

GOD'S POWER THROUGH LAY PEOPLE.

(A history of the development of lay ministry
at St. John's Lutheran Church Wawautosa, Wisconsin.)

Senior Church History.
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GOD'S POWER THROUGH LAY PEOPLE.

"We have this treasure in jars of clay to show that this all-surpassing power is from God and not from us." (II Corinthians 4:7) Does this passage only apply to pastors? I hardly think so. All Christians have the all-surpassing power of God in them. However this verse is most often applied to the public ministry thus loosing the rich fullness of the verse and the loosing a substantial source of man "power", our lay people.

As I look at my future as a pastor, I really see the need to use lay people like they have never been used before, or at least like they haven't been used for a long time. The body of Christ needs to be functioning as Corinthians 12 describes. Considering the poor projection of the numbers of pastors in the future of our synod, the issue of lay ministry is going to become more and more critical. So it was a very practical learning experience for me to study the development of lay ministry at St. John's Lutheran Church in Wawautosa, Wisconsin.

Bud Wilkerson, former coach of the St. Louis Cardinals' football team once made an interesting and true statement which I'd like to apply to the average church, and yes, even closer to home, the average W.E.L.S. Church; "A professional football game is a happening where 50,000 spectators, desperately needing exercise, sit in the stands watching 22 men on the field desperately needing rest."

Do the lay people of our synod expect the "superstar"

pastors to do it all while they watch? Get the church growing, evangelize the city, get the straying members back in church, prepare the youth for the Lord's Supper, preach an inspiring sermon at every service, visit the sick, commune the shut-ins, run the youth group take charge of Vacation Bible School, conduct Ladies's Aid meetings, counsel the hurting, etc...

"Yes, that's what we pay him for," some might reply. But is that what God called him for? Is that a proper functioning of the body of Christ? Let me hit the nail on the head with a sledge hammer quote: "If a denomination must depend on pastoral superstars for growth, there is something drastically wrong with its structure and, more fundamentally, with its understanding of the church."¹

As a solution to this problem, let me show you what one congregation has done in getting their lay people fully involved in the active work of the ministry. Having talked with two of the past pastors, Pastor Ron Heins, and Pastor Mark Freier, and the present lay leaders and pastor at St. John's, it seems a proper understand of Ephesians 4:11,12 is an important place to start in this history of the development of lay ministry at St. John's.

It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastor-teachers, to prepare God's people for works of service, so that the body of Christ may be built up.

The word that puts the focus on lay ministry is *kataptismov*. This word is placed in the context of church unity as Paul is showing us how to keep the "unity of the Spirit in the bond of

peace." At first glance, the diverse gifts of the Holy Spirit, four of which are mentioned here, would seem to promote disunity, especially when we consider our sinful pride and jealousy, but these gifts as well as the other spiritual gifts are given to the new man and to the church to be used to "grow up into him who is the head, that is Christ." That's where the power, growth and direction come from; that's where the love we need comes from as each part does its work.

The work of those given the gifts of church leaders, apostles, prophets, evangelists, and pastor-teachers is clearly stated in the word *kataptismov*. This word was originally used as a medical term for "setting a bone." From this use of the word we can say that the church leaders are to fit the other members of the body in their proper place in the body. It is also used in Classical Greek for equipping or fully furnishing someone or something for some given purpose or for fitting out a ship, or for an army fully armed and equipped, drawn up in battle array." The preparatory aspect is obvious. Elsewhere in Scripture it is used for the mending of nets, (Matthew 4:21, Mark 1:9). In Luke 6:40 *katnptismevos* refers to a fully trained student. So we can see that the real purpose of the spiritual gifts of church leaders is the preparing of the saints to exercise their ministries.

As I talked with Pastor Heins and Pastor Freier, former pastors of St. John's, and Pastor Wagner, current pastor of St. John's, about the development of lay ministry at St. John's, all

of them had this view of the role of spiritual leaders firmly in mind and in practice. This is the key to lay ministry development. I will touch on this later in the essay but for now let's see how this attitude developed at St. John's.

St. John's was the first congregation started in Wawautosa. A layman by the name of Bormann made the first attempts at starting a congregation in Wawautosa. His efforts however didn't last but in 1881, William Rader, a seminary student at Milwaukee was encouraged to start again.

Rader started visiting the families of the area and held his first service in the "Good Templars" hall, which was above the old city hall, on January 22, 1882.²

The congregation experienced fast early growth and the lay people were real excited about the venture! After the first service, ten men immediately volunteered to organize a congregation. So "Evangelical Lutheran Church St. John's Congregation" was born under strong lay leadership from the beginning.

Those early lay people obviously had their goals and objectives firmly in mind. They also had a great trust in the LORD! They were dedicated to their work and to a congregation dedicated to the work of the kingdom. It's amazing how quickly those lay people moved at getting the congregation going in those early days. Pastor Heins commented:

"While Germans may have the reputation of being conservative and slow to act, the original 24 moved quickly with their plans. By fall they had their church operating. It was immediately. The church and

school were built at the same time for a combined cost of \$3,500."^a

It is obvious that these people knew exactly what they wanted and they had great determination and zeal to accomplish it. The first service was held on January 22, 1882. On January 29 the decision was made to organize, on January 30 incorporation took place, on January 31 the legal existence of the congregation was recorded at the Milwaukee County Courthouse. On March 19 a constitution was adapted and officers were elected, and a contract was let to build the church and school. Finally on July 16 the laying of the corner stone took place and the dedication followed on November 19 of the same year, 1882!⁴

That's less than one year for the full establishment of a congregation! That is truly a real zeal for the LORD's house, and for the LORD's school too.

It is interesting that from the start there was a strong interest in Christian education at St. John's. That shows a strong interest in training the people in discipleship, a very important aspect of lay ministry.

Heins said he was impressed by the early members of the congregation, persons who were concerned about finding a place to worship and "providing a Christian centered education for their children."⁵

St. John's experienced rapid growth in those early first few years. Their first pastor, Paster William Rader, had the gift of evangelism and the LORD truly blessed his missionary efforts. "In 1884 the membership was 106 and in 1885, three years after the organization, 133 voting members were on the roster."⁶

During the first years the pastor was also the school teacher. There were about sixty students in the old school and the number continued to grow, forcing the congregation to call a teacher.

The school grew constantly and finally could no longer be housed in the old school building. The congregation was literally forced to build. In 1888 they erected the school building at a cost of \$3,000.00.⁷

By the year 1889, St. John's was the largest church body in Wawautosa with a membership of 188. Pastor Heins said, "St. John's congregation has been large throughout most of its history."⁸

In the early years two lay organizations were formed that were very active in lay ministry. The Ladies Aid Society was very active and effective from the start. In 1890 the records show that the Ladies Aid Society raised funds totaling \$1,500.00 which was used to build a bell tower. They also provided for the churches first pipe organ. "This auxiliary body has been a great aid; its members have worked untiringly for the improvement of the church property, as is constantly revealed in the records of the congregation."⁹

Another interesting group that isn't very well documented but I feel shows us the interest and zeal for lay ministry at St. John's in a group called the "Unterstuetzungsverein." It was a society to help sick people in various ways. It seems to have been a mercy ministry giving the people of the congregation an opportunity to use their gift of mercy. Unfortunately this group didn't last very long, it just seems to have fizzled. The lay people were eager but the organization was weak.

Despite what seems to be a history of strife among the pastors that served at St. John's, including several resignations, the congregation remained strong and continued to grow. The congregation also had several times of strife among it's members, even causing a split a couple of times. The fact that these unfortunate events took place but the congregation continued strong seems to indicate a strong lay leadership. There is no strife at St. John's today and she still has an exceptionally strong lay leadership.

After a time of strife and a pastoral resignation in 1908, Pastor Herman Gieschen was called to serve.

Pastor Gieschen served the congregation for about nineteen years. Although he took charge of his work at a difficult period, he soon won the hearts of his people. The congregation enjoyed a healthy and steady growth, so that the idea of a new and larger church building occupied the minds of the members more and more.¹⁰

It soon became obvious that a new church building was necessary, but unfortunately the decision to build was made and the construction completed in the same year as the stock market crashed. This obviously caused great struggle in the congregation. It was said that the pastor, teachers and janitor gave up portions of their salaries to help keep church and school running.

Struggles continued until 1954 when the congregation was forced to either build a new school or close the old one which was a fire hazard. By one vote, they voted to build and afterwards this "venture of faith", as Pastor Otto called it,

proved to be God's way of growing this church. "From 1956-1958, students increased from 58 to 124. In 1965 the school population peaked at 165 students."¹¹

The serving attitude of lay ministers has been very evident at St. John's throughout its history and to this day. The theme of their anniversary theme says it all: "A Century With Christ - Our Heritage To Share." A whole month of the celebration was used to focus on Christian education and sharing of the faith of the people. Anniversary offerings included funds to build a chapel in the Malawi mission and a mass media evangelistic campaign in Florida! These are truly ministers!

In 1973, Pastor Ron Heins accepted the call to serve at St. John's. Pastor Heins is truly a minister's minister. He is a man very dedicated to the mission of the church and especially to lay ministry. He personally has the gift of administration and uses it well. He has done thorough studies of the church growth movement which stresses the use of lay ministry. Pastor Heins brought his knowledge and gifts to St. John's and really got lay ministry on the move. He had a strong foundation to work on; lay people really interested in serving and growing.

Growing in serving and lay ministry is directly proportionate to growing in God's word. Many people were exposing themselves to the word at St. John's. There was especially a strong interest in Pastor Heins' course called "God's Ways". This was a thorough study of the entire Bible every two years. The power of the Word and pastor Heins' gift of

communication brought large numbers to the class each year. In fact now that Pastor Heins has taken a call to Wisconsin Lutheran High School, he has been requested to return next year to continue the class. People need to be disciplined in the Word before they will serve and St. John's has been offering many and challenging discipling classes.

The method of administering lay ministry is also very important to the development of it. Pastor Heins continued to share his administrative gifts and his knowledge of the church growth movement with the council of St. John's, educating them as to the Biblical understanding of the role of lay people in ministry.

One of the first steps to a really active lay ministry is the development and implementation of a mission statement. In 1975 such a statement was added to the constitution of St. John's. That statement is found on page 20 of this paper.

In 1976 a thorough study of the congregation was done. This study included a percentage of age distribution within the congregation. This was done to show the counsel where ministry needed to especially be focussed. It was found at that time that the congregation was steadily getting younger. The percentage of young people ages 1-30 in two years had increased from 44% to 50.24%. There seemed to be a pattern developing. (p.21)

Another very revealing study was done on the 452 children confirmed at St. John's from 1956-1976. This chart is found on page 22 of this paper. The shocking results: Age 18, 23% of

the kids are inactive, Age 26, 56% inactive, Age 32, 75% inactive. The downward curve showed the congregation a serious problem in body ministry as described in Corinthians.

So in 1976 some powerful steps of action were begun. The counsel adapted a format of goals and objectives to give the ministry of St. John's direction. Here is a quote from the special counsel meeting of October 17, 1976:

It was moved and carried to bring the objectives and goals to the congregation for ratification in the following motion: In response to the numerous blessings which our LORD continues to shower upon us and recognizing the purpose he had for our lives, be it resolved that we adapt the following objectives and goals as a guide to our Christian congregation. (The minutes from that meeting are found on page 23 of this paper.)

The goals and objectives were accepted by the voters and this system of organization has been active and effective ever since. Page 24 of this document contains the goals and objectives for ministry at St. John's from 1977-1981. Three of those growth goals directly reflect the congregation's interest in lay ministry. #2. Greater lay involvement in administration of the congregation. #6. Annual increase in number of those serving their Lord in carrying out the objectives of our congregation. #7. Annual increase in training and use of laymen in carrying out the objectives of our congregation. Many of the other goals focus on spiritual growth which is most important in getting people serving in the church. These goals are reviewed and updated each year as well as checking their progress. Pastor Wagner emphasized the importance of constant evaluation. (Page

25-29 contain more of the goals of St. John's and it is evident the way this system took hold and began to work in a short time. Notice also how the goals became more detailed as the congregation grew in this style of ministry.) All these growth goals were formulated by the lay people themselves.

In 1986 a new and more concise mission statement was formulated which gave exciting new focus to the ministry at St. John's. The policy of the congregation is to continually review and study our mission statement to make sure the ministry is still shooting at that basic objective. This statement of mission is included on page 30 .

Another very important aspect of understanding the development of lay ministry at St. John's is the division of duties. It was realized that in order for things to flow smoothly people had to be responsible to someone and there had to be clear job descriptions so the lay people and pastors alike would know exactly what to do and how to do it. The chart of responsibility is found on page 31 . Notice that this 1986 chart is almost totally lay led. This is why St. John's is able to function very well on an administrative level without the pastor. This has freed up our pastors for study of the Word and a more clear teaching and discipling ministry. The administrative pastor that you see on that chart will be replaced in the summer of 1988 by a full time lay pastor of administration. The second pastor will then be totally free to disciple and prepare the saints for works of service. More on

the lay pastor of administration later.

