

Volume XX
Issue V
*MONTH OF
MAY, 2022*

Newsletter of Community Presbyterian Church, Lac du Flambeau, WI

*Our Mission Statement:
As people of God and
servants of our Lord Jesus
Christ, we believe our
Mission to be the building
of a strong fellowship,
ministering to the Spiritual
and physical needs of the
church, the community,
and the world fulfilling our
Lord's command to "Love
our neighbors."*

Mr. Rogers, to grads—and to us all

Our world hangs like a magnificent jewel in the vastness of space. Every one of us is a part of that jewel, a facet of that jewel, and in the perspective of infinity, our differences are infinitesimal. We are intimately related. May we never even pretend that we are not. ...Deep down, we know that what matters in this life is more than winning for ourselves. What really matters is helping others win too, even if it means slowing down and changing our course now and then...

[Roman philosopher] Boethius wrote this sentence: "Oh happy race of mortals if your hearts are ruled, as is the universe, by love."...[There is a] deep part of you that allows you to stand for those things without which humankind cannot survive: love that conquers hate, peace that rises triumphant over war, and justice that proves more powerful than greed. So in all that you do, in all of your life, I wish you the strength and the grace to make those choices which will allow you – and your neighbor – to become the best of whoever you are.

-Fred McFeely Rogers, 2002

Pastor Search Update

Your Session and Pastoral Nominating Committee (PNC) continue to work on steps to search for a new spiritual leader. In concert with the Manitowish Waters Community Church we are exploring the possibility of Yoking. Your involvement and input is needed.

In this month's newsletter you will find a DRAFT Yoking Agreement for your review and information about the status of churches like ours throughout the Northern Waters Presbytery. You will also find a letter with our search information and a request to complete and return a survey that will continue to guide that church. Thanks in advance for your involvement and input. Returning the survey by mail or to the church in person helps your Pastoral Nominating Committee move forward in formulating accurate documentation to continue the conversation with Manitowish Waters church and search for a new pastor. And of course you can always reach out to a Session or PNC member with your questions and input.

Session notes
from April 7, 2022

Present: Rev. Lawrence Lee, acting moderator via zoom, Bill Raduege, Steve Schunk, Kathy LaBarge, Jill Consie, Ralph Kerler, Mary Jane Stevens, and Owen Karlmann.

Excused: Glenn Morrison and Tom Gelwicks.

After determining a quorum meeting call to order at 3:45 with a prayer.

Clerk's Report: Motioned by Mary Jane Stevens and seconded by Owen Karlmann to approve minutes from the February 14, 2022 meeting. Motion carried.

Treasurers Report: The budget is looking good. There are assets of \$137,495.00. Motion to approve the budget made by Ralph Kerler and seconded by Mary Jane Stevens. Motion carried.

Building and Grounds: A plumbing problem in the church has been taken care of. There was a broken window in the Manse from the storm and has been taken care of by Tom Wilde.

Worship and Music: There will be no services Maundy Thursday or Good Friday. We have been invited to attend Maundy Thursday Services at Manitowish Waters. May 1 we will have a different pastor preaching as Jack will be preaching in Manitowish Waters that Sunday. April 18, Ralph Kerler will be attending the Session Meeting of the Manitowish Waters Church as a representative of our Session Group.

Education: Mary Jane Stevens is working on getting a Bible Study going.

Old Business and New Business: It has been approved to have food at the Coffee hour on Sunday's. There may be a problem with the thermostats in the church. We need to keep an eye on them. The rest of the meeting was discussion by the Pastoral Nominating Committee.

Next Session Meeting is scheduled for May 10th at 10:00 AM. Steve Schunk moved to adjourn, seconded by Kathy LaBarge. Meeting closed at 5:17 PM.

Respectfully submitted,

Kathy LaBarge, Clerk of Session

**Scripture
Readings for May**

May Scripture readings

3rd Sunday of Easter

Acts 9: 1-6(7-20) and Ps. 30 or Isa.61:1-3 and Ps. 90:13-17; Rev. 5:11-14;
John 21:1-19

4th Sunday of Easter

Acts 9: 36-43 and Ps.23 or Isa. 53: 1-6 and Ps. 114; Rev. 5:11-14;
John 21:1-19

5th Sunday of Easter

Acts 11:1-18 and Ps. 148 or Lev. 19:9-18 and Ps.24:1-6; Rev. 21:1-6;
John 13:31-35

6th Sunday of Easter

Acts 16:9-15 and Ps. 67 or Deut. 34:1-12 and Ps. 109:21-31; Rev. 21:10, 22-
22:5;
John 14:23-29 or John 5:1-9

