May 2016
North West Word

...North West Association News,
Wisconsin Conference
United Church of Christ

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Dear friends,

Please send names of members and friends of your congregations who would like to be on our mailing list and be sure to mention articles in your newsletters that you would like "highlighted" in the "NW Word."

Thank you!

Spring blessings,

Mary Jo Laabs and Wendy Dittman, editors
northwword@gmail.com

Healthy Churches: Clergy & Members Together
Rev. Rob MacDougall, Associate Conference Minister

Over the past few years I have been planting grapevines in my garden. The varieties I have planted include Marquette, Frontenac, Foch, and La Crescent. These are all varieties developed by the University of Minnesota to do well in our Wisconsin climate. I have fence in my little vineyard to keep the deer out. I regularly put mole traps out to keep their population down. I use organic methods to keep certain bugs under control. I weed and mulch and add compost, it’s ridiculous the efforts I go through.
Last Sunday we had a late, hard freeze in Menomonie and almost all the little leaflets on my well pruned vines froze off. No matter how hard I work to control the elements I simply cannot. My son, the arborist, looked at me and said, "Don't worry they'll come back." After working with many plants, my son has learned to trust their resilience. He says we can do what we can to strengthen them, the rest comes from within the plant.

Life has this remarkable dynamic, it includes doing what we can to strengthen the people and things that we cherish, and trusting in the resilience and spirit that exists within life itself.

In my travels around the churches of the Northwest Association, I see many remarkable people working hard to tend the communities and people they/you cherish so much. People get up early on Sundays to open doors, shovel walks, prepare communion elements, practice music, get Sunday School classrooms ready, and so much more. I see people collect food for pantries, attend meetings so that their church is ready to welcome refugees, make food for celebrations and sit together in prayer. There is an endless list of tasks to do in our churches to keep them vital, healthy and open. There are things to learn about being a small church in our world today, about how to use technology, raise money, manage disagreements and reach out to needy communities.

Being the church includes our efforts, but sometimes, regardless of our hard trying, a deep freeze can descend and it is in those moments we need to really trust the lifegiving spirit that has been breathed into us. We are not people who trust only in ourselves, we are people who have faith in the God who called us into being and gave us a purpose. The healthy churches and clergy that I spend time with speak to each other about their deep trust in the resilient spirit that resides within them. These healthy people are less anxious, more hopeful and more open to an unknown future and ministry. Whether we are old or young, a small church or large, we are people who trust in the loving, powerful spirit of God that is ever present in our lives.

Keep the faith, Rev. Rob MacDougall

The Nekoosa United Church of Christ is looking for a choir director.

Here are a few facts regarding the position:
Choir Season: Mid-August through 1st Sunday in June
Choir Size: Approximately 12 members when all are present
Screen & select choir anthems, run choir rehearsal, direct choir
Rehearsal: One evening weekly Church Services: 9:30am weekly on Sundays, plus extra during Lent & Christmas Eve.

A complete Choir Director Job Description is available in the Church Office or I can email one to you. If you are interested in the position of Choir Director, please contact me. Or, if you know someone you think would be a fit for the position, please pass their name to me. Thank you.
Melani Johnson, Personnel Committee Chairperson 715-213-3062

"Beyond Being 'Nice''
Holding One Another Accountable to Behavior Befitting Christian Community

Check our: www.shiftblog.org
Recently, I was talking with a pastor colleague and the topic of Shift: From Maintenance to Mission came up (imagine that!). This pastor said the issue her congregation most needed to address before anything else was to shift its governance and administrative structure, which she said uses up all the volunteer time the folks in her congregation have to give and leaves very little time or energy for mission and ministry. She went on to add:

We have about 60 people in worship on Sunday morning and a little over a hundred members. There are 57 slots on boards and committees that get filled every year prior to our annual meeting. This is simply unsustainable. Some of these boards have not met in my three years as the pastor of this congregation.

