministry.org/>

<https://vibrantfaith.org/>

<https://vibrantfaith.org/certcyf/>

<https://spiritandtruthpublishing.com/>

<http://flamecreativekids.blogspot.com/>

<https://www.ministrylinks.online/>

<http://homegrownfaith.net/>

<http://worshipingwithchildren.blogspot.com/>

<https://clergystuff.com/>

<https://www.worshiphousemedia.com/>

#### Faith formation for the 21st century - The Lutheran Magazine

Just consider how the following U.S. trends from the [American Religious Identification Survey](#) and the [Pew Research Center](#) impact Christian education or faith formation in your congregation and household:

- Generational diversity. As a result of people living longer, we have five distinct generational profiles, each with its own spiritual needs and unique learning preferences: the iGeneration (born since 2000), millennials (1980-1999), Generation X (1961-1979), baby boomers (1946-1960) and builders (born before 1946).

[http://www.thelutheran.org/article/article.cfm?article\\_id=10974](http://www.thelutheran.org/article/article.cfm?article_id=10974)

[Images for Faith formation for the 21st century - The Lutheran Magazine](#)

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

#### Faith Formation Learning Exchange - HOME

The Faith Formation Learning Exchange is dedicated to helping leaders in all forms of Christian ministry develop Christian lifelong faith formation for all ages and generations that is informed by solid research, effective practices, cutting-edge thinking, real-world models and tools, and the latest resources. The Learning Exchange is a forum where Vibrant Faith can bring the best thinking and practices in lifelong faith formation to you as a leader in faith formation. There are dozens of ways that you can use the Learning Exchange as a resource in your ministry: deepen your understanding of faith formation today; create

vibrant faith formation for age groups, families, and all generations in your congregation; prepare and conduct courses and leadership training in faith formation; create faith formation programs and projects; review current research and thinking in faith formation; and much more.

<http://www.faithformationlearningexchange.net/>  
[Images for Faith Formation Learning Exchange](#)

### **Holding Your Family Together: 5 Simple Steps to Help Bring Your Family Closer to God and Each Other [Dr. Rich Melheim]**

Imagine a home where every person feels loved, valued and heard. Imagine a family that seeks God's wisdom, will and Word together. Imagine an intimate, affectionate community where every night is an experience of caring, sharing, comfort and peace.

You can make this beautiful picture a reality in your home. But it won't happen by accident, you need a plan! *Holding Your Family Together* is a workable, powerful plan based on a simple nightly routine: Share, Read, Talk, Pray, Bless. This is the FAITH5, and it has transformed families around the world. No matter your child's age or your family's unique situation, the FAITH5 can work for you. Inside you'll find everything you need to get your family into a nightly habit that will open your hearts to each other and to God.

Does this sound like an impossible dream? It's not, and you can start... tonight.

<http://www.amazon.com/Holding-Your-Family-Together-Simple/dp/0830766316>  
<http://www.goodreads.com/book/show/16033358-holding-your-family-together>  
<http://www.barnesandnoble.com/w/holding-your-family-together-richard-melheim/1112922879>  
<https://www.youtube.com/watch?v=VzO8wLR6zuM> Holding Your Family Together - Part 1- YouTube  
<https://www.youtube.com/watch?v=6QejDCF6kVU> Holding Your Family Together -- Part 2 - YouTube  
<https://www.youtube.com/watch?v=2qX5IFkjUFI> Blessing Your Family - YouTube  
<https://www.youtube.com/watch?v=xObChQWKeuo> Dr. Rich Melheim is interviewed about FAITH5 – YouTube  
<https://www.youtube.com/watch?v=hpPeSQot-qs> Why Night Time is the Right Time to Connect as a Family – YouTube  
<https://www.youtube.com/watch?v=MMlpPeFtKpc> Three Suicides That Changed My Life – YouTube  
[https://www.youtube.com/watch?v=z\\_3VgWdM0Ng](https://www.youtube.com/watch?v=z_3VgWdM0Ng) FAITH 5 Share - Compassion, Empathy, Comfort - Rich Melheim – YouTube  
<https://www.youtube.com/watch?v=tXW0x3jgdXI> Out of Egypt: The Rev. Dr. Rich Melheim – YouTube  
<https://www.youtube.com/watch?v=cJcDC2bVbGU> Into the Wilderness: The Rev. Dr. Rich Melheim - YouTube  
<http://www.gospellight.com/downloads/training/holding-your-family-together.pdf>  
<http://www.faithink.com/about/richmelheim.asp>  
<https://www.facebook.com/richmelheim>  
<http://www.richlearning.com/>  
<http://bakerpublishinggroup.com/authors/dr-rich-melheim/2177>  
<https://www.amazon.com/Rich-Melheim/e/B00IYVQIH6>  
[http://www.goodreads.com/author/show/892267.Rich\\_Melheim](http://www.goodreads.com/author/show/892267.Rich_Melheim)  
[Images for rich melheim](#)  
[Images for Holding Your Family Together: 5 Simple Steps to Help Bring Your Family Closer to God and Each Other \[Dr. Rich Melheim\]](#)

### **Learning/Faith Formation**

What are your discipleship and faith formation activities of the congregation? (Bible study? Sunday school? Youth Ministry? Confirmation? (Who leads?)

How are people equipped to be disciples of Jesus?

Comprehensive Ministry Review. Rev. Laurie Skow-Anderson. Assistant to the Bishop. Northwest Synod of Wisconsin.  
Director for Evangelical Mission. [lskow-anderson@nswsi.org](mailto:lskow-anderson@nswsi.org)

[info@nswsi.org](mailto:info@nswsi.org)  
[Images for Learning/Faith Formation](#)

### **Sunday school: It isn't what it used to be: Old: Learning Bible stories. New: Forming, practicing faith. | The Lutheran**

In some corners of the [ELCA](#), the Sunday school flannel graph has been replaced by computers and opening music is now led by a band. And in almost every church from Abilene to Zumbrota, Sunday school is no longer just about a faithful teacher and a roomful of kids.

These days, it's about teaching teams, learning centers, service projects, intergenerational faith sharing and a strong tie to worship. But it's also about a faithful teacher and a roomful of kids. Whether it's 1959 or 2009, Sunday school is still about relationships and faith.

[http://www.thelutheran.org/article/article.cfm?article\\_id=8018](http://www.thelutheran.org/article/article.cfm?article_id=8018)  
[Images for Sunday school: It isn't what it used to be: Old: Learning Bible stories. New: Forming, practicing faith. | The Lutheran](#)

### **Vibrant Faith in the Congregation Dr. David W. Anderson - Store - Milestones Ministry**

Do you wonder what vibrant faith looks like in a congregation? The Vibrant Faith Frame is a great place to start! The Vibrant Faith Frame helps connect all of a congregation's programs into one ministry, rather than having several disconnected activities under one roof. As a result, congregations stay focused on two foundational tasks in everything they do—Christian faith formation and community outreach. Whether just getting started or looking for best practices, this book outlines what the Vibrant Faith Frame should look like from the perspective of various congregational ministries, including evangelism, Christian education, worship and preaching, youth and family, and stewardship. As the second book in a trilogy, this is an excellent follow up to *From the Great Omission to Vibrant Faith: The Role of the Home in Renewing the Church*.

<http://store.milestonesministry.org/product-p/vfite.htm>

<https://kindle.amazon.com/work/vibrant-faith-congregation-david-anderson-ebook/B00PAKFF14/B0054E7B2M>

[Images for Vibrant Faith in the Congregation Dr. David W. Anderson - Store - Milestones Ministry](#)

What Does the Bible Say About Train Up A Child? - OpenBible.info

[https://www.openbible.info/topics/train\\_up\\_a\\_child](https://www.openbible.info/topics/train_up_a_child)

[https://www.openbible.info/topics/training\\_up\\_a\\_child](https://www.openbible.info/topics/training_up_a_child)

[https://www.openbible.info/topics/child\\_training](https://www.openbible.info/topics/child_training)

[Images for bible and training up a child](#)

<https://www.gotquestions.org/train-up-a-child.html>

<https://bible.knowing-jesus.com/topics/Training-Children>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Training-Up-A-Child/>

<https://www.desiringgod.org/articles/train-up-a-child-in-the-way-he-should-go>

<https://lifehopeandtruth.com/relationships/parenting/train-up-a-child/>

[Images for parenting/train-up-a-child](#)

<https://bible.org/seriespage/6-principle-nurture-training-your-child>

<https://carm.org/train-up-a-child-he-will-not-depart-from-the-faith>

<https://www.crosswalk.com/family/parenting/kids/what-does-it-mean-to-train-up-a-child-in-the-way-he-should-go.html>

[Images for train-up-a-child-in-the-way-he-should-go](#)

One of the congregations in the Northwest Synod of Wisconsin has distinguished itself in faith formation under the long-term leadership of a pastor trained in youth and family ministry and who worked in youth and family ministry before entering the ordained ministry. This pastor included the following continuing resolution of the constitution for me to review in my role as ► Review by synod:

- a. The duties of the **Faith Formation Ministry Team** include the following:  
The fundamental objective of this ministry team is to provide for the continuing spiritual growth and faith formation of all members of the congregation.  
The following specific objectives may be carried out either corporately, in conjunction with other ministry teams, or through specifically designated individuals.
  - 1) Encourage, strengthen, and equip families as the primary faith influence. Emphasize the home as church too.
  - 2) Encourage and equip members of the congregation with the FAITH5: Share, Read, Talk, Pray, and Bless.
  - 3) Focus program development around those FAITH5.
  - 4) Plan and carry out a year-round program of faith formation for youth and adults of the congregation consisting of opportunities in community service, Christian education, fellowship, Cross+Generational learning/fellowship, leadership roles within the congregation, and recreation.
  - 5) Establish objectives, set policies for, and supervise the total education ministry for youth and adults of the congregation. For each educational ministry: approve curriculum, analyze performance, and seek constant improvement; delegate leadership and administration of educational programs to qualified individuals; recruit, train, empower, and fully incorporate lay teachers and leaders; consider provision of special education opportunities for people with cognitive and other disabilities.
  - 6) Recognizing the need for Authentic, Available, and Affirming (AAA) Adults in the lives of youth, provide opportunities for youth and adults to build positive relationships together.
  - 7) Annually examine the education facilities and equipment. Make recommendations to the Property Team for needed upkeep, repairs, and replacements as well as needed new equipment.
  - 8) Check the safety of education facilities on a regular basis. Establish and promote an emergency safety plan.
  - 9) Submit an annual budget to the Stewardship Team.

#### 4) Confirmation

I was browsing through the used books at a Goodwill store when I ran across a [Here We Stand Lutheran Study Bible - Augsburg Fortress](#) priced at \$4.99. I had used such a study bible at various congregations in teaching Confirmation but had not purchased my own copy. I leafed through the pages and happened upon a letter in mint condition.

Dear *(name)*,

With your three years of confirmation coming to a close, I thought that I'd give each of you a Lenten challenge.

Below is a short prayer and suggestion to remind you of your baptism and faith each and every day. The following suggestion and prayers were written by Martin Luther.

#### THE MORNING BLESSING

In the morning, as soon as you get out of bed, you are to make the sign of the cross and say:

“God the Father, Son, and Holy Spirit watch over me. Amen.”

Then, kneeling or standing say the Apostle's Creed and the Lord's Prayer. If you wish, you may in addition recite this little prayer as well.



"I give thanks to you my Heavenly Father through Jesus Christ your dear Son, that you have protected me this night from all harm and danger, and I ask you that you would also protect me today from sin and all evil, so that my life and actions may please you completely. For into your hands I commend myself: my body, my soul, and all that is mine. Let your holy angel be with me, so that the wicked foe may have no power over me. Amen."

#### THE EVENING BLESSING

In the evening, when you go to bed, you are to make the sign of the holy cross and say:

"God the Father, Son, and Holy Spirit watch over me. Amen."

Then, kneeling or standing, say the Apostle's Creed and Lord's Prayer. If you wish, you may in addition recite this little prayer as well.

"I give thanks to you, my Heavenly Father, through Jesus Christ your dear Son, that you have graciously protected me today, and I ask you to forgive me all my sins, where I have done wrong, and graciously to protect me tonight. For into your hands I commend myself: my body, my soul, and all that is mine. Let your holy angel be with me, so that the wicked foe may have no power over me. Amen."

The above blessings are taken from the Book of Concord, which is the basis of the Lutheran Church printed in the year 1580. I find these blessings, the actual words of Martin Luther, to be as relevant to our lives today as he did when he wrote them. Try reciting the prayers above, along with the Apostle's Creed and Lord's Prayer through Lent, and I think that you'll find that your faith is in fact a bigger part of your life than you realize; and you will want to continue and make this one of your own personal daily rituals.

It has been a blessing for me to spend three years with you. May God bless you throughout this Lenten season, and may he continue to guide you and strengthen your faith as you finish your confirmation.

Grace and Peace,

(name)

This confirmand did not hang onto his Bible or the letter following Confirmation.

On another trip to a thrift store, I picked up a **Lutheran Study Bible - Augsburg Fortress** for \$9.99. I had used such a study bible at various congregations but had not purchased my own copy. Inside the front cover was written the following on a book plaque:

*This Bible is presented to (name) in honor of your Confirmation Day at (name) (date).*

This confirmand did not hang onto her Bible following Confirmation either.

On still another trip to a thrift store, I picked up a **Study Helps to the Holy Bible-New Revised Standard Version: Bible Paperback – 1990** for \$2.99 Inside the front cover, the pastor wrote

*(name) Congratulations! May God's Blessings be yours from this time forth! Rev. (name) June 97*

Many others, while they may not give away their Bible and the personal message, drop out following Confirmation, which invites the inevitable question, "What can we do to keep our young people involved in church following Confirmation?"

Martin Luther spoke in high regard of the position of mothers and fathers in 1522 as "apostles, bishops, and priests to their children, for it is they who make them acquainted with the gospel. In short there is no greater or nobler authority on earth than that of parents over their children, for this authority is both spiritual and temporal."

[Martin Luther, Sermons on the Gospel, trans. E. Schmid and D. M. Martens, vol. 1 (Rock Island: Augustana, 1871), vii.]

Based on this tradition, I regard Confirmation Ministry as a way to assist parents live out the responsibilities assumed in baptism. I include this column in the September newsletter.

From the Pastor

Remember Your Baptism

"We welcome you into the body of Christ and into the mission we share: join us in giving thanks and praise to God and bearing God's creative and redeeming word to all the world."

*Evangelical Lutheran Worship* Holy Baptism Page 231

God has called you in baptism to be God's very own. In baptism, you have been given a name and sealed with the sign of the cross. The gift of the Spirit is promised to you through this act of water and word. This great and wonderful gift assures you of Christ's continued presence. As you live in your baptism, you grow in faith.

At the start of Sunday School, Confirmation, and youth activities this fall, this letter comes as a reminder to parents of the responsibilities assumed in Holy Baptism:

to live with them among God's faithful people,  
bring them to the word of God and the holy supper,  
teach them the Lord's Prayer, the Creed, the Ten Commandments,  
place in their hands the holy scriptures,  
and nurture them in faith and prayer,  
so that your children may learn to trust God,  
proclaim Christ through word and deed,  
care for others and the world God made,  
and work for justice in peace.

*Evangelical Lutheran Worship* Holy Baptism Page 228

I am glad for the Sunday School teachers and staff who will be working with our children to help them grow in faith. As pastor, I will be working with the Confirmation students on the basics of the Christian faith. Please come as families to worship. As a gathered people of God, young and old alike, remember your baptism!  
Pastor Lowell Bolstad

The wisdom writer states, "Train children in the right way, and when old, they will not stray." Proverbs 22:6 (NRSV) I would qualify that verse for today by saying that, at least, there is a better chance "they will not stray" if parents "Train children in the right way." As a pastor, I assist parents in their primary responsibility to  
teach them the Lord's Prayer, the Creed, the Ten Commandments,  
place in their hands the holy scriptures,  
and nurture them in faith and prayer,...

## Resources

### Faith That Lasts by Jon Nielson (Author)

In a society where many young adults flee the church, Jon Nielson helps parents raise their children with a Christian faith that lasts. Through practical advice and five biblically based principles, Nielson provides guidance for people at all stages of parenting, for the church and for parents whose children have left the church.

<https://www.amazon.com/Faith-That-Lasts-Jon-Nielson/dp/1619582309/?tag=thegospcoal-20>

<https://www.amazon.com/Bible-Study-Students-Jon-Nielson/dp/1596386371>

<http://www.goodreads.com/book/show/30278964-faith-that-lasts>

<http://www.barnesandnoble.com/w/faith-that-lasts-jon-nielson/1124441993?type=eBook>

<https://books.google.com/books?isbn=1619582317>

<https://www.thegospelcoalition.org/article/why-youth-stay-in-church-when-they-grow-up>

<http://www.conversantlife.com/theology/how-many-youth-are-leaving-the-church>

<https://faithlit.wordpress.com/2016/08/20/raising-kids-that-dont-leave-the-church/>

<https://www.clcpublications.com/shop/faith-that-lasts/>

<https://www.linkedin.com/in/jon-nielson-157a543>

<https://www.clcpublications.com/authors/nielson-jon/>

<https://www.crossway.org/authors/jon-nielson/>

<https://www.thegospelcoalition.org/author/Jon-Nielson>

<https://www.prpbooks.com/blog/2014/02/interview-with-jon-nielson/>

<https://www.clcpublications.com/authors/nielson-jon/>

<http://theblazingcenter.com/2015/06/help-my-unbelief-questions-about-faith-and-doubt-with-jon-nielson.html>

[http://www.goodreads.com/author/show/3929897.Jon\\_Nielson](http://www.goodreads.com/author/show/3929897.Jon_Nielson)

[Images for Jon Nielson \(Author\)](#)

[Images for Faith That Lasts by Jon Nielson](#)

### Why I Would Never Force my Kids to go to Church

*My parents forced me to eat three times a day growing up. No joke. Three times. Every. Single. Day. And it wasn't always stuff I liked, either. Matter of fact, I complained a lot about what my mom made. "Ewww, gross! Sauteed zucchini? Seriously? Mom, you know we hate this stuff!" So, as I approached adulthood I made an important decision. Since my parents forced me to eat while I was growing up, I decided I was done with meals. Oh, here and there I'll eat out of obligation. I mean, family traditions like Thanksgiving and Christmas, yeah, I'm there. But daily eating? No way. I'm done. Set in any other context, excuses people make for not going to church sound completely ridiculous. But set in the context of Christianity, people say these things in all seriousness while others nod sagely in somber agreement.*

<http://truthnotes.net/2014/03/24/why-i-would-never-force-my-kids-to-go-to-church/>

<http://truthnotes.net/2014/03/31/to-brainwash-a-child/>

Through the years, I have accumulated Confirmation and Catechism materials to fill several large three-ring binders. I normally go with the curriculum that has been previously used. When congregation leadership has stated that the confirmation ministry is not working as effectively as desired and changes need to be made, I have recommended an approach that is interactive and participatory while at the same time biblical, catechetical, and size appropriate. Curriculum such as **Here We Stand Confirmation** and **Faith Inkubators - Confirmation** employ a large group/small group model that involves caring adults.

## Resources

### Faith Inkubators - Confirmation

Head to the Heart (H2H) will help your teenagers discover that learning about God can be fun! H2H helps revolutionize confirmation from lecture/classroom to the very best relational/experiential model of confirmation. H2H is based on latest in adolescent brain research, helping kids retain the info and helping churches retain the kids!



