



The Messenger

MARCH 2019

Message from Pastor Valerie

February was a big month for Fristad Lutheran Church. Just as we got lots of snow, we also got a **heavy download** of information concerning our congregation and those at Milltown and North Valley. On Feb 17, our council met for a time with Rev. Kurt Jacobson, to find out what he learned about Fristad from our CAT assessment, and how we are similar/different from Milltown and North Valley. We then met with all three councils at Milltown, and learned more about the others, and how the three of us might be together. The **summary report is included** in the newsletter (pages 5-6) for you, and you should feel free to talk to our council members about what they heard. I think it was overwhelming for all of us. Basically, it turns out we are theologically quite compatible, falling on the conservative side, but the other two churches are in a stage where they have high energy and high satisfaction, whereas Fristad has low energy and low satisfaction. That means **we need to be revitalized**, which will require some change and some investment of energy. The great thing is that the majority of people who took the CAT have hope that if we can discern how to pool our resources, we would be "stronger" or "much stronger" together. SO **WE PRAY THAT GOD WILL LEAD US ON** into God's will and purpose for us being the Church in our area.

PRAY FOR ME as I seek to take the information we received, and listen to the Holy Spirit, to **help us learn about and address some of the issues that need work**. The assessment shows that we need to practice and grow in **flexibility**, improve our **hospitality**, make sure that we are dealing with **conflict** in a healthy way, grow in open **communication** between leaders and members, and help members to discern their **gifts**. **During Lent**, I hope to also put some focus on ways that the old enemy, the devil, seeks to hinder or destroy the life, witness, and mission of the Church of Jesus Christ, and how we can combat and **overcome** those things. These are all part of being disciples and following Jesus Christ. Opposition and warfare is guaranteed! But in the power of the Spirit, with prayer and Word and faith, we can overcome.

Lent begins Wed, March 6, with **Ash Wednesday**, and we will have a service at Fristad at 7 pm. For the other Wednesdays in Lent, we will once again cooperate with Milltown and North Valley to serve as one site/partner in a **larger round robin**. Our theme this year is "**A Lasting Hope**", based on the **Psalms** that are part of our **Sunday Lent readings**. There are **devotional booklets** available at church to give you a "little bite" of the theme each day during Lent.

LENT

Pick one up if you're interested. We purchased 20, so hopefully that's enough for each household that wants one. Again, there will be **soup supper provided at 6 and brief service at 7**. Milltown hosts first, then two Wednesdays at North Valley, and then **April 3 and 10 at Fristad**. Please mark your calendar to help in hosting! Thanks. During Holy Week, we plan to have a Maundy Thursday service at Fristad, and a joint Good Friday at Milltown. Easter is April 21.

PLEASE COME for our **JOINT WORSHIP** at Milltown this Sunday, **March 3, at 10:30 a.m.** (I suggest we carpool around 10:10-10:15 to go.) We will hear from Rev. Erin Nelson about how to move forward in planning, and we will hear from members of our 3 churches, what are our hopes and dreams and **ideas for moving forward**. Bring a little **something to share for a meal** (or 2-3 people go together on something), and come and join in **what God is doing among us!**

I'll see you there! (There is no worship at Fristad on March 3.)

Pastor Valerie



ELCA World Hunger's **40 DAYS** of Giving

Lent is traditionally a time for additional reflection on one's spiritual life, a time for fasting and prayer, practicing some self-denial or sacrifice, remembering how our Lord sacrificed for us, and calls us to take up our cross and follow him. During Lent, the ELCA encourages a focus on meeting the needs of world hunger, as one way to enrich our self-discipline by blessing others who are in need. You are encouraged to set aside some savings during these 40 days (less coffee, sweets, lunches out, or whatever self-indulgences you might choose), to give to ELCA WORLD HUNGER at the end of the Lenten season. (It's helpful if you give it through special offerings, as it then counts towards benevolences from our congregation, helping us meet our budget.)

ALSO - our synod has a special "competition" to see which of our conferences can have the most churches participating in the ELCA GLOBAL BARNYARD project, also a part of World Hunger. We will participate by giving our noisy offering for March to this project, on March 24. Go, Apple River Conference!

Women of ELCA

ASH WEDNESDAY SERVICE

We begin our Lenten Services on **Wednesday, March 6, 7pm, at Fristad** for Ash Wednesday service.

