

CROSS

Connection



The Cross Connection is a monthly publication of the Eastern Washington-Idaho Synod published for its clergy, members, deacons, lay leadership and ecumenical partners.

September 2017

You Are Invited

to the Installation of

The Reverend Kristen E.M. Kuempel

as

Bishop of the Eastern Washington-Idaho Synod

of the

Evangelical Lutheran Church in America

at Saint Mark's Lutheran Church

316 East Twenty-Fourth Avenue

Spokane, Washington

on

Saturday, the Sixteenth of September

at two o'clock in the afternoon

Please contact the Synod office at 509-838-9871 for more information.



Presiding bishop

The laborers in the vineyard

By Elizabeth A. Eaton



Just before Jesus entered Jerusalem on that first Palm Sunday, Jesus told a very interesting parable. It's sometimes known as the "Laborers in the vineyard" (Matthew 20:1-16).

You remember how it goes: A landowner hires laborers

for his vineyard at 6 a.m., promising them that he would pay the usual daily wage. Then he hired more laborers at 9, noon, 3 and 5. When the day's work was over, the landowner paid all the laborers, starting with those who were hired last. Sure enough, they got the daily wage. Those hired first who worked the entire day got exactly the same wage. They weren't pleased.

"Now, when the first came, they thought they would receive more; but each of them also received the usual daily wage. And when they received it, they grumbled against the landowner, saying, 'These last worked only one hour, and you have made them equal to us who have borne the burden of the day and the scorching heat' " (verses 10-12). Not fair!

Jesus' parables are meant to shake us up a little bit. There is often a twist that catches us and makes us think. But it's hard to find the logic in this one, much less the good news. What's the point? And what's the point of working all day only to get paid as much as those who came last?

A moment of confession here—I always identify with the laborers who worked all day. I am the conscientious one. I work and pay my taxes and go to church and support public radio and buy Girl Scout cookies. I use my turn signal and allow the car in front of me to merge into traffic. I am kind to animals and never remove the tag on furniture that says "Do Not Remove This Tag."

Are reprobates and slackers really equal to me in God's eyes?

My reaction is quite telling. I am making several assumptions—that I am deserving, that other people are not deserving, and that God

operates according to my standards of fairness and justice. It doesn't strike me as contradictory that I regularly confess that "I am captive to sin and cannot free myself" and, at the same time, consider myself a paragon of virtue.

The landowner's words, "Am I not allowed to do what I choose with what belongs to me? Or are you envious because I am generous?" (verse 15) really sting. Yes, I am envious and angry. Jesus' economics don't make sense. This is not the way to run a business.

I take some small comfort in the fact that I am not alone. A lot of us identify with the first laborers and expect extra credit for our good work. If this wasn't true, Jesus would not have told this parable. Funny—I preach about grace and don't like it. Oh, grace for me is fine, but not for those who don't deserve it.

Oops! That is the point. Grace is not something we deserve or earn or can work for. We are all utterly dependent upon God's mercy, and God is very prodigal with mercy. The grace that all the laborers received—those who worked all day and those who worked for an hour—is that they all got a job, not because of their effort but from the generosity of the landowner. The grace that we receive is that God first loved us.

"While we were still weak ... while we were still sinners ... while we were enemies, we were reconciled to God through the death of his Son" (Romans 5:6-10). Working hard doesn't make God love us more.

Here is the good news in this parable: God has called us into a relationship through Christ, into God's intimate and deep love. If some of us are blessed to realize this our whole lives, give thanks. If some only come to know this at the last hour, rejoice. A graceful response to this grace is that the first are overjoyed for the last. 

A monthly message from the presiding bishop of the Evangelical Lutheran Church in America. Her email address: bishop@elca.org.

This column originally appeared in *Living Lutheran's* August 2017 issue. Reprinted with permission.

Call Process Status

A Process beginning/congregational study	I Interim	AP Associate/Assistant Pastor
B Names received or on-site visits in process	P Pastor	VP Visitation Pastor
C Call in process/issued	CP Co-Pastor	D Deacon
NV New Vacancy	LP Lead Pastor	L Lay Position
TC Term call	SP Supply Pastor	TM Transition Minister (available for the open-ended call)
VP Visitation Pastor		