Does this sound familiar? Many of our congregations have a governance structure that evolved in a particular place and time and that served the mission and ministry of the congregation at that place and time. Today, however, in many cases that structure no longer serves and in some cases actually inhibits faithful and effective ministry. Perhaps it's time for your congregation to
4469 Gray Rd, DeForest

**Tuesday, May 24**- Grace UCC,
535 S. Third Ave, Wausau

We will explore approaches, strategies, and tools particularly suited for interim situations for:

- keeping the focus on behavior, not personality
- developing standards and processes befitting covenant relationships
- modeling accountability
- interrupting patterns & holding "acting out" behavior in check
- utilizing spiritual leadership skills to foster accountability

**To register online**, go to [www.wcucc.org](http://www.wcucc.org) and look under "Events"

Cost: $10 for those with standing in the Wisconsin Conference UCC. $60 for all others.

Includes morning refreshments and lunch

**Deadline: May 13** for the DeForest workshop;
**May 18** for the Wausau workshop sponsored by the Church and Ministry Commission, Wisconsin Conference UCC

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**Contact information:**

Rev. Rob MacDougall
Wisconsin Conference United Church of Christ

**Associate Conference Minister**
North West Association

My contact information is: rmacdougall@wcucc.org, cell - 715-308-6120.

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**..bits and pieces:**

~**First Congregational UCC, Menomonie:**

...Has a "Helping Hand" Fund
Offering: Donations were collected on Pentecost Sunday, May 15th.
This fund is used by our full time

re-interpret, re-imagine and re-design a governance structure and process that will serve and support your ministry in today's world.

If this is the Sh ift you are imagining for yourselves here are some thoughts about how to proceed, some questions to consider and a short list of possible resources to guide you through this particular Sh ift from maintenance to mission.

The first step is likely to have an open conversation with your leadership body about whether or not the governance structure you currently have in place is supporting or hindering ministry and mission in your congregation. Are you having a hard time filling all the open slots? Are your meetings ineffective, boring, places for complaints instead of new ideas? Are there too many boards and committees for your current size of membership? Is your structure serving the ministry or has your ministry become an effort to maintain the structure?

Next it might be helpful to affirm the core purpose of governance structures. How are they meant to serve the mission and ministry of the congregation? What can governance provide to a congregation that is useful and supportive? What are the key components of effective governance that you would need or want to maintain but perhaps in different ways?

Another step would be to do a careful and thoughtful assessment of your current governance structure.

What would we want to maintain? What do we need to
staff to help folks in our church and community who are in crisis. It has been used to purchase medical prescriptions, for gas money and to resolve other transportation problems, emergency housing, groceries, and when utility charges create emergency situations.

~St Stephens UCC, Merrill: BLESSING CLOSET NEEDS DONATIONS

The Youth Group is transitioning from Blessing Bags to the Blessing Closet. Due to generous friends and church family, we are able to assist more and more people each week. There are clothes (socks are a big hit), personal items (toothpaste, deodorant, razors, etc.), and this week we added some snack foods and water. We welcome all donations, but this week we are looking specifically for shoes, hangers, and gently used, clean children’s clothing to round out our selection. If you haven’t seen the closet space in the fellowship hall, we invite you to visit. It is open to all, whether it is a need or a want. No questions asked. A great big thanks to the youth who have helped keep the space organized and stocked. Donations can be placed where the food pantry bags are dropped off in the entry area. Thank you for your love and support in this brand new ministry.

~St Johns UCC, Madeline Island
Pastor Marina’s Walking Club:
Spring is here! Leave your hats and be ready to let go of? From where can we expect resistance to come and how can we address that resistance in a positive and healthy manner? What ministries will be impacted by a change in governance structure? Are there ministries we can release in the hopes that something fresh will emerge? What is the core value and purpose of the various committees or boards and are they effectively carrying out that core purpose?

Along the way you may also want to consult with other congregations that have already made this Shift. I am aware of a few congregations around the conference that have already made this Shift and would be happy to help you connect with one or two folks who could share their approach with you and answer your questions as you begin to identify the steps to take in your own congregation.