In 1979 the job description of the lay altar assistants was presented and approved by the congregation. The need was a practical one. With the increasing attendance and the very large communion services, there was a real need for the Communion distribution to go more rapidly. This could have easily been solved by asking pastors from the synod office building, many of whom are members at St. John's, to serve. But the congregation saw this as an opportunity to involve more lay people in ministry. Especially altar assistants, it was recognized, was a way to make our lay ministry visible. In 1985 these six lay ministers were called to the position and installed. This was viewed as a giant step toward more and more active lay involvement at St. John's. A clear statement was made in "The Lamplighter", the churches news letter as to the purposes of the lay assistants.

As we approach the time when laymen will be called to assist at the Lord's altar in public worship, it is proper for us to review the purposes for offering this opportunity to some of our lay men. They are as follows:

1. To teach a truth of the Scriptures. The Scriptures clearly teach that in Christ we are all priests before God, mediums through which God intends to carry out his ministry. This is a right and privilege given not just to pastors but to all of God's people... It is the call, not the training that gives a Christian of our fellowship the right to lead public worship.
2. To remind each of us of our ministry. It is easy for us to begin to think the care of each other is the "pastor's job" rather than ours, losing sight of the Biblical truth that the pastor's "job" is to prepare God's people for works of service, Eph. 4:12.
3. To provide an opportunity for laymen to serve their Lord also in the public realm. Unless a congregation makes provision for such service, it will seldom be

seen.

4. To enable our worship to be conducted expeditiously and with flexibility.¹² (The entire article appears on page 32 of this paper along with the specific job description.)

To remind the congregation of these objectives, every Sunday when the lay altar assistants function a note appears in the worship folder. It is worded differently each time. Here is a sample:

MINISTERING TO EACH OTHER - Jesus teaches his disciples to minister to each other to reach out to help fellow Christians both materially and spiritually. We are to be a community of servants one to the other. Our called lay assistants remind us we are called to serve.¹³

I have included in the addendum some of the various job descriptions of St. John's lay people and pastors. The general rule that has been applied is the more responsibility the less job description, the less responsibility the more description. This system has been working very effectively for about 14 years. I have also included in the addendum a current list of all the people involved in lay ministry at the congregation. The list is 13 pages long which shows the extent of lay ministry.

Another very significant event took place at St. John's in March of 1986. It took place at the annual spiritual retreat that is offered through St. John's every year. This retreat is a time for the members to get together at a retreat hotel and spend the entire weekend studying the word of God. About a hundred people attend each year. The retreat in 1986 was very important to the development of lay ministry. The theme for the weekend was "Gifted To Serve." The Bible study was lead by Pastor David

Valleskey. It was a complete study of the portions of Scripture that deal with spiritual gifts that are given to each believer. The stress was on lay ministry, how to discover and use your spiritual gift in the body of Christ.

This retreat got a lot of people very excited about lay ministry and it culminated in the coordinating counsel of the congregation setting a goal that the entire congregation should take this seminar and discover their gifts and be plugged into the congregation. It also had such a great impact that the congregation has put everyone's spiritual gifts on a computer file and also where these gifts can be used in the ministry of St. John's. This has since become a very intricate system which helps the leaders of the church plug people into service ministry.

This fall, when the congregation calls a full time lay minister of administration, one of his duties will be to teach the spiritual gifts seminar and be in charge of plugging people into the appropriate ministry.

The development of lay ministry at St. John's culminates in the calling of the first full time lay minister. This is a very exciting step for the congregation and is expected to open more doors to ministry. The goal of all of this is to impact Wawautosa and the world with the love of Jesus!

Many at St. John's are wondering, and rightly so, what God has in mind for his congregation of believers at St. John's. Within the year 1987, the Holy Spirit called two pastors to

different ministries...and he brought one here to serve. During that same time, a new addition was completed, (with substantial effort on the part of all the members); several major repairs were accomplished and the programs of worship and Bible study were maintained. Those were major challenges and accomplishments brought and met by our gracious Lord.

Naturally the members could be apprehensive of the future...surely there will be changes, if only in the faces of the people who preach and teach. And we could forget that it is not "our" church as much as it is "his".

Just recently the voters assembled to hear the regular quarterly business, but also to review the position descriptions of our ministry team. There was considerable discussion as to whether or not we can financially support an extra man on the staff in the position of Minister of Administration. It was decided that we could with the help of God. The voters adopted the resolution to accept the structure of two pastors working together with a layman tentative to funding, (these descriptions are in the addendum).

The Executive Board, the Council and the Voters have all had the chance to think and pray about the future of the ministry. They have examined the position descriptions which emphasize strongly a senior pastor position which is close to the Word and to people. This type of team ministry, lay people and clergy together, is the goal of St. John's. It will take a while before this ministry is in place. After that, who knows what the Lord

will do next.

Whatever that may be, I pray that the Lord will continue to bless St. John's with lay ministers who serve the Lord with gladness as they all come before the Lord with thanksgiving! Thanksgiving for a ministry that serves the gospel of Jesus effectively to their community and strives to do it more and more. May they be a model to us all!

1. Howard Snyder, The Problem Of Wineskins, Inter-Varsity Press, 1975, p. 94.
2. C.A. Otto, "Golden Jubilee", 1982, p.1.
3. Herman, Diane, "St. John's church preserves 100 years of German Heritage", 1982, page 3.
4. Otto, C.A., "Golden Jubilee", 1982, p. 3.
5. Herman, cit op. p. 1.
6. Otto. cit. op. p.3.
7. Otto, cit op. p.3.
8. Herman. cit op p.1.
9. Otto. cit.op. Page 3.
10. Otto. cit. op. page 5.
11. Herman. cit. op. page 1.
12. Heins, Pastor Ronald. "The Lamplighter", January 1985, page 5.
13. _____. St. John's Worship folder. April 17, 1988.

Bibliography.

Heins, Pastor Ronald. "The Lamplighter." June, 1986.

Herman, Diane. "St. John's Church preserves 100 years of German heritage." April 15, 1982.

Otto, Pastor C. A. "Golden Jubilee." 1932.

Snyder, Howard. The Problem of Wine Skins. Inter-Varsity Press. 1975.

Interviews with Pastor Ronald Heins, Pastor Mark Freier, Pastor Mark Wagner.

Church council records of St. John's Lutheran Church.

CONSTITUTION

ARTICLE III

PURPOSE

The purpose of this congregation shall be:

1. to do all things for the glory and honor of the Triune God (I Cor. 10:31; 6:20),
2. to proclaim the Law and the Gospel, to lead sinners to repentance and faith in Jesus Christ for life and salvation (Matt. 28:19-20; Mark 16:15; Acts 1:8),
3. to strengthen and preserve ourselves and our children in the one true faith (Eph. 4:11-15; I Peter 2:2; Mark 10:13-14; I John 3:23),
4. to equip and train believers as disciples, stewards, and witnesses for sharing the Gospel of Jesus with our fellow men (Eph. 4:11-15),
5. to minister to the physical needs of our fellow men, especially to those who are of the household of faith (Gal. 6:10), and
6. to do all in accord with the confessional standards of this congregation as they are stated in Article II (John 8:31-32).

PERCENTAGE OF AGE DISTRIBUTION

WITHIN ST. JOHN'S

AGE BRACKET	1975		1974		1973	
	1975	%	1974	%	1973	%
1 - 5	67	6.27	70	6.38	61	5.50
6 - 10	78	7.30	82	7.48	97	8.74
11 - 14	76	7.11	82	7.48	81	7.30
15 - 19	111	10.38	116	10.58	103	9.28
20 - 29	205	19.18	119	18.16	168	15.15
30 - 39	112	10.48	111	10.13	106	9.56
40 - 49	114	10.66	124	11.31	125	11.27
50 - 59	105	9.82	106	9.67	103	9.29
60 - 69	107	10.01	108	9.85	115	10.37
70 - 79	67	6.28	69	6.29	66	6.00
80 - 89	21	1.96	24	2.19	17	1.53
90 -	6	.56	5	.46	3	.27
	<u>1,069</u>	<u>100%</u>	<u>1,096</u>	<u>99.98%</u>	<u>1,045</u>	<u>94.24%</u>
No information	74		64		64	
	<u>1,143</u>		<u>1,160</u>		<u>1,109</u>	

ST. JOHN'S CONFIRMATION CLASS FOLLOW-UP - PRELIMINARY REPORT

September, 1976

In the months of August and September 1976, an initial follow-up was done on the 152 children who were confirmed at St. John's from 1956-1976. The results were such that we felt they should be shared with all affected boards and the voters of the congregation.

This graph represents the percent of each confirmation class still active in their faith-life as per the following definitions.

DEFINITIONS

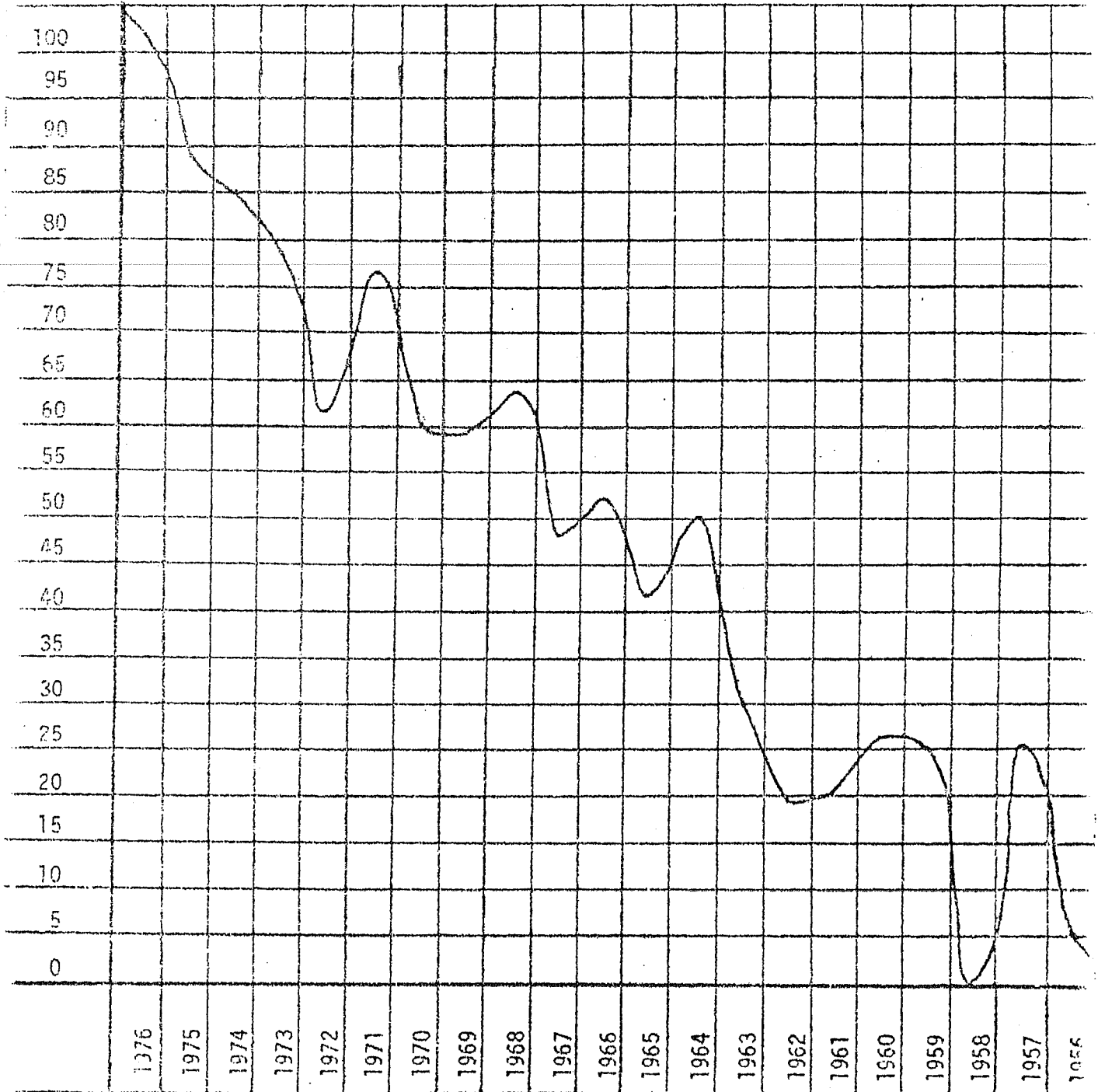
ACTIVE

All those currently active at St. John's and those who were transferred from our congregation to a sister congregation. Transferred=11% of total confirmands.