POS	LOCATION/CONGREGATION	STATUS	PASTORAL CARE	
P	Boise, ID – King of Glory	C	John Hergert	I
P	Chelan, WA – Holden Village	B		
P	Cheney, WA – Emmanuel Lutheran	A		
P	Cheney, WA – Campus Ministry EWU	A		
P	Chewelah, WA – St. Paul Lutheran	A	Bob Edwards	SP
P	Colville, WA – St. Paul Lutheran	A	Doug Stensby	I
P	Davenport, WA - Zion	NV	Stacey Friedlein	TEEM
P	Davenport (Egypt), WA – Christ Lutheran	NV	Stacey Friedlein	SP
P	Ephrata, WA - Holy Trinity	A	Karen Edwards	I
P	Goldendale, WA – Christ the King	NV	Mary Johnson	SP
P	Kennewick, WA – First Lutheran	NV	Alan Berg	I
P	Leavenworth, WA - Faith	A	Misael Fajardo-Perez	I
P	Lind, WA – Good Hope Lutheran	NV	Ginny Johnson	I
P	Mattawa, WA – Grace Lutheran	NV	Ginny Kreckling	I
P	Otis Orchards, WA – Peace Lutheran	A	David Olson	TM
P	Quincy, WA - St. Paul Lutheran	A	Karen Edwards	I
P	Spokane, WA – Messiah Lutheran	NV	Betty Krafft	SP
P	Spokane, WA – St. Mark's Lutheran	A	Eric Dull Kate LePard	CP
P	Toppenish, WA – Faith Lutheran	NV		
P	Twin Falls, ID – Our Savior	NV	Dick Sansgaard	SP

Calls Accepted

Rev. Adam Barnhart has accepted a call at Shepherd of the Hills - Flagstaff, AZ.

Pr. Dana Helsing has accepted the call to serve Genesee and St. John Lutheran Churches - Genesee, ID

Mr. David Hellerich has accepted a call to serve as Deacon for Administration at Christ Lutheran Church - Yakima, WA. His consecration was July 30, 2017.

Rev. Jillian Ross has accepted a call to serve Stella Lutheran Chapel – Longview, WA. She anticipates starting in late Fall

Installations

Pr. Helga Jansons was installed at First Lutheran Church, Pasco, WA August 6th.

Pr. Dana Helsing will be installed at Genesee Lutheran Parish on August 27th at 4 pm

Retirements

Pr. Janice Von Rappard retirement effective July 1, 2017

Pr. Mike Nelson retirement effective July 1, 2017

Pr. Charles Spiedel will retire effective September 1, 2017

LATINO MINISTRY WORKSHOPS

Saturday October 21st 10am-3pm Pasco, WA - Sunday October 22nd 2-5pm East Wenatchee, WA

Open to all clergy and lay people across the synod

Presenter: Rev. Alexia Salvatierra

<http://www.alexiasalvatierra.com/bio.html>

YAGM NEWS!

The Young Adults in Mission Program of the ELCA has just called the next YAGMS int service. There are 95 of them this program year, the program continues to grow - maybe in small part because of your gifts to our Mission Campaign that is giving money towards this program.

The YAGMs from our area are Krista Stanley from Luther Heights Bible Camp, University of Idaho Lutheran Campus Ministry and First Lutheran Church - Idaho Falls, ID. She will serve in Central Europe, and you can reach her at stan9468@vandals.uidaho.edu. Our other YAGM is Katharine Jones, from Summit Church - Spokane, WA and Gonzaga University. She can be reached at kjones17@zagmail.gonzaga.edu.

We wish them well, and ask that you keep them in your prayers.

SAVE THE DATE!

Look for more information in next month's newsletter for details!
Reformation 500 Hymn Festival on Sunday, October 29th at 2pm.

IMMIGRANT FAMILY SUPPORT AND SAFETY:

Given our current political climate, many of us who have contact with immigrant families have sensed a significant increase in the level of fear that now overshadows our immigrant neighbors. This real threat is significantly affecting these families, especially the children in school, never knowing for sure if their parents will be apprehended while they are in school.

In Leavenworth, there has been a group that has formed called NCW United (NCWU) (<https://sites.google.com/view/ncwunited/home>). We meet monthly, around 200 strong, to update news and plan actions. NCWU also has within it small groups which focus on specific issues of justice and equity. The Immigration/Race Justice Group has just developed several very important document which we are making available to all those who are concerned. We are distributing the documents to our local School District, Chamber of Commerce, and other organizations and businesses. These documents are electronically available at your Synod Office or with Rev. Alex Schmidt, lxhappns@nwi.net or 509.548.7012.

