

# THE MESSENGER

Vermont Lutheran Church's Mission Statement:

Christians **A**ctively **R**eaching Out **E**xperiencing Christ and **S**preparing His Word

## From the Interim Pastor's Desk . . .

### *What's Not To Love About Martin Luther?*

It all started with Johann Tetzel. Who was Johann Tetzel, you ask? He was an indulgence salesman. For a modest contribution, Tetzel could sell you an indulgence...in other words, time off from purgatory – and not just for you, but for your loved ones as well. He even had a catchy jingle – “As soon as a coin in the coffer springs, the soul from purgatory springs!” Tetzel was one slick salesman. He even offered indulges for sins not yet committed.

Enter Martin Luther. Luther smelled a rat, and where there's one rat, there's likely to be more. In all, Luther discovered 95 rats, which he tacked to the door at Wittenberg Cathedral. The Reformation was born, through which, as Luther's great biographer Roland Bainton put it, Luther “revived the Christian consciousness of Europe.”

Luther was a faithful and fearless theological genius – the magnitude of which arises every millennium or so. His thought, however, is surprisingly accessible. Luther's basal insight is that **Christians are justified by grace through faith**. Luther didn't contrive this himself. He got it straight from the Apostle Paul. Roman Catholicism offered an alternative to this -- that Christians are justified through priestcraft -- that is, when the priest rings the bell and turns the host into the literal body and blood of Christ.

And if Christians are justified by grace through faith, a whole constellation of extrapolations can be drawn. For one, the priesthood can be dispensed with altogether. There is no need for it. It provides no function. There is, rather, a priesthood of all believers. If Christians are justified by grace through faith, this can only be the case. For another, primacy goes not to the papacy, but to Scripture, through which grace through faith is revealed. For yet another, it all boils down to the conscience of the individual believer.

What Luther accomplished, in the tiniest nutshell possible, was a massive paradigm shift away from Roman Catholicism and back to the Apostle Paul, where it belongs. Though the Apostle Paul wouldn't take the credit. The credit goes to what he learned along the road to Damascus.

A great legacy has been left us, and we are tasked to honor it.

*Rev. Rebecca Clancy*

#### **FUN FACT:**

Are you wondering why Rebecca wears a black robe when doing the service?

It is the color traditionally worn by an academic (professor).

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# HIGHLIGHTS

Quilt Mission has been busy!

Look at all the wonderful quilts that will be boxed up and mailed later in the year.



Rev. Rebecca Clancy giving a children's sermon



# News

## How to communicate more effectively with members at church.

If you feel like conversations are a potential minefield and you're worried about inadvertently offending someone, you're not alone. This can be especially difficult if you're delivering constructive criticism and don't want the person to be hurt by your words. Having respect and empathy for others will help you avoid offending them. If you do happen to say something offensive, apologize sincerely and be willing to learn from your mistake so you won't repeat it.

### 1. THINK before you speak.

**Use this acronym to plan what you'll say before tough conversations.** THINK is an acronym that stands for the 5 things any constructive criticism should be: True, Helpful, Inspiring, Necessary, and Kind. If what you have to say meets all 5 criteria, it's unlikely the person you're talking to will be hurt by it

- For example, you might say, "Your reports are always impeccable. Unfortunately, they're always at least a week late, and this jams up other departments. What can I do to help you get them in on time?"

If your words push the other person to rise to the occasion and take ownership of the issue directly, you've done your job. They'll be less likely to feel hurt or think you're targeting them unfairly.

### 2. Make I-statements to reduce defensiveness.

### 3. Sandwich criticism between positive comments.

**Boost the other person with compliments to inspire them to step up.** If you tell someone what they're doing right, it encourages them to go the extra mile to fix anything you might have a problem with. You leave them with the sense that they're capable of improving on their results

- For example, you might say, "I was really pleased with how you handled that rude customer. In the future, I'd prefer if you let a manager handle those situations. You're great at merchandising and I want you to focus on that."