INACTIVE

All those who are currently delinquent in our congregation, were removed, dropped or released at their request. Of this group only 4% were released to other non-WELS congregations.

ACTIVE



ST. JOHN'S EV. LUTHERAN CHURCH

SPECIAL COUNCIL MEETING

Sunday, October 17, 1976

The meeting was called to order and opened with prayer. Wayne Baxmann and Richard Raabe were absent. The purpose of the meeting was to discuss how to present the 5 year plan to the congregation and to ratify the slate of candidates for the December elections.

President Seidel suggested we present the 5 year plan as follows: 1) read the "Purpose of our Congregation" as explained in Article III of the constitution 2) read the Objective and 13 goals 3) ask for questions and comments 4) explain the next steps to be taken if this is approved 5) call for the motion to adopt the objective and 13 goals.

It was then moved and carried to bring the objective and goals to the congregation for ratification in the following motion: In response to the numerous blessings which our Lord continues to shower upon us and recognizing the purpose He has for our lives, be it resolved that we adopt the following objectives and goals as a guide to our efforts in the next five years to work toward the attainment of our purposes as a Christian congregation.

The objective and goals are appended.

A copy of the tentative slate of candidates is appended. It was moved and passed to make the following changes:

- 1) add Fred Baumann on regular slate of candidates for Board of Education and move one of the others to alternate.
- 2) add Walter Schultz and Gordon Bobholz up to regular slate of Board of Properties and move Ben Pierce and Dean Smith to alternates.
- 3) remove Richard Brown from slate of Board of Finance since he has indicated he would not be able to serve.
- 4) change "Board of Education one year term to replace David Roisler" to read Board of Education one year term to fill vacancy.

A motion then was carried to approve the slate of candidates as amended.

A motion was made to withhold distribution of the Preliminary Report of St. John's Confirmation Class Follow-up. The motion was defeated.

The meeting was adjourned and closed with the blessing.

Respectfully submitted,

Kent Raabe, Secretary

OBJECTIVE To progress towards the fulfillment of the purposes of our congregation as set forth in our constitution.

GENERAL GROWTH GOALS FOR THE FIVE YEAR PERIOD 1977 - 1981

1. Every member except shut-ins attend pastor's Adult Information Class.
- ② Greater lay involvement in administration of the congregation.
3. 25% increase in the average number of members attending worship weekly.
4. Annual increase in the average number of times each member communed in a year.
5. Delinquents reduced to 5% or less of communicant membership.
- ⑥ Annual increase in number of those serving their Lord in carrying out the objectives of our congregation.
- ⑦ Annual increase in training and use of laymen in carrying out the objectives of our congregation.
8. An integrated total ministry to youth made operational within this period.
9. Total financial support of the Lord's work increased by 56% over 1976 level.
10. 60% of confirmed membership involved in some form of Continuing Christian Education each year by the end of the 5 year period.
11. Annual increase in number of unchurched in our community to whom we bring the gospel.
12. Achieve Day School growth in 4 of the 5 years.
13. To so refine and integrate the way we do the Lord's work that we build a unified spirit of trust and direction.

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EVANGELISM	CONTINUING CHRISTIAN EDUCATION	DAY SCHOOL	YOUTH
1. Train 20 lay evangelists 2. Canvass 1/5 3. Increase cong. Ev. awareness 4. Initiate system for integration of new members	1. Adopt & initiate goal every member AIC 2. 65 members in AIC 3. 50% increase in adults in Cont. Educ.	1. Call Principal 2. By fall 1977 decrease 0 students	1. Determine to call youth pastor 2. Initiate call
1. Train 20 lay evangelists 2. Canvass 1/5 3. Involve 40 mem. Phase I. Ev. 4. Laymen train new evangelists 5. Continue cong. Ev. awareness 6. Maintain system of new member integration	1. 200 members in AIC 2. 40% increase of adults in cont. educ.	1. Increase 5 students	1. Minister of youth installed and functioning 2. Develop integrated youth program (to age 25)
Same as 1978	1. 300 members in AIC 2. 45% adult members in cont. educ.	1. Increase 5 students	1. Full youth program implemented 2. Increase in no. of youth involved
Same as 1978	1. 200 members in AIC 2. 55% of adult members in cont. educ.	1. Increase 10 students	1. Increase in no. youth involved
Same as 1978	1. 100 members in AIC 2. 60% adult members in cont. educ.	1. Increase 10 students 2. Call 6th teacher	1. Increase no. of youth involved

EVANGELISM	CONTINUING EDUCATION	DAY SCHOOL
<ol style="list-style-type: none"> 1. Train 10 lay evangelists 2. Canvass 1/5 3. Increase cong. Evangelism awareness 4. New member dinner 5. Initiate system for integration of new members including new member packets 6. Initiate followup training for lay evangelists 7. Laymen train new evangelists 	<ol style="list-style-type: none"> 1. 150 members in AIC 2. 35% of membership involved in some form of Cont. Christian Educ. 3. Increase efforts to the AIC grads in Cont. Educ. 4. Further develop retreats 5. To enlarge library by 60 books 6. To continue 2 Forums 7. Add additional Bible Classes 	<ol style="list-style-type: none"> 1. Continue pilot program of school bus 2. Increase student to 112 3. Complete Phase II of library 4. Continue curriculum development 5. Redo one classroom 6. Strengthen music train. 7. Increase to 77% student at St. John's in school
<ol style="list-style-type: none"> 1. Train 10 lay evangelists 2. Canvass 1/5 3. Continue cong. Evangelism awareness 4. Maintain system of new member integration 5. Continue followup training for lay evangelists 6. Make general Evangelism training available to cong. 7. New member dinner 	<ol style="list-style-type: none"> 1. 200 members in AIC 2. 45% of membership in some form of Cont. Christian Education 	<ol style="list-style-type: none"> 1. Evaluate school bus program 2. Increase students to 117 3. Continue curriculum development 4. Redo one classroom 5. Strengthen music train. 6. 80% of students at St. John's in school
<ol style="list-style-type: none"> 1. Train 10 lay evangelists 2. Canvass 1/5 3. Continue cong. Evangelism awareness 4. Maintain system of new member integration 5. Continue followup training for evangelists 6. Gen. Ev. training for cong. 7. New member dinner 	<ol style="list-style-type: none"> 1. 200 members in AIC 2. 55% of membership in some form of Cont. Christian Education 	<ol style="list-style-type: none"> 1. Increase students to 122 2. Redo one classroom 3. Continue Curriculum development 4. Maintain 80% 5. Call 6th teacher
<p>same as 1980</p>	<ol style="list-style-type: none"> 1. 150 members in AIC 2. 60% of members in some form of Cont. Christian 	<ol style="list-style-type: none"> 1. Increase students to 132 2. Maintain 80%
<p>same as 1980</p>	<ol style="list-style-type: none"> 1. Continue AIC as open 2. 65% of members in some form of Cont. Christian Educ. 	<ol style="list-style-type: none"> 1. Increase students to 142 2. Maintain 80%

	YOUTH	STEWARDSHIP	LEADERSHIP
1978	<ol style="list-style-type: none"> 1. Minister of Youth installed and functioning 2. Begin analysis of specific youth needs 3. Begin coordination of effort 	<ol style="list-style-type: none"> 1. 33% of com. membership serving at St. John's 2. 11% increase in fiscal support 3. 43% of membership attending worship 4. 7 times annual communion attendance 	<ol style="list-style-type: none"> 1. Conduct seminar for leaders at election time 2. Increase training & use of laymen for ministry
1979	<ol style="list-style-type: none"> 1. Develop long range goals & objectives for youth 2. Begin implementation of long range plans 3. Increase number of youth involved 4. Complete analysis of specific youth needs 	<ol style="list-style-type: none"> 1. 37% of com. membership serving at St. John's 2. 11% increase in fiscal support 3. 46% of membership attending worship 4. 7.5 times annual communion attendance 	<ol style="list-style-type: none"> 1. Conduct seminar for leaders at election time 2. Conduct seminar in Jan. for spiritual renewal 3. Increase training & use of laymen for ministry
1980	<ol style="list-style-type: none"> 1. Continue to implement in stages long range plan 2. Increase number of youth involved 	<ol style="list-style-type: none"> 1. 39% of com. membership serving at St. John's 2. 11% increase in fiscal support 3. 48% of membership attending worship 4. 7.8 times annual communion attendance 	<p>same as above</p>
1981	<ol style="list-style-type: none"> 1. Full youth program implemented 	<ol style="list-style-type: none"> 1. 41% of com. membership serving at St. John's 2. 11% inc. in fiscal support 3. 50% of mem. attending worship 4. 8 times annual com. attendance 	<p>same as above</p>
	<ol style="list-style-type: none"> 1. Maintain program 	<ol style="list-style-type: none"> 1. 43% of com. membership serving at St. John's 2. 11% inc. in fiscal support 3. 53% mem. attending worship 4. 8.3 times annual com. att. 	<p>same as above</p>
1982			
1983			

ADMINISTRATION

PUBLIC RELATIONS

ELDERLY

1 9 7 8	<ol style="list-style-type: none"> 1. Make necessary revisions in constitution 2. Implement ongoing planning & annual evaluation for all phases of work 3. Begin development of policy books for boards and committees, council and voters 	<ol style="list-style-type: none"> 1. Activate committee on Publicity & Inter-Cong. relations 2. Improve Lamplighter as a vehicle 3. Improve system for helping people to understand what we are trying to do. i.e. WLHS 75th 4. Increase cong. awareness of synodical efforts 	<ol style="list-style-type: none"> 1. Identify needs 2. Develop possible solutions
1 9 7 9	<ol style="list-style-type: none"> 1. Evaluate staff job description and make desired changes 2. Develop job descriptions for the board chairman & chairman of each committee 3. Complete & maintain policy books for boards and committees, council and voters 4. Implement ongoing planning & annual evaluation for all phases of work 	<ol style="list-style-type: none"> 1. Start newspaper coverage 2. Maintain internal PR 3. Increase cong. awareness of synodical efforts 	<ol style="list-style-type: none"> 1. Develop long range plans 2. Begin implementation of plan
7 8 0	<ol style="list-style-type: none"> 1. Implement ongoing planning & annual evaluation for all phases of work 2. Begin preparation for 100th Anniversary - 1982 	<ol style="list-style-type: none"> 1. Maintain newspaper coverage 2. Maintain internal PR 3. Increase cong. awareness of synodical efforts 	<ol style="list-style-type: none"> 1. Active implementation of plan 2. Replace vicar with retired pastor to focus on this area
:	<ol style="list-style-type: none"> 1. Implement ongoing planning & annual evaluation for all phases of work 2. Complete plans for 100th Anniversary 	<p>same as above</p>	<ol style="list-style-type: none"> 1. Active implementation 2. Maintain existing program
	<ol style="list-style-type: none"> 1. Implement ongoing planning & annual evaluation for all phases of work 	<p>same as above</p>	<ol style="list-style-type: none"> 1. Maintain existing program

PHYSICAL PLANT	W.L.H.S.	WORLD WIDE	VISITING ELDERS
1. Refinish floors, stairs, doors in church 2. Continue repainting of interior of school 3. Establish temporary offices for 2nd pastor & vicar 4. Purchase 2nd parsonage 5. Normal maintenance	1. Increase HS support 7% 2. Keep 75th development program before the people	1. Increase Synod by 12% 2. Increase WLC 1:50/com.	1. Train 3 more Elders 2. Complete long term follow up 3. Reduce communion delinquency to 7% 4. Visit all people identified as delinquents
1. Continue upgrading of school interior 2. Normal maintenance 3. Refinish pews 4. Roof on parsonage	1. Increase HS support 7% 2. Keep 75th development program before the people	1. Increase Synod by 12% 2. Increase WLC 5.00/com.	1. Maintain committee of 6 2. Fully implement planned schedule of calls 3. Reduce communion delinquency to 6% 4. Visit all people identified as delinquents 5. Follow up training
1. Secure bids to refinish wood furniture & raridos wall, all wood & paint interior 2. Roof on school? 3. Normal maintenance	1. Increase HS support 7% 2. Borrow balance of 90,000	1. Increase Synod by 12% 2. WLC 5.00 /com.	1. Maintain committee of 6 2. Shorten reminder call period to 4 mo.-8 mo. 3. Reduce communion delinquency to 5% 4. Visit all people identified as delinquents 5. Follow up training
Let bid & refinish & 1. Repaint interior of church 2. Aluminum flashing, gutters, etc. to reduce main.on parsonage 3. Study & recommend physical plant changes 4. Normal maintenance	1. WLHS 10%	1. Synod 10% 2. WLC 5.00 /com.	1. Maintain committee of 6 2. Shorten reminder call period to 4 mo.-8 mo. 3. Maintain 5% balance 4. Follow up training
1. Hire architect to do feasibility study 2. Redo parking lots 3. Normal mainfenance	1. WLHS 10%	1. Synod 10% 2. WLC 5.00/com.	1. Maintain committee of 6 2. Shorten reminder call period to 3 mo.-6 mo. 3. Reduce com, del, to 4½% 4. Follow up training

