

Interim Ministry Resources

Chapter 12 Heritage

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Introduction

Transition Dynamics

Reflection

| Heritage | Past | Where have we been? |
|----------|---------|-----------------------|
| Identity | Present | Where are we at? |
| Vision | Future | Where is God leading? |

Action

| | | |
|-------------|-------------|---|
| Mission | Definition | What is God's purpose for this congregation? |
| Leadership | Operation | How is God's purpose to be carried out? |
| Connections | Cooperation | Who are the partners in mission God provides? |

- Heritage appreciate how the past of the congregation informs the present
- Identity discover who the congregation is in the current context
- Vision discern what it is this congregation understands God is calling this congregation to be
- Mission define purpose and direction for the congregation in God's mission
- Leadership engage people of the congregation in God's mission
- Connections explore all the relationships a congregation shares beyond itself

A wandering Aramean was my ancestor.

⁵you shall make this response before the Lord your God: "A wandering Aramean was my ancestor; he went down into Egypt and lived there as an alien, few in number, and there he became a great nation, mighty and populous. ⁶When the Egyptians treated us harshly and afflicted us, by imposing hard labor on us, ⁷we cried to the Lord, the God of our ancestors; the Lord heard our voice and saw our affliction, our toil, and our oppression. ⁸The Lord brought us out of Egypt with a mighty hand and an outstretched arm, with a terrifying display of power, and with signs and wonders; ⁹and he brought us into this place and gave us this land, a land flowing with milk and honey. ¹⁰So now I bring the first of the fruit of the ground that you, O Lord, have given me." You shall set it down before the Lord your God and bow down before the Lord your God. ¹¹Then you, together with the Levites and the aliens who reside among you, shall celebrate with all the bounty that the Lord your God has given to you and to your house. (Deuteronomy 26:5-11)

oremus Bible Browser: Deuteronomy 26:5-11

<http://bible.oremus.org/?passage=Deuteronomy+26:5-11&vnum=yes&version=nrsv>

[Images for wandering Aramean was my ancestor](#)

Celebrate your congregation's history

When the Israelites left Egypt, they took the bones of Joseph, fulfilling a promise that he would be buried wherever they went.

While mission and ministry must change in response to changing needs, there are essential pieces of congregational identity that will serve as building blocks for future mission. Holding a history-sharing event allows the congregation to celebrate its past and identify those building blocks.

Healthy Transitions Part 1 - Episcopal Church Foundation Vital Practices for leading congregations

<http://www.ecfp.org/vestrypapers/healthy-practices/healthy-transitions-part-1/>

[Images for celebrate your congregation's history](#)

Celebrating Heritage Sunday | Presbyterian Historical Society

It is important to remember that a congregation is a living, dynamic entity that is continually shaped by the stewardship of those who have been part of the community, past and present. *Congregations are encouraged to celebrate Heritage Sunday to remember all of the individuals whose unique gifts have and continue to shape the life of the congregation, providing models of Christian service to imitate in the present as well as to guide us into the future.*

<https://www.history.pcusa.org/blog/celebrating-heritage-sunday>

[Images for Celebrating Congregation Heritage Sunday](#)

<https://www.history.pcusa.org/history-online/presbyterian-history/heritage-sunday>

[Images for presbyterian-history/heritage-sunday](#)

ELCA 25th Anniversary: 25 years together in Christ

Let's celebrate!

The Evangelical Lutheran Church in America is celebrating its 25th anniversary in 2013 under the theme, "Always being made new." What God is doing through us here at home and around the world is worth celebrating. As you embark in ministry during this anniversary year, take a look back at the people and events that have shaped us as a church while looking toward the future together anew.

In 2 Corinthians 5:17 Paul writes, "So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!"

We are a church that is deeply rooted – and always being made new. Our roots are in Scripture, tradition and the Lutheran Confessions, as well as in the vibrant communities and rich histories of our congregations. These roots are an ongoing source of nourishment, enabling us to be a church that is resilient, always reforming and guided by the Holy Spirit.

<http://www.elca.org/Who-We-Are/Welcome-to-the-ELCA/25th-Anniversary.aspx>

[Images for ELCA 25th Anniversary: 25 years together in Christ](#)

Encouraging Hearts and Souls

Know your congregation's **heritage** and history. Congregational history is a powerful grounding for present decision making. You will learn about decisions and leadership that inform the life and mission of your congregation today. There have been tough times and decisions before. Recall those leaders and moments. Learn from them and use that learning in the present moment.

Vestry #101: Encouraging hearts & souls - Episcopal

<http://www.ecfvp.org/vestrypapers/vestry-101/vestry-101-encouraging-hearts-souls/>

[Images for Encouraging Hearts and Souls](#)

[Images for Know your congregation's heritage and history](#)

Generation to Generation: Family Process in Church and Synagogue by Edwin H. Friedman (Author), Gary Emanuel (Foreword), Mickie Crimone (Foreword)

An acclaimed, influential work now available in paper for the first time, this bestselling book applies the concepts of systemic family therapy to the emotional life of congregations. Edwin H. Friedman shows how the same understanding of family process that can aid clergy in their pastoral role also has important ramifications for negotiating congregational dynamics and functioning as an effective leader. Clergy from diverse denominations, as well as family therapists and counselors, have found that this book directly addresses the dilemmas and crises they encounter daily. It is widely used as a text in courses on family systems and pastoral care.

<http://www.amazon.com/Generation-Process-Synagogue-Guilford-Therapy/dp/1609182367>

<http://www.goodreads.com/book/show/10755123-generation-to-generation>

<http://www.barnesandnoble.com/w/generation-to-generation-edwin-h-friedman/1101760893?ean=9780898620597>

<https://books.google.com/books?isbn=1609182367>

https://books.google.com/books/about/Generation_to_Generation.html?id=9uTlv4w8nRYC

<http://www.patheos.com/blogs/paperbacktheology/2010/01/generation-to-generation-book-review.html>

<https://www.guilford.com/books/Generation-to-Generation/Edwin-Friedman/9781609182366/reviews>

<http://www.lifeandleadership.com/book-summaries/friedman-generation-to-generation.html>

<http://www.vredestichters.nl/page6/files/artikel%20Edwin%20Friedman.pdf>

http://en.wikipedia.org/wiki/Edwin_Friedman

<https://www.amazon.com/Edwin-H.-Friedman/e/B001JP7VT8>

https://www.goodreads.com/author/show/12448.Edwin_H_Friedman

[Images for Edwin H. Friedman \(Author\)](#)

<https://www.amazon.com/Edwin-H.-Friedman/e/B001JP7VT8>

http://www.goodreads.com/author/show/12448.Edwin_H_Friedman

[Images for Mickie Crimone, author](#)

[Images for Generation to Generation: Family Process in Church and Synagogue by Edwin H. Friedman \(Author\)](#)

God's Faithfulness to Israel

O give thanks to the LORD, call on his name, make known his deeds among the peoples.

Sing to him, sing praises to him; tell of all his wonderful works.

Glory in his holy name; let the hearts of those who seek the LORD rejoice.

Seek the LORD and his strength; seek his presence continually.

Remember the wonderful works he has done, his miracles, and the judgments he uttered,

O offspring of his servant Abraham, children of Jacob, his chosen ones.

He is the LORD our God; his judgments are in all the earth.

He is mindful of his covenant forever, of the word that he commanded, for a thousand generations, the covenant that he made with Abraham, his sworn promise to Isaac, which he confirmed to Jacob as a statute, to Israel as an everlasting covenant, saying, "To you I will give the land of Canaan as your portion for an inheritance."

When they were few in number, of little account, and strangers in it, wandering from nation to nation, from one kingdom to another people, he allowed no one to oppress them; he rebuked kings on their account, saying, "Do not touch my anointed ones; do my prophets no harm."

When he summoned famine against the land, and broke every staff of bread, he had sent a man ahead of them, Joseph, who was sold as a slave.

His feet were hurt with fetters, his neck was put in a collar of iron; until what he had said came to pass, the word of the LORD kept testing him.

The king sent and released him; the ruler of the peoples set him free.

He made him lord of his house, and ruler of all his possessions, to instruct his officials at his pleasure, and to teach his elders wisdom.

Then Israel came to Egypt; Jacob lived as an alien in the land of Ham.

And the LORD made his people very fruitful, and made them stronger than their foes, whose hearts he then turned to hate his people, to deal craftily with his servants.

He sent his servant Moses, and Aaron whom he had chosen.

They performed his signs among them, and miracles in the land of Ham.
He sent darkness and made the land dark; they rebelled against his words.
He turned their waters into blood and caused their fish to die.
Their land swarmed with frogs, even in the chambers of their kings.
He spoke, and there came swarms of flies, and gnats throughout their country.
He gave them hail for rain, and lightning that flashed through their land.
He struck their vines and fig trees and shattered the trees of their country.
He spoke, and the locusts came, and young locusts without number; they devoured all the vegetation in their land and ate up the fruit of their ground.
He struck down all the firstborn in their land, the first issue of all their strength.
Then he brought Israel out with silver and gold, and there was no one among their tribes who stumbled.
Egypt was glad when they departed, for dread of them had fallen upon it.
He spread a cloud for a covering, and fire to give light by night.
They asked, and he brought quails, and gave them food from heaven in abundance.
He opened the rock, and water gushed out; it flowed through the desert like a river.
For he remembered his holy promise, and Abraham, his servant.
So, he brought his people out with joy, his chosen ones with singing.
He gave them the lands of the nations, and they took possession of the wealth of the peoples, that they might keep his statutes and observe his laws. Praise the LORD!

[oremus Bible Browser: Psalm 105](#)

<http://bible.oremus.org/?ql=178605347>

[Images for God's Faithfulness to Israel](#)

[Heritage Quotes - BrainyQuote](#)

<http://www.brainyquote.com/quotes/keywords/heritage.html>

[Images for Heritage Quotes](#)

<https://www.goodreads.com/quotes/tag/heritage>

<https://www.goodreads.com/quotes/tag/cultural-heritage>

[Images for Cultural Heritage quotes](#)

www.azquotes.com/quotes/topics/heritage.html

www.azquotes.com/quotes/topics/cultural-heritage.html

www.familytreequotes.com/categories/Inspirational-Heritage-and-Legacy/

[Images for Heritage and Legacy quotes](#)

www.quoteland.com/topic/Heritage-Quotes/566/

<http://quotes.yourdictionary.com/heritage>

<http://thinkexist.com/quotes/with/keyword/heritage/>

www.finestquotes.com/select_quote-category-Heritage-page-0.htm

www.earstohear.net/heritage/quotes.html

<https://www.pinterest.com/kemblajottings/history-and-heritage-quotes/>

[Images for History and Heritage quotes](#)

[Heritage - Wikipedia](#)

- History, "heritage" refers to events or processes that have a special meaning in group memory

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

[Images for heritage](#)

IMN | Step Two – FTM: The Work of the Congregation (FTMC)

This five-day course emphasizes the work of the congregation. The fundamental tasks of the congregation, framed as Focus Points, are to successfully navigate the transition period:

HERITAGE– Reviewing how the congregation has been shaped and formed.

LEADERSHIP– Reviewing the member needs and its ways of organizing and developing new and effective leadership

MISSION– Defining and redefining sense of purpose and direction

CONNECTIONS– Discovering all the relationships a faith community builds outside of itself

FUTURE– Developing congregational and pastoral profiles

http://imnedu.org/interim_transitional-education/the-fundamentals-of-transitional-ministry-the-work-of-the-congregation/

[Images for HERITAGE– Reviewing how the congregation has been shaped and formed.](#)

Jacob Brings His Whole Family to Egypt

46 When Israel set out on his journey with all that he had and came to Beer-sheba, he offered sacrifices to the God of his father Isaac. ² God spoke to Israel in visions of the night, and said, "Jacob, Jacob." And he said, "Here I am." ³ Then he said, "I am God,^[a] the God of your father; do not be afraid to go down to Egypt, for I will make of you a great nation there. ⁴ I myself will go down with you to Egypt, and I will also bring you up again; and Joseph's own hand shall close your eyes."

⁵ Then Jacob set out from Beer-sheba; and the sons of Israel carried their father Jacob, their little ones, and their wives, in the wagons that Pharaoh had sent to carry him. ⁶ They also took their livestock and the goods that they had acquired in the land of

Canaan, and they came into Egypt, Jacob and all his offspring with him, ⁷ his sons, and his sons' sons with him, his daughters, and his sons' daughters; all his offspring he brought with him into Egypt.

⁸ Now these are the names of the Israelites, Jacob and his offspring, who came to Egypt. Reuben, Jacob's firstborn, ⁹ and the children of Reuben: Hanoch, Pallu, Hezron, and Carmi. ¹⁰ The children of Simeon: Jemuel, Jamin, Ohad, Jachin, Zohar, and Shaul, ¹¹ the son of a Canaanite woman. ¹² The children of Levi: Gershon, Kohath, and Merari. ¹³ The children of Judah: Er, Onan, Shelah, Perez, and Zerah (but Er and Onan died in the land of Canaan); and the children of Perez were Hezron and Hamul. ¹⁴ The children of Issachar: Tola, Puvah, Jashub, ¹⁵ and Shimron. ¹⁶ The children of Zebulun: Sered, Elon, and Jahleel (these are the sons of Leah, whom she bore to Jacob in Paddan-aram, together with his daughter Dinah; in all his sons and his daughters numbered thirty-three). ¹⁷ The children of Gad: Ziphion, Haggi, Shuni, Ezbon, Eri, Arodi, and Areli. ¹⁸ The children of Asher: Imnah, Ishvah, Ishvi, Beriah, and their sister Serah. The children of Beriah: Heber and Malchiel (these are the children of Zilpah, whom Laban gave to his daughter Leah; and these she bore to Jacob—sixteen persons). ¹⁹ The children of Jacob's wife Rachel: Joseph and Benjamin. ²⁰ To Joseph in the land of Egypt were born Manasseh and Ephraim, whom Asenath daughter of Potiphera, priest of On, bore to him. ²¹ The children of Benjamin: Bela, Becher, Ashbel, Gera, Naaman, Ehi, Rosh, Muppim, Huppim, and Ard (these are the children of Rachel, who were born to Jacob—fourteen persons in all). ²² The children of Dan: Hashum. ²³ The children of Naphtali: Jahzeel, Guni, Jezer, and Shillem (these are the children of Bilhah, whom Laban gave to his daughter Rachel, and these she bore to Jacob—seven persons in all). ²⁴ All the persons belonging to Jacob who came into Egypt, who were his own offspring, not including the wives of his sons, were sixty-six persons in all. ²⁵ The children of Joseph, who were born to him in Egypt, were two; all the persons of the house of Jacob who came into Egypt were seventy. (Genesis 46:1-27)

Genesis 46 (New Revised Standard Version) - Bible Gateway

<http://www.biblegateway.com/passage/?search=Genesis+46&version=NRSV>

[Images for Jacob Brings His Whole Family to Egypt](#)

Leading in Anxious Times - Eastern North Dakota Synod

It's a reality of life that the Body of Christ, the church, wrestles continually with difficult issues and challenging times. Whether it's economic hardship, mission and outreach, interpretation of scripture, denominational decisions, or any of many other challenges, "being church" has always been fraught with disagreements, anxiety, and differing points of view. Our Lutheran heritage is one of ongoing reformation. We are a church known for asking hard questions and struggling with real issues of life and faith. The following resources are a sampling of print and media materials meant to help provide some leadership tools for dealing with anxious times.

<http://www.eandsynod.org/resource-center/recommended/leading-in-anxious-times/>

[Images for Lutheran heritage](#)

Memories, Hopes, and Conversations: Appreciative Inquiry and Congregational Change [Mark Lau Branson]

When First Presbyterian Church in Altadena, California, was asked to provide a mission study report for its pastor nominating committee, the congregation was afraid they would find themselves engaging in busy work and producing a report that would wind up in a file gathering dust. They then asked Professor Mark Lau Branson to consult with them on writing this report. He invited them to join in a process of Appreciative Inquiry - a transformational organization change process - which resulted in a major shift in congregational conversations and a new sense of hope.

Memories, Hopes, and Conversations recounts the experience of First Presbyterian and outlines a process that any congregation can utilize to harness the energies of the congregation at all levels of its common life. Branson first leads readers through the foundations of Appreciative Inquiry and bracingly explores biblical texts for understanding the practice in a faith context. He then outlines and illustrates a four-step process - Initiate, Inquire, Imagine, Innovate - that creatively employs constructive conversations and questions to evoke storytelling and spur imaginations.

Branson persuasively demonstrates how concentrating on needs and problems can mire a congregation in discouragement and distract it from noticing innate strengths. By focusing on memories of the congregation at its best, members are able to construct "provocative proposals" to help shape the church's future. Grounded in solid theory and real-life practice, *Memories, Hopes, and Conversations* is a groundbreaking work of narrative leadership and the first book to apply the principles of Appreciative Inquiry to the lives of congregations.

