

The WELS Mission Counselors:
One of God's Many Graces as Congregations
Walk Together in the Wisconsin Synod

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Church History Project
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Introduction

“I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus.

It is right for me to feel this way about all of you, since I have you in my heart; for whether I am in chains or defending and confirming the gospel, all of you share in God’s grace with me. God can testify how I long for all of you with the affection of Christ Jesus.

And this is my prayer: that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless until the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ—to the glory and praise of God.” (Philippians 1:3-11).

The thoughts that Paul had for the Christians in Philippi are the same thoughts and prayers of the leaders of the Wisconsin Synod and the mission counselors. They all pray to the God of peace to equip and work through the people who are in the middle of God’s harvest fields, and they will also do whatever they can to support the saints in their mission work.

This collection was an exciting project for me to compile because my father is a mission counselor. I have met many of these men and hope that this collection is a fitting tribute to the many years of God’s grace that he has worked through these people and this system.

To form this collection, I sent out three different questionnaires to three different sets of people. I would like to thank all of these people for their time and efforts with supplying large amounts of information. To all of the past and present mission counselors, I sent this questionnaire:

- Where, when, and what districts did/do you serve as a mission counselor?
- What was your pastoral-district-synod experience previous to becoming a mission counselor?
- What was your connection with home missions prior to becoming a mission counselor?
- Why did you accept this call into this form of ministry?
- What do you view as your main duties as a mission counselor?
- What are your secondary duties as a mission counselor?
- How do you relate to your district mission board?
- What are the things in this form of ministry that give you the most joy?
- What are your frustrations in this form of ministry?
- How do you feel your position helps congregations and missionaries reach the lost?
- What has changed most since you have become a mission counselor?
- How do you stay up-to-date with cultural changes and insights on reaching the unchurched?
- In what other capacities or with what areas of expertise do you serve the Church [for instance, School of Outreach]?
- Do you have a sample of your annual ministry plan?
- How does your wife and/or family view your ministry and the necessity of being gone from home often?
- Would you recommend a missionary for me to survey concerning the work you do?
- Is there anything else you would like to share?

To the men working on the Board for Home Missions, I sent this questionnaire:

- Where, when, and in what capacity did you have a working relationship with mission counselors?
- How do you view the impact of the mission counselor program in the past?
- How do you view the impact of the mission counselor program in the future?
- Is there anything else you would like to share?

And to a sampling of the missionaries that the mission counselors worked with, I sent this questionnaire:

- Where and when has a mission counselor worked with you?
- Describe a few ways in which the mission counselor program has affected you and your group in your ministry.
- Is there anything else you would like to share?

As the large amounts of information were returned to me, I decided that instead of just writing a summary of what these gentlemen said, I would put large quotes, paraphrases, and entire emails into this collection. This was done so that people would see and understand their point-of-view without my thoughts damaging their carefully-crafted words. Also, instead of summarizing the thoughts of the missionaries' experiences with these men, I put their entire emails in the collection to let their experiences speak for themselves and to be a useful research or history tool for the future.

The South Atlantic District Mission Board Chairman, Pastor Charles Westra stated: "The mission counselor is the head, the hands and the heart of the District Mission Board and the Board for Home Missions in regard to the missionary and the mission congregation." I feel that this program is very important to the mission work of the synod, and I pray that the Lord will continue to bless the work of the mission counselors and bless whatever direction he takes the program and the mission work of the synod. Let God work in all of us a massive amount of mission zeal so that we will always be motivated to continue sharing that wonderful news that Jesus freed the dying souls from the chains of sin, death, and hell. Let us joyfully "keep on keeping on" getting out into the trenches, wherever we are, and telling the lost souls about Jesus so that we will enjoy seeing Jesus face-to-face with them forever.

Jeremy A. Schulz
WLS Senior
February 2004

Mission Counselors' Report

History of Program

The first mission counselor to be called was Pastor Marvin Radtke. He was called in 1977 by the South Atlantic District Mission Board and served as mission counselor until 1990. The district covered the seven southeastern states of South Carolina, Georgia, Tennessee, Alabama, Louisiana, Florida, Mississippi, plus Antigua. The call that Radtke received was rather general. It was a new program. It was natural that there would be areas that would have to be defined, expanded or shrunk as the program developed.

Soon after Radtke was called, Pastor Robert Hartman was called as the second mission counselor in the fall of 1977. He was first called to serve as mission counselor in the Michigan District. The North Atlantic District was later added. However, during this time Hartman was also invited to many other areas, such as Texas, California, Minnesota, and the Wisconsin districts, to provide training sessions for new pastors.

Pastor Joel Gerlach was then called to serve the California Mission District in 1981. He served until the summer of 1985.

In 1984, Pastor James Radloff was called to serve the South Central District, which at that time also included the Arizona Mission District. He served this area from 1984 to 1990. During this same year Mission Counselor Bob Hartman was called to move to the Midwest and set up the Mission Counselor program in the three Wisconsin districts and Minnesota. This was the beginning of the regionalization of the Mission Counselor program. To replace Hartman's position in the Northeast, Pastor John Chworowsky was called in 1985 to serve as mission counselor for Northeast Region which included the Michigan and North Atlantic districts. He served until 1991.

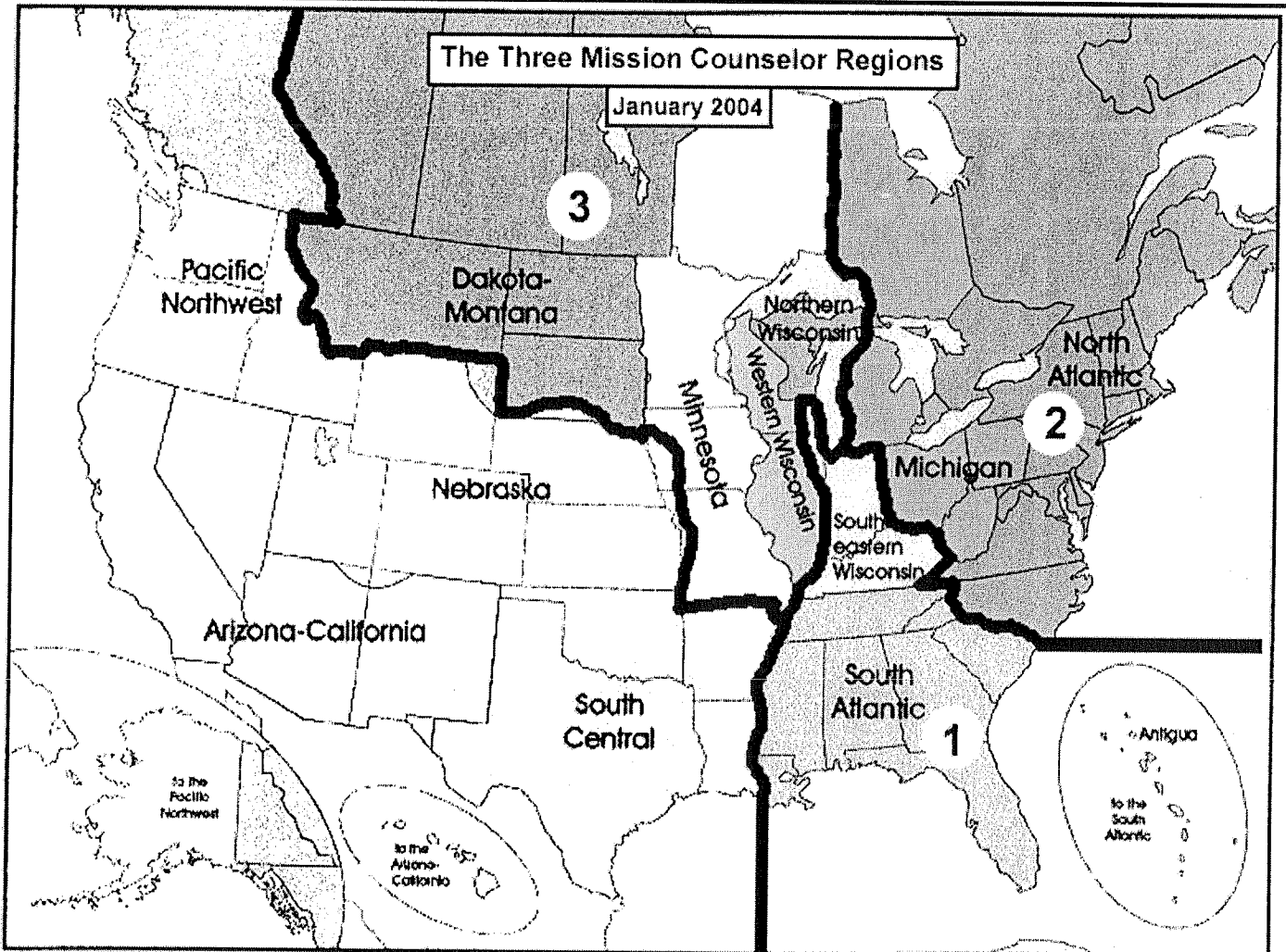
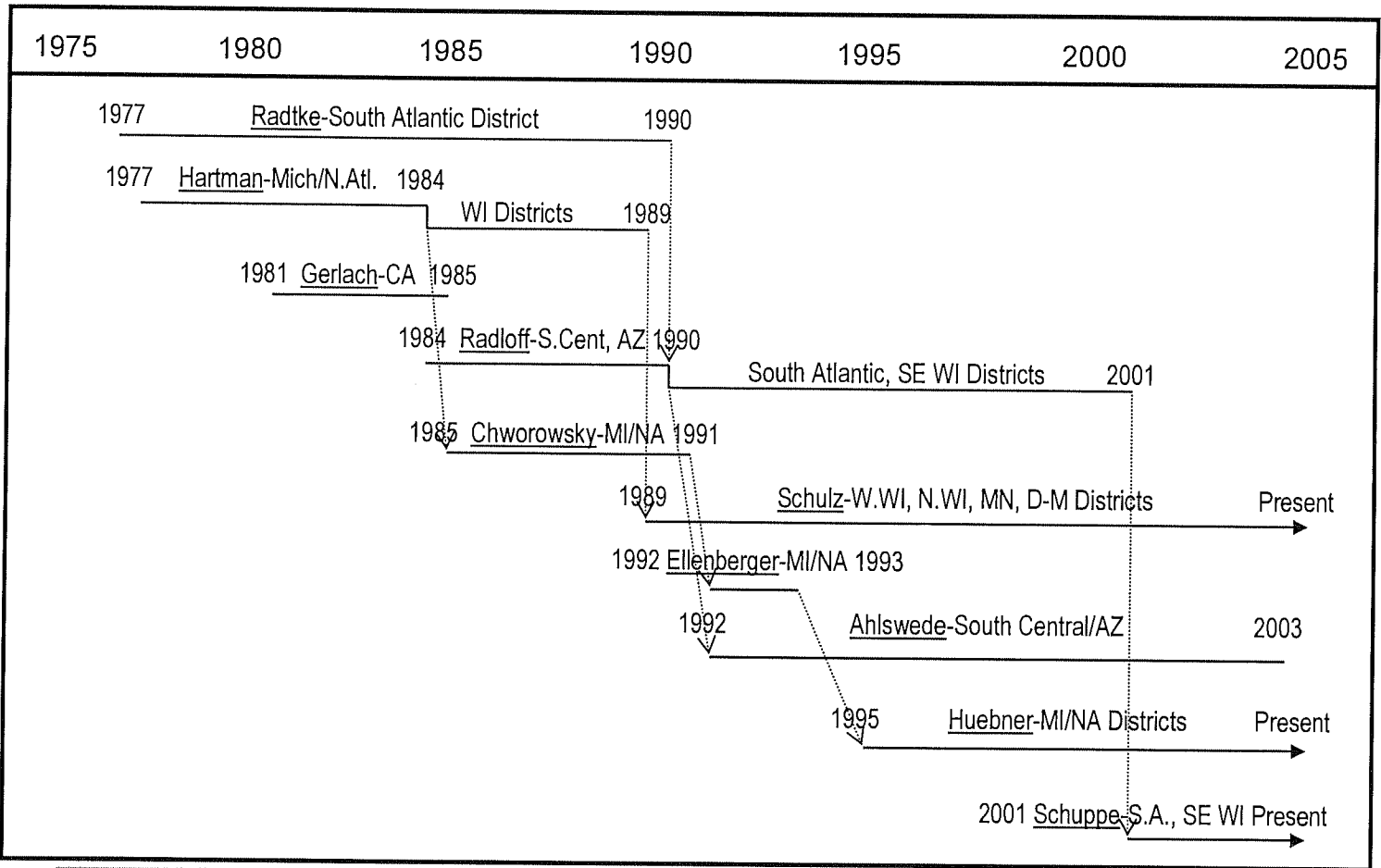
Hartman accepted another call and in 1989, Pastor Wayne Schulz was called to serve as mission counselor for the North Central region. He succeeded Hartman; however, the region was revised as the Dakota/Montana District was added to Minnesota, Western Wisconsin, and Northern Wisconsin. At this time the Southeastern Wisconsin District was combined with the South Atlantic District for mission counselor service. Schulz continues to serve to this day.

In 1990 Radtke retired and Mission Counselor Jim Radloff accepted the call to serve the South Atlantic District. Radloff served this area until 2001. To replace Radloff's former position Pastor Eugene Ahlswede was called in 1992 to serve as mission counselor for the Arizona, Colorado, Nebraska, and South Central mission districts. He served this area until 2003.