- 1. Family Safety Plan (Spanish/English):** *Helps families prepare for the eventuality of mass raids or individual apprehensions.*
- 2. Power of Attorney (Spanish/English):** *An essential legal document that gives power to a trusted individual regarding custody of children, property assets, finances, medical, etc.*
- 3. Know your Rights (Spanish/English):** *What does a family need to know if Immigration and Customs Enforcement (ICE) comes to their door or place of work? There are specific rights, if known, can avoid more difficult situations.*
- 4. What to do in case of a raid/apprehension (Spanish/English):** *Detailed instructions on finding whereabouts of detainee, documentation, legal help, and other important items for those remaining.*
- 5. Employer's Rights (English):** *What rights does an employer have in the event of an ICE visit?*
- 6. Washington State Hotline (Spanish/English):** *Reporting ICE activity alerts teams of volunteers and legal advocates to respond in a timely fashion to support and protect immigrants.*



After the busy summer schedule, fall is a quiet and a beautiful time to visit Holden Village.

**You are invited to a special
“Made in Montana”
Holden Fall Sojourn**

September 17-23, 2017

This week will feature a teaching staff from Montana.

Including Mark Gravrock (Bible), Mark and Carol Ramseth (Theology), Neal Wedum (Glacier Park Ranger), and Thomas Schmidt (Musician).

For further information, bios, rates, and registration, go to –

www.holdenvillage.org/visit/event/.

If you have questions email dariuslarsen@msn.com

The Village at Orchard Ridge will present and Christ the King Lutheran Church and Lutheran Church of the Master will host

P.E.A.C.E.

(Professionals Easing Aging Concerns Thru Education).

When: Saturday, September 16th, 9:00 a.m.-2:00 p.m. (Check In begins at 8:30 a.m.)

Where: Christ the King Lutheran Church, Founders Hall,
1700 E. Pennsylvania Avenue, Coeur d'Alene

A panel of local experts, featuring Dr. Susan Melchiorre, of OnSite for Seniors, will educate on the unique challenges of the aging process. To register, or for more information, email cdafrontdesk@theorchardcda.org or call 664-8119.

Pray with us



We ask that you keep the ministry of the church, our synod, and the whole world in your prayers, as well as the people listed below . . .

Pastor Dave Daug, for continued healing and health.
 For Bishop Wells, Bishop Elect Kuempel, and their families in this busy time of transition.
 Deacon Sheri Nelson and her family on the recent death of Sheri's mother Doris Strong.
 Please keep the family and friends of Rev. Dr. Marc Kolden, who recently died. Pastor Kolden served in the Montana Synod and in the NRIT.

Prayer Requests . . . to be included or removed from the Synod Prayer Request list, please send your request to the synod office@ewaidssynod.org, or call 509-838-9871.

<p>This year marks the 30th anniversary of the 1987 Letter of Apology to Tribes by ecumenical leaders of the Northwest. We confess further efforts are required to carry out the spirit and intent of our commitment. Faith leaders have not done enough in the past 30 years to dismantle privilege and support Indigenous Communities.</p> <p>Together we renew and honor our commitments.</p> <p>As representatives of Northwest faith communities, we affirm the sovereignty of Native peoples and commit to working together in the ongoing struggle to overturn injustices.</p>	<p>FOR RESOURCES AND EDUCATIONAL MATERIALS, PLEASE VISIT:</p> <p>www.fanwa.org/INIC</p>	<p>Our Mission: We further commit to addressing the impact of continued unjust actions and misunderstandings that undermine sovereignty, to uphold the rights of tribal communities, and to stand together to foster peace and justice for all.</p> <p>We pledge:</p> <ol style="list-style-type: none"> 1. to support Native efforts to protect their inherent rights and treaty rights; 2. to encourage faith communities to deepen relationships with Native peoples; 3. to advocate for Native peoples as requested; 4. to work for a shared future that fully acknowledges and addresses past wrongs.
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Tree of Life Lutheran Church - Terrace Heights, WA has stumbled upon file cabinets full of choir music (SATB) which is of no use to them any longer. It is free for the taking. If interested, contact Pastor Ron Nitz at 509-453-7294 or thls@nwinfo.net



Community Clergy Training to Support Rural Veterans Mental Health

St Paul Lutheran
11 SEPTEMBER 2017

*Recognizing the Challenges of Reintegration and
Building a Pathway to Care and Resources*

Many Veterans and their family members seek help for their problems from clergy. An upcoming event in Chewelah, WA can help prepare you to support them.

Rural and smaller-town Veterans in particular have limited choices for healthcare. As a member of the clergy, you and your house of worship are an important contact point for Veterans in your community. Sometimes clergy members aren't aware of the Veterans in their congregation or how they might help a Veteran and their family following deployment. Clergy may recognize Veterans who are struggling in their return to civilian life, but not know how to support them.