[http://www.faithink.com/lnkubators/h2h\\_intro1.asp](http://www.faithink.com/lnkubators/h2h_intro1.asp)

### Here We Stand Confirmation | Augsburg Fortress

It's a new day in confirmation. Now you can have solid Lutheran resources that actually relate to kids. Now you can have a curriculum that's truly flexible and gives you options. Now you can connect with other congregations and share your best ideas. Now you can use the Web and other media to make faith come alive.

Here We Stand Online includes all materials leaders need to prepare and lead Here We Stand Confirmation — leader sheets, PowerPoint presentations, and more. Bible and Student Book material is not included with the Online subscription. Here We Stand Online also includes tools for organizing and managing your confirmation program, including creating class groups, scheduling sessions, communicating with leaders and parents, and much more.



<http://store.augsburgfortress.org/store/product/16391/Here-We-Stand-Confirmation?c=249856>

[Images for Here We Stand Confirmation | Augsburg Fortress](#)

### Table Talk (Luther) - Wikipedia

*Table Talk* (German: *Tischreden*) is a collection of [Martin Luther](#)'s sayings around the dinner table at [Lutherhaus](#), Luther's home, but also at other times and locations, such as walks in the garden or notes taken while on journeys. It is based on notes taken by various students of Luther between 1531 and 1544. It was compiled by [Johannes Mathesius](#), J. Aurifaber, V. Dietrich, Ernst Kroker, and several others, and published at [Eisleben](#) in 1566.<sup>[1]</sup>

Mathesius spoke enthusiastically of the privilege of eating with Luther and hearing him converse. Earlier notetakers had written down only the serious remarks of Luther, but Mathesius also wrote down the facetious or even damaging remarks, a sign of the increasing reverence in which Luther was held.

[https://en.wikipedia.org/wiki/Table\\_Talk\\_\(Luther\)](https://en.wikipedia.org/wiki/Table_Talk_(Luther))

[Images for Table Talk \(Luther\)](#)

An Education Committee in an open country congregation took it upon themselves to formalize and raise expectations for Confirmation Ministry. One of the members borrowed heavily from an ELCA congregation in another state from which she came. The committee presented their 16-page document to the Congregation Council for approval. If I had come in with such a document and announced that changes were going to be made in the Confirmation Ministry, I would have received significant push back, but because the Education Committee gained agreement, I stood on much firmer ground when I presented the expectations to the confirmands and parents.

### Resources

**[PDF]Confirmation more than just business as usual! A guide for assessing and strengthening your present confirmation ministry program**

A guide for assessing and strengthening your present confirmation ministry program

Good news! There is no one right way to do confirmation ministry in your congregation! In fact, a quick review of present confirmation practices in the ELCA reveals there is incredible, refreshing diversity across this church. Congregations serious about effectively discipling their youth and adults shape their confirmation ministry offerings in ways that work best for their people, context and particular circumstances.

If you are looking for a “cookie cutter” approach to confirmation ministry you may be at a loss. They can be found. But again, present practices show that effective faith-shaping congregations periodically assess the needs of their people and the realities of their context to plan for experiences and programming that will truly accomplish their vision for confirmation ministry. This resource is a tool to help you and your confirmation ministry planning team:

1. assess your present confirmation ministry practices,
2. reflect on six confirmation ministry approaches being modeled by congregations of the ELCA,
3. consider and weigh the value of ten elements found in many confirmation ministry programs, and
4. strengthen, enhance and perhaps even reinvent your confirmation program to more fully reflect your vision for this ministry.

<http://www.sepayouth.org/site/wp-content/uploads/2010/11/Confirmation-more-than-just-business-as-usual.pdf>

[Images for Confirmation more than just business as usual! A guide for assessing and strengthening your present confirmation ministry program](#)

Confirmation – Word and World – Winter, 2018 – Luther Seminary

The Confirmation Project, directed by Richard Osmer and Katherine Douglas and generously funded by Lily Endowment, Inc., researched confirmation and equivalent practices in five denominations: Evangelical Lutheran Church in America, United Methodist Church, Presbyterian Church (USA), Episcopal Church, and African Methodist Episcopal Church. For more information see: [www.theconfirmationproject.com](http://www.theconfirmationproject.com)

**Word and World - Confirmation (Winter 2018) - Word & World – Luther Seminary**

[https://wordandworld.luthersem.edu/issues.aspx?issue\\_id=151](https://wordandworld.luthersem.edu/issues.aspx?issue_id=151)

<https://wordandworld.luthersem.edu/issues.aspx?m=4025&wwPag=15> Confirmation Vol. 38, No 1 Winter, 2018

<https://wordandworld.luthersem.edu/issues.aspx>

Images for Confirmation – Word and World – Winter, 2018 – Luther Seminary

[https://digitalcommons.luthersem.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1209&context=faculty\\_articles](https://digitalcommons.luthersem.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1209&context=faculty_articles) Encountering the Gospel Anew: Confirmation as Ecclesial, Personal, and Missional Practices Terri L. Elton Luther Seminary, [telton@luthersem.edu](mailto:telton@luthersem.edu)

[https://digitalcommons.luthersem.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1207&context=faculty\\_articles](https://digitalcommons.luthersem.edu/cgi/viewcontent.cgi?referer=https://www.google.com/&httpsredir=1&article=1207&context=faculty_articles) Confirmation Basics Terri L. Elton Luther Seminary, [telton@luthersem.edu](mailto:telton@luthersem.edu)

[https://www.luthersem.edu/elerts/article.aspx?article\\_id=1089&elert\\_id=118](https://www.luthersem.edu/elerts/article.aspx?article_id=1089&elert_id=118) Rethinking Confirmation takes on youth discipleship  
<https://www.luthersem.edu/rethinking/archives.aspx?m=6139> Past Rethinking Events - Luther Seminary Rethinking Confirmation:

Signs of Life in Times of Change (2015)

[https://www.luthersem.edu/rethinking/confirmation/Rethinking2015\\_SDelzer.pdf](https://www.luthersem.edu/rethinking/confirmation/Rethinking2015_SDelzer.pdf)

<https://www.youtube.com/playlist?list=PLKn95ntEZpZvIx0ai-4srdtiNuh0tvX49> Confirmation - YouTube

[Images for Rethinking Confirmation 2015](#)

I am encouraged by the words of ELCA Presiding Bishop Elizabeth A. Eaton that, amidst all the change in curriculum, she stressed the importance of using the Small Catechism.

### Big look at Small Catechism - The Lutheran Magazine

ELIZABETH A. EATON

The Small Catechism became an important part of faith formation in families. Millions of us throughout the centuries and world have studied and memorized it. Catechism has been a rite of passage in the Lutheran movement. It could be argued that no other experience is more universally Lutheran than studying this little book — not language, not hymnody, not cuisine, not worship style. “What does this mean?” and “This is most certainly true” are two of the most recognizable phrases in Lutheranism.

Some argue that emphasizing our Lutheran identity is an impediment to dialogue and evangelism. I would argue that if we aren’t clear about who we are and what we believe it’s not possible to have deep and authentic encounters with others. It’s hard to have meaningful give-and-take with mush.

There was a time in the 1980s when church growth experts urged us to shed denominational identity in favor of more generic, and so appealing, names for congregations. St. Paul Lutheran Church became the Church at Pheasant Run. It’s like selling our inheritance for a mess of marketing pottage. Of course, we are baptized into the one, holy, catholic, and apostolic church. Of course, our identity is in Christ and not in a 16<sup>th</sup>-century Augustinian monk. But there is something distinctive about our Lutheran voice that needs to be heard in ecumenical and interreligious conversations and in the public square. If we aren’t clear about this, we run the risk of sliding into relativism.

[http://www.thelutheran.org/article/article.cfm?article\\_id=12058](http://www.thelutheran.org/article/article.cfm?article_id=12058)

Images for Big look at Small Catechism - The Lutheran Magazine ELIZABETH A. EATON

<https://www.livinglutheran.org/2016/09/19047/> Big look at Small Catechism - Living Lutheran

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

<https://www.livinglutheran.org/author/elizabeth-a-eaton/>

<http://www.lutheranforum.org/extras/learning-luther-the-prefaces-to-the-large-catechism/>

<http://www.vasynod.org/wp-content/uploads/2013/03/September-2015-Luther-Studies-FINAL.pdf>

<https://www.elca.org/News-and-Events/7851> ELCA presiding bishop reflects on work of the church and looks to future priorities

<https://www.elca.org/About/Leadership/Churchwide-Officers/Presiding-Bishop>

[https://en.wikipedia.org/wiki/Elizabeth\\_Eaton](https://en.wikipedia.org/wiki/Elizabeth_Eaton)

<https://twitter.com/elcabishop Eaton?lang=en>

She encouraged congregations to read the Small Catechism together during the year leading up to the 500<sup>th</sup> anniversary of the beginning of the Reformation on October 31, 2017 and especially during the season of Lent.

### Let's read the Small Catechism together - YouTube

“With New Voices — the Small Catechism in the 21st Century” is an invitation for all members of the ELCA to read Luther’s Small Catechism together through Oct. 31, 2017. <http://www.elca500.org/withnewvoices/>

<https://www.youtube.com/watch?v=QUThEibjSb0>

[Images for Let's read the Small Catechism together - YouTube](#)

I served as a bridge pastor for 4 months in one assignment. The interim pastor and assistant reported that the Confirmation students behaved badly the previous school year. The young installed pastor before that was led to believe by the Ministry Site Profile that the congregation was willing to make changes to the Confirmation ministry, but when he suggested some, he received strong pushback from the parents so that by the end he left discouraged. I asked the Congregation Council if they wanted to wait for the new installed pastor to begin instruction or to get started and then turn it over. They requested the former, so I led the class September through early November. The students got off the bus after school. I provided milk and cookies, but many brought soda and chips. One boy small in stature and distanced by the other students seemed to take an interest, otherwise the others for the most part acted disinterested. I often sent the leftover cookies home with the boy. The last scheduled class over half the class did not show up. I was told many were attending a basketball tournament.

I served as an interim pastor at the next assignment. Students and parents worked together on service projects between Thanksgiving and Christmas. I started a scheduled unit on the Lord's Prayer in the new year. Supper was served at 5:30-6pm. I led the large group in a participatory manner 6-6:45pm. I introduced the Faith 5 format of Share-Read-Talk-Pray-Bless. For the Share part, I asked the students to tell their name and what they hoped for in the new year. A farm boy gave his name and said, "Good cow prices." 8 students and 7 parents took part in the class. The students worked with their parents on a worksheet 6:45-7:15pm. I led the large group 7:15-7:30pm. I commended the students for their attentiveness to the lesson and the parents for their investment in their children.

#### THE SMALL CATECHISM

THE LORD'S PRAYER

THE INTRODUCTION

Our Father, Who art in heaven.

*What does this mean?*

God would hereby tenderly invite us to believe that He is our true Father, and that we are His true children, so that we may ask Him with all boldness and confidence, as children ask their dear father.

<https://www.blc.edu/comm/gargy/gargy1/ELSCatechism.htm>

[Images for Our Father, Who art in heaven.](#)

#### 5) Youth Ministry

Congregations often raise the proverbial expectation for a pastor to be "good with the youth." One of the lessons I learned from my first ten years in the installed pastorate is that the best youth ministry comes from parental leadership working with the youth. Fresh from the seminary, I thought that I needed to work hard in setting up youth activities "because they pay me to do that." At the neighboring congregation, a long-term pastor who wore a suit and tie every day to the church was nearing retirement. Four couples got together and decided to work with the youth. They started a youth worship service ministry in which they went to area churches on a Sunday morning and put on a youth service of worship. They have been doing this since the early 1980s in addition to going on mission trips and other ongoing activities. I most recently invited them to a congregation I was serving in April 2016. Some of the parent guides sang in the group as youth. I tout this area youth ministry by a Lutheran congregation in a village of 473 (2010) as a model for youth ministry. I am certainly willing to work with and support youth ministry, but, for the long term, parental leadership working with the youth is the secret of effectiveness. Some congregations pine for a pied piper to attract the youth. When this approach is used, youth ministry often becomes personality centered.

Roland Martinson - Professor Emeritus of Children Youth and Family Ministry from Luther Seminary in St. Paul, MN - tells what effective youth ministry is and what really works in youth ministry.

#### Effective Youth Ministry: A Congregational Approach by Roland D. Martinson (Author)

How can our congregation revitalize its youth ministry? What approaches work the best? What resources are available to us?" Roland Martinson responds to these common questions with this comprehensive, theologically sound, and practical "hands-on" approach to youth ministry. Using proven principles and a sound biblical foundation, Dr. Martinson shows how congregational leaders can: \*understand today's youth and their needs; \*organize for youth ministry; \*develop leadership; \*get a program started; and \*involve youth in peer ministry.

<https://www.amazon.com/Effective-Youth-Ministry-Congregational-Approach/dp/B002SG6NLE>

<http://mattcleaver.com/youthministry/book-review-effective-youth-ministry-by-roland-martinson/>

[https://www.luthersem.edu/faculty/fac\\_home.aspx?contact\\_id=rmartins](https://www.luthersem.edu/faculty/fac_home.aspx?contact_id=rmartins)

<https://faith.yale.edu/adolescent-faith-flourishing/yale-youth-ministry-institute-lectures>

<https://www.amazon.com/Roland-D.-Martinson/e/B001K7Y4KE>

[http://www.goodreads.com/author/show/351397.Roland\\_D.\\_Martinson](http://www.goodreads.com/author/show/351397.Roland_D._Martinson)

[Images for Roland D. Martinson \(Author\) youth ministry](#)

[Images for Effective Youth Ministry: A Congregational Approach by Roland D. Martinson \(Author\)](#)

#### Roland Martinson on What Really Works in Youth Ministry – [resourcingchristianity.org](http://resourcingchristianity.org)

In the following interview, Dr. Martinson discusses why "the Pied Piper" model of youth ministry doesn't work and what actually does work in youth ministry. The implications of the study are compelling for pastors, congregations, and those engaged directly in youth ministry. They confound much of the prevailing misconceptions of what youth ministry is and point the way forward to what it could and should be.



[http://www.resourcingchristianity.org/sites/default/files/transcripts/interview/Martinson\\_What\\_Really\\_Works\\_in\\_Youth\\_Ministry\\_Interview.pdf](http://www.resourcingchristianity.org/sites/default/files/transcripts/interview/Martinson_What_Really_Works_in_Youth_Ministry_Interview.pdf)

[Images for Roland Martinson on What Really Works in Youth Ministry](#)

[www.resourcingchristianity.org/sites/default/files/transcripts/interview/Martinson\\_What\\_Really\\_Works\\_in\\_Youth\\_Ministry\\_Interview.pdf](http://www.resourcingchristianity.org/sites/default/files/transcripts/interview/Martinson_What_Really_Works_in_Youth_Ministry_Interview.pdf) [PDF] NO MORE PIED PIPERS - [resourcingchristianity.org](http://resourcingchristianity.org)

<http://www2.ptsem.edu/uploadedFiles/IYM/YCCL/Martinson-Getting.pdf>

[http://www.faithformationlearningexchange.net/uploads/5/2/4/6/5246709/spirit\\_culture\\_of\\_ym\\_essay.pdf](http://www.faithformationlearningexchange.net/uploads/5/2/4/6/5246709/spirit_culture_of_ym_essay.pdf)

<http://www.youthministryinitiative.org/february-5-2013-dr-roland-martinson/>



[https://www.luthersem.edu/faculty/fac\\_home.aspx?contact\\_id=rmartins](https://www.luthersem.edu/faculty/fac_home.aspx?contact_id=rmartins)  
<https://www.goodreads.com/book/show/21219151-the-spirit-and-culture-of-youth-ministry>  
[https://www.goodreads.com/author/show/655489.Roland\\_Martinson](https://www.goodreads.com/author/show/655489.Roland_Martinson)  
<https://www.youtube.com/watch?v=4aUlg91Z4pI> Exemplary Youth Ministry - Rev. Dr. Roland Martinson – YouTube  
<https://www.youtube.com/watch?v=NuTasc1KRJ8> Images for Exemplary Youth Ministry - Rev. Dr. Roland Martinson - YouTube  
<https://www.youtube.com/watch?v=jpyGDRAfiuA> Youth Ministry: Now - Roland Martinson - YouTube  
<https://www.youtube.com/watch?v=o-Hy0f7OPGg> Pied Pipers in Youth Ministry - Rev. Dr. Roland Martinson - YouTube  
<https://www.youtube.com/watch?v=1jkoVvKHJyo> It Takes a Village - Rev. Dr. Roland Martinson - YouTube  
<https://www.youtube.com/watch?v=2wKbE5MHkVM> Kids Need More Than Each Other - Rev. Dr. Roland Martinson - YouTube  
[https://www.youtube.com/watch?v=wF3\\_7CD9rlw](https://www.youtube.com/watch?v=wF3_7CD9rlw) Rollie Martinson - Rethinking Sunday Morning (2016) - YouTube  
<https://www.youtube.com/watch?v=KxAelp0uwt0> "Empty Pop Cans" - Rev. Dr. Roland Martinson – YouTube  
<https://www.youtube.com/watch?v=DVHweRRVWa0> Breaking the Church Open - Rev. Dr. Roland Martinson - YouTube  
<https://www.youtube.com/watch?v=DVHweRRVWa0> Intergenerational Youth Ministry - Rev. Dr. Roland Martinson – YouTube  
<https://www.youtube.com/playlist?list=PLd8AZSL0LG2NsMCpmFfQxBoNyXfxKVI6-> Images for Intergenerational Youth Ministry - Rev. Dr. Roland Martinson – YouTube  
<https://www.youtube.com/playlist?list=PLd8AZSL0LG2NsMCpmFfQxBoNyXfxKVI6-> Trusted Relationships and Nurturing Communities - YouTube  
<https://www.youtube.com/playlist?list=PLd8AZSL0LG2NsMCpmFfQxBoNyXfxKVI6-> Images for Trusted Relationships and Nurturing Communities - YouTube

## Resources

### OMG: A Youth Ministry Handbook (Youth and Theology) by Kenda Creasy Dean (Author)

"Most contemporary young people operate far enough from Moses' moral compass that it never occurs to them that "OMG" ("oh my God," in teenspeak) has anything to do with the Ten Commandments, much less that it breaks one of them. After all, the phrase is a nearly ubiquitous adolescent throw-away line...Yet Christians should hear the phrase "oh my God" differently. Youth ministers, parents, teachers—anyone who has ever loved an adolescent—know that "OMG" can be a prayer, a plea, a petition, a note of praise, or an unbidden entreaty that escapes our lips as we seek Christ for the young people we love." *from the book*

Using six lens the authors detail current practices and tease out underlying questions as youth ministry becomes more self-consciously aligned with practical theology.

Contributors include: Kenda Creasy Dean, Mike Carotta, **Roland Martinson**, Rodger Nishioka, Don Richter, Dayle Gillespie Rounds, and Amy Scott Vaughn.