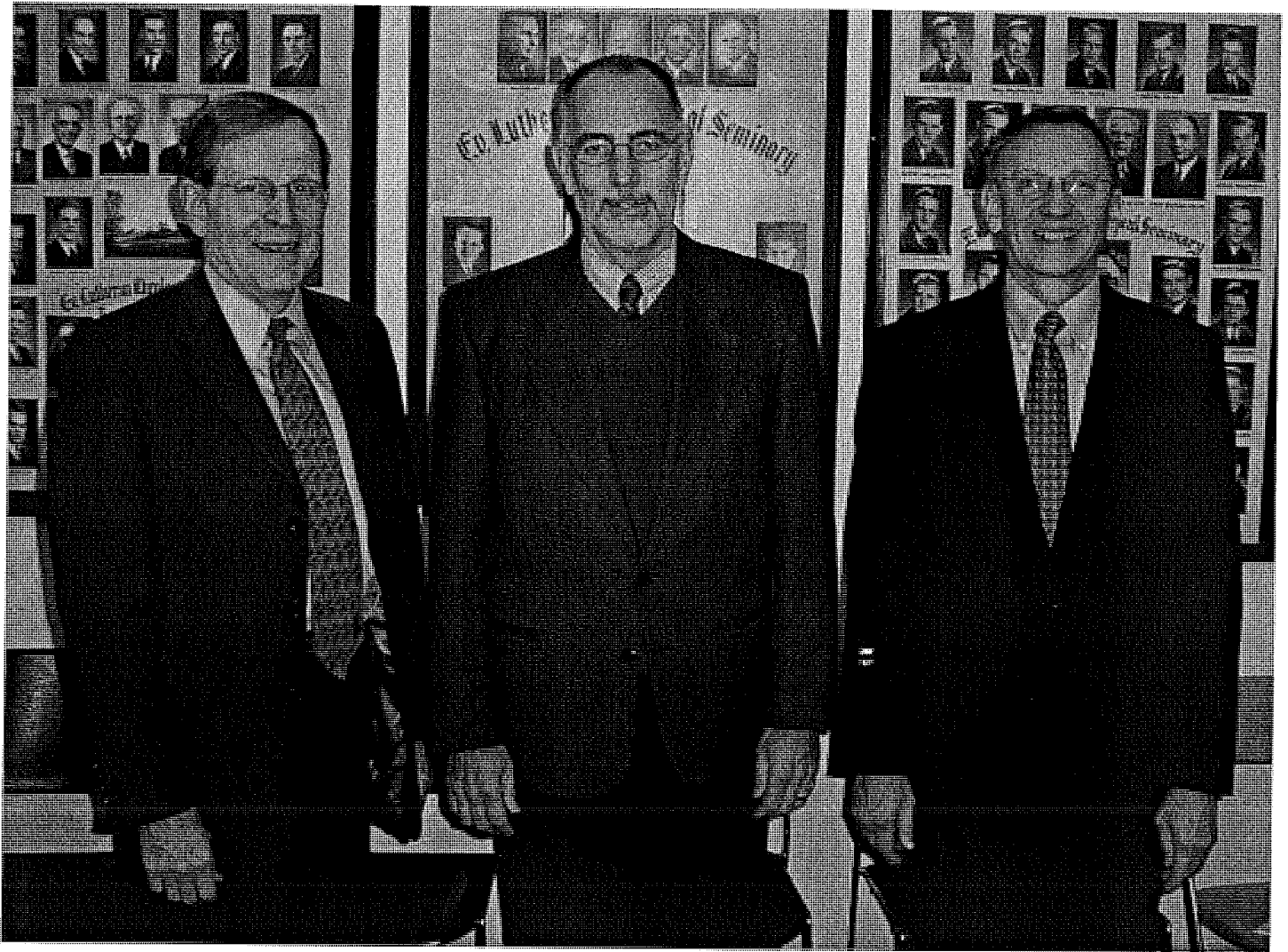
Pastor Larry Ellenberger was called to be a mission counselor in 1992. He succeeded Chworowsky and served the Michigan and North Atlantic districts until 1993. In 1995, Pastor John Huebner was called to succeed Ellenberger and serve as mission counselor for the North Atlantic and Michigan Districts. He continues to serve to this day.

In 2001 Pastor Edward Schuppe was called to serve as mission counselor for the South Atlantic and Southeastern Wisconsin districts. He succeeded Jim Radloff and continues to serve to this day.

Currently, there are three mission counselors for the Wisconsin Synod. John Huebner serves the North Atlantic and Michigan districts. Wayne Schulz serves the Western Wisconsin, Northern Wisconsin, Minnesota, and Dakota-Montana districts. And Edward Schuppe serves the South Atlantic and Southeastern Wisconsin districts.



The WELS Mission Counselors – January 2004



Pastor Wayne Schulz
WW, NW, MN, D-M Districts

Pastor Edward Schuppe
SA, SEW Districts

Pastor John Huebner
MI, NA Districts

The WELS Mission Counselors from 1977 – 2004



Marvin Radtke
WLS Class of 1949
Mission Counselor
from 1977-1990



Robert Hartman
WLS Class of 1961
Mission Counselor
from 1977-1989



Joel Gerlach
WLS Class of 1953
Mission Counselor
from 1981-1985



James Radloff
WLS Class of 1949
Mission Counselor
from 1984-2001



John Chworowsky
WLS Class of 1957
Mission Counselor
from 1985-1991



Wayne Schulz
WLS Class of 1966
Mission Counselor
from 1989-Present



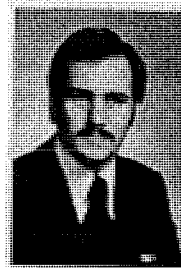
Larry Ellenberger
WLS Class of 1966
Mission Counselor
from 1992-1993



Eugene Ahlswede
WLS Class of 1962
Mission Counselor
from 1992-2003



John Huebner
WLS Class of 1970
Mission Counselor
from 1995-Present



Edward Schuppe
WLS Class of 1977
Mission Counselor
from 2001-Present

History of Individuals

In the questionnaire that was given to the present and former mission counselors, they were asked to speak of their personal history. They gave their experience previous to becoming a mission counselor, their connection with home missions prior to becoming a mission counselor, their reasoning for accepting a call into this form of ministry, and the view of their wife and/or family toward this type of ministry which requires needing to be gone from home often.

It is good for people to see the lives surrounding the mission counselor's duties to see how these men are qualified with wisdom and experience given to them by God's grace. All these men are outstanding individuals with experience in many different areas with, of course, interesting and special experiences in mission work. The way that God shaped these lives certainly gives them the ability to counsel and share with mission pastors, mission boards, and mission congregations.

Pastor Marvin Radtke

Pastor Marvin Radtke served three congregations (forming one parish) in South Dakota for five years. He then served Redeemer in Ann Arbor, Michigan for three years. He also served Christ congregation in Eagle River, Wisconsin, for twenty-one years. He also served as circuit pastor for the Rhinelander Conference in the Northern Wisconsin District. He served the district as the District Mission Board chairman and therefore was also on the Board for Home Missions for eighteen years, which at the time also made him a member of the Synodical Council as well as the District Council. From 1949 to 1977, Radtke was Spiritual Advisor to the National Board of the LWMS. He then served as mission counselor from 1977 to 1990.

As a member of the Board for Home Missions, Radtke had a part in the discussions concerning the setting up of a Mission Counselor Program. He could see from those discussions the help that program could be to mission pastors (particularly those just graduating from Wisconsin Lutheran Seminary) and their congregations in reaching out to the lost in their communities. The South Atlantic District was very mission minded and the number of congregations in the district was expanding each year in fairly large numbers.

While Radtke was a mission counselor, he was away from home an average of fifteen days each month. Although he was gone that much, he tells us that his wife never complained. When he received the call, she knew that by the very nature of the call, he would be gone much of the time. Their two daughters were married and their son Nate was at Wisconsin Lutheran Seminary and working in Alaska during much of the summer. Mrs. Radtke also occupied part of her time by attending University of Central Florida and acquiring a degree in teaching art. This came in handy later when Radtke started doing stained glass windows for their churches. She was his designer.

Pastor Robert Hartman

Pastor Robert Hartman had served mission congregations in Flagstaff, Arizona, and Dallas (Duncanville), Texas. He then served at St. Paul's in Lake Mills, Wisconsin from 1970 to 1977. It was at that time he received the call to become a mission counselor.

Hartman had three interests that stuck out in his mind as he recalled why he accepted the call to become a mission counselor. He had an interest in making the pastoral ministry more effective, especially in a mission setting. He had an interest in making evangelism a core of pastoral and congregational ministry. He had an interest in improving his own ministry.

When Hartman thought about how his wife and family viewed this style of ministry which required long absences from home, he remembered that it was difficult, especially when the children were small. So, it required special effort to rearrange schedules to be at his children's school activities, to be home at the right times, and to give the attention needed.

Pastor Joel Gerlach

Pastor Joel Gerlach was a mission pastor in Arizona and California. He was the first pastor at King of Kings in Garden Grove, California. He was a professor at Wisconsin Lutheran Seminary, a mission counselor, and the District Vice-president in both the Arizona-California and South Eastern Wisconsin districts. He was also the pastor at St. John's in Wauwatosa, Wisconsin. He was a *Northwestern Lutheran* contributing editor for twenty-seven years. He was also on several synodical boards including Stewardship and Education.

At the time Gerlach left Wisconsin Lutheran Seminary for the mission counselor call, the synod was assigning many graduates to mission congregations. He felt that the graduates had been trained to be pastors, but received little training to do home mission work. Gerlach accepted the call into this form of ministry because he saw the need to help them serve more effectively.

While Gerlach served as mission counselor, his wife was an understanding and self-sacrificing helpmate. While they were living in northern California, he had the advantage of having a "second home" available to him in southern California. Since they had no children at home, his wife was often able to accompany him when they "house-sat" the home in southern California.

Pastor Jim Radloff

Pastor Jim Radloff had been in the parish ministry as a mission pastor at St. John's in Pelican Lake, Wisconsin, and Redeemer in Tomahawk, Wisconsin, from 1962 to 1967. He then became pastor at St. Paul's of Litchfield, Minnesota from 1967 to 1970. In 1970, Radloff accepted the call to begin a new mission church in Austin, Texas. He served Holy Word of Austin from 1970 to 1984. While at Holy Word of Austin, they also started as "daughter" congregations: Risen Savior, Austin, Texas, and Trinity, Temple, Texas. He also served at Fort Hood and Killeen. He helped preach in the early stages of forming congregations in Fredericksburg, Weslaco, College Station, and Killeen. In 1984, he accepted the call to serve as mission counselor for the South Central District. Radloff served this area from 1984 to 1990 as they lived in Austin and later Houston, Texas. When he served the South Atlantic District as mission counselor from 1990 to 2001, he lived in Altamonte Springs (Orlando area) and later in Daytona Beach, Florida. He began his ministry in Grenada in August of 2001, arriving on the field one week before 9/11. In his course of ministry, he held positions of Circuit Pastor, Evangelism Committee member, and Second Vice-president of the South Central District.

Radloff had a wonderful pastor, Jonathan Mahnke of Mt. Lebanon, Milwaukee, Wisconsin, who, in his opinion, was an exceptional missionary and had a great love for lost souls. Most of what Radloff knew in early years about being a missionary, he learned from Mahnke. The Lord richly blessed his efforts in Austin, Texas, even though he didn't always know exactly what to do... (trial and error). After serving Holy Word for fourteen years and starting two other missions while at Holy Word, he felt he could help and encourage others in the work of starting a new church. By the time he accepted the call, Radloff's children were in college and so they had an "empty nest" at home. They felt that it would have been very difficult to do the work of mission counselor with all of its travel if they had children still at home. His wife is also a very "get up and go" and adventuresome type of person, and they saw this calling as mission counselor as another exciting opportunity to serve the Lord and His Church. He also felt compassion for new graduates coming into new mission settings to some of the far away locations of synod, so they felt that they could "be a friend" to them and encourage them in the huge task of "building" a church. He consulted many people when he had the call and many felt he had the gift of encouragement and could work with new men without intimidating them.

Radloff felt that his wife was a very "independent" person in the best sense of the word and functions very well on her own. She is an adventuresome person and never minded being home alone. She always kept herself busy with many projects in and out of the church, including volunteer work.

Pastor John Chworowsky

Pastor John Chworowsky began his ministry as he spent four years in home missions in Mason City, Iowa. He then served an established congregation in Caledonia, Wisconsin, for four years. He spent three years as a high school teacher in Milwaukee, Wisconsin, and was also the Dean of Men for four years at

Northwestern College and Northwestern Prep School in Watertown, Wisconsin. The Lord then called him to serve as mission counselor for the Michigan and North Atlantic districts, where he served for eight years. He was also involved with the Southeast Asian Missions, Hong Kong, Taiwan, Indonesia, India, and was a home missionary in Riverside, California, for three years. He is currently working in outreach to international families on the University of Wisconsin – Madison campus.

Chworowsky accepted the call into this style of ministry out of his love for mission work and with urging from the Michigan District Mission Board. While he was serving as a mission counselor, his children were grown and his wife was working as a teacher full-time. He felt that in general, there was no problem with his absence from home.

Pastor Wayne Schulz

Pastor Wayne Schulz's first assignment was to a congregation that had just become self-supporting in Aberdeen, South Dakota. He served this congregation from July 1966 to September 1975. His first connection with home missions was attendance at a special brainstorming-planning session in Milwaukee in November 1971. There it was drilled into the group that home mission expansion's primary function is to reach lost souls. He then served St. Paul's of Rapid City, South Dakota, from 1975 through mid-summer of 1989. He served on the Dakota-Montana District Mission Board from 1969 to 1980 and again from 1984 to 1989. From 1972 to 1980, he was chairman of that board and a member of the Board for Home Missions. In the Board for Home Missions, he was a member first of the Church Extension Fund Committee and then of the Mission Expansion Committee (known as Priority Committee at that time). He was President of the Dakota-Montana District from 1980 to 1984 and also worked on other committees during his tenure in the Dakota-Montana District. He was a member of the Joint Hymnal Committee that produced *Christian Worship*. He was an editor and writer of the book *Christian Worship: Manual*. He was chairman of the committee that produced *Christian Worship: Occasional Services*. He also worked on the committee that produced *Christian Worship: Pastor's Companion*.

Schulz accepted this call because he had seen the difficulties of missionaries working in new areas with very little support. His desire was to be able to help them, advise them, and encourage them in their work of bringing the gospel of Jesus to the lost. He accepted this call to the North Central region because it is the heartland for our synod. And he had and still has the passionate philosophy that where we are strong and known we have to become stronger and better known in the future if we are to remain a vibrant church body striving to bring the good news of Jesus to the nations.

Mrs. Schulz has been very supportive of this position. She is very busy on her own and encourages young people for ministry as a piano teacher at Luther Preparatory School. She appreciates that her husband tries to be home for important dates and activities. He also calls home every night that he is on the road, so they stay in touch. One could not do this style of ministry without a supportive wife!

Pastor Larry Ellenberger

Pastor Larry Ellenberger was a home missionary and a member of a mission board. He was a Vice-president of the Nebraska District and the Northern Wisconsin District. He was also a Circuit Pastor, a member of a District Mission Board, and a mission counselor. Ellenberger accepted the call into this style of ministry because he felt that he could offer help and encouragement to missionaries and mission congregations. However, he felt that it became extremely difficult with this new and different style of traveling ministry to give enough time and attention to the family.

Pastor Eugene Ahlswede

Pastor Eugene Ahlswede served as pastor for thirty-six years. He was a Circuit Pastor, missionary, and a mission board member in Northern Wisconsin. He also helped to begin missions in the Peoria area in Illinois and Davenport, Iowa.

Ahlswede felt that he should take the call as a mission counselor because when he was a missionary, he often felt very much alone. As a board member he saw missionaries who were in need of spiritual and moral

support. He promised himself that if he ever had the opportunity, he would do all that he could to help missionaries in their vital work.

While he was a mission counselor, his family was grown which left him without obligations that others might have. His wife was very supportive and helped him more than he can describe.