### 4. Request a change instead of pointing out a fault.

**This approach lets the person know what to do in the future.** Pointing out what someone did wrong is often not necessary. What *is* necessary is making sure they don't do the same thing again, and you can often accomplish this without criticizing them for something negative they did

- For example, you might say, "In the future, could you clear the table in the break room when you're done eating?" This frames it as a request, rather than saying, "You need to stop leaving a mess in the break room after lunch."

### 5. Criticize behavior rather than personality traits.

**Offering specific, actionable feedback empowers the person to change it.** Give the person

# NEWS (continued)

something they can work on without insulting their personality or their character. Blaming a personality trait is an easy way out that will only hurt the person and won't solve your problem.

- For example, if you have an employee who doesn't communicate well with the other members of their team, you might say, "In the future, I'd like it if you checked in with each of your team members first thing in the morning." This is going to go over a lot better than if you say, "you're not a team player."

6. Compliment actions rather than physical characteristics.

7. Respect each person's individuality.

**Words that you have no problem with might be hurtful to others.** Usually, when you're talking to someone, you don't know what experiences they've had or what trauma they've gone through. If someone is hurt by something you've said, accept that—don't question it or insult them over it.

- Think of this in terms of not hurting someone. People carry scars from all sorts of bad experiences, and you never know when you might inadvertently touch on one. When you do, acknowledge that you weren't aware of their sensitivity, apologize, and move on. Don't dwell on it or insist that they justify their feelings.

For example, suppose you're a white person who's used to referring to people of other races as "minorities." You might meet someone who insists that "minority" is incorrect because people of color are actually a global majority, and it offends them for you to use this term. The correct response is to apologize and ask them which term you should use instead.

8. Accept people with an open mind.

**Show that you're willing to listen to other ideas and viewpoints.** Not everybody is going to agree with you and there's nothing wrong with that. By listening and trying to understand why people think the way they do, you can learn something about yourself and other people.

- You run the risk of offending people when you reduce their value to where they stand on a particular issue. But all people are complex and have many different reasons that they think the way they do.

This doesn't mean that you have to agree with them, or even pretend that you do. But you can show respect by listening to them and giving them a chance to explain their point of view.

## Are you asking why our interim Pastor is from an UCC church?

### Full Communion Partners

**Full communion** is when two denominations develop a relationship based on a common confessing of the Christian faith and a mutual recognition of Baptism and sharing of the Lord's Supper. This does not mean the two denominations merge; rather, in reaching agreements, denominations also respect differences. These denominations worship together, may exchange clergy and also share a commitment to evangelism, witness and service in the world. Each entity agrees that even with differences, there is nothing that is church-dividing.

A central document to Lutherans is the *Augsburg Confession*. Article VII of the *Augsburg Confession* states that "the true unity of the church" is present where the gospel is rightly preached and sacraments rightly administered. The ELCA is committed to this model of full communion as an authentic expression of Christian unity.

### Characteristics of full communion

For the ELCA, the characteristics of full communion are theological and missiological implications of the gospel that allow variety and flexibility. These characteristics stress that the church act ecumenically for the sake of the world, not for itself alone. They will include at least the following, some of which exist at earlier stages:

- common confessing of the Christian faith
- mutual recognition of Baptism and a sharing of the Lord's Supper, allowing for joint worship and an exchangeability of members
- mutual recognition and availability of ordained ministers to the service of all, subject to the disciplinary regulations of other denominations
- common commitment to evangelism, witness and service
- means of common decision-making on critical common issues of faith and life
- mutual lifting of any condemnations that exist between denominations.

### History

#### A Formula of Agreement (1997)

- As churches of the Reformation the ELCA, the Presbyterian Church (USA), the Reformed Church in America, and the United Church of Christ entered into full communion in 1997. After 32 years of dialogue – and in light of identified doctrinal differences and consensus – these churches worked together to form a foundational document titled, "A Formula of Agreement." The work of reception is carried forward by the Lutheran-Reformed Coordinating Committee.