<https://www.amazon.com/OMG-Youth-Ministry-Handbook-Theology/dp/1426700083>  
<https://books.google.com/books?id=fpTfZZ5qATAC>  
<https://books.google.com/books/about/OMG.html?id=fpTfZZ5qATAC>  
[https://ptsem.edu/uploadedFiles/School\\_of\\_Christian\\_Vocation\\_and\\_Mission/Institute\\_for\\_Youth\\_Ministry/OMG/OMG\\_Supplement\\_Instructions.pdf](https://ptsem.edu/uploadedFiles/School_of_Christian_Vocation_and_Mission/Institute_for_Youth_Ministry/OMG/OMG_Supplement_Instructions.pdf)  
<https://thirstyones.com/2010/11/07/book-review-omg-a-youth-ministry-handbook-ed-by-kenda-creasy-dean/>  
<http://books.upperroom.org/book-author/kenda-creasy-dean/>  
<https://www.amazon.com/Kenda-Creasy-Dean/e/B001IOF5BG>  
[https://www.goodreads.com/author/show/48993.Kenda\\_Creasy\\_Dean](https://www.goodreads.com/author/show/48993.Kenda_Creasy_Dean)  
<https://www.youtube.com/watch?v=KxAelp0uwt0> Images for Kenda Creasy Dean (Author)  
<https://www.youtube.com/watch?v=KxAelp0uwt0> Images for OMG: A Youth Ministry Handbook  
<http://eandsynodfaithformation.squarespace.com/to-proclaim/> 2010 AUS LECTURE 1 – YouTube "Recovering a Missional Imagination: Why Generation OMG is the Theological Stimulus Package We Need by Dr. Kendra Creasy Dean  
<https://www.youtube.com/playlist?list=PLd8AZSL0LG2NsMCpmFfQxBoNyXfxKVI6-> Trusted Relationships and Nurturing Communities - YouTube  
<https://www.facebook.com/Kenda-Creasy-Dean-146023605423872/>  
<https://ministryincubators.com/about/who-are-we/kenda-dean/>  
<http://www.ptsem.edu/people/kenda-creasy-dean>  
[https://www.goodreads.com/author/quotes/48993.Kenda\\_Creasy\\_Dean](https://www.goodreads.com/author/quotes/48993.Kenda_Creasy_Dean)  
<https://www.pinterest.com/episcoforma/youth-ministry-books-forma/>

### [PDF]The Official Gathering - ELCA Resource Repository

#### c. **Recruiting adult leaders to join in the journey**

Page 11

[http://download.elca.org/ELCA%20Resource%20Repository/2018Gathering\\_Handbook.pdf](http://download.elca.org/ELCA%20Resource%20Repository/2018Gathering_Handbook.pdf)  
<https://www.youtube.com/playlist?list=PLD2BE6D47D7169CB5> Images for The Official National Youth Gathering - ELCA Resource Repository c. Recruiting adult leaders to join in the journey  
<https://www.youtube.com/playlist?list=PLD2BE6D47D7169CB5> Images for ELCA Youth Gathering - YouTube

### The Spirit and Culture of Youth Ministry by John Roberto (Author), Wesley Black (Author), **Roland Martinson (Author)**

Congregations can indeed nurture youth to a vital Christian faith! Based on a national research study, *The Spirit and Culture of Youth Ministry* provides insights into what congregations are doing to foster a vibrant, committed Christian Faith in the lives of youth people.

This book provides rich, research-based directions for developing and enhancing a congregation's ministry with young people. At the heart of the study's findings is a congregational Culture of the Spirit— that permeates the values, relationships, and activities of a congregation, giving rise to a culture of mission and transformation that makes a congregation highly influential in the lives and faith of young people. This active presence of God surrounds the people of the whole congregation in its

ministries with youth, parents, community, and leaders.

Presenting a new framework of 44 Faith Assets, *The Spirit and Culture of Youth Ministry* provides strategies and tools for leading your congregation toward exemplary Youth Ministry.

<https://www.amazon.com/Spirit-Culture-Youth-Ministry-ebook/dp/B00945FYGM#nav-subnav>

<http://www.firstthird.org/eym/eymbook.aspx?m=3927>

<http://www.barnesandnoble.com/w/the-spirit-and-culture-of-youth-ministry-roland-martinson/1112759923?type=eBook>

<https://centerforcongregations.org/blog/exemplary-youth-ministry-congregations>

<https://www.youtube.com/watch?v=X7WeCUiqvEU> Exemplary Youth Ministry - The Spirit and Culture of Youth Ministry – YouTube

<https://www.youtube.com/playlist?list=PLd8AZSL0LG2NsMCpmFqxB0NyXfxKVI6> Trusted Relationships and Nurturing

Communities - YouTube

[http://www.resourcingchristianity.org/sites/default/files/transcripts/research\\_article/Joyce-Mercer-Emerging-](http://www.resourcingchristianity.org/sites/default/files/transcripts/research_article/Joyce-Mercer-Emerging-Scholarship_on_Youth_and_Religion-Essay.pdf)

[Scholarship on Youth and Religion-Essay.pdf](http://www.resourcingchristianity.org/sites/default/files/transcripts/research_article/Joyce-Mercer-Emerging-Scholarship_on_Youth_and_Religion-Essay.pdf)

[https://www.luthersem.edu/story/default.aspx?article\\_id=407&issue\\_id=40](https://www.luthersem.edu/story/default.aspx?article_id=407&issue_id=40) Exemplary youth ministry: This changes everything - Story Magazine

[http://www.lifelongfaith.com/uploads/5/1/6/4/5164069/reimagining\\_faith\\_formation\\_-\\_essay.pdf](http://www.lifelongfaith.com/uploads/5/1/6/4/5164069/reimagining_faith_formation_-_essay.pdf)

<https://vibrantfaith.org/author/johnroberto/>

[https://www.goodreads.com/author/list/464300.John\\_Roberto](https://www.goodreads.com/author/list/464300.John_Roberto)

Images for John Roberto (Author)

<https://www.amazon.com/Wesley-Black/e/B001KHOC2Y>

[http://www.goodreads.com/author/show/310962.Wesley\\_Black](http://www.goodreads.com/author/show/310962.Wesley_Black)

Images for Wesley Black (Author) youth ministry

<https://www.amazon.com/Roland-D.-Martinson/e/B001K7Y4KE>

[http://www.goodreads.com/author/show/351397.Roland\\_D\\_Martinson](http://www.goodreads.com/author/show/351397.Roland_D_Martinson)

Images for Roland D. Martinson (Author) youth ministry

Images for *The Spirit and Culture of Youth Ministry* by John Roberto (Author), Wesley Black (Author), Roland Martinson (Author)

Teri Lynn Martinson Elton - Associate Professor of Leadership at Luther Seminary in St. Paul, MN and Director of the Center for the First Third Ministry - recommends resources for ministry for the first third of life.

#### Preaching and Worship for Children, Youth and Families by Terri Martinson Elton

Young people are open to hearing about God. Are we willing to speak to them? The Exemplary Youth Ministry Study discovered that vibrant and alive worship made a difference in helping young people grow a mature Christian faith. It is true that young people need ministries with their peers, but they also need to find themselves among all of God's people. They need to hear the gospel proclaimed to the whole body of Christ in a way that they can relate to and that connects with their daily life. Preaching to connect with young people does not mean using fancy gimmicks or relying on the most current mass media. Preaching to young people means taking them seriously, it means knowing about their life experiences, and speaking the gospel into that reality. Said differently, preaching offers the opportunity to give young people handles for moving their faith from the background of their lives into the forefront of daily living.

<https://www.workingpreacher.org/craft.aspx?post=1746>

<https://www.luthersem.edu/profile/default.aspx?uid=5c4f2a5547fc1c647bc217e1d3f8e47a4b728f263e1b3f27c8a9577eec9c75c6>

[https://www.luthersem.edu/faculty/fac\\_home.aspx?contact\\_id=telton](https://www.luthersem.edu/faculty/fac_home.aspx?contact_id=telton)

<https://terrielton.com/about/>

<https://theconfirmationproject.com/team-member/terri-elton/>

<https://perspectivesjournal.org/blog/author/terri-martinson-elton/>

[http://www.ministrymatters.com/all/author/terri\\_elton](http://www.ministrymatters.com/all/author/terri_elton)

<https://www.amazon.com/Terri-Martinson-Elton/e/B01MDU9KVP>

<https://www.amazon.com/What-Really-Matters-Devotions-Leadership/dp/0764424491>

[https://www.goodreads.com/author/show/15494883.Terri\\_Martinson\\_Elton](https://www.goodreads.com/author/show/15494883.Terri_Martinson_Elton)

Images for Terri Martinson Elton

Images for *Preaching and Worship for Children, Youth and Families* by Terri Martinson Elton

#### Resources for Ministry with Young Adults by Teri Elton



<http://www.firstthird.org/blog/default.aspx?m=3924&tag=resources> What does all this mean?

Images for *Resources for Ministry with Young Adults* by Teri Elton

<http://www.firstthird.org/blog/default.aspx?m=3924&post=2801> Discovering More about Young Adults – Resources Installment #2

<http://www.firstthird.org/blog/default.aspx?m=3924&post=2810> Resource for Ministry with Young Adults, Installment #3

<http://www.firstthird.org/blog/?m=3924&bp=50> Curiosity

<https://www.elcaymnet.org/PDArchives2012> Opportunity or Despair? Youth Ministry at the Crossroads

<http://slideplayer.com/slide/6288719/> Opportunity or Despair? Youth Ministry at the Crossroads ELCA

Images for *Youth Ministry at the Crossroads: Opportunity or Despair?*

[www.metrodcelcayouth.org/practice-discipleship/](http://www.metrodcelcayouth.org/practice-discipleship/)

<https://terrielton.com/about/>

<https://terrielton.com/research/faith-formation-and-youth-ministry/>  
[https://www.luthersem.edu/faculty/fac\\_home.aspx?contact\\_id=telton](https://www.luthersem.edu/faculty/fac_home.aspx?contact_id=telton)  
<https://theconfirmationproject.com/team-member/terri-elton/>  
<https://theconfirmationproject.com/why-it-matters-terri-elton-2/>  
[https://wordandworld.luthersem.edu/issues.aspx?issue\\_id=151](https://wordandworld.luthersem.edu/issues.aspx?issue_id=151) Confirmation Basics: Purpose, Design, and Leadership  
 Encountering the Gospel Anew: Confirmation as Ecclesial, Personal, and Missional Practices  
<https://store.augsburgfortress.org/store/category/286030/Youth?lv=true&page=4&sb=p> Teri Elton – Writer  
[https://digitalcommons.luthersem.edu/cgi/viewcontent.cgi?article=1012&context=phd\\_theses](https://digitalcommons.luthersem.edu/cgi/viewcontent.cgi?article=1012&context=phd_theses) Congregations as Systems for  
 Empowering Missional Leadership: a Lutheran Hermeneutic for Leading in Mission  
<http://www.buildfaith.org/wp-content/uploads/2010/10/ConfirmationCurriculum2011.pdf> *To Know, To Live, To Grow* by Teri Elton  
<https://terrielton.com/videos/>  
[Images for Teri Elton, author youth ministry](#)

The Search Institute and the Youth and Family Institute of Augsburg College have done extensive research on youth and family ministry.

#### **Passing on the Faith: A Radical Model for Youth and Family Ministry by Merton P. Strommen, Dick Hardel**

What a radically new (yet ancient) model of faith formation: the family is restored to the center of the faith growth process, with the congregation and community as integral, active partners!

The authors of *Passing on the Faith* present this new model, which is based on the extensive research of Search Institute and the Youth and Family Institute of Augsburg College, including the finding that only 10 percent of church families (both Protestant and Catholic) discuss their faith on a regular basis. In *Passing on the Faith*, Merton P. Strommen and Richard A. Hardel draw on their pastoral experiences to relate research and theory to Catholic daily life.

The book addresses topics including strengthening family relationships, congregations as family, creating a Christian youth subculture, and transforming today's culture. It also gives concrete advice for translating the strategies from vision into action.

<https://www.amazon.com/Passing-Faith-Radical-Family-Ministry/dp/0884896064>  
<https://books.google.com/books?isbn=0884899705>  
[http://www.talbot.edu/ce20/educators/protestant/merton\\_strommen/](http://www.talbot.edu/ce20/educators/protestant/merton_strommen/)  
<https://www.smp.org/author/169/Merton-P-Strommen/>  
<http://www.augsburg.edu/alumni/2014/05/30/dr-mert-strommen-42-pioneer-youth-ministry/>  
<http://faithwellmt.com/about/dicks-bio/>  
<http://gracematters.org/interviews/d.hardel.html>  
<http://metrolutheran.org/2007/03/send-in-the-clowns/>  
<http://metrolutheran.org/2002/12/youth-family-institute-director-wont-continue/>  
<https://www.amazon.com/Merton-P.-Strommen/e/B001IXMIJE>  
[https://www.goodreads.com/author/show/149662.Merton\\_P\\_Strommen](https://www.goodreads.com/author/show/149662.Merton_P_Strommen)  
[Images for Merton P. Strommen, author](#)  
<https://www.amazon.com/Dick-Hardel/e/B001JS4VE8>  
[https://www.goodreads.com/author/show/640177.Richard\\_A\\_Hardel](https://www.goodreads.com/author/show/640177.Richard_A_Hardel)  
[Images for Dick Hardel, author youth ministry](#)  
[Images for Passing on the Faith: A Radical Model for Youth and Family Ministry by Merton P. Strommen, Dick Hardel](#)

David Anderson, initially of the Youth and Family Institute of Augsburg College and then Vibrant Faith Ministries and now Milestones Ministry, tells how youth and family ministry can be done in the context of vibrant faith in the congregation.

#### **Vibrant Faith in the Congregation - Store - Milestones Ministry**

Chapter 4 **Youth and Family Ministry**

<http://store.milestonesministry.org/product-p/vfitc.htm>  
[Images for Vibrant Faith in the Congregation – Store – Milestones Ministry](#)  
<https://kindle.amazon.com/work/vibrant-faith-congregation-david-anderson-ebook/B00PAKFF14/B0054E7B2M>

A Practice Discipleship Learning Curriculum 2012 ELCA Youth Gathering introduces 7 Faith Practices.

#### **[PDF] Practice Discipleship Learning Curriculum 2012 ELCA Youth Gathering – ELCA Youth Ministry Network**

Introduction

Using the 7 Faith Practices as a guide, we will reach the goals of the Discipleship Day through both large and small group interactions. Discipleship is being called to walk with Christ, equipped to live like Christ, and to be sent by Christ to love and serve others in the world. Youth will connect with a community of disciples in their synods. They will practice expressing their faith within small groups. During the Discipleship Tour, youth will share their faith stories, what they learned, and take pictures to share with their faith communities back home as well as post on the Discipleship Day Facebook Page and (need more info from Tech team- Gathering Twitter Feed/or website)

<http://www.elcayouthministrynetwork.wildapricot.org/Resources/Documents/Practice%20Discipleship/PD1%20Docs/Practice%20Discipleship%20Curriculum%20for%20PD%20Web.pdf>  
[Images for Practice Discipleship Learning Curriculum 2012 ELCA Youth Gathering – ELCA Youth Ministry Network](#)

The Search Institute has discovered what kids need to be the best.

#### **Search Institute-- Helping Young People Be and Become Their Best**

Search Institute bridges research and practice to help young people be and become their best selves.

<https://www.search-institute.org/>

[Images for Search Institute-- Helping Young People Be and Become Their Best  
https://www.facebook.com/SearchInstitute/](https://www.facebook.com/SearchInstitute/)

The Yale Youth Ministry Institute offers a course designed for pastors, seminarians, lay leaders, and youth ministers.

[Yale Youth Ministry Institute Lectures | Yale Center for Faith and Culture](#)

All of the Yale Youth Ministry Institute lectures and accompanying interviews are available on YMI's [YouTube Channel](#).

<http://faith.yale.edu/adolescent-faith-flourishing/yale-youth-ministry-institute-lectures>

[Images for Yale Youth Ministry Institute Lectures | Yale Center for Faith and Culture](#)

<https://youthministryinstitute.yale.edu/>

<http://www.youthministryinitiative.org/>

<https://www.facebook.com/YaleYouthMinistry/>

<https://livestream.com/yaledivinityschool/YMI>

<https://www.youtube.com/channel/UCugwJHa0IR1j-5DNq5OD0DQ> Yale Youth Ministry Institute - YouTube

[Images for Yale Youth Ministry Institute - YouTube](#)

The National Study of Youth and Religion gives insight into the religious spiritual lives of America teenager as well as possible future trends of American religion as a whole.

[Almost Christian: What the Faith of Our Teenagers is Telling the American Church by Kenda Creasy Dean \(Author\)](#)

Based on the National Study of Youth and Religion--the same invaluable data as its predecessor, *Soul Searching: The Religious and Spiritual Lives of American Teenagers*--Kenda Creasy Dean's compelling new book, *Almost Christian*, investigates why American teenagers are at once so positive about Christianity and at the same time so apathetic about genuine religious practice.

In *Soul Searching*, Christian Smith and Melinda Lundquist Denton found that American teenagers have embraced a "Moralistic Therapeutic Deism"--a hodgepodge of banal, self-serving, feel-good beliefs that bears little resemblance to traditional Christianity. But far from faulting teens, Dean places the blame for this theological watering down squarely on the churches themselves. Instead of proclaiming a God who calls believers to lives of love, service and sacrifice, churches offer instead a bargain religion, easy to use, easy to forget, offering little and demanding less. But what is to be done? In order to produce ardent young Christians, Dean argues, churches must rediscover their sense of mission and model an understanding of being Christian as not something you do for yourself, but something that calls you to share God's love, in word and deed, with others. Dean found that the most committed young Christians shared four important traits: they could tell a personal and powerful story about God; they belonged to a significant faith community; they exhibited a sense of vocation; and they possessed a profound sense of hope. Based on these findings, Dean proposes an approach to Christian education that places the idea of mission at its core and offers a wealth of concrete suggestions for inspiring teens to live more authentically engaged Christian lives.

Persuasively and accessibly written, *Almost Christian* is a wake-up call no one concerned about the future of Christianity in America can afford to ignore.