There are a number of books that have been published in recent years to support these conversations in congregations. The book that the Conference Board of Directors is currently using to guide them is "Governance and Ministry: Rethinking Board Leadership" by Dan Hotchkiss. Another book that is highly reviewed is "Mobilizing Congregations: How Teams Can Motivate Members and Get Things Done" by John W. Wimberly Jr. You may also want to check out "Leadership and Listening: Spiritual Foundations for Church Governance" by Donald E. Zimmer. In addition, the former Alban institute’s website is a treasure trove of blog posts and books on every imaginable topic including a number of articles about church
mittens at home! Meet Pastor Marina on Tuesdays at 9:00 am in St. John's parking lot for aerobic walking and fellowship!

~First Congregational UCC, River Falls:
Music is filling First Congregational United Church of Christ in LaCrosse

The Church hosted the Watoto Children's Choir on Wednesday, May 4. The Watoto Children's Choir is comprised of children ages 6 to 12, most of which have been orphaned by the Aids epidemic and war in Uganda. The Choir provides opportunity to raise awareness and seek support through sponsorships. There are 18 children accompanied by approximately 10 adult chaperones. The choir has toured Asia, Australia, Brazil, Canada, China, Germany, Israel, The Netherlands, New Zealand, the United Kingdom and the United States. Their performances are a blend of native African rhythms, contemporary gospel music and ethnic dance. They have released several albums including Mambo Sawa and Beautiful Africa. Their unique ministry also comprises Watoto Child Care Ministries, three homes for babies, three primary schools, a high school and a vocational school.

Voices of the Baroque Concert
Friday, May 20th, 7pm First Congregational is proud to be hosting a newly formed musical ensemble, "Voices of the Baroque with Bella Voce," which practices weekly in our chapel and makes use of and cares for our wonderful Harpsichord. They will present their first concert on Friday, May 20th, at 7pm at First Congregational Church. Suggested donation is $10. Welcome Bella Voci!

~Elcho Congregational UCC and Kempster Congregational UCC:
We are planning to begin our new program, Messy Church, in September after school starts.

Governance and various approaches to transforming it for ministry in the 21st century.

The approach that will work for you will depend on your context, your congregation's size and other factors that make you unique. There is no one-size-fits-all answer to how to Shift from maintenance to mission in the area of governance. However, you are definitely not alone in noticing that the way many of our congregations are structured can be an inhibiting factor to engaging fruitful, effective and transformative ministry within our communities and beyond our doors.

If this is the Shift your congregation chooses to work on in the coming year, there will be opportunities to connect with other congregations also exploring this Shift at the conference annual meeting, June 10-12. And beyond that, I encourage you to reach out to me, to your Associate Conference Minister (Jane, Joanne or Rob) and to other congregations in your area for support and guidance. May God bless you in your efforts to shift your governance structure so that it serves your mission and ministry and opens doors and windows for the Holy Spirit to do her work among you with passion and creativity.

Tisha Brown

Welcome, New Pastors!
It's a form of church for children and adults that involves creativity, celebration and hospitality. It meets at a time that suits people who don't already belong to church and usually looks something like this: welcome, craft time, celebration or "overt" worship, and a meal.

It is "an all-age fresh expression of church that offers counter-cultural transformation of family life through families coming together to be, to make, to eat and to celebrate God." It is a church for people at all stages of their faith journey and of any age, a congregation that is as valuable and worthy of investment as any other congregation. The program is very much like a family Bible School that meets once a month. There will be a Bible story that is told and learning center activities to reinforce the story.

Running a Messy Church is hard work. It may send you into a panic about your own Christian journey and how you articulate and live out that story. And it will be exhilarating, eye-opening, moving, radical and might/will/should change the way you look at Christ and his church.

~Trinity UCC, LaCrosse:
COFFEE FUNDRAISER BEGINNING MAY 1 THROUGH MAY 22.
The Stewardship Committee is hosting a fundraiser sponsored by Cabin Coffee of La Crosse. Sales will include ½ pound bags of coffee (ground or in bean form) to include a light, medium, medium dark, dark roast and decaf. Flavored coffee possibilities could include vanilla, hazelnut, crème brule, caramel and chocolate raspberry. We are still in the process of working out the final details with Cabin Coffee.