<http://www.amazon.com/Memories-Hopes-Conversations-Appreciative-Congregational/dp/1566992885>

http://www.goodreads.com/book/show/221792.Memories_Hopes_and_Conversations

https://www.goodreads.com/author/quotes/129786.Mark_Lau_Branson

<https://www.barnesandnoble.com/w/memories-hopes-and-conversations-mark-lau-branson/1111102099>

<https://rowman.com/ISBN/9781566992886/Memories-Hopes-and-Conversations-Appreciative-Inquiry-and-Congregational-Change>

<https://books.google.com/books?isbn=1566995825>

<https://books.google.com/books?isbn=1566997844>

https://books.google.com/books/about/Memories_Hopes_and_Conversations.html?id=Svy1AAAACAAJ

[Memories, Hopes, and Conversations: Appreciative Inquiry and Congregational Change](#)

<http://www.lifeandleadership.com/book-summaries/branson-memories-hopes-and-conversations.html>

<https://alban.org/archive/ten-assumptions-of-appreciative-inquiry/>

<http://appreciativeinquiry.case.edu/research/bibpublishedDetail.cfm?coid=5778>

<http://www.simunltd.com/AppreciativeInquiry.anoverview.pdf>

<http://www.congregationalcoach.com/Pages/AppreciativeInquiry.aspx>

<https://leadwithyourlife.com/memories-hopes-conversations/>

<http://nextreformation.com/?p=4421>

<https://markklaubranson.wordpress.com/2012/02/14/memories-hopes-conversations/>

<https://marklaubranson.wordpress.com/2012/02/14/memories-hopes-conversations/>
<http://www.simunltd.com/AppreciativeInquiry.anoverview.pdf>
<https://www.youtube.com/watch?v=wb3l6PdxNIQ> Christian Book Review: Memories, Hopes, and Conversations: Appreciative Inquiry and Congregational Change – YouTube
<http://www.churchesculturesleadership.com/author/mlbranson/>
<http://fuller.edu/faculty/mbranson/>
http://fuller.edu/uploadedFiles/Siteroot/Academics/Faculty/Faculty_Profiles/Branson-cv-mlb-042516.pdf
<https://www.facebook.com/mlbranson>
<http://themissionalnetwork.com/uncategorized/mark-lau-branson/>
<http://www.ekkesiaproject.org/about-us/meet-the-ep/mark-lau-branson/>
<https://vimeo.com/marklaubranson>
<https://twitter.com/marklaubranson>
<https://www.amazon.com/Mark-Lau-Branson/e/B001K8HAYK>
http://www.goodreads.com/author/show/129786.Mark_Lau_Branson
 Images for Mark Lau Branson, author
 Images for Memories, Hopes, and Conversations: Appreciative Inquiry and Congregational Change [Mark Lau Branson]

Message from Presiding Bishop Hanson - ELCA 25th Anniversary

Dear sisters and brothers in Christ,

The Evangelical Lutheran Church in America (ELCA) is the church that shares a living, daring confidence in God's grace. We are a church rooted in Scripture, tradition, the Lutheran Confessions and the rich histories of our congregations. It is through God's grace that we are made new day by day to proclaim Jesus Christ and boldly participate in God's work. As Luther said, this faith is a living, busy, active, mighty thing.

As we celebrate our 25th anniversary, we get to look back at the people and events that have shaped us as a church. We celebrate the stories that have made us vibrant and distinctive yet brought us together as nearly 10,000 congregations, 65 synods and numerous churchwide ministries freed in Christ to love and serve neighbors in our communities, our country and around the world. What God has done through us is indeed worth celebrating. In 25 years, we have: Started 435 new congregations, Ordained nearly 8,000 pastors, Sent more than 2,000 missionaries to serve around the world, Contributed more than \$350 million toward the alleviation of hunger and poverty. The year of our 25th anniversary begins Jan. 1, 2013, with the theme "Always being made new." I invite you to join me in celebrating these 25 years together in Christ. In 2 Corinthians 5:17 Paul writes, "So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!"

In Jesus Christ, we are not unchanged. It is through our willingness as a church to boldly participate in God's work in the world that we are made new day by day. I am grateful for your leadership, support and prayers in making the work of this church possible.

Thanks be to God!

In God's grace,

The Rev. Mark S. Hanson

<http://www.elca.org/Who-We-Are/Welcome-to-the-ELCA/25th-Anniversary/Message-from-the-Bishop.aspx>

<https://www.elca.org/About/History/Former-Presiding-Bishops/The-Rev-Mark-Hanson>

Images for Message from Presiding Bishop Hanson ELCA 25th Anniversary

[DOC]Model Constitution for Congregations 2019 - ELCA Resource Repository

Chapter 2.

CONFESSION OF FAITH

*C2.01. This congregation confesses the Triune God, Father, Son, and Holy Spirit.

*C2.02. This congregation confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.

- a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.
- b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.
- c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.

*C2.03. This congregation accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.

*C2.04. This congregation accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this congregation.

*C2.05. This congregation accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.

*C2.06. This congregation accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.

***C2.07.** This congregation confesses the Gospel, recorded in the Holy Scripture and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

<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 Chapter 2. CONFSSION OF FAITH](#)

Our God, Our Help in Ages Past - CyberHymnal

Our God, our help in ages past,
Our hope for years to come,
Our shelter from the stormy blast,
And our eternal home.

Text: Isaac Watts, 1674-1748

<http://www.cyberhymnal.org/htm/o/g/ogohiap.htm>
http://en.wikipedia.org/wiki/Our_God,_Our_Help_in_Ages_Past
[Images for O God, Our Help in Ages Past](#)

[PDF] Rethinking Transitional Ministry by Norman B. Bendroth - Amazon Web Services

Les Robinson, the director of the interim ministry arm of the Center for Congregational Health, in Winston-Salem, NC, which trains about 100 interim ministers a year, suggests that, "Instead of saying 'Coming to Terms with Your History,' which can denote a negative past that a congregation needs to own, the Center uses 'Heritage.' This affirms the distinctiveness of a church's theological and denominational tradition. It helps them to recognize and own their shadow side, but to also affirm the best of the past and to bring that into the future."

http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82_Rethinking%20Transitional%20Ministry.pdf
<https://alban.org/archive/rethinking-transitional-ministry/>
<https://alban.org/2015/03/06/norman-bendroth-transitional-ministry-today/>
[Images for Rethinking Transitional Ministry by Norman B. Bendroth](#)
<https://www.amazon.com/Transitional-Ministry-Today-Successful-Strategies/dp/156699750X>
<http://www.goodreads.com/book/show/23811442-transitional-ministry-today>
<https://louisville-institute.org/interviews/norman-bendroth/>
<https://www.linkedin.com/in/norman-bendroth-19575434>
<http://www.christiancentury.org/contributor/norman-b-bendroth>
<https://healthychurch.org/interim-ministry/> Interim Ministry - Center for Congregational Health (CCH)
<https://rowman.com/ISBN/9781566997669/Transitional-Ministry-Today-Successful-Strategies-for-Churches-and-Pastors>
<https://books.google.com/books?isbn=1566997518>
https://books.google.com/books/about/Transitional_Ministry_Today.html?id=Oy7VBQAAQBAJ
<http://imnedu.org/wp-content/uploads/2012/05/Programs-2012.pdf> Page 8
<http://www.pts.edu/UserFiles/File/continuing/2016%20Pittsburgh%20Week%20II%20letterIIa.pdf>
<http://interimtraining.org/>
<http://www.clergyleadership.com/training/aim1-prog.cfm>

Temporary Shepherds: A Congregational Handbook for Interim Ministry by Roger S. Nicholson (Editor)

Chapter 6. Coming to Terms with **History**. Pages 65-74
Tool 2 Bible Studies for the Journey Pages 162-163
Tool 3 Engaging the Developmental Tasks. Pages 166-168
Effective interim ministry depends on strong partnership between the interim minister and congregation. Lay leaders of congregations preparing for such a transition will value the expert guidance provided by over a dozen experienced interim pastors. What is interim ministry all about? What needs to happen during the interim? What should leaders and members expect from the interim pastor and themselves during this transition? What other resources are available for congregations?

<http://www.amazon.com/Temporary-Shepherds-Congregational-Handbook-Ministry/dp/1566992087>
https://www.goodreads.com/en/book/show/1463283.Temporary_Shepherds
<https://books.google.com/books?isbn=1566996465>
[Images for Temporary Shepherds: A Congregational Handbook for Interim Ministry by Roger S. Nicholson \(Editor\)](#)

Tending Intentionally to Congregations in Transition

We learned there are five developmental tasks of this work which really focus on five points:

| Developmental Tasks | Focus Point |
|--|-----------------|
| Coming to Terms with History | Heritage |
| Discovering a New Identity | Mission |
| Allowing and empowering new leadership | Leadership |
| Renewing denomination linkages | Connections |
| Commitment to new future | Future |

"The real work of the intentional interim minister is to facilitate and coach, guide and support the members and leaders of the congregation as they engage in the focus points." (John Keydel)

<http://franconiaconference.org/tending-intentionally-to-congregations-in-transition/>

[Images for Tending Intentionally to Congregations in Transition](#)
[Images for Congregations Coming to Terms with History Heritage](#)

The Church of Christ in Every Age | Hymnary.org

The church of Christ in every age,
beset by change but Spirit-led,
must claim and test its **heritage**
and keep on rising from the dead.

Text: Fred Pratt Green, 1903-2000

https://hymnary.org/text/the_church_of_christ_in_every_age
<http://divinity.duke.edu/oxford/docs/2007papers/2007-9Wallace.pdf>
[Images for Church of Christ in Every Age](#)

The Genealogy of Jesus the Messiah

1 An account of the genealogy⁻ of Jesus the Messiah,⁻ the son of David, the son of Abraham.
2 Abraham was the father of Isaac, and Isaac the father of Jacob, and Jacob the father of Judah and his brothers,³ and Judah the father of Perez and Zerah by Tamar, and Perez the father of Hezron, and Hezron the father of Aram,⁴ and Aram the father of Aminadab, and Aminadab the father of Nahshon, and Nahshon the father of Salmon,⁵ and Salmon the father of Boaz by Rahab, and Boaz the father of Obed by Ruth, and Obed the father of Jesse,⁶ and Jesse the father of King David.
And David was the father of Solomon by the wife of Uriah,⁷ and Solomon the father of Rehoboam, and Rehoboam the father of Abijah, and Abijah the father of Asaph,⁻ and Asaph⁻ the father of Jehoshaphat, and Jehoshaphat the father of Joram, and Joram the father of Uzziah,⁹ and Uzziah the father of Jotham, and Jotham the father of Ahaz, and Ahaz the father of Hezekiah,¹⁰ and Hezekiah the father of Manasseh, and Manasseh the father of Amos,⁻ and Amos⁻ the father of Josiah,¹¹ and Josiah the father of Jechoniah and his brothers, at the time of the deportation to Babylon.
12 And after the deportation to Babylon: Jechoniah was the father of Salathiel, and Salathiel the father of Zerubbabel,¹³ and Zerubbabel the father of Abiud, and Abiud the father of Eliakim, and Eliakim the father of Azor,¹⁴ and Azor the father of Zadok, and Zadok the father of Achim, and Achim the father of Eliud,¹⁵ and Eliud the father of Eleazar, and Eleazar the father of Matthan, and Matthan the father of Jacob,¹⁶ and Jacob the father of Joseph the husband of Mary, of whom Jesus was born, who is called the Messiah.⁻
17 So all the generations from Abraham to David are fourteen generations; and from David to the deportation to Babylon, fourteen generations; and from the deportation to Babylon to the Messiah,⁻ fourteen generations. (Matthew 1:1-17)

oremus Bible Browser: [Matthew 1:1-17](#)

<http://bible.oremus.org/?passage=Matthew+1:1-17>
[Images for Genealogy of Jesus the Messiah](#)

The Marks of a Healthy Congregation - Alban

Consultant Terry Foland has concluded that 12 areas of congregational life are significant in determining a congregation's health. Within each category are the challenging questions he suggests that church leaders ask themselves as they embark on the process of congregational change.

History and **Heritage**

- How do we value our past?
- What have we incorporated into our story of being a congregation from our successes and crises and from our failures?
- How did we evolve into our current set of norms and values, which primarily set the boundaries and determine our way of being a faith community?
- Have we been enriched by or imprisoned by the events of our history?
- When there have been bad experiences, have we had sufficient closure so that we are not limited by our shame about those experiences and our fear of repeat failures?
- How well do we value our past without letting it determine our present and future life together?

[Alban at Duke Divinity School » The Marks of a Healthy Congregation](#)

<https://alban.org/archive/the-marks-of-a-healthy-congregation/>
[Images for The Marks of a Healthy Congregation - Alban - History and Heritage](#)

What Does the Bible Say About Heritage? - OpenBible.info

<http://www.openbible.info/topics/heritage>
[Images for bible and heritage](#)
<http://bible.knowing-jesus.com/topics/Heritage>
<http://www.kingjamesbibleonline.org/Bible-Verses-About-Heritage/>
<http://www.kingjamesbibleonline.org/heritage/>
www.kingjamesbibleonline.org/Heritage/
<https://bible.org/seriespage/session-5-heritage>
<https://www.biblestudytools.com/dictionary/heritage/>
<http://biblehub.com/topical/h/heritage.htm>
<https://bible.org/seriespage/5-heritage>
<https://bible.org/seriespage/lesson-79-godly-heritage-genesis-481-22>

Deed

This Indenture, Made this 24th day of Dec in the year of our Lord one thousand eight hundred and ninety eight between Ole J. Olsson and Anna Olsson his wife of Cedar Lake Wis

Cedar Lake Norwegian Evangelical Lutheran Congregation of Cedar Lake Wis part of the first part, and part of the second part,

Witnesseth, That the said part of the first part, for and in consideration of the sum of One (\$1.00) Dollars, to them in hand paid by the party of the second part, the receipt whereof is hereby confessed and acknowledged, have given, granted, bargained, sold, released, released, aliened, conveyed and confirmed, and by these presents do give, grant, bargain, sell, remise, release, alien, convey and confirm unto the said party of the second part heirs and assigns forever, the following described real estate, situated in the County of Barron and State of Wisconsin, to-wit:





Commencing at corner post between Sections five, Six, Seven and Eight Township Thirty five (35) Range Ten (10) West, thence running Twelve (12) rods North thence Ten (10) Rods East thence Twelve (12) Rods South thence Ten (10) Rods West to place of beginning containing $\frac{3}{4}$ of an acre including highway

Together with all and singular the hereditaments and appurtenances thereunto belonging, or in anywise appertaining; and all the estate, right, title, interest, claim or demand whatsoever of the said part of the first part, either in law or equity, either in possession or expectancy of, in and to the above bargained premises, and their hereditaments and appurtenances.


To Have and to Hold The said premises above described, with the hereditaments and appurtenances, unto the said part of the second part, and to their heirs and assigns, Forever. And the said Ole J. Olsson and Anna Olsson for themselves, heirs, executors and administrators, do covenant, grant, bargain and agree to and with the said part of the second part heirs and assigns, that at the time of ensembling and delivery of these presents they well seized of the premises above described, as of a good, sure, perfect, absolute and indefeasible estate of inheritance in the law in fee simple, and that the same are free and clear of all incumbrances whatever.

and that the above bargained premises, in the quiet and peaceful possession of the said part of the second part heirs and assigns, against all and every person or persons lawfully claiming the whole or any part thereof, they will forever Warrant and Defend.

In Witness Whereof, The said part of the first part have hereunto set their hand & seal & the day and year first above written.

Signed, Sealed and Delivered in Presence of
Karl Holtan } Ole J. Olsson 
A. Strand } Anna Olsson 



STATE OF WISCONSIN,)
County of Barron) ss. Be it Remembered That on the 29th day of December, D. 1898
personally came before me the above named Ole J. Olsson and Anna Olsson
his wife
to me known to be the person S who executed the foregoing Deed, and acknowledged the same to be their free act and deed, for the uses and purposes therein mentioned.

Received for Record this 29th day of December A. D. 1898 at 3 o'clock P. M.
A. Strand  A. Strand
Register of Deeds. Barron Co Wis

Our Savior's Lutheran Church 1878-1978 of Campia, Wisconsin. Page 3.

Reflections and Resources

1) God's Word Is Our Great Heritage

One congregation Diamond Jubilee history identified their heritage as the word of God.

In 1872 and 1873 the first Norwegian pioneers began to settle in this community. As years went by more settlers and their families moved in – friends they used to know in Norway. Others came because they wanted to be near people who spoke the same language as was spoken in their native land.