<https://www.amazon.com/Almost-Christian-Teenagers-Telling-American/dp/0195314840>

<https://www.goodreads.com/book/show/7592534-almost-christian>

<http://www.barnesandnoble.com/w/almost-christian-kenda-creasy-dean/1102261471>

<https://books.google.com/books?id=qJpnwK5S7FqC>

<http://www.cnn.com/2010/LIVING/08/27/almost.christian/>

<http://nwmnsynod.org/resources/almost-christian/>

<http://www.churchleaders.com/youth/youth-leaders-articles/145646-almost-christian-q-a-with-kenda-creasy-dean.html>

<http://www.thedivineconspiracy.org/Z5247A.pdf>

<http://www.dts.edu/reviews/kendra-creasy-dean-almost-christian>

<http://www.christianbook.com/almost-christian-teenagers-telling-american-church/kenda-dean/9780195314847/pd/314847>

<http://www.washingtontimes.com/news/2011/jul/29/how-to-reach-children-with-faith/>

<https://www.buffalolib.org/vufind/Record/1801987/Reviews>

<http://www.patheos.com/Resources/Additional-Resources/Almost-Christian-Kenda-Creasy-Dean>

<http://assets.ngin.com/attachments/document/0042/5174/AlmostChristianinaNutshell.pdf>

<http://kendadean.com/almost-christian/>

<http://youthandreligion.nd.edu/research-findings/books/almost-christian-what-the-faith-of-our-teenagers-is-telling-the-american-church/>

[https://en.wikipedia.org/wiki/Moralistic\\_therapeutic\\_deism](https://en.wikipedia.org/wiki/Moralistic_therapeutic_deism)

[https://www.youtube.com/watch?v=VLC\\_A9Fhgo](https://www.youtube.com/watch?v=VLC_A9Fhgo) The Future of Youth Ministry- Rev. Dr. Kenda Creasy Dean - YouTube

[Images for The Future of Youth Ministry- Rev. Dr. Kenda Creasy](#)

[https://www.youtube.com/watch?v=41\\_ot9\\_wvpc](https://www.youtube.com/watch?v=41_ot9_wvpc) How the Church Can Help Youth Navigate Adolescence- Rev. Dr. Kenda Creasy Dean - YouTube

<https://www.youtube.com/watch?v=1fore2vSvSo> Remembering the Importance of Youth Ministry- Rev. Dr. Kenda Creasy Dean

[Images for Youth Ministry- Rev. Dr. Kenda Creasy Dean - YouTube](#)

<https://www.youtube.com/watch?v=RAyFSx5zeeA> The Uniqueness of Adolescent- Rev. Dr. Kenda Creasy Dean - YouTube

[https://www.youtube.com/watch?v=fxqbTm8\\_5os](https://www.youtube.com/watch?v=fxqbTm8_5os) Joy as Arousal and Awakening- Rev. Dr. Kenda Creasy Dean - YouTube

<https://www.youtube.com/watch?v=PJz5qOAuaEM> Creating Home for Young People in Christian Churches with Kenda Creasy Dean | Mount Aloysius College - YouTube

<https://www.youtube.com/watch?v=SBRUzGywtug> AC14 Wednesday, June 18 Leadership Development 1, Kenda Creasy Dean

<https://www.youtube.com/watch?v=CJ6Kfvo4jc> Almost Christian: Whatever It Takes - YouTube



<https://www.youtube.com/watch?v=C6JUzLEBvCY> 2010 Aus Lecture 1 – YouTube  
<https://www.youtube.com/watch?v=lcrtvGxeus> Lesson #11 - Kenda Creasy Dean (Almost Christian) – YouTube  
<https://www.youtube.com/playlist?list=PLjkfm-tPzSewE84-kMFS6oAuR6rxZAaK3> Youth ministry - YouTube  
<https://www.youtube.com/channel/UCugwjHa0IR1j-5DNq5OD0DQ> Yale Youth Ministry Institute - YouTube  
[https://www.youtube.com/watch?v=ByS\\_I7Qyaus](https://www.youtube.com/watch?v=ByS_I7Qyaus) Rev. Dr. Kenda Creasy Dean, Remembering Eli - YouTube  
<https://livestream.com/yaledivinityschool/YMI>  
<https://faith.yale.edu/adolescent-faith-flourishing/yale-youth-ministry-institute-lectures>  
 Images for yale youth ministry institute  
<https://www.ivpress.com/kenda-creasy-dean>  
<http://aftesite.org/kenda-creasy-dean/>  
[http://www.ministrymatters.com/all/author/kenda\\_creasy\\_dean](http://www.ministrymatters.com/all/author/kenda_creasy_dean)  
<http://books.upperroom.org/book-author/kenda-creasy-dean/>  
<https://www.amazon.com/Kenda-Creasy-Dean/e/B00110F5BG>  
[https://www.goodreads.com/author/show/48993.Kenda\\_Creasy\\_Dean](https://www.goodreads.com/author/show/48993.Kenda_Creasy_Dean)  
[https://www.goodreads.com/author/quotes/48993.Kenda\\_Creasy\\_Dean](https://www.goodreads.com/author/quotes/48993.Kenda_Creasy_Dean)  
 Images for Kenda Creasy Dean (Author)  
<https://www.facebook.com/Kenda-Creasy-Dean-146023605423872/>  
<https://ministryincubators.com/about/who-are-we/kenda-dean/>  
<http://www.ptsem.edu/people/kenda-creasy-dean>  
<https://www.pinterest.com/episcoforma/youth-ministry-books-forma/>  
 Images for Almost Christian: What the Faith of Our Teenagers is Telling the American Church by Kenda Creasy Dean (Author)

**Soul Searching: The Religious and Spiritual Lives of American Teenagers by Christian Smith (Author), Melina Lundquist Denton (Author)**

In innumerable discussions and activities dedicated to better understanding and helping teenagers, one aspect of teenage life is curiously overlooked. Very few such efforts pay serious attention to the role of religion and spirituality in the lives of American adolescents. But many teenagers are very involved in religion. Surveys reveal that 35% attend religious services weekly and another 15% attend at least monthly. 60% say that religious faith is important in their lives. 40% report that they pray daily. 25% say that they have been “born again.” Teenagers feel good about the congregations they belong to. Some say that faith provides them with guidance and resources for knowing how to live well. What is going on in the religious and spiritual lives of American teenagers? What do they actually believe? What religious practices do they engage in? Do they expect to remain loyal to the faith of their parents? Or are they abandoning traditional religious institutions in search of a new, more authentic “spirituality”? This book attempts to answer these and related questions as definitively as possible. It reports the findings of The National Study of Youth and Religion, the largest and most detailed such study ever undertaken. The NYSR conducted a nationwide telephone survey of teens and significant caregivers, as well as nearly 300 in-depth face-to-face interviews with a sample of the population that was surveyed. The results show that religion and spirituality are indeed very significant in the lives of many American teenagers. Among many other discoveries, they find that teenagers are far more influenced by the religious beliefs and practices of their parents and caregivers than commonly thought. They refute the conventional wisdom that teens are “spiritual but not religious.” And they confirm that greater religiosity is significantly associated with more positive adolescent life outcomes. This eagerly-awaited volume not only provides an unprecedented understanding of adolescent religion and spirituality but, because teenagers serve as bellwethers for possible future trends, it affords an important and distinctive window through which to observe and assess the current state and future direction of American religion as a whole.

<http://www.amazon.com/Soul-Searching-Religious-Spiritual-Teenagers/dp/0195384776>  
[http://www.goodreads.com/book/show/606115.Soul\\_Searching](http://www.goodreads.com/book/show/606115.Soul_Searching)  
<https://www.barnesandnoble.com/w/soul-searching-christian-smith/1126605291>  
<http://youthandreligion.nd.edu/announcements/soul-searching-the-religious-and-spiritual-lives-of-american-teenagers/>  
<https://www.oxfordscholarship.com/view/10.1093/019518095X.001.0001/acprof-9780195180954>  
[https://books.google.com/books/about/Soul\\_Searching\\_The\\_Religious\\_and\\_Spiritu.html?id=AN85V20yRmQC&hl=en](https://books.google.com/books/about/Soul_Searching_The_Religious_and_Spiritu.html?id=AN85V20yRmQC&hl=en)  
<http://www.oxfordscholarship.com/view/10.1093/019518095X.001.0001/acprof-9780195180954>  
<https://www.publishersweekly.com/978-0-19-518095-4> Nonfiction Book Review  
[http://www.immanuelopcpg.org/documents/Soul\\_Searching\\_review.pdf](http://www.immanuelopcpg.org/documents/Soul_Searching_review.pdf)  
<https://youthandreligion.nd.edu/announcements/soul-searching-the-religious-and-spiritual-lives-of-american-teenagers/>  
<http://www.lifeandleadership.com/book-summaries/smith-soul-searching.html>  
<https://books.google.com/books?isbn=0830824650>  
<https://www.youtube.com/watch?v=sF5v5DJZyEE> Soul Searching Trailer - YouTube  
[http://www.goodreads.com/author/show/57799.Christian\\_Smith](http://www.goodreads.com/author/show/57799.Christian_Smith)  
 Images for Christian Smith (Author) soul searching  
[http://www.goodreads.com/author/show/328718.Melinda\\_Lundquist\\_Denton](http://www.goodreads.com/author/show/328718.Melinda_Lundquist_Denton)  
 Images for Melina Lundquist Denton (Author) soul searching  
 Images for Soul Searching: The Religious and Spiritual Lives of American Teenagers by Christian Smith (Author), Melina Lundquist Denton (Author)

Mark DeVries offers a plan for family-based youth ministry and for sustainable youth ministry:  
**Family-Based Youth Ministry by Mark DeVries (Author)**



Have you tried all the new youth programs? Have you planned one too many wacky activities? Are you frustrated about the size of the youth group? Here's an approach to ministry that takes youth work seriously. Family-based youth ministry is about adults discipling teens one-on-one and in groups. It is about involving not just the nuclear family but the whole church family--from singles to older adults. More important, it's about incorporating youth into the life of your church. So, stop worrying about the size of your youth group or your budget. Mark DeVries's refreshing approach to youth ministry will show you how your church can reach today's teens and how you can keep them involved in the life of the church. Whether you are a parent, a youth pastor or a church member who cares about teens, you will find in this book an entirely different approach to youth ministry that will build mature Christian believers.

[https://www.amazon.com/Family-Based-Youth-Ministry-DeVries/dp/0830832432/ref=asap\\_bc?ie=UTF8](https://www.amazon.com/Family-Based-Youth-Ministry-DeVries/dp/0830832432/ref=asap_bc?ie=UTF8)  
[http://www.goodreads.com/book/show/1007256.Family\\_Based\\_Youth\\_Ministry](http://www.goodreads.com/book/show/1007256.Family_Based_Youth_Ministry)  
[https://books.google.com/books/about/Family\\_Based\\_Youth\\_Ministry.html?id=JTVGvIitibAC](https://books.google.com/books/about/Family_Based_Youth_Ministry.html?id=JTVGvIitibAC)  
[http://www.faithinformationlearningexchange.net/uploads/5/2/4/6/5246709/sustainable\\_ym\\_-\\_devries.pdf](http://www.faithinformationlearningexchange.net/uploads/5/2/4/6/5246709/sustainable_ym_-_devries.pdf)  
<https://www.pinterest.com/cattapplewhite/youthyoung-adult-ministry/>  
<https://twitter.com/markdevriesyma>  
<http://iym.ptsem.edu/author/mdevries/>  
<http://www.sbts.edu/family/2011/11/07/review-of-family-based-youth-ministry-by-mark-devries/>  
<http://www2.diosef.org/www2/MARK-DEVRIES-BIO.pdf>  
[Images for Family-Based Youth Ministry by Mark DeVries \(Author\)](#)

### **Sustainable Youth Ministry: Why Most Youth Ministry Doesn't Last and What Your Church Can Do About It by Mark DeVries**

You're looking for a youth pastor. Again. What goes wrong? Why do youth ministries crumble? And what is the cost to students, parents, volunteers and church staff? Is a sustainable youth ministry possible, even after a youth pastor leaves? Youth ministry expert Mark DeVries knows the answer is yes, because he helps build sustainable youth ministries through his coaching service called Youth Ministry Architects. So, take heart: No matter what state the youth ministry at your church is in--in need of a leader and volunteers, full of battles and stress, large or small in number--it can be built to survive and to last for the long haul. Based on his own experience and on his many conversations and interviews with churches in crisis, DeVries pinpoints problems that cause division and burnout and dispels strongly held myths. He then provides the practical tools and structures pastors and church leaders need to lay a strong foundation for your ministry so that it isn't built on a person or the latest, greatest student ministry trend. His accessible guidance helps senior pastors and search committees create a realistic job description for a youth pastor, provides tips for making wise hiring decisions, equips youth pastors to build a strong volunteer team, offers creative solutions to help youth pastors set and keep boundaries, gives a road map for navigating church politics, and more.

<https://www.amazon.com/Sustainable-Youth-Ministry-Doesnt-Church/dp/0830833617>  
<http://www.goodreads.com/book/show/5535186-sustainable-youth-ministry>  
<http://www.christianbook.com/sustainable-youth-ministry-doesnt-church-about/mark-devries/9780830833610/pd/833610?event=CBCEr1>  
<http://www.barnesandnoble.com/w/sustainable-youth-ministry-mark-devries/1122993214>  
<https://books.google.com/books?isbn=0830879056>  
[http://www.faithinformationlearningexchange.net/uploads/5/2/4/6/5246709/sustainable\\_ym\\_-\\_devries.pdf](http://www.faithinformationlearningexchange.net/uploads/5/2/4/6/5246709/sustainable_ym_-_devries.pdf)  
<http://practicalmattersjournal.org/2009/10/01/sustainable-youth-ministry/>  
<http://www.breakpoint.org/features-columns/articles/entry/12/9724>  
<https://www.ministrymagazine.org/archive/2009/07/sustainable-youth-ministry>  
<http://cultureandouth.org/youth-ministry/books-youth-ministry/sustainable-youth-ministry/>  
<http://christianaudio.com/sustainable-youth-ministry-mark-devries-audiobook-download>  
[https://books.google.com/books/about/Sustainable\\_Youth\\_Ministry.html?id=mKmNRI04TcsC](https://books.google.com/books/about/Sustainable_Youth_Ministry.html?id=mKmNRI04TcsC)  
<http://www.breakpoint.org/features-columns/articles/entry/12/9724>  
<https://faith.yale.edu/adolescent-faith-flourishing/yale-youth-ministry-institute-lectures>  
<https://www.youtube.com/watch?v=sO0i4B7982E> It's Not About the Numbers - Rev. Mark DeVries – YouTube  
<https://www.youtube.com/watch?v=YRS0m-sXJmK> The Economics of Ministry - Rev. Mark DeVries – YouTube  
<https://www.youtube.com/watch?v=IwYD3gGv7y4> When Quality Counts - Rev. Mark DeVries – YouTube  
<https://www.youtube.com/watch?v=autJeykEZv4> Church Politics - Rev. Mark DeVries – YouTube  
[https://www.youtube.com/watch?v=2y-YOhriX\\_o](https://www.youtube.com/watch?v=2y-YOhriX_o) Integrating Youth into the Full Body of Christ - Rev. Mark DeVries – YouTube  
<https://www.youtube.com/watch?v=cHks6QRizCI> The Hundred Dollar Bet - Rev. Mark DeVries – YouTube  
<https://www.youtube.com/playlist?list=PLjkfm-tPzSewE84-kMFS6oAuR6rxZAaK3> Youth ministry - YouTube  
<https://www.youtube.com/watch?v=-5zMykSOxiU> Structurally Sound Youth Ministry - Rev. Mark DeVries – YouTube  
[Images for Youth Ministry - Rev. Mark DeVries – YouTube](#)  
<https://www.amazon.com/Mark-DeVries/e/B001IGJMD6>  
[http://www.goodreads.com/author/show/99351.Mark\\_DeVries](http://www.goodreads.com/author/show/99351.Mark_DeVries)  
[Images for Mark DeVries, author](#)  
[Images for Sustainable Youth Ministry: Why Most Youth Ministry Doesn't Last and What Your Church Can Do About It by Mark DeVries](#)

The Lewis Center for Church Leadership provides 50 ways each to strengthen ministry with children, youth, and adults as well as to engage local schools.

[\[PDF\]50 Ways to Strengthen Ministry with Children - Lewis Center for Church Leadership](#)

Jesus said, "Let the children come to me." Here are 50 Ways your church can demonstrate its love for children and its desire to connect with younger families through effective ministry for and with children.

<https://www.churchleadership.com/50-ways/50-ways-to-strengthen-ministry-with-children/>

[Images for Strengthen Ministry with Children](#)

<https://www.churchleadership.com/50-ways/50-ways-to-strengthen-ministry-with-youth/>

[Images for Strengthen Ministry with Youth](#)

<https://www.churchleadership.com/50-ways/50-ways-to-strengthen-adult-education/>

[Images for Strengthen Ministry with Adult Education](#)

<https://www.churchleadership.com/50-ways/50-ways-to-engage-local-schools/>

[Images for Ways for Church to Engage Local Schools](#)

<https://www.churchleadership.com/category/50-ways/>

[Images for Lewis Center for Church Leadership 50 ways](#)

The Parish Paper provides resources on growing strong youth groups.

How to Grow Strong Youth Groups – The Parish Paper

I. Strong Churches Have Strong Youth Ministries	Page 2
II. Twelve Principles that Build Effective Youth Groups	Page 2
III. How to Make Effective Beginnings Each Fall	Page 11
IV. How to Recruit Youth Sponsors	Page 14
IV. Why Are Trips So Important?	Page 15
VI. Finding Study Materials	Page 16
A. Published Sources	Page 16
B. Home Grown Possibilities	Page 16
VII. Ten Commandments for Micro Groups (Fewer than Six Youth)	Page 17
VII. The Gigantic Youth Ministry (100-700 Kids) Is Different!	Page 19
IX. The Bottom Line	Page 21

[PDF]Ch. Effectiveness Nuggets--Volume 2--How to Grow Strong Youth Groups - The Parish Paper

<https://www.theparishpaper.com/sites/default/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%202.pdf>

<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 2: How to Grow Strong Youth Groups

[Images for How to Grow Strong Youth Groups – The Parish Paper](#)

<https://www.theparishpaper.com/back-issue-index> Back Issue Index | The Parish Paper

When all is said and done, not surprisingly parents are the key for youth continued involvement in the church.

**Parents are top influence in teens remaining active in religion as young adults**

Mothers and fathers who practice what they preach and preach what they practice are far and away the biggest influence related to adolescents keeping the faith into their twenties, according to new findings from a landmark study of youth and religion.

<http://www.christiancentury.org/article/2014-11/parents-no-1-influence-teens-remaining-religiously-active-young-adults>

[Images for Parents are top influence in teens remaining active in religion as young adults](#)

Northwest Synod of Wisconsin Synod Minister Deacon Laura Ramlow, who serves as the synod youth board coordinator and coordinator of Faith Formation (first third of life ministry, cross generational ministry, youth workers, etc., offered a presentation at the Effective Practices for Innovative Church Councils event on 3/7/2020 <http://nswi.org/epic/epic-2020> on **6 Core Values of Growing Younger** based on **Growing Young: Six Essential Strategies to Help Young People**. Other presentations included **Best Practices For a Cross Generational Church** and **Keeping Our Kids Safe**.

My parents believed that the home is the primary training ground for passing on the faith. **Our Daily Bread Promise Box** filled with Bible verses was passed around among my parents and brothers at each meal before eating. Many of the pictures on the walls contained faith messages, and, of course, there were messages on the refrigerator. I was quizzed on my lesson before going to Catechism. Both parents taught Sunday School. The faith was both taught and caught. Their formation of faith made me who I am today.



The author (far left) at home following the youngest brother's baptism.

They knew well the admonition: The Great Commandment <sup>4</sup>Hear, O Israel: The LORD is our God, the LORD alone. <sup>5</sup>You shall love the LORD your God with all your heart, and with all your soul, and with all your might. <sup>6</sup>Keep these words that I am commanding you today in your heart. <sup>7</sup>Recite them to your children and talk about them when you are at home and when you are away, when you lie down and when you rise. <sup>8</sup>Bind them as a sign on your hand, fix them as an emblem on your forehead, <sup>9</sup>and write them on the doorposts of your house and on your gates. **Deuteronomy 6:4-9**

## 6) Entertain or Engage?

OK, I get it. There is one biblical figure – the prophet Nehemiah - I dare not imitate for education ministry in this day.

### Mixed Marriages Condemned

<sup>23</sup> In those days also I saw Jews who had married women of Ashdod, Ammon, and Moab; <sup>24</sup> and half of their children spoke the language of Ashdod, and they could not speak the language of Judah, but spoke the language of various peoples. <sup>25</sup> **And I contended with them and cursed them and beat some of them and pulled out their hair**; and I made them take an oath in the name of God, saying, "You shall not give your daughters to their sons, or take their daughters for your sons or for yourselves. <sup>26</sup> Did not King Solomon of Israel sin on account of such women? Among the many nations there was no king like him, and he was beloved by his God, and God made him king over all Israel; nevertheless, foreign women made even him to sin. <sup>27</sup> Shall we then listen to you and do all this great evil and act treacherously against our God by marrying foreign women?"