Sales will run through May 22nd. All orders along with payment must be turned in by the end

With gratitude and thanksgiving, we welcome these persons into the ministry and life of God's church in the North West Association of the WI Conference, United Church of Christ:

+ Rev. Brandon Perrine will be installed on May 22, 2016 at 2:00 p.m as Pastor and Teacher of Trinity UCC, LaCrosse.

+ Rev. Adam Westrich will be installed on June 5, 2016 at 1:00 p.m as Pastor and Teacher of St Paul's UCC, Ellsworth

+ Congratulations to Rev. Wayne Drueck who is retiring from Grace UCC, Wausau and to Rev. Julie Goranson, who has been called to serve as Pastor and Teacher.

+ Rev. Bill Clyma has been called to serve as Pastor and Teacher of Congregational UCC, Sparta, beginning in July.

Please keep in your prayers the following churches that are "searching:"

  Land O Lakes/Phelps
  Ladysmith
  Roberts
  Wisconsin Rapids
  Schofield
  Medford
  Menomonie
  La Crosse (First Congregational)
  HoChunk
of the day Sunday May 22nd.

~Prescott UCC:
Ecumenical VBS -
Each year we join with Joy Lutheran Church (and this year with new partner, St. Joseph's Catholic Church!) in a cooperative Vacation Bible School. With leadership from Luther Park Bible Camp, the event takes place at Joy Church. Luther Park Counselors bring the camp program to us! All children from the community are invited to participate in this VBS event! Luther Park Staff will lead the program along with local volunteers.

June 13-17. Monday-Friday Noon-5pm for children going into 1st-6th grade.
All children are asked to bring a sack lunch each day.

~Nekoosa UCC:
Our Diaconate and other members put their heads together and thought outside the box. Not only will our pulled pork be sold outside where everyone can see it and enjoy some, we've invited the entire community to come and play games in our front yard, listen to music, decorate their bikes, strollers and wagons for a parade, and then join together as I bless the kids bicycles and hundreds of motorcycles for a safe summer of riding, and then watch the motorcycles take off on their spring ride!

NWA Annual Meeting
A big Thank You to First Congregational UCC, La Crosse, for doing such a wonderful job of hosting the NWA Annual Meeting on April 9.

The hospitality was generous, the food tasty and easy to get to, the worship inspiring and the technology functional! Many people responded that Anita Bradshaw's presentation was very helpful and important to the well being of our churches.

Several attendees expressed their appreciation for all the work that was done on the NWA budget - the clarifications regarding the previous year's confusion, the modifications on our current year's budget, and the thoughtful approach to the 2017 budget.

The increase in NWA per capita dues from $3.75 per member to $4.50 was met with enthusiasm and excitement regarding our common ministries and life.

More information will be sent to churches regarding the per capita increase as the fall approaches.
We just went from sitting in our basement by ourselves enjoying delicious pork dinners to having a community wide party where everyone is invited and welcomed. They get to meet us outside of our fortress walls and see that we are really nice people who care about others...really.

Please come on Saturday May 21st from 11-2:00 and help us be the fragrance of Christ to all those we meet outside of our four walls! (unless it rains which then we will meet them inside where it’s dry). Thanks, Pastor Tim!

~First Congregational UCC, Wisconsin Rapids: There is a "Red Book" in the church office! In it, are listed little projects that are needed to be done around the church. Great idea!

~First Congregational UCC, La Crosse: The first Sunday of every month is not only Communion Sunday, it’s WAFER Sunday! Responding to God’s love, WAFER provides food and works to eliminate hunger. As we share the body and blood of Jesus, let us also help the needy of our community by bringing a non-perishable food item for WAFER. Cash contributions are also accepted.

~St Paul's UCC, Wausau: DID YOU KNOW THAT YOU, TOO, COULD DO THIS?

Once again, thanks to First Congregational UCC, La Crosse and all the people who organized this year’s meeting.

We look forward to being together in Wausau next year.