They were few in number, and poor in worldly goods, but they brought along, from whence they came, a precious heritage which they were concerned in keeping and passing on to their children. This **heritage was the word of God.**

God's Word Is Our Great Heritage - Hymnary.org

God's Word is our great heritage
And shall be ours forever;
To spread its light from age to age
Shall be our chief endeavor.
Through life it guides our way,
In death, it is our stay.
Lord, grant, while worlds endure,
We keep its teachings pure
Throughout all generations.

http://www.hymnary.org/text/this_word_of_god_our_heritage

[Images for God's Word Is Our Great Heritage](#)

<https://www.youtube.com/watch?v=3TP1v2IZTYE> "God's Word Is Our Great Heritage" by the Lutheran Quartet - YouTube

2) Noble servant of God

The congregation Diamond Jubilee history cited above also characterized an early pastor as a noble servant of God.

From 1881 on, Rev. N. Forde from (*name*), Wisconsin made regular visits to (*name*). He would conduct services in any available place. Inspired by Rev. Forde it was decided to call a meeting to organize a congregation. As far as we can learn those present at that meeting were Arne Olson, Ole Thompson, Olaf Thompson, Gunder Johnson, Even Johnson, Peter Peterson, and Martin Peterson. At this meeting, it was unanimously voted to organize a Lutheran congregation. Three trustees were elected. Olof Thompson, one year, Ole Thompson, two years, and Martin Peterson, three years. It was decided to incorporate the congregation according to the laws of the State of Wisconsin.

Thus, on February 8, 1885 came into existence the (*name*) Norwegian Lutheran Congregation. A very humble beginning it is true. Even at this first meeting the erection of a suitable house of worship was discussed. Rev. N. Forde was the first pastor and he was to receive \$50.00 per year, the rest was to be paid by the Home Mission of our church. The usual places of worship were the log school house on the south west corner of the Ever Erickson farm – which now is known as the Midway School and the school house in (*name*).

Rev. Forde was indeed a **noble servant of God**. He was a typical pioneer pastor who understood the pioneers. He shared their hardships and privations; their joys and sorrows, and in turn gained their love and respect. He served the congregation from 1881 until 1892. He died in his last parish in Starbuck, Minnesota in 1924.

3) Honor

I seek to honor the congregation by reading the history and quoting from it in a sermon early in the interim. This action communicates the message to the people that "the pastor takes us seriously." I also make references to the history. At one congregation, a facility had been built decades earlier. An altar mural from the previous facility was placed in the fellowship hall. I made reference to this portrayal, and it became an occasion for people recalling the earlier facility and history.

I helped start and then served as editor 1987-1996 of a volunteer-operated community newspaper called *The Hay River REVIEW*. I returned for the 30th anniversary at the annual meeting of the newspaper on 5/7/2017 at the Valkyrie Brewing Company in Dallas. Most of the initial volunteers happened to be transplants to the area. One of the ways we were able to gain the acceptance of the homegrowns was to publish articles about the history of the area. My booklet *Rural Communities: Dying or Being Reborn* as a part of Rural Ministry Resources on this website gives a couple of examples of honoring the past in Part VI Memories of Those Who Have Died Inspire the Living: Chapter 14 Graytown – Gone but Not Forgotten; Chapter 15 Karen Olson: Midwife to a Thousand Babies.

Resources

[Honour - Wikipedia](#)

Honour (British English) or *honor* is an abstract concept entailing a perceived quality of worthiness and respectability that affects both the social standing and the self-evaluation of an individual or institution such as a family, school, regiment or nation.

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

[Images for honor](#)

How to Honor the Heritage of Yourself and Others - wikiHow

Learn to get in touch with your family's origins, and appreciate the culture of the nation you and your family are from.

<http://www.wikihow.com/Honor-the-Heritage-of-Yourself-and-Others>

[Images for honor heritage](#)

What Does the Bible Say About Honor? - OpenBible.info

<https://www.openbible.info/topics/honor>

[Images for bible and honor](#)

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

<https://www.biblestudytools.com/dictionaries/bakers-evangelical-dictionary/honor.html>

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

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Honor/>

<http://biblehub.com/topical/h/honor.htm>

<https://www.bibletools.org/index.cfm/fuseaction/Library.sr/CT/RA/k/164/A-Matter-of-Honor.htm>

[Images for Matter of Honor](#)

4) Story

Telling of stories can be a way to enhance an appreciation of heritage.

Resources

Accounts – What Stories the Congregation Tell

History – Each community has commonly-told stories that share the history of the group. They might describe times of great growth or success or outline times of overcoming communal crises. These stories are passed on from the older generations to the younger generations but are also created in interaction. Not all events that happen are remembered, and the stories that are remembered are based on those who are present to keep remembering them.

Studying Congregations » Cultural Frame

<http://studyingcongregations.org/thinking-about-congregations/frames-for-studying-congregations/cultural-frame/#Accounts>

[Images for Studying Congregations » Cultural Frame](#)

[Images for Accounts – What Stories the Congregation Tell](#)

Best 25+ Storytelling ideas on Pinterest

<https://www.pinterest.com/explore/storytelling/>

[Images for Storytelling Pinterest](#)

<https://www.pinterest.com/artihappy/storytelling-at-its-best/>

<https://www.pinterest.com/ifvp/the-art-of-storytelling/>

<https://www.pinterest.com/mervirauhala/art-of-storytelling/>

<https://www.pinterest.com/arianaamorim/storytelling/>

<https://www.pinterest.com/inspirationlabs/story-telling/>

<https://www.pinterest.com/jeanzy312/storytelling/>

<https://www.pinterest.com/waldorfish/storytelling/>

<https://www.pinterest.com/thisreadingmama/storytelling/>

Beyond Maintenance to Mission: A Theology of the Congregation by Craig L. Nesson (Author)

Visionary yet practical, Nesson's influential book makes a persuasive case for the centrality of mission in the life of the church. Nesson's model of mission-driven leadership is strongly centered on the community of faith's worship and draws unique connections between the worship life of a congregation and every aspect of the church's ministry. Around the twin foci of congregational identity and mission, the chapters in this dynamic book provide solid theological and radical direction on the themes of worship, education, fellowship, stewardship, evangelism, global connections, and social ministry. Equally pertinent to seminary classroom and parish life, the new edition highlights worship's centrality, adds a new chapter on prayer and spiritual practices in this framework, significantly revises the treatments of fellowship and evangelism, and adds a full set of materials designed for congregational visioning and planning.

2. First, Listen

[Congregational Story](#)

[Cultural Story](#)

[Biblical Story](#)

<http://fortresspress.com/product/beyond-maintenance-mission-theology-congregation>

<https://www.augsburgfortress.org/store/productgroup/463/Beyond-Maintenance-to-Mission>

http://www.amazon.com/Beyond-Maintenance-Mission-Theology-Congregation/dp/0800663268#reader_0800663268

<http://www.goodreads.com/book/show/7190175-beyond-maintenance-to-mission>

<https://www.barnesandnoble.com/w/beyond-maintenance-to-mission-craig-l-nessan/1100072723?type=eBook>

<https://books.google.com/books?isbn=1451405391>

https://books.google.com/books/about/Beyond_Maintenance_to_Mission.html?id=VnAtxY2KY9UC

<https://www.cune.edu/resources/docs/Issues/ISSUES-2007-41-3-winter.pdf>

<http://fortresspress.com/author/craig-l-nessan>

<http://www.wartburgseminary.edu/people/dr-craig-l-nessan/>
<https://www.amazon.com/Craig-L.-Nessan/e/B001JSAG9C>
http://www.goodreads.com/author/show/723724.Craig_L_Nessan
[Images for Craig L. Nessan \(Author\)](#)
[Images for Beyond Maintenance to Mission: A Theology of the Congregation by Craig L. Nessan \(Author\)](#)

Bible Stories: The Purpose Behind the Stories - Life, Hope & Truth

Bible stories can be great for teaching children. And they also have real meaning for anyone who wants to understand God and how He wants us to act.

<https://lifehopeandtruth.com/bible/bible-study/bible-stories/>
[Images for Bible Stories: The Purpose Behind the Stories - Life, Hope & Truth](#)

Coming Together: Healing Division and Forming Union through Story » Alban at Duke Divinity School

This is a familiar pattern, repeated across the land and around the world. The influence of culture and history can distract us from our mission. Our human tendency to separate into groups can cause us to forget our one calling as the one people of God with one mission and one purpose. Repentance must begin with a realization that we all are on the same journey, all serving the same Lord, even if we are traveling what seem separate paths. The path of convergence must begin with a return to our story, our sacred Story, our particular story, our one story.

Alban at Duke Divinity School » Coming Together: Healing Division and Forming Union through Story

<https://alban.org/archive/coming-together-healing-division-and-forming-union-through-story/>
[Images for Coming Together: Healing Division and Forming Union through Story » Alban](#)
<https://alban.org/archive/living-the-story/>
<http://www.amazon.com/Leadership-Congregations-Harvesting-Learnings-Richard/dp/1566993342>
<http://www.amazon.com/Christianity-Rest-Us-Neighborhood-Transforming/dp/0060836946/>
<http://www.dianabutlerbass.com/>
<https://alban.org/archive/deeply-rooted-in-the-old-old-story/>
<https://alban.org/category/conflict/>

Discerning God's Will Together

1. History giving and **storytelling** - Each congregation has a “thick history” and present reality of stories of God’s leading, provision, and grace, and boards need to rehearse these stories. They establish a kind of “sacred space” from which boards engage their responsibilities. Sharing stories helps to clarify and generate vision and enables discernment. Some stories should emerge “from the edge” to challenge complacency or misunderstanding.

<http://www.lifeandleadership.com/book-summaries/morris-and-olsen-discerning-gods-will-together.html>
[Images for Discerning God's Will Together](#)
[Images for congregation history giving and storytelling](#)

Do You Know the Story? - Margaret Marcuson

Here are some questions that can help you as you learn more about the story you are part of.

<http://margaretmarcuson.com/blog/page/48/>
[Images for Do You Know the Story? - Margaret Marcuson](#)

I Love to Tell the Story - CyberHymnal

I love to tell the story of unseen things above,
Of Jesus and His glory, of Jesus and His love.
I love to tell the story, because I know 'tis true;
It satisfies my longings as nothing else can do.

Refrain

*I love to tell the story, 'twill be my theme in glory,
To tell the old, old story of Jesus and His love.*

<http://www.cyberhymnal.org/htm/i/i/iltts.htm>
[Images for I Love to Tell the Story](#)

Our own stories and the stories of others.

The collective stories of our families, our communities and our congregations are all told in many ways. At the IMN Annual Conference next month we will have an opportunity to learn from [Dr. Hannah Harvey](#) about the art and power of story and how story can be used effectively in ministry.

Hannah is a dynamic and articulate speaker. She incorporates the art of storytelling within her presentations, modeling storytelling as she teaches. Here is an introduction to Hannah’s plenary sessions “The deep work of storytelling is far more powerful than we often think. Storytelling is one of the most fundamental things we do as human beings, and it is foundational to identity - if you don’t know your story, you don’t know yourself. Many times we think of stories as simply a “hook” for our audience. In fact, stories comprise our very sense of who we are, driving material choices and influencing our beliefs.”

In particular, for churches in the midst of transitions, storytelling provides a map to navigate change and can motivate congregants as they move towards a new vision. There is a reason why we remember stories, and stories are crucial to congregations undergoing periods of transition.

Hannah's time with us will feature story-performances, content presentations and activities to get participants instantly applying the storytelling techniques discussed.

Listening & Trust-The Foundation of Storytelling

Our own cultural lenses greatly shape what we are able to see and hear--entering into a faith community is an act of cross-cultural communication impacted by perceptions, power dynamics and desires. How much we hear from a congregation can greatly depend on how we are and are not listening and how the storytelling dynamic impacts the stories we can/not hear. We will discuss some of the different layers of listening: listening for content, listening for meta-content (values), listening for a person's story performance, and listening for gaps. These layers yield not only multifaceted understandings of a congregation; the very act of listening "with your whole body" is foundational to trust and, ultimately, action."

Transitions & Thresholds-The Journey of Storytelling

Between and between, "interim" is inherently a "liminal" state of being, a threshold-like all rites of passage, it is a journey from known to new. Transition, the most difficult stage of labor, is ripe with both fear and expectation. We make sense out of life's transitions through story-our stories give us access to experiences, to ourselves and to each other. We will discuss "anxiety" and "conflict" in the context of threshold experiences and the stories that narrate them, as "social dramas" in the turning points of culture and a congregation's cultural life.

Translations & Techniques-The Telling of Storytelling

The art of any good translation, from the Bible to popular fiction, lies not only in mimetic fidelity but in conveying the context, spirit and presence of a text. The challenge of translation is greater when you become the mirror through which a congregation sees its reflected form. We will discuss the challenge of reflecting a congregation's story back to them in a way that they can hear and accept; shaping congregational experiences into stories that "make sense"; guiding congregations to the possibilities of different stories; and narrating transition into the future. The professional storytelling techniques discussed are useful in daily interactions with congregants as well as in sermons, staff and leadership meeting presentations and beyond.

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

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

Page 4

[Images for collective stories of our families, our communities and our congregations](#)

Storytelling - Topic - YouTube

StoryCenter creates spaces for transforming lives and communities, through the acts of listening to and sharing stories.

<https://www.youtube.com/channel/UCHjvCVaqNmX-4dLDAAgC4pg>

[Images for Storytelling - Topic - YouTube](#)

<https://www.youtube.com/user/CenterOfTheStory> StoryCenter - YouTube

<https://www.youtube.com/watch?v=cjllqUHQdNQ> Storytelling (The Power of Telling Stories) - YouTube

<https://www.youtube.com/watch?v=23frsMMKud8> THE MOTH: The Best Storytellers in the World - YouTube

<https://www.youtube.com/watch?v=-9Wb3gcOuKM&v=en> Storytelling - Become An AMAZING Storyteller!!! - YouTube

<https://www.youtube.com/watch?v=mOA8mUflH-Q> How To Tell A Story: Quick-Learn Storytelling Techniques! - YouTube

<https://www.youtube.com/watch?v=nPJAnuu9dw8> Images to Tell the Stories That Matter - YouTube

<http://journals.sagepub.com/doi/abs/10.1177/1056492616660765?journalCode=jmia> Digital Organizational Storytelling on YouTube

<http://www.echostories.com/five-great-brand-storytelling-examples/> Five Great Brand Storytelling Examples on YouTube

www.justinkownacki.com/best-youtube-channels-storytellers-video-essays/

Storytelling - Wikipedia

Storytelling describes the social and cultural activity of sharing stories, sometimes with improvisation, theatrics, or embellishment. Every culture has its own stories or narratives, which are shared as a means of entertainment, education, cultural preservation or instilling moral values.^[1] Crucial elements of stories and storytelling include plot, characters and narrative point of view.

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

https://en.wikipedia.org/wiki/Oral_storytelling

[Images for Storytelling](#)

The Congregation as Author: Sharing Stories, Listening Deeply, and Finding New Creative Vision: CENTERview

Once upon a time... In the beginning... Congregations are part of an ongoing story that has many dimensions. These dimensions connect congregational life with the narrative of scripture. These dimensions track the journey of individual congregants, every pilgrim's progress. And these dimensions include the institutional development of the congregation. Vibrant stories intertwine in ways that make the storytelling and listening engaging as well as ultimately redemptive.

CENTERview: The Congregation as Author: Sharing Stories, Listening Deeply, and Finding New Creative Vision

<https://alban.org/archive/centerview-the-congregation-as-author-sharing-stories-listening-deeply-and-finding-new-creative-vision/>

[Images for The Congregation as Author: Sharing Stories, Listening Deeply, and Finding New Creative Vision](#)

<https://alban.org/author/alban/page/64/>

<https://alban.org/archive/reclaiming-the-story-narrative-leadership-in-ministry/>
<https://alban.org/archive/getting-to-the-heart-of-the-matter/>
<https://alban.org/archive/tell-me-a-story-four-books-explore-what-business-leaders-have-discovered-about-the-power-of-narrative/>
<https://alban.org/archive/wrestling-with-the-next-chapter/>
<https://alban.org/about-alban/alban-weekly/>
<https://alban.org/books/>

The Story Factor: Inspiration, Influence, and Persuasion through the Art of Storytelling (2nd Revised Edition) by Annette Simmons (Author), Doug Lipman (Foreword)

The new material for this revised edition offers an expanded case study of storytelling in action that focuses on one of Simmons's success stories. Over one hundred stories drawn from the front lines of business and government, as well as myths, fables, and parables from around the world, illustrate how story can be used to persuade, motivate, and inspire in ways that cold facts, bullet points, and directives can't. These stories, combined with practical storytelling techniques, show anyone how to become a more effective communicator. From "who I am" to "I-know-what-you're thinking," Simmons identifies the six stories you need to know how to tell and demonstrates how they can be applied. This revised edition offers a guide to using storytelling in specific business circumstances, including corporate reorganizations, layoffs, and diversity issues.