**Nehemiah 13 NRSV - Foreigners Separated from Israel**

<https://www.biblegateway.com/passage/?search=Nehemiah+13&version=NRSV>

[Images for Mixed Marriages Condemned by Nehemiah](#)

### Isaiah 58:9b-14 Commentary by James Limburg - Working Preacher

In the post-exilic period, Nehemiah discovered that the Jews were not seeing to the Hebrew education of their children. **He argued with them, cursed them, beat them and pulled out their hair (Nehemiah 13:23-25)**; a passage I customarily read to my beginning Hebrew students.

[https://www.workingpreacher.org/preaching.aspx?commentary\\_id=2954](https://www.workingpreacher.org/preaching.aspx?commentary_id=2954)

[Images for He argued with them, cursed them, beat them and pulled out their hair \(Nehemiah 13:23-25\)](#)

While the Penguin (Nun) used a wooden ruler on Jake and Elwood in *The Blues Brothers*, that method of corporal discipline is no longer tolerated.

### Blues Brothers- the Penguin - YouTube



<https://www.youtube.com/watch?v=sqkowVU5mZI>

[Images for Blues Brothers- the Penguin - YouTube](#)

<https://www.youtube.com/watch?v=ujxDA9VsQG4> Filthy Mouths & Bad Attitudes-The Blues Brothers (1/9) Movie CLIP (1980)

<https://www.amazon.com/Blues-Brothers-John-Belushi/dp/B001BR7CZW>

Jake Blues, just out from prison, puts together his old band to save the Catholic home where he and his brother Elwood were raised.

<http://www.imdb.com/title/tt0080455/> The Blues Brothers (1980)

One Lutheran pastor faced assault charges but was acquitted.

### Mason City pastor found not guilty of assault on teen | Local News | The Waterloo-Cedar Falls Courier

Mar 30, 2012 - Rev. Paul Nelson. St. James Lutheran Church, Mason City. (Globe Gazette ... boy as punishment for his use of an expletive during a confirmation class at ..... And I'm glad that the Pastor was acquitted - as are most of the North ...

[http://wcfcourier.com/news/local/mason-city-pastor-found-not-guilty-of-assault-on-teen/article\\_fa28ed72-7b2d-11e1-94eb-001a4bcf887a.html](http://wcfcourier.com/news/local/mason-city-pastor-found-not-guilty-of-assault-on-teen/article_fa28ed72-7b2d-11e1-94eb-001a4bcf887a.html)

[https://globegazette.com/news/local/mason-city-pastor-charged-with-simple-assault/article\\_c1a60a02-eded-11e0-910b-001cc4c03286.html](https://globegazette.com/news/local/mason-city-pastor-charged-with-simple-assault/article_c1a60a02-eded-11e0-910b-001cc4c03286.html)

[https://globegazette.com/news/local/nelson-s-assault-case-continued/article\\_e47ac25a-4097-11e1-ac31-0019bb2963f4.html](https://globegazette.com/news/local/nelson-s-assault-case-continued/article_e47ac25a-4097-11e1-ac31-0019bb2963f4.html)

Apr 1, 2012 - ... have acquitted a Mason City Lutheran pastor accused of hitting a teen who used profanity during a confirmation class in church. The Reverend Paul Nelson of St. James Evangelical Lutheran Church was found not guilty Friday night of assault.

<http://www.kjan.com/index.php?cat=wjuihmzum&paged=4059>

I occasionally quip that, if I ever threatened to bring back the memory and recitation structure for Confirmation class - using *The Story of God's Kingdom: A First Year Confirmation Book* by Carl O. Pederson and *The Senior Confirmation Book* by Jacob Tanner, which I

experienced growing up in Immanuel Lutheran Church in Story City, Iowa with Pastor Harold T. Masted (1957-1968) on Saturdays at 9am during the “The numerical height of mainline Protestantism in the United States (which) occurred in the year 1965,”<sup>1</sup> – I would have a mutiny on my hands. The first day of Confirmation instruction the pastor instructed us to open our books and memorize everything in blue. We opened our books, and the questions were in black and the answers in blue. Catechism examination in front of the congregation was one Sunday, Confirmation the next Sunday, and First Communion the following Sunday. I realize those days are over in favor of more interactive and participatory learning appealing to the various senses.



Confirmation 1967 at Immanuel Lutheran Church in Story City, Iowa. Author in back row, far left.

Being the Church Today by Steve Willis » Alban at Duke Divinity School - Alban Institute

The numerical height of mainline Protestantism in the United States occurred in the year 1965.<sup>1</sup> That was the year that the largest percentages of American people affiliated with and attended church. More Americans were going to church than at any other time in U.S. history.

[Alban at Duke Divinity School » Being the Church Today](https://alban.org/archive/being-the-church-today/)

<https://alban.org/archive/being-the-church-today/>

<http://www.amazon.com/Healthy-Esteem-Ministry-Membership-Church/dp/0881773727>

<https://www.amazon.com/Imagining-Small-Church-Celebrating-Simpler/dp/1566994330>

[http://www.ewaldsynod.org/images/E\\_Apr\\_16\\_CC\\_HiRes.pdf](http://www.ewaldsynod.org/images/E_Apr_16_CC_HiRes.pdf) • The peak year for ELCA (and predecessor church bodies) membership and financial support was 1965.

Page 10

[Jacob Tanner - Wikipedia](#)

Jacob Tanner (15 October 1865 – 25 January 1964) was a [Norwegian American](#) Lutheran [minister](#), educator and religious author.<sup>[1]</sup> He spent most of his life in the [United States](#) and became a [naturalized](#) citizen.



[https://en.wikipedia.org/wiki/Jacob\\_Tanner](https://en.wikipedia.org/wiki/Jacob_Tanner)

[https://wikivividly.com/wiki/Jacob\\_Tanner](https://wikivividly.com/wiki/Jacob_Tanner)

[http://www.wikiwand.com/en/List\\_of\\_Norwegian\\_Americans](http://www.wikiwand.com/en/List_of_Norwegian_Americans)

[Images for Jacob Tanner Norwegian American Lutheran minister](#)

[The Senior Confirmation Book \[Jacob Tanner\]](#)

RARE OUT OF PRINT BOOK. 1941 by Jacob Tanner. This book is beautiful. The interior pages are in Black and Blue Ink. The book is a course of instruction in God's way of salvation as outlined by the Five parts of Catechism. The book aims to furnish Christian nurture for baptized Children.

<https://www.amazon.com/senior-confirmation-book-Jacob-Tanner/dp/B0007F575G>

[Images for Senior Confirmation Book \[Jacob Tanner\]](#)

[The story of God's kingdom: A first year confirmation book \[Carl O Pederson\]](#)

Introduction

For a number of years, there have been repeated expression of need for a Junior Confirmation book to serve as a companion volume to H. P. Grimsby's Explanation of the Catechism. The present text supplies that need. The two texts are closely



correlated. In fact, the author of this text has chosen to have them overlap to a very considerable extent. This is especially true with respect to the Catechism lesson where about one half of the questions and answers of the senior textbook are included. Suggestions and features of special interest and value are:

1. The section entitled "The Story of God's Kingdom" relates to a brief dramatic way the entire history of God's people.
2. The narrative section is supplemented by readings for the Old Testament and New Testament periods and by other reference reading for the post apostolic church history.
3. The written work has been planned in such a way that it emphasizes important points in the lesson and also requires the pupils to find answers in assigned Scripture references.
4. The carefully selected hymn verses are appropriate for use as prayer verses in connection with the lessons. There usually is a close relationship in the thought of the two.
5. To make the materials more easily understood, several terms, marked with asterisks, are explained briefly at the end of each lesson, under the heading Word Study. These word studies are a valuable preparation also for the use of the senior class book.
6. That there may be no questions as to what material is to be memorized, all memory work is printed in color. For the encouragement of the children they should be made aware that by memorizing the indicated parts they make the studies in the second year become easier by that much.
7. Every child should have a Bible of his own, preferably the American Revised version. This is the text used in the Graded Sunday School series and in other confirmation texts. The boys and girls should be encouraged to mark with colored pencils verses memorized and other sections where they sense that God seems to be speaking directly to them.
8. The instructor will always bear in mind that the text is to be studied with a double purpose in mind: first that the child's knowledge of the way of salvation may be made clear; second, that he may be moved to a constant and earnest desire and effort to love his Savior and serve Him in happy obedience.

J. C. K. Preus

<https://www.amazon.com/story-Gods-kingdom-first-confirmation/dp/B0007GT9QS>

[Images for The story of God's kingdom: A first year confirmation book \[Carl O Pederson\]](#)

<http://community.seattletimes.nwsource.com/archive/?date=19901121&slug=1105317> Carl O. Pederson, Lutheran Pastor Noted For Character and Strong Faith - The Seattle Times

In addition, in public school during my junior high years, I learned the basics. Mrs. Lindsey, who resembled Daisy "Granny" Moses in the television series *The Beverly Hillbillies*, taught us to diagram sentences in 7<sup>th</sup> grade English, while Mrs. Pederson, an imposing physical stature, insisted that we memorize hundreds of vocabulary words in her 8<sup>th</sup> grade English class in order to do well in the *Iowa Tests of Basic Skills*. Mr. Nelson, the band director, assigned students practice scales from the *Arban's Complete Conservatory Method for Trumpet (Cornet)*.

While I no longer play the trumpet, the musical training has helped me understand music for worship planning. It has also helped me to appreciate music in general, especially when I listened to Norman Gilliland interview the Norwegian trumpet soloist Tine Thing Helseth on 3/9/2017 on *The Midday | Wisconsin Public Radio*.

*Tine Thing Helseth | Wisconsin Public Radio*

Norwegian trumpet soloist *Tine Thing Helseth* talks to Norman about her upcoming performances on March 10-12 with the *Madison Symphony Orchestra* at the Overture Center. She'll be performing Johann Hummel's *Trumpet Concerto*. She also performs several pieces in the WPR studio.

<https://www.wpr.org/shows/tine-thing-helseth-0>

[Images for Tine Thing Helseth | Wisconsin Public Radio](#)

<http://www.wpr.org/madison-symphony-orchestra-tine-thing-helseth-play-haydn-and-arutunian>

<http://www.classicalmpr.org/story/2014/04/01/interview-tine-thing-helseth>

<http://www.nypublicradio.com/music/musicians/tine-thing-helseth/>

A co-superintendent admitted in an Education Committee meeting that her 5<sup>th</sup> grade son responded to his mother's question about the Ten Commandments by saying that he could not tell her one commandment. She said, "The kids aren't learning anything in Sunday School." The other co-superintendent replied, "It would help if the students at least showed up." The mother of the 5<sup>th</sup> grader came with her Confirmation student daughter to the mid-week Lenten service of worship on the Ten Commandments as a part of *With Awe and Love: A Midweek Service Based on Luther's Small Catechism*, but her 5<sup>th</sup> grade son did not attend.

Is it possible to engage without having to entertain? I am often told that I need to make Confirmation fun, but is it possible to make faith formation more than just fun and games?

## Resources

*Here We Stand Student Book - Augsburg Fortress*

How to Memorize a Bible Verse

Page 30

<https://www.augsburgfortress.org/store/product/8604/Here-We-Stand-Student-Book>

[Images for Here We Stand Student Book - Augsburg Fortress How to Memorize a Bible Verse](#)

*Sticky faith: What keeps kids connected to church? by Jen Bradbury | The Christian Century*

To move students beyond a Red Bull experience we must relentlessly remind them that the Christian faith is one centered on the person of Jesus. Developing and maintaining a relationship with God requires **engagement** with scripture and the stories of Christ found there.

As my own early efforts demonstrate, youth ministers have often tried to attract teens by doing anything other than using scripture to connect them with Christ. In order to be politically or culturally acceptable, we've often stripped Christianity of



Jesus or transformed him into a character he is not. We've made Jesus wimpy rather than revolutionary; tolerant rather than loving; good rather than God. In lieu of discipling teens, we've attempted to **entertain** them; we've tried to make our ministries cool enough to compete with other community activities.

What every teen knows, however, is that the church is not cool. The good news is that the church does not have to be cool to be relevant. What the church has is Jesus, and he is enough. He is what differentiates the church from every other organization. He's why the church matters. If the church matters because Jesus matters, then what youth ministries need more of are not entertaining activities but conversations about Jesus.

<http://www.christiancentury.org/article/2013-05/sticky-faith>

Images for Sticky faith: What keeps kids connected to church? by Jen Bradbury | The Christian Century

<https://www.christiancentury.org/contributor/jen-bradbury>

#### Ten Hints for Memorizing the Word of God – ThomRainer.com

If you don't already memorize the Scriptures, here are some simple steps to get started.

<http://thomrainer.com/2015/08/10-hints-for-memorizing-the-word-of-god/>

Images for Ten Hints for Memorizing the Word of God – ThomRainer.com

<http://thomrainer.com/2014/03/7-reasons-why-church-leaders-should-memorize-scripture/>

<http://thomrainer.com/2014/04/biblical-literacy-church-three-benefits/>

<http://thomrainer.com/2015/04/six-ways-millennials-are-educating-their-churches-theologically/> #2

<http://www.lifeway.com/Article/thom-rainer-lead-your-church-spiritual-transformation>

Images for Thom Rainer (author)

#### Ten Simple Strategies for Re-engaging Students | Edutopia

Without disrupting the progression of the classroom too much, I decided to present the class with some new expectations for the class. I added a class wiki to facilitate our new path. Here is my list of expectations:

<http://www.edutopia.org/blog/reengaging-students-andrew-marcinek>

Images for Ten Simple Strategies for Re-engaging Students | Edutopia

<https://www.edutopia.org/classroom-student-participation-tips> How to Keep Kids Engaged in Class | Edutopia

Images for How to Keep Kids Engaged in Class | Edutopia

### 7) Upstairs/downstairs church

One rostered minister lamented that the small congregation he was serving felt like an upstairs/downstairs church in that the services of worship happened upstairs, while Sunday school happened downstairs. It was like there were two leaders in the church – the rostered minister and the Sunday school superintendent.

One Sunday school superintendent in another congregation related to me that she wanted to overcome this divide and get the children and teachers upstairs as often as possible. She asked for ideas.

#### Resources

##### 'Church Upstairs, Yoga Downstairs: The Challenges and Promise of Multiple Religious Participation'

John Thatamanil, associate professor of theology and world religions at Union Theological Seminary, speaks about multiple religious identities.

<https://events.bates.edu/MasterCalendar/EventDetails.aspx?data=hHr80o3M7J6RntQiZDzNkGDdQrZEaub%2FY2G2x5SXZn6LmzJTLz1hHAgOW4eU0>

Images for 'Church Upstairs, Yoga Downstairs: The Challenges and Promise of Multiple Religious Participation'

##### St. Ignatius of Antioch and the "Upstairs/Downstairs Church"

This approach to church life is sometimes called the "upstairs/downstairs church." That is, the "spiritual" part, governed by the clergy, happens "upstairs" in the church. Everything else, governed by the lay leadership, happens "downstairs" in the parish social hall. The laity don't tell the clergy how to run the church services, and the clergy don't tell the laity how to spend the money.

But such a division is alien to Ignatius. For him, everything the Christian does "in relation to the flesh is spiritual," because he does everything in Jesus Christ. The Christian is always a God-bearer, whether he is serving the Divine Liturgy or scrubbing toilets, and so he is subject to the authority and ways of the Kingdom of God, not secular society. It is contradictory to suggest that there can be any "secular" side to either a Christian or his parish community, because God is always there with us.

<https://blogs.ancientfaith.com/roadsfromemmaus/2015/07/16/st-ignatius-of-antioch-and-the-upstairsdownstairs-church/>

Images for St. Ignatius of Antioch and the "Upstairs/Downstairs Church"

### 8) Young people

David Lose from Luther Seminary, later Lutheran Theological Seminary at Philadelphia » President David Lose, and then Mount Olivet Church Pastor David J. Lose presented a workshop 1/30/2014 entitled, *Why Don't My Children (and Grandchildren) Go to Church? (And What Can I Do About It?)* as a part of the Mid-Winter Convocation 2014 God's Mission and Worship.

He began by providing some cultural analysis:

- 1) Lost support of culture.

### Will Churches Go the Way of Bookstores? | ...In the Meantime – David Lose

But that day is over. We need to rethink how we “do church” in relation to a changed cultural context where fewer and fewer people go to church just because their parents did. Instead, people want church participation to *mean* something.

They want, in other words, to *get something out of it*.

<http://www.davidlose.net/2012/06/churches-and-bookstores/>

Images for Will Churches Go the Way of Bookstores? | ...In the Meantime – David Lose

<http://eandsynodfaithformation.squarespace.com/to-proclaim/> To Proclaim — EaND Synod Faith Formation

DAVID LOSE – WHY DON'T MY CHILDREN (OR GRANDCHILDREN) GO TO CHURCH?

Images for DAVID LOSE – WHY DON'T MY CHILDREN (OR GRANDCHILDREN) GO TO CHURCH?

<http://ccsonline.ca/2014/03/why-dont-my-children-and-grandchildren-go-to-church/#page-content>

- 2) Duty and obligation replaced by discretionary choices.

### Will Churches Go the Way of Bookstores? | ...In the Meantime – David Lose

There's little doubt that this represents a generational sea change. If I were to ask my parents whether “church worked for them,” they would likely not understand the question. They didn't expect church to work. Or, more accurately, they went to church out of a sense of faithfulness. That's just what you did on Sunday morning. Sure, sometimes it was more uplifting and inspiring than others, but that wasn't the point. They didn't go with the primary expectation that church would “meet their needs,” but rather attended out of a mixture of faith, habit, and duty.

Not so with an emerging generation of people who have more opportunities for, and demands on, how they spend their time – including Sunday mornings – than our parents and grandparents could have imagined.

<http://www.davidlose.net/2012/06/churches-and-bookstores/>

Images for David Lose, author

- 3) Drowning in a sea of narratives.

### David Lose: Narrative identity in postmodern preaching | Faith and Leadership

Put most simply, we are surrounded by competing truth claims. Some of these are religious, but many more are about material wealth, nationalism, or ethnicity. Significantly, each and every truth claim, whether it be proclaimed from a pulpit, touted on the cover of a major magazine, or hidden in the logo of an expensive brand, is part of a larger story about what constitutes the good, the beautiful, and the true. Whereas postmodernism perceives in this swirl of competing truth claims a deterrent to our ability to make them in the first place, pluralism seems blissfully ignorant of such limitations and instead happily embraces any and all grand narratives and storied realities.

<http://www.faithandleadership.com/features/articles/david-lose-narrative-identity-postmodern-preaching>

Images for David Lose: Narrative identity in postmodern preaching | Faith and Leadership

He suggested a reframe.

### Cognitive reframing - Wikipedia

Reframing is a way of viewing and experiencing events, ideas, concepts and emotions to find more positive alternatives.

[http://en.wikipedia.org/wiki/Cognitive\\_reframing](http://en.wikipedia.org/wiki/Cognitive_reframing)

Images for Cognitive reframing

He proposed a reconsider.

### reconsider - Wiktionary

1. To consider a matter thought already to have been decided.

<http://en.wiktionary.org/wiki/reconsider>

Images for reconsider

Not so much a problem to be solved but a mystery to be embraced.

### Are You Facing a Problem or a Mystery? | ...In the Meantime – David Lose

So, the next time you have a problem, ask yourself: Is this a problem to be solved, or a mystery to be engaged and embraced? The way you answer that question – heck, even asking it in the first place – might just make all the difference.