2016 Washington Island Forum
June 20 - 24, 2016
The Church on the Edge

The Forum presenter on June 20 - 24, 2016 is Rev. Carol Howard Merritt, a Presbyterian (USA) minister whose writing, speaking, and teaching is anchored in theological wisdom and fresh sociological insight. She’s a sought-after keynote speaker, especially on the topic of ministering with a new generation of Christians.

When we look at our religious landscape, we can clearly see new growth arising in denominational churches, as people plant worshiping communities and revitalize existing congregations. While each gathering looks different, according to its context, there are patterns to the renewal. What are some common characteristics? What sort of needs are these churches meeting? What can existing churches learn from new congregations? We will explore these questions with Carol Howard Merritt, "Church in the Making" columnist for the Christian Century.

Rev. Carol Howard Merritt (@CarolHoward) is a Senior Consultant for the Center for Progressive Religion, the award-winning author of Tribal Church: Ministering to the Missing Generation (Alban) and Reframing Hope: Vital Ministry in a New Generation (Alban), and a frequent contributor to books, websites, magazines, and journals. She is a regular columnist at the Christian Century where her blog, "Tribal Church," is hosted.

A founder and host of UNCO, an open-space "unconference" that attracts church leaders across denominations, Carol is also known for co-hosting a thought-provoking podcast, God Complex Radio, with Rev. Derrick Weston. Visit: www.carolhowardmerritt.org

Forum Setting: The Forum is a 40 year tradition.
The Mission Committee is in need of volunteers to help with Moon Beach Clean Up on May 21st.
For those who desire transportation to/from Moon Beach, be at Church at 7 AM sharp.
We will stop for Breakfast on the way up compliments of the Mission Committee, with Lunch being provided by the staff of Moon Beach.

Dear Siblings in Christ,

We had our second Immigration lecture yesterday - wonderful! The speaker let us know of a bill which was approved by the House Judiciary Committee in late March which could decimate refugee resettlement by drastically reducing refugee admissions, changing the definition of who is a refugee; fragment refugee policy by allowing states and localities to stop resettlement in their areas; making refugees feel less secure and less welcome in American society; and discriminate against people based on their religion and nationality.

Please call your representatives to stop H.R. 4731 from coming up for a vote!

Speaker of the House: Paul Ryan 1-202-225-3031
Senate Majority Leader: Kevin McCarthy 1-202-225-2915

North West Association Pulpit Supply List as of May, 2016

Churches should be fair and forthright in agreeing upon honorarium and travel expenses for persons they invite to provide pulpit supply. The Conference Commission on Church and Ministry suggests a minimum of $125 plus mileage reimbursed at the IRS current rate (for 2016, that would be 54 cents per mile). Where the parish has two points, you should consider a minimum of $175 where there is a second service.

Conference staff persons serve the local congregations in a variety of ways in the normal performance of their duties. Honoraria are not accepted, and travel costs are covered by the Conference travel budget. Except in emergencies, Conference staff cannot provide pulpit supply; however, the staff welcomes opportunities to preach for special occasions or to meet members of the congregation.

Please note: Persons licensed to the NW Association and ordained pastors are authorized to administer the Sacraments.

Eau Claire to Twin Cities Area:
Rev. Elizabeth Hazel,
1060 Marian Lane, Park Falls, WI 54552,
(willing to drive 3 hours)
715-744-2373
morrinhazel@ptcnet.net

Rev. Jeanny House,
1342 Glenn Place #2, Eau Claire, WI 54703.
715-577-5542

www.wichurches.org/calendar/event-list/2016-washington-island-forum/
Wisconsin Conference United Church of Christ
2016 Annual Meeting
Annual Meeting June 10-12
Pre-Conference Workshop June 9
A Hope-Filled Future!

Jeremiah 29:11 I know the plans I have in mind for you, declares the Lord; they are plans for peace, not disaster, to give you a future filled with hope. (Common English Bible)

Join congregations from around the state at the 2016 Annual Meeting, as we explore together how to shift from a maintenance mindset to a mission mindset.