<http://www.amazon.com/The-Story-Factor-Revised-Edition/dp/0465078079>
http://www.goodreads.com/book/show/575386.The_Story_Factor
<https://www.barnesandnoble.com/w/the-story-factor-annette-simmons/1111106567>
<http://www.annettesimmons.com/books/the-story-factor/>
<https://books.google.com/books?id=9PQp8S30NT0C>
<https://www.youtube.com/user/AnnetteGPC> Annette Simmons - YouTube
https://www.youtube.com/watch?v=B-ObO_U15tk The Story Factor by Annette Simmons - YouTube
<https://www.youtube.com/watch?v=FVIA52VzD84> 1. How to tell your story - YouTube
https://www.youtube.com/watch?v=8ad3KwY_QKM 2. The problem with different stories - YouTube
<https://www.youtube.com/watch?v=NBM1TS5VM7c> 3. Story of my dad - YouTube
<https://www.youtube.com/watch?v=w0nQkd9ms0I> 4. Change the story, change the future - YouTube
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<https://www.youtube.com/watch?v=DU0BzouTOuE> Annette Simmons: 2015 Volgenau Honor, Courage and Commitment Seminar
<https://www.youtube.com/watch?v=-S1A5VKxQkU&t=33s> Annette Simmons - How to engage with stories: The mastery of storytelling with impact - YouTube
<https://www.youtube.com/watch?v=A9HTKP050K8> Annette Simmons: Storytelling from the Inside/Out - YouTube
<https://www.youtube.com/watch?v=vBsSG9anic4> Annette Simmons: The Shared Experience of Being Human - YouTube
<https://www.youtube.com/watch?v=k3NENVdUERU> Storytelling as a Tool of Influence - YouTube
<https://www.youtube.com/watch?v=TagQikLOSQI> Storytelling that Reveals the Source of Apathy and Cynicisim - YouTube
<https://www.youtube.com/watch?v=vqEbrdbSdwU> Juicy, Colorful, Textured and Vivid - YouTube
<https://www.youtube.com/watch?v=sanjwAxQUNE> A Mitt Romney Story - Video blog #2 - YouTube
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<http://trainbibleteachers.com/storytelling.htm>

5) Remember

Norman Bendroth presented a workshop “Remembering as a Spiritual Practice” at the [2018 Annual Conference | IMN - Interim Ministry Network](#).

Remembering as a Spiritual Practice

This workshop asserts that our modern disengagement from the past puts us fundamentally out of step with the long witness of tradition. Yet, the past tense is essential to our language of faith, and without it, our conversation is limited and thin. Biblical tradition gives us the powerful image of a vast communion of saints, all of God’s people, both living and dead, in vital conversation with each other. This kind of connection with our ancestors in the faith is an important process in doing interim ministry, helping congregations recognize that their life together today is a gift from others who have gone before. It is important to read the minutes (figuratively) of previous generations and to remember we stand on the shoulders of faithful people just like us who have gone before. You will specifically learn about the important of having congregations remember and appreciate their historical, theological and ecclesial past and how they might use this knowledge in their current ministry setting. You will understand the five self-images of congregations, discuss ways to use them in your current settings and begin using remembering as a spiritual practice.

[2018 Annual Conference | IMN - Interim Ministry Network](#)

<https://imnedu.org/2018-annual-conference/> WORKSHOPS Wednesday, June 20, 2018 - 3:15 to 4:45 pm
<https://imnedu.org/2018-annual-conference/conference-registration/workshops-wednesday-june-20-315-to-445-pm/>
[Images for Remembering as a Spiritual Practice](#)

He commended a book on remembering written by his wife.

The Spiritual Practice of Remembering: Margaret Bendroth

We often dismiss history as dull or irrelevant, but our modern disengagement from the past puts us fundamentally out of step with the long witness of the Christian tradition. Yet, says Margaret Bendroth, the past tense is essential to our language of faith, and without it our conversation is limited and thin. This accessible, beautifully written book presents a new argument for honoring the past. The Christian tradition gives us the powerful image of a vast communion of saints, all of God’s people, both living and dead, in vital conversation with each other. This kind of connection with our ancestors in the faith, Bendroth maintains, will not happen by wishing or by accident. She argues that remembering must become a regular spiritual practice, part of the rhythm of our daily lives as we recognize our world to be, in many ways, a gift from others who have gone before.

<https://www.amazon.com/Spiritual-Practice-Remembering-Margaret-Bendroth/dp/0802868975>
<https://www.goodreads.com/book/show/17466678-the-spiritual-practice-of-remembering>
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https://www.goodreads.com/author/show/3109887.Margaret_Bendroth
[Images for margaret bendroth congregational library](#)
[Images for Spiritual Practice of Remembering: Margaret Bendroth](#)

He handed out a History Analysis Chart.

| | HISTORY ANALYSIS CHART | | |
|-----------------------------------|------------------------|------------|-----|
| | Founding Era | Glory Days | Now |
| What was going on in our context? | | | |
| Local community | | | |
| Wider culture | | | |

Wider church

How did we understand our distinctive
“calling” as a congregation? Clues:

Name
Location
Building style and size
Clergy strengths
Primary Programs

What was our definition of the “right size”?
How did that definition relate to:
Our context
Our distinctive calling

He also handed out a Wall of Wonder.

WALL OF WONDER

| | | | |
|---|--------------|--|---|
| F | Events | | C |
| o | | | u |
| u | | | r |
| n | | | r |
| d | | | e |
| i | | | n |
| n | People | | t |
| g | | | |
| Y | | | Y |
| e | | | e |
| a | | | a |
| r | Observations | | r |

Resources

Interim Ministry in Action: A Handbook for Churches in Transition by Norman B. Bendroth (Author)

Many churches today find themselves in frequent transition, whether due to the changing culture, the struggles of mainline churches, or the changing nature of mission. *Interim Ministry in Action* helps guide churches and their leadership through these times of change. The book will guide readers step-by-step through the process of how and why to decide to call an interim minister, the process for deciding what's next, and more. Each chapter concludes with exercises for readers, search committees, or boards to illustrate key themes and help them determine the best path forward.

Title Page
Acknowledgments
Introduction
It's Not Your Parents' Church Anymore
What Is Interim Ministry?
Why Do We Need an Interim Minister?
Who Should We Hire?
What Will We Do?
But We Like Things the Way They Are
Shepherd, Coach, Consultant, or Cheerleader?
Like a Shark: Move Forward or Die
Ready, Set, Go . . .
Build a Cathedral!
Appendix A: A Behavioral Covenant
Appendix B: The Mission of First Community Church
Appendix C: Gut Check: Twenty-Five Questions to Measure Church Vitality
Appendix D: Sample Interim Ministry Covenant-Contract
Appendix E: What Do We Have Energy For?
Appendix F: It All Depends
Appendix G: Questions For Congregations
Appendix H: Self-Image Assessment for Local Churches
Appendix I: Appreciative Interview Guide for Congregations
Selected Bibliography
Index
About the Author

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<https://www.brainyquote.com/topics/remembering>
https://www.brainyquote.com/topics/i_remember
Images for remember quotes
<https://www.goodreads.com/quotes/tag/remember>
www.azquotes.com/quotes/topics/remember.html
www.wiseoldsayings.com/remember-me-quotes/
<https://www.shmoop.com/remember-christina-rossetti/quotes.html>
<http://quotes.yourdictionary.com/remember>
<https://www.inc.com/bill-murphy-jr/31-inspiring-quotes-about-why-we-remember.html>
Images for inspiring-quotes-about-why-we-remember

remember (verb) definition and synonyms | Macmillan Dictionary

[intransitive/transitive] to have an image in your mind of a person, a place, or something that happened or was said in the past.

<https://www.macmillandictionary.com/us/dictionary/american/remember>
Images for remember (verb) definition and synonyms

Remember - Wikipedia

Remember may refer to:

<https://en.wikipedia.org/wiki/Remember>
Images for Remember - Wikipedia

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<https://www.christianitytoday.com/biblestudies/articles/spiritualformation/remember.html>
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<https://www.biblestudytools.com/dictionary/remember-remembrance/>
<https://www.desiringgod.org/messages/remember-that-you-were-hopeless>
<https://www.desiringgod.org/articles/what-will-we-remember-in-heaven>
Images for what-will-we-remember-in-heaven

6) Perspective

Exploring the past may also provide a sense of perspective. At one congregation, the previous 20 years saw two pastors resign or retire under duress. It helped, on the one hand, to recall that both pastors had also resigned their previous pastorates under duress, and on the other hand, to remember the much beloved pastors who had earlier served long-term pastorates. The Call Committee determined to ask the candidates why they were leaving their present call in order not to call still another candidate leaving under duress. At another congregation, the congregation was struggling to compensate a full-time pastor. I referred to the history to see that in its origins it was served by a circuit rider who came 12 times a year. Then the congregation joined with two other congregations to form a three-point parish. Later, the congregation joined with another congregation to form a two-point parish. After 30 years, that congregation withdrew to go on its own but was now making overtures to explore some sort of partnership.

Resources

Gaining Perspective: Peggy's Post | Samantha Jamison Mystery Series

According to the dictionary, perspective is the ability to perceive things in their actual comparative importance. And by looking at the past, you are thus able to gain perspective on the present. But what is the point of gaining an accurate point of view if

you don't have the ability to see it for what it is? If you get lost in the details, you then lose the sense of the larger whole. You are ignoring the obvious. You miss the key point. You have tunnel vision.

<http://samanthajamison.com/gaining-perspective/>

[Images for Gaining Perspective](#)

<http://www.thechangeblog.com/4-effective-practices-for-gaining-perspective/> #2

http://www.nytimes.com/2014/09/21/nyregion/looking-back-to-gain-a-fresh-perspective.html?_r=0

<https://www.forbes.com/sites/ashleystahl/2015/09/17/feeling-overwhelmed-here-are-three-ways-to-gain-perspective/#1e710d3258b6>

<https://www.entrepreneur.com/article/250201> 5 Easy Ways to Gain Perspective - Entrepreneur

<https://www.pinterest.com/Plumbobs/gaining-perspective/>

<https://www.pinterest.com/91christineande/losing-sight-and-gaining-perspective/>

Life Changes: 10 Ways to Get Perspective | HuffPost

7. Take a Bird's Eye View

From 1,000 feet above, imagine taking a snapshot of your past/present/future in all directions. What are the pathways and patterns you notice about the direction your life has taken? Look at your whole life as though you were watching a movie, staying detached and neutral. What would you tell yourself 300 years from now about your life situation? Is it terribly serious?

http://www.huffingtonpost.com/sura-flow/life-changes_b_1872656.html#slide=more250499

[Images for Life Changes: 10 Ways to Get Perspective | HuffPost](#)

[Images for Take a Bird's Eye View](#)

100 best Higher perspective quotes€€ images on Pinterest

<https://www.pinterest.com/Amalciatz/higher-perspective-quotes/>

[Images for perspective quotes on pinterest](#)

<https://www.pinterest.com/bettertheneverhome/quotes-perspective/>

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<https://www.pinterest.com/loveblisscoffee/a-little-perspective/>

<https://www.pinterest.com/denisedare43/choose-your-thoughts-+-perspective/>

Perspective Quotes - BrainyQuote

<https://www.brainyquote.com/topics/perspective>

[Images for Perspective Quotes](#)

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<https://motivationgrid.com/awesome-quotes-change-perspective-on-life/>

www.wiseoldsayings.com/perspectives-quotes/

www.johnpaulcaaponigro.com/blog/12531/16-quotes-on-perspective/

www.quoteagarden.com/perspective.html

<http://www.marcandangel.com/2016/07/17/16-quotes-that-show-us-life-from-a-different-perspective/>

<https://www.mindbodygreen.com/0-4047/20-Inspiring-Quotes-to-Keep-Things-in-Perspective.html>

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Perspective - Simple English Wikipedia

Perspective (cognitive), one's "point of view", the choice of a context for opinions, beliefs and experiences

<https://simple.wikipedia.org/wiki/Perspective>

[Images for perspective](#)

What Does the Bible Say About Experience And Perspective? - OpenBible.info

https://www.openbible.info/topics/experience_and_perspective

[Images for bible and perspective](#)

<http://pastorrick.com/devotional/english/develop-god-s-perspective-on-life>

<http://www.holybiblesays.org/articles.php?ID=479> What the Bible Can Teach Us About Perspective

<http://www.patheos.com/blogs/christiancrier/2015/06/29/top-7-bible-verses-to-improve-your-perspective-on-life/>

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<https://bible.org/seriespage/problem-perspective-luke-131-21>

www.directionjournal.org/36/2/perspective-seeing-with-eyes-of-god.html

[Images for perspective-seeing-with-eyes-of-god](#)

7) Origins

At one assignment, there were Presbyterian, First Reformed, and Christian Reformed congregations all in the same community. I asked about the origins, and it was explained to me that the First Reformed broke off from the Presbyterians, and later the Christian Reformed broke off from the First Reformed. Understanding the origins helped me to better understand the relationship of the congregations.

Resources

Origins Quotes - BrainyQuote

<https://www.brainyquote.com/topics/origins>

[Images for origins quotes](https://www.goodreads.com/quotes/tag/origins)

<https://www.goodreads.com/quotes/tag/origins>

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?

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 underfunded in this parish? How

Openly are financial matters discussed?

The Good Old Days

When were they and what made them such?

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

[Images for Predecessor Organizations](#)

[Images for start of this church](#)

The Origin of God | Learn the Bible

God is, by definition, that being from which everything else came but who Himself came from nothing else. In this regard, some have called God the causeless Cause. We say that everything must have a cause. However, if we apply this reasoning forever into the past, we must accept a logical requirement for one original cause that had no prior cause. This original cause must contain within itself the source of its own being. When we get back to this original causeless Cause, we have come to God.

<http://www.learnthebible.org/the-origin-of-god.html>

[Images for Origin of God | Learn the Bible](#)

8) Founders

Appreciating heritage includes remembering and acknowledging the founders.

Resources

Denominational Founders | People | Christian History

Christian History provides quality articles about the history of the Christian Church and is the official site of Christian History Magazine.

<https://www.christianitytoday.com/history/people/denominationalfounders/>

[Images for Denominational Founders | People | Christian History](#)

<https://www.christianitytoday.com/ct/archives/>

Founders remember Oaklands Presbyterian over five decades

As several founding members of Laurel's Oaklands Presbyterian Church prepare for the congregation's 50th anniversary, all say their unbreakable bond in friendship created a welcoming and unfettered home.

<http://www.baltimoresun.com/news/maryland/howard/laurel/ph-ll-oaklands-presbyterian-anniversary-0512-20160511-story.html>

[Images for Founders remember Oaklands Presbyterian over five decades](#)

List of founders of religious traditions - Wikipedia

This article lists historical figures credited with founding religions or religious philosophies or people who first codified older known religious traditions. It also lists those who have founded a specific major denomination within a larger religion.

https://en.wikipedia.org/wiki/List_of_founders_of_religious_traditions

[Images for founders of religious traditions](#)

9) Predecessors

Pastors come and go, and I seek to acknowledge the life and witness of the predecessors, knowing that an installed pastor will come after me and more pastors after that.

Resources

Great Leaders Don't Speak Ill Of Their Predecessors - Forbes

Too often, leaders feel the need to belittle their predecessors as they try to leave their mark on an organization. Sometimes it feels like a childish "I'm better than him/her and here's how" discussion. But great leaders have no problems looking to whoever held their jobs before them for ideas and inspiration.

<https://www.forbes.com/sites/donyaeger/2016/06/20/great-leaders-dont-speak-ill-of-their-predecessor/#77607775240b>

[Images for Great Leaders Don't Speak Ill Of Their Predecessors - Forbes](#)

How to Appreciate Your Predecessor: 5 Ways for Pastors to Connect with the Past – Margaret Marcuson

Whether the last pastor has moved to another church, has retired, or gone to heaven, here are five ways to consider.

<http://margaretmarcuson.com/how-to-appreciate-your-predecessor-5-ways-for-pastors-to-connect-with-the-past/>
[Images for How to Appreciate Your Predecessor: 5 Ways for Pastors to Connect with the Past – Margaret Marcuson](#)

predecessor - Wiktionary

One who precedes; one who has preceded another in any state, position, office, etc.; one whom another follows or comes after, in any office or position.

<https://en.wiktionary.org/wiki/predecessor>
[Images for predecessor](#)

Predecessors Quotes - BrainyQuote

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<https://www.goodreads.com/quotes/tag/predecessor>
www.azquotes.com/quotes/topics/predecessors.html
www.picturequotes.com/predecessor-quotes

10) Patterns

In one assignment, I wondered why so many of the people seemed so passive in their behavior. Then, I learned that over the course of the previous 20 years many people had left the congregation. These people seemed to be more assertive. In other words, many assertive people left, leaving behind many of the more passive people. I look for patterns of behavior and seek to ascertain if exploring the past can help me better understand these patterns.