On **Sunday, March 3**, we will combine our congregations of the three, when we will have a worship service **at the Milltown Lutheran Church, 10:30am**. A Mardi Gras celebration will be held following the service with a **potluck meal**. No worship at Fristad that day.

BIBLE STUDY IN MARCH

We continue our Bible studies on **Wednesday, March 13, 1:30pm**. Pastor Valerie will lead our study from the Book of John. Gretchen Snyder will provide refreshments following our study.

QUILTING DAY

We meet to continue our work in quilting warm, soft blankets for Lutheran World Relief on **Wednesday, March 20, 9am to 3pm**. Bring a sack lunch, please. We have a new poster showing numbers of quilts and kits distributed by Lutheran World Relief for 2018. Check the numbers out. You will be astounded by the large total amounts that we and other ELCA churches have worked and donated in the 2018.

SOAP COLLECTION

One of our most active of all projects as to donations is bars of soap. Last year we contributed **327 bars**. Our other donations to Lutheran World Relief were 34 quilts, 33 personal care kits, and 92 school kits.

NEXT MONTH

We will be providing soup **April 3 and 10** for our Lenten services. You will be called by a unit leader who will determine how many soups should be ordered.

Easter Brunch is April 21.

Hospitality Committee will serve, along with Fristad youth. Invite your house guests to attend. Proceeds go to the Youth Fund.



WANTED:

People to help with our Annual Rummage Sale.

Date set is May 2-3-4.

Call Fran at 715-485-3105

Your Service is Our Ministry

**March 3—10:30 at Milltown
No Worship at Fristad**

**Ash Wednesday, March 6
7pm Worship at Fristad**

March 10

Assisting MinisterBrent Bublitz
LectorJudi Jepsen
Ushers.....Jim & Melinda Sorensen

**Wed, March 13—Milltown Lutheran
6pm Soup Supper | 7pm Worship**

March 17

Assisting MinisterTom Rivers
LectorKatheryn Rivers
Ushers.....Deverah Koshatka
.....Fran McLeod

**Wed, March 20—North Valley
6pm Soup Supper | 7pm Worship**

March 24

Assisting Minister Lonnie Ellefson
LectorElizabeth Ebensperger
Ushers.....Erv & Jan Lehmann

**Wed, March 27—North Valley
6pm Soup Supper | 7pm Worship**

March 31

Assisting Minister Brent Bublitz
Lector Melinda Sorensen
Ushers Wayne Hancock
..... Shirley Johnson

**Wed, April 3—Fristad
6pm Soup Supper | 7pm Worship**

April 7

Assisting Minister Tom Rivers
Lector Judi Jepsen
Ushers Don & Laurie Ellefson

**Wed, April 10—Fristad
6pm Soup Supper | 7pm Worship**

April 14

Assisting Minister Lonnie Ellefson
Lector Brenda Lehmann
Ushers . Dennis Meinke & Kathy Vitalis

Altar Guild

March: Fran McLeod, Kimm Boehme
April: Bev Edgell

If you are unable
to keep your
scheduled date,
please make
arrangements for
a replacement
and then contact
the church
office.

Birthdays

1	Zachary Edgell	9	Josh Kreft
	Mary Pollock	10	James Toland
2	Kayla Swanson	11	Kimm Boehme
4	Richard Schmalz		Kadence O'Hara
5	Jim Edgell	13	Cody Turnquist
	Shirley Johnson	16	Anna Schultz
7	Lexi Benedict	17	Bev Edgell
		20	Jennifer McMeekin
		23	Michael Spengler
		24	Amy Parduhn
		26	Margie Johnson
		30	Justin Ellefson
			Judi Jepsen



Fristad Lutheran Church

Contact Us

PO Box 217, Centuria WI 54824
715-646-2357
fristad@lakeland.ws

Visit Us

501 State Road 35, Centuria WI 54824
www.fristad.org

Congregation Leaders

Valerie Peterson, Pastor ... 715-640-2530
.....or text: 651-707-6501
Shirley Johnson, Pres..... 715-755-3745
Don Ellefson, V. Pres 715-485-3088
Kathy Vitalis, Sec..... 715-557-0892
Al Arndt, Treas. 715-210-1355
Twyla Bublitz 715-646-2815
Gary Ebensperger 715-485-3541
Brent Priebe 715-566-3012
Jim Sorensen 715-485-3956