To register: www.wcucc.org

Do you have the best idea ever? ...something to announce? ...an invitation to extend? ...a project to share? ...need a hand?

Please submit articles for the next issue to jeannyh@fastmail.fm

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715-965-6940
Sacred Journey to Israel-Palestine

April 20-30, 2017

Since 2004, Fitchburg Memorial UCC and the Southwest Association have had a partnership with Christmas Lutheran Church in Bethlehem. Our partnership was created to provide an opportunity to learn about and connect with our sisters and brothers who live in this sacred place and who struggle to live out their faith in the face of occupation and oppression. Since 2004 we have traveled to Israel/Palestine eight times and we have hosted people from that region in our churches and our Conference.

In 2014, the Conference Board of Directors approved a Conference wide partnership committee so that churches throughout the Conference could learn about and participate in the partnership.

This region, often referred to as the "holy land," is the cradle of all three Abrahamic religions (Judaism, Christianity, and Islam). It is a place of sacred sites and sacred stories; it is also an incredibly complex place socially, culturally, and politically. In April 2017, we will be taking another "sacred journey to Israel-Palestine" as part of our partnership and we invite you to consider traveling with us to see the holy sites of our tradition and to meet with people we call the "living stones" of our faith.

We will begin our trip in the town of Bethlehem where Jesus was born. We will worship at Christmas Lutheran Church, one of our Global Ministries partners, and meet people who seek to embody Jesus' message and live out God's vision for our lives.

We will sit on the hillside along the Sea of Galilee imagining Jesus teaching his disciples and healing those who came to hear him tell of God's love. We will walk down steps that take us back over two thousand years to the stone streets where Jesus played as a child in Nazareth. We will go up to Jerusalem to hear echoes of Jesus' voice as he prayed and wept on the Mount of Olives. We will walk through the streets of the Old City to see the sacred holy sites honored by Christians, Jews, and Muslims.

We will try to understand the historical value of this sacred place to all three Abrahamic peoples as well as its claim on them today. We will visit Hebron, where Abraham and Sarah are buried, now one of the most contentious sites and cities in the holy land. We will dip our feet in the Jordan where Jesus was baptized. We will visit Qumran, the site where the Dead Sea Scrolls were found. We will stand on the shores of the Dead Sea; we will look out upon the stark landscape of the Judean ceburbury64@gmail.com

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Rev. Norm Luecke
Bruce, WI (available beginning June 14th and willing to travel 2 hours)
925-639-1652
normluecke@yahoo.com

Rev. James Mohr,
This trip is not just about seeing sacred sites, however. This journey will be different from many traditional tourist experiences as we take time for dialogue and relationship-building along the way. The Holy Land today is a land scarred by walls, checkpoints, hatred, and violence. It is impossible to visit this land without noticing the conflict and struggling with its affect on the people who live there. As we travel in the region, we will talk with Palestinians and Israelis who are working to break down those barriers, mend the wounds, and create a more compassionate and just society for themselves and their neighbors. We will spend time with some of our Global Ministries partners and other organizations and people - Palestinian and Israeli - who are on the ‘front lines’ of the suffering and the hope of this region. It is through these people, the "living stones", that we will see what God is doing today in this sacred and troubled land.

Consider joining us for this "sacred journey" to Israel-Palestine. Be part of a movement to build greater understanding and foundations for peace in this land considered holy by many.

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Our trip is scheduled for April 20-30, 2017. We prefer to keep the group size small (10-15) in order to travel around the area more easily and have more intimate conversations with people we meet. Deadline for registration is November 1, 2016. Cost of the trip will be around $3000, based on double occupancy. For more information or to sign up, contact Bonnie Van Overbeke at bonnievano@aol.com or 608-274-1859.

A word of caution
... This is not a bus tour trip. We will, indeed, do a lot of walking on uneven pavement, sometimes for a couple hours at a time. We stay in Guest Houses and local hotels; participants must carry their own luggage. Travelers must be in good physical shape.

Join Our Mailing List

It is time to check out camping opportunities at Pilgrim Center and Moon Beach Camps.

www.uccio.org