7th Sunday of Easter

Acts 16:16-34 and Ps. 97 or 2 Kgs.2:1-15 and Ps.2; Rev. 22:12-14, 16-17, 20-21;
John 17: 20-26

***May Birthdays
And
Anniversaries***

May Birthdays and Anniversaries

BIRTHDAYS

Grant Birmingham	May 4
Kathy LaBarge.	May 8
Glenn Morrison.	May 8
Organization of our Congregation.	May 13
Barb Streng.	May 13
Jan Hoppe.	May 17

ANNIVERSARIES

Bob and Janeen Clarke.	May. 5
Rick and Ruth Ann Kamerad.	May 23

***Special Dates for
May, 2022***

National Day of Prayer	May. 5
Mother's Day	May. 8
Armed Forces Day	May 21
Ascension Day	May 26
Memorial Day	May 30

DRAFT YOKING AGREEMENT

ON BACK PAGES

How the 49 Presbytery of Northern Waters Churches Are

Currently Served:

(Compiled from Presbytery information sources in April 2022 and shared by our neighbors, the Manitowish Waters Community Church)

- 40%** of the churches have a regular “permanent” pastor
- 20%** of the churches have a “permanent” Commissioned Ruling Elder
- 10%** of the churches have a “stated supply Interim Pastor”
- 30%** of the churches have weekly arranged Pulpit Supply preachers (LdF CPC is one)

Numbers are somewhat in flux as churches are always in the process of deciding how best to move forward.

Currently there are 10 individual churches that are yoked with one or more other churches.

1. Less than half of the churches in our Presbytery have a regular “permanent” Pastor
2. There are only four people currently willing to serve as a stated supply Interim Pastor in our entire Presbytery. These four retired pastors are serving now.
3. One in five of the churches in our presbytery are led by a Commissioned Ruling Elder.
4. There are 15 churches in our Presbytery currently seeking EITHER a stated supply Interim Pastor provided by the Commission on Ministry (COM) of the Presbytery, OR a regular “permanent” Pastor through their Pastor Nominating Committees (PNC).
5. We will be competing with 14 other churches in our own Presbytery for a new Pastor.

Our Commission on Ministry Representative Pastor Lawrence Lee, who is also current moderator of our Session, has explained that Pastors have retired or left the field after the stresses of coping with the pandemic. There just are not as many qualified Pastors or retired Pastors willing to serve right now. It is a national problem for the Presbyterian Church (USA).

Your Session will share information, collect input via a survey and hold many open discussions after church May. The PNC needs congregational input to formulate a plan that will be voted on in June by the congregation.

Dear Members/Affiliate Members of the Lac du Flambeau Community Presbyterian Church:

Greetings to **all!**

The Commission on Ministry of our Northern Waters Presbytery has encouraged your Session to gather input from every person of our congregation with a survey regarding competencies sought in a new Pastor for our church. The survey is on the back of this letter.

Our Pastor Nominating Committee will soon be completing another Minister Information Form which will explain what we are seeking in possible pastoral candidates.

The Leadership Competencies listed on your survey form are like those listed on the Minister Information Form. Think of checking these competencies or characteristics in this manner:

“I would like our new Pastor to be _____.” Or, “I would like our new Pastor to work as a _____.”

You will be checking your top ten competency choices. After that, we ask your input on two open-ended questions and a yoking question.

You will notice that only one name is listed per survey in your envelope. If there are five church members in your family, we ask that each of you complete your own survey. Our goal is to hear from each person; the more input gathered, the better direction our Pastor Nominating Committee will have from our church family as to what we'd like to see in our new Pastor.

We will be gathering your input and marking off names as "Surveys Returned" on our church roll of members and affiliate members. We want to be able to say that we heard from 100% of our congregation on these important matters. **This is your opportunity to be heard!**

Please drop off or return your survey to Mary Jane in the Lac du Flambeau Community Church Office, P.O. Box 159, 643 Abe Rd., (Hwy 47), Lac du Flambeau, WI 54538 by May 15, 2022.

Thank you,

Your Session Members and Deacons of the LdF Community Presbyterian Church

The Candy Jar

Scripture Reading: John 3:1-17

God loves us the way we are, but too much to leave us that way. —Leighton Ford

In the reading above, we have what Martin Luther called “the gospel in a nutshell.” He was referring to John 3:16.