The **Saint Paul Lutheran Church** and National Chaplain Center of the Department of Veterans Affairs (VA) invite you to attend a free interactive training in **Chewelah, WA**. This event will be held on **11 SEP 2017** from **0830 until 1600** at the **St Paul Lutheran Church**.

Training topics will include:

- Identifying potential conflicts between civilian and military cultures.
- Identifying actions community clergy can take to assist military personnel and their families with a healthy adjustment to a civilian culture.
- Types of common military events that can cause adjustment problems for military personnel and the psychiatric and psychological responses that often follow from them.
- Identifying the relationship between spirituality and "meaning making."
- The importance of Personal Narratives and Past, Present and Future Stories.
- Identifying pastoral responses and resources for clergy and their congregations.

This workshop will be held 11 SEP 2017 from 8:30 AM- 4:00 PM at the St Paul Lutheran Church 110 N Second Street W Chewelah, WA 99109 (509) 936-1547. Check-in will begin at 8:00 AM. and the day should conclude by 4:00 PM. Lunch details are being worked out.

Seating is somewhat limited for this free event, so please register TODAY. You can complete the Registration for this training by sending an email to james.pierce6@va.gov listing your contact information to reserve your seat.



*A collaboration of the First Christian Church, the National VA Chaplain Center,
and the Veterans Health Administration (VHA) Office of Rural Health (ORH).*

HOST
ORG
LOGO

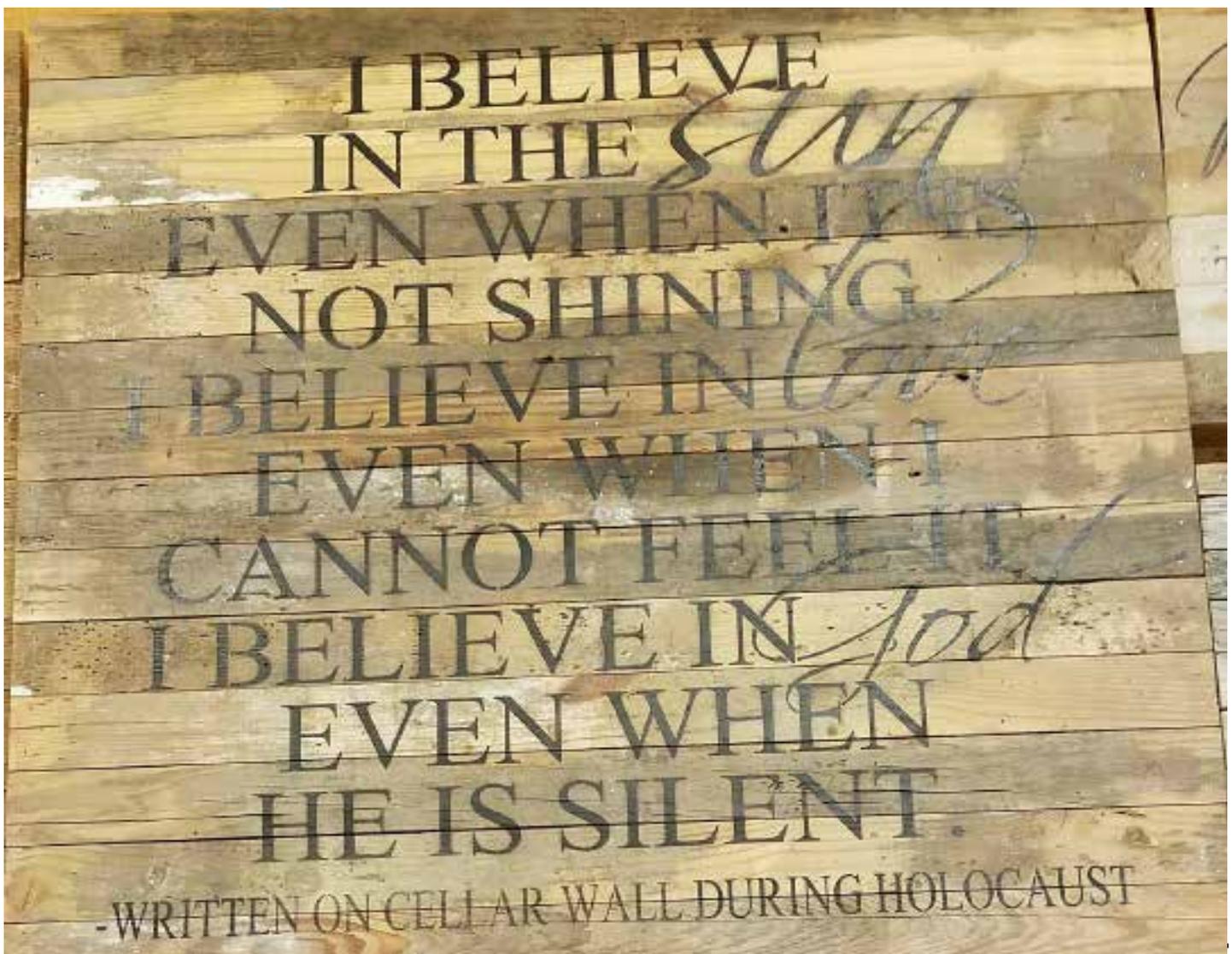
Stewardship: 40 Acts at Hope Lutheran, Eagle Idaho

