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## Staff Stuff

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Dear brothers and sisters in Christ,  
Grace, peace, and blessings from our Lord and Savior Jesus Christ.

*“Now faith is the assurance of things hoped for, the conviction of things not seen.” – Hebrews 11:1*

Webster defines faith as having an *“allegiance to duty or a person; or a belief and trust in and loyalty to God; or something that is believed especially with strong conviction.”*

The writer of Hebrews states, and Webster agrees, that faith is the conviction of things not seen. Ask a child about Santa Claus, and they will, with conviction, assure you that he is real; he lives at the North Pole with his helpers and flying reindeer; and he will bring that child a very special present this year. Having faith is one thing, but having a conviction about your belief is much more. When we are convicted of something, we are sure to an absolute fault. A willingness to stand our ground on what we believe and tell others. Faith in Christ is much more than holding up a cross or attending church activities occasionally. Faith involves an absolute conviction that moves us to action. This is why James famously wrote, *“faith apart from works is dead.” – James 2:26*

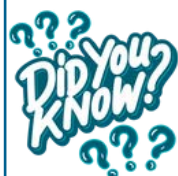
It isn't that our actions in this world save us, nor do our actions of goodwill truly help others to fully experience Christ's love. Remember that many wonderful people and organizations do A LOT of good for others, yet they don't have faith in Christ delivered by God's promise. Faith is a motivation born out of the promise that God has given to us and then leads to the action of sharing Christ with others. Yes, we do things for others because we have experienced the love of God, and we want to share that feeling of love through things that we all need in this world. But we share our faith with others because we are convinced that we are God's children, saved by Christ on the cross, and we know that we will live for eternity with Him. And this world is simply passing us by. That is what we want to ensure we share with others.

My wife, Pastor Jennifer Bennet, recently spent two weeks on a SON-sponsored mission trip to Latvia. It proved to be a wonderful (sadly) example of a society that has given up its faith in God and is lost in this world. Generations there don't share their faith with one another, and more and more people don't know this life-changing truth. (You can hear more about this at the Women of the Word conference this September.) This differs from other parts of the world, where we see Christianity flourishing. In those places, a person isn't considered a Christian until actively discipling another person, sharing that promise with them, and giving it to them day in and day out. Actively sharing the gospel with another person and walking with them as their faith grows.

Let us plead to our God to send us the Holy Spirit to lead us in actively sharing our faith in Christ with others.

Peace and Blessings

*Pastor Denton L Bennet Jr*



... that there are currently 95 congregations in the Augustana District? As a non-geographic district, it is exciting to have members from as far away as Florida, Texas, Washington, and New York, along with those in the Midwest.

# Global Missions Fellowship Launches

Dear LCMC Community,

We are pleased to announce the launch of the Global Missions Fellowship (GMF), an initiative driven by the strong desire among Global Missions Organizations to foster connections. Recognizing the numerous benefits of such connections, LCMC Leadership has given us the go-ahead in bringing this vision to life.

Our vision for the GMF encompasses a dual mandate aimed at strengthening and supporting both Global Missions Organizations and the Mission and Vision of the LCMC.

## 1. Strengthen and Support Global Missions Organizations:

- ◆ **Best Practices:** Through the GMF, we aim to share and promote best practices in missions work. By learning from one another, we can enhance the impact and effectiveness of our collective efforts.
- ◆ **Mutual Support:** The GMF provides a platform for Global Missions Organizations to come together, fostering an environment of mutual support. By leveraging our combined knowledge and resources, we can overcome some of the challenges we face in fulfilling our missions.
- ◆ **Partnerships and Collaborations:** We believe in the power of partnerships. The GMF aims to facilitate connections and collaborations between Global Missions Organizations, encouraging joint ventures and strategic alliances that lead to greater impact. Partnering initiatives provide an opportunity to bring together the energies of mission initiatives from various sectors and communities, enabling us to tackle the greatest missional challenges together.
- ◆ **Operating Efficiencies:** By sharing resources and streamlining processes, the GMF seeks to find ways to improve operating efficiencies among Global Missions Organizations. Through collaborative efforts, we can optimize the use of our resources to maximize the results of our missions.