Love is a word that is used frequently and in many different ways in our culture. Here is a note written to Ann Landers some time ago: “Dear Ann: I’ve got to decide between the new car and getting engaged. I love the girl. But every night when I go to sleep I dream about the car. What should I do?”

The love mentioned in John 3:16 is not anything like the so-called love this young man was talking about. It is more like the love expressed in this story:

A little girl accompanied her mother to the country general store. After the mother had made a large purchase, the proprietor invited the girl to help herself to a handful of candy. The child held back.

“What’s wrong. Don’t you like the candy?” the proprietor asked.

“Yes, I love candy,” the child replied. Whereupon the proprietor put his hand into the jar and dropped a generous portion into the girl’s cupped hands.

Later, the mother asked the girl why she had not taken the candy when it was first offered.

“Because his hand is bigger than mine,” she replied.

God has the biggest hands of all. “God so loved the world,” says the Bible. God’s hands gave the biggest and best gift of all, Jesus Christ, the Savior of the world.

—Timothy Merrill

Prayer: O God, thank you for your big hands! Thank you for pouring out into my little hands all of your blessings. Thank you for sending Jesus to live and die for us. In Jesus’ name. Amen.

ACTIVITY PAGE for "The Candy Jar"

HERD, HORDE AND HUDDLE

Collective nouns are words that are given to groups of animals. That's why we refer to kittens as a "**litter** of kittens." When speaking of fish, we might say a "**school** of fish." The words in the title above are collective nouns: a **herd** of goats, a **horde** of gnats and a **huddle** of penguins. **Match the GROUP NAMES in Chart B to the ANIMALS in Chart A.** (We did "Flamingoes" for you as an example.) *Answers below.*

CHART A : The Animals

Clams		Flamingoes	A	Raccoons		Turkeys	
Coyotes		Foxes		Prairie dogs		Vultures	
Crows		Geese		Porcupines		Zebras	
Dolphins		Grouse		Owls		Wolves	
Eagles		Hawks (flight)		Hyenas		Whales	

CHART B: The Collective Nouns

A. Stand	I. Bed	Q. Gaze
B. Pack	J. Prickle	R. Murder
C. Rafter	K. Pod	S. Covey
D. Convocation	L. Zeal	T. Gaggle
E. Coterie	M. Skulk	
F. Venue	N. Parliament	
G. Cackle	O. School	
H. Kettle	P. Band	



What do you call a group of frogs?
(an army, colony or knot of frogs)

ANSWERS:

A=Flamingoes
B=Wolves
C=Turkeys
D=Eagles
E=Prairie dogs
F=Vultures
G=Hyenas
H=Hawks
I=Clams
J=Porcupines
K=Dolphins
L=Zebras
M=Foxes
N=Owls
O=Whales
P=Coyotes
Q=Raccoons
R=Crows
S=Grouse

Survey of the Congregation for Pastor Nomination Process: *Your Input Matters*

Please check TEN leadership competencies which you feel are most important to seek in a new pastor.

- Compassionate
- Preaching and Worship Leader
- Public Communicator
- Personal Advisor
- Externally Aware
- Task Manager
- Decision Maker
- Collaboration Seeker
- Interpersonal Engagement
- Motivator
- Initiative
- Emotional Maturity
- Hopeful
- Spiritual Maturity
- Technologically Savvy
- Change Agent
- Risk Taker
- Conflict Manager
- Organizational Skills
- Strategy and Vision Skills
- Bridge Builder
- Personal Resilience
- Flexibility
- Lifelong Learner

What is the strength of our congregation? _____

What is something we need to improve or change? _____

If details were agreeably worked out for a new pastor to be yoked with the Manitowish Waters Community Presbyterian Church and reside in our manse, would you support this option?

Yes _____ No _____ Unsure at this time _____

Thoughts: _____

Thank you for completing this important survey which will aid our Pastor Nominating Committee and help complete a Mission Study of our church.

Please return by May 15, 2022, to the church office.

Draft Yoking Agreement – MW & LdF Community Churches

Purpose

(This is a draft yoking agreement to be used to continue the discussion around the possibility of the Manitowish Waters Community Church and the Lac du Flambeau Community Church yoking – sharing a minister. Until both congregations have voted, and a formal decision has been made, this capture document is for discussion purposes only)

The two churches, Manitowish Waters Community Church and Lac du Community Church, having decided to “yoke,” have agreed to this document which informs our constitutional “bylaws” to govern their cooperative ministries. In order to follow of Jesus’ commandment to love one another and spread his word, our churches have sought means to be effective, efficient and thrive. This document outlines what our congregations will share, what will be kept separate and how the cooperative ministry will be financed.