Secretary's Office Hours

Mary Pollock, Office Secretary
Tuesday 8:30am-Noon
Wednesday 8:30am-3:30pm
Friday 8:30am-Noon

March 2019

Sun	Mon	Tue	Wed	Thu	Fri	Sat																																										
April 2019 <table border="1"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td></td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S	1	2	3	4	5	6		7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30									1	2
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3 Food Shelf Sunday No Worship at Fristad 10:30am Worship at Milltown Lutheran followed by POTLUCK for Mardi Gras	4	5	6 7PM ASH WEDNESDAY SERVICE AT FRISTAD	7	8	9 Walking Together and Christ Jam Events at Eau Claire																																										
10 9am Worship followed by fellowship 	11	12	13 1:30pm Women's Bible Study at Fristad 6pm Supper 7pm Worship at Milltown Lutheran	14 <i>Conference Pastors Meeting at Luck Lutheran</i>	15	16																																										
17 Food Shelf Sunday 9am Worship followed by fellowship Council Meeting NEWSLETTER DEADLINE 	18	19	20 9am-3pm Quilting with sack lunch 6pm Supper 7pm Worship at North Valley 	21	22	23																																										
24 9am Worship followed by fellowship NOISY OFFERING for ELCA GLOBAL BARNYARD project	25	26	27 6pm Supper 7pm Worship at North Valley	28	29	30																																										
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Highlights from Quarterly and Council Meetings in February

By Pastor Valerie

Feb 3, Congregational Meeting

Besides the usual receiving of reports, there were two main items of business. The first was the **election of council members**. Council had discussed that since **Donnie Ellefson and Twyla Bublitz were both eligible for re-election**, their recommendation was that in the midst of our process, we re-elect them by majority vote.

However, other nominations from the floor could be considered. The motion was made, seconded, and approved, so they will **each have a three-year term**. (Note: after the meeting, **Brent and Twyla Bublitz** volunteered to serve as our **representatives to synod assembly**. Thank you! We forgot to vote on that! May 4.)

The second item of business was the suggestion by Pastor Valerie that **we form a committee to work on the financial questions and disagreements** that arose at our last quarterly meeting when we looked at the budget –particularly concerning our benevolences, what percentage goes to the synod (and on to the ELCA), what we do with the money from our fund-raisers, and how priority of payment for bills and commitments is made, etc. Pastor also noted that in the last few years, both our giving units and our offerings have dropped considerably, by about 25-30%, so it's a good time to take a fresh look at our overall budget, especially as we prepare to enter into a cooperative arrangement, for which

we will need to know what we can commit.

Pastor also shared with us **a video and printout sheet from the synod**, that tell where funds sent to the synod are used, and what they accomplish. This will be helpful when we make decisions about the percentage for synod, and our benevolences beyond that.

The congregation **moved to form such a Financial Committee**, for the purpose of doing this overview of the budget, and establishing some **guidelines** for benevolence commitments, payment priorities, and use of fundraiser monies. They will also then be prepared with understanding as we make plans with Milltown and North Valley. This committee is intended to serve for the immediate period, of perhaps a year, as we go through this transition. **Those who were approved were Brent Bublitz, Jeff Larson, Shirley Johnson, Laurie Ellefson, Terrie Lunsman, Gary Ebensperger, and Albert Arndt (treasurer)**. Pastor will be an adviser.

Katheryn Rivers brought up the **need to also revive the work of reaching out and caring for inactive members**. This was mentioned as being a past “stewardship committee”, but this is an issue to be looked at and discussed. (Pastor will address some related issues during Lent, issues that also arose out of the CAT assessment.)

Council Meeting, Feb 17.

After our debriefing with Kurt Jacobson, we had only a few minutes to conduct essential business, before getting off to Milltown for the joint meeting. Pastor Valerie requested an **extension of her contract** through April, as an agreement is not imminent, and council responded by approving extension **through June**, with the option to change the date if we come to an agreement before then. **Next meeting was set for March 17**.



EASTER FLOWERS

(by Endeavors Garden Center & Gift Shop)

Make your checks payable to ENDEAVORS.

Orders need to be in by April 2, 2019.