THE FOCUS OF OUR MINISTRY
ST. JOHN'S EVANGELICAL LUTHERAN CHURCH

October, 1986

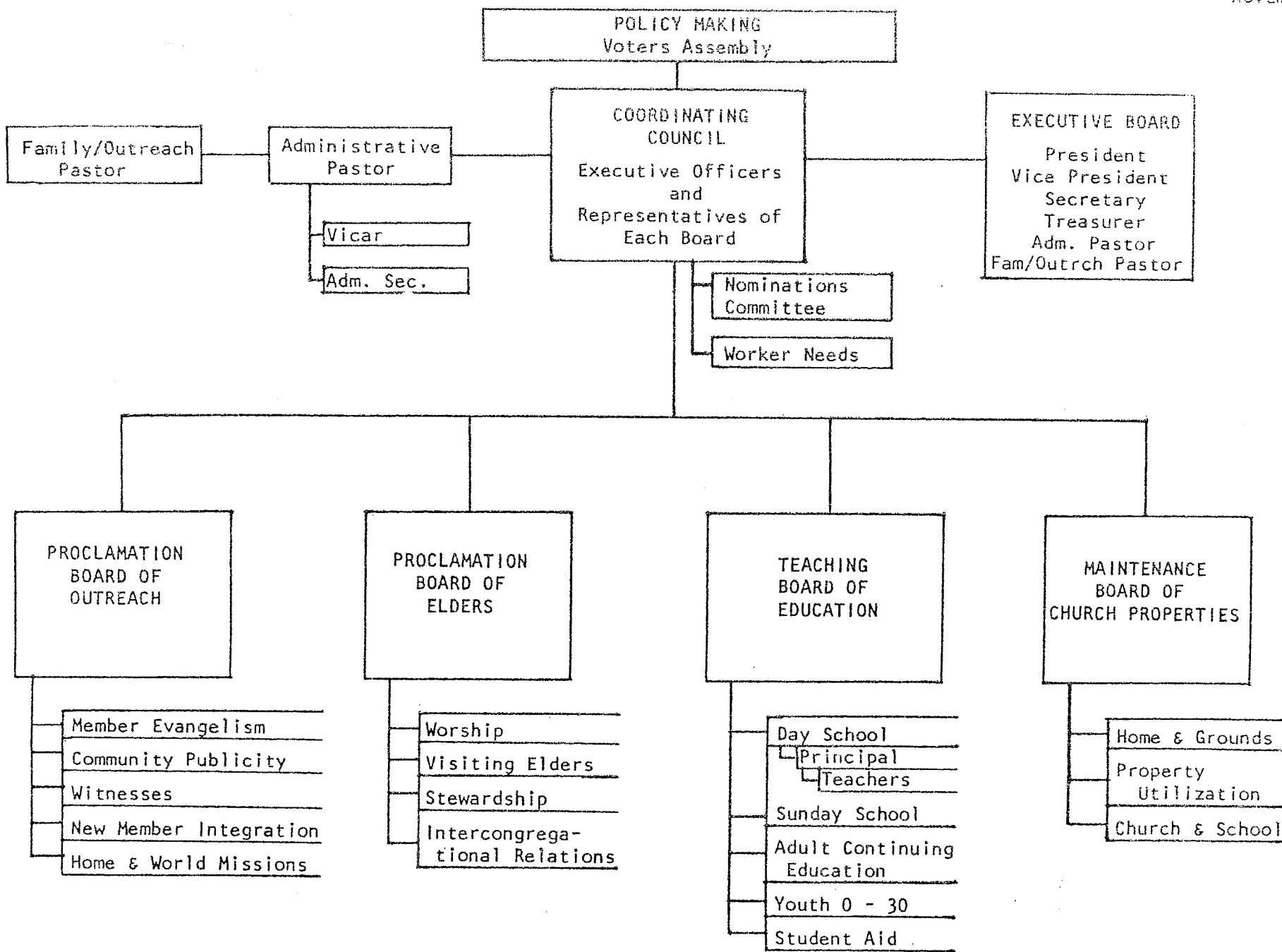
I. WE BELIEVE

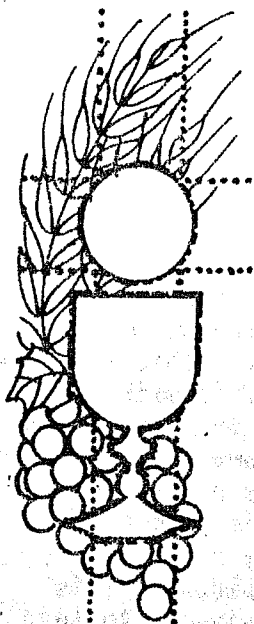
- A. It is the will of God that the church should reach out with the Gospel.
- B. Making disciples is the mission of the church.
- C. All other tasks and efforts of the church should support and assist in carrying out these tasks.
- D. The Holy Spirit accomplishes this work both within and without the congregation through the Gospel in Word and Sacraments.
- E. The ministry of sharing and caring is the privilege and responsibility of all Christians.
- F. The Bible is the Word of God and the only infallible authority in matters of faith and life.

II. WHO WE ARE

We are a body of confessional Lutheran Christians committed to serving our community on behalf of Christ's Name.

- A. By bringing to people the love of God in Christ Jesus.
- B. By active pursuit of the lost.
- C. By equipping Christians for service in Christ's Kingdom.
- D. By growing ourselves, our children, and each other in God's Grace and Truth.
- E. By acknowledging with our lives and worship the primacy of the Triune God in our life.
- F. By total submission to the truth of God as found in the Bible.





LAY ALTAR ASSISTANCE

As we approach the time when laymen will be called to assist at the Lord's altar in public worship, it is proper for us to review the purposes for offering this opportunity to some of our laymen. They are as follows:

1. To teach a truth of the Scriptures - The Scriptures clearly teach that in Christ we are all priests before God, mediums through which God intends to carry out His ministry. This is a right and privilege given not just to pastors but to all of God's people. See I Peter 2:9 and II Cor. 5:18-20. For the sake of decency and order individuals who serve in public worship are called to do so by God through the congregation. As a church body we have by common consent agreed that those who are products of our pastoral training schools may be asked (called) by the congregation or its pastor(s) to serve in a public worship service, if the congregation so authorizes. It is the call, however, not the training that gives a Christian of our fellowship the right to lead public worship. Any Christian, under the Scriptural guidelines established for such public service, is eligible to be called for such service. In establishing the position of lay altar assistant, the congregation wishes to teach this Biblical truth in a concrete, direct way.
2. To remind each of us of our ministry - it is very easy for us to forget that he "who reconciled us to himself...has committed to us the message of reconciliation" II Cor. 19. It is easy for us to begin to think the care of each other is the "pastor's job" rather than ours, losing sight of the Biblical truth that the pastor's "job" is "to prepare God's people for works of service" Eph. 4:12. Having laymen assist at the Lord's altar from time to time will remind each of us that the ministry is a jointly held privilege of all members of a Christian congregation.
3. To provide an opportunity for laymen to serve their Lord also in the public realm. Unless a congregation makes provision for such service, it will seldom be seen. This type of service is not at all uncommon among our congregations. Pastor Freier's father has been utilizing lay assistants for years in a similar congregation to ours. Many small congregations have a layman to commune the pastor or to help with the entire distribution. Our congregation also wanted this area of service to be open to our laymen.
4. To enable our worship to be conducted expeditiously and with flexibility. As we grow in our appreciation of the Lord's Supper, more and more of us are making more and frequent use of this priceless gift. This is good -- a real blessing. Our communion table, however, accommodates only twelve people. As the members communing increase, our services grow longer, making it more difficult especially for parents with small children. To have the pastors rush the communion would be disturbing, to have some individual not commune because in their weakness they do not want to add to the length of the service would be even more disturbing. By using four officiants at the Lord's table (possibly 2 pastors and 2 laymen) no one would be rushed yet our distribution would flow a little more quickly.

We hope this will be a meaningful addition to all our ministries. If you have questions or concerns, please feel free to call your pastors. We will also try to provide an open forum time in February, tentatively Feb. 6 to answer any questions you may have.



EXCOMMUNICATION - THE LAST STEP OF LOVE

In the 18th chapter of Matthew's Gospel Jesus outlines for us the concern we should show for each other when one of our community of believers has fallen into a pattern of sin. Jesus urges us on ever increasing levels to do all in our power to lead our fellow Christian back to the way of truth. This is a love that cares enough to confront. This is a love that recognizes sin unrepented of destroys life with God. When repeated efforts to turn an individual from their sin meet no positive response, Jesus asks the community of believers to tell the sinner his true status before God, to tell him his sin persisted in has removed him from God's Kingdom, placed him outside of the community of believers.

He is to be regarded as an unbeliever, treated Jesus says as "a pagan". This step, taken by a congregation, has only one purpose - to once again try to lead another human being to turn from sin, to realize how serious his sin is. To fail to see as sin that which God calls sin is unbelief. Sadly, our congregation may be needing to speak these words to some of our fellow members who have persistently neglected the hearing of God's Word, his Worship, and his Communion Table.



WOMEN IN GOD'S SERVICE

A special thank you to all the women of St. John's who donated money and baby shower gifts at our November meeting for Lutherans for Life. Pat Johnson, the Executive Director of the Associated Pregnancy Center writes: "The items we receive are made available to women who are in need of maternity and baby clothes ...helping make a difficult time a little easier. We greatly appreciate your special

effort and thoughtfulness in making this contribution. Please remember the workers and clients of the center in your prayers."



"I THINK THERE'S ENOUGH SIN OUT IN THE WORLD FOR THE PREACHER TO PREACH ABOUT WITHOUT GETTING SO PERSONAL IN HIS SERMONS."

ST. JOHN'S EV. LUTHERAN CHURCH
Wauwatosa, Wisconsin

JOB DESCRIPTION

LAY ALTAR ASSISTANTS

I. Qualifications

To be nominated for the office of lay assistant, a member is to meet the following qualifications: He is

- A. to be a member of the congregation whose public and personal life is above reproach and without question.
- B. not to be a recent convert
- C. to be a man over the age of eighteen
- D. to be a member of St. John's for at least two years
- E. to meet all God's qualifications for "overseers" and "deacons" as found in I Timothy chapter three.
- F. to have been called to this position by the voters assembly of St. John's.

II. Job Description - Functions

- A. He is to assist the Pastors in the distribution of the Lord's Supper both in public and in private as needed.
- B. He is responsible to and under the overall direction of the administrative pastor.
- C. He is to assist if needed or desired in the public reading of the Scriptures.

III. Calling Procedure

- A. The Board of Elders shall nominate one or more men for each of the positions desired. (Names of potential nominees may originate with any voting member of the congregation)
- B. The term of office shall be four years.
- C. Each nominee nominated by the Board of Elders shall meet with the unreserved concurrence of the pastors of St. John's.
- D. Such nominations shall then be forwarded to the coordinating council for their concurrence and presentation to the voters.
- E. The voters assembly, after a reading of the qualifications, shall be asked to concur in the nominations by passing a unanimous ballot for each nominee presented. (Upon obtaining a majority, unanimity may not be denied without showing cause, ~~of~~ qualifications)
- F. The called assistant shall be installed in a regular Sunday morning service of the congregation.

IV. Removal from office

- A. If any of the qualifications for office cease to be met, the lay assistant may be withdrawn from service.
- B. Persistent failure to meet qualifications is to be brought before the Board of Elders for a recommendation to the council and voters that his call be terminated.

Approved by Board of Elders
June 2, 1987

SPIRITUAL GIFTS SECRETARY

A. Nature

1. This is a volunteer position.
2. Requires high commitment.
3. Is a one year renewable appointment.

B. Qualifications

1. Shall possess the gifts of administration, serving, exhortation, and hospitality.
2. Shall be a person committed to Jesus Christ and ministry to people.
3. Shall be an individual committed to encouraging and enabling Christians to exercise and develop their gifts in service to the Lord and His church.
4. Should have at least two years of college or comensurate experience.

C. Relationships

1. Reports to and is under the direction of the Stewardship Committee.
2. Operates within the policies approved by the Board of Elders and St. John's Congregation.

D. Responsibilities

1. Directly responsible for securing, receiving, organizing and maintaining a current listing of the spiritual gifts God has made available to St. John's congregation.
2. Directly responsible for maintaining the service records of all members.
3. Responsible for keeping a current record of who is serving in what capacities.
4. Assists leaders in locating appropriate potential volunteers for needed service.