The agreement declared these four churches together in full communion on the basis of a common calling, a desire to bear visible witness to the unity of the church and a need to engage together in God's mission. These four churches pledge themselves to living together under the gospel in a trusting relationship in which respect and love for the other will have a chance to grow and flourish.

Among other things, the agreement means that the four churches:  
fully **accept** each other as rightly preaching the gospel

- **encourage** the mutual sharing of the Lord's Supper among members
- **recognize** each other's ordained ministers and ministries, and
- **commit** themselves to the ongoing process of further understanding in a common expression of

# News (continued)

evangelism, witness and service.

## **Called to Common Mission (1999)**

In 1999, the ELCA entered into full communion with The Episcopal Church. "Called to Common Mission: A Lutheran Proposal for a Revision of the Concordat of Agreement" is the document that describes that relationship. The Episcopal Church took its final action on this relationship at its 2000 General Convention in Denver. The work of reception is carried forward by the Lutheran-Episcopal Coordinating Committee.

In the introduction to "Called to Common Mission" there is an important statement about the spirit of this agreement. "Our churches have discovered afresh our unity in the gospel and our commitment to the mission to which God calls the church of Jesus Christ in every generation. ... Our search for a fuller expression of visible unity is for the sake of living and sharing the gospel. Unity and mission are at the heart of the church's life, reflecting an obedient response to the call of our Lord Jesus Christ."

As a guide for understanding the full communion agreement, a commentary was developed. It provides helpful information on the text and agreement for "Called to Common Mission."

## **Following Our Shepherd to Full Communion (1999)**

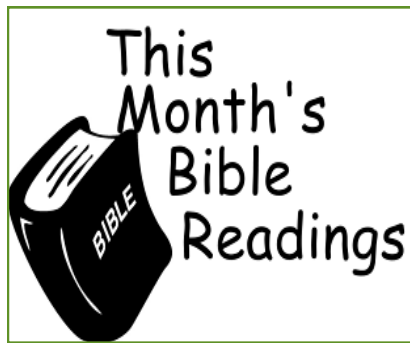
In 1999, the ELCA entered into full communion with the Moravian Church as it was described in the document, "Following Our Shepherd to Full Communion." The Southern and Northern Provinces of the Moravian Church in America also approved this document. In 2007, the ELCA extended a full communion invitation to the Alaska Province of the Moravian Church in America. The invitation was not accepted by this Province. The work of reception is carried forward by the Lutheran-Moravian Coordinating Committee.

Lutheran churches and Moravian Provinces worldwide have for decades been in virtual full communion, including the interchangeability of ordained clergy and Eucharistic hospitality. Moravians and Lutherans regard themselves as distinct members of a single flock who are following their Shepherd in mission and ministry. Themes of "the Good Shepherd," of following Jesus, and of fellowship through discipleship were at the forefront of the Lutheran–Moravian Dialogue leading up to the full communion agreement

## **Confessing Our Faith Together (2009)**

In 2009, the ELCA entered into full communion with the United Methodist Church. The United Methodist Church General Conference had approved the agreement in 2008. "Confessing Our Faith Together" is the full communion agreement with the United Methodist Church. This marked the first time that the ELCA had moved into a full communion relationship with a church that had a membership larger than that of the ELCA. The work of reception is carried forward by the ELCA-United Methodist Church Coordinating Committee.

U.S. Lutherans and United Methodists began official dialogue in 1977. About four years later, this first round of dialogues had produced a common statement between the denominations on the Christian sacrament of Baptism, which affirmed the validity of baptism administered in accord with Scripture in our churches. From 1985 to 1987, a second round of dialogues concluded with a common statement on the role of bishops in both church bodies. A third round of dialogues began in 2001, resulting in a proposal for Interim Eucharistic Sharing between the two churches at a 2004 meeting – the final step before the adoption of the full communion agreement by both churches.