Pastor John Huebner

Pastor John Huebner was called directly from Wisconsin Lutheran Seminary as a missionary to the small town of Dexter, Michigan. The Lord richly blessed him the eight years that he was there. The congregation grew rapidly. It was self-supporting right away. They started a school and built the church and later the school buildings. Then he was called to start a new mission in Florida. Again, the Lord richly blessed the work there. They also grew rapidly, built a WEF, church, and then a large two-story multipurpose building with offices, a large hall and kitchen, two large preschool classrooms, sixteen various-sized classrooms for Sunday School and youth ministries. He was there nearly eighteen years. Then he was called to become a mission counselor.

Huebner served on the South Atlantic District Mission Board for ten years. He was also the District Mission Board and WELS coordinator of our Caribbean English-speaking missions. During that time we grew from Antigua to St. Lucia to Grenada. He also explored all countries and islands with populations more than 50,000 that were English-speaking. Antigua grew rapidly. Huebner felt that this is where the Lord was leading him to serve, based on the gifts and the experiences that he was given. Mrs. Huebner understands that being gone from home is a necessary part of the work. Neither of them looks forward to the days and long hours on the road, but they understand that it comes with the call.

Pastor Edward Schuppe

Pastor Edward Schuppe started in the team ministry approach to starting a mission at Good Shepherd in Jacksonville, Florida, in July 1977. He served there until October 1990 when he accepted the call to Sola Fide in Lawrenceville, Georgia, which had been a mission congregation beginning in July 1977. He served there until August 2001 when he became a mission counselor. He served on the South Atlantic District Evangelism Commission from 1978 to 1990. He was chairman of the District Evangelism Commission and liaison to the District Mission Board from 1980 to 1990. He was a Circuit Pastor and then served on the South Atlantic District Mission Board from 1994 to 2001.

From the things that other people said and from what Schuppe felt personally, it seemed that God had given him the gifts, the skills and the mission experience for the position. He has a real love and passion for outreach. He was also ready for a change after twenty-five years in the parish ministry.

Schuppe's family is very supportive. They all encouraged him to take the call as soon as he received it. They understand that travel is part and parcel of this position. He calls home every night and also calls his daughters from time to time as he travels. In fact, his family says that he has called them more since he became a mission counselor than he did as a parish pastor when they were in college. His wife teaches full-time in the public school system. However, she travels with him on weekend trips that start on Friday evenings and end on Sunday afternoons. She also travels with him during the summer. Everyone in his family is very happy with what he is doing. However, they do encourage him to not overdo or schedule himself too full.

With this new style of ministry, he no longer has the 24/7 responsibilities of the parish ministry. He is traveling a great deal. He is gone about four days per week. He is doing what he loves more than anything else on a full-time basis. He is meeting all kinds of people and has been given the opportunity to witness to his faith in very different circumstances. He traveled outside the United States for the first time in his life when he visited our missions in the Caribbean – Antigua, St. Lucia, and Grenada. Also, now, when he is home, he is really home. So the time that he and his wife have together is time devoted to just being together instead of knowing that he will have to leave in a few hours for a meeting, class, etc.

He loves every minute of what he is doing. He thanks God often for permitting him to serve as a mission counselor. He truly appreciates the support and encouragement that he receives from the district

mission board members, especially the lay members, and from Wayne Schulz and John Huebner, the other mission counselors in the WELS.

Main Duties

The main duty of a mission counselor is to counsel groups of interested people, missions, and missionaries. Motivated by God's love through Jesus, their first concern is to go out and find those who do not know the redeeming love of Jesus. So the mission counselors spend one-on-one time with missionaries to listen to their frustrations, to see their strengths, to help them work from their strengths, to encourage them to be people persons, to be in relationships with people so that bridges can be built to share Law and Gospel. The mission counselors also spend time with mission groups to help keep them focused on what it means to be apostolic Christians who are not on earth to be served but to serve others with the good news of Jesus. The main emphasis is to encourage God's people to BE church – God's Church – in their sphere and area of influence, among the people they know and strive to know. They encourage them to infiltrate their culture, to learn where people are, and to be where people are so that Gospel bridges can be built into peoples' lives. They encourage young pastors and older pastors not only to do an exegesis of their sermon text, but to do an exegesis of their culture and community so they know how to plug God's Word into the lives of the people who live there. They encourage pastors and groups to love people as God has loved them.

The physical makeup of the mission counselor's duties covers just about every aspect of a mission congregation's life. Mission counselors help district mission boards identify locations for new missions and are instrumental in getting them started. For new missionaries, the mission counselors have a three-day orientation session to get them on their feet and running. Mission counselors work with the mission pastors and mission congregations through every phase of their development – the exploring of possible new fields, the exploratory phase, mission status, the organizational phase, land site search, facility planning, selecting an architect, reviewing plans, bidding the project, etc.

They also work with struggling missions that have experienced a turnover of pastors and a plateaued membership. They help these struggling missions to get on their feet and speed the process to self-support. They also encourage our self-supporting and other congregations to grow in their mission zeal and support.

The mission counselors preach the Word of God. They run programs and workshops in mission congregations to enable them to function more effectively. They feel that it is very important for them to help build the Church through evangelism outreach training and practicing it with them. They help them set up vision and goals for outreach and then develop actions to accomplish them by the grace of God. They give "how to do it" training in canvass survey work, telephone outreach, follow-up training, friendship witness training and leadership training. Many mission counselors have been very hands-on people, hoping to train as a mentor while they are making canvass and survey calls, phone calls, follow-ups, etc., with pastors and people to show how things could be done. And after they learn from these experiences with missions and missionaries, they are able to take that valuable information and share it with the other missionaries that they visit.

At the time of this writing, mission counselors are being asked to become more involved with the national projects of the Board for Home Missions.

How Do You Accomplish These Duties?

The mission counselors were asked how they felt that their position helps congregations and missionaries reach the lost. Radtke described how one of the things that he valued the most was that the young men were never hesitant to contact him with their questions. It might be on a program they are working for their congregation. It might be that they feel they are facing a problem. He thought it was helpful to be able to listen to them and to perhaps give them a word of encouragement or advice which he found to be very valuable and helpful.

Hartman felt this position helped the congregations and missionaries reach the lost by helping to create a mindset among pastors and congregations that outreach was to be a priority. They provide training and resources for outreach. They analyze their program and help them to shape it to fit their context or community.

Gerlach thought that it was very helpful to train not just the pastors, but the members of congregations in workshops to witness to the unchurched.

Schulz described how their entire focus is on reaching the lost. They try to represent the unchurched to missionaries and missions. They work primarily as an encouragement to evangelism coordinators and committees in a group. They want every aspect of a congregation's ministry to have an outreach focus. "At the end of every Bible class there should be time taken to encourage the thought: 'How did our lesson today help us become better witnesses in our world?' Every sermon can have an emphasis on outreach – 'This is a message not just for us, but for the world, for our neighbors and acquaintances! Objective Justification is for the world!!' This kind of mindset does not happen naturally. It has to be emphasized and given priority among people who often think about church as 'What's in it for me?'"

Ahlswede thought the position helps by supplying some of the specific training to missionaries that the Seminary is unable to offer because of the general direction of its courses. The position helps reach the lost through the pastoral experience of the counselor and his opportunity to engage the missionary and his family and offer practical advice and training while working side by side.

Huebner thinks that the mission counselor position has done a great deal – in terms of learning from the brothers and learning from what others outside our church body are doing and have done – and sharing all *the good things* with all the rest of the brothers. He thinks they have learned some things just by listening and observing and have been able to help missions and missionaries overcome obstacles and understand the kind of effort needed for the kingdom's sake. He thinks the workshops and materials they present are truly helpful to those they train and equip. And their presence "out and about" throughout their districts and at conferences helps to keep the work of missions before the brothers.

Schuppe thinks that the Mission Counselor program is important to allow congregations and missionaries an objective opinion. As Schulz told him in the beginning, "Our role as mission counselors is to be the voice of the unchurched in every mission congregation." Congregations and missionaries can benefit from the gifts and skills God has given them in the areas of analysis, organization and planning. The mission counselors are able to keep up with the various different approaches of outreach being used within and outside the WELS. All of the missionaries are full-time parish pastors and have to be concerned about all aspects of the ministry. They are able to provide expertise in the area of outreach and evangelism. Also, because they are only there for a few days and not 24/7, they can provide the enthusiasm and energy for outreach.

Secondary Duties

Although everything of like primary importance to the mission counselors, there are also quite a few other things that fill the plates of these men.

Synod

The mission counselors also help the synod at large with many different things. They write materials for the Evangelism office. They help with Parish Assistance. They have worked with the Mass Media program in developing print and mail resources, and also assisted with the first mass media outreach campaign. One of the very first was in Columbus, Ohio, based on the "Come to the WELS" theme and jingle.

They have been asked to make presentations to pastor and staff minister conferences, missionary conferences and ladies' retreats. They also organized the first in-service workshop for new mission pastors, after they had been in the field for a half year. This was also attended by self-supporting congregations as well. At times they have served the synod on a larger level with assistance in training district mission boards.

There are also many other synodical boards, committees and programs on which these men serve. Most of these are included in their biographies, but here are a few examples: Huebner serves on Church and Change steering committee. Schulz serves on the editorial committee of the Mission Connection and as the Home Missions person on the Publication Coordinating Commission. Schuppe has hosted a teen chat room for Living Bold and also contributes articles to them.

Self-Supporting Congregations

The mission counselors often preach and teach Bible classes for occasions like mission festivals to provide encouragement and inspiration. They work with groups relative to considering daughtering a congregation, developing new ministries from existing locations (satellites), or by working toward multi-site parishes, all in the endeavor to reach more of the lost.

The mission counselors also work with older, struggling, but self-supporting missions to help move them along. At times this was even done through relocation and restart.

Workshops

The mission counselors produce their own materials for assisting missions and share them with the other mission counselors. Some of the things they share are workshop materials for workshops on lay leadership, assimilation, witnessing, and evangelism. As time allows, they also do workshops for congregations that are not missions. They assist these congregations in developing a mission mindset and outreach plans for their parish area and provide follow-up for them.

The mission counselors do many different presentations at all kinds of rallies and conferences. They speak at many LWMS rallies, as they give a rather detailed report on our missions and missionaries. Schulz mentions that he has done friendship witnessing workshops and Bible studies in quite a few self-supporting congregations. He and other mission counselors have also worked with Kingdom Workers as they presented seminars and with Church in Action Seminars.

School of Outreach

The mission counselors also serve the church at large by being deeply involved in Schools of Outreach all over the country. The mission counselors speak of these bringing them great joy. Schools of Outreach work with individuals and congregations for 17-19 intense hours in a three-day period. Hartman was on the original staff for the Schools of Outreach, and later headed it when he was the Evangelism Administrator. Radloff, Huebner, and Hartman changed the program to make it work in the districts on a long weekend.

For the first five years, School of Outreach was held at the Seminary for a week during Summer Quarter. In the early 1990's the men took the program on the road. They made it a practice to use the mission counselors in the Schools of Outreach, especially when working in their districts. Radloff stated that he was involved in over 60 different Schools of Outreach throughout ten years.

The schools are becoming more tightly focused and there is more follow-through so that congregations continue to grow in their endeavors to reach their communities which are ripe for harvest. These are also very encouraging to the mission counselors as they see the numbers of highly motivated people who take the time to be so involved in outreach ministries. All three mission counselors currently assist the Synod Evangelism Commission with the Schools of Outreach.

Mission Counselor Newsletter

Radloff started the mission counselor Newsletter first in the South Central District. It quickly grew into a synod-wide distribution. In 2001 there were about 500 subscribers to this newsletter. This newsletter publishes three issues each year and usually contains a letter of encouragement, worship materials, Bible class materials, a section of papers and presentations, pastoral materials, evangelism and outreach materials, and many other helpful and inspiring things, all of which are gathered not just from the mission counselors but also from pastors all over the synod. Radloff also began to file a variety of resources and made those available to order through the Mission Counselor Newsletter. Huebner currently serves as the Material Coordinator for this newsletter.

Builders for Christ

About a year and a half before Radtke retired from his work as a mission counselor, the Board for Home Missions requested that he set up a program which became the Builders for Christ. On his retirement, they requested that he would get the program on its feet. He served the Builders for Christ for about five years. WELS Kingdom Workers now sponsor and supervise the Builders for Christ program. Mission counselors are not involved. However, they work with congregations to keep up their outreach ministry during the construction phase. And they encourage the congregation to host a community-wide open house for their new facility.

A Servant to Boards

Mission Counselors have little actual power since they do not have a vote on district boards or in the Board for Home Missions even though they are advisory to the boards. They are called to their position by the boards and serve in the advisory capacity to each board since they have been on-site and know well the places they speak of in their meetings. They try to represent the mission fairly and in love, give guidance, and give direction. This is important so that the boards do not leave the impressions that they are concerned only about numbers. Their concern should be that the missions are reaching people with the Gospel and that members are being trained for works of service (ministries) with an outreach focus to serve Christ and his kingdom.

The mission counselors give reports to the boards on the work being done in the mission congregations and by the missionaries. They also work with them in developing and maintaining an action plan for the work in their respective districts and help with the administering of the board's decisions. They provide spiritual encouragement to the board members at the annual retreats. In general, the mission counselors look at themselves as servants of local boards, of the Board for Home Missions, of the missionaries, and of the missions they serve.

Liaison

In many ways, the mission counselors are the voice, liaison, or contact person between missionaries, mission congregations and mission boards. They may help with promoting the Board for Home Missions'

policies in mission congregations, lend support and advice to the local mission boards, help with demographic studies to locate places for new missions, and even help with site acquisition and development of a facility.

A Sounding-Board to the Synod and Help to the Seminary

While there are currently only three mission counselors for the whole synod, the counselors serve as a valuable sounding board for the missionaries. They work with the Seminary and our synod leaders to help motivate the young men coming out of school to be filled with missionary mindset and zeal. They present workshops at the Seminary's Mission and Ministry Seminar week every February. It was obvious at a recent meeting with the Seminary faculty that the mission counselors could also be helpful to the faculty in providing feedback from and concerning the missionaries, their work, and their needs. The counselors see a large number of faithful and dedicated called workers and laypeople who want to serve their Savior and the lost with all their hearts.

And Even a "Scapegoat!"

Radloff described how he sometimes served as a scapegoat. He said that he told his missionaries that if they did something new and different and some of his people didn't like it, "Just tell them that the mission counselor told you to do it this way." He tried to "protect" his men when they were faithful to God's Word in service and willing to try new things to take that Word to more people.

Joys and Frustrations

For us to understand life as a mission counselor, the counselors were all asked what their joys and frustrations were.

Joys:

Radtke

“It brought me joy to see the young men and their congregations mature and to see them excited about their work.”