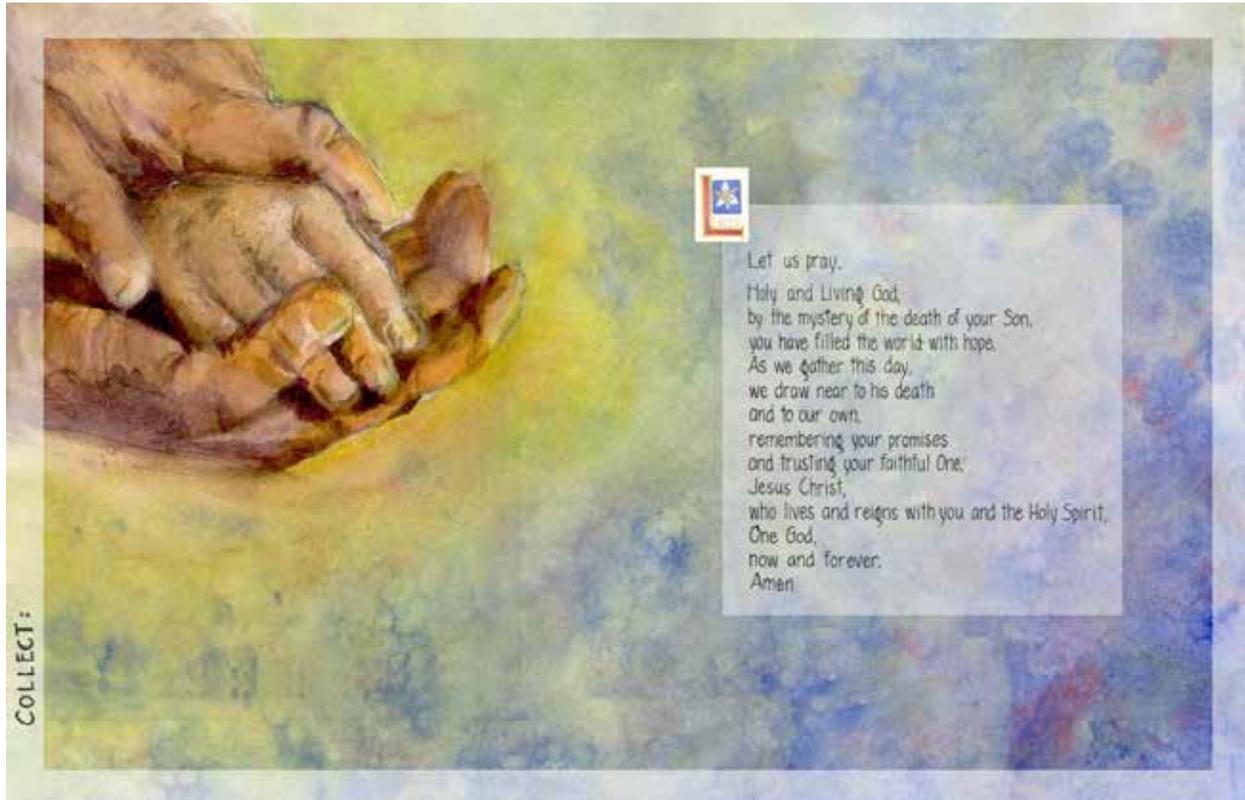
What if generosity is not something to be taught but a gift already given to us by God? Generosity is in our DNA—the gift of a generous God. This understanding of the gift of generosity came from the program we used for our Lenten journey this year. The program was called 40acts which is based upon Romans 12:1-21. The concept of 40acts (www.acts.org.uk) was the idea that if Christians united together around the world, we could be changed and we could change the world through generous acts. We spent six weeks looking at how these words from Romans invites us to live generous lives because of all that God has done for us. Each day for forty days, excluding Sunday we were given a challenge to live out that day in a generous way. The goal being to create a habit of generous living.