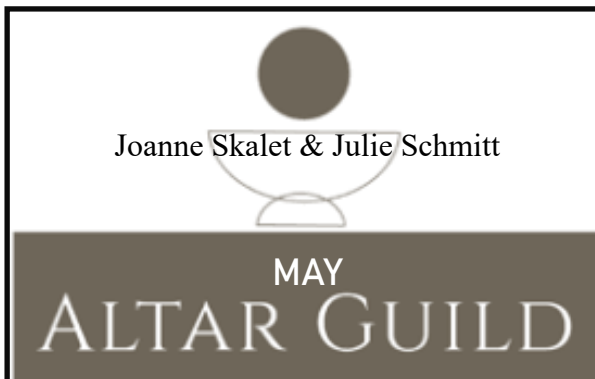


**May 7**  
 Exodus 2:1-10  
 John 14:1-14

**May 14**  
 Proverbs 6:16-23  
 II Corinthians 5:6-21  
 Luke 2:41-51

**May 18**  
 Acts 1:1-11  
 Romans 8:18-25  
 Luke 16:16-22

**May 28**  
 Genesis 11:1-9  
 Acts 2:1-21  
 Matthew 18:21-35



## MAY BIRTHDAYS

Gale	Kennedy	May 01
Ruth	Ohlrogge	May 02
William	Kennedy	May 03
Daniel	Orth	May 03
Connor	Danz	May 04
Joan	Skalet	May 04
Charlene	Meier	May 06
Derek	Adler	May 07
Carey	Norslien	May 08
Peder	Ohlrogge	May 08
James	Stapelmann	May 08
Lavonne	Clason	May 09
Shaye	Doyle	May 12
Ellie	Boebel	May 13
Luke	Haugen	May 15
Pat	Powers	May 15
Russell	Severson	May 16
William Jr.	Kennedy	May 17
Michael	Syrjamaki	May 18
Taylor	Ziemet	May 18
Karsten	Kvam	May 20
Jonathan	Schultz	May 22
Brianna	Herrling	May 24
Christy	Maik	May 25
Myron	Norslien	May 25
Gaila	Olsen	May 26
Grace	Powers	May 26
Margaret	Donaldson	May 29
Jensen	Doyle	May 29
Justine	Myers	May 31



# Vermont Lutheran Church Council Meeting Minutes (Draft)

April 16, 2023

Present: Aaron T, Carol J, Wade W, Jamie H, Karsten H, Pastor Rebecca, Luke H

Absent: Deb K, Steve H

Called to order 10:54 Aaron T.

Pastor's Report: None

Secretary's Report: Approved (Aaron T/Karsten H)

Treasurer's Report: (Aaron) Trending up YTD with contributions and expenditures. The budget numbers for the repairs and maintenance expenses to the Pastors office will be reclassified as capital expenses.

- The Cushman Farm is on the radar for possible future acquisition due to the recent passing of the owner. Group discussed interest in pursuing purchase. Approved (Wade W./ Jamie H)

Pastor Rebecca's compensation reviewed and discussed (50% rate based on Synod guidelines for full-time contract) and approved (Carol J/Wade W)

Call Process Update: Carol reported the call committee completed the Ministry Site Profile and Maire Leafblad will be meeting with the committee on Sunday, April 23<sup>rd</sup> to discuss next-steps and interview process. Council was invited to join.

Capital Expenditure Update:

- Organ – Bruce has recommended that the organ be replaced indicating that the current organ has run its course and deferred maintenance will out-cost a replacement. Discussion. MOTION: The Council approves to provide Bruce the authority to spend up to \$120,000 on organ enhancements. Anything over that amount will require approval from Jamie Halick). (Karsten H Aaron T)

The purchase of 100 white event chairs for the Gathering Place is being considered.