Hartman

“It brought me joy in identifying new mission fields and helping in their beginnings. Counseling new mission pastors (orientation) and existing pastors. Also conducting evangelism and leadership training sessions.”

Gerlach

“A cooperative spirit on the part of the pastors and congregations served brings me joy.”

Radloff

“The most joy in my role as mission counselor was seeing young men growing in their evangelism and ministry skills. I also always enjoyed being with the families, most often staying with them when I was in a field and usually taking the family out for a meal to show our gratitude for their commitment. A further joy was seeing new souls added to the Kingdom in the missions served and to guide them in a positive way from exploratory to self-support. Much encouragement was given via letters, phone and email. I usually always tried to remember the missionary and his wife with a birthday note and an anniversary note.”

Chworowsky

“What brought me joy was watching gifted men succeed in their ministries.”

Schulz

“What gives me great joy is to see a missionary and a mission develop so that they do not ask weakly, ‘What do you think we should do?’ but rather, ‘Here's what we are doing. Here's our plan for the year and future years. How can we make this work smoothly?’ What gives me great joy is to see missionaries and missions reaching new people, trying new things that relate to their communities, and going the extra mile in their love for souls. What gives me great joy is to witness baptisms and confirmations in a mission church. What gives me great joy is to see people rejoicing in their ministries. What gives me great joy is to see the development of a climate of permission in a mission congregation, that people recognize their gifts and interests and work with their gifts and interests to help their congregation carry out the Great Commission.”

Ellenberger

“What brought me the most joy was the main effort of what we were doing – working with missionaries and congregations.”

Ahlswede

“My greatest joy was to see men going to their work with joy and to see how the Lord bless His Word. One of my greatest pleasures was to help serve the Lord's Supper in a mission and to see people of all races gather as one to receive the Lord's blessing of forgiveness.”

Huebner

“By far the most joyful thing is when a missionary and congregation ‘get it’...that is, when they understand what it is like to be a missionary in today's world and are strongly driven by the gospel to do everything in their power that the lost might be reached with the gospel and that their congregations might continue to mature spiritually and grow physically. Love to see that ‘fire’! Other joys: Seeing a missionary grow from being unsure to growing in confidence. Seeing missions reach the milestone markers: mission status, self support, buildings, 100 in worship attendance, etc. Watching the Lord work according to his promises. Seeing struggling missions become turned around and glowing with joy in Jesus!”

Schuppe

“Visiting the different missions and seeing how God is using unique people in unique settings to further his kingdom. I enjoy being with the missionaries and the members of their congregations to discuss outreach methods and plan the best ways to reach out to their respective communities with the gospel of Jesus Christ. I enjoy providing motivation, enthusiasm and a passion for the lost through sermons, Bible studies, seminars and workshops.”

Frustrations:
(listed randomly)

- My frustrations were not many. I thoroughly enjoyed the work. If there was frustration, it was not having enough time to get to all of the places often enough. In my district, we were at that time opening new missions or doing relocation/new starts almost faster than I could keep up with them. The travel schedule at the end got a bit wearisome.
- Being on the road half the month with a family at home. Budget restrictions and cutbacks which curtailed our work. Once a check was sent to a congregation to buy a piece of land, and they were instructed to return it. Funding was withdrawn, and the land not purchased until much later.
- At the time that I returned to the parish ministry, the synod was in a financial crunch which limited new mission starts. Much of the effort that went into demographic studies to locate new mission possibilities was for naught. Another frustration resulted from the attitude of mission pastors who needed help but were not open to it.
- To an individual or congregation deciding to go their own way and it is obvious they are on the wrong way!
- Frustrations: Going back repeatedly to the same mission and not seeing efforts made to get up and get going. Frustration: not seeing the pastor speaking of or modeling outreach to the lost. Frustration: not being able to act quickly enough when a time is ripe to get something new going.
- Time away from home – trying to convey to mission board (district and synod) the needs and efforts of missionaries and their congregations.
- Most missionaries are young men and many of them really struggle with their calling. Some of the very gifted ones are blessed with considerable satisfaction, but some also feel uncomfortable or inadequate in outreach ministry, and that is painful to see.
- Right now, I can't say that I really have any, other than the lack of funding to do all that we could to reach out to the lost. For the most part, all of the missionaries and mission congregations I work with

have been receptive to what I have offered and are making the effort to reach out. When I have had to admonish anyone, they have taken it in the loving way I presented it and have responded.

- My frustrations were seeing a lack of aggressiveness on the part of my fellow Christians. There were those who I felt diverted their attention from getting out among people to hiding in their study. Another frustration arose when people did not use the help that was offered to them. I also found it a fight to strive for doctrinal faithfulness and searching for good ways to present the Gospel to our age. To say it another way, we are always tempted to trust the wisdom of men instead of the Word of God.
- That I can't "reach" every mission/missionary...in the sense that each of them becomes on fire for Jesus in the way I would like to see that happen. The travel...it's getting old... That I can't do more....am sometimes just as confused by the problems in a mission area as the missionaries...and am not as helpful as I would like to be. That I don't have a congregation of my own to serve and try out the things I think I have learned and am learning. That I don't know how to say "no" to some of the groups (other than missionaries) that would like a piece of my time.

Changes

Staying Current with Cultural Changes and Insights on Reaching the Unchurched

It is very important for missions to stay up-to-date on cultural changes and insights on reaching the unchurched. Sometimes in the business of a mission's work, the missionary can easily fall behind keeping up with these things. Sometimes it is helpful to have help from a different eye to look at what is happening around the mission's area.

The mission counselors do their best to stay up-to-date in these areas and to help the missionaries see what is happening around them. This is basically done by reading, asking, and listening. The mission counselors try to meet with the people of all age groups, interview new converts and members, listen to their stories, and see how the Gospel has entered and changed their lives. They do large amounts of reading (especially on airplanes!) to see what others are doing, to find out where people are meeting, and to brainstorm ideas on how to be among them and reach them. The reading needs to be diverse – newspapers, magazines, books on culture, books on evangelism and outreach, books written by religious authors outside the WELS to see things from a different perspective. The Gospel does not change, but ways of sharing the Gospel and building bridges for the Gospel constantly change. What may be true in one area may not work in another because there are cultural differences.

The mission counselors also go to evangelism and outreach conferences. They meet people who have a proven experience in reaching the lost. How do they do it? What are the ingredients? What can be shared? What can be adapted? The counselors also study generational differences to see what interests different age groups. They brainstorm ideas on how to use generational interests to reach each generation in ways that make sense to them. The mission counselors spend time in prayer and read the Word which gives them the motivation of Christ Jesus to see the ripe harvestfield and to reach it. They also use Scripture as they read, study and evaluate other materials. Finally, they brainstorm with each other and learn from each other's experiences.

What Has Changed Most Since You Have Become a Mission Counselor?

As the mission counselors see the synod throughout many years up-close in the missions and from a wide scope as they travel to many places, they have an interesting perspective on what the synod is like and how the times change. One mission counselor states that he wishes everyone could see the synod as he does – the wonderful and faithful work being done, the active Christians, and the miracles that the Word works in people's hearts everywhere.

What has changed the most in their lives as mission counselors? The answers that the mission counselors returned shared many different points of view. Many commented on the different direction the role of a mission counselor has taken. In the beginning, there was a stress on having a land and facility man. That changed into having an outreach man. There was the change from reaching all the missions to spending their primary time on new starts and new missionaries. The change of having joint meetings of the mission counselors with the Board for Home Missions staff improved communication and the sharing of ideas and resources. A big change in how the mission counselor does his work has been the arrival of the internet and email. This has simplified many things and also made many things much more urgent and swift. All of the mission counselors grew in understanding, ability, and variety of strategies.

Some commented on the mission work of the synod. In the early years of the mission counselors, there was a big push to get churches into every state by 1978. Now it seems that more thought is given to starting missions where there is more likelihood of success and growth. Also, there are the dangers of the recent lack of synodical funds for home mission expansion, which to some looks like sitting on the Gospel and not sharing Christ crucified.

There were also comments on the change of society. There are vast changes in the secularization of our culture in a post-modern climate. The degree of difficulty in starting missions in today's culture seems to grow and grow.

Board for Home Missions' Report

Synod Leaders' View

The leaders of the Board for Home Missions were asked to comment about their working relationship with mission counselors and their view of the impact of the Mission Counselor program in the past and in the future.

Pastor Harold Hagedorn

Pastor Harold J. Hagedorn is the Administrator of Board for Home Missions. His connection to the mission counselors started in the 1970's while he was serving in the parish in Arizona and Colorado. In the late 1970's he was on the Colorado District Mission Board. Although the board did not have a resident mission counselor, it would borrow, "steal" and "hire" to help build up and instruct their missionaries and missions. Hagedorn received and declined a call to serve as mission counselor in California in the mid-1980's. Because of that situation, he wrestled with the program at that level. He has been in home missions administration on a full-time basis since 1986. He counts the mission counselors as the critical "field staff" of Home Missions. He claims no objectivity, but he contends that the mission counselors are the primary "research and development" group of the WELS when it comes to the front line of the parish, the heart of the work of the church.

The change for the mission counselors from an emphasis on "administrative assistants" to ministry counselors with an emphasis on new ministries and new men has been good. One of the major evaluative difficulties is establishing valid activity and fruit goals that are objectively reviewable. Even so, their continued review indicates much gratitude for the help.

In a rapidly changing environment, the synod needs some that are tasked to research and analyze the fields in which the Lord God places us, and then to develop useful ways of conveying the means of grace to as many as possible by all possible means. This, so the critical shepherds on the front lines might serve and share our Savior God better. If the program remains flexible and adaptable, it will be an asset to another generation of workers.

There are various studies and evaluations of the Mission Counselor program. The most recent is Spring 2001. The program description builds in frequent program review and analysis. Because "time flies when you're having fun," they are not always as timely as they would like for the encouragement of the dear servants in the role, but there are some reviews that might be able to be shared.

Mr. Melvin Schuler

Melvin Schuler is the Associate Administrator of Board for Home Missions. His first contact with them and the program was in 1984 as a member of the North Atlantic District Mission Board. Pastor John Chworowsky was the first one that he remembers. Shortly thereafter, he also served on the Board for Home Missions as the lay representative from the North Atlantic District. Besides working within the district, he was also on the board as they reviewed and approved the continuation of the Mission Counselors program. As the Associate Administrator for Home Missions, he works with all of the counselors.

Schuler believes that the program has had a very positive impact. The initial program embraced more of a mentoring or shepherding concept. It is now expanded and provides more training and help to the missionary in developing the ministry of the congregation. The mission counselors are able to spend longer periods of time with the missionary than the volunteers of the mission boards are able as part of their full-time positions. Therefore more hands-on training and follow-up are able to be accomplished. The mission counselors are also able to be a research source and willing and able to share ideas and experiences with the missionaries and with the other counselors. They spend time in seminars and learning what the trends are and what works both in our synod and in other church bodies. They share this information with the boards and with the missionaries.

The mission counselors are an important part of the Board for Home Missions team. They assist in determining the direction the board proceeds and help lead the charge to encourage the boards, missionaries and

synod officials in finding a way to "reach more of the lost." Their knowledge and experience in outreach and overall ministry will be very valuable as the board looks to reach more with fewer resources.

As the board moves forward, the mission counselors will be part of the core group in deciding where they plant new ministries and the methods that they use to outreach. Their task will continue to be hands-on as well as to be trainers, mentors, shepherds, researchers and counselors.

Pastor Mark Cares

Pastor Mark Cares is the Chairman of Board for Home Missions. He was recently elected as the Board for Home Missions chairman, so he has not had too much contact with the mission counselors yet. But he knows that they have helped numerous missions, and one concern is spreading out the men too thinly. Pastor Cares hopes that the boards can better equip the district mission boards for mentoring.

Pastor Kenneth Gast

Pastor Kenneth Gast is the former chairman of the Board for Home Missions, serving in that position for twelve years until 2003. Prior to that, he was the chairman of the Western Wisconsin District Mission Board when they called the central mission counselor in 1989. As the District Mission Board chair, he worked closely with the mission counselors. As chair of the Board for Home Missions since 1991, he also had the privilege of appointing three task forces to review the Mission Counselor program. Each task force came up with a very positive reporting as they surveyed the missions and missionaries, as well as the District Mission Boards.

Gast described that it is hard to guess what it would have been like without the Mission Counselor program. "The best measure seems to look at the positive reactions of the missions, missionaries, and their expressions of thankfulness for the mission counselors. While it appears we will not be opening many new missions in the near future because of finances, the mission counselors can have a good influence on our missions which are struggling. While budget cuts were made recently and the Mission Counselor program came under scrutiny once again, the program remained in tact. I think that speaks volumes."

Missionaries' Report

Missionaries' View

It is wonderful to see the mission counselors' passion and love for the lost, their expertise, their experience, their relationships to all the missions, missionaries and boards, their constant study and review of outreach methods and programs, and their ability to travel and be on-site. But as we think about how they relate to the missionaries – through Bible study and prayer; through being available, accessible and approachable; through walking the streets with the missionary; through spending time with the missionary and his family; through being a spiritual father like the Apostle Paul; through being an encourager like Barnabas; through maintaining contact with on-site visitation, phone calls and email, and through their regular prayers for the missionary and his family – let us see what the missionaries have to say.

The missionaries' emails are basically presented in their entirety. This will show you reactions to the mission counselors from different people and different situations.



1 – Where and when has a Mission Counselor worked with you?

Tree of Life in Cary began in 1996 when the only congregation in Raleigh, NC, desired to start a mission congregation in the Cary area (about 20 miles to south west). I arrived in August of 1997 being assigned here out of Seminary. By mid-September I was meeting with Rev. John Huebner who is our mission counselor for the North Atlantic District. For the first year and a half we met about every 4 months to check up on progress of the mission. After we started services in December 1998 it was about 2 times a year and recently he comes by about 1 time a year - as well as we have conversations about the ministry at conferences during the year.

John was instrumental in setting our original goals and direction as a congregation. He helped us solidify our target area, brainstorm ways to reach the community, ideas as to how to organize for ministry and also assisted with plans and timing for our first service. He also served as a personal "coach" for my beginning ministry. Even though the tasks were initially overwhelming, he was key to keep me moving and stretching my skills and abilities as a new pastor. He also was important as a sounding board for new ideas as well as an ear to hear about the frustrations of starting a mission.

As a congregation we had him preach a number of times through our 5 years of worship history, the most recent at our 5th year anniversary of worship Dec 14, 2003. He has had a chance to meet many of the members and leaders of the congregation and is respected among us as an important part of our mission and ministry. His contact with the people has been important to let them know that the mission board or synod is not just dictating what needs to be done without personal assistance and encouragement to carry it out. His close contact with our mission board is important to maintain a consistent message between him as mission counselor and the role of the District Mission Board.