<http://www.davidlose.net/2013/05/are-you-facing-a-problem-or-a-mystery/>

Images for Are You Facing a Problem or a Mystery? | ...In the Meantime – David Lose

- 1) Extend a welcome where young people can explore their questions.
- 2) Move from doctrinal propositions to faith as trust.
- 3) Move from church as a concert hall to church as a community music school.

### What I Learned from Dr. Suzuki | ...In the Meantime – David Lose

Suzuki has for this reason not only played a huge part in our children's lives as they move forward with the violin, but it has also helped me think differently and more deeply about my roles as a teacher, a leader, and a parent, and I hope you find something of value in it as well. Suzuki's goal, as he said time and time again, was not just to teach children to play music, but to help his students to become more noble human beings. Music was the vehicle, more abundant life the goal.

<http://www.davidlose.net/2012/10/what-i-learned-from-dr-suzuki/>

- 4) Listen to their stories and tell yours.
- 5) Move from pastoral presence metaphors as doctors and lawyers to that of coaches and conductors.

**Time to think differently | Church growth strategy from David Lose**

That means we need to question the entire model of ministry where the pastor performs the faith each Sunday to the delight of an adoring and inspired audience. Pastors need, to borrow biblical language, “to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ” (Ephesians 4:12-13).

<http://www.faithandleadership.com/blog/01-10-2013/david-lose-its-time-think-differently>

[Images for Time to think differently | Church growth strategy from David Lose](#)

He urged listeners to be open to the following questions and to be willing to talk about these questions:

- 1) Why do I go to church?

**An Emboldening Thought | ...In the Meantime – David Lose**

As I contemplate more deeply this thought that is simultaneously both terrifying and emboldening, I am confident of two things. 1) I believe that none of us, truth be told, knows the best way to **bear witness to the Gospel in this day and age**. Some things continue to work well, some may be adapted, some new ways need to be found...and not one of us knows quite yet what all that will look like. 2) But I also believe that God has blessed this generation of disciples – *including you who are reading this post!* – with sufficient creativity, courage, and faith to walk forward together, trusting God’s guidance, until we discover new ways of being and acting in the world that witness to the God we know in Christ. This is not an easy road, but it is the road that God has laid out before us and promised to accompany us upon.

<http://www.davidlose.net/2014/10/an-emboldening-thought/>

[Images for An Emboldening Thought | ...In the Meantime – David Lose](#)

[Images for bear witness to the Gospel in this day and age](#)

- 2) How much am I willing to change?

**David Lose: The risks and rewards of adaptive change | Faith and Leadership**

This is what the church needs today: **leaders who see the need to change what we are doing** and so tend and promote a vision of the future where all of God’s people have responsibility for understanding and sharing the faith. Simultaneously the leaders understand that sometimes it’s not until a crisis that we can muster the will to make the necessary changes.

<http://www.faithandleadership.com/blog/01-24-2013/david-lose-the-risks-and-rewards-adaptive-change>

<https://www.workingpreacher.org/profile/default.aspx?uid=b7cc0fec827096b2504c5164ecc9831028ee1cfc87caab27e817dcd7c6ba6255>

[Images for David Lose: The risks and rewards of adaptive change | Faith and Leadership](#)

Bishop Rick Hoyme of the Northwest Synod of Wisconsin put out a memo to the conferences on a request for the June 2-3, 2018 synod assembly to augment the theme of **“Growing Younger.”** I received the memo at the Chequamegon Conference meeting at Zion Lutheran at Granton on 12/21/2017.

Our theme for the assembly is “Growing Younger” and I am looking for 1-3 pastors or leaders in your conference who are at churches who actually “growing young.” These are congregations that are succeeding in reaching out to younger families and younger people.

ALSO

Do you know someone who has experience, expertise, or is successfully doing these things listed below and feel comfortable in recommending them?

- 1) How to use FaceBook, Twitter, Instagram, and SnapChat or other social media platforms effectively and safely in the church.
- 2) Taking the Church Public: Worship services outside of the sanctuary. Worship in public, creative and nontraditional places, beyond the summer picnic in the park service.
- 3) The church has left the building and gone home: Being church at home – Faith5, Vibrant Faith, cross gen ministry, effective ways to help parents live the faith at home.
- 4) How to use weekly email programs like MailChimp and ConstantContact effectively in churches.
- 5) God’s Work Our Hands events: Best practices and helpful ideas for getting church members out into the community to make a difference in Jesus’ name.

He recommended the following book:

**Growing Young: Six Essential Strategies to Help Young People Discover and Love Your Church** by Kara Powell (Author), Jake Mulder (Author), Brad Griffin (Author)

Across the United States, churches are losing both members and vitality as increasing numbers of young people disengage. Based on groundbreaking research with over 250 of the nation’s leading congregations, *Growing Young* provides a strategy any church can use to involve and retain teenagers and young adults. It profiles innovative churches that are engaging 15- to

29-year-olds and as a result are growing--spiritually, emotionally, missionally, and numerically. Packed with both research and practical ideas, *Growing Young* shows pastors and ministry leaders how to position their churches to engage younger generations in a way that breathes vitality, life, and energy into the whole church.

<https://www.amazon.com/Growing-Young-Essential-Strategies-Discover/dp/0801019257>  
<https://www.goodreads.com/book/show/28561827-growing-young>  
<https://www.goodreads.com/work/quotes/48722595-growing-young-six-essential-strategies-to-help-young-people-discover-an>  
<http://bakerpublishinggroup.com/books/growing-young/380630>  
<https://www.barnesandnoble.com/w/growing-young-kara-powell/1123272720#/>  
<https://www.christianbook.com/growing-essential-strategies-people-discover-church/kara-powell/9780801019258/pd/019250>  
[https://books.google.com/books/about/Growing\\_Young.html?id=vurxDAAAQBAJ](https://books.google.com/books/about/Growing_Young.html?id=vurxDAAAQBAJ)  
<https://churchesgrowingyoung.com/>  
<https://churchesgrowingyoung.com/presskit/>  
[https://www.aymeducators.org/wp-content/uploads/AYME-Growing-Young\\_Powell-Mulder-Griffin-AYME2016\\_FINAL.pdf](https://www.aymeducators.org/wp-content/uploads/AYME-Growing-Young_Powell-Mulder-Griffin-AYME2016_FINAL.pdf)  
[https://fulleryouthinstitute.org/assets/fyi-files/Growing\\_Young\\_Church-Discussion\\_Guide-1.pdf](https://fulleryouthinstitute.org/assets/fyi-files/Growing_Young_Church-Discussion_Guide-1.pdf)  
<https://fullerstudio.fuller.edu/growing-young/>  
<https://www.youtube.com/watch?v=8yq12NYMwII> Kara Powell & Mike Park on Growing Young - YouTube  
Images for Kara Powell & Mike Park on Growing Young - YouTube  
<https://www.nae.net/unlock-keychain-leadership/>  
[https://www.washingtonpost.com/news/acts-of-faith/wp/2016/09/06/to-attract-young-people-to-your-church-youve-got-to-be-warm-not-cool/?utm\\_term=.ed014ccb80c](https://www.washingtonpost.com/news/acts-of-faith/wp/2016/09/06/to-attract-young-people-to-your-church-youve-got-to-be-warm-not-cool/?utm_term=.ed014ccb80c)  
<https://www.bethel.edu/news/articles/2017/march/kara-powell-growing-young>  
<http://www.neverthesame.org/blog/thought-factory-podcast-304-help-young-people-love-the-church-kara-powell-interview/>  
<http://www.christianitytoday.com/edstetzer/2016/october/growing-young.html>  
<https://www.rootedministry.com/blog/book-review-growing-young/>  
<https://influencemagazine.com/reviews/how-churches-grow-young>  
<https://www.churchleadership.com/leading-ideas/10-qualities-your-church-doesnt-need-to-grow-young/>  
<http://pres-outlook.org/2017/11/growing-young-six-essential-strategies-help-young-people-discover-love-church/>  
<https://www.christianpost.com/news/growing-young-co-author-kara-powell-6-things-successful-churches-do-reach-young-people-170511/>  
[https://www.washingtonpost.com/news/acts-of-faith/wp/2016/09/06/to-attract-young-people-to-your-church-youve-got-to-be-warm-not-cool/?utm\\_term=.1de0e0902239](https://www.washingtonpost.com/news/acts-of-faith/wp/2016/09/06/to-attract-young-people-to-your-church-youve-got-to-be-warm-not-cool/?utm_term=.1de0e0902239)  
<https://blog.umcdiscipleship.org/unlock-keychain-leadership-growing-young-series-1-of-6/>  
<https://www.be-thechurch.com/product/growing-young-six-essential-strategies-to-help-young-people-discover-and-love-your-church/>  
<https://terrylinhart.com/podcast-jake-mulder-co-author-best-selling-book-growing-young/>  
<https://joncoombs.com/2016/10/06/growing-young/>  
<http://seanmcdowell.org/blog/book-review-growing-young>  
<http://pres-outlook.org/2017/11/growing-young-six-essential-strategies-help-young-people-discover-love-church/>  
<https://www.ministrymagazine.org/archive/2017/04/Growing-Young>  
<http://www.youngadulthoodlife.com/growing-young-adventists/>  
<http://www.youngadulthoodlife.com/growing-young-adventists/>  
<https://www.youthandchildrens.work/Past-Issues/2017/February-2017/Growing-young>  
<http://www.outreachmagazine.com/features/18850-growing-young-2.html>  
<https://catalystleader.com/read/growing-young-day-1>  
<https://www.publishersweekly.com/978-0-8010-1925-8> Nonfiction Book Review  
<http://www.yellowstonepcusa.org/documents/GroundbreakingResearchonChurcheswhichareGrowingYoung2.pdf>  
<http://www.patheos.com/blogs/jesuscreed/2017/01/19/church-growing-young/>  
<https://mikepenza.wordpress.com/2016/10/07/review-of-growing-young-by-kara-powell-jake-mulder-and-brad-griffin/>  
[https://www.youtube.com/watch?v=CldZt2x\\_1m8](https://www.youtube.com/watch?v=CldZt2x_1m8) Book Review: Growing Young - YouTube  
<https://careynieuwhof.com/episode106/> Kara Powell on How Many Average Churches are Actually Reaching Millennials  
<https://careynieuwhof.com/episode158/> Kara Powell on How to Tell if Your Church is Positioned to Draw Millennials and Her Personal Habits and Rhythms as a Leader and Mom  
<https://churchleaders.com/podcast/300757-popular-interview-kara-powell-1-reason-youth-leave-church.html>  
<https://stuffyoucanuse.org/growing-young-six-essential-strategies-help-young-people-discover-love-church-kara-powell/>  
<http://www.faithgateway.com/author/kara-powell/>  
<http://www.christianitytoday.com/pastors/live/speakers/kara-powell.html>  
<https://fulleryouthinstitute.org/author/kara-powell>  
<https://www.amazon.com/Kara-Eckmann-Powell/e/B001H6RZE0>  
[https://www.goodreads.com/author/show/13876382.Kara\\_Powell](https://www.goodreads.com/author/show/13876382.Kara_Powell)  
Images for Kara Powell (Author)  
<https://twitter.com/jmulderfyi?lang=en>  
<https://www.facebook.com/jake.mulder.902>  
<https://fulleryouthinstitute.org/author/jake-mulder>  
<https://www.amazon.com/Jake-Mulder/e/B01C9JUCNY>  
Images for Jake Mulder (Author)  
<https://fulleryouthinstitute.org/author/brad-griffin>

<https://www.amazon.com/Brad-M.-Griffin/e/B002LTEO8C>  
[https://www.goodreads.com/author/show/13984480.Brad\\_Griffin](https://www.goodreads.com/author/show/13984480.Brad_Griffin)  
Images for Brad Griffin (Author)  
[Images for Growing Young: Six Essential Strategies to Help Young People Discover and Love Your Church by Kara Powell \(Author\), Jake Mulder \(Author\), Brad Griffin \(Author\)](#)

God told Jeremiah, "Say not, 'I am only a youth.'"

AMPC But the Lord said to me, **Say not, I am only a youth**; for you shall go to all to whom I shall send you, and whatever I command you, you shall speak.

Jeremiah 1:7 - Bible Gateway

<https://www.biblegateway.com/verse/en/Jeremiah%201%3A7>  
Images for But the Lord said to me, Say not, I am only a youth;

What Does the Bible Say About Youth? - OpenBible.info

<https://www.openbible.info/topics/youth>  
[https://www.openbible.info/topics/youth\\_are\\_the\\_pillars\\_of\\_the\\_church](https://www.openbible.info/topics/youth_are_the_pillars_of_the_church)  
Images for bible and youth  
<https://www.kingjamesbibleonline.org/Bible-Verses-About-Youth/>  
<http://www.bibleinfo.com/en/topics/youth>  
<https://bible.knowing-jesus.com/topics/Youth>  
<https://www.whatchristianswanttoknow.com/bible-verses-about-youth-21-encouraging-scriptures/>  
Images for bible-verses-about-youth-21-encouraging-scriptures  
<https://www.christiancourier.com/articles/866-value-of-youth-to-the-cause-of-god-the>  
Images for value-of-youth-to-the-cause-of-god  
<http://www.patheos.com/blogs/christiancrier/2015/06/19/top-7-bible-verses-about-youth/>  
<https://www.compellingtruth.org/youth-ministry.html>  
<https://www.desiringgod.org/messages/do-not-say-i-am-only-a-youth>  
<https://www.gotquestions.org/youth-ministry.html>

## 9) Women's ministries

The story is similar in the various congregations. The women who have been active in the Women of the ELCA are getting older and fewer. First, I thank the women for their work. I go to the meetings and to the quilters' lunches. I use various services of worship during the year to highlight and honor women's work: Bold Women's Day on the fourth Sunday of February, Blessing of the Quilts in October, and Women of the ELCA Thank Offering Service in November. Second, I listen to their laments of the loss of a way of life and practice a conversational form of grief counseling. Third, I assist them to imagine how women's ministries might become more inclusive. One organization decided they could not keep the formal structure going, but there were certain activities and functions they wanted to keep alive and found a way to make that happen. One open country congregation started a women's Bible study that met on Wednesday evenings in the homes. Fourth, older women can be encouraged to connect with younger women and pray for them. Fifth, older women can also be challenged to graciously pass on women's ministries to the next generation even if such ministries might be different from what they have been used to. Sixth, the process outlined above by David Lose in relating to youth and young adults can be adapted to relating to younger women.

### Resources

**Building an Effective Women's Ministry: \*Develop a Plan \*Gather a Team \* Watch God Work by Sharon Jaynes (Author)**

*Building an Effective Women's Ministry* is a one-of-a-kind how-to manual that offers a wide-range of help to women, from those just starting out to those who have a thriving ministry but could use a fresh idea or two.

Sharon Jaynes, vice president of Proverbs 31 Ministries, honestly addresses some of the questions women encounter as they put their dreams in action, and she offers clear direction for concerns that include

I want to start a women's ministry, but I don't know where to begin.

My women's ministry is stale and needs new life.

I've been asked to lead a women's ministry, and I'm scared to death.

God has wonderful things in store for those who will build a ministry with Him.

<http://www.amazon.com/Building-Effective-Womens-Ministry-Develop/dp/0736916091>  
[https://www.goodreads.com/book/show/408196.Building\\_an\\_Effective\\_Women\\_s\\_Ministry](https://www.goodreads.com/book/show/408196.Building_an_Effective_Women_s_Ministry)  
<https://www.christianbook.com/building-effective-womens-ministry-develop-gather/sharon-jaynes/9780736935616/pd/46694EB>  
<http://sharonjaynes.com/product/building-an-effective-womens-ministry/>  
<https://www.pinterest.com/daneesey/women-s-ministry-stuff/>  
[https://www.youtube.com/watch?v=98cPd\\_m48\\_4](https://www.youtube.com/watch?v=98cPd_m48_4) What God Really Thinks About Women by Sharon Jaynes – YouTube  
<https://www.youtube.com/watch?v=cRAMRqV-U0k> The 5 Dreams of Every Woman...and How God Wants to Fulfill Them by Sharon Jaynes – YouTube  
[https://www.youtube.com/watch?v=X\\_xU3bypZyU](https://www.youtube.com/watch?v=X_xU3bypZyU) Sharon Jaynes Testimony – YouTube  
<https://www.youtube.com/watch?v=vfp13XiZcNg> The Power of a Woman's Words by Sharon Jaynes – YouTube  
Images for Sharon Jaynes – YouTube  
<http://www.amazon.com/Sharon-Jaynes/e/B001ILFLGS>  
[https://www.goodreads.com/author/list/198946.Sharon\\_Jaynes](https://www.goodreads.com/author/list/198946.Sharon_Jaynes)



[Images for Sharon Jaynes \(Author\)](#)

[Images for Building an Effective Women's Ministry by Sharon Jaynes \(Author\)](#)

### Designing Effective Women's Ministries: Choosing, Planning, and Implementing the Right Programs for Your Church [Jill Briscoe, Laurie Katz McIntyre, Beth Seversen]

For nearly twenty-five years, Elmbrook Church in Waukesha, WI, has supported a variety of ministries by and for women. Today their program stands as a model. Yet, as the authors of *Designing Effective Women's Ministries* will tell you, it did not happen overnight, but through trial and error. In *Designing Effective Women's Ministries*, the authors share what worked for them and what didn't. They explain how to start where you are, with what you have, and how to do what God wants you to do. *Designing Effective Women's Ministries* included tips and techniques for establishing groups and programs that meet the needs of today's women. The book shows how to develop programs that are specifically tailored to your church and your community.

<http://www.amazon.com/Designing-Effective-Womens-Ministries-Briscoe/dp/0310431913>

[https://www.goodreads.com/book/show/754563.Designing\\_Effective\\_Women\\_s\\_Ministries](https://www.goodreads.com/book/show/754563.Designing_Effective_Women_s_Ministries)

<https://books.google.com/books?isbn=0310877245>

<https://www.amazon.com/Jill-Briscoe/e/B001IQXQE2>

[https://www.goodreads.com/author/list/74738.Jill\\_Briscoe](https://www.goodreads.com/author/list/74738.Jill_Briscoe)

[Images for Jill Briscoe, author](#)

<https://www.amazon.com/Laurie-Katz-McIntyre/e/B003VXLKY8>

[Images for Laurie Katz McIntyre, author women's ministries](#)

<https://www.amazon.com/Beth-Seversen/e/B003Y3KKTG>

[Images for Beth Seversen, author women's ministries](#)

[Images for Designing Effective Women's Ministries: Choosing, Planning, and Implementing the Right Programs for Your Church \[Jill Briscoe, Laurie Katz McIntyre, Beth Seversen\]](#)

### Event for Lutheran Women | Triennial Gathering | Women of the ELCA

Join the conversation as we explore the triennial gathering theme of many generations. Listen to inspiring speakers; participate in worship and praise; learn by attending workshops, viewing films and engaging in servant events. Visit the exhibit hall where you can gather, shop, and connect. And don't forget our special events where women in their 20s and 30s can eat chocolate and join others to run it off later. While this is an official event of the Women of the ELCA, all women in the church are invited to attend. One need not be a participant in Women of the ELCA. In fact, we invite all our ecumenical partners to attend as well, so share this invitation.

<http://www.welcatg.org/event-information>

[Images for Triennial Gathering | Women of the ELCA](#)

### Guidelines Women's Ministries | Cokesbury

The purpose of United Methodist Women "is to know God and to experience freedom as whole persons through Jesus Christ, to develop a creative supportive fellowship, and to expand concepts of mission through participation in the global ministries of the church." This Guideline is designed to implement and guide the work of the ministry area.