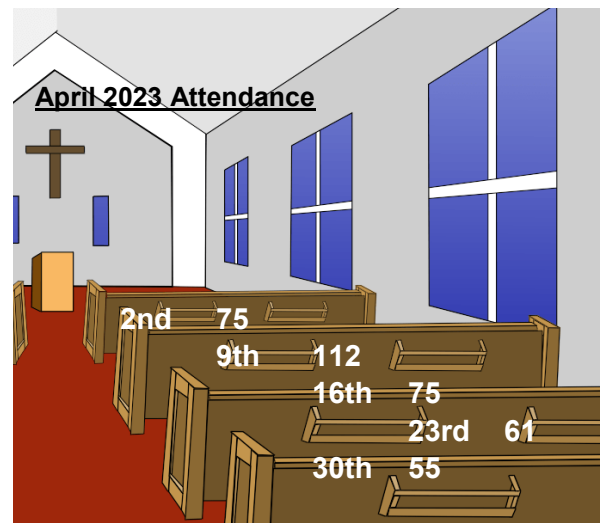
Fundraising: No update.

New Business:

Sugar Creek Bible Camp. In years past, funding was provided in full for confirmation students and at 50% for pre-confirmation students. One, possible 2 students are planning on attending this year.

MOTION: The Council approves providing full funding for Nora to attend camp. (Luke H, Karsten H)

Old Business:





Committees: The Council agreed in its commitment to having active committees assigned, chaired, rostered and chartered by the time a new Pastor is in place.

**Safety and Security:**

- The group discussed CPR training, with defibrillator training and the need to have a defibrillator in the church and in the Gathering Space. MOTION: The Council approves the purchase of two (2) defibrillator units not-to-exceed \$2,500 total. (Aaron T/Karsten H)
  - The group discussed active shooter training and other concerns that impact the congregation, church building, Gathering space, woods and prairie.
  - The group discussed the Facilities Use Policy.
    - Need to table fee structure determination as it requires more discussion.
    - Need to add woodland and prairie use to the policy.
- Representatives from the Legacy Committee and Safety Committee will be asked to join the Council at the next Council meeting to discuss.

Adjournment 12:33pm

Next meeting: May 21, 2023 at 10:45 am

Submitted  
 Carol Johnson, Secretary  
 VLC Church Council

**SAVE THE DATES**  
 Saturday, August 19, 2023—  
 Church Picnic



<b>Monthly Financial Report</b>						
April 2023						
	Contributions			Operating Expenses		
	2023	2022	Change	2023	2022	Change
Monthly	\$ 16,997	\$ 15,071	\$ 1,926	\$ 19,427	\$ 11,742	\$ 7,685
YTD	\$ 57,220	\$ 46,144	\$ 11,075	\$ 63,787	\$ 49,476	\$ 14,311

## Call Committee Updates

4/26/23

The Call Committee has spent the last two months gathering the congregation's input through surveys and a "Post-It" question with the weekly bulletin. We used these responses to guide us as we completed our Ministry Site Profile. The Ministry Site Profile is a document which details who we are as a congregation, including our history and our future vision. It also identifies those traits and skills we hope to see in our next pastoral call. We submitted a draft version to the South Central Synod of Wisconsin for review in early April. While awaiting a response from the synod, Ron Boehnen lent his expertise to the process with a very informative presentation and discussion about the diverse behavioral and personality styles of people in general. We explored how understanding these personality traits and styles could help us as we navigate the interview and selection process. At the end of April, we met with Marie Leafblad, Associate to the Bishop for Leadership Support, and she provided some very helpful and insightful feedback. We are currently reviewing and further developing our profile to more accurately reflect our ministry. Feel free to reach out to any member of the Call Committee if you have any questions or to share your thoughts. We thank you for your trust in us through this journey.

*Ellie Boebel*

5/8/2023

When the Call committee was formed in early February, we shared that the 1<sup>st</sup> phase of the Call Process required us to follow some 100 pages of instructions from the Synod to gather information and write a Site Profile for Vermont Lutheran Church. An approved Site Profile document needed to be submitted to the Synod before any search for a new fulltime Pastor could begin. The Call committee has been meeting weekly for the past several months going thru all the feedback submitted from members to the questions that were presented since February. In addition, we did a thorough review of our constitution, history, missions, trends, church programs, committees, goals, accomplishments, partnerships, stewardship, and financial status. All this information was documented, analyzed, and sometimes rewritten multiple times until we were sure we had a document that clearly identified what Vermont Lutheran is currently all about and where our membership expresses, they want Vermont Lutheran to develop into the future. The Site plan is now completed, approved by the Church Council, the Call Committee, and the Synod. This week the Synod will post our Call for a new Pastor and start accepting applications. Applicants will have access to the Site Profile along with the job requirements identified by the membership that would best match the needs of Vermont Lutheran.