2 – Describe a few ways in which the Mission Counselor program has affected you and your group in your ministry?

I mentioned a few above but here are maybe some bullets:

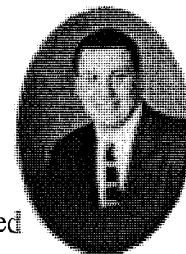
1. Planning and strategizing for ministry: This was important in the first years to give some direction to a directionless group. It was difficult as a Seminary grad to see what needed to be done, what, where and when as well. Sitting down with John enabled us to talk about what the area was like and make a plan for the next months to try as we moved forward.
2. Developing leadership and an organizational structure: Knowing that leadership as a pastor and as lay people are important, John helped in the process of developing a coordinating team and subsequently was consulted on the development of a constitution.
3. Goal setting: He helped us set up some manageable goals to accomplish over the years - for me personally as to how many homes to canvass, what books to read, visits to make, etc.; and for the congregation - how many to have at the first service (our goal was 100) and what needed to happen to make Tree of Life a viable, growing congregation.
4. A consultant: When we had ideas of ministry John was our sounding board to bounce them off to see if we were on track, others had resources for us to use, or how to more effectively carry out the idea.
5. Liaison between the congregation & mission board. Even though we have a "Shepherd" on the DMB, he has never really had contact with our mission or leaders - besides that individual has changed 3 times in our 6 year history. Having John work more intimately with me and the congregation has been great

for all involved - especially for the congregation to get to know him and put a caring face with the synod at large. They have appreciated his involvement over the years. Not to say our DMB is uninvolved, but they handle more the business end of things - the mission counselor is more the mission and people end of things.

3 – Is there anything else you would like to share?

I know there has been some talk about eliminating the MC positions. Maybe someone will read your paper and react positively to it. My experience has been invaluable with John and have very much appreciated his insights, drive, resources, experience, push, motivation, direction, etc. It would be interesting to take a 5 year period from pre-MC days and compare mission growth and direction to 5 years with MC assistance and see if there is any noticeable difference. I know for us it has been very much a blessing to have the program in place to assist us in our mission work. If it were up to me, it would be great to have every congregation in the WELS assigned to a mission counselor to work with them to move the mission of the church forward more effectively and rapidly.

I don't know if you cover the Mission Counselor's Newsletter, but this is also a great resource to share ideas among the missionaries - we have used a number of items from it.



1 - Where and when has a Mission Counselor worked with you?

I currently serve in Urbana, IL. For the entire 5 1/2 years of my ministry I have been involved with Mission Counselor Wayne Schulz. From July of 1998 until present Wayne has been a part of the initial exploratory work and now helped as we are a mission congregation.

2 - Describe a few ways in which the Mission Counselor program has affected you and your group in your ministry?

Guidance - His experience and insight helps make decisions when it comes to making decisions.

Encouragement - From the meetings, special Christmas e-mail messages, to going out of his way at conferences and conventions to touch base and talk with me.

Sounding Board - Great listener

Mediator - speaks things that I would rather not at times with the congregation giving them a kind reminder instead of it coming from the pastor.

Experience - He knows of what he speaks both personally and what he has seen at other missions.

3 - Is there anything else you would like to share?

Nothing other than to say I am grateful for the all of the help I have gotten from Wayne, but more than that to acknowledge the great sacrifice, effort, and love for the Savior that all of our mission counselors must have. They travel a lot. They are away from their families for periods of time. And in the middle of all of this they are the most positive people I have ever met. What I am saying is a thank you would be most deserving for all those who have ever served in this capacity.

Tom Kock – Johnson City, Tennessee – Class of 1992



1 – Where and when has a Mission Counselor worked with you?

Jim Radloff - 1992ff, Johnson City, TN

2 – Describe a few ways in which the Mission Counselor program has affected you and your group in your ministry?

We started an exploratory mission in 1992. Jim was great! He came for my installation; that weekend he and I yellow-padded about 25-30 things which I could do in the next couple weeks/months. That included everything from “unpack my books” to “make appointments with as many community leaders as possible in order to try to get to know the community quickly” to “start knocking on doors, with a goal of ...” That was GREAT, because it gave me a roadmap at the most difficult time.

Afterwards, he came back about every 3-4 months, I'd say (that's 10 years ago, so my memory may be a bit fuzzy) and often he'd do a workshop with the congregation, or would help us get started with something or another. (For example, he came and trained us on how to do phone canvassing, then actually made phone calls for a while as we got started on it.) Sometimes it was simply to catch up with us and give us encouragement and advice. It was REALLY helpful.

After about a year, I'd guess, he began to come less often (maybe once every six months???), and eventually he tapered it off so that he didn't come anymore at all, because he was going elsewhere, and we didn't need him as much.

3 – Is there anything else you would like to share?

Nothing I can think of, but overall, Jim was fantastic, because he helped give us the roadmap for those first few months. When you go to an established congregation, there are a whole bunch of things that the pastor simply plugs into. (i.e. you preach every Sunday; there are shut-ins to visit; you teach confirmation class, Bible study, etc., etc.) When you start from scratch, the first question is, “What do we do?” Jim was the one who got us through that time in such a way that we could do excellent ministry. Fantastic!

Mark Kom – Little Rock, Arkansas – Class of 1996



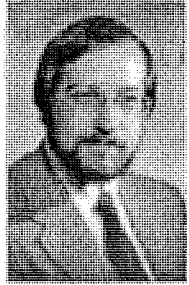
1 – Where and when has a Mission Counselor worked with you?

From 1998 through 2002

2 – Describe a few ways in which the Mission Counselor program has affected you and your group in your ministry?

From what I'm told he was a big advocate for keeping the mission open until another pastor could be called to work the field. He also gave some seminars on evangelism to the congregation, encouraged us with personal visits and helped with some planning while we considered relocation.

Richard Krause – Pewaukee, Wisconsin – Class of 1983



1 – Where and when has a Mission Counselor worked with you?

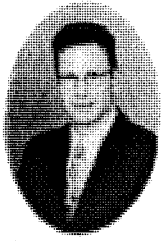
I was called as a home missionary from 1983-1993 and worked with three mission counselors during that time in the Michigan District.

2 – Describe a few ways in which the Mission Counselor program has affected you and your group in your ministry?

Each mission counselor served in somewhat unique ways. They were often a reflection of the Mission Board or filled in weaknesses or gaps in the way that various boards served. Over the course of ten years there was a lot of changeover on the board. Essentially I served under three different boards. One mission counselor pretty much ran the whole show and the board served as a rubber stamp. This maybe sounds harsh but a lot was accomplished during that time. The next counselor served as a sounding board and encourager. He helped to share ideas and information but mainly he was a friendly counselor. The last individual had just started the job when I took a call to another district.

3 – Is there anything else you would like to share?

I felt the mission counselor program was important and a great help especially for someone fresh out of the seminary. As the years went by I probably helped the mission counselor as much as he helped me. He kept me informed as to what others were doing and I could relate what was working or not working in my area. Good people skills are essential because of working in such a liaison relationship between missionary and board.



1 – Where and when has a Mission Counselor worked with you?

A mission counselor has worked with me over the last 4 ½ years that I have been serving as a missionary in Mississauga, Ontario, Canada. Our mission counselor throughout this period has been John Huebner, who serves the Michigan and North Atlantic Districts. He visited us about 4 times annually in the beginning, and now currently visits about twice annually, usually a visit of a couple days each time. Besides that, he is always a phone call or email away for regular advice. Even when he is not here, I have always viewed him as more or less a partner in ministry here.

2 – Describe a few ways in which the Mission Counselor program has affected you and your group in your ministry?

Besides seeing him as a partner in ministry, he is also a mentor. He has been very influential and instrumental in shaping my personal and public ministry of the gospel here at Cross of Life in Mississauga.

When you get sent out into the mission field as an exploratory pastor, especially if it is right out of your training at the Seminary or even after a couple years of tutoring, you can easily find yourself asking, “Now what do I do?” No training in the world could FULLY prepare you for the task of starting a mission congregation - especially in an area with no established core group, as was the case here.

I have heard someone compare sending a single missionary out to start an exploratory to kind of be like if Dwight Eisenhower would have sent one soldier to Normandy on D Day to shoot around a little bit and see how he did. If he killed a few Germans, then we will send him some more supplies, manpower, etc... And that is exactly what we do when we send one lone man into a field and tell him to start a church, and then if he does well, we will send him some more backup, money, manpower, etc...

At the same time, our synod isn't in a position to send out a team of pastors and teachers in every mission start we have. I believe that would be the ideal concept if it was possible - to send out a team of 3-5 people to start any church that we start (one pastor, one teacher, one music minister, a staff minister, etc). But of course, that takes a lot of manpower and money, both hard to come by commodities.

So until we can do that in every case, the best way we can accomplish some of those things is with the Mission Counselor program. It is very valuable having the advice and counsel of an experienced man who is in contact with you on a regular basis as you are involved in starting your mission. Even if he isn't right on site with you the whole time, he is the one, with all of his visits, who besides you, will know your situation the best? And his experience in other mission fields is very valuable in helping you get started and keep going.

Our mission counselor has been very valuable to me in giving me a host of ideas, helping me shape a philosophy of ministry, helping me formulate study habits and reading lists that expand my horizons and help me think “out of the box” in this situation where that is required. He has constantly pushed me to the next step. As soon as we have something going well, he would often be encouraging me to be thinking about the next thing. And all of this is nothing you can get out of a textbook or your old Seminary notes.

The first visit my mission counselor made to me, three days long, was very tiring! We filled pages full of notes and ideas for things that I should be doing and thinking about! As overwhelming as it was, it was extremely valuable, and I have no idea if I would have thought of half of them! Successive visits were less and less overwhelming, but still filled with great idea sharing.

In various visits to our mission field, and our now budding congregation of Cross of Life, our mission counselor at times has ...

- helped us canvass the neighbourhoods
- preached for our group
- conducted a workshop or two
- gone on land search trips
- brainstormed with me and members of our congregation
- helped with a Kids Event Bible Camp
- taken my wife and me out to eat frequently
- led many Bible studies and devotions
- developed a good friendship with us

Besides these specific things, there are other valuable things mission counselors do. In this age of email communication, they are great catalysts for getting good ideas spread fast. This is where all of the mission counselors come in. If one guy has a good idea, it can get shared with hundreds of missionaries through the networks shared with the MCs - and get shared quickly. If a guy is looking for an idea, and one MC doesn't have it off the top of his head, he can probably find it fast, or give some good references. All the MCs seem to be well-read and have been great at idea-dropping and putting experiments out into the field. And of course, there is one of the best all time idea sharing efforts, the *Mission Counselor Newsletter*, which puts ideas into a printed publication and shared at low cost.

Finally, we really look forward to the visits we have with our MC. We always have him stay at our house, because it is just nice to have people contact, especially in the early days of an exploratory, when you don't know too many people yet. So that friendship we have developed has been a real pickup in my ministry.

James Schumann – Myrtle Beach, South Carolina – Class of 1981



1 – Where and when has a Mission Counselor worked with you?

2000 - 2004 in Myrtle Beach, SC

2 – Describe a few ways in which the Mission Counselor program has affected you and your group in your ministry?

Having come from a large established congregation the mission counselor was able to give me invaluable insights into mission work, outreach, curriculum, advertising, media, and finances, to mention a few things.

3 – Is there anything else you would like to share?

I highly value the Mission Counselor program in our synod. I must admit that I was not aware of its value until I became a missionary.



1 – Where and when has a Mission Counselor worked with you?

Roswell, NM. 1999-2002

2 – Describe a few ways in which the Mission Counselor program has affected you and your group in your ministry?

Pastor Ahlswede's visits during a six-year "vacancy" (really, the time between pulled subsidy and restart) kept this exploratory going.

When my wife and I came to this isolated location, he made extra trips to come and encourage us in this ministry. Encouragement is the key word - not something that you can encourage people to think of as necessary unless of course, they've benefited from it. He simply shared the word of God with us personally and as a congregation. His work was essential to both the survival of mission and missionary here. He also shared a ton of mission resources.

3 – Is there anything else you would like to share?

Pastor Ahlswede came to Roswell about three times a year. The people loved and respected him as much as any pastor who could live here.



1 – Where and when has a Mission Counselor worked with you?

1993-Present – Pastor Wayne Schulz

Pastor Jim Radloff (was a member where I vicared, a guy I sometimes called and the MC newsletter)

2 – Describe a few ways in which the Mission Counselor program has affected you and your group in your ministry?

Organization- As you well know, the Wisconsin Lutheran Seminary does a great job giving their graduates a solid Biblical education, but our training in starting an exploratory is non-existent. The first visit I had with Pastor Schulz, we went through a strategy for ministry in our area. He offered his expertise and experience in helping me develop a plan for ministry.

Encouragement and Tone - Pastor Schulz had a calming influence on me and my ministry. At times when I worried about what needed to be done, he was there to reassure me. He welcomed calls at any time, helping me troubleshoot any problems that I was having.

Evangelical Spirit- Pastor Schulz was always there with good, solid encouragement from the Word. Reminding me of the power of the Holy Spirit working through the Word, he helped keep the task of spreading the Word clearly in sight.

Resource Material - Through the MC newsletter they shared ideas between missionaries.

3 – Is there anything else you would like to share?

I would say that the Mission Counselor program is almost like having continued, one-on-one seminary education in the field. I have worked closely with Pastor Schulz and Pastor Radloff and noticed that they are not only outreach minded individuals, but solid Christ-centered theologians who have the ability to take what Scripture says and help young pastors put into a ministry plan and then into practice.

Pastor Schulz has had as big an influence on me as any of my Seminary professors. The biggest difference is that from day one our relationship was brother to brother rather than professor to student. He was willing to humble himself and come down to my infantile outreach level and take me by the hand and walk me through all of the things I needed to know. I think I appreciate it even more now, ten years into my ministry. I see new guys who have some fears and concerns that I had when I started and he is just as patient with them as he is with me. I think your paper is a fitting tribute to the fine, unheralded work that our mission counselors have done over the years.



1 – Where and when has a Mission Counselor worked with you?

I was assigned to start an exploratory mission in northwest Columbus, Ohio, which eventually became Shepherd of Peace Ev. Lutheran Church, Powell, Ohio. I was assigned to this work in May of 1981. I worked with Mission Counselor Robert Hartman and then with Mission Counselor John Chworowsky. I also served on the Michigan District Home Mission Board when John Chworowsky was the mission counselor, so I had the rather unique experience of being both a recipient of his help and a supervisor of his work.

2 – Describe a few ways in which the Mission Counselor program has affected you and your group in your ministry?