PARTNERS IN CHRISTIAN NURTURE

It's difficult to play in virtually any sport without a partner. It's difficult to send children to a school without the parents taking an active role in the partnership between the school and the home. Not only is it difficult, it's depriving our children of our involvement in this important time in their life. St. John's C.E.S. feels that creating active participation in this partnership is one of their key functions.

Become a partner! Let your children witness your enthusiastic support of their education and extra-curricular activities.

Get involved in Christian nurture! Let your children and the other children you work with share in the fellowship of being Christ's children who love to serve Him.

Please indicate (below) any opportunities of service you wish to provide. Every parent is a partner and can become involved in this service. Please...

NAME _____ PHONE NUMBER _____

GRADE OR GRADES OF CHILDREN _____

_____ Room parent: Grade _____ Teacher _____

_____ Librarian - To work in the school library one morning per week - or every other week - or as a substitute.

_____ Office Help - To sit in the school office at a convenient time. Sometimes to correct papers, answer the telephone, and assist in any way possible.

_____ Typing volunteers - Type material for the teachers, either at home or at school.

_____ Helping in church - To sit with the children on the Sunday they are assigned to sing.

_____ Noon playground supervisor - To occasionally supervise the children's play during noon recess.

_____ Classroom volunteer - To sit in the classroom with the children while the teacher is having another class.

_____ Student help - To help a student having difficulties in his/her studies.

_____ Help with Christmas decorations - Help put up and take down.

_____ Bulletin board assistant - Help teachers put up and take down decorations on the bulletin boards.

_____ Make posters/decorations for special events.

_____ Help with Hi-Interest Day/Grandparents Day.

_____ Program co-ordinator - Plan programs for next school year (1987-88).

_____ Snow day - Serve on committee to plan and prepare for this C.E.S. activity.

_____ Baby-sitting - Baby-sit for room mothers or those driving for field trips, as needed.

_____ Driver for sport events or any assistance needed.

_____ Children's Theatre - order and distribute tickets.

_____ Media and publicity - keep parents informed of all events through Bulletin Board, Lamplighter, and church bulletin.

_____ Easter Breakfast - Set up, purchase food, clean up, color eggs with school children. (coordinator & committee)

_____ School picnic - purchase hot dogs, popsicles, juice, etc. (2 people)

_____ Spring clean-up - Coordinate with school custodian, compile a list of what to clean and schedule families to attend. (coordinator & 2 members)

GUIDE FOR SPONSORS

- QUALIFICATIONS:
1. Positive attitude toward St. John's
 2. Dependable, well integrated member
 3. Likes people and has a concern for them
 4. Members in "good standing"

PRIMARY FUNCTIONS: Encourages and assists the reception, orientation and integration of a new family unit into the spiritual, organizational and service mainstream of the congregation.

- TYPICAL DUTIES:
1. Initial visit with assigned family unit
 - a. Arranges mutually agreeable time and place at one of homes preferably within two weeks of assignment
 - b. Pick up new member information from church office
 - c. Becomes acquainted and establishes rapport with family in general
 - d. Gives New Member Packet to family and discusses contents emphasizing the spiritual aspects of "congregational" family
 - e. Using "Time and Talent Survey" as a discussion point, attempts to further determine each family member's areas of interests and aptitudes for congregational activities.
 2. Meets family at least twice per month at worship services and introduces them to others.
 3. Attempts to involve each family member in at least one organization or activity. If sponsor does not attend, arranges to have them accompanied and introduced.
 4. Maintains contact with the family throughout the duration of sponsorship to offer encouragement, answer questions and assist with its integration in general.
 5. Evaluates family members for future service possibilities and informs the appropriate organization.
 6. Periodically reports the ongoing progress of integration to the administrator.
 7. Makes recommendations as to when integration has been satisfactory and sponsorship should end.
 8. Sponsors the family at the New Member Dinner.
 9. Periodically attends New Member Integration Training or Experience Sharing Sessions. May recommend improvements or changes in the integration program.

1-30-79

ST. JOHN'S EV. LUTHERAN CHURCH

POSITION: New Member Sponsor

BOARD: Outreach

COMMITTEE: New Member Integration

REPORTS TO: Coordinator

- QUALIFICATIONS:
1. Positive attitude toward St. John's
 2. Dependable, well-integrated member
 3. Likes people and has a concern for them
 4. Members in "good standing"

PRIMARY FUNCTIONS: Encourages and assists the reception, orientation and integration of a new family unit into the spiritual, organizational and service mainstream of the congregation.

- TYPICAL DUTIES:
1. Initial visit with assigned family unit
 - a. Arranges mutually agreeable time and place at one of homes
 - b. Becomes acquainted and establishes rapport with family in general
 - c. Gives New Member Packet to family and discusses contents emphasizing the spiritual aspects of "congregational" family and using "Time and Talent Survey" as a discussion point
 - d. Attempts to further determine each family member's areas of interest and aptitudes for congregational activities.
 2. Meets family at least twice per month at worship services and introduces them to others.
 3. Attempts to involve each family member in at least one organization or activity. If sponsor does not attend, arranges to have them accompanied and introduced.
 4. Maintains contact with the family throughout the duration of sponsorship to offer encouragement, answer questions and assist with its integration in general.
 5. Evaluates family members for future service possibilities and informs the appropriate organization.
 6. Periodically reports the ongoing progress of integration to the administrator.
 7. Makes recommendations as to when integration has been satisfactorily completed and sponsorship should end.
 8. Sponsors the family at the New Member Dinner.
 9. Periodically attends New Member Integration Training or Experience Sharing Sessions. May recommend improvements or changes in the integration program.

Nursery Worker
Job Description

St. John's Lutheran
Wauwatosa, Wisconsin

St. John's operates two nurseries:
- 10:30 AM Sunday Worship
- 9:15 AM Bible Class

The nurseries are important to outreach as well as inner growth. Visitors feel we are willing to meet their specific needs when we offer them such a service and members are able to enjoy a much more meaningful Worship and Bible study because of the nurseries. Serving the families by attending to the young children is a major ministry of service to the Lord. May the work you do be done to the glory of Jesus and the upbuilding of His kingdom.

Time: A low commitment job. The NURSERY WORKER must be available to serve once every eight to ten weeks.

Accountability: The NURSERY WORKER reports to the NURSERY COORDINATOR.

Gifts: Serving and/or showing mercy.

Special Characteristics: A loving, tender spirit that is willing to share the compassion of Jesus; able to lead the children through role-modeling; able to share the joy, peace and kindness of Jesus; convinced that nurseries are valuable.

Tasks: 1) Serve in the nursery as a NURSERY WORKER:

- be on time for nursery duty (at least 15 minutes before the allotted starting time).
- lead the children in games, singing, coloring, et cetera.
- straighten up the nursery after time of serving.
- make sure the children are returned to their parents or responsible adult.
- report all the joys and potential problems to the NURSERY COORDINATOR.
- report all damages and/or nursery needs - facility and equipment - to the NURSERY COORDINATOR.

2) Excuse to the NURSERY COORDINATOR at least one week if absent for duty.

Nursery Coordinator
Job Description

St. John's Lutheran
Wauwatosa, Wisconsin

St. John's operates two nurseries:

- 10:30 AM Sunday Worship
- 9:15 AM Bible Class

The nurseries are important to outreach as well as inner growth. Visitors feel we are willing to meet their specific needs when we offer them such a service and members are able to enjoy a much more meaningful Worship and Bible study because of the nurseries. Coordinating the large number of workers necessary to carry out such a service is a major ministry. May the work you do be done to the glory of Jesus and the upbuilding of His kingdom.

Time: A high commitment job. The coordinator must have blocks of time available periodically to do telephoning.

Term: Two year commitment. One year as ASSISTANT COORDINATOR, the second year as NURSERY COORDINATOR.

Accountability: The NURSERY COORDINATOR reports to the Board of Elders, Worship Committee.

Gifts: Administration and/or leadership and serving.

Special Characteristics: Calm and discerning, able to distinguish between real problems and discontent that may signal an over-worked volunteer, willing to keep the chairman of the Worship Committee up-to-date; willing to help and serve others, able to encourage others; able to delegate responsibility; convinced that nurseries are valuable.

Tasks: 1) Monitor the overall operation of St. John's nursery:

- keep team lists current.
- work with the Chairman of the Worship Committee to replace any members who choose to stop serving for a time.
- monitor substitutes to be sure they are not over-worked.
- work with the Chairman of the Worship Committee to replace any substitutes who choose to stop serving for a time.
- keep substitute list current.
- monitor nursery cleaning and supplies through the church maintenance.
- monitor facilities and report any problems with equipment, physical facilities, or materials to the Chairman of the Worship Committee.
- contact nursery workers periodically for feed back - encourage and assist them.
- supply the church office with a list of workers for the bulletin.

2) Report to the Chairman of the Worship Committee monthly by telephone or in person concerning the strengths and weakness of the program and to address any specific problem areas.

3) Publish the yearly schedule (August 15th).

SUNDAY SCHOOL SUPERINTENDENT JOB DESCRIPTION

The superintendents list of duties would include:

- overseeing the general operation of the Sunday school
- working to increase the number of children in our community we reach with the Gospel through Sunday school and Vacation Bible school
- being responsible for initiating the selection and calling of Sunday school teachers
- training or co-ordinating the training of Sunday school teachers
- supervising and attending all Sunday school teachers meetings
- attending, in an advisory capacity, all Sunday school committee meetings
- opening or co-ordinating the opening services of the Sunday school classes
- ordering, and picking up teachers supplies, craft materials, etc.
- arranging for substitutes for teachers who are unable to carry out their duties
- keeping all records including attendance, amounts of offerings, etc.
- contacting absentee students
- organizing and setting up area and lesson materials before Sunday school classes meet
- banking the offerings given by the students, and aiding in the distribution of this money to selected missions
- distributing teachers supplies, craft materials, etc.

Appointment of a new Sunday school superintendent shall be done through normal procedures; a name shall be recommended by the board of education to the Church council.

He shall serve a three year term, which is renewable once.

He shall report to the Sunday school committee.

He shall have authority over Sunday school teachers, and substitute teachers.

1-30-79

NEW MEMBER INTEGRATION

PURPOSE: To integrate all new members into the congregation so that it is, in truth, a family of God.

OBJECTIVE I: To recruit an adequate number of members who will serve as sponsors.

It shall be our goal to

- a. Recruit workers in teams, preferably husband and wife, to sponsor new families.
- b. Recruit single persons to serve on teams to sponsor singles.
- c. Match sponsors with new members according to age, family status, geography, service they attend, marital status, and occupation.
- d. Appoint sponsors to serve for 1 year period.
- e. Review sponsorship annually.
- f. Re-enlist experienced sponsors.

OBJECTIVE II: Train members as sponsors

It shall be our goal to

- a. Make one orientation meeting mandatory for eligibility as sponsors
- b. Acquaint sponsors with all opportunities St. John's offers members for worship, spiritual enrichment and Christian service
- c. Train sponsors to assist new members in worship life.
- d. Encourage each sponsor to set a Christian example.
- e. Encourage each sponsor to reflect warm concern.
- f. Have each sponsor be responsible for 1 new family or 1 new member at a time.

OBJECTIVE III: To Integrate

- a. Establish regular worship and communion attendance.
- b. Acquaint new members with fellow members.
- c. Have new members participate in continuing education programs during first year.
- d. Enroll children in education agencies of the church.
- e. Encourage use of God-given talents in service of congregation.

OBJECTIVE IV: To receive regular reports from sponsors on their follow-through

It will be our goal to

- a. Receive first progress report in four weeks.
- b. Provide report forms for this purpose ex. record telephone calls, personal contacts.
- c. Report immediately problems to chairperson of committee who can relay problem through proper channels of communication.

GUIDELINES FOR GREETERSBEFORE THE SERVICE

1. Be at the church at least 25 minutes before the service.
2. Put on your nametag (they are in the ushers room)
3. One couple should be positioned at each end of narthex
4. Greet everyone with a pleasant "good morning", and be sure to smile.
 - a. Exude friendliness. This has to be a happy job not a duty.
 - b. In greeting each person,
 - 1) if you don't know their name, then say "I don't believe I've had the pleasure of meeting you!"
 - 2) if they are visitors they will say so
5. In greeting the visitors:
 - a. If a visitor ~~and~~ has been in our church before, indicate your pleasure that he has returned.
 - b. If a visitor ~~and~~ ^{has} never been in our church, introduce yourself again and ask his name once more. Repeat the name out loud (the sweetest sound in a person's ear is his or her name).
 - c. Tell them about:
 - 1) Guest Register - have them sign in
 - 2) 10:30 nursery - if applicable
 - 3) Let them know our order of service is printed out in the bulletin (perhaps show them)
6. Stay in the narthex until the first hymn begins (for the sake of latecomers).

DURING THE SERVICE

Sit in the back of the church during the service so you can be the first in the narthex after the service.