The Call committee also would like to express a big Thank You to members for sharing their ideas and concerns that went into the Site Profile. Also, Thank You to Pastor Rebeca, our Church Council and Marie from the Synod for all their help and guidance.

The Site Profile document and Job Description will be posted on the Vermont Lutheran website available for all members to read. These documents will also be posted in the Narthex. Please do not hesitate to contact any member of the Call Committee with any questions or feedback you may like to share.

The Call Committee is now in the process of finalizing a list of questions to be used in the interview of qualified applicants. A carefully planned interview process incorporating targeted selection methodologies will be used to match the job requirements to applicant's personalities, skill sets, preaching methodologies and leadership qualities.

We will keep everyone updated as applications are started to be received and the Call process progresses.

*Ron Boehnen*

## Building Team Report

Pastors office	Enlarged, painted, carpeted, cleaned and lighted.
Pastor's stairway	Painted, carpeted, railings re-stained, wainscoting painted.
Pastor's stairway	Windows caulked and painted.
Fellowship Hall	New Stain glass doors in fellowship hall.
Fellowship Hall	Ceiling paint touch up from water seeping in outside stairway doors.
Emergency Exit Doors	to sanctuary – painted to match the color of the main entrance doors
Narthex A/C	Replaced.
Outside wood steps	Replaced because of maintenance issues.
Gathering place	Window. washing.
Gathering place	Bell light Painted
Gathering place	New indoor/ outdoor Rocking chairs purchased.
Patio	Pressure washed and resealed.

Thank you to the many of our members who either contributed their time and /or money to achieve all the improvements.

Building Team. *Larry Ziemer, Wade Winchip, Greg Herrling*

## Legacy Prairie and Woodland Report

Ten thousand feet of woodlands trails were defined. A 20 ft. long culvert was installed below the retention pond to facilitate a woodland trail.

Badly eroded Areas in the prairie because of heavy rains, were repaired, reseeded with oats as a nurse crop.

Also, there was need to repair the water way from the rock pond to retention pond. This area was reseeded and matted.

Woodland Trails were cleared with a forestry mower.

Woodland Trails were leveled with a dozer and surface was conditioned with a Harley rake. Trails were seeded with clover mix.

Two miles of prairie trails were rolled, fertilized and reseeded where needed.

18 trees of 6 different species were planted on hillside north of retention pond. All trees will be protected by a wire cage. This area is planted with low growing fescue.

A sign was installed identifying our Legacy Prairie & Woodlands. (This sign also protects a critical survey marker. )

Banners were made to promote our Restoration work and installed at 78 and JJ.

Stone survey markers will be installed at all property corners and with posts half way between. The stone markers will be 4" x 4" x 30" tall, with a cross engraved on top and will protrude about 4" above ground. This survey project was arranged and paid for by John and Jamie Hallick.



### **We Matter to the Whole Church**

*A story from our Southwestern Pennsylvania Synod*

Being a member of a congregation council is significant in the life of a disciple. Serving as a leader in a congregation is rewarding, terrifying, awe-inspiring and messy. You are among friends, family and your community of believers, and are chosen to lead in your congregation. It's just a few times a month, but as Barbara Nugent, a synod vice president, shares, "Then life happens, and you find out the reporting required. Situations occur; personalities clash; decisions need to be made. Who do you go to for direction?"