Hope invited the community to think generously in all areas of their lives. From the way they dealt with their neighbor to listening to the story of a stranger. Generous lives are open lives, open to the challenge of God to receive as well as give to one another. Being generous is as much about receiving as giving. For is it only when we receive the gift of God's generous love and grace that we can begin to give to others. Receiving from others is a way we receive from God.

What would a generous life look like to you? How can you be more generous to the stranger, your family, and a co-worker? What would our congregations look like if they lived generous lives? What would our Synod or ELCA look like? Generous lives are not fearful lives, they are lives filled with promise and hope. Start practicing acts of generosity, and allow this practice to become a habit.

by Pastor Mike Sager





Peace at the Last a workshop for ministry with the dying

Thursday, September 14th 6–8:30pm

Peace at the Last is a beautifully illustrated liturgy to be used at the bedside of the dying. We know that many people feel inadequately equipped to visit people who are dying. Should we talk about death? Should we pray? What should we pray? Should we touch the dying person? These are real questions and they can make us want to avoid the important Christian witness of accompanying the dying. Peace at the Last, created at Lake Chelan Lutheran Church and published by Augsburg Fortress Publishing, ushers us into visitation by offering a clear, rich and beautiful liturgy. Come experience Peace at the Last: Visitation with the Dying Thursday, September 14th 6–8:30pm at Grace Lutheran Church. Facilitation will be led by Pastor Paul Palumbo. A simple supper will be provided.

Registration: Sign up in person or with a phone call at Grace Lutheran Church (509-663-2189), or at Grace's website, www.gracelutheranwenatchee.org

Cost: A financial donation of any amount to share the cost of food and facilitation

Location: 1408 Washington Street, Wenatchee

Upper Snake Cluster Picnic Photos

Cluster Picnic, August 12th, 2017

We had a great time of fellowship and wanted to share some pictures!

Thanks for everyone who came to Firth!



Please plan to join ELCA Presiding Bishop Elizabeth Eaton on Tuesday, Oct. 31, as she co-hosts a commemoration of the 500th Anniversary of the Reformation.

The event, which will include speakers and a service, will be at the Lutheran Church of the Reformation on Capitol Hill in Washington, D.C. Bishop Eaton will be joined by co-hosts Indiana-Kentucky Synod Bishop Bill Gafkjen, ELCA Vice President Bill Horne and Metropolitan Washington, D.C., Synod Bishop Dick Graham.

The event is open to the public and will be available online via livestream. All are invited to participate and honor the Reformation anniversary as we bear public witness to Christ, who frees us to love and serve our neighbor, and as we look to the future to which God is calling us.

Please note this date on your calendar. More details will be available in the near future. Stay up to date on event changes at the event calendar posts.

Blessings to you as we commemorate this historic occasion in our church.

Planning on Attending the Synodical Women's Gathering and the Idaho Discipleship Conference? *What About the Time Between?*

The 2017 ELCA Eastern WA-ID Synodical Women's Gathering will be held Sept. 29-Oct. 1 at Trinity Lutheran Church, Nampa. The very next weekend, Oct. 6-8, the Idaho Discipleship Conference will be held at the Nampa Civic Center. You could spend the week exploring ministry, culture, industry, and wilderness in the Treasure Valley.

A possible itinerary:

Sunday: Go to Brick 29 in Nampa for brunch following closing worship at Trinity Lutheran Church

Monday: Join the quilters at Faith Lutheran Church in Caldwell from 9-11 a.m.

Tuesday: Visit Boise's Anne Frank Human Rights Memorial, Basque Museum, and Idaho Botanical Gardens

Wednesday: Wine Tasting in Snake River Valley Wine Country

Thursday: Make stoles (no experience necessary) for Grace Episcopal Church's House Next Door from 10-noon

There are many wonderful restaurants in Nampa, Caldwell and Boise

Other Options:

Golfing • Warhawk Air Museum • Deer Flat National Wildlife Refuge • Nampa Greenbelt
Tour Northwest Nazarene University and/or College of Idaho

Pastor Meggan Manlove, Trinity Lutheran Church

Pastor Justin Tigerman, Faith Lutheran Church

Deacon Kat Tigerman, The House Next Door

Canyon County Rostered Leaders



EASTERN WASHINGTON IDAHO SYNOD

of the
Evangelical Lutheran Church in America

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September 2017 Newsletter



Let Down the Nets

Lifting Our Vision
Jesus First, Last, Always
God's Grace, Our Gratitude
The Spirit Powers Us
No Fear! Transformation
Connections Multiply Miracles
Go, Tell & Serve



Please reproduce any and all articles for publication in congregational newsletters or bulletins.