6" Single Easter Lily	\$11
8" Double Easter Lily	\$20
10" Triple Easter Lily	\$27
6" Asiatic/Oriental Lily	\$13
6" Azalea	\$22
8" Hydrangea	\$24
6" Kalanchoes	\$15
6" Mum	\$15

Name _____

In Memory of _____

In Honor of _____

The Evidence is In: The CAT Speaks

Fristad Lutheran Church

February 21, 2019

A report to the members from Mustard Seed Consultant Pastor Kurt Jacobson GoMustardSeed@gmail.com

Key Indicators about Fristad Lutheran Church from the data:

- Overall satisfaction and energy are low.
- Value of participating in church activities is average.
- The theological diversity among members is high and leans conservative.

Facts about the Church Assessment Tool provided by Holy Cow! Consulting

1900 churches in the Holy Cow! database; 200,000 people

- Used in churches for 20 years
- Majority of churches in the data base are mainline Protestant with worship attendance of 150 or less
- Established track record of accurately assessing vitality of congregations

Six Characteristics of Healthy Congregations based on the 1900 churches in data base:

1. Vital Worship
2. Flexibility – the capacity to make changes required to be effective in a particular context without having to invest large amounts of energy managing internal conflict
3. Meaningful Relationships
4. Governance – representative leadership which is open to the input of others
5. Lifelong Learning Orientation
6. Spiritual Formation for complex lifestyles

Cultural Realities of FLC

With a theological conservative stance and lower adaptability, FLC has a culture called “Hearth and Home.” This culture embraces moral and spiritual clarity, stability in the face of societal change, and the maintenance of important traditions. A challenge of this culture is making changes to achieve goals without triggering debilitation conflict.

Reinvention Needed - Based on the Evidence

Churches with low satisfaction and energy means members can envision a church more vital than they are currently experiencing. Low levels of satisfaction and energy can be motivating for change, as long as members have:

- 1 a clear sense of direction;
- 2 some concrete steps to take; and
- 3 are willing to contribute to the change instead of simply waiting for others to change.

Churches in reinvention need to aim to do the a few basic things well. Such churches benefit from a “line coach.” Reinventing the congregation’s mission will be key to success.

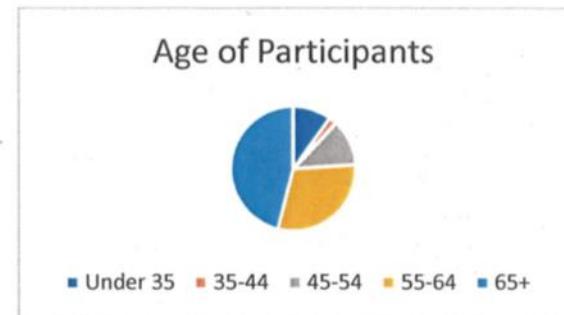
The evidence indicates these efforts for renewal may be helpful to raising satisfaction/energy:

- **Increase Flexibility.** The more flexible a church, the more likely it is that it will meet the needs of its members and the community. A renewal period offers opportunity to explore changes to learn flexibility and be better able to achieve raising satisfaction and energy.
- **Improve Hospitality.** People indicate a difference on whether FLC welcomes and is enriched by persons from many different walks of life. Generally, people expect that churches will be inviting and supportive communities. One-half of FLC members agree a friendly atmosphere exists and one-half are unsure.
- **Conflict Management** Neary one-half of members indicate they feel there is a “*disturbing amount of conflict*” in the congregation, while one-half disagree. Leaders were unable to articulate insight into this evidence. A similar division of perspective exists on the topic of a “*small group of members that (frequently) opposes what the majority want to do*.” Before any efforts to raise satisfaction or address priorities can be successful, resolving conflict and learning conflict management skills will be necessary. A free consultation on this is available through Holy Cow! Consulting. Considering pursuing this offer.

- **Open communication** avenues for leadership to keep congregation informed. Developing a sense that that the decision-making structures and processes of the church are open to members concerns and input.
- **Provide opportunities** for members to discern their gifts. The evidence is very high that this is a basic priority.