## 2. Support the Mission and Vision of the LCMC:

- ◆ **Resource for LCMC Leadership and Congregations:** The GMF is committed to being a valuable resource for LCMC Leadership and Congregations. We strive to provide insights, guidance, and practical assistance that align with the mission and vision of the LCMC, allowing for informed decision-making and empowering congregations to engage in global missions easily and effectively.
- ◆ **Liaison to Leadership:** As the GMF, we aim to bridge the gap between Global Missions Organizations and LCMC Leadership. By acting as a liaison, we ensure effective communication, understanding, and collaboration between both entities.
- ◆ **Centralized and Focused Communications:** The GMF endeavors to streamline communications regarding global missions within the LCMC community. By centralizing information, we hope to increase awareness, encourage engagement, and facilitate cohesive action in support of global missions.

Our ultimate goal is to transform the relationship between Global Missions Organizations and the LCMC community. We aspire to move from being transactional “Vendors” to true strategic “Partners.” By shifting our focus from operating “outside” the LCMC to working “inside” the LCMC, we can forge intentional alignment and collectively work towards fulfilling our shared mission and open doors to new opportunities.

We are excited about this new chapter in Global Missions and invite you to be part of the journey. Together, let’s create a network of support, collaboration, and purposeful impact within the LCMC community.

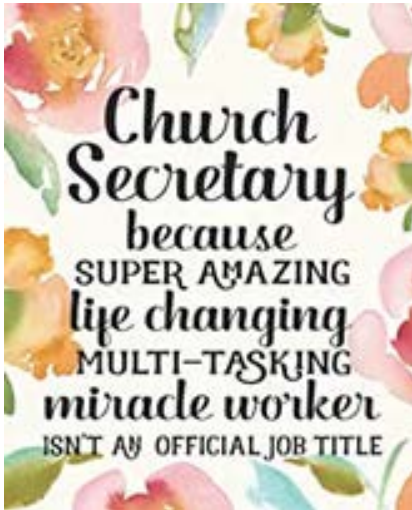
Let’s Stay Connected!

Mike Wind  
mike@sonetwork.org  
LCMC Global Missions Fellowship



# Church Support Staff Support Group

## Church Administrator/Secretary/HR/Finance Coordinator Support Group



This new administrative support group met for the first time on July 11. There was a lot of great conversation and a number of ideas were tossed around for topics of conversation in future meetings. There are experienced admins as well as new admins in the group. A couple of pastors who are on their own without any support staff are also joining the group for some support in the office part of their jobs.

The support group meets the second Tuesday of each month from noon – 1 p.m. and the next meeting will be on Tuesday, August 8. Participants are welcome to enjoy their lunch while we talk. If you are interested in taking part in these conversations please contact the district office for the Zoom link at 320-234-8403 or office@augustanadistrict.org.

## Congregations To Pray For In July...

As you, the Augustana District, continue to pray for one another, we ask you to lift up the following churches as we move through August:

- ✝ Our Saviour's Lutheran Church, Viborg SD
- ✝ Peace Lutheran Church, Watertown MN
- ✝ Peace Lutheran Church, Deshler NE
- ✝ Peace Lutheran Church, Nevis MN
- ✝ Peace Lutheran Church, Split Rock WI
- ✝ Pioneer Lutheran Church, White SD
- ✝ Pleasant Valley Lutheran Church, Kidder SD
- ✝ Reformation Lutheran Church, Forston GA



# welcome

**To Our New Endorsed Clergy Member, Pastor Owen Hoegh  
~ St. Paul Lutheran in Hull, IA**



# DEADLINE LOOMING

Time is running out to register for the Women of the word Annual Gathering. The last date to register/obtain childcare is September 1, 2023. Download the brochure to see full details.

[augustanadistrict.org/church/women-of-the-word](https://augustanadistrict.org/church/women-of-the-word)

# Financial Reminder

We continue to give thanks to God for the Augustana District congregations and appreciate your financial support!

THANK YOU to the congregations that have supported the district so far this year. I would like to challenge those congregations that have not yet supported the district financially to prayerfully consider doing so. The district operates primarily through congregational support. That support is used to provide important and helpful services to district congregations.