AFTER THE SERVICE

1. Return to narthex and if possible introduce visitors to fellow members if convenient.
2. Return your nametag to the ushers room.

GENERAL INSTRUCTIONS

1. Greeters will be used at Sunday morning services.
2. Make every worshiper feel at home, let them know we care about them, and that we appreciate having them worship with us.
3. Do not talk too loudly before the service because people will be preparing themselves for worship.
4. If for some reason you are unable to take your turn on the scheduled date follow the instructions given by your chairman.

OBJECTIVE V: Evaluate program annually for effectiveness

It is our goal to assess degree to which new members have become participating members of the congregation

- a. Evaluate worship life
- b. Evaluate activity
- c. Evaluate service performance

ST. JOHN'S EV. LUTHERAN CHURCHPOSITION DESCRIPTIONS FOR PASTORAL STAFFTHE PASTOR

Shall be responsible to the congregation through the Coordinating Council.

GENERAL STATEMENTS APPLYING TO ALL PASTORS

1. Though he has been called to specific areas of responsibility, each pastor is to consider himself a called shepherd to the entire congregation and its spiritual needs.
2. All the constitutional requirements of a pastor are understood as part of these position descriptions.
3. Each pastor may call on the other to help in his areas of primary responsibility.
4. It is understood that "responsibility" does not of itself require the pastor to carry out that function personally. It is desired that lay people be trained and utilized in as many roles and tasks as possible.

RESPONSIBILITIES

1. Shall be responsible primarily for nurturing and equipping the saints at St. John's and in that role shall be afforded sufficient time to *"give attention to prayer and the ministry of the Word."* (Acts 6:4)
2. Shall be responsible for the development and maintenance of continuing spiritual growth for all members of the congregation. (2 Tim. 3:15 - 4:5)
 - a. As the spiritual "overseer" he shall be responsible for all doctrine and practice at St. John's. (1 Tim. 4:15-16)
 - b. As the spiritual "overseer" of all programs, he will be responsible for the process of training and equipping the leaders of the congregation to be disciples of Christ and leaders in carrying out the Great Commission. (Eph. 4:11-13)
 - c. As the spiritual "overseer" of all members, he shall be responsible for training and equipping members for lay ministry according to their particular spiritual gifts. (Ro. 12:3-8)

3. As the spiritual "overseer" of all called and hired staff, he will be responsible, as a servant, for the harmonious conduct of ministry at St. John's.
 - a. By providing spiritual oversight, he will support the Pastor of Outreach and Family in his areas of responsibility and the Minister of Administration in the tactical administration of the congregation's ministry.
 - b. With all staff members he will study the Scriptures, pray, plan, implement and coordinate effective and comprehensive ministries of nurture, caring and outreach.
4. Shall be responsible for directing and coordinating all phases of congregational worship:
 - a. In respect to preaching, he shall be responsible for...
 - 1) maintaining proper procedures and high standards;
 - 2) providing a well-balanced preaching program, and text selection;
 - 3) assignment of speakers.
 - b. In respect to the worship services he shall be responsible for...
 - 1) form and content of the services;
 - 2) assignment of liturgists and lay assistants;
 - 3) proper procedures relating to baptism, funerals, weddings and other ministerial functions;
 - 4) approval of music and musicians, and coordination of choirs;
 - 5) oversight of Altar Guild;
 - 6) the quality and content of all activities, materials, and decorations used in the church proper and its adjoining areas used for welcoming, ushering and publicity.
5. Shall be responsible for making spiritual provision for the aged, sick, shut-ins, and for the physical needs of the needy.
6. Shall be responsible for the provision of pastoral counseling.
7. Shall serve as an advisory member of the Coordinating Council and all boards and committees.
8. Shall carry out such other responsibilities as may be designated by the congregation, or coordinated among staff.

NOTE: Position descriptions shall be evaluated by the called staff and the Executive Board each year and recommendations for any changes shall be presented to the June meeting of the Coordinating Council.

ST. JOHN'S EV. LUTHERAN CHURCHPOSITION DESCRIPTIONS FOR PASTORAL STAFFPASTOR OF OUTREACH AND FAMILY MINISTRY

1. Shall be responsible to the congregation through the Coordinating Council.
2. Shall work in close conjunction with the pastor and under his spiritual guidance.

GENERAL STATEMENTS APPLYING TO ALL PASTORS

1. Though he has been called to specific areas of responsibility, each pastor is to consider himself a called shepherd to the entire congregation and its spiritual needs.
2. All the constitutional requirements of a pastor are understood as part of these position descriptions.
3. Each pastor may call on the other to help in his areas of primary responsibility.
4. It is understood that "responsibility" does not of itself require the pastor to carry out that function personally. It is desired that lay people be trained and utilized in as many roles and tasks as possible.

RESPONSIBILITIES

1. Shall have primary responsibility for developing and enabling a comprehensive Gospel outreach to the lost of our community. (Mt. 28:19-20; 2 Cor. 5:14-21)
 - A. Be responsible for equipping members to personally share their faith, greet, identify and nurture the lost and the new citizens of our community.
 - B. Be responsible for both external and internal publicity to "preevangelize" our community as well as the promotion of other programs of our congregation which may be of interest to the community in general.
 - C. Be responsible for the training and equipping of lay evangelists to witness to and harvest the unchurched.
 - D. Be responsible for the maintenance of a soul responsibility list.
 - E. Be responsible for the integration of new members into the life of the congregation.

2. Shall have primary responsibility for developing and maintaining a planned, integrated, and well-balanced program of Christian growth for our families and youth that is consistent with our congregation's stated goals, purposes, confession and practice. (Deut. 6:4-9)
 - A. Be responsible for the discipling of our homes and children.
 - B. Be responsible for developing a nurturing spirit within and among the families of our congregation.
 - C. Be responsible for developing and sustaining programs which assist parents in their marriage and parenting skills.
 - D. Provide primary pastoral care and supervision for the nurturing of our children to young adulthood.
 - E. Be responsible for the supervision, oversight and coordination of all youth groups and activities (e.g. Pioneers, JAYS etc.)
 - F. Be responsible for developing and maintaining a current curriculum for the entire religious instruction and discipling of all youth.
 - G. Be responsible for contact with youth away from home.
 - H. Be responsible for a complete family and youth accounting system.
 - I. Be responsible for representing our congregation in matters pertaining to youth and family wherever such representation is necessary or desired (e.g. WISCO, WLC etc.)
 - J. Be responsible for part-time Christian education agencies (e.g. Sunday School and staff, VBS etc.)
3. Shall be an advisory member of the Coordinating Council and all boards and committees with particular emphasis on the Board of Education and the Board of Outreach.
4. Shall be responsible for visitations arising out of mission efforts, Christian education, family and youth responsibilities.
5. Shall be responsible for general pastoral duties as may be designated by the congregation or coordinated among staff.

NOTE: Position descriptions shall be evaluated by the called staff and the Executive Board each year and recommendations for any changes shall be presented to the June meeting of the Coordinating Council.

ST. JOHN'S EV. LUTHERAN CHURCHPOSITION DESCRIPTIONS FOR ADMINISTRATIVE STAFFMINISTER OF ADMINISTRATION

1. Shall be responsible to the congregation through the Coordinating Council.
2. Shall work in close conjunction with the Pastor and under his spiritual guidance.

GENERAL NATURE OF THE POSITION

1. A full-time position, funded at the salary schedule of the principal at St. John's Ev. Lutheran School.
2. A called position, to be filled by a layman or by someone who has theological training and ministerial experience.
3. It is understood that "responsibility" does not of itself require the Minister of Administration to carry out that function personally. It is desired that lay people be utilized in as many roles and tasks as possible.

QUALIFICATIONS

1. Shall be a man who is committed to Jesus Christ and ministry to people.
2. Shall possess the gift of administration as a dominant gift. It would be beneficial to this ministry if he had one or more of the following gifts as well: leadership, exhortation, shepherding, hospitality, or serving.
3. Shall hold a bachelor's degree or commensurate experience.

RESPONSIBILITIES

1. Shall see to it that the planning and execution of congregational programs and activities are coordinated in accord with the purpose of St. John's congregation as stated in the constitution and expressed in the congregation's mission statement and goals.
2. Shall be responsible for the internal and external communication of information.
3. Shall be responsible for directing the church office staff, including purchasing.

4. Shall be responsible for record keeping (membership, statistical data, historical and organizational information etc.)
5. Shall assist appropriate boards with on-site management of fiscal and physical plant maintenance.
6. Shall be responsible for coordinating the lay ministry at St. John's, which shall include:
 - a. administering the Spiritual Gifts and Interest inventories for new members and, appropriately, for existing members;
 - b. keeping a current log of roles and tasks at St. John's, together with a current listing of spiritual gifts and interests of members;
 - c. advising boards and committees in the identification and recruitment of volunteers for lay ministry roles and tasks;
 - d. maintaining an accurate, current record of member involvement in congregational ministry;
 - e. coordinating programs and materials for training in lay ministry, under the direction of the Pastor;
 - f. assuring, through appropriate boards and committees, that volunteers in lay ministry have position descriptions, resources, opportunities for feedback, adequate communication, encouragement and letters of appreciation;
 - g. assuring, through appropriate boards and committees, that regular reports of all programs of ministry are made to the Coordinating Council and through them to the congregation at large;
 - h. regularly evaluating the existing programs of ministry through self-study by people responsible for those programs where possible and by statistical analysis where feasible;
 - i. informing the Pastor of spiritual needs, problems and special opportunities that may arise in the course of contact with people;
 - j. working closely with the New Member Integration Committee in helping new members become a part of and participant in lay ministry;
 - k. serving as an advisory member of the Coordinating Council, and of boards and committees as needed.

7. Shall continue to grow professionally in the skills and information significant to lay ministry and administration through devotional study of the Scriptures, reading and seminars.
8. Shall assist the leadership of the congregation in developing vision and strategic planning for the congregation.
9. Shall assume other such responsibilities as designated by the congregation, or coordinated among staff.

NOTE: Position descriptions shall be evaluated by the called staff and the Executive Board each year and recommendations for any changes shall be presented to the June meeting of the Coordinating Council.

ST. JOHN'S EV. LUTHERAN CHURCH
Wauwatosa, Wisconsin

MEMBERS SERVING AT ST. JOHN'S
June, 1986 - June, 1987

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COORDINATING COUNCIL

Wayne Baxmann President
William Kramer Vice President
Marty Wolf Secretary
Dave McCulloch Treasurer
Ben Naumann Board of Elders
Walter Schultz Board of Elders
Richard Rusch Board of Education
Lester Found Board of Education
Todd Witte Board of Outreach
Doug Potter Board of Outreach
Chuck Marquardt Board of Properties
David Hohenstein Board of Properties

Income Coordinator

Tellers Committee

John Beck
Hilbert Bruss
William Guenther
Edward Herwig
Adam Moser
Ray Mueller
Ben Naumann
Earl Rossman
August Ristow
John Tebo

Recorders Committee

Mike Swenson
Debbie Corkum
Nancy Frank
Suzanne Swanson
Cindy Zemplinski

Disbursements Coordinator

Payments Clerk

Carla Martin

Auditing Committee

Fritz Brandenburg
Rev. Ernst Lehninger
John Peterman

Salary Review Committee

Bill Kramer

ENDOWMENT FUND COMMITTEE

Rev. Robert Voss
John Hamell
Ted Kunz
John W. Peterman
Jean Peterson

COMPUTER COMMITTEE

Edward Breiling
Eric Hansen
Dave McCulloch
Alan Mork
Jeff Scheibe

COMMITTED TO SERVE

BUILDING COMMITTEE

Cal Kozlowski, Chairman
Tom Gabel
Eric Hansen
Robert Schoeneck
Bill Kramer, Council Liason

FINANCE COMMITTEE

Neil Turnbull, Chairman
John Bauer, Treasurer
Wayne Baxmann
Mike Cox
Andy Madson
Bill Kramer, Council Liason
Gary Greenfield, Advisory Member

Assistant to Chairman

Wendy Schoeneck

BOARD OF ELDERS

Ben Naumann, Chairman & Visiting Elder
Allen Treichel, Visiting Elder
Mike Swenson, Stewardship,

Walter Schultz, Worship & Service
Mark Naumann, Visiting Elder
Don Timmermann, Inter-congregational
Relations & Secretary

INTER-CONGREGATIONAL RELATIONS

Don Timmermann

Delegates

Milwaukee Federation of WELS
Don Timmermann
Pastor Heins
Rev. Ernst Lehninger
Pastor Mark Wagner

Wisconsin Lutheran College

Don Timmermann
Cary Haakenson
Paul Kuphall
Pastor Wagner
Alt: Pastor Heins

Wisconsin Lutheran High School

Don Timmermann
Pastor Wagner
Cary Haakenson
Don Timmermann

VISITING ELDERS COMMITTEE

Mark Naumann, Chairman
Ben Naumann
Gene Seidel
Mike Swenson
Allen Treichel
Vicar Mosher

Lutheran Radio Church Services

Don Timmermann
Pastor Heins

Visiting Elders Corresponding Secretary

Irene Feind

Institutional Ministry

Don Timmermann
Prof. John Ibisch
Pastor Heins

C.A.P. Peer Listeners

Jodi Anderson
Brian Bahr
Niki Baumann
Ben Naumann
Shirley Olson
Kathryn Schultz
Paul Vasholz

W.L.C.F.S.