Resources

Historic recurrence - Wikipedia

Historic recurrence is the repetition of similar events in history.^[2] The concept of historic recurrence has variously been applied to the overall history of the world (e.g., to the rises and falls of empires), to repetitive **patterns in the history of a given polity**, and to any two specific events which bear a striking similarity.^[3]

https://en.wikipedia.org/wiki/Historic_recurrence
[Images for Historic recurrence](#)
[Images for patterns in the history of a given polity](#)

Patterns in History: A Christian Perspective on Historical Thought by David Bebbington

In *Patterns in History* David Bebbington gives an overview of the various methodological approaches to the study of history. In doing so Bebbington looks at history as repetitive cycle, as linear, as progressive, through a historicist lens (or anti-progressive), and through Marx's theory of history. Bebbington remains careful to ensure he remains appropriately balanced in bringing out the strengths and weaknesses in each school of thought. A solid and concise approach to historical thought.

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https://www.goodreads.com/author/show/361003.David_W_Bebbington
[Images for David Bebbington, author](#)
[Images for Patterns in History: A Christian Perspective on Historical Thought by David Bebbington](#)

Quotes about history

Patterns repeat themselves in history.

Rick Riordan, *The Last Olympian*

<http://www.goodreads.com/quotes/tag/history>
[Images for patterns repeat themselves in history](#)

What are patterns that are repeated throughout history? - Quora

What are patterns that are repeated throughout history? High Level View Humans coalesce into groups. They find common goals, set rules, and establish a way of life that centers around those goals and rules.

<https://www.quora.com/What-are-patterns-that-are-repeated-throughout-history>
<https://www.quora.com/What-are-the-notable-repeating-rhyming-patterns-in-human-history>
[Images for patterns repeated throughout history](#)

11) Personality

Each congregation possesses its own personality. [Michael Rehak | LinkedIn](#) provides a useful tool.

Identifying the Congregation's Personality.

Honoring the personality allows the congregation to hold its strengths and weaknesses in balance. This allows the congregation to develop and own a vision, be energized by its passion for ministry and become a healthier member of the Body of Christ.

http://www.cong-id.org/Institute_for_Congregational_Identity/Home.html
Images for Identifying the Congregation's Personality by Michael Rehak

12) Homework

For my homework in the understanding of the context for one assignment, I did the following: received a briefing from the bishop and from the bridge pastor before me, visited with most of the members of the Congregation Council, visited with many of those close to the former pastor in their homes, visited or made phone contacts with 5 out of 6 of the previous pastors who served there during the previous 30 years, visited with 6 neighboring ELCA pastors, and read the congregation history as well as other background information.

Beating the Odds: Successfully Following a Long-Term Pastor

Pastors need the capacity to see the big picture of the church if they are to succeed in any new pastorate. **Understanding the dynamics of a specific congregation** is especially crucial when following a long-term pastor, since those dynamics are deeply rooted.

<https://alban.org/archive/beating-the-odds-successfully-following-a-long-term-pastor/>

Images for Beating the Odds: Successfully Following a Long-Term Pastor

Images for Understanding the dynamics of a specific congregation

<https://alban.org/about-alban/alban-weekly/>

<https://alban.org/books/>

<https://alban.org/author/nekduke-edu/>

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

<http://www.elizabethpresbytery.org/Resource%20Center%20ON%20THE%20WEB/Alban%20Institute%20Resources%202012.pdf>

<https://alban.org/about-alban/congregations-magazine/>

13) Tradition

The tradition of the past can help people stand firm in the faith in the present. At the same time, tradition can stand in the way of moving forward into the future. An interim pastor can engage people in the local context about the role of tradition in the faith community.

Resources

Fiddler on the Roof - Judaism - Wikia

The role of **tradition** in the story

One of the themes explored in the plot is the tension between adhering to generations of **tradition** against adjusting to the demands of a changing world. The first song in the show is "**Tradition**" which describes how the lives of the people in the village are guided by the way things have been done, creating a predictability in the villagers' lives and roles. Throughout the plot, personal and wider political factors are pushing the characters out of their **traditional** roles. With Tevye's family, his older daughters want a say in who they marry, which conflicts with the **tradition** of arranged marriages. Each of the three older daughters stretches this tradition in a different way with different results. On a broader scale, the village is experiencing changes due to the larger political environment: there are conflicts between the Jewish community and the Eastern European culture within which they reside.

http://judaism.wikia.com/wiki/Fiddler_on_the_Roof

[https://en.wikipedia.org/wiki/Fiddler_on_the_Roof_\(film\)](https://en.wikipedia.org/wiki/Fiddler_on_the_Roof_(film))

Images for fiddler on the roof

Images for "Tradition" in Fiddler on the Roof

I Will Not Leave You Orphaned - Day1.org

Rosemary Radford Reuther is a church historian. She says there are two things the church must do. One is to pass on the **tradition** from one generation to another. We might say this is like King Arthur's song: "Ask ev'ry person if they've heard the story and tell it loud and clear if they have not." Tell the story of Jesus to your children and your children's children. But that's not all, says Reuther. There is a second thing the church must do. Be open to the winds of the Spirit by which the tradition comes alive in each generation.

http://day1.org/936-i_will_not_leave_you_orphaned

Images for pass on the tradition from one generation to another

Keys to Effective Interim Ministry

Study carefully the church's history and **tradition**.

interim ministry - Justin Tull

<http://jtull.ipage.com/interimministry.html>

Images for Study carefully the church's history and tradition

Pastoral Leadership Problems in Small, Established Churches of Under 100 People

Chapter 4 – **Tradition**

<http://digitalcommons.liberty.edu/cgi/viewcontent.cgi?article=1051&context=doctoral>

[Images for Pastoral Leadership Problems in Small, Established Churches of Under 100 People – Tradition](#)

Transitional Ministry Today: Successful Strategies for Churches and Pastors edited by Norman B. Bendroth

The **tradition** has much more depth and resiliency than we might think. Mainline Protestants need to continue that takes both theology *and* social action seriously; that appreciates the social sciences, the critical study of scripture, *and* practicing the presence of God made known in Jesus Christ; that appreciates tradition (not to be confused with convention) *and* new ways of expressing the faith; that values the gifts of culture *and* remains countercultural and distinctively Christian. 41

<https://books.google.com/books?isbn=1566997518>

Page 15

<https://www.amazon.com/Transitional-Ministry-Today-Successful-Strategies/dp/156699750X>

<https://rowman.com/isbn/9781566997669/transitional-ministry-today-successful-strategies-for-churches-and-pastors>

<http://www.barnesandnoble.com/w/transitional-ministry-today-norman-b-bendroth/1120409955>

<http://www.goodreads.com/book/show/23811442-transitional-ministry-today>

<https://alban.org/2015/03/06/norman-bendroth-transitional-ministry-today/>

http://macucc.s3.amazonaws.com/71BBE2C7B9B049B0883D51809D9A1E82_Rethinking%20Transitional%20Ministry.pdf

http://www.pts.edu/Transitional_Ministry1

<http://preachingandpondering.blogspot.com/2016/04/deepening-interim-experience-connecting.html>

<https://www.christiancentury.org/contributor/norman-b-bendroth>

<https://louisville-institute.org/interviews/norman-bendroth/>

http://www.goodreads.com/author/show/10793952.Norman_B_Bendroth

[Images for Transitional Ministry Today: Successful Strategies for Churches and Pastors](#) edited by Norman B. Bendroth

Transformation & tradition: They really aren't at odds - The Lutheran Magazine

The numbers tell a sad, serious truth. While the U.S. population continues to increase, ELCA membership decreases. All around us we hear calls for transformation, change and innovation. Haven't we been there and done that? What about tradition? What about our heritage? Is there any part of our history that U.S. Lutherans can cling to as we traverse this turbulent sea of the 21st century? Let's hear a resounding "yes." We've done it before.

From 1820 to 1918 Lutheran synods, pastors and congregations made "home missions" their top priority.

http://www.thelutheran.org/article/article.cfm?article_id=1387

[Images for Transformation & tradition: They really aren't at odds - The Lutheran Magazine](#)

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

What Does the Bible Say About Tradition? - OpenBible.info

<https://www.openbible.info/topics/tradition>

[Images for bible and tradition](#)

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

<https://www.olrl.org/Lessons/Lesson2.shtml> Lesson 2: The Bible and Tradition

<https://www.biblestudytools.com/dictionary/tradition/>

<https://www.gospelway.com/bible/tradition.php>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Traditions/>

www.holybiblesays.org/articles.php?ID=322 Tradition - What Does The Bible Say?

[Images for Tradition - What Does The Bible Say?](#)

What Tradition Really Means by Nathan Aaseng - Craft of Preaching – Working Preacher

Tradition is not the perpetuation of that which makes us feel cozy and comfortable in surroundings that are familiar to us, yet foreign and uninviting to the stranger. It is not that which reminds me of the good old days when I was young, whether or not that has any relevance to someone not of my generation. Tradition is not playing a certain style of music or using a certain style of liturgy or employing a certain style of architecture.

Christian traditions exist to help us remember things that should never be forgotten: the grace of God, the life and passion of Christ, the promises of forgiveness and new life. They help us remember who God is.

<https://www.workingpreacher.org/craft.aspx?m=4377&post=3061>

[Images for What Tradition Really Means by Nathan Aaseng - Craft of Preaching – Working Preacher](#)

<https://www.workingpreacher.org/craft.aspx?post=3087> Memory Aid by Nathan Aaseng - Craft of Preaching - Working Preacher

<https://www.workingpreacher.org/profile/default.aspx?uid=2-aaseng>

[Images for Nathan Aaseng - Working Preacher](#)

14) Anniversary

One congregation I served started planning for a centennial anniversary. At first, the Centennial Committee considered the effort to be daunting, but when representatives of a similar planning team from a neighboring congregation came to tell about their recently completed anniversary celebration, the committee began to see that it did not have to be as intimidating as initially thought and that the whole process could be quite enjoyable. The neighboring congregation celebrated several events: a Founders Day Service re-enactment of an early worship service; Memorial Day Service with a patriotic theme honoring past members; a cornerstone opening and congregation quilt unveiling; a Missionary Day Service with a re-enactment of an outdoor missionary service; a Saturday Night Program with a review of church history and a sit down meal to follow; a Main Centennial Service with the bishop and past ministers

present; and a cornerstone closing. Fundraising efforts included selling Christmas wreaths; selling pie and ice cream at a Women of the ELCA pie social; and a men's pancake breakfast.

Resources

[English Lutheran Church of Bateman - Home | Facebook](https://www.facebook.com/ELCBateman/)

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

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

<http://www.elcbateman.org/history.html>

[Images for English Lutheran Church of Bateman](#)

[Frequently Asked Questions - Evangelical Lutheran Church in America](#)

[How can we celebrate congregational anniversaries within worship?](#)

<https://www.elca.org/en/Our-Work/Congregations-and-Synods/Worship/FAQ>

[Images for How can we celebrate congregational anniversaries within worship?](#)

[What Does the Bible Say About Church Anniversary? - OpenBible.info](#)

https://www.openbible.info/topics/church_anniversary

[Images for bible and church anniversary](#)

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Church-Anniversary/>

https://www.kingjamesbibleonline.org/Church_Anniversary/

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

www.churchpastorguide.org/church-anniversary-themes-with-scriptures.html

[Images for church-anniversary-themes-with-scriptures](#)

15) Celebrate

One congregation commemorated their 125th anniversary three years before I came. The congregation compiled a booklet entitled *Celebrating 125 years of God's love 1888-2013*. A series of questions were asked of people and their responses given:

- Section 1 What is your earliest memory of the congregation?
- Section 2 Which is the first pastor you remember? What do you remember about that pastor?
- Section 3 Are there one or two people from the congregation who made an impact on you that you remember?
- Section 4 Are there special events or programs you participated in that have made a lasting impact on you?
- Section 5 What effect did WWII, the Korean War, the Vietnam War, or other wars have on the church and your family?
- Section 6 Do you have or did you have a favorite hymn as a child? What is it and why?
- Section 7 What do you like best about the congregation. What are your hopes for the future of the congregation?
- Section 8 Other comments
- Section 9 Reflections on ministry from pastors

16) Future

I attended a service of worship at Bergen Lutheran Church in Roland, Iowa on Sunday, July 5, 2015. While there, I picked up a pamphlet entitled "Restoring our Future – Tying our Past to our Future." It made the case for giving to the restoration of the facility. I was especially struck by the following paragraph:

[Restoring Our Future - Bergen Lutheran in Iowa](#)

NEW BERGEN CHURCH – In 1926, discussion started on building a new church. It was determined that the congregation was growing rapidly, and the seating capacity was insufficient for the size of the congregation and could not accommodate youth activities. The new Bergen Church was built in 1929 at a cost of approximately \$90,000 and included furnishings and organ. Construction of the church began in April 1929, the cornerstone was laid on Sunday, May 26, and the new church was dedicated on October 27, 1929. There was great joy and festivity in connection with the new church but also sadness in saying goodbye to the old church that had served the congregation for over 50 years. The Great Depression hit on October 28-29, 1929! The pledges that members had made for the new church could not be met. However, members were persistent in getting the church paid for and finally made their goal in 1942. On Sunday, May 31, 1942, they held a service of praise and thanksgiving for being out of debt.

<https://sites.google.com/site/bergenlutherananiowa/restoring-our-future>

[Images for Restoring Our Future - Bergen Lutheran in Iowa](#)

<https://sites.google.com/site/bergenlutherananiowa/History>

<https://sites.google.com/site/bergenlutherananiowa/History/Early-History>

Bergen Lutheran has gathered to worship Jesus Christ since 1874. We share God's love with one another and with those in need.

<https://sites.google.com/site/bergenlutherananiowa/>

[Images for Bergen Lutheran Church of Roland, Iowa](#)

17) Unique

One congregation I served came out of the Danish Grundtvigian tradition. A former bishop from the Lutheran Church in America argued that in the whole scope of the Evangelical Lutheran Church in America there should be room under the umbrella for a congregation like this to live out its unique Danish heritage. He would like to see a pastor simply accept the congregation for what it is rather than trying to change them.

Grundtvigians are known as the happy Danes as contrasted to the sad Danes, the secular and holy, the community and the pious. Grundtvigians speak of the circle of life with an emphasis on the spiritual, physical, intellectual and social with the folk dancing being a symbol of the community. Nikolai F. S. Grundtvig pioneer of folk schools, philosopher, and social reformer wrote *O Day Full of Grace* among the 1500 hymns total. See Setting Two in Chapter 13 Identity.

Resources

Grundtvig's Church, Copenhagen, Denmark - YouTube

Grundtvig's Church in Copenhagen, Denmark is dedicated to N. F. S. Grundtvig, a Danish pastor, hymn writer, author, poet, philosopher, historian, teacher and politician and one of the most influential people in Danish history. The expressionist architectural style is famous. The music in this clip is "Built on the Rock, by N. F. S. Grundtvig.

<https://www.youtube.com/watch?v=xJv0Ezzorws>

[Images for Grundtvig's Church, Copenhagen, Denmark - YouTube](#)

n. f. s. grundtvig, folk high schools and popular education

Nikolai Frederick Grundtvig (1783-1872) was a prolific writer contributing major works in theology, education, literature, politics, and history. He was also a poet and hymn writer. Outside Denmark he is probably best known for his contribution to educational thought and practice, and to social reform – in part through his pioneering of folk high schools.

<http://www.infed.org/thinkers/et-grund.htm>

[Images for n. f. s. grundtvig, folk high schools and popular education](#)

N. F. S. Grundtvig - Wikipedia

Nikolaj Frederik Severin Grundtvig (8 September 1783 – 2 September 1872; Danish pronunciation: [ˈnɛɡolaɪ̯ˀ ˈfʁæʔð̥kæɡ ˈsɛv̥əɪ̯n ˈɡʁɔndvɪj]), most often referred to as simply N. F. S. Grundtvig or just Grundtvig, was a Danish pastor, author, poet, philosopher, historian, teacher and politician. He was one of the most influential people in Danish history, as his philosophy gave rise to a new form of nationalism in the last half of the 19th century. He married thrice, lastly in his seventy-sixth year. Grundtvig and his followers are credited with being very influential in the formulation of modern Danish national consciousness. It was steeped in the national literature and supported by deep spirituality.



Portrait of NFS Grundtvig in pastoral garments

http://en.wikipedia.org/wiki/N._F._S._Grundtvig

[Images for N. F. S. Grundtvig](#)

Understanding the Small Church | Small Church Leadership

Being effective in the small church comes when the leadership first accepts the people for who they are and learns to value the way they express their faith. Too often new pastors come in with the idea that they must drastically alter the people and drag them kicking and screaming into the modern church movement. This not only results in frustration in both the leadership and the people, but it involves a rejection of many of the key values that bind the small church together. While change is at times necessary, it should always be built upon love and acceptance of the people. Accepting the small church begins by understanding the characteristics that undergird its ministry. The leadership needs to carefully consider the **unique** values, beliefs, customs, traditions and attitudes of the congregation. Before a pastor has earned the right change them, he must first show that he values and accepts the people for who they are, how they worship and serve, and how they live out their faith in the context of a congregational community.