The Southwestern Pennsylvania Synod provided that direction in February when it offered training to 70 congregational lay leaders that strengthened each person's skills and faith. From evangelism to the ELCA constitution and bylaws, they gathered to meet the passions and needs, offering workshops with special breakouts for presidents, vice presidents, secretaries and treasurers that covered such topics as worship and music, communications, advocacy, stewardship and social justice/anti-racism. The day started with Bishop Kurt Kusserow encouraging these valued leaders to keep the focus on our purpose: "Your leadership in the life of your congregation ought always to bear in mind that your congregation finds its fulfillment in the universal church, and that the universal church exists in and through congregations such as yours. I think this means addressing local questions and concerns in the life of your congregation as if they matter to the whole church (because they do)."

Everyone was hungry to gather ideas, consider future steps but also have an opportunity to connect, be empowered, feel valued and cared for and remember the excitement of being church. Rev. Melissa Stoller, director for evangelical mission, said it this way: "The day was a very visible yet not necessarily quantifiable force that we are church together. Wandering but not alone. Feeling worry, power, uncertainty, and joy as one." Central to this gathering was living into the mission of this synod "to serve, connect and equip congregations of the SWPA synod to tell the story of Jesus." Everyone knew that the synod was there for the congregations with staff, STORYTELLING ENGAGEMENT As you read this story, what is inspiring? How do you lift up the gifts of lay leaders? volunteers and greater church support, not only this day but in the days to come, and synod staff, volunteers and greater church support, not only this day but in the days to come, and synod staff are supported through the generous mission support of congregations allowing them to be there for our leaders. One leading Scripture for the day reminded each leader of their value: "Therefore, friends, select from among yourselves seven men of good standing, full of the Spirit and of wisdom, whom we may appoint to this task, while we, for our part, will devote ourselves to prayer and to serving the word" (Acts 6:3-4). Hoping each of our synods are seeking ways that work for them to encourage and empower congregational leaders. Knowing that we are church together, church that supports each other across the whole church prayerfully, financially, emotionally and with a hope for renewal.

## **How to Actually Get Big Things Done In Ministry**

How do you actually accomplish big goals? Here are 3 strategies.

*By Aaron Buer*



If your church is like my church, there is something that you really want to see happen—something that would be a game changer for your church. Maybe it is a thriving small groups ministry. Perhaps it is a building project or a new satellite or campus. Maybe it is a sermon series that you know your people need but you can't seem to find the time to put together.

How do you get big things done? Like actually? With the [whirlwind of everyday activities](#) and with another Sunday coming, how do you complete projects and initiatives? How do you build for the future? These are important questions. We're talking about the difference between progress and stagnation.

I have three strategies that might help.

## 1. Schedule It

A former boss and ministry mentor once asked me a question that has stuck with me. Here's the question:

“Where is that on your calendar?”

I was telling him about a project I wanted to pursue and needed to pursue, but hadn't yet been able to put energy toward. His one question clarified why. It wasn't on my calendar.

This was an important lesson for me in leadership. If you don't schedule it, it's not going to happen. The open spaces will always be filled with what is urgent. There's always a crisis to deal with in ministry and leadership. In my church we often call it the “tyranny of the urgent.”

If you want to pursue game changing projects and initiatives, you must [schedule them and protect that time](#).

So, what is it that you want to see happen in your church or ministry? Schedule time in your week to think about it, work on it and build it.

## 2. Score It

Whatever matters needs a scoreboard. It's like the difference between practice and a game. Those of you who played sports in high school and college know what I'm talking about. The scoreboard brings a different level of focus and performance. It matters. Something is on the line.

The same principle applies in leadership and ministry. If we say something matters, we need to put a scoreboard to it so that we can measure it and understand whether we are winning.

The concept of putting a scoreboard to what matters isn't new. However, I think we often measure the wrong things. We use the wrong scoreboards. We measure what we don't control—giving, attendance, or number of volunteers.

When it comes to giving, what if the scoreboard was the number of breakfast meetings you scheduled with donors? For attendance, what if the scoreboard was conversations in the atrium with new families? For volunteers, what if the scoreboard was meetings you set up with prospective volunteers?