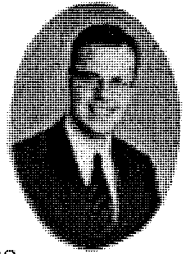
I had served for 3 years as a graduate tutor in two of our WELS prep schools before being assigned to the exploratory mission in northwest Columbus, OH. No nucleus of members had been gathered when I arrived, since the Home Mission Board was trying to ring Columbus with WELS churches. Instead of a group of WELS members asking the synod for help in starting a mission, this was one of the rare cases when WELS was deliberating planting a church in what they saw was a growing area. Bob Hartman's advice, encouragement and friendship were invaluable in giving me direction, helping me see the big picture, keeping me patient enough to gather a nucleus of people through Bible study in the basement of my condominium before rushing to hold our first worship service in a rented daycare center, and flooding me with a wealth of ideas for outreach and advertising.

3 – Is there anything else you would like to share?

Because I was a bachelor at the time and there were quite a few home missions in the Ohio Conference of the Michigan District, Bob Hartman often used my condo as his base of operations while working with the home missionaries and missions in Ohio. I got to hear what was working and what wasn't working out in the field when he would come back to my place at night. Many times after he left, I would go back into my condo and find the place filled with papers describing ways to do home mission work. I would feel overwhelmed and stressed out because I didn't know how I could possibly do all these things. Then, I realized that Bob Hartman wasn't doing all these things either, but that I had to pick and choose from among them or combine some of them and use what worked for me.

Let me say this also, since I know some brothers are convinced that the Mission Counselor program was and is filled with and promotes the use of *Church Growth Movement* materials. I believe that my mission counselors trusted my sanctified and trained judgment to be able to discern what was good and proper to use in certain "tainted" materials and what was garbage. **NEVER** was I ever encouraged to think, say or do anything contrary to God's Word and will in order to get more members into the church. I was constantly being encouraged to think "outside of the box" and to try to put myself in a non-church member's shoes in order to better communicate the Gospel.

I know the Mission Counselor program was a huge help to me in my early ministry and that many of the lessons I learned with the mission counselors serve me well in my ministry today. I am very grateful to our Lord and synod for providing them.



1 – Where and when has a Mission Counselor worked with you?

I was assigned to a mission exploratory in Verona, on Madison's West Side, right from the Seminary. The mission counselor helped in looking for a house and getting me set up with the mission board. I would say that it was extremely helpful in the first weeks and months to have someone telling you what you can do, because it is hard to make the adjustment from classroom to mission explorer. Helping you with motivation, feeling guilty for not having immediate success, giving suggestions from other explorers was all extremely encouraging and helpful.

I personally was blessed to have a fellow missionary only miles away that I could bounce things off of, but I am sure that the guys out in isolated areas really need the visits and personal contact with the counselor to keep their spirits up.

2 – Describe a few ways in which the Mission Counselor program has affected you and your group in your ministry?

I think that the biggest thing was helping us plan, giving us Bible Studies, resources and ideas that others had used so that we didn't have to reinvent the wheel.

It was also crucial in my situation (which was a unique one with the mother congregation) to have someone to talk with far more ministry experience. There were some hard feelings when we finally left the mother church and began our own services, and I was glad to have someone encourage us through these steps.

3 – Is there anything else you would like to share?

One thing that I think the mission counselors have that is an asset is that they can visit so many missions - each one unique - and offer things that might help a fellow missionary or congregation. It is one thing to read about a successful outreach effort at a congregation - it is quite another to have the counselor explain it to you and how it might work with your congregation too.



1 – Where and when has a Mission Counselor worked with you?

I have had the pleasure of working with Jim Radloff, Ed Schuppe, and Wayne Schulz. They have all been to our mission numerous times and we have also benefited from their wisdom at Schools of Outreach and delivering practical conference papers.

The Mission Counselor Newsletter has also been a great resource to mooch ideas!

2 – Describe a few ways in which the Mission Counselor program has affected you and your group in your ministry?

We wouldn't be where we are today without their expert advice and feedback. Jim Radloff helped model and motivate a mission attitude as we reinvented ourselves and relocated 25 miles away. He was an excellent resource as we counted down to our first worship service and did extensive phone and door to door survey work.

Ed Schuppe is a great addition to the ranks of mission counselors, like Jim he is an experienced pastor. He is especially gifted in the areas of time management, vision, budget, and planning. He is also very active in making presentations [he'll be here for a marriage seminar on Feb. 14th] and working with us on our district evangelism commission.

Wayne Schulz has been very helpful in the areas of vision and building design. He helped us much in realizing that relocation was an option for us and was invaluable as we examined floor plans and even met with our architect.

3 – Is there anything else you would like to share?

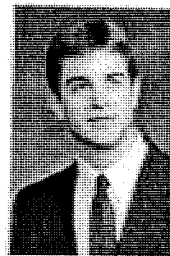
Generally we send many young families into our home missions and having a friendly face show up every few months is very encouraging. In the outlying districts we don't have neighboring congregations close by- the mission counselors fill that role. I think the care and questions they direct to our wives give needed love and support.

I don't know if any of these gentlemen would like to claim me as a son, but they also serve as a kind of a paternal figure as they patiently love, direct, and serve as a sounding board.

They also serve as cheerleaders as they encourage by example and spread plenty of motivation for ministry in the parsonage and with our parishioners. The time they spend in prayer for us and who we serve is also invaluable.

Something also not to be overlooked is the onsite accountability they bring to ministry. They help as you put dates on the calendar and then plan backwards. When they come to town you want to make sure that your ducks are in a row.

These gentlemen are experts and have been to our mission congregations. They meet with our leadership. They preach in our pulpits in storefronts, cafeterias, and WEFs. They see the community first hand as they walk door to door. They understand the demographics of a community as they see subdivisions and commercial districts as land search begins. No one knows more about our home missions than our mission counselors. I pray that their opinions and feedback are continually sought after by our District Mission Boards and the Board for Home Missions.



1 – Where and when has a Mission Counselor worked with you?

Our congregation was an exploratory start in 1990. Our MC (Jim Radloff) was instrumental in our ministry. He assisted me in an evaluation of the parish area. He worked with me in setting up an initial calendar and plan for ministry. Pastor Radloff conducted outreach and leadership training workshops among our people. He set the tone for training laity for ministry which has served this congregation so well in the years that have followed. For the first year he worked very closely with me in almost every aspect of our ministry. But the work of our mission counselor went much deeper than that. He encouraged me on a very regular basis. He led a young, self doubting pastor to see that God could use him and the efforts of his people in gospel ministry. He “walked along side” of me as I did ministry. He both showed me and he did it with me. His love for the gospel and love for souls was infectious. In many ways I would call him a mentor to me in my ministry here.

2 – Describe a few ways in which the Mission Counselor program has affected you and your group in your ministry?

To some degree, I have stated it above. Our mission counselor helped to focus our nucleus on the mission of the church. In a sense I believe that we have been able to maintain that over the years. He led me to see the urgency in gospel outreach. I will long remember Jim Radloff’s words: “See the people, see the people, see the people.” Beyond our direct contact with our mission counselor in the early stages of our ministry, our congregation has been helped by attending two Schools of Outreach. The mission counselors have been very involved in that program. We attended a school of outreach in 1998 and in that weekend set down plans to build an educational wing and add two staff people (secretary and staff minister). By God’s grace we have accomplished those goals and continue to build on them. From my viewpoint, the mission counselors have been a critical component of the School of Outreach program.

3 – Is there anything else you would like to share?

I currently serve as the District Mission Board chair in the South Atlantic District. We have responsibility for a large number of missions. I see our mission counselor as being vital to our efforts. I like to refer to our current mission counselor (Ed Schuppe) as the eyes and ears of our mission board. More importantly he is also in many cases our heart. He is with the missionaries. While we are often working from a distance, he is working closely. He does so much that we would not be able to do. Without our mission counselor we would quickly turn into a distant administrative team. He gives us personal contact and much more direct encouragement. I believe that our mission counselor is vital to our efforts. Thanks for asking for my perspective.

Addenda

PROPOSED GOALS FOR THE USE OF THE REGIONAL MISSION COUNSELOR

For the program/fiscal year: **2003-04**
District Mission Board: _____
Region: _____
Mission Counselor: _____

To aid in the development of an annual schedule for the Mission Counselor called by your region, your DMB is asked to complete the following assignment chart for your district. For each assignment you would like to give the Mission Counselor, provide the number of day(s) required to complete the assignment, keeping in mind travel requirements, congregational meeting schedules, etc. Your Mission Counselor might find it helpful if you are able to suggest dates for an assignment.

Send the completed form to the Mission Counselor. He will compare it with those he receives from the other districts in your region, compile a proposed regional schedule and present it for your consideration at the regional meeting during our BHM spring meeting.

RETURN THIS FORM TO YOUR MISSION COUNSELOR BY APRIL 11

Types of assignments to be considered:

1. New missions to be visited (list each location, include the number of times a visit should be made)
2. New missionaries to be visited/oriented (list each man and the number of visits to be made)
3. Existing exploratories to be visited (including number of visits)
4. Attendance at DMB meetings
5. Workshops and seminars to be conducted
6. Missionary conference
7. Missions at risk needing specific mission counselor help
8. Special assistance to DMBs

Proposed District Assignments	No. of days	Proposed Dates	Specific objective and goals to be accomplished

Proposed District Assignments	No. of days	Proposed Dates	Specific objective and goals to be accomplished

RETURN THIS FORM TO YOUR MISSION COUNSELOR BY April 11, 2003

**REGIONAL MISSION COUNSELOR'S
COMPILATION OF THE DISTRICTS' PROPOSED GOALS**

For the program/fiscal year: 2003-2004

Region: _____

Mission Counselor: _____

When the regional Mission Counselor has received the completed "Proposed Goals" worksheets from all of the DMBs in his region he is to compile the goals into a single form that reflects (1) the objectives of the MC program as laid out in the MC position description, (2) the desires of the DMBs in his region, (3) his personal needs and (4) the desires of other regions, DMBs or the BHM. This expansive list is to be calendarized by the Mission Counselor and presented for discussion and final agreement with his regional representatives at the spring BHM meeting.

This completed form is to be presented by the Mission Counselor for discussion during the regional meetings at the BHM spring meeting.

<u>Proposed Assignments</u>	<u>Number of Days</u>	<u>Proposed Dates</u>
-----------------------------	-----------------------	-----------------------

A. New missions to be visited (list each place)

1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
5.	_____	_____	_____
6.	_____	_____	_____
7.	_____	_____	_____
8.	_____	_____	_____
9.	_____	_____	_____
10.	_____	_____	_____

B. New missionaries to be visited/oriented

1.	_____	_____	_____
2.	_____	_____	_____
3.	_____	_____	_____
4.	_____	_____	_____
5.	_____	_____	_____
6.	_____	_____	_____
7.	_____	_____	_____
8.	_____	_____	_____
9.	_____	_____	_____
10.	_____	_____	_____

Proposed Assignments

Number of Days

Proposed Dates

C. Existing "Nuclei" to be visited

	<u>Number of Days</u>	<u>Proposed Dates</u>
1.	_____	_____
2.	_____	_____
3.	_____	_____
4.	_____	_____
5.	_____	_____
6.	_____	_____

D. DMB meetings where MC attendance is expected:

	<u>Number of Days</u>	<u>Proposed Dates</u>
1.	_____	_____
2.	_____	_____
3.	_____	_____
4.	_____	_____
5.	_____	_____
6.	_____	_____
7.	_____	_____
8.	_____	_____
9.	_____	_____
10.	_____	_____

E. Workshops to be conducted:

	<u>Number of Days</u>	<u>Proposed Dates</u>
1.	_____	_____
2.	_____	_____
3.	_____	_____
4.	_____	_____
5.	_____	_____
6.	_____	_____
7.	_____	_____
8.	_____	_____
9.	_____	_____
10.	_____	_____

F. Missionary conferences:

	<u>Number of Days</u>	<u>Proposed Dates</u>
1.	_____	_____
2.	_____	_____
3.	_____	_____
4.	_____	_____

Proposed
Proposed Assignments

Number of Days

Dates

- G. Missions at risk needing specific MC help
- | | | | |
|----|-------|-------|-------|
| 1. | _____ | _____ | _____ |
| 2. | _____ | _____ | _____ |
| 3. | _____ | _____ | _____ |
| 4. | _____ | _____ | _____ |
| 5. | _____ | _____ | _____ |
| 6. | _____ | _____ | _____ |

- H. Assistance to DMBs (planning, relocations, consultations, etc.)
- | | | | |
|----|-------|-------|-------|
| 1. | _____ | _____ | _____ |
| 2. | _____ | _____ | _____ |
| 3. | _____ | _____ | _____ |
| 4. | _____ | _____ | _____ |
| 5. | _____ | _____ | _____ |
| 6. | _____ | _____ | _____ |

TOTAL DAYS: _____

Professional Growth/Personal Days

Number of Days

Proposed Dates

- | | | | |
|----|---|-------|-------|
| A. | Vacation days: | _____ | _____ |
| B. | Personal days: | _____ | _____ |
| C. | National expertise (cross-regional) days: | _____ | _____ |
| D. | Education (School of Outreach, etc.): | _____ | _____ |
| E. | Other: _____ | _____ | _____ |

TOTAL PERSONAL DAYS: _____

GRAND TOTAL: _____

This completed form is to be presented by the Mission Counselor for discussion during the regional meetings at the BHM spring meeting.

**Mission Counselor—North-Central Region
2003-2004 Ministry Plan
Updated on 5/7/03 after regional meeting
and consultation with BHM staff**

A. Outreach exploratories with manpower

Place accomplished	Visits/Days	Specific objective and goals to be
1) South Calgary, AB	2 visits	Guide development; outreach & leadership; group involvement; FRAN; decide on field's future; find wife for missionary! Go/no go by 9/04
2) Hmong Ministry, MN	1 visit	Coordination with other districts; assist with communication and publicity
3) Roscoe, IL	4 visits	Long-range plans; early land purchase? Help missionary work in new independent ministry; <u>treat as exploratory</u>
4) Oconomowoc, WI	5 visits	Monitor core group; assist with planning; cooperation with St. Matthew congregation; focus on outreach; FRAN; canvass; follow-through
5) Belvidere, IL	4 visits	<u>Treat this similar to exploratory</u> & combine with trips to Roscoe; orientation of new man; mission-mindedness in cong.