<http://www.smallchurchleaders.org/the-small-church-shepherd/understanding-the-small.html>

<http://www.smallchurchleaders.org/the-small-church-shepherd/understanding-the-small-2.html>

[Images for Understanding the Small Church | Small Church Leadership](#)

I wrote the following in an interim report to the synod office:

The question of the distinctive ethnic culture and its relationship to a changing climate will be another question. In this regard, it looks as if those pastors like (*name*) who come in over against the culture will likely eventually clash and be made to feel unwelcome. Those like (*name*) who are overwhelmed by the difference of culture will most likely have limited impact. Those like (*name*) who accept the warmth and friendliness but are ambivalent to the culture will probably coexist. Those like (*name*) who have

any chance of effectiveness will be those who get to know the people, value the traditions, and then build upon those traditions rather than trying to replace them. It will take a skilled, nuanced, and patient pastor to pull this off.

18) Custom

When people ask me, "What do you think we should do?" I try to remember to ask, "What is the local custom?" Not everything has to be done the way it was done before, but on the other hand, the saying applies, "If it ain't broke, don't fix it." I try to be proactive, for instance, in asking the church secretary, "Are there local customs related to a specific matter that would be helpful for me to know?"

Beth Israel Congregation » Minhag Hamakom: The Importance of Local Customs

So, in the next few months, we should all be thinking about the customs which define Beth Israel, realize how much they make us who we are and how dear they are to us and how eager you should be to teach them to a new rabbi. But, open yourself up to new customs as well and please try to avoid the *machloket*, the disagreement, which a change in customs can produce. Recognize where we are and celebrate it but be open to positive change.

<http://www.bethisrael-aa.org/minhag-hamakom-the-importance-of-local-customs/>

[Images for Beth Israel Congregation » Minhag Hamakom: The Importance of Local Customs](#)

19) Values

At one setting, I asked in my initial meeting with the Congregation Council at a small open country congregation, "What do you appreciate about your heritage?" A man in his late 70s who had worked in the woods for 60 years and whose wife had played the organ at the church since high school replied, "People here are honest and hardworking." He was in declining health while I was there but came to church until his body no longer permitted it.

Resources

Hard Work Quotes - BrainyQuote

https://www.brainyquote.com/topics/hard_work

https://www.brainyquote.com/topics/work_hard

[Images for hard work quotes](#)

<https://www.goodreads.com/quotes/tag/hard-work>

<http://brightdrops.com/motivational-quotes-on-hard-work>

<https://www.inc.com/bill-murphy-jr/37-inspiring-quotes-about-working-hard-and-achieving-big-things.html>

[Images for working hard and achieving big things quotes](#)

<https://www.quotezine.com/hard-work-quotes-40-sayings-to-strengthen-your-work-ethic/>

www.success.com/article/13-quotes-to-celebrate-your-hard-work

[Images for celebrate hard work quotes](#)

www.wiseoldsayings.com/hardwork-quotes/

<https://quotefancy.com/hard-work-quotes>

<http://mer-cury.com/quotes/15-must-read-hard-work-quotes-if-you-want-motivation-to-work-harder/>

https://www.huffingtonpost.com/entry/inspirational-quotes-about-hard-work_us_56005012e4b08820d9199aee

<http://awakenthegreatnesswithin.com/35-inspirational-quotes-on-hard-work/>

[Images for inspirational quotes on hard work](#)

Honesty Quotes - BrainyQuote

<https://www.brainyquote.com/topics/honesty>

[Images for honesty quotes](#)

<https://www.goodreads.com/quotes/tag/honesty>

<http://awakenthegreatnesswithin.com/35-inspirational-quotes-on-honesty/>

[Images for inspirational quotes on honesty](#)

www.wiseoldsayings.com/honesty-quotes/

<https://sayingimages.com/honesty-quotes/>

<https://www.ranker.com/list/notable-and-famous-honesty-quotes/reference>

[Images for notable and famous honesty quotes](#)

www.notable-quotes.com/h/honesty_quotes.html

<https://www.pinterest.com/hulme0717/honesty-quotes/>

www.notable-quotes.com/h/honesty_quotes.html

<https://egonsarvreviews.com/famous-honesty-quotes>

<http://www.leadershipgeeks.com/honesty-quotes/>

www.greatexpectations.org/quotes-on-honesty

<https://quotefancy.com/honesty-quotes>

Honesty - Wikipedia

Honesty refers to a facet of moral character and connotes positive and virtuous attributes such as integrity, truthfulness, straightforwardness, including straightforwardness of conduct, along with the absence of lying, cheating, theft, etc.

Honesty also involves being trustworthy, loyal, fair, and sincere.

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

[Images for Honesty integrity, truthfulness, straightforwardness, including straightforwardness of conduct, trustworthy, loyal, fair, and sincere](https://en.wikiquote.org/wiki/Honesty)
<https://en.wikiquote.org/wiki/Honesty>

Work ethic - Wikipedia

Work ethic is a belief that **hard work** and diligence have a moral benefit and an inherent ability, virtue or value to strengthen character.^[1]

https://en.wikipedia.org/wiki/Work_ethic

[Images for Work ethic](https://en.wikipedia.org/wiki/Protestant_work_ethic)

https://en.wikipedia.org/wiki/Protestant_work_ethic

[Images for Protestant work ethic](https://en.wikipedia.org/wiki/Protestant_work_ethic)

20) Inspiration

Remembering the past can be a source of inspiration especially in encountering difficult times or starting a new effort. Looking back to see how earlier church members worked to make possible the present can encourage people to keep going.

Resources

Chase your church's history | The Lutheran

"It takes a lot of time to do the research and we're kind of all the yeomen doing it, but the feeling you get as you discover the history, you realize how much you can learn from it," said Worm, now a Kountze member. "There were tough times for this church, four or five times when it might have folded. But the hard work of the pastors and the congregation are what got them through. We, today, can take some **inspiration** from that."

http://www.thelutheran.org/article/article.cfm?article_id=12575

[Images for Chase your church's history | The Lutheran](http://www.thelutheran.org/article/article.cfm?article_id=12575)

[Images for take some inspiration from the hard work of the pastors and the congregation](http://www.thelutheran.org/article/article.cfm?article_id=12575)

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

294 best Be Inspired images on Pinterest

<https://www.pinterest.com/edutopia/be-inspired/>

[Images for Inspired on Pinterest](https://www.pinterest.com/edutopia/be-inspired/)

<https://www.pinterest.com/anallievent/inspirational-quotes/>

https://www.pinterest.com/maia_mcdonald/home-inspiration/

[Images for inspiration on pinterest](https://www.pinterest.com/maia_mcdonald/home-inspiration/)

What Does the Bible Say About Inspiration? - OpenBible.info

<https://www.openbible.info/topics/inspiration>

[Images for bible and inspiration](https://www.openbible.info/topics/inspiration)

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

<https://www.christiancourier.com/articles/1158-what-is-bible-inspiration>

<https://www.openbible.info/topics/inspiration>

https://en.wikipedia.org/wiki/Biblical_inspiration

<https://bible.knowing-jesus.com/topics/The-Inspiration-Of-Scripture>

21) Historical Practice

Historical practice informs present practice.

Why Give ELCA Mission Support: Building the Case

Many congregations ask, "Why give mission support?" For congregations that remember their early days and the role of the larger church in providing guidance and financial support, the answer to this question may be very clear. However, for older congregations the reasons may not be as clear. Actually, the reasons go beyond the age of a congregation. Building the case begins with who we are.

Our Historical Practice

Individuals are taught, invited and encouraged to practice first fruits giving. Congregations are encouraged to give the first 10% or more of offerings to mission support as a way to make ministries and outreach possible beyond the walls of the congregation. Some congregations have adopted this practice more fervently and give a third or more of their offerings beyond their walls. This practice has inspired more than 200 ELCA congregations to pass on 20% or more of their offerings in mission support. It is *this historical practice that has created a model for – it is just what we do!*

http://www.nswi.org/webfiles/fnitools/documents/why_give_elca_mission_support_building_the_cas_1.pdf

[Images for Historical Practice](http://www.nswi.org/webfiles/fnitools/documents/why_give_elca_mission_support_building_the_cas_1.pdf)

22) Spectrum

I have convened gatherings at various assignments around three questions of discernment: "Where have we been?", "Where are we at?", and "Where is God leading?" These questions lead a spectrum from the past to the present to the future.

148 best Quotables - Past, Present, Future images on Pinterest

<https://www.pinterest.com/andrea7986/quotables-past-present-future/>

Images for past - present - future on pinterest

<https://www.pinterest.com/rocky88/past-present-and-future/>

<https://www.pinterest.com/DRaeYoung/d-rae-s-past-present-future/>

<https://www.pinterest.com/suzymoorewrites/past-present-future/>

<https://www.pinterest.com/alice1286/past-present-future/>

<https://www.pinterest.com/klcrum/past-present-and-future/>

<https://www.pinterest.com/kellyndowning/past-present-future/>

<https://www.pinterest.com/ksmrwilliams/past-present-future-tense/>

<https://www.pinterest.com/briggsbeth/past-present-future/>

<https://www.pinterest.com/meeni99/past-present-future/>

<https://www.pinterest.com/hvnlypds34/unbelievable-past-present-and-future/>

<https://www.pinterest.com/MedusaMermaid/past-present-future-ideas/>

<https://www.pinterest.com/breakingdawn195/royalty-past-present-future/>

<https://www.pinterest.com/zoewashington20/past-present-future/>

<https://www.pinterest.com/karingiven/past-present-future-unit/>

<https://www.pinterest.com/pwathattiesburg/our-classes-past-present-future/>

<https://www.pinterest.com/kjmf/the-worldpastpresentfuture/>

<https://www.pinterest.co.uk/kaharnett22/past-present-future/>

23) Timeline

I asked two matriarchs to lead an adult forum on the history of the congregation. They led a process that resulted in a timeline of major events, additions, losses, and changes in the congregation. The participants came to appreciate their history and to learn that they had made it through difficult times before and would make it through this one too.

Resources

Best 25+ Timeline ideas on Pinterest

<https://www.pinterest.com/explore/timeline/>

Images for timeline pinterest

<https://www.pinterest.com/explore/timeline-project/>

<https://www.pinterest.com/marjolaineblanc/timeline-designs/>

<https://www.pinterest.com/TraceyWozniak/timelines/>

<https://www.pinterest.com/explore/history-timeline/>

Celebrate your congregation's history

Invite the congregation to look at its history over the past 50 years. Post three **timelines** (one each for world, community, and congregation) and ask the congregation to add specific events they remember on each timeline.

Healthy Transitions Part 1 - Episcopal Church Foundation Vital Practices for leading congregations

<http://www.ecfvp.org/vestrypapers/healthy-practices/healthy-transitions-part-1/>

Images for Celebrate your congregation's history

Congregational Timeline » Studying Congregations

One powerful method for better understanding the oral history of a congregation is through a Congregational Timeline. This historical look at the space and place of the congregation, change, denominational change as well as national or global issues.

<http://studyingcongregations.org/thinking-about-congregations/methods-to-find-an-answer/congregational-time-line/>

Images for Congregational Timeline » Studying Congregations

<http://www.episcopalchurch.org/page/history-timeline>

How to Make a Timeline: 13 Steps (with Pictures) - wikiHow

A timeline provides a visual representation of events that helps you better understand history, a story, or a process.

<http://www.wikihow.com/Make-a-Timeline>

Images for make a timeline

http://dohistory.org/on_your_own/toolkit/timeline.html

<https://venngage.com/blog/how-to-create-a-timeline-infographic-in-6-steps/>

<https://www.smartdraw.com/timeline/>

<https://www.smartsheet.com/blog/how-make-timeline-microsoft-word>

<https://elearningindustry.com/top-10-free-timeline-creation-tools-for-teachers>

Images for timeline-creation-tools

[PDF] vital congregations plan

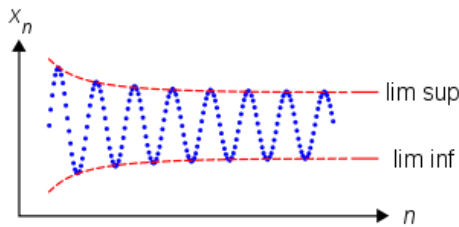
4) A Congregational **Time-line** (Consider using a process like the one found in Roy M. Oswald & Robert E. Friedrich, Jr. *Discerning Your Congregation's Future*, Chapter 4) - It will take planning and effort to abbreviate this process and fit it into one meeting. The goal is not accuracy or total consensus, but rather gleaning meaning from our congregation's shared story.

<http://www.nyac.com/files/fileslibrary/vitalcongregationsimplemenationplan.pdf>

<https://books.google.com/books?isbn=1566991749>
[Images for Congregational Timeline](#)

Time lines are often portrayed as linear. One variation of a time line is to make an oscillating line of highs and lows.

Oscillation - Wikipedia



Oscillation of a sequence (shown in blue) is the difference between the limit superior and limit inferior of the sequence.

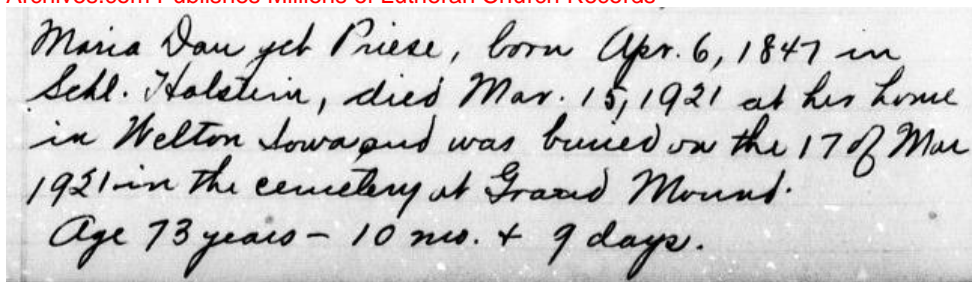
<https://en.wikipedia.org/wiki/Oscillation>
<https://simple.wikipedia.org/wiki/Oscillation>
[Images for Oscillation](#)

24) Archives

A church secretary at one congregation I served possessed an interest in heritage and genealogy. She was especially concerned that old documents of the congregation be preserved. Normally, this is not a high priority for many congregations, so it takes special prodding to attend to the archives.

Resources

[Archives.com Publishes Millions of Lutheran Church Records](#)



<http://www.archives.com/blog/website-updates/archivescom-publishes-millions-of-lutheran-church-records.html>
[Images for Archives.com Publishes Millions of Lutheran Church Records](#)

[\[PDF\]brief guide for archives of congregations - ELCA Resource Repository](#)

This brief guide, intended as an introduction to congregational archives, can help in starting an archives, but may not answer every question that arises. Additional assistance is available from the ELCA churchwide archives, from your ELCA synodical/regional archives, or from professional organizations listed at the end of this guide.

https://download.elca.org/ELCA%20Resource%20Repository/Brief_Guide_for_Archives_of_Congregations.pdf

http://download.elca.org/ELCA%20Resource%20Repository/Archiving_in_Congregations.pdf

http://download.elca.org/ELCA%20Resource%20Repository/ELCA_Regional_Archives.pdf

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

<http://download.elca.org/elca%20resource%20repository/forms/allitems.aspx>

http://www.synodresourcecenter.org/admin/operations/archives/0001/guide_archives_cong.html

<https://www.luthersem.edu/archives/elca.aspx> ELCA Region 3 Archives: Tracing the region's Lutheran tradition

<http://www.archives.com/blog/website-updates/archivescom-publishes-millions-of-lutheran-church-records.html>

[Chase your church's history | The Lutheran](#)

Poring over **archival** materials at the **Lutheran Theological Seminary at Gettysburg** (Pa.) last year, Ian Hartfield broke the cardinal rule of libraries.

"I shouted," said Hartfield, director of congregational life at **Kountze Memorial Lutheran** in Omaha, Neb., and a member of its archives committee. "I was shouting in the library."

Archivists would likely excuse his outburst. He had just discovered the second known photograph of Kountze, one of the oldest and largest Lutheran churches west of the Missouri River.

Finding the photo that shows the full church and parsonage, with scribbling on the back in the first pastor's handwriting, was serendipitous, Hartfield said, adding, "You see those things and, yes, you're shouting in a library."

Those joys are becoming more common for the archives committee, which has taken it as a sacred charge to maintain and pass on the history of this 2,000-member downtown church and the community it serves...