Don Timmermann
Pastor Heins

WORSHIP & SERVICE COMMITTEE

Walter Schultz, Chairman

Altar Assistants

John W. Peterman
Richard Raabe
Gene Seidel
Donald Timmermann
Allen Treichel
Todd Witte

Easter Assistants

Pastor Harold Hagedorn
Pastor John Ibisch
Pastor Paul Kelm
Pastor James Kiecker
Pastor Gerald Lange
Pastor Robert Voss

Organists

Lynn Kozlowski, Music Coordinator
Mary Wilde
Janice Valleskey

Instrumentalists

Werner Buelow
Scott Heins
Paula Schweitzer
Mike Swenson
Suzanne Swenson
Kim Volkmann

Soloists

Margaret Gullixson

Choir

Mary Wilde, Director
Jerry Bergemann
Martha Cable
Joy Chasty
Dan Dettmann
Judy Felsing
Ronald Felsing
Mary Gaub
Margaret Gullixson
Cary Haakenson
Gretchen Hansen
Janice Hansen
Paul Kuphall
Margaret Lehninger
Nancy Oelke
Katherine Radewahn
Barbara Schlomer
Paula Schweitzer
Alice Sebald
Don Sebald
Michael Szekely
Lauren Vormann
Carol Voss

Ushers

Group A

8:00 Fritz Brandenburg
Les Found
Scott Heins
Mark Naumann

10:30 Gene Seidel
Ron Frank
Peter Kelm
Dean Smith
Gary Volle

Group B

8:00 Robert Reinke
Fred Baumann
Peter Bradish
Tom Osgood
Mike Swenson

10:30 Drexel Hansen
Chris Hansen
Peter Hansen
Alan Mork
Jeff Scheibe

Group C

8:00 John Bergquist
Mark Bergquist
David Hagedorn
Dave Hohenstein
Bill Kramer
Chris Wilke

10:30 Mike Cox
Robert Buelow
Randall Grams
Ben Naumann
Jeff Schaller
Allen Treichel

Group D

8:00 Ron Barbieri
Larry Buelow
Tim Greve
Peter Oertel
Keith Treichel

10:30 John Tebo
Ron Felsing
James Montoure
Jack Schmeling
Michael Schneider

STEWARDSHIP COMMITTEE

Mike Swenson, Chairman
Barbara Bergquist
James Kiecker
Suzanne Swenson

Stewardship Banner

Barb Bergquist
Niki Baumann

Stewardship Telephone Callers

Renee Baxmann
Barb Bergquist
Karen Brandenburg
Marlene Cox
Lorrie Hanson
Margaret Madson
Linda Martin
Kristi Naumann
Sue Naumann
Marilyn Schreck
Helen Timmermann

Stewardship Interviewers

John Bergquist
Fritz Brandenburg
Karen Brandenburg
Mike Cox
Irene Feind
Dorothy Felsing

Stewardship Interviewers Con't

Mark Gaub
Mary Gaub
Gary Greenfield
Sandy Greenfield
Eric Hansen
Pastor Heins
John Ibisch
James Kiecker
Bill Kramer
Lynn Kramer
Greg Martin
Chuck Marquardt
David McCulloch
Evanne McCulloch
Vicar Scott Mosher
Marion Mueller
Ray Mueller
Ben Naumann
Betty Naumann
Mark Naumann
Sue Naumann
Nancy Oelke
Lorraine Raabe
Richard Raabe
Don Sebald
Gene Seidel
Mike Swenson
Allen Treichel
Marion Treichel
Mary Wilde

BOARD OF EDUCATION

Richard Rusch, Chairman
John Hamell, Day School
John Wiederhold, Sunday School

Dave Schoeneck, Continuing Education
Keith Treichel, Youth Committee
Lester Found, Student Aid

DAY SCHOOL COMMITTEE

John Hamell, Chairman
Cary Haakenson, Principal
Susan Kiecker
Dale Meyer
Naomi Stein
Cindy Witte

Substitute Teachers

Dinah Haakenson, Teacher's Assistant
Naomi Stein, Substitute Teacher
Vicki Wolf, Teacher's Aide

Extended Learning Program

Marlene Cox
Marge Gumm
Barb Mork
Cindy Witte

School Secretary

Vicki Schaller

School Milk Program

Karen Arroyo

Teachers

Cary Haakenson, Principal, grades 7-8
Daniel Dettmann, grades 5-6
Mary Wilde, grades 3-4
Elizabeth Harders, grade 2
Carol Jeske, grade 2
Alice Sebald, grade 1
Margaret Madson, Kindergarten

Bulletin Board

Carla Martin
Judy Montoure
Sue Mortl
Gretchen Hansen
Lynn Oertel

Campbell Soup Label Coordinators

Bob Schaller
Vicki Schaller

Library

Terry Beyerl
Clare Cleary
Nancy Davis
Dinah Haakenson
Bernice Horvatin
Donna Ibisch
Susan Kiecker
Karon Mehrstedt
Nancy Meyer
Cindy Witte

Room Mothers

Kindergarten
Debbie Fitzsimmons
Carolyn Kiefer
Carla Martin

Grade 1
Gloria Potter
Cindy Witte

Grade 2
Gretchen Hansen
Yvonne Holman
Lynn Oertel

Grades 3 & 4
Judy Montoure
Beth Rusch

Grades 5 & 6
Carolyn Kiefer
Sandy Lange
Cindy Witte

Grades 7 & 8
Vicki Schaller
Virginia Wiederhold

Hot Lunch Program

Janet Stack, Chairman
Karen Arroyo
Terry Beyerl
Pam Bock
Nancy Davis
Sue Kiefer
Carolyn Kiefer
Karlyn Kyle
Gretchen Hansen
Yvonne Holman
Peter Horvatin
Nancy Meyer
Sue Naumann
Jonnette Otto
Barbara Schlomer
Sue Schneider
Cindy Witte

Sports

Boys' Basketball

A-Team - Dan Dettmann, Coach
Garry Hanson, Assistant Coach
Craig Lange, Assistant Coach
B-Team - George Mortl, Coach
Dan Dettmann

Boys' Softball

George Mortl, Coach
Garry Hanson

Wrestling

Paul Beyerl
Garry Hanson
Steve Kingsbury
Ken Stein

Soccer

George Mortl, Coach

Girls' Cheerleading

A&B Teams - Sue Mortl, Coach

Girls' Basketball

Mary Henne, Coach

Girls' Volleyball

Niki Baumann, Coach

Girls' Softball

Mary Henne, Coach

SUNDAY SCHOOL COMMITTEE

John Wiederhold, Chairman
Bill Dittman, Superintendent
Virginia Wiederhold, Mailings
Janet Bergemann
Barb Rank
Ruth Sitz

Cradle Roll

Kurt Kramer
Lynn Kramer

Birthday List

Kurt Kramer
Lynn Kramer

Sunday School Teachers

John Bauer
Amy Baxmann
Laura Freedlund
Eric Hansen
Susan Kiecker
Bob Lehninger
Carla Martin
Sarah Ibisch
Brian Mehrstedt
Vicar Scott Mosher
Kristi Naumann
Betsy Osgood
Sue Rader
Jeff Scheibe
John Wiederhold
Jo Winters
Todd Witte

Music Teacher

Gloria Potter

Substitute Teachers

Kathy Baumann
Marlene Cox
Diane Hollatz
Janet Hollatz
Donna Ibisch
Christine Lange
Barb Loduha
Wendy Schoeneck
Naomi Stein

Vacation Bible School

Coordinators

Peter Horvatin
Vicar Dean Zemple

Teachers

Jodi Anderson
Terry Beyerl
Dan Dettmann
Diane Hollatz
Janet Hollatz
Donna Ibisch
Christy Lange
Jonnelle Otto
Gloria Potter
Diane Woehlke
Vicki Wolf

Helpers

Kathy Bartz
Arlene Fletcher
Scott Heins
Sarah Ibisch
Caroline Kiefer
Colleen Martin
Karon Mehrstedt
Beth Rusch
Vicki Schaller
Cyndee Thraves
Dawn Volle

Puppeteers

Peter Horvatin
Sarah Ibisch

Music Coordinator

Pastor Mark Freier

Food

Gretchen Hansen
Lynn Oertel

Babysitters

Mildred Cakanic, Coordinator
Carolann Fletcher
Eleanora Groll
Marge Gumm
Rachel Ibisch
Laura Kiecker
Rachel Kiecker
Luella Limberg
Cindy Schaller
Ruth Sitz

Video

Vicar Dean Zemple

Publicity

Doug Potter
John Wiederhold
Jo Winters

STUDENT AID COMMITTEE

Lester Found, Chairman
Pastor Mark Freier
Pastor Heins
Pastor Mark Wagner
Cary Haakenson
Curt Volkmann

YOUTH COMMITTEE

Keith Treichel, Chairman
Jeff Scheibe
Karen Maki
Garry Hanson
James Montoure

Boys Youth Ministry

Paul Beyerl
Pastor Mark Wagner

Lutheran Girl Pioneers

Caravan Counselor
Mary Gaub

Council

Pastor Mark Wagner, Chaplain
Mary Gaub, President
Sue Seidel
Leigh Ann Treichel

Sunbeam Leaders

Nancy Meyer, grades 1&2
Jonnelle Otto, grades 1&2

Senior Leaders

Kathy Bartz, grades 3&4
Ruth Picotte, grades 3&4
Debbie Corkum, grades 5&6
Nancy Frank, grades 5&6
Terry Beyerl, grades 7&8
Donna Ibisch, grades 7&8

JAYS (Jesus Among Youth)

Counselors

Pastor Freier
Vicar Mosher
Pastor Wagner

JAYS - Lay Leaders

Jeff Scheibe
Kristi Naumann
Brian Mehrstedt

Spiritual Growth Committee

Laura Freedlund
Dave Hagendorn
Sarah Ibisch
Jim Pradt
Jeff Schaller

CONTINUING EDUCATION COMMITTEE

Dave Schoeneck, Chairman
Margaret Gullixson
Terry Schleusener

Church Librarian

Marlene Cox

Tract Committee

Pastor Gerald Lange, Advisor
Marie Sprengler, Coordinator
Barbara Andrietsch
Ruthann Rodekahr

Sunday Bible Class Leaders

Pastor Mark Freier
Pastor John Ibisch
Pastor Harold Hagedorn
Pastor Ronald Heins
Pastor Gerald Lange
Pastor Robert Voss
Vicar Scott Mosher

A.I.C.