Do you see the difference? We often attempt to score what we can't control. Instead, score what is within your control and leads to the desired outcome. If you'd like to learn more about this concept, I highly recommend the book [4 Disciplines of Execution](#).

If you really want to get big things done, you need to schedule them and score them.

### 3. Surrender It

An important question for you to consider: Do you need the credit? Another critical question for you to answer: Does it have to look exactly like you want?

An important leadership lesson I've learned along the way is that surrendering important projects and initiatives to others is often a better way to achieve game changing results.

You see, I'm an ideas guy. In Lencioni's [Working Genius](#) assessment, I'm an Inventor. What this means is that I am great at coming up with ideas and solutions but not always great at discerning whether they are good ideas, and definitely not always great at getting those ideas across the finish line. I can't even begin to tell you how many projects have gone unfinished in my life.

Sometimes, you have to surrender projects and initiatives to other leaders who have proven themselves capable and trustworthy. Sometimes this means a full handoff. Other times this looks more like collaboration.

Later today I'm meeting with a pastor who wants to talk to me about a recent sermon I did on God's design for sexuality. He wants to know the secret sauce.

Well, the secret sauce was multiple rounds of collaboration. I surrendered my sermon manuscript to editors five different times in the process. That was a lot of red ink! And, the sermon ended up looking quite a bit different than I originally imagined. But in the end, surrendering that sermon to the process of collaboration made the sermon much, much better.

If you actually want to accomplish big things in ministry in leadership, you have to be willing to collaborate. Invite other people into the process.

In addition to collaboration, sometimes you have to hand things off. If you are an ideas person like me, you'll need to hand projects off to people who have the tenacity and know-how to get a project across the finish line.

Ask yourself, who is the right person to see this thing through? And then, empower them to carry the project forward. Surrender the project to them.

Here's really good news: When you invite others into the process through collaboration and handoffs, not only are you going to see a better finished project, you'll also [develop leaders](#) through the experience. Building trust and competence in the leaders around you is incredibly strategic.

### Wrap Up

So, how do you actually get big things done? I'm talking about those game changing projects and initiatives that could grow your church and help you reach the next level. In my experience, you've got to schedule it, score it, and surrender it.

Now, go get some important stuff done!

Call or email

# PRAYER

## REQUEST to

Jan Cowan - 767-4616 - jancowan@tds.net  
Kay Rettenmund - 767-2328 - rett@tds.net.

### It is our time to build a legacy

Become a member of the Legacy Fund. Members of the Legacy Fund come from all walks of life and are united by a desire to preserve our beautiful Church, Cemetery and adjoining land. Vermont Lutheran Church owns and maintains a cemetery, historic church building, Gathering Place and 115 acres of adjacent land with a hilltop viewscape. Christian stewardship involves the faithful management of all the gifts God has given us, including accumulated, inherited and appreciated resources. Therefore, we created the Legacy Fund to encourage, receive and administer these gifts.

Our goal is to generate and maintain a Legacy Fund of \$1 Million dollars, or more. Through receipt of bequests, grants and/or gifts, contributions to the Legacy Fund and investment growth will serve three very important purposes now and into the future:

1. Expand the cemetery and develop and maintain the adjacent land in a manner that maximizes its natural beauty and preserves its ecological importance; and,
2. Provide funds to pay property taxes on the portion of the adjacent land subject to taxes; and,
3. Provide funds for future maintenance of the cemetery and building and grounds needs of the Church.

Any legacy member whose contribution totals \$1,000 or more will be recognized with a brass plate on a prominently displayed plaque. Annual meeting reports will include all the names of those individuals who made a contribution of any amount that year.

**June Newsletter**  
**articles are due**  
**May 30th**

**to Elizabeth Herrling at**  
**vermont\_church@tds.net**

**V**ermont **L**UTHERAN **C**hurch  
9886 Vermont Church Road  
Black Earth, WI 53515  
Telephone (608) 767-3312

E-mail address: Vermont\_Church@tds.net  
Website: vermontlutheran.org

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