It's a mission Chet Worm has seen firsthand from his earliest days as a member of Grace Lutheran, one of seven local churches Kountze (www.kmlchurch.org) helped establish.

http://www.thelutheran.org/article/article.cfm?article_id=12575

[Images for Chase your church's history | The Lutheran](#)

[Images for archival materials at the Lutheran Theological Seminary at Gettysburg](#)

<https://www.livinglutheran.org/contact-us/>

<https://www.livinglutheran.org/issues/>

Keep record - Living Lutheran

In any organization, archives play an important role. Although the ELCA is only a few decades old, its archives house more than two centuries' worth of information from the denomination and its predecessors. Handling and deciphering that material involves diligent and sometimes tedious work.

<https://www.livinglutheran.org/2017/05/keep-record/>

[Images for Keep record - Living Lutheran](#)

[PDF]congregational archives - Concordia Historical Institute

This bulletin is intended as an introduction to congregational archives. It can help in starting an archives but may not answer every question that arises. Additional assistance is available from the Concordia Historical Institute, from your district archivist or from professional organizations listed at the end of this bulletin.

<http://www.lutheranhistory.org/publications/bulletins/sb02.pdf>

[Images for congregational archives – Concordia Historical Institute](#)

Guidelines for Leading Your Congregation 2013-2016 - Church Historian: Remembering the Past and Inspiring the Future by General on Archives and History Commission

You have been asked to be your church's historian, or you have just found a box of old records. What do you keep? How do you store the materials? How do you preserve them? What good is all this? As part of celebrating your church's anniversary, you want to write a history of your church. How do you start? Some of your church's leaders are aging. You want to record their memories. How do you prepare to interview them and what do you ask? This booklet offers some answers and suggested ways to get more help.

<http://www.amazon.com/Guidelines-Leading-Your-Congregation-2013-2016-ebook/dp/B00A3G3TZY>

[Images for Church Historian: Remembering the Past and Inspiring the Future](#)

<http://saginawbaydistrict.org/forms/1302122012%20Guidelines%20Church%20Historian.pdf>

[PDF]Preserving Congregational Archives - Unitarian Universalist Association

Congregations are encouraged to preserve archives and artifacts relevant to their congregation's history. These records can be housed on-site provided that the congregation has sufficient secure space. Any item of significant value (e.g., church silver, documents with valuable autographs, etc.) should be placed in a fireproof safe or removed to an off-site location (e.g., a bank vault).

If the congregation does not have adequate storage space on-site, it should consider sending its archives to an institution that will preserve the documents and provide public access to them. Such institutions include local public libraries, local historical societies, or major research institutions such as Andover-Harvard Theological Library (the library of the Harvard Divinity School in Cambridge, MA).

In this document, the UUA IPW office offers several resource articles to assist congregations in their archival work. These include:

- "Maintaining Records and Archives," from Chapter V of the UUA Congregational Handbook (also available online at <http://www.uua.org/leaders/leaderslibrary/congregationalhandbook/index.shtml>)
- "Archives: Keeping Local Congregational Records" by Heather Watts, Unitarian Universalist Church of Halifax, Nova Scotia
- "Common Memories, Common Hope: Help and Inspiration for the Local Church Archivist/Historian," in Today's Ministry, vol. XVII, issue 2, summer, 2000
- "Keeping Congregational Archives" by Bruce C. Harding, Pacific Northwest District of the UUA
- "Church Historian," a Shared Ministry job description from the First Unitarian Universalist Society of Marietta, OH

http://www.uua.org/documents/info/cong_archives.pdf

[Images for Preserving Congregational Archives - Unitarian Universalist Association](#)

<https://www.uua.org/sites/live-new.uua.org/files/documents/uuhs/preservingarchives.pdf>

<https://www.uua.org/ga/past/2001/church-archives>

<https://www.uua.org/careers/administrators/archives>

<https://www.uua.org/interconnections/35142.shtml> Create a Historical Archive with Publicity, Planning | UUA.org

<https://www.uua.org/leadership/handbook/34829.shtml> Maintaining Records and Archives - Unitarian Universalist Association

Records Archives - Synod Resource Center

BRIEF GUIDE FOR ARCHIVES OF CONGREGATIONS

<http://synodresourcecenter.org/admin/operations/archives/>

25) Steeple church

Two open country congregations wanted to keep worship practices the same and showed no interest in a variety in worship. Some of the older leadership saw their future as attracting retirees moving back to the area who wanted an open country steeple church. Some admitted that they were set in their ways and that such a stance might make it difficult for new people to come into the congregation, but they somehow believed they could attract enough people of a similar mindset to hang on.

Resources

751 best Church steeples images on Pinterest

<https://www.pinterest.com/janeybob/church-steeples/>

Images for Church steeples on Pinterest

<https://www.pinterest.com/4ourls/steeple/>

<https://www.pinterest.com/classicgeorgie/churches-with-steeples/>

<https://www.pinterest.com/qwencottrell/church-steeples/>

<https://www.pinterest.com/teresaszostak14/church-steeples/>

<https://www.pinterest.com/classicgeorgie/churches-with-steeples/>

<https://www.pinterest.com/r49mailady/church-steeples/>

<https://www.pinterest.com/kimmiejo1162/church-steeples/>

<https://www.pinterest.com/annepags/church-steeples/>

<https://www.pinterest.com/noonaroo/church-steeples/>

<https://www.pinterest.com/ginger78apple/church-steeples/>

<https://www.pinterest.com/49wally47/church-steeples/>

<https://www.pinterest.com/cathyover/steeples/>

<https://www.pinterest.com/julievt26/church-steeples/>

<https://www.pinterest.com/koolminnie/steeple-churches/>

<https://www.pinterest.com/qnewby67/church-steeples/>

<https://www.pinterest.com/melody925/church-steeples/>

<https://www.pinterest.com/janay/church-steeples/>

<https://www.pinterest.com/glyninator/steeples-churches/>

<https://www.pinterest.com/devonnekaye/architecture-church-steeples/>

Images for pinterest/architecture-church-steeples

Why Do Churches Have Steeples? Where Did This Tradition Begin?

The distinct church steeple still directs our attention upwards and the end result, hopefully, will be that we are drawn to God and as Jesus said, "And I, when I am lifted up from the earth, will draw all people to myself" (John 12:32). The cross atop many a steeple is still drawing people to Christ.

<http://www.patheos.com/blogs/christiancrier/2015/09/21/why-do-churches-have-steeples-where-did-this-tradition-begin/>

Images for Why Do Churches Have Steeples? Where Did This Tradition Begin?

26) Ethnicity

As for ethnicity, I feel most at ease in congregations with a Scandinavian background. I belong to the Sons of Norway.

Sons of Norway

Sons of Norway is the largest Norwegian-American organization in the world. If you are passionate about preserving and promoting Norwegian heritage and culture, as we are, we invite you to explore and join!

<http://www.sofn.com/home/index.jsp>

Images for Sons of Norway

Viking Magazine - Sons of Norway

Immerse yourself in the world of Scandinavian **heritage**, tastes, history, events and personalities with every new issue of *Viking* magazine!



https://www.sofn.com/norwegian_culture/viking_magazine/

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

Images for Scandinavian heritage

At some congregations with a particularly strong Norwegian background, I have offered the Norwegian Rite of 1889 for a heritage service of worship on the Sunday closest to Norwegian Constitution Day, May 17 or on a Sunday closest to a lutefisk dinner. [See Chapter 3. Worship. Worship Planning and Resources (2).]

Norwegian Rite of 1889 to be used May 17 as a heritage service

The use of the Norwegian Rite of 1889 on Sunday, May 17 will offer an opportunity to appreciate our worship heritage. May 17 is Norwegian Constitution Day. The order of service will reflect the Norwegian background of this congregation and will include parts of the service in Norwegian to give a flavor of the history. In addition, the hymns and music will be of Norwegian background.

Resources

Gol Stave Church - Wikipedia

Gol Stave Church (Norwegian: *Gol stavkirke*) is a stave church originally from Gol, Hallingdal, Norway. It is now located in the Norwegian Museum of Cultural History at Bygdøy in Oslo, Norway.^[1]



http://en.wikipedia.org/wiki/Gol_Stave_Church

[Images for Gol Stave Church](#)

https://en.wikipedia.org/wiki/Stave_church

[Images for Stave church](#)

Norwegian Constitution Day - Wikipedia

Norwegian Constitution Day is the [National Day](#) of [Norway](#) and is an official [national holiday](#) observed on May 17 each year. Among Norwegians, the day is referred to simply as *syttende mai* (meaning May Seventeenth), *Nasjonaldagen* (The National Day) or *Grunnlovsdagen* (The Constitution Day), although the latter is less frequent.

http://en.wikipedia.org/wiki/Norwegian_Constitution_Day

[Images for Norwegian Constitution Day](#)

27) Reality

While at Luther Seminary, during the first year I was exposed to the “myth of the golden age” in church history by Dr. Carl Volz. In other words, the early church had its problems too. Looking at history, one can come to terms with reality.

Carl Volz, Church Historian, Died - ELCA - Evangelical Lutheran Church

Volz was an historian of the early and medieval church.

<http://www.elca.org/News-and-Events/3303>

[Images for Carl Volz, Church Historian](#)

28) Challenges

The following is a list of challenges I identified at one congregation I served. These challenges are common to interim ministry.

If there is distrust, the challenge is to create greater trust.

If there is a perception of closed-ness, the challenge is to create greater openness.

If there have been power struggles, the challenge is to share power.

If there has been a breakdown between pastor and Congregation Council, the challenge is to establish a working relationship.

If there has been indirect communication, the challenge is to establish direct communication.

If there have been misunderstandings, the challenge is to create greater understanding.

If there has been distancing, the challenge is to move closer.

If there has been a focus on the pastor, the challenge is to focus on the polarities that still exist even after the pastor is gone.

If there has been disrespect shown, the challenge is to show respect.

Resources

Challenges Quotes - BrainyQuote

<https://www.brainyquote.com/topics/challenges>

<https://www.brainyquote.com/topics/challenge>

Images for challenge quotes

<https://www.goodreads.com/quotes/tag/challenges>

<https://www.virgin.com/richard-branson/my-top-10-quotes-challenges>

www.wow4u.com/challenges/

<https://www.inc.com/lolly-daskal/18-inspiring-quotes-to-get-you-through-any-challenge.html>

<http://awakenthegreatnesswithin.com/34-inspirational-quotes-on-challenges/>

Images for inspirational quotes about challenges

<https://everydaypowerblog.com/quotes-about-challenges/>

www.azquotes.com/quotes/topics/challenges.html

<https://www.lifehack.org/articles/communication/15-quotes-for-challenging-times.html>

Images for quotes for challenging times

<https://quotescover.com/topics/challenge>

<https://addicted2success.com/quotes/6-quotes-to-challenge-you-help-you-gain-control-over-your-life/>

Images for quotes-to-challenge-you-help-you-gain-control-over-your-life

Relational dialectics - Wikipedia

Relational dialectics is a concept within communication theory. This concept could be interpreted as "a knot of contradictions in personal relationships or an unceasing interplay between contrary or opposing tendencies."^[1] The theory, first proposed respectively by Leslie Baxter^[2] and W. K. Rawlins^{[3][4]} in 1988, defines communication patterns between relationship partners as the result of endemic *dialectical tensions*. In their description of Relational Dialectics, Leslie A. Baxter and Barbara M. Montgomery simplify the concept by posing "opposites attract", but "birds of a feather flock together". Also, "Two's company; three's a crowd" but "the more the merrier." These contradictions experienced within common folk proverbs are similar to those we experience within our relationships as individuals.^[5] When making decisions, we give voice to multiple viewpoints and desires that often contradict each other.^[6]

The Relational Dialectic is an elaboration on Mikhail Bakhtin's idea that life is an open monologue and humans experience collisions between opposing desires and needs within relational communications.^[7] Baxter includes a list of Dialectical Tensions that reminds us that relationships are constantly changing and successful and satisfying relationships require constant attention. Although Baxter's description of Relational Dialectics is thorough, it by no means is exact or all inclusive since we all experience different tensions in different ways.

http://en.wikipedia.org/wiki/Relational_dialectics

Images for Relational dialectics

What Does the Bible Say About Challenges? - OpenBible.info

<https://www.openbible.info/topics/challenges>

Images for bible and challenges

<http://biblereasons.com/challenges/>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Challenges/>

<https://zondervanacademic.com/blog/bible-interpretation-challenges-and-how-to-overcome-them/>

Images for bible-interpretation-challenges-and-how-to-overcome-them

<https://www.bibleinoneyear.org/bioy/commentary/934> How to Cope with the Challenges of Life | bibleinoneyear.org

Images for How to Cope with the Challenges of Life | bibleinoneyear.org

<http://activechristianity.org/3-examples-bible-applies-challenges-face-today>

Images for examples-bible-applies-challenges-face-today

29) Skeletons in the closet

The so called "skeletons in the closet" can undermine healthy congregation behavior. Trust will need to be established before anyone is willing to come forth with these memories.

Resources

Skeleton in the closet - Wikipedia

Skeleton in the closet (idiom) or skeleton in the cupboard is a phrase used to describe a shameful secret.

https://en.wikipedia.org/wiki/Skeleton_in_the_closet

Images for skeletons in the closet

Skeletons in the Sacristy - Episcopal Church Foundation. By Lindsay Hardin Freeman, part of the Vestry Papers issue on Conflict and Controversy (March 2005).

Matthews stresses, however, that the **unmasking of skeletons be done carefully**, and that getting a trained consultant is helpful. He cautions vestries to be aware of potential litigation, especially if legal agreements have been reached. It may be best to review general developments, rather than pinpoint all the details.

<http://www.ecfvp.org/vestrypapers/conflict-and-controversy/skeletons-in-the-sacristy/>

Images for Skeletons in the Sacristy

30) Warning

Paying attention to the past can provide warnings for the present and the future.

Resources

Warnings from Israel's History

1Corinthians 10:1-22

10I do not want you to be unaware, brothers and sisters,* that our ancestors were all under the cloud, and all passed through the sea,²and all were baptized into Moses in the cloud and in the sea, ³and all ate the same spiritual food, ⁴and all drank the same spiritual drink. For they drank from the spiritual rock that followed them, and the rock was Christ.⁵Nevertheless, God was not pleased with most of them, and they were struck down in the wilderness.

⁶ Now these things occurred as examples for us, so that we might not desire evil as they did. ⁷Do not become idolaters as some of them did; as it is written, 'The people sat down to eat and drink, and they rose up to play.'⁸We must not indulge in sexual immorality as some of them did, and twenty-three thousand fell in a single day. ⁹We must not put Christ*to the test, as some of them did, and were destroyed by serpents. ¹⁰And do not complain as some of them did, and were destroyed by the destroyer. ¹¹These things happened to them to serve as an example, and they were written down to instruct us, on whom the ends of the ages have come. ¹²So if you think you are standing, watch out that you do not fall. ¹³No testing has overtaken you that is not common to everyone. God is faithful, and he will not let you be tested beyond your strength, but with the testing he will also provide the way out so that you may be able to endure it.

¹⁴ Therefore, my dear friends,* flee from the worship of idols. ¹⁵I speak as to sensible people; judge for yourselves what I say. ¹⁶The cup of blessing that we bless, is it not a sharing in the blood of Christ? The bread that we break, is it not a sharing in the body of Christ? ¹⁷Because there is one bread, we who are many are one body, for we all partake of the one bread. ¹⁸Consider the people of Israel;* are not those who eat the sacrifices partners in the altar? ¹⁹What do I imply then? That food sacrificed to idols is anything, or that an idol is anything? ²⁰No, I imply that what pagans sacrifice, they sacrifice to demons and not to God. I do not want you to be partners with demons. ²¹You cannot drink the cup of the Lord and the cup of demons. You cannot partake of the table of the Lord and the table of demons. ²²Or are we provoking the Lord to jealousy? Are we stronger than he?

oremus Bible Browser: 1Corinthians 10

<http://bible.oremus.org/?passage=1Corinthians+10>

[Images for Warnings from Israel's History](#)

What Does the Bible Say About Warning Before Destruction? - OpenBible.info

https://www.openbible.info/topics/warning_before_destruction

[Images for What the Bible Says About Warning Before Destruction](#)

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Warning-Before-Destruction/>

https://www.kingjamesbibleonline.org/Warning_Before_Destruction/

<https://www.primobibleverses.com/topic/warning+before+destruction?page=6>

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

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

<https://bibleresources.org/end-time-warnings/>

31) Candidates

The Call Committee looked back at the pastors who had previously served and distinguished the personalities that seemed to be better fits for the congregation than others. This awareness informed the call process in interviewing candidates.

Coming to Terms with History

What a congregation will be able to do in the future has a genuine relationship to what it has been in the past. We are shaped by our past. The time of pastoral change is a time for the congregation to examine its history, its story, its identity; possible now as in no other time in its life. It can look to the past for clues to the future, factors which might inhibit the congregation or which need affirming. The congregation that comes to terms with its history will be more likely to:

- free itself to go on building a new future
- discern and build on the strengths of the past
- get some perspective and power over its characteristic weaknesses
- choose an appropriate pastor for a new life together.