<https://www.cokesbury.com/product/9781501830020/guidelines-womens-ministries/>

[Images for Guidelines Women's Ministries | Cokesbury](#)

<https://www.cokesbury.com/product/9781501830044/guidelines-womens-ministries-download/>

<http://www.umc.org/who-we-are/united-methodist-women>

<http://renewnetwork.org/> Renew | A Women's Ministry Network for United Methodists

<http://weddingtonchurch.org/grow/adults/women/>

[Images for women's ministry united methodist church](#)

### How to Start and Sustain a Faith-Based Women's Spirituality Group: Circle of Hearts by Patricia D. Brown (Author)

This book will be a resource for those who are interested in starting and sustaining a faith-based small group for women. It will include tools for organizing, creating, and sustaining the group, which the author calls a circle. The book invites women to develop their spiritual side, and to model their relationship with God as they envision ever-new ways to inspire, encourage, and affirm one another.

<http://www.amazon.com/Start-Sustain-Faith-Based-Womens-Spirituality/dp/0687046092>

<https://www.goodreads.com/book/show/2733593-how-to-start-and-sustain-a-faith-based-women-s-spirituality-group>

[http://www.christianbook.com/Christian/Books/easy\\_find?Ntk=author&Ntt=Patricia%20D.%20Brown](http://www.christianbook.com/Christian/Books/easy_find?Ntk=author&Ntt=Patricia%20D.%20Brown)

<https://books.google.com/books?isbn=1426734271>

[http://www.abingdonpress.com/patricia\\_d\\_brown](http://www.abingdonpress.com/patricia_d_brown)

[http://www.ministrymatters.com/all/author/patricia\\_d\\_brown](http://www.ministrymatters.com/all/author/patricia_d_brown)

<http://spiritworks.org/about-patricia>

[https://www.goodreads.com/author/show/112810.Patricia\\_D\\_Brown](https://www.goodreads.com/author/show/112810.Patricia_D_Brown)

[Images for Patricia D. Brown \(Author\)](#)

[Images for How to Start and Sustain a Faith-Based Women's Spirituality Group: Circle of Hearts by Patricia D. Brown \(Author\)](#)

### Ideas for Women's Ministry | Gifted for Leadership

Last month, I wrote an article about [Why I Don't Do Women's Ministry](#). It sparked quite a conversation. Obviously, women have some strong feelings and opinions on how to do women's ministry—and about their experiences in women's ministry

programs. This conversation was so lively and challenging, I knew I had to write a follow-up post in the hope that it will generate some ideas for how we might make women's ministries more effective.

Mostly, I'd like to hear your ideas. But, in order to get this conversation started, let me share a few of my own:

<http://www.christianitytoday.com/gifted-for-leadership/2007/september/ideas-for-womens-ministry.html>  
[Images for Ideas for Women's Ministry | Gifted for Leadership](#)

**What Does the Bible Say About Women? - OpenBible.info**

<https://www.openbible.info/topics/women>

[https://www.openbible.info/topics/being\\_a\\_women\\_of\\_god](https://www.openbible.info/topics/being_a_women_of_god)

[Images for bible and women](#)

<https://www.biblestudytools.com/topical-verses/bible-verses-for-women/>

[https://www.huffingtonpost.com/david-lose/what-the-bible-says-and-d\\_b\\_1898813.html](https://www.huffingtonpost.com/david-lose/what-the-bible-says-and-d_b_1898813.html)

**Women's Ministry in the 21st Century: The Encyclopedia of Practical Ideas**

Your go-to-guide for fun and practical ways to connect, engage, and inspire women!

This fun-packed, easy-to-follow collection of ideas is just what you need for reaching today's women. Engaging activities help women form deep friendships with others, serve the congregation and community, and best of all, develop a closer relationship with Christ! Use this guide to help transform your life and the lives of the women you serve today!

<http://www.amazon.com/Womens-Ministry-21st-Century-Encyclopedia/dp/0764470612>

<https://www.barnesandnoble.com/w/womens-ministry-in-the-21st-century-group-publishing/1100999102>

[Images for Women's Ministry in the 21st Century: The Encyclopedia of Practical Ideas](#)

## 10) Men's ministries

Food and a Bible study is a common format for the men's studies that I am familiar with and in which I have participated. There are many more possibilities than that, of course, and Lutheran Men in Mission is the organization in Lutheran circles that seems to provide a compelling vision and mission together with the resources to support that vision and mission. In addition, David W. Anderson, Paul Hill, and Roland D. Martinson explore the spirituality and identity of younger men.

**Coming of Age: Exploring the Identity and Spirituality of Younger Men by Roland D. Martinson (Author), David W. Anderson (Author), Paul Hill (Author)**

What is the state of faith today among younger men in the church? How is the church responding to the spiritual needs of a new generation? Armed with these questions and many more, authors Roland Martinson, Paul Hill, and David Anderson conducted interviews with young men (ages 18-40) of differing life and faith experiences, and differing ethnic backgrounds in six regions of the U.S. This new book, *Coming of Age*, is based on the results of this study.

The study focuses on eleven factors that have an impact on the spiritual journeys of young men and offers practical advice to those who provide ministry to young men in the church. The health and vitality of the ELCA and other mainline denominations depends, in part, on keeping young men engaged in faith development and in connecting faith to life issues.

The first section of the book introduces the results of the survey and provides a theological, biblical, and sociological vision for ministry to men, as well as observations about the current scene. The second part of the book targets each of the key factors observed in the study. Young men and those who minister with and to them can explore these factors together and discover ways to enrich their personal faith journeys and the whole community of faith.

<https://www.amazon.com/Coming-Age-Exploring-Identity-Spirituality/dp/0806652241>

[https://www.goodreads.com/book/show/653699.Coming\\_of\\_Age](https://www.goodreads.com/book/show/653699.Coming_of_Age)

<http://www.augsburgfortress.org/store/product/7329/Coming-of-Age-Exploring-the-Spirituality-and-Identity-of-Younger-Men>

[http://www.faithinformationlearningexchange.net/uploads/5/2/4/6/5246709/faith\\_journey\\_on\\_a\\_ropes\\_course\\_-\\_hill.pdf](http://www.faithinformationlearningexchange.net/uploads/5/2/4/6/5246709/faith_journey_on_a_ropes_course_-_hill.pdf)

[https://www.luthersem.edu/story/default.aspx?article\\_id=216&issue\\_id=22](https://www.luthersem.edu/story/default.aspx?article_id=216&issue_id=22)

<https://www.vibrantfaith.org/wp.../ComingofAgeMilestonePartOne.doc>

[https://www.lifelongfaith.com/uploads/5/1/6/4/5164069/passing\\_on\\_faith-milestone\\_to\\_milestone\\_-\\_staats.pdf](https://www.lifelongfaith.com/uploads/5/1/6/4/5164069/passing_on_faith-milestone_to_milestone_-_staats.pdf)

<http://www.neiasynod.org/ministries/mens-ministry/>

<https://www.amazon.com/Coming-Age-American-Rites-Passage/dp/0913543284>

[http://www.lifelongfaith.com/uploads/5/1/6/4/5164069/lifelong\\_faith\\_journal\\_2.4.pdf](http://www.lifelongfaith.com/uploads/5/1/6/4/5164069/lifelong_faith_journal_2.4.pdf)

Page 31

[https://www.amazon.com/s?ie=UTF8&page=1&rh=n%3A283155%2Cp\\_27%3ARoland%20D.%20Martinson](https://www.amazon.com/s?ie=UTF8&page=1&rh=n%3A283155%2Cp_27%3ARoland%20D.%20Martinson)

[http://www.goodreads.com/author/show/351397.Roland\\_D\\_Martinson](http://www.goodreads.com/author/show/351397.Roland_D_Martinson)

[Images for Roland D. Martinson \(Author\)](#)

<https://www.amazon.com/David-W.-Anderson/e/B001KHO5L2>

[Images for Coming of Age: Exploring the Identity and Spirituality of Younger Men by Roland D. Martinson \(Author\), David W. Anderson \(Author\), Paul Hill \(Author\)](#)

**Lutheran Men in Mission**

Our Vision: *For every man to become a bold, daring follower of Jesus Christ.*

Our Mission: *By God's grace, to help congregations build life-changing ministries with men; to strengthen men's faith and relationships for witness and service; to equip followers of Jesus Christ through events, resources, and leadership development.*

*Lutheran Men in Mission is a 501(c) (3) ministry with and to men in the Lutheran church and beyond. We work to strengthen men's Christian faith, relationships, witness and service in their homes, congregation and communities.*



<http://www.lutheranmeninmission.org/>  
[Images for Lutheran Men in Mission](#)

**Master Builders Bible: The Lutheran Men in Mission Edition of the Serendipity Bible for Personal and Small Group Study by Doug Haugen (Introduction) - Lutheran Men in Mission**

The widespread distribution of the Master Builders Bible (MBB) is undoubtedly the most influential ministry of Lutheran Men in Mission to date. The Master Builders Bible is a special edition of the Serendipity New International Bible. Featuring a custom cover, it includes over 20,000 study questions and a Men's Ministry Leaders guide written by Doug Haugen, Executive Director of Lutheran Men in Mission.

<http://lutheranmeninmission.org/ministries/bibles.html>  
<http://www.amazon.com/Master-Builders-Bible-Men-Serendipity/dp/1574941526>  
[Images for Master Builders Bible: The Lutheran Men in Mission Edition of the Serendipity Bible for Personal and Small Group Study by Doug Haugen \(Introduction\) - Lutheran Men in Mission](#)  
<http://files.constantcontact.com/0deff306001/cf44db53-8a27-4fef-a4ad-7b32250cb46b.pdf> One Year to Live - Men's Retreat  
[Images for One Year to Live - Men's Retreat](#)

## Resources

**Four Essentials for Ministering to Men – Rainer on Leadership #303 – ThomRainer.com**

Men's ministry is lacking in many churches, so today we cover the four essentials churches should consider when launching or sustaining a men's ministry.

<http://thomrainer.com/2017/02/four-essentials-ministering-men-rainer-leadership-303/>  
[Images for Four Essentials for Ministering to Men – ThomRainer.com](#)  
<http://thomrainer.com/2017/07/10-outreach-ideas-church-fall/> #3  
<http://thomrainer.com/2017/11/seven-ways-mentoring-can-transform-church-rainer-leadership-383/> #1,2  
<https://ericgeiger.com/2014/08/4-essentials-ministry-men/>  
<https://www.amazon.com/Simple-Church-Returning-Process-Disciples/dp/0805447997>  
[Images for thom rainer \(author\)](#)

**Guidelines Men's Ministries | Cokesbury**

Families, congregations, and the world need men who are growing spiritually and leaders who serve as men's ministry partners to reach men within and beyond the denomination. This *Guideline* is designed to help lay and clergy leaders reach men for Christ.

<https://www.cokesbury.com/product/9781501829758/guidelines-mens-ministries/>  
[Images for Guidelines Men's Ministries | Cokesbury](#)  
<https://www.cokesbury.com/Guidelines-1>  
<https://www.cokesbury.com/product/9781501833595/guidelines-complete-set-online-subscription-4-year/>  
<https://www.amazon.com/Guidelines-Mens-Ministries-Expand-Community-ebook/dp/B01M6DG25E>  
<https://www.christianbook.com/guidelines-leading-congregation-ministries-church-community/9781501829765/pd/89305EB>  
<http://ngcumm.org/wp2/wp-content/uploads/2014/11/2012-Guidelines-Mens-Ministries1.pdf>  
<https://books.google.com/books?isbn=1426736738>  
<https://books.google.com/books?isbn=1426736800>  
<https://books.google.com/books?isbn=1501829769>  
<http://liveandlovelikejesus.com/forms/Guidelines-MensMinistry.pdf>  
<https://www.cokesbury.com/forms/DynamicContent.aspx?id=283&pageid=1081>  
<http://www.gcumm.org/files/uploads/Expand%20your%20ministry%20to%20men%20Third%20Edition%20-%20Final.pdf>  
<http://www.gcumm.org/ministry-to-men/>  
[http://www.dukememorial.org/uploads/1/5/6/1/1561316/mens\\_ministries.pdf](http://www.dukememorial.org/uploads/1/5/6/1/1561316/mens_ministries.pdf)  
<http://www.umcom.org/learn/10-quick-tips-to-fire-up-your-mens-ministry>  
[Images for Guidelines Men's Ministries United Methodist Church](#)

**How to Start and Sustain a Faith-Based Men's Group [John D. Schroeder]**

This book will be a basic resource for persons to use who are interested in starting and sustaining faith-based groups for men. It will include how to start a group, how to choose material, and how to prioritize and divide time, as well as tips on helping men engage in discussion and information on dealing with problems especially common in men's groups.

<http://www.amazon.com/Start-Sustain-Faith-Based-Mens-Group/dp/0687073782>  
<https://www.christianbook.com/start-sustain-faith-based-group-ebook/john-schroeder/9781426734090/pd/19909EB>  
[https://books.google.com/books/about/How\\_to\\_Start\\_and\\_Sustain\\_a\\_Faith\\_Based\\_M.html?id=8fUQXvwpt\\_cC](https://books.google.com/books/about/How_to_Start_and_Sustain_a_Faith_Based_M.html?id=8fUQXvwpt_cC)  
<https://books.google.com/books?isbn=1426734093>  
<http://www.ministrymatters.com/book/9781426734090>  
<http://www.ministrymatters.com/all/author/john-schroeder>  
<https://www.amazon.com/John-D.-Schroeder/e/B001ITTN96>

[https://www.goodreads.com/author/show/268259.John\\_D\\_Schroeder](https://www.goodreads.com/author/show/268259.John_D_Schroeder)  
[Images for John D. Schroeder, author men's ministries](#)  
[Images for How to Start and Sustain a Faith-Based Men's Group \[John D. Schroeder\]](#)

### **MENS MINISTRY IN THE 21ST CENTURY: ENCYCLOPEDIA OF PRACTICAL IDEAS**

It's too time for your men's ministry! This all-in-one collection of practical, fun, easy-to-follow ideas is the perfect resource from which to build all your men's ministry programs. Use these effective lessons and activities to connect with your male audience in an array of events including retreats, Guys Movie Night, father/child outings, ready-to-go Bible studies, service projects...plus you get secrets to a successful men's ministry, and more! Includes topical index.

<http://www.amazon.ca/MENS-MINISTRY-THE-21ST-CENTURY/dp/0764426990>  
<http://www.barnesandnoble.com/w/mens-ministry-in-the-21st-century-group-publishing/1111009238>  
<http://lifespringsresources.com/products/faith-cafe>  
[Images for MENS MINISTRY IN THE 21ST CENTURY: ENCYCLOPEDIA OF PRACTICAL IDEAS](#)

#### **Mission Possible: More Men in the Pews – The Parish Paper**

##### **The Bottom Line**

Is it possible for more churches to connect better with men? Yes—and some churches are already doing so. Just as warnings of “mind the gap” alert British passengers to exercise caution as they step from the platform into the train car, churches need to heed the warning to mind the gender gap.

[PDF] [The Parish Paper: Mission Possible: More Men in the Pews](#)

<https://www.wisconsinumc.org/Resources/Documents/ParishPaper/ParishPaper-Jun12.pdf>  
<https://www.michigandistrict.org/missions-ministries/outreach/parish-papers/20-6>  
<http://www.wcucc.org/ace-files/ParishPaper/2012-06-Mission-Possible.pdf>  
<http://www.wisconsinumc.org/connections/conference-news/the-parish-paper>

June 2012 - "Mission Possible: More Men in the Pews"

[Images for Mission Possible: More Men in the Pews – The Parish Paper](#)

#### **What Does the Bible Say About Man? - OpenBible.info**

<https://www.openbible.info/topics/man>  
[https://www.openbible.info/topics/being\\_a\\_man](https://www.openbible.info/topics/being_a_man)  
[https://www.openbible.info/topics/the\\_role\\_of\\_the\\_man](https://www.openbible.info/topics/the_role_of_the_man)  
[Images for bible and man](#)  
<https://www.gotquestions.org/being-a-man.html>  
<http://www.watermark.org/blog/how-to-be-a-godly-man>  
<https://www.biblestudytools.com/topical-verses/bible-verses-for-men/>  
<https://lifehopeandtruth.com/relationships/family/role-of-men/>  
[Images for relationships/family/role-of-men](#)

### **11) Learning community**

One of my learning experiences in interim ministry came at one assignment in meeting with Early Risers on Tuesdays at 6:45am for breakfast and Bible study using a [Master Builders Bible - Lutheran Men in Mission](#) at a local fast food restaurant. Two of the men took turns leading. Some of the men had been coming since it started in 1969. In their working days, they came at 6:45am and left promptly at 7:30am to get to their jobs on time. Now, in retirement, they came close to 6:45am and left around 8am.

In addition, one woman from the congregation started in the synod [Lay School of Ministry](#) while I was there.

The next assignment the men of the congregation as well as the women of the congregation met weekly on Tuesdays at 8am using DVDs and discussion.

But other ongoing study in congregations seems to be rare. The days of people signing up for years at a time in the congregation to study, for instance, the [Bible Stories for Adults Studies - Bethel Bible Series](#), [Crossways](#), or other such sequential studies seems to be over. How, then, can a pastor encourage a “learning community?”

#### **CenterView: How Your Congregation Learns**

The Indianapolis Center for Congregations has worked with more than 3,000 Indiana congregations over 15 years. The Center has observed a learning framework used by congregations developing new capacities. The framework includes seven overarching behaviors. The behaviors apply to almost any congregational challenge. They are not complicated.

<https://alban.org/archive/centerview-how-your-congregation-learns/>  
[Images for Congregation Learns](#)  
<https://alban.org/archive/god-beyond-borders-interfaith-education-and-congregations/>  
[Images for Interfaith Education and Congregations](#)  
<https://alban.org/archive/pastor-as-teacher-congregation-as-learning-community/>  
<https://alban.org/archive/ten-lessons-about-being-a-learner-centered-teacher-2/>  
[Images for Learner-Centered Teacher](#)  
<https://alban.org/archive/why-would-laypeople-want-theological-education-anyway/>  
[Images for Laypeople Want Theological Education](#)

## 12) Outreach and inreach

In an article in *The Lutheran* on invitational evangelism, Carolyn J. Lewis offers four key areas in outreach: hospitality and response; discipling and incorporation; intentional outreach into the community; and marketing and public relations. She also lists reasons why Lutherans join a congregation from the highest to lowest percentages: faith and beliefs, family or friends, location, pastor, atmosphere, congregation size, social and education programs, and facility.

### Invitational evangelism makes churches grow | The Lutheran

Who Is Our Neighbor, and What in the Name of Jesus Are We Doing Here?

[http://www.thelutheran.org/article/article.cfm?article\\_id=164](http://www.thelutheran.org/article/article.cfm?article_id=164)

Images for Invitational evangelism makes churches grow | The Lutheran

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

What to do about the inactives is often raised as a concern.

## Resources

### Caring for Inactive Members Course - Stephen Ministries

*Caring for Inactive Members: How to Make God's House a Home* equips participants to relate to inactive members in respectful, kind, and gentle ways that convey the love of Christ.