Quick Facts about Who Participated in the CAT (Church Assessment Tool)

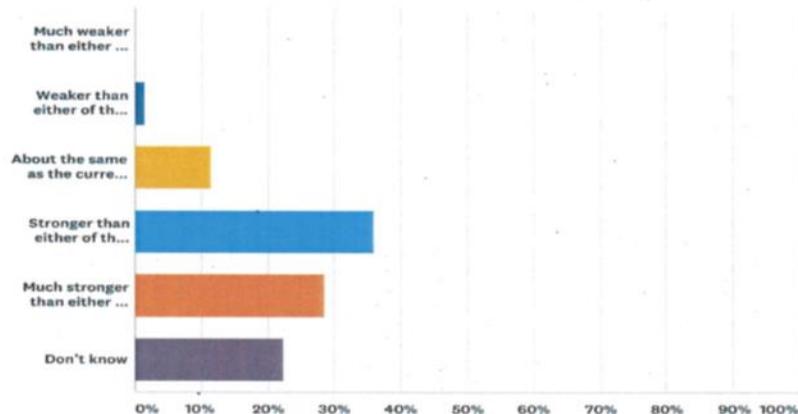
- 52 people took the CAT representing 133% of average worship attendance. The goal was 80%.
- **Age demographic:** 43% are over 65; 12% are under 45.
- **Tenure:** 2/3rds have been members over 20 years
- **Worship trend:** 8% are worshiping more than 3 years ago; 28% are worshiping less than 3 years ago
- **Education:** 38% have college or advance degrees; 62% have high school diploma or some college
- **Households:** One-half live in two-person households; 1/3 live in one-person households
- **Gender:** 71% female; 29% male
- **Average household income:** \$60,000
- **Average annual contribution to FLC:** \$1,123. This is 1.89% of income.
- 83% believe moderate to significant change is required to realize their vision for Fristad



The following question on consolidation includes data from North Valley and Milltown:

Q94 If our congregations consolidate, I believe the result will be a single church that is

Answered: 147 Skipped: 11



It's been my pleasure to serve Fristad, Milltown and North Valley congregations with evidence-based discernment for informing conversation about the future. My daily prayers accompany your discussion, as well as your individual efforts to increase satisfaction, energy and flexibility in order to extend the grace of God in Christ to more people in Polk County and beyond.

-Kurt Jacobson, Mustard Seed Consulting, LLC GoMustardSeed@gmail.com mustardseedonline.com

Fristad Lutheran Church

501 State Road 35
PO Box 217
Centuria, Wisconsin 54824-0217
715-646-2357
fristad@lakeland.ws



«AddressBlock»

Worship with Holy Communion every Sunday at 9 am
Refreshments & Fellowship following the service

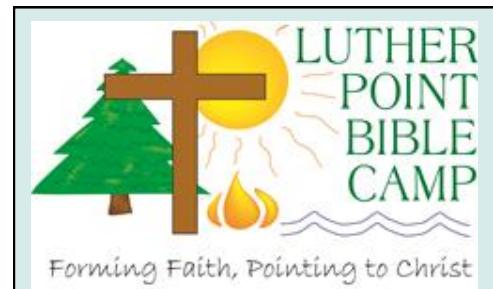
Remember to bring in non-perishable food items on the first & third Sundays of the month for the local food shelves.

HAPPENING IN MARCH

- Sun, Mar 3** 10:30am Worship at Milltown with potluck meal
- Wed, Mar 6** 7pm Ash Wednesday Service at Fristad
- Sat, Mar 9** Walking Together & Christ Jam events at UW-Eau Claire

LENTEN WORSHIP SCHEDULE

- Wed, Mar 13** 6pm supper/7pm Lenten Worship at Milltown
with Pastor Marilyn Crossfield—Psalm 91:1-2; 9-16
- Wed, Mar 20** 6pm supper/7pm Lenten Worship at North Valley
with Pastor Dorothy Sandahl—Psalm 126:1-6
- Wed, Mar 27** 6pm supper/7pm Lenten Worship at North Valley
with Pastor Maggie Isaacson—Psalm 32:1-11
- Wed, Apr 3** 6pm supper/7pm Lenten Worship at Fristad
with Pastor Lori Peper—Psalm 27:1-14
- Wed, Apr 10** 6pm supper/7pm Lenten Worship at Fristad
with Pastor Angie Kutney—Psalm 63:1-8



Thinking of sending the kids (or grandkids) to Summer Camp this year? We have scholarships available at Fristad. We will pay 1/2 the cost of camp (minus the \$55 member discount and \$15 Early Bird/register by May 1). Brochures are available at the church or online at lutherpoint.org/summer-camp.