Call Process Resources - Gulf Coast Synod

<https://gulfcoastsynod.org/leaders/callprocessresources/> [Transition Process Handbook](#)

<https://gulfcoastsynod.org/wp-content/uploads/sites/49/2018/10/2019-Transition-Process-Manual.pdf> [Page 3](#)

[Images for choose an appropriate pastor for a new life together](#)

[Images for Call Process Resources - Gulf Coast Synod](#)

32) Changing role of pastoral ministry

In reviewing constitutions for congregations in this synod, occasionally an old constitution is submitted. One such document was said to have been drafted by a pastor several decades ago and still used up until the congregation updated to the 2016 ELCA Model Constitution. The following is written regarding the ministry:

ARTICLE IX – REGARDING THE MINISTRY

Section 2 – The duties of the pastor

If a pastor lives up to his duties, no complaining, unkind judging or spiteful slander should be heard against him, which is a disgrace to his office. Love and honor from all members is due him, because of his difficult and highly responsive calling.

Section 3 – The dismissal of a pastor

Valid reasons for removing a pastor are: persistent clinging to false doctrines; offense given by him in daily life; the willful neglect of his office and duties.

On the other hand, Chapter 9. ROSTERED MINISTER in Model Constitution Congregation 2016 contains nothing like ARTICLE IX – REGARDING THE MINISTRY above, but instead greatly expands on what every ordained minister shall do and on how the call of the congregation shall be terminated.

[DOC]Model Constitution for Congregations 2019 - ELCA Resource Repository

Chapter 9.

ROSTERED MINISTER

- *C9.01. Authority to call a pastor shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by [this congregation][the Congregation Council] to recommend the call, shall seek the advice and help of the bishop of the synod.
- *C9.02. Only a member of the roster of Ministers of Word and Sacrament of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Sacrament who has been recommended for the congregation by the synodical bishop may be called as a pastor of this congregation.
- *C9.03. Consistent with the faith and practice of the Evangelical Lutheran Church in America,
 - a. Every minister of Word and Sacrament shall:
 - 1) preach the Word;
 - 2) administer the sacraments;
 - 3) conduct public worship;
 - 4) provide pastoral care;
 - 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
 - 6) impart knowledge of this church and its wider ministry through distribution of its communications and publications;
 - 7) witness to the Kingdom of God in the community, in the nation, and abroad; and
 - 8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.
 - b. Each pastor with a congregational call shall, within the congregation:
 - 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
 - 2) relate to all schools and organizations of this congregation;
 - 3) install regularly elected members of the Congregation Council;
 - 4) with the council, administer discipline; and
 - 5) endeavor to increase the support given by the congregation to the work of the ELCA churchwide organization and of the Northwest Synod of Wisconsin of the ELCA.
- *C9.04. The specific duties of the pastor, compensation, and other matters pertaining to the service of the pastor shall be included in a letter of call, which shall be attested by the bishop of the synod.
- *C9.05. The provisions for termination of the mutual relationship between a minister of Word and Sacrament and this congregation shall be as follows:
 - a. The call of this congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the pastoral office effectively in the congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the pastor;
 - 5) suspension of the pastor through discipline for more than three months;
 - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
 - 7) termination of the relationship between this church and the congregation;
 - 8) dissolution of the congregation or the termination of a parish arrangement; or
 - 9) suspension of the congregation through discipline for more than six months.
 - b. When allegations of physical disability or mental incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the

bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.

- c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament as disabled. Upon removal of the disability and the restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

***C9.06.** At a time of pastoral vacancy, an interim pastor shall be appointed by the bishop of the synod with the consent of this congregation or the Congregation Council.

***C9.07.** During the period of service, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor and may delegate the same in part to a supply pastor with the consent of the bishop of the synod and this congregation or Congregation Council. The interim pastor and any rostered minister providing assistance shall refrain from exerting influence in the selection of a pastor. Unless previously agreed upon by the Synod Council, an interim pastor is not available for a regular call to the congregation served.

***C9.08.** This congregation shall make satisfactory settlement of all financial obligations to a former pastor before calling a successor. A pastor shall make satisfactory settlement of all financial obligations to this congregation before beginning service in a call to another congregation or employment in another ministry setting related to the Evangelical Lutheran Church in America.

***C9.09.** When a pastor is called to serve in company with another pastor or pastors, the privileges and responsibilities of each pastor shall be specified in documents to accompany the call and to be drafted in consultation involving the pastors, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.

***C9.11.** With the approval of the bishop of the synod, the congregation may depart from *C9.05.a. and call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of *C9.05.a.

***C9.12.** The pastor of this congregation:

- a. shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation;
- b. shall submit a summary of such statistics annually to the synod; and
- c. shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

***C9.13.** The pastor(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

***C9.14.** The parochial records of this congregation shall be maintained by the pastor and shall remain the property of the congregation. The secretary of this congregation shall attest in writing to the bishop of this synod that such records have been placed in his or her hands in good order by a departing pastor before the installation of that pastor in another field of labor or the granting by the synod of retired status to the pastor.

C9.15. Under special circumstances, subject to the approval of the synodical bishop and the concurrence of this congregation, a minister of Word and Sacrament of a church body with which the Evangelical Lutheran Church in America officially has established a relationship of full communion may serve temporarily as pastor of this congregation under a contract between the congregation and the pastor in a form proposed by the synodical bishop and approved by the congregation.

- *C9.21.** Authority to call a minister of Word and Service shall be in this congregation by at least a two-thirds vote of voting members present and voting at a meeting legally called for that purpose. Before a call is issued, the officers, or a committee elected by [this congregation][the Congregation Council] to recommend the call, shall seek the advice and help of the bishop of the synod.
- *C9.22.** Only a member of the roster of Ministers of Word and Service of the Evangelical Lutheran Church in America or a candidate for the roster of Ministers of Word and Service who has been recommended for this congregation by the synodical bishop may be called as a deacon of this congregation.
- *C9.23.** Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:
- a. Be rooted in the Word of God, for proclamation and service;
 - b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
 - c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;
 - d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
 - e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
 - f. Practice stewardship that respects God's gift of time, talents, and resources;
 - g. Be grounded in a gathered community for ongoing diaconal formation;
 - h. Share knowledge of the ELCA and its wider ministry of the gospel and advocate for the work of all expressions of this church; and
 - i. Identify and encourage qualified persons to prepare for ministry of the gospel.
- *C9.24.** The specific duties of the deacon, compensation, and other matters pertaining to the service of the deacon shall be included in a letter of call, which shall be attested by the bishop of the synod.
- *C9.25.** The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:
- a. The call of a congregation, when accepted by a deacon, shall constitute a continuing mutual relationship and commitment, which shall be terminated only by death or, following consultation with the synodical bishop, for the following reasons:
 - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
 - 2) resignation of the deacon, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
 - 3) inability to conduct the ministry of Word and Service effectively in this congregation in view of local conditions;
 - 4) physical disability or mental incapacity of the deacon;
 - 5) suspension of the deacon through discipline for more than three months;
 - 6) resignation or removal of the deacon from the roster of Ministers of Word and Service of this church;
 - 7) termination of the relationship between this church and this congregation;
 - 8) dissolution of this congregation or the termination of a parish arrangement; or
 - 9) suspension of this congregation through discipline for more than six months.
 - b. When allegations of physical disability or mental incapacity of the deacon under paragraph a.4) above, or ineffective conduct of the office of minister of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
 - 1) the bishop in his or her sole discretion may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
 - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of this congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
 - c. In case of alleged physical disability or mental incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the deacon's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service as disabled. Upon removal of the disability and the restoration of the deacon to health, the bishop shall take steps to enable the deacon to resume the ministry, either in the congregation last served or in another appropriate call.
 - d. In the case of alleged local difficulties that imperil the effective functioning of this congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the deacon and then to this congregation. The recommendations of the bishop's committee must address whether the deacon's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be

undertaken by this congregation and by the deacon, if appropriate. If the deacon and congregation agree to carry out such recommendations, no further action need be taken by the synod.

- e. If either party fails to assent to the recommendations of the bishop's committee concerning the deacon's call, this congregation may dismiss the deacon only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for discipline, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

***C9.26.** The deacon shall make satisfactory settlement of all financial obligations to a former congregation before:

- a. installation in another field of labor, or
- b. the issuance of a certificate of dismissal or transfer.

***C9.27.** When a deacon is called to serve in company with another rostered minister or other rostered ministers, the privileges and responsibilities of each rostered minister shall be specified in documents to accompany the call and to be drafted in consultation involving the rostered ministers, the Congregation Council, and the bishop of the synod. As occasion requires, the documents may be revised through a similar consultation.

***C9.28.** With the approval of the bishop of the synod, this congregation may depart from *C9.25.a. and call a deacon for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop or a designated representative of the bishop shall meet with the deacon and representatives of this congregation for a review of the call. Such a call may also be terminated before its expiration in accordance with the provisions of *C9.25.a.

***C9.29.** The deacon shall become a member of this congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the deacon shall hold membership in one of the congregations.

***C9.31.** The deacon(s) shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

<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 Chapter 9. ROSTERED MINISTER](#)

33) Pastoral visits

Some of the older members at one German Lutheran congregation told of how decades earlier, if a member was absent from a service of worship on Sunday, the pastor would pay a pastoral visit on that member the next day. Now that cultural mores have switched from duty to discretion, pastors are not expected to make such pastoral visits the first day of the week, and, if a pastor was to try to make such visits, such a pastor may not necessarily be well received.

34) Circuit preachers

I have served various congregations that were at one time served by the same circuit preacher.

Reminiscences by Rev. JE Nord, Rice Lake | Newspaper Article/Clipping

Rev. Nord Tells of Pioneer Days

Dean of Lutheran Clergymen Tells of Work in Days Gone By

Came to Barron County in 1883 to do Missionary and Church Work

<http://www.wisconsinhistory.org/Content.aspx?dsNav=N:4294963828-4294963788&dsRecordDetails=R:BA11915>

[Images for Reminiscences by Rev. JE Nord, Rice Lake](#)

At one of those congregations, a member related to me that his home congregation in Iowa not that far from where I grew up is one of 5 congregations served by 2 pastors in an area ministry.

One in Christ Parish Home Page

The One in Christ Parish consists of five separate churches sharing staff and resources for the purpose of better serving our parishes, community, country and world.

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

[Images for One in Christ Parish, Rice Lake](#)

My thought is that such arrangements may come full circle in the future.

35) Traditions, Generations, and Transitions

A congregation I served hosted a Women of the ELCA conference spring rally with a theme of Generations of Women & Traditions. The day included a business meeting, election of board members, skit & presentation, lunch, a service of worship with Holy Communion. One of the planners put together a discussion sheet entitled Traditions, Generations, and Transitions with the following questions:

As you prepare for your summer, what tradition will be a key part of your plans? How does this tradition strengthen relationships with those involved? Are there any additions you would like to make to this tradition that would enhance it? What is your favorite holiday tradition and why?

Each of us has spiritual rituals that help us maintain our connection to God. These rituals are often passed from generation to generation. Consider your practices, and, if you would like, share with your group.

Consider your traditional practices with friends and family. Identify one or two that you would consider unusual, funny, silly, or goofy, yet are an important part of your relationship.

What new family tradition would you like to add and why?

When you gather with your family, what foods need to be there and who has to bring them? What would happen if someone changed the menu?

What tradition do you observe that is the most important for you to pass along to members of your family and why?

Do you have a non-holiday family celebration, ritual, or practice that is especially important to you, and, if so, are you willing to share this with others?

Afterwards, the convener from the congregation related that the women revealed in their feedback forms that one of the things they liked most about the conference was to engage in conversation.

36) Change is constant

The following two paragraphs from a congregation history indicate to me that the one constant is change.

Following the retirement of Rev. Reishus in 1917, Pastor H. P. Nordby accepted the call. During his ministry, the English language was used almost entirely in the worship services and in the Ladies Aid. He was chiefly responsible for re-arranging the field so that (name), together with (name) and (name), became a self-supporting call. In 1921 Rev. Nordby accepted a call to (name). He died in (name) in January 1960.

During the summer of 1922 the work was cared for by A. C. Odden, a student at Luther Seminary. Then Pastor I. C. Dahl took charge in 1923. During the summer of 1924, Rev. A. O. Langehough was here until Rev. Odden came in the fall of 1924. During Rev. Oddin's ministry, the Fred Machlett residence, on the east side of (name) was purchased for a parsonage. Our former pastor had a congregation in (name) so lived there. Rev. Nordby and Rev. Dahl had lived in rented houses in (name). Rev. Oddin became our first pastor to live in the parsonage in (name).

Resources

[Change Quotes - BrainyQuote](#)

<https://www.brainyquote.com/topics/change>

[Images for change quotes](#)

<https://www.goodreads.com/quotes/tag/change>

<https://www.yourtango.com/2015276729/30-quotes-about-change>

<https://www.forbes.com/quotes/theme/change/>

<http://brightdrops.com/quotes-about-change>

www.wiseoldsayings.com/change-quotes/

<https://www.psychologytoday.com/us/blog/here-there-and-everywhere/201210/20-quotes-change>

www.quoteagarden.com/change.html

www.notable-quotes.com/c/change_quotes.html

<https://everydaypowerblog.com/change-quotes-2/>

https://www.youtube.com/watch?v=v30tHi_jGvo Quotes on change in life | Famous Change Quotes - YouTube

www.success.com/article/21-insightful-quotes-about-embracing-change

[Images for insightful-quotes-about-embracing-change](#)

<https://www.inc.com/david-van-rooy/33-awesome-quotes-to-inspire-positive-change.html>

[Images for quotes-to-inspire-positive-change](#)

<http://notesonbliss.com/26-inspirational-quotes-change-life/>

<https://www.habitsforwellbeing.com/20-inspirational-quotes-on-change/>

[What Does the Bible Say About Change? - OpenBible.info](#)

<https://www.openbible.info/topics/change>

[Images for bible and change](#)

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

<https://bibletalk.tv/the-challenge-of-change>

<https://www.kingjamesbibleonline.org/Bible-Verses-About-Change/>

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

<http://blog.bible/bible-blog/entry/8-bibles-verses-to-help-you-cope-with-change>

<https://www.crosswalk.com/faith/bible-study/5-bible-verses-that-will-change-your-life-if-you-believe-them.html>

[Images for bible-verses-that-will-change-your-life](#)

37) Boys Club and Health System

The Eau Claire - The Boys and Girls Club of the Greater Chippewa Valley is located in the building, which formerly housed First Lutheran Church.

[Boys & Girls Club buys church for \\$900K | Front Page | leadertelegram.com](#)

The Boys & Girls Club of the Greater Chippewa Valley hopes to grow its reach by moving to a new location next summer. The club's board on Wednesday approved the move to [First Lutheran Church, 1005 Oxford Ave.](#), for \$900,000 to be paid in installments through 2018, said Sara Antonson, executive director of the Boys & Girls Club.

https://www.leadertelegram.com/news/front-page/boys-girls-club-buys-church-for-k/article_1102e51d-0c8d-5b3a-a5d4-58ac0be09e59.html

[Images for First Lutheran Church, 1005 Oxford Ave](#)

MAYO CLINIC HEALTH SYSTEM EAU CLAIRE HOSPITAL (EAU CLAIRE, WI) located a few blocks away formerly known as Luther Hospital was started by Lutheran pastors from nearby First Lutheran Church in 1908.

[First Lutheran celebrating 150 years | Religion | leadertelegram.com](#)

• 1905: Property at the corner of Bellinger and Chestnut streets was purchased for \$4,000 for a hospital site. The next year, construction on [Luther Hospital, now known as Mayo Clinic Health System](#), began as a joint effort of all Scandinavians in the area. It was completed in 1908.

https://www.leadertelegram.com/features/religion/first-lutheran-celebrating-years/article_486c406a-1714-5df4-a711-35b8f6242bcc.html

[Images for Luther Hospital, Eau Claire, now known as Mayo Clinic Health System](#)

First Lutheran merged with Our Savior's Lutheran to form [Spirit Lutheran | Eau Claire, Wisconsin](#) on 11/1/2016 and now uses the facility of the congregation formerly known as Our Savior's.

38) Three questions

At one setting, for numerous reasons, I went with three questions rather than the complete reflection/action transition dynamics. These questions correspond with the reflection dynamics. I used these questions with the Congregation Councils and Parish Council. I did not preach a sermon series as such but used these questions on my first Sunday, on the Beginning of a New Year service of worship six weeks later, and at other times.

| <u>Questions</u> | <u>Dynamics</u> |
|-----------------------|--------------------------|
| Where have we been? | Heritage |
| Where are we at? | Identity |
| Where is God leading? | Vision |