<https://www.stephenministries.org/courses/default.cfm/745>

Images for Caring for Inactive Members Course - Stephen Ministries

### How to Shrink Your Church's Inactive Member List – The Parish Paper

I.	Active Church Member Dropouts	Page 2
	They Happen in All Churches	Page 2
	Some of Them Are Preventable	Page 2
I.	Training Session for Dropout Ministry Conversations	Page 2
	Why Do They Drop Out?	Page 2
	The Dropout Pattern	Page 5
	Dropout Intervention at Stage One	Page 6
	Tips for All Types of Dropout Visits	Page 10
II.	Recovering Long-Term Dropouts	Page 16
	Implement a Three-Year Plan	Page 16
	Year One	Page 17
	Year Two	Page 17
	Year Three	Page 23
	Be Prepared for Returnees	Page 24
	Keep on Caring	Page 24

[PDF] Ch. Effectiveness Nuggets--Volume 6--How to Shrink Your Church's Inactive Member List - The Parish Paper

<https://www.theparishpaper.com/sites/default/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%206.pdf>

<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 6: How to Shrink Your Church's Inactive Member List | The Parish Paper

Images for How to Shrink Your Church's Inactive Member List – The Parish Paper

### Inactive members - letters - Synod Resource Center

The following process was followed at First Lutheran Church and is shared with others in the hope that it will assist other congregations who are dealing with the “sticky” issue of inactive members and removal from membership rolls.

[http://synodresourcecenter.org/pc/membership/inactive/0001/inactive\\_cover.html](http://synodresourcecenter.org/pc/membership/inactive/0001/inactive_cover.html)

Images for Inactive members - letters - Synod Resource Center

### Inactive members: What do we do with them? | The Lutheran

For 10 years, David Lintvedt wouldn't go near a church unless he “absolutely” had to for a funeral, baptism or wedding.

His hiatus from church began after he was confirmed in 1978. Prior to that, the lifelong Lutheran was “forced to go,” he said. “I felt like it was an obligation. I found the services to be very boring and dry. The sermons were long — I really didn't want to hear what the pastor had to say.”

And while Lintvedt found freedom to do what he wanted on Sunday mornings, he felt emptiness in his life. He eventually turned to drinking and drugs. “There was a reason why I drank so much,” he said. “I was seeking something — something greater than myself. But I didn't think I would find it at church.”

A turning point occurred in the late 1980s when Lintvedt attended a family baptism at Trinity Lutheran Church, Staten Island, N.Y. — at a time when he also had been trying to control his drinking. There he heard a sermon by Thomas F. Mugavero, now a retired ELCA pastor.

“His preaching really got to me,” Lintvedt said. “It struck me — he talked about how God loves us no matter what. That God has an open arm and welcomes all of us back. How God remains with us, even if we don't always realize it ... how Christ walks beside us wherever we go.”

In addition, members made a special effort to warmly greet Lintvedt and invite him back. “I felt like I was at home,” he said.



Lintvedt eventually did return to Trinity. Soon after joining, he became an usher and lector. Eventually he became involved in the council and volunteered for the congregation's soup kitchen ministry.  
[http://www.thelutheran.org/article/article.cfm?article\\_id=10612](http://www.thelutheran.org/article/article.cfm?article_id=10612)  
[Images for Inactive members: What do we do with them? | The Lutheran](#)

[DOC]Model Constitution for Congregations 2019 - ELCA Resource Repository

**Chapter 8.**

**MEMBERSHIP**

- \*C8.01. Members of this congregation shall be those baptized persons on the roll of this congregation at the time that this constitution is adopted and those who are admitted thereafter and who have declared and maintain their membership in accordance with the provisions of this constitution and its bylaws.
- \*C8.02. Members shall be classified as follows:
  - a. **Baptized** members are those persons who have been received by the Sacrament of Holy Baptism in this congregation, or, having been previously baptized in the name of the Triune God, have been received by certificate of transfer from other Lutheran congregations or by affirmation of faith.
  - b. **Confirmed** members are baptized persons who have been confirmed in this congregation, those who have been received by adult baptism or by transfer as confirmed members from other Lutheran congregations, or baptized persons received by affirmation of faith.
  - c. **Voting** members are confirmed members. Such confirmed members, during the current or preceding calendar year, shall have communed in this congregation and shall have made a contribution of record to this congregation. Members of this congregation who have satisfied these basic standards shall have the privilege of voice and vote at every regular and special meeting of the congregation as well as the other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.
  - d. **Associate** members are persons holding membership in other [ELCA] [Lutheran] [Christian] congregations who wish to retain such membership but desire to participate in the life and mission of this congregation. These individuals have all the privileges and duties of membership except voting rights or other rights and privileges ascribed to voting members by the provisions of this constitution and its bylaws.
  - e. **Seasonal** members are voting members of other ELCA congregations who wish to retain such membership but desire to participate in the life and mission of this congregation, including exercising limited voting rights in this congregation. The Congregation Council may grant seasonal membership to such persons provided that this congregation is a member of a synod where the Synod Council has approved seasonal member voting on its territory. Such seasonal members shall have all the privileges and duties of voting members except that:
    - 1) they shall not be eligible for elected office in, or for membership on the Congregation Council or on a call committee of, this congregation;
    - 2) they shall not have the right to vote on any matter concerning or affecting the call or termination of call of any minister of this congregation;
    - 3) they shall not have the right to vote on any matter concerning or affecting the affiliation of this congregation with the ELCA;
    - 4) they shall not be eligible to serve as voting members from this congregation of the Synod Assembly or the Churchwide Assembly;
    - 5) they shall not, even if otherwise permitted by this congregation, vote by proxy or by absentee ballot; and
    - 6) they shall not, within any two calendar month period, exercise voting rights in this congregation and in the congregation where they remain voting members.
- \*C8.03. All applications for confirmed membership shall be submitted to and shall require the approval of the Congregation Council.
- \*C8.04. It shall be the privilege and duty of members of this congregation to:
  - a. make regular use of the means of grace, both Word and sacraments;
  - b. live a Christian life in accordance with the Word of God and the teachings of the Lutheran church; and
  - c. support the work of this congregation, the synod, and the churchwide organization of the Evangelical Lutheran Church in America through contributions of their time, abilities, and financial support as biblical stewards.
- \*C8.05. Membership in this congregation shall be terminated by any of the following:
  - a. death;
  - b. resignation;
  - c. transfer or release;
  - d. disciplinary action in accordance with ELCA constitutional provision 20.41. and the accompanying bylaws; or
  - e. removal from the roll due to inactivity in accordance with the provisions of this constitution and its bylaws.

Such persons who have been removed from the roll of members shall remain persons for whom the Church has a continuing pastoral concern.

<https://www.elca.org/constitution> [2019 Model Constitution for Congregations](#)  
<https://download.elca.org> > [ELCA Resource Repository](#) > [Model Constitution](#)  
<http://www.elca.org/Resources/Office-of-the-Secretary>  
[Images for Model Constitution for Congregations 2019 - ELCA Resource Repository Chapter 8. MEMBERSHIP](#)  
[Images for communion in this congregation and made a contribution of record](#)

#### Seven Trends in the Way Churches Are Responding to Inactive Members – ThomRainer.com

For certain, there are churches that have more in attendance than members. These churches tend to be younger or replanted churches. But, for the greater majority of churches in North America, the majority of those on membership rolls are missing in action.

<https://thomrainer.com/2019/03/seven-trends-in-the-way-churches-are-responding-to-inactive-members/>  
<https://www.thechristianmail.com/seven-trends-in-the-way-churches-are-responding-to-inactive-members/>  
[Images for Seven Trends in the Way Churches Are Responding to Inactive Members – ThomRainer.com](#)  
<https://www.amazon.com/Am-Church-Member-Discovering-Difference/dp/1433679736>  
[Images for Am-Church-Member-Discovering-Difference](#)

#### The Other 80 Percent: Turning Your Church's Spectators into Active Participants (Author) Scott Thumma, Warren Bird

A research-based approach to developing more active and involved congregations.

In this practical resource, well-known and respected researcher Scott Thumma and professional co-writer Warren Bird draw upon new and heretofore unpublished research across a broad range of Protestant churches of all sizes and show how to create more active members. Offers solid information of what church leaders need to know about the factors and practices that create church members who are more actively and passionately involved in their congregations.

Offers a first of its kind resource for developing engaged congregations

Lead author Scott Thumma is a noted researcher and writer on congregational studies

Warren Bird is coauthor of *Culture Shift* and *Viral Churches*

This book offers advice for moving church members from being spectators to living a life of discipleship and faith.

<http://www.amazon.com/The-Other-Percent-Spectators-Participants/dp/0470891297>  
<https://books.google.com/books?isbn=1118025369>  
[https://books.google.com/books/about/The\\_Other\\_80\\_Percent.html?id=AjOj5nbf-IgC&hl=en](https://books.google.com/books/about/The_Other_80_Percent.html?id=AjOj5nbf-IgC&hl=en)  
<http://hrr.hartsem.edu/theother80percent.htm>  
<http://factsand Trends.net/2014/06/26/the-other-80-percent-turning-spectators-into-participants/#.VV3DS IVhBc>  
[http://leadnet.org/the\\_other\\_80\\_percent\\_turning\\_your\\_churchs\\_spectators\\_into\\_active\\_participant/](http://leadnet.org/the_other_80_percent_turning_your_churchs_spectators_into_active_participant/)  
<https://ministryexcellence.com/book-review/the-other-80-percent-turning-your-churchs-spectators-into-active-participants/>  
<http://www.wcucc.org/ace-files/ParishPaper/2012-05-How-to-Turn-Bystanders.pdf>  
<http://www.wiley.com/WileyCDA/WileyTitle/productCd-0470891297.html>  
<http://27gen.com/2011/05/>  
<https://www.churchleadership.com/leading-ideas/turning-church-spectators-into-active-participants/>  
<https://pres-outlook.org/2013/01/book-review-the-other-80-percent-turning-your-churchs-spectators-into-active-participants/>  
<http://www.hartsem.edu/faculty/scott-thumma/>  
<https://www.amazon.com/Scott-Thumma/e/B001H6GMI0>  
[http://www.goodreads.com/author/show/771069.Scott\\_Thumma](http://www.goodreads.com/author/show/771069.Scott_Thumma)  
[Images for Scott Thumma, author](#)  
<http://www.christianchronicle.org/article/a-conversation-with-scott-thumma>  
<http://www.huffingtonpost.com/author/scott-thumma-phd>  
<http://warrenbird.com/>  
<http://leadnet.org/staff/warren-bird/>  
<https://www.amazon.com/Warren-Bird/e/B002BLN1V6>  
[https://www.goodreads.com/author/show/85146.Warren\\_Bird](https://www.goodreads.com/author/show/85146.Warren_Bird)  
[Images for Warren Bird, author](#)  
[Images for The Other 80 Percent: Turning Your Church's Spectators into Active Participants \(Author\) Scott Thumma, Warren Bird](#)  
<https://www.fnac.com/c329135/Jossey-Bass-Leadership-Network-Series>  
[Images for Jossey-Bass-Leadership-Network-Series](#)

The call process provides a window of opportunity for the Call Committee to reach out to inactives and get their thoughts about the calling of a new pastor. NW Synod of WI (ELCA) Assistant to the Bishop Greg Kaufmann, in giving an orientation to a Call Committee, stressed that it is not enough to hand out a survey and offer an open forum. The members of the Call Committee need to talk to as many members and groups in the congregation as possible and to engage in conversation with the various stakeholders, he urged.

#### Call Committee Formation & Orientation

It is important to involve the congregation as a whole as much as possible as you are filling out the MSP. Consider using the questions in Bible studies, having small group meetings, etc. The more participation from every member (youngest to oldest) is vital to the success of the process. We want each person to be able to say, "We were part of calling you, Pastor."

<http://www.semisynod.com/cms/images/docs/callprocess/call-committee-formation-and-orientation.pdf>

Page 5

## Resources

### Assimilation vs. Acculturation | Susan Beaumont and Associates, LLC

If we want to cultivate a culture that embraces diversity, then we need to think about the integration of new members through the lens of acculturation, not assimilation. This ought to have significant ramifications for the way in which we approach the integration process of newcomers. What might our welcoming, orienting and membership processes look like if we are intentionally trying to adapt our membership body with each newcomer that arrives?

<http://www.susanbeaumont.com/2010/12/29/assimilation-vs-acculturation/>

[Images for Assimilation vs. Acculturation | Susan Beaumont and Associates, LLC](#)

### Close the back door: Too many members slip away | The Lutheran

As a parish pastor, I wondered about those leaving the congregation through the back door. I am not thinking about those who left out of disappointment or anger, clear about their reasons for transferring — but of those who slowly, silently slipped into inactivity.

Our church is giving renewed commitment to outreach and evangelism. We are encouraging congregations to have many doors through which people might enter — Sunday morning worship, the adult catechumenate, Alpha, Wednesday evening suppers, after-school youth programs, summer programs and many others. As we become more intentional and invitational in our witnessing, let us not forget those quietly slipping away.

[http://www.thelutheran.org/article/article.cfm?article\\_id=4004](http://www.thelutheran.org/article/article.cfm?article_id=4004)

[Images for Close the back door: Too many members slip away | The Lutheran](#)

### Creative outreach: From innovations to old favorites | The Lutheran

When Kevin Ruffcorn launches a congregation, he takes the word “launch” seriously. Ruffcorn offered the community hot-air balloon rides to celebrate the church’s opening.

“The rides helped us get better acquainted with our neighbors,” says Ruffcorn, pastor of Desert Streams Lutheran Church, Surprise, Ariz. “When people see hot-air balloons, they almost always take a second glance. Most have positive thoughts.”

The red, seven-story hot-air balloon — emboldened with a 40-foot cross — garnered publicity for the new congregation in two local newspapers. In addition, volunteers distributed door hangers and sent mass mailings to residents, resulting in more than 200 visitors to the first worship service last September.

Also...

On the front end of outreach is connecting with visitors. A call for reader responses to *The Lutheran* indicated these practices:

- Providing an inviting and hospitable environment in which different kinds of people feel welcome.
- Providing a safe, loving and comfortable nursery where children feel important and cherished.
- Welcoming visitors with genuine care and compassion, not just with a one-time polite greeting. Making visitors feel like their presence really makes a difference.
- Intentionally following up with visitors through phone calls and other techniques, like delivering home-baked goods to a visitor’s home.
- Providing ministries that allow people of all ages to grow spiritually and use their gifts fully in the life of the church.
- Getting new members connected early with other people and involved in ministry, such as small groups.

<http://www.thelutheran.org/article/issue.cfm?issue=2>

[Images for Creative outreach: From innovations to old favorites | The Lutheran](#)

### Erratic Church Attendance: What's Going On??

So, don’t lose heart if you are being dogged with erratic attendances. It is important, though, that you engage in some serious heart searching, listening, praying, responding and perhaps some thoughtful innovation. The tide is always there to be turned.

[http://www.ministryhealth.net/mh\\_articles/116\\_is\\_erratic\\_church\\_attendance.html](http://www.ministryhealth.net/mh_articles/116_is_erratic_church_attendance.html)

[Images for Erratic Church Attendances](#)

### [PDF] How to Build Assimilation Bridges for New Members – The Parish Paper

I.	The Architecture of New Member/Attendee Assimilation	Page 2
	Removing the Barbed Wire	Page 2
	Drawing the Blueprint	Page 3
	Constructing an Assimilation-Effective Church	Page 3
	When Do Newcomers Assimilate?	Page 5
	When Do New Members Drop Out?	Page 5
	How Does Assimilation Happen?	Page 5
II.	Bridges to Group Involvement	Page 6
	Church Age Factors	Page 7
	Church Size Factors	Page 7
	Groups that Facilitate Assimilation	Page 8
	How to Involve Newcomers in Groups	Page 8
	Cell Groups	Page 9
III.	Bridges to Friends	Page 10
	How to Facilitate Friendships	Page 11
	New Member Classes	Page 11

	What Counts most	Page 11
IV.	Bridges to Ministry Roles and Responsibilities	Page 12
	Six Crucial Questions	Page 12
	The New Member Interview	Page 13
	Achieving Accountability for Results	Page 14
	Birth Date Behaviors	Page 15
	Numerous Entry-Level Positions	Page 15
	Financial Stewardship	Page 16
	Leadership Roles	Page 16
V.	Bridges to Spiritual Growth Experiences	Page 17
	The Church's Central Goal	Page 17
	A Poor Track Record	Page 17
	What Is Spiritual Growth?	Page 17
	What Causes Spiritual Growth?	Page 18
	Small Group Methods	Page 18
	Do We Elevate People?	Page 19

[PDF] Church Effective Nugget, Volume 7: How to Build Assimilation Bridges for New Members - The Parish Paper

<https://www.theparishpaper.com/sites/default/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%207.pdf>

<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 7: How to Build Assimilation Bridges for New Members/Attendees

<https://bishoppery.institute.org.au/uploads/NewcomersIntegrated.pdf>

[Images for How to Build Assimilation Bridges for New Members – The Parish Paper](#)

[PDF] How to Encourage People toward a Church Membership Decision – The Parish Paper

I.	Principles and Procedures for Effective Decision-Conversations	Page 2
A.	Identifying Twelve Excuses Often Used by People in Our Community	Page 2
B.	Distinguish between Relationship-Building and Decision Conversations	Page 2
C.	Designing a Monthly or Every-Three-Months Membership Sunday	Page 3
D.	Six Universal Principles for Effective Decision-Conversations	Page 3
E.	Twelve Guides for Effective Decision-Conversations	Page 4
II.	How to Answer Twelve Often-Heard Excuses	Page 6
A.	"I Am Waiting for My Husband (or Wife)."	Page 6
B.	"I Don't Know How Long We Will Live Here."	Page 6
C.	"I Want to Keep My Membership in the Old Home Church."	Page 7
D.	"I Want to Think It Over Some More."	Page 8
E.	"We Haven't Decided which Church to Join."	Page 8
F.	"I Have Just Gotten Out of the Habit of Going to Church."	Page 8
G.	"I Have to Work Sundays."	Page 8
H.	"I Had Too Much Religion Forced on Me as a Kid."	Page 9
I.	"There Are Too Many Hypocrites in the Church."	Page 10
J.	"I Work So Hard during the Week that I Have to Rest on Sunday."	Page 11
K.	"I Don't Know Enough about the Bible to Join a Church."	Page 11
L.	"I Can Be as Good a Christian Outside the Church as Inside."	Page 11
III.	How to Answer another Twenty-six Occasionally-Heard Excuses	Page 12
A.	Procrastination, False Humility, and Anti-Social Excuses	Page 12
B.	Anti-congregation, -Church, -pastor, and -parishioner Excuses	Page 15
C.	Negative Personal History and Experiences Excuses	Page 18
D.	Faith and Theological Issues Excuses	Page 20

[PDF] Church Effective Nugget, Volume 29: How to Encourage People toward a Church Membership Decision - The Parish Paper

<http://www.theparishpaper.com/files/resources/Church%20Effectiveness%20Nuggets-%20Volume%2029.pdf>

<https://www.theparishpaper.com/free-resources> Church Effective Nugget, Volume 29: How to Encourage People toward a Church-Membership Decision

[Images for How to Encourage People toward a Church Membership Decision – The Parish Paper](#)

[PDF] Six Reasons People Leave Your Church - LifeWay

- Why do people become dissatisfied with their church?
- What reasons do they give for seeking another church home?
- How might you handle their departure?

[http://www.lifeway.com/lwc/files/lwcF\\_PDF\\_Why\\_Members\\_Leave.pdf](http://www.lifeway.com/lwc/files/lwcF_PDF_Why_Members_Leave.pdf)

[Images for Six Reasons People Leave Your Church - LifeWay](#)

[Images for people dissatisfied with church](#)