Pastor Ronald Heins
Pastor Mark Freier
Vicar Scott Mosher

Adult Retreat Planning Committee

Margaret Gullixson
Terry Schleusener
Dave Schoeneck
Gloria Potter
Jeff Scheibe
Pastor Heins

BOARD OF OUTREACH

Todd Witte, Chairman
Robert Mehrstedt, New Member Integration
Mark Gaub, Witnesses

Doug Potter, Community Publicity
Bruce Holman, Member Evangelism
Gene Seidel, Home/World Missions

HOME & WORLD MISSIONS

Gene Seidel

MEMBER EVANGELISM

Bruce Holman

NEW MEMBER INTEGRATION

Robert Mehrstedt, Chairman
Sandy Lange & Mike Davis, Sponsor Coordinators
Nancy Davis, Secretary

Sponsors

Mike & Marlene Cox
Ron & Nancy Frank
Mark & Mary Gaub
Randy & Jane Grams
Sharle Graul
Chris & Janice Hansen
Andy & Margaret Madson
Doug & Gloria Potter
Richard & Lorraine Raabe
Ken & Naomi Stein
Mike & Suzanne Swenson
Robert & Carol Voss
Todd & Cindy Witte

COMMUNITY PUBLICITY

Doug Potter, Chairman
Margaret Lehninger, Coordinator
Jan Bergemann, Greeter Caller
Leona Schlueter, Greeter Caller

Greeters

Jim & Helen Albrecht
Henry & Erna Bahr
Ron & Barbara Barbieri
John & Jackie Bauer
Linda Baumann
John & Emma Beck
John & Barb Bergquist
Paul & Terry Beyerl
Earl & Helen Bigelow
Fritz & Karen Brandenburg
Ed & Betty Breiling
Bernice Brockman
Richard & LaVonne Brown
Sarah Carter
Joy Chasty
Richard & Bonnie Chirpka

Greeters Con't

Ruth Cobb
Roger & Barbara Cobb
Mike & Debbie Corkum
Irene & Verna Feind
Don & Dorothy Felsing
Ron & Judy Felsing
Sam & Arlene Fletcher
Lester & Edna Found
Ron & Nancy Frank
Mahlon & Susan Freedlund
Mark & Mary Gaub
Gary & Sandy Greenfield
Eleanora Groll
John & Sharon Hamell
Drexel & Charlotte Hansen
Ben & Gloria Harper
Richard & Betty Henne
Peter & Bernice Horvatin
Robert & Paul Katzer
Jerry & Sharon Kitzerow
Bill & Lynn Kramer
Ted & Ev Kunz
Margaret Lehninger
Robert Lehninger
Mavis Marggraff
Pat Montoure
Ben & Betty Naumann
Janet & Lloyd Oldenburg
Don & Vivian Opitz
Jeanne Peterson
Doug & Gloria Potter
Richard & Lorraine Raabe
Earl & Marian Rossman
Robert & Vicki Schaller
Elsa Schmah
Jack & Delores Schmeling
Clarence & Martha Sprecher
Ruth Stein
Harriet Stockhausen
John & Shirley Thomsen
Don & Helen Timmermann
Neil & Kay Turnbull
Robert & Carol Voss
Dorothy Woodruff
Katy Zauner

WITNESS COMMITTEE

Mark Gaub, Chairman
Dawn Aarons, Assistant to Chairman

Trained Lay Evangelists

Helen Albrecht
Jim Albrecht
Linda Baumann
Dan Dettmann
Dorothea Felsing
Sue Freedlund
Mark Gaub
Les Gumm
Janine Hildebrandt
Lynn Kramer
Betty Naumann
Mark Naumann
Nancy Oelke
Jeanne Peterson
Lorraine Raabe
Richard Rusch
Sue Seidel

Fall Canvass

James Albrecht
Helen Albrecht
Erna Bahr
Linda Baumann
Arlene Fletcher
Carolann Fletcher
Cary Haakenson
Jeanine Hildebrandt
Charles Marquardt
Greg Martin
Nancy Meyer
Vicar Scott Mosher
Betty Naumann
Kristi Naumann
Mark Naumann
Nancy Oelke
John Peterman
Joshua Peterman
Jeanne Peterson
Chris Scheele
Pastor Robert Voss

BOARD OF PROPERTIES

Charles Marquardt, Chairman
David Hohenstein, School
Mark Baumann, Homes

Henry Bahr, Church Building
Mike Corkum, Grounds
Darrick Vormann, Secretary

School Custodian

Sam Fletcher

Church Custodians

Jonnelle Otto
Tom Otto

Grass Cutters

Cary Haakenson
Scott Heins

Snow Removal

Chad Heins
Scott Heins
Bob Zitzke

Refinishing of Exterior Doors

Jeanne Peterson

Annual Fix-It-Day

Henry Bahr
Mark Baumann
Mirko Buzdum
Brian Cleary
Mike Cox
Philip Cox
Sam Fletcher
Cary Haakenson

Annual Fix-It-Day Con't

Dinah Haakenson
Robert Hahn
Chad Heins
Mary Heins
Pastor Ronald Heins
Scott Heins
Dave Hohenstein
Donna Ibisch
John Ibisch
Rachel Ibisch
Sarah Ibisch
Tom Martin
Chuck Marquardt
Robert Mehrstedt
Tom Osgood
Gene Seidel
Sue Seidel
Dean Smith
Aaron Stein
Ken Stein
Naomi Stein
Cindy Witte
Matthew Wrensch

Teacherage

Henry Bahr
Mark Baumann
Cary Haakenson
Chuck Kaus
Chuck Marquardt
Tom Martin
Gene Seidel
Dan Taubenheim
Matthew Wrensch

Christmas Tree Helpers

Henry Bahr
David Bell
Tara Brange
Ron Frank
Laura Freedlund
Chris Hansen
Eric Hansen
Gretchen Hansen
Bernice Horvatin
Pete Horvatin
Chuck Marquardt
Kristi Naumann
Jeff Scheibe
Matthew Sebald
Chris Winters
Matthew Wrensch

Preparation of 73rd Street Parsonage

Henry Bahr
Mark Baumann
Brian Cleary
Mike Corkum
Mike Cox
Marlene Cox
Sam Fletcher
Mary Gaub
Margaret Gullixson
Mary Heins
Dave Hohenstein
Yvonne Holman
Sue Kiecker
Chuck Marquardt
Karon Mehrstedt
Bob Mehrstedt
Judy Montoure
Gloria Potter
Terry Schleusener
Walt Schultz
Carol Voss
Jo Winters

Moving Pastor Wagner

Ken Artlip
Ron Barbieri
John Bauer
Wayne Baxmann
Paul Beyerl

Moving Pastor Wagner Con't

Mirko Buzdum
Mike Cox
Marlene Cox
Mike Davis
Dan Dettmann
Ron Frank
Cary Haakenson
Peter Hansen
Pastor Heins
Bruce Holman
Peter Horvatin
John Ibisch
Greg Martin
Judy Montoure
James Montoure
Vicar Scott Mosher
Alan Mork
Doug Potter
Dick Rusch
Jeff Scheibe
Walt Schultz
Todd Witte
Marty Wolf

School Spring Cleaning

Kathy Bartz
Marlene Cox
Mike Cox
Philip Cox
Dan Dettmann
Arlene Fletcher
Carolann Fletcher
Cherilynn Fletcher
Cary Haakenson
David Hagedorn
Harold Hagedorn
Donna Ibisch
Susan Kiecker
Charles Marquardt
Christopher Mehrstedt
Karon Mehrstedt
Robert Mehrstedt
Alan Mork
Barb Mork
Jennifer Otto
Jonnelle Otto
Rachel Otto
Gloria Potter
Susan Schneider
Janet Stack
Jeff Stack
Joel Stack
Aaron Stein
Naomi Stein
Arla Volkman
Curt Volkman
Sharon Wallace

Light Fixture Clean-up

Brian Cleary
Cary Haakenson
Dave Hohenstein
Chuck Marquardt
Tom Martin
Chris Mehrstedt
Robert Mehrstedt
Ken Stein

Moving Donated Light Fixtures

Cary Haakenson
Dave Hohenstein
Chuck Kaus
Bill Kramer

Moving Donated Fixtures Con't

Kurt Kramer
Pastor Gerald Lange
Chuck Marquardt
Lloyd Oldenburg Jr.
Doug Potter
Ken Stein
Mike Swenson

Rebuild Lannon Stone Wall

Henry Bahr
Chuck Marquardt
Gene Seidel

Special Projects

Matthew Wrensch - Teacherage
Electrical
Cary Haakenson - Teacherage

ORGANIZATIONS

A.A.L. Branch 210

Frank Saylor, President
Don Birschel, Vice President
Helen Albrecht, Secretary/Treasurer

Women In God's Service - WIGS

Steering Committee

Helen Albrecht
Mary Heins
Sandy Lange
Margaret Madson
Betty Seidel
Carol Voss

Hostess Circle

Betty Seidel, Coordinator
Barb Barbieri
Linda Baumann
Barb Bergquist
Jan Bergemann
Ida Birschel
Erna Bahr
Danielle Brange
LaVonne Brown
Mildred Cakanic
Sarah Carter
Joy Chasty
Dorothy Felsing
Arlene Fletcher
Sue Freedlund
Linda Gilligan
Eleanor Groll
Ruth Guenther
Marge Gumm
Dolores Hahn
Charlotte Hansen

Hostess Circle Con't

Gloria Harper
Lynn Kramer
Dorothy Kreuser
Carla Martin
Linda Martin
Clara Miller
Marion Mueller
Vivian Opitz
Shirley Osgood
Lorraine Raabe
Katherine Radewahn
Joyce Reinke
Marian Rossman
Vicki Schaller
JoAnn Schoeneck
Ruth Sitz
Marion Treichel
Carol Voss

Lenten & Advent Snacks

Hostess Circle
A.A.L. Branch 210

Tapes to Shut-ins

Dorothy Felsing, Coordinator
LaVonne Brown
Ruth Cobb
Clara Miller
Vicki Schaller
Ruth Sitz
John Tebo

Ladies' Aid

Eleanora Groll, President
Harriet Stockhausen, Vice President
Mildred Cakanic, Secretary
Elsa Schmah, Treasurer
Adeline Tendler, Sunshine
Ruth Guenther, WLCFS
Linda Gilligan, Birthday Committee

Altar Guild

Loris Gabel, President
Phyllis Ristow, Secretary
Marge Gumm, Treasurer
Irene Feind, Flowers

Members

Betty Breiling
Mildred Cakanic
Joy Chasty
Ruth Cobb
Irene Feind
Verna Feind
Dorothy Felsing
Minnie Fitzsimmonds
Loris Gabel
Ruth Guenther
Marge Gumm
Mary Heins
Betty Henne
Dorothy Hollatz
Evelyn Kunz
Sandy Lange
Margaret Madson
Mavis Marggraff
Harriet Moser
Vivian Opitz
Mary Perschbacher
Phyllis Ristow
Marian Rossman
Ruth Sitz
Marcy Sprecher
Harriet Stockhausen
Shirley Thomsen
Kay Turnbull

Christian Education Society (C.E.S.)

Gloria Potter, President
Sharle Gaul, Secretary/Treasurer

Coordinating Committee

Kathy Bartz
John Bauer
Marlene Cox
Donna Ibisch
Karon Mehrstedt
Barbara Mork
Sue Schneider
Naomi Stein
Cindy Witte

Dobson Film Series

Sandy Greenfield
Mary Heins
Pastor Heins
Doug Potter
Gloria Potter
Pastor Wagner

Easter Breakfast

Barb Mork, Coordinator

Sports Program

Al Mork, Athletic Director

Women's Softball

Peter Hansen, Coach

Men's Softball

Peter Hansen, Coach

High School Basketball

Dean Smith, Coach

NURSERY

Beth Rusch, Coordinator
Dawn Volle, Assistant Coordinator

Bible Class - 9:15

Kathy Baumann
Jackie Bergquist
Kathy Bergquist
Nancy Eckert
Nicole Louzecky
Stacie Schreck
Susan Smith
Cyndee Thraves

Church Service - 10:15

Anne Baeseman
Jean Baeseman
Niki Baumann
Terry Beyerl
Sara Beyerl
Annette Birkholz
Chad Birkholz
Jason Birkholz
Clara Cleary
Jenny Gaul
Kristyn Greenfield
Kirsten Haakenson
Chrissie Hagedorn
Gretchen Hansen
Janice Hansen
Dusty Hohenstein
Joan Hohenstein
Laura Kiecker
Carla Martin

Church Service - 10:15 Con't

Barb Mork
Linda Saylor
Louise Saylor
Cindy Schaller
Michelle Schneider
Stephanie Schneider
Naomi Stein
Kim Volkmann
Nancy Wangerin
Renee Wiederhold
Cindy Witte

Food Pantry
June Halfmann

Taping the Church Service

Paul Beyerl
John D. Peterman
John W. Peterman

Map Coordinators

Lynn Kramer
JoAnn Schoeneck

CHURCH OFFICE

Office Help

Eleanora Groll
Linda Martin
Shirley Osgood

Bulletins

David Bell
Penny Bell
Sue Seidel

"Know Your Gifts"

David Bell
Penny Bell
Eleanora Groll
Linda Martin
Sue Seidel

N.W.P.H. Liaison

Linda Baumann

Lamplighter

Pastor Heins, editor
Pastor Wagner, contributor
Mary Heins, layout, artist, typist
Dawn Volle, mailing committee coord.

Mailing Committee

Ken Artlip
Lisa Baxter
Terry Beyerl
Adelia Birmingham
Anita Borch
Bernice Brockman
Mildred Cakanic
Sarah Carter
Ruth Cobb
Jaime Davis
Jason Davis
Nancy Davis
Dorothy Felsing
Ruth Guenther
Dolores Hahn
Robert Hahn
Sue Kiecker
Doris Krause
Luella Limberg
Mavis Marggraff
Clara Miller
Vivian Opitz
Viola Raddatz
Elsa Schmah
Sue Seidel
Erna Steffen
Darleen Tarmann
Ruth Weber
Irene Winkler

IN APPRECIATION

* The above names represent a sizeable number of St. John's members. They represent
* tasks in the Lord's Kingdom that need to be done and are being done. Except for
* our full-time workers and custodians, all serve their Lord without pay or public
* recognition. May we take this opportunity, in the name of the whole congregation,
* to express our thanks for their willing service. Without their help, accomplishing
* the work of our Lord at St. John's would be immeasurably more difficult. May the
* Lord continue to bless all efforts of our members to serve Him out of grateful love.

Your pastors, Pastor Heins and Pastor Wagner