“I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another.” –John 13:34

Agreement

- Personnel Committee responsibilities regarding Minister: A shared Personnel Committee will function for the pastor and possible shared administrative assistant functions.

Share

Remain Separate

Minister

Congregations will share a full-time minister. The minister will be called to a yoked environment by BOTH churches and the minister will serve both congregations’ needs according to this agreement and constitutional bylaws and the contract offered

See below for additional detail----

Share**Remain Separate**

	by the yoked churches working in concert with each other.	
Sessions/Liaisons	To provide communication and shared leadership, Voting member(s) will serve on each other's session.	Sessions will be separate
Church Services	The congregations will share some services which may include holidays, Lent, Advent, etc., for the purpose of efficiency and fellowship.	Minister will be expected to conduct a service at each church, each Sunday unless mutually agreed upon to share some services.
Pastoral Care	Each congregation has its members and friends requiring pastoral care. Minister will be available to both congregations for Pastoral Care at all times (is in essence the clergy to the "whole" congregation).	
Minister's office hours	Minister may split time between church buildings while serving both congregations, taking calls, moderating meetings, planning services, etc.	Some separate office hours (exact ratio may vary, but base minimum will be determined) will be necessary to be available physically to each congregation and community.
Worship Planning	Church service times will need to be coordinated and congregations will be as flexible and understanding as possible. This will require detailed and long-range planning. Services will be closely linked for the benefit of the minister conducting them on the same morning in different locations. Churches will work with the minister to ensure there are lay participants to help open and/or close the service to help facilitate the minister traveling from one church to the other in a timely manner.	Certain idiosyncrasies may exist for each church and can be planned for, and potential executed by lay participants in the service. Elements of the bulletins will be the same, though there will be other portions that will be church specific.

Share**Remain Separate**

Newsletter	There will be some shared material between congregations. Also, items such as a minister's "letter" could be printed in both newsletters. Efficiencies and transparency between congregations will be a goal.	Churches will maintain separate newsletters.
Administrative Assistants	Will look for synergies, share skill sets.	Will need administrative support for church bulletins, newsletters, financial duties, minister support, etc.
Website	May share technical expertise and webmaster.	Separate websites for churches, may point to each other for shared services, events, etc.
Bible Studies	Opportunity to provide some combined Bible studies and adult groups.	To meet the varying needs of the congregations, some study groups may be separate.
Technology (Zoom/YouTube/	Opportunity to share expertise, licensing, etc.	Much of the equipment needs to be separate.
Fellowship Activities	There is an opportunity to have some shared fellowship activities so churches may get to know, learn from and minister to each other in order to do God's work in the communities.	Sunday coffee times and some fellowship activities will remain separate.
Ministries	There is an opportunity to have some shared Ministry activities so churches may serve their communities and beyond. One of the benefits of yoking is the potential combined "strength of the congregations and how together we may do God's Work. Shared creativity, person power, and resources could make our impact deeper and stronger.	The Attic and Fleazaar are separate endeavors but can support each other by "pointing to one another's specialty" and providing donors and purchasers direction to one or the other's mission.
Life & Growth-Outreach and Invitation		While there may be pastoral synergies, each church will have

Share**Remain Separate**

its own Life and Growth and Outreach efforts.

Finance

Pastoral Salary Formula will need to be developed to pro-rate the minister's salary

Pastoral Benefits Will be determined by the pro-rata agreement

Manse Expense The housing value will be determined and may part of the LdF congregation's "budget contribution" to the minister's pay package (*This is a significant benefit to a minister moving here. It includes the benefit of no taxes, no insurance premiums, paid utilities – depending on circumstances the value may be between \$30,000 and \$50,000*). Consideration as to a budget for capital expenses, and maintenance needs to be determined and revisited to keep a short, mid-term and long-term plan updated.

Other Church Infrastructure Expense

These expenses remain separate (does not include Manse).

Supplies There may be an opportunity to explore coordinated purchasing of some supplies to take advantage of volume buying (bulletins, paper, minister's pastoral supplies,

Some items, including perishables, those specific to each church, should be purchased and budgeted for separately.

Pastor Phone Minister will be provided one phone and one phone number for business with the congregations splitting the cost.

Share

Remain Separate

Pastor Transportation	Prorated-travel between churches – mileage will be split.	Mileage specific for one congregation or the other charged back to that congregation.
Conventions, Presbytery meetings, continuing education, Etc.	Prorated	Depending on congregations' needs, there may be separate meetings, and learning opportunities which will be paid for by one church or the other.