B. Newer missions/missionaries

Place accomplished	Visits	Specific objective and goals to be
1) Calgary NE, AB use	2	Keep targeted on outreach; meet missionary for focus; min center
2) Yankton/Vermillion, SD	1	Futures/vision; determine status & scope of Vermillion outreach
3) Gillette, WY	1 or 2	Ministry plan & follow-through; CEF payments kept up; missional mindset
4) Regina, SK	1	Focus on outreach; possible building purchase—how to use Building;
5) West Fargo, ND	2	Encourage; membership focus to outreach; stewardship focus

6) Saskatoon, SK	2	Encourage; develop congregational vision
7) Milbank/Summit, SD	2	Long-range planning/vision; SoO?
8) W Rapid City, SD	2	Leadership; land purchase; develop long-range plans/vision
9) Red Deer, AB	1	Build on momentum; futures?
10) Bellevue, WI	1	Review of process; growth analysis—what can we learn? building
11) SE Appleton, WI	1	Growth analysis—what can we learn?
12) Cedar Grove, WI	4	Orientation—treat more like exploratory; teaming analysis with Sheboygan; long-range vision/planning
13) NE Appleton	5	Orientation; treat as exploratory; teaming with congregation and area churches; visioning and planning
14) W. Oshkosh, WI	3	Development after mission status; organization & long range plans; open forum in September\
15) Andover, MN	2	Ministry focus; outreach involvement; SoO; childhood ministries
16) Lakeville, MN	3	Missionary orientation; focus and vision
17) Fairmont/Spirit Lake	2	Help with outreach focus for Spirit Lake
18) Cambridge, MN	2	Encourage outreach ministries during building; help plan open house for new church; cong'l vision and plans
19) Elk River, MN	2	LDSHP; encourage long range vision/planning
20) Duluth, MN	1	Encourage new missional attitude; property planning
21) Grand Rapids, MN	1	Encourage; long-range plans; building
22) Cottage Grove, MN	1	Congregation is self-supporting; missionary desires guidance for developing mission-minded congregation
23) Rochester, MN	2	Supervise Vicar in Mission setting; long range planning help
24) Kasson, MN	1	Develop missional focus/attitude
25) Savage, MN	1	Learn from new paradigm; use as model for dual-site ministries
26) Maple Grove, MN	1	Future plans/vision; encouragement
27) Dardenne Prairie, MO	3	Encourage congregation to outreach emphasis/involvement; planning help; vision

28) St. Peters, MO	1	Future plans; cooperation with Dardenne Prairie; building; school
29) Columbia, MO	1	Contact with ELS pastor
30) West Des Moines, IA	2	Bldg dedication; FRAN; community identity; open house
31) Woodbury, MN	3	Maximize use and ID of new ministry center; property issues; Outreach mindedness—encourage
32) Waunakee, WI	2	Member involvement; long range vision/planning
33) Ladysmith, WI	1	Invite to Conf/Miss.;
34) Rib Mountain, WI	2	Ministry emphasis; use of expanded facilities/open house; Plan for staffing increase
35) DeForest, WI	3	Ministry focus; pre-school development; staffing issues
36) Rockford, IL	1	Outreach encouragement
37) Portage, WI	1	Outreach ministry focus; toward self-support status
38) Peoria, IL	2	Development after mission status;
39) McFarland, WI	4	Organization for outreach; property purchase guidance
40) Verona, WI	4	Land purchase finalization; organization for outreach; facility planning assistance; long range vision/planning
41) Holmen, WI	1	Encouragement
42) Galesville/Arcadia, WI	2	Encouragement; second site—Arcadia development; open house for enlarged facility; encourage vicar
43) Prairie du Chien, WI	1	Outreach focus encouragement; momentum & image; PR; streets
44) Urbana, IL	3	Long range plans; land purchase guidance;
45) Normal, IL	1	Encouragement; long range plans-vision
46)		

What can the mission counselor do for your congregation to help them advance in their ministry of outreach to their community?

C. Missions needing specific help

Place	Activities	Specific objective and goals to be accomplished
1) Bozeman, MT	1	Relocation issues
2) Mitchell, SD	1	Dual parish with Huron; new pastor
3) Eagan, MN	2	Observe building project; plan open house for community
4) Chippewa Falls, WI	1	Encourage; SoO
5) Normal, IL	2	Continued encouragement; outreach emphasis; planning
6) UW Campus	3	Ministry brainstorming/planning
7) Oshkosh Campus	2	FRAN workshop
8) UM Campus	2	Ministry planning/outreach
9) UM Mankato	1	Ministry planning/outreach
10) Others:		

D. Vicars in missions

Place	Activities	Specific objective and goals to be accomplished
1) Rochester, MN	2	Guidance; review progress
2) Brookings, SD	2	Guidance; review progress
3) Galesville/Arcadia, WI	2	Guidance; review progress
4) Yankton/Vermillion, SD	2	Guidance; review progress

E. Formative or pre-exploratory groups or area analysis

Place accomplished	Activities	Specific objective and goals to be
1) Coralville, IA	1	Plan analysis for potential request; team with Cedar Rapids
2) Rochester, MN	3	Assist Resurrection in planning dual site parish in NW Rochester
3) Stillwater, MN	2	Partnering in Somerset, WI
4) St. Cloud, MN	1	Plan analysis for request; dual site?
5) Rosemount, MN	1	Analysis for future
6) Janesville, WI	1	Analysis for possible dual site
7) Dubuque, IA	1	WELS interest?
8) Eau Claire, WI	1	Analysis for future; community profile; dual site?
9) Springfield, IL	1	Possible future?
10) Plymouth/Maple Grove, MN	1	Analysis for another congregation
11) Metro-E St. Louis	2	Monitor local efforts with Martin Luther cong.
12) St. Louis Area	1	Outreach witness workshop
13) Stevens Point, WI	1	Analysis for future
14) Green Bay, WI	1	St. Mark relocation and implication for Lambeau Field area
15) N. Bellevue, WI	1	Brainstorming for future daughter/satellite
16) Fond du Lac, WI	1	Possible daughter or dual site
17) Neenah/Menasha, WI	1	Long range planning after SoO
18) Northern WI	3	Area meetings (Green Bay, Manitowoc, Fond du Lac)
19) Billings, MT	1	Future work; long range?
20) Lewiston, MT	1	Assist with satellite efforts/dual site (Great Falls)
21) E. Rapid City, SD	1	Explore dual site with St. Paul's cong.
22) North Calgary, AB	1	Future in fast-growth area

- | | | |
|-------------------------|---|--|
| 23) Wisconsin Dells, WI | 2 | Work with St. John, Baraboo, to spearhead satellite min. |
| 24) Wausau area, WI | 2 | Hmong outreach |
| 25) Madison area, WI | 2 | Hmong outreach |
| 26) Schofield, WI | 2 | Long range plans for Weston area satellite |
| 27) Others: | | |

F. Other mission counselor activities/involvement

- 1) Four-District Missionaries' Conference: Wisconsin Dells (October 6,7, 2003)
- 2) District Mission Board Meetings: 15 days
- 3) Meeting with ELS men in metro-Madison, WI: 1 day
- 4) WW DMB summer junket: 3 days!
- 5) Ideas for Spanish/Hmong ministries in various areas
- 6) BHM Meetings: 5 days
- 7) *Mission Connection* meetings, writing, proof-reading, hair-pulling, correspondence: 10 days
- 8) Publication Coordinating Commission: 6 days
- 9) Mission Counselors' Meetings: 4 days
- 10) Mission and Ministry Seminar at WLS: 1 day
- 11) Mother-Daughter Presentations: 4 days
- 12) Newsletters to mailing list (missionaries, DMB members): 4 days
- 13) Email and phoning of missionaries: every day I'm at home
- 14) Schools of Outreach: seven schools—22 days
- 15) Parish Assistance: 4 days—probably not
- 16) LWMS Presentations: 3 days
- 17) Sermon Writing and Preaching: ? days
- 18) **Other Workshops, especially FRAN & relational witnessing in self-supporting congregations/developing partnering attitudes.**
- 19) Church in Action Workshops: 4 days
- 20) District and Circuit Conferences: 7 days (probably fewer)
- 21) Others:

G. Other Activities

- 1) Christian Worship: Occasional Services—**finished!** Pastor's companion—**finished!**
- 2) Personal education/growth: especially relative to **reaching** postmodern millennials & Gen Xers
- 3) Working on **Witnessing Methodologies** (or relational witnessing!)
- 4) Personal days: auto/house upkeep; preparation time
- 5) Vacation days: (son in last year of Seminary; daughter graduating from MLC as staff minister; trips to SD, Alabama and Toronto—definitely mission counselor oriented!!)
- 6) Brush teeth and wear sunscreen.

Pending the number of new openings, there will be a major change toward plateaued congregations as the year progresses. This will also involve more **visioning** toward long-range planning and development of missional congregations. (See B—Newer Missions and Missionaries)

“All over the world this gospel is bearing fruit and growing. . . . To this end I labor, struggling with all his (Christ's) energy, which so powerfully works in me” (Colossians 1:6; 2:28).

It has been a joy to work with you four mission boards. I look forward to another year of service with you!

In Christ,

Wayne I. Schulz
Updated 6/14/03

ACTION PLAN FOR REGIONAL MISSION COUNSELOR

2003-2004

FOR: Edward P. Schuppe

DMB: South Atlantic and Southeastern Wisconsin

Purpose of Mission Counselor Program for South Atlantic and Southeastern Wisconsin Districts: to *support, encourage* and *love* the missionary staff and their families and the members of our mission congregations so that even *more lost souls can be reached* for Jesus Christ.

Objectives in representing the District Mission Board: to be the face, the hands and the heart of the district mission board in relationship to the missionaries, their families and the congregations.

Objectives in visiting with missionaries: Bible study, prayer, encouragement, guidance and direction, planning, sharing and developing ideas, strategizing for follow up and follow through, assessment of time management in regard to calling, family and personal needs.

Objectives in meeting with congregations: Bible study, prayer, worship and sermons, encouragement, guidance and direction, planning, sharing and developing ideas, strategizing for follow up and follow through, workshops, seminars.

A. Congregations in Establishment Phase:

Name/Location

Number of Days

1. Beautiful Savior in Clarksville, TN	4
2. Risen Savior in East Manatee, FL	4
3. Amazing Grace in Myrtle Beach, SC	4
4. Abiding Faith in Smyrna, TN	8
5. Mighty Fortress in Dallas, GA	4
6. Prince of Peace in Englewood, FL	4
7. Abiding Grace in Covington, GA	8
8. Living Word in Waukesha, WI	8
9. Mt. Zion/Good News in Pleasant Prairie, WI	8

..... Subtotal 52

B. New missionaries or missionaries in Establishment Phase to be visited/oriented:

1. Matt Brown in Clarksville, TN	4
2. Dan Witte in East Manatee, FL	4
3. Jim Schumann in Myrtle Beach, SC	4
4. New missionary in Smyrna, TN	8
5. Fred Piepenbrink in Dallas, GA	4
6. Josh Kesting in Englewood, FL	4
7. New missionary in Covington, GA	8
8. John Borgwardt in Waukesha, WI	8
9. John Beck/Phil Rehringer in Pleasant Prairie, WI	8

..... Subtotal 52

C. Congregations/Missionaries in Development Phase to be visited:		
1. Faith in Tallahassee, FL	3	
2. Living Savior in Arden, NC	3	
3. Risen Savior in Savannah, GA	3	
4. Beautiful Savior in Summerville, SC	3	
5. Faith in Sharpsburg, GA	3	
6. Our Savior in Daytona Beach, FL	3	
7. Lamb of God in Madison, AL	3	
8. Saving Grace in Mobile, AL	3	
9. Risen Savior in S.E. Orlando, FL	3	
10. Victory in Jacksonville, FL	3	
11. Abiding Love in Cape Coral, FL	3	
12. Divine Savior in Miami, FL	3	
13. Bethlehem in Carmel, IN	3	
14. Faith in Kokomo, IN	6	
15. Victory in Lexington, KY	6	
16. Heritage in Lindenhurst, IL	6	
17. Faith in Radcliff, KY	3	
18. Shepherd of the Valley in Terre Haute, IN	3	
19. Shepherd of the Hills in West Bend, WI	3	
20. St. Philip in Milwaukee, WI	1	
21. Siloah in Milwaukee, WI	1	
.....		
.....		
Subtotal		68
D. DMB Meetings where MC attendance is expected		
1. South Atlantic	14	
2. Southeastern Wisconsin	10	
.....		
.....		
Subtotal		24
E. Workshops/Seminars to be conducted		
1. Schools of Outreach	24	
2. Marriage Enrichment Seminars	6	
3. Heaven Bound and Heaven Sent	12	
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.....		
Subtotal		42
F. Missionary/Pastoral Conferences		
1. South Atlantic	12	
2. Southeastern Wisconsin	6	
.....		
.....		
Subtotal		18
G. Missions/Missionaries at risk		
1. Amazing Grace in Panama City, FL	3	
2. Risen Savior in Navarre, FL	3	
.....		
.....		
Subtotal		6

H. Mission Festivals		
1. South Atlantic	12	
2. Southeastern Wisconsin	6	
3. Other	3	
.....		
.....		
.....		Subtotal
		21
I. Professional Growth		
1. Seminars/Workshops/Conferences	15	
.....		
.....		
.....		Subtotal
		15
.....		
.....		
.....		TOTAL FOR MISSION COUNSELOR ACTIVITIES
		298
J. Personal days		
1. Vacations	28	
2. Personal days	52	
.....		
.....		
.....		Subtotal
		80
.....		
.....		
.....		GRAND TOTAL



MISSION COUNSELOR
South Atlantic and Southeastern Wisconsin Districts
of the Wisconsin Evangelical Lutheran Synod

1042 Maria Drive
McDonough, GA 30253-7384
Phone: 678-583-5231
E-mail: eschuppe@charter.net

MISSION COUNSELOR REPORT to the Cottonbelt Pastor's
Conference of the South Atlantic District and the South Atlantic District Mission Board –
October 27-29, 2003 in Alpharetta, GA
**Pastor Edward P. Schuppe, Mission Counselor for South Atlantic and Southeastern
Wisconsin Districts**

Where I have been and what I have done, by God's grace:

- February 2, 2003 – preached and did Bible classes at Faith in Sharpsburg, GA and Sola Scriptura in Decatur, GA.
- February 6, 2003 – met and had dinner in Conyers, GA with missionary at Faith in Sharpsburg, GA who also serves as vacancy pastor for Abiding Grace in Newton County, GA.
- February 6, 2003 – met with core group of Abiding Grace for Newton County, GA in Covington, GA.
- February 8-9, 2003 – conducted marriage seminar with emphasis on military families, preached and did Bible class in Clarksville, TN.
- February 8, 2003 – along with SA District Mission Board chairman, Chuck Westra, met with missionary and congregation in Clarksville, TN.
- February 10, 2003 – attended Peachtree Circuit Pastors' Study Group and met with missionary in Sharpsburg, GA and missionary in Dallas, GA.
- February 12, 2003 – attended building committee meeting for Faith in Sharpsburg, GA.
- February 18-20, 2003 – met with missionaries and leaders of Good Shepherd in Deltona, FL to work on vision and planning.
- February 24, 2003 – met with missionary in Waukesha, WI.
- February 25, 2003 – SEW District Mission Board meeting in Elgin, IL.
- February 26-27, 2003 – met with Pastor and Staff Minister and Outreach Committee at Mt. Zion in Kenosha, WI to set up ministry plan and work on job descriptions for new opening in Pleasant Prairie, WI.
- February 28 – March 3, 2003 – School of Outreach in Jackson, WI.
- March 2, 2003 – preached at Shepherd of the Hills in West Bend, WI.
- March 5, 2003 – did Ash Wednesday service for Abiding Grace (Covington, GA) at de-commissioned Sola Scriptura building in Decatur, GA.