The **Cross Connection** is also available on the synod website at

<http://www.ewaidsynod.org/synodpublications.html>.

Deadline for articles is the 5th of each month.

Synod Calendar

August 2017

20-26 Abriendos Caminos at Holden Village

September 2017

- 4 Synod Office Closed Labor Day
- 10 God's Work Our Hands Sunday
- 15-16 Synod Council
- 16 Bishop Installation at St. Mark's - Spokane, WA

October 2017

- 4-6 Bishop's Convocation - Boise, ID
- 6-8 Idaho Discipleship Conference
- 21 Latino Ministry Workshop - Pasco, WA
- 22 Latino Ministry Workshop - E. Wenatchee, WA



Eastern Washington-Idaho Synod
Evangelical Lutheran Church in America
God's work. Our Hands

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THE PARISH PAPER

IDEAS AND INSIGHTS FOR ACTIVE CONGREGATIONS

EDITOR: CYNTHIA WOOLEVER—WWW.THEPARISHPAPER.COM

September 2017—Volume 25, Number 9

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EQUIPPING VOLUNTEERS BUILDS A STRONG CHURCH COMMUNITY

Sociologist Joshua Packard describes an emerging population he calls the “dones.” They are “spiritual refugees” from organized religion who were once long-time members, but who pass through the exit door of the church and never look back. Though many reasons exist for their departure, a significant theme is the feeling of being ignored or underutilized. “It’s hard for me to be just a passive worshiper,” one of Packard’s interview subjects said. “I’ve got to do things. That’s how I understand my faith and how I understand God.”¹

Signs of Trouble

Marlene Wilson, a recognized specialist in volunteer training, explains that in many churches the Pillars do much of the work, fostering close and satisfying relationships within their clique and making a majority of the decisions. This can leave the Pewsitters with a lack of enthusiasm about getting involved. Additionally, while one can be part of an active core of volunteers and still experience a vague sense of dissatisfaction, Wilson describes signs of trouble within a volunteer system.

The team leader or committee chair does all the work for the team. Though it is tempting to blame laziness, the culprit might be an overactive team leader. Imagine gathering for a team meeting where the leader lays out her vision for the team’s work, hands out printed material, and adjourns. Later, team members realize that the leader did all the talking. Unless team members are asked to contribute, it seems pointless to participate.

Leaders are asked to do several jobs at once—and retained for too long. When leaders juggle multiple tasks, they are unable to give their best effort to any one thing. Without an influx of new volunteers, the regulars may feel burdened and unmotivated. Some churches address this issue by refusing to allow anyone to be in charge of more than one ministry team.

Unrealistic time commitments scare volunteers away. The era when volunteers inhabited their jobs for a lifetime is over. “A major trend in volunteerism,” writes Wilson, “is

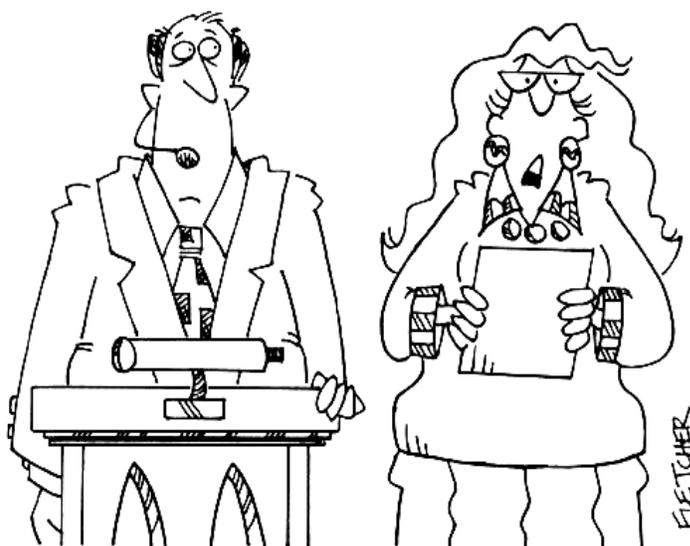
that volunteers prefer three-, six-, or one-month assignments rather than longer commitments. The shorter time commitments fit better into volunteers’ busy lives.”

There is no system for coaching volunteers. Imagine being assigned a volunteer job with no one to be accountable to and no one to contact in case problems arise. Supervising is just as important for volunteers as it is for paid employees. The best approach is to create a documented process. Develop a coaching system and write it down.