March 6-9, 2003 – Met with missionary and deacons in Lexington, KY to work on ministry plans and mission status request at May 2003 BHM meeting. Preached on Sunday, March 9 and met with congregation to walk them through mission status, land search authority and facility planning.

March 10-12, 2003 – Met with Jim Schumann and Jake Lambrecht in Myrtle Beach, SC to work on ministry plans, etc. for request for continuation of Amazing Grace outreach exploratory at May 2003 BHM meeting.

March 14-15, 2003 – SA District Mission Board Meeting in Navarre, FL.

March 16, 2003 – met with missionary and his family in Tallahassee, FL.

March 23, 2003 – preached and did Bible class at Beautiful Savior in Clarksville, TN.

March 24, 2003 – met with members of preaching station in Union City, TN.

March 31 – April 3, 2003 – Ministry in the Workplace Conference in Asheville, NC.

April 6, 2003 – attended worship at Crown of Life in Ft. Myers, FL and talked with pastor and congregational members.

April 9, 2003 – attended mid-week Lenten service at Abiding Love in Cape Coral, FL and talked with staff minister.

April 13, 2003 – attended Grand Re-opening Service at Prince of Peace in Englewood, FL.

April 16, 2003 – helped with Easter canvas at Faith in Sharpsburg, GA.

April 25, 2003 – presentation at Staff Minister Conference in Jacksonville, FL.

April 25-26, 2003 – met with Mike Hintz and the South Atlantic District Commission on Evangelism in Jacksonville, FL.

April 27, 2003 – preached and did Bible class at Victory Lutheran Church in Jacksonville, FL.

April 27, 2003 – attended and preached for 25th anniversary at Good Shepherd in Jacksonville, FL.

April 28-29, 2003 – meet with missionary and staff minister in Jacksonville, FL.

May 4-5, 2003 – BHM meeting in Milwaukee, WI

May 5-6, 2003 – Mission Counselors' meeting with BHM administrators in Milwaukee, WI.

May 11, 2003 – preached and did Bible class at Faith in Sharpsburg, GA and at Abiding Grace in Covington, GA.

May 12, 2003 – visited and met with pastor at Lake Zurich, IL.

May 13, 2003 -- met with missionary at Waukesha, WI.

May 14-15, 2003 – SEW District Mission Board meeting in Terre Haute, IN.

May 16, 2003 -- met with missionary at Lindenhurst, IL.

May 17-18, 2003 – preached and did Bible class at Lamb of God Lutheran Church in Madison, AL and met with leaders after the service.

May 20-22, 2003 – met with pastor and lay minister and treasurer in Myrtle Beach, SC to discuss budgeting process and financial systems.

May 23-26, 2003 – outreach presentation at Memorial Day Retreat in Tampa, FL.

June 1, 2003 – attended first service for outreach exploratory in Waukesha, WI.

June 2-5, 2003 – SA District BORAM meeting and Summer Quarter in the South at Daytona Beach, FL.
 June 13-16, 2003 – assisted with canvassing and follow up in Radcliff, KY. Preached and did Bible class on Sunday, June 15.
 June 21-22, 2003 – preached and did Bible class at Lamb of God in Madison, AL.
 June 26-30, 2003 – preached for three services (Thursday night and two on Sunday morning) and did Bible class at Our Savior in Port Orange, FL.

 July 13-15, 2003 – SA District Mission Board annual planning retreat in Tennessee.
 July 19-20, 2003 – preached and did Bible class at Prince of Peace in Martinez, GA.
 July 20, 2003 – attended installation and commissioning service for John Sharf as outreach explorer at Abiding Grace in Covington, GA.
 July 25-27, 2003 – met with leadership of congregation concerning land search and met with congregation to discuss deferring a building program at Living Savior in Arden, NC.

 August 3, 2003 – preached and did Bible class at Faith in Sharpsburg, GA.
 August 9-10, 2003 – met with pastor and staff minister at Mt. Zion in Kenosha, WI for satellite ministry in Pleasant Prairie, WI. Met with congregation to discuss ministry plan and their involvement in various aspects of ministry at Mt. Zion in Kenosha, WI and at Good News in Pleasant Prairie, WI. Preached and did Bible class at Mt. Zion.
 August 12-14, 2003 – SEW District Mission Board annual planning retreat in northern Wisconsin.
 August 16-17, 2003 – preached and did Bible class at Prince of Peace in Martinez, GA.
 August 18, 2003 – attend Peachtree Circuit Pastor's study group in Alpharetta, GA.
 August 19, 2003 – assisted with follow up visits at Faith in Sharpsburg, GA.
 August 20, 2003 – meet with missionary and congregation at Abiding Grace in Covington, GA to go through orientation program for outreach explorer.
 August 23-24, 2003 – do evangelism presentation and preach and do Bible class at Bay Pines in Seminole, FL.
 August 25-26, 2003 – SA District Mission Board meeting in Columbia, TN.
 August 26-27, 2003 – met with missionary at Smyrna, TN to go through outreach explorer orientation.

 September 4-11, 2003 – helped with preparations for and attended Grand Opening Service in Waukesha, WI. Helped with follow up on first time visitors.
 September 5, 2003 – met with missionary at Heritage Lutheran Church in Lindenhurst, IL.
 September 9, 2003 – met with missionary at Shepherd of the Hills in West Bend, WI.
 September 10, 2003 – met with Ray Kimbrough, Rolfe Westendorf, and Keith Tullberg in Milwaukee, WI. Toured Siloah Lutheran church and school.
 September 13-16, 2003 – helped with preparations for and attended Grand Opening Service in Pleasant Prairie, WI. Helped with follow up on first time visitors.
 September 19-22, 2003 – School of Outreach in West Chicago, IL. Preached for Hope Lutheran Church in West Chicago, IL.

September 26-28, 2003 – attended Jars of Clay Ministries for WELS women in the workplace seminar in Atlanta, GA. Did John 17 presentation on intercessory prayer. Conducted communion worship service and preached.

September 28-October 1, 2003 – Attended National Conference on Outreach in San Diego, CA.

October 3-5, 2003 – School of Outreach in Norfolk, NE. Preached at St. Paul in Norfolk, NE.

October 6, 2003 – SEWDMB meeting in Wisconsin Dells, WI.

October 6-7, 2003 – Missionaries Conference for SEW et al in Wisconsin Dells, WI. Did presentation on John 17.

October 14, 2003 – telephone conference call with BHM administrators, chairman and multi-cultural committee chairman and mission counselors to discuss strategy, etc. for North American Outreach.

October 14, 2003 – sat in on BIC at Faith in Sharpsburg, GA.

October 15, 2003 – visited with new pastor in Birmingham, AL (morning and afternoon).

October 15, 2003 – met with SA District Commission on Evangelism Chairman in Madison, AL (evening).

October 18-19, 2003 – preached and did Bible class at Prince of Peace in Martinez, GA.

October 25-27, 2003 – Preached (four services) and did Bible class for Mission Festival at Woodlawn in West Allis, WI.

October 26, 2003 – attended worship at Pleasant Prairie, WI and met with staff from Mt. Zion – Good News.

October 27, 2003 – met with missionary in Waukesha, WI.

October 27, 2003 – met with Joel Nelson at Synod Administration Building to discuss hosting *Living Bold* Teen Chat Room on October 29.

Where I will be and what I plan to do, God willing:

October 29-30, 2003 – South Atlantic District Mission Board meeting in Alpharetta, GA.
October 29, 2003 – hosting 90 minute chat room on prayer for *Living Bold* WELS teens.

November 3-6, 2003 – Church and Change Conference in Minneapolis, MN.

November 7-10, 2003 – visit with missionary and leaders at Risen Savior in Bradenton, FL (east Manatee county). Preach and do Bible class.

November 12, 2003 – visit with missionary in Dallas, GA.

November 14-17, 2003 – School of Outreach in Waukesha, WI.

November 16, 2003 – preach and do Bible class at Risen Savior in Milwaukee, WI.

November 20-23, 2003 – meet with missionary in Terre Haute, IN to discuss outreach strategies to the unchurched of today in that community. Meet with congregation concerning outreach potential and strategies. Conduct adult Bible class. Attend worship service.

December 1, 2003 – SADMB budget committee meeting in McDonough, GA

December 2-3, 2003 – visit missionary team in Myrtle Beach, SC and meet with leadership team.

December 8, 2003 – Meet with missionary in Lindenhurst, IL (afternoon).
 December 8, 2003 – meeting with Crossroads group in Chicago, IL (evening).
 December 9, 2003 – SEWDMB meeting in East Troy, WI.
 December 10-11, 2003 – Mission Counselors meet in Milwaukee, WI.
 December 13-14, 2003 – preach and do Bible class at Abiding Faith in Smyrna, TN.
 December 15-16, 2003 – SADMB meeting in Columbia, TN.

January 4, 2004 – preach and do Bible class at Faith in Sharpsburg, GA.
 January 9-12, 2004 – School of Outreach in Orlando, FL. Preach at Risen Savior in Orlando, FL.
 January 16-18, 2004 – evangelism presentation at New Life in Lake Zurich, IL. Preach and do Bible class.
 January 19-20, 2004 – Chicago Pastors' Conference at Our Shepherd in Crown Point, IN.
 January 28-30, 2004 – Pastor/Teacher/Staff Minister Conference in Alpharetta, GA.
 January 30-February 1, 2004 – do evangelism presentation and meet with leaders at Bethany in North Fort Myers, FL. Preach and do Bible class.

February 6-9, 2004 – attend BHM meeting in Phoenix, AZ or Milwaukee, WI.
 February 13-15, 2004 – Marriage Enrichment seminar at Lamb of God in Madison, AL. Will also preach and do Bible class on marriage.
 February 19-22, 2003 – meet with pastor and congregation in Spring Hill, FL (tentative). Conduct outreach seminar, preach and do Bible class.
 February 24, 2004 – SEWDMB meeting at Northside Ministries in Milwaukee, WI.

March 12-13, 2004 – SADMB meeting in Smyrna, TN.
 March 14, 2004 – preach and do Bible class at Abiding Faith in Smyrna, TN.
 March 25-29, 2004 – do consultant work with St. Paul's Lutheran Church in Columbus, NE. Conduct outreach seminar. Do adult Bible class. Preach for Mission Festival.
 Review outreach committee's short and long range plans.

April 23-26, 2004 – possible BHM meeting in Milwaukee, WI.

May 12-13, 2004 – SEWDMB meeting in Kokomo/Carmel, IN.

July 11-13, 2004 – SADMB annual planning retreat in Atlanta, GA area.

August 10-12, 2004 – SEWDMB retreat/meeting in Radcliff/Lexington, KY.
 August 13-16, 2004 – School of Outreach in Salt Lake City, UT.
 August 30-31, 2004 – SADMB meeting in Columbia, TN.

September 25-27, 2004 – BHM meeting in Milwaukee, WI.

October 4, 2004 – SEWDMB meeting in Wisconsin Dells, WI.
 October 4-5, 2004 – Missionaries Conference in Wisconsin Dells, WI.
 October 8-11, 2004 – School of Outreach in Wauwatosa, WI.

December 7, 2004 – SEWDMB meeting in West Bend, WI.

YOUR MISSION COUNSELOR IS AVAILABLE for mission and self-supporting congregations

Mission Festivals – preaching and Bible classes
Seminars on outreach and relational witnessing; on intercessory prayer as a tool for outreach; on leadership; on planning and organizing a congregation for outreach; on setting God-pleasing priorities
Consulting work in regard to community outreach, community needs assessment, planning for outreach

On going activities:

Staying in touch with missionaries by phone, mail and e-mail
Providing encouragement, counsel and advice

On the Personal Side:

Conducting Bible studies along with Larry Zahn for corporation in Atlanta, GA.
Conducting Bible studies along with Larry Zahn for corporation in Atlanta, GA.
April 5-12, 2003 – vacation with wife and daughter in Ft. Myers, FL.
May 3, 2003 – two daughters graduate from Georgia College and State University in Milledgeville, GA.
May 8-10, 2003 – did funeral in Albany, NY.
June 6-8, 2003 – vacation time for annual weekend of golf and cards with sheephead club.
June 22, 2003 – officiated in wedding at Sola Fide in Lawrenceville, GA.
July 1-12, 2003 – vacationed with wife at home, working on projects, relaxing. A few days in North Carolina to visit friends.
July 4, 2003 – ran the Peachtree Road Race (10K) in Atlanta, GA with Joyce and daughter Jennifer.
November 27, 2003 – running half marathon in Atlanta, GA with daughter Jennifer.
April 3-11, 2004 – Spring break vacation with wife and daughter(s) in St. Augustine, FL.

With love in Christ,
Pastor Edward P. Schuppe
Cell phone: 404-395-2865

I always thank my God as I remember you in my prayers, because I hear about your faith in the Lord Jesus and your love for all the saints. I pray that you may be active in sharing your faith, so that you will have a full understanding of every thing we have in Christ. (Philemon 4-6)

MISSION COUNSELOR PROGRAM EVALUATION

REGION: _____

MISSION COUNSELOR: _____

RETURN TO BHM OFFICE
BY DEADLINE DATE

Please rate the Mission Counselor Program as it has been carried out in your district this year. Circle the appropriate number using the following rating system:

1 = Unsatisfactory 2 = Partially met goal 3 = Met goal 4 = Exceeded goal 5 = Far exceeded goal

PRIMARY GOALS:

1. The mission counselor counseled all new mission pastors shortly after they entered the mission field. This counseling involved orientation to the new area, sharing of pertinent information and scheduling of future contacts (including a timely follow-up visit.

1 | 2 | 3 | 4 | 5

2. The mission counselor met and counseled with all exploratory groups when exploratory status was granted and did on site follow up counseling regularly until mission status was granted.

1 | 2 | 3 | 4 | 5

3. The mission counselor assisted exploratory groups with organization, including setting up initial administrative structure and financial arrangements.

1 | 2 | 3 | 4 | 5

SECONDARY GOALS (as determined by the region or district):

4. _____

1 | 2 | 3 | 4 | 5

5. _____

1 | 2 | 3 | 4 | 5

6. _____

1 | 2 | 3 | 4 | 5

SIGNED: _____
DATE: _____