Volunteers are more committed to the director than to the program. Inspirational leaders are never a problem—unless the leader leaves! Every team or committee needs a mission statement that answers the question, “What is our purpose?” and a written vision statement of where the team is heading.²

Discovery First, Equipping Second

Sue Mallory and Brad Smith lay out an equipping system for congregations structured around the journey a new member makes from entry to worship involvement



“THE 20 PERCENT OF OUR CONGREGATION THAT DOES 80 PERCENT OF THE WORK WILL BE HONORED AT A SPECIAL LUNCHEON...AS SOON AS THE REST OF US FIGURE OUT HOW THAT’S DONE.”

to volunteer ministry.³ At the heart of this equipping system is the discovery interview, which seeks to discover the abilities and interests of potential volunteers. It is best to recruit a team to conduct these interviews. Anyone who is able to ask open-ended questions and practice reflective listening would qualify. The interviewer should take prolific notes or use a pre-fabricated form. Some congregations use volunteer database software for its members, which is fine as long as confidentiality is respected regarding personal issues that might arise in the interview (see “Top 20 Volunteer Management Software Products,” <http://www.capterra.com/volunteer-management-software> for examples).

Here are some sample questions for a discovery interview⁴:

- I would be interested in learning about your family. Tell me about. . .
- What do you do (or have you done) to earn your livelihood?
- What do you love doing?
- What do you dislike doing and hope never to have to do again?
- We seldom have the opportunity to share with others those things that we most enjoyed and felt we did well. Are there things you have accomplished that you are really proud of?

Matching and discovery are different tasks, and discovery must come first. Matching then requires a thorough review of the abilities, interests, and motivations of the potential volunteer before seeking to fill available slots. When matching, one should pay attention to not only positive factors, but also reasons why this might not be the best time to volunteer, such as exhaustion from previous service, personal crisis, or a significant life transition.

The Basics of Equipping Volunteers

Success in volunteer service requires encouragement and support. This is often called equipping, a reference to Paul’s call to leaders “to equip the saints for the work of ministry, for the building up of the body of Christ” (Ephesians 4:12, NRSV). Here are four keys to effective equipping.⁵

Apprentice your volunteers. In the Middle Ages, the apprentice served alongside the master, who provided instruction and guidance. The apprentice learned by doing. The effect here is that of the slow cooker or crock-pot, not the microwave oven. Demonstrate how it is done, and let it simmer.

Use a team structure. The problem with the solo approach is that we end up doing too much of the work ourselves. If you are launching a new project without a team in place, it risks collapse. If the size of your long-standing committee or team has dwindled over time, you risk burnout. Pay close attention to forming and sustaining the team.

Train for the work. Once you have a team in place, think about attending a training conference together, watching an instructional video, or visiting another congregation that does what you do. Observe and ask questions: What worked? What didn’t?

Develop leaders. While training prepares a person to complete a task, leadership development aims at developing the whole person. For instance, a church-operated food pantry may recruit new volunteers from its customers and train them to stock shelves or clean the floor. Then, invite volunteers who show interest and leadership potential to serve on the board or hold other leadership roles. With proper guidance, this customer-turned-volunteer might develop into a trusted leader. Leaders may come from anywhere.

How Volunteer Ministry Feeds Us

Equipping others for the work of ministry, Paul writes, serves to build a strong, diverse community called the body of Christ. Where do you fit into that community? Are you a Pillar, a Pewsitter, or something in between? What would a discovery process look like with the newest members, your circle of friends beyond the church, the “dones,” and the “not-yet-dones”?

ABOUT THE AUTHOR: The Rev. Dr. Dana Horrell, executive director of Faithful Citizen (www.faithfulcitizen.net) and United Methodist pastor, works to engage congregations in social ministry.

1. Joshua Packard, “Meet the ‘Dones,’” *Christianity Today*, Summer 2015, <http://www.christianitytoday.com/pastors/2015/summer-2015/meet-dones.html>.

2. Marlene Wilson, *Creating a Volunteer-Friendly Church Culture* (Loveland, CO: Group Publishing, 2004), 47-53.

3. Sue Mallory and Brad Smith, *The Equipping Church Handbook* (Grand Rapids: Zondervan, 2001), 244-346. Also see Sue Mallory, *The Equipping Church* (Grand Rapids, MI: Zondervan, 2016).

4. *Ibid.*, 287-88.

5. Dan Entwistle, *Recruiting Volunteers* (Nashville: Abingdon, 2007), 39-50.