In 2022 the district made changes to the overall budget. The primary change was to make the Service Coordinator position full-time. Several one-time gifts were given in support of this change for which we are thankful. This budget change, however, needs sustaining support. In the first quarter of our 2023-2024 fiscal year, we are operating at a net loss of -\$15,700. The district needs your sustaining gifts to meet this ongoing challenge and need.

*Nicole Pokornowski,*  
Augustana District Financial Coordinator



*Pastor's & Congregations, is  
your contact information up to date?*

Update  
your  
Information



Have you recently changed your contact details such as your address, email, phone number, website URL/domain name? It would greatly help us if you could verify your profile information.

Verify congregational information at [www.augustanadistrict.org/church/roster-of-churches/](http://www.augustanadistrict.org/church/roster-of-churches/)  
Verify pastoral information at [www.augustanadistrict.org/theology/endorsed-clergy/](http://www.augustanadistrict.org/theology/endorsed-clergy/)

If you require changes, please contact the district office at 320.234.8403 or by emailing Wendy at [office@augustanadistrict.org](mailto:office@augustanadistrict.org).

# ChurchSalary

MAKE AN INFORMED DECISION

## REPORT

Are you looking for new church staff? Does your church council or personnel committee struggle to figure out what a fair and competitive salary and compensation packet should look like for your church staff? The Augustana District has a subscription to a program called Church Salary Report that district

churches can access at no cost to them. This tool that can help you figure out what a competitive package should look like in your area. To get your report, visit the website via the following steps:

Visit [augustanadistrict.org](http://augustanadistrict.org) >> Boards >> click on Board of Congregational Services in the sub-menu >> Scroll to the bottom of the page where you will find the form.

Fill out the brief questionnaire and one of the board members will process your information through the Church Salary site and get back to you with a report based on your submitted information.

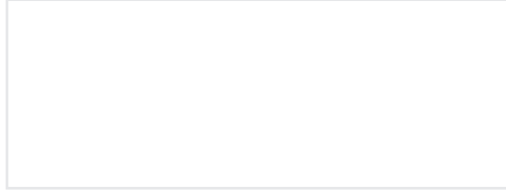
## Church Staff Openings

Do you have a leadership position in your congregation, clergy or lay, that you must fill? Is your church a member of the Augustana District? Does your congregation have an internship opportunity available for a seminarian?

If you've answered "yes" to any of these questions, we invite you to list them on the Augustana District website.

Current position openings:

- ◆ Interim Pastoral Leader | Faith Community Lutheran Church | Slayton MN
- ◆ Full-time Pastor or Interim Pastor | St. John's Lutheran Church | Springfield MN
- ◆ Director of Youth Ministry | Living Word Lutheran Church | Marshall MN
- ◆ Pastor | Abounding Joy Lutheran Church | St. Cloud MN
- ◆ Pastor | New Hope Lutheran Church | Comfrey MN
- ◆ Pastor | Zion Lutheran Church | Kent WA
- ◆ Pastor | Living Word Lutheran Church | Milbank SD
- ◆ Lead Pastor | Hope Lutheran Church | Fosston MN
- ◆ Pastor (full-time) | Trinity Lutheran Church | Carrington ND
- ◆ Solo Pastor | Faith Community Lutheran Church | Slayton MN
- ◆ Worship Leader | Living Word Lutheran Church | Marshall MN
- ◆ Organist | Our Savior's Lutheran Church | Lamberton MN
- ◆ Pastor | Our Savior's Lutheran Church | Lamberton MN
- ◆ Pastor | Faith Lutheran Church | Monticello MN
- ◆ Part-time Pastor | Our Redeemer Lutheran Church | Badger MN



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Augustana District



## Women of the Word 2023 Fall Gathering

Saturday, September 16, 2023

Hosted by

St. Johns Church • Springfield, MN

Registration form available at

[augustanadistrict.org/church/women-of-the-word](http://augustanadistrict.org/church/women-of-the-word)

### Registration Now Open

#### The First Annual AD High School Retreat!

October 20-22, 2023 • Camp Okoboji • Milford, IA.

This is a retreat focused on studying Ephesians, led by pastors from the Augustana District. Please help spread the word about this event to both high school students and parents during fall kick-off events and orientations. For more details visit:

[www.augustanadistrict.org/events/2023-hs-retreat/](http://www.augustanadistrict.org/events/2023-hs-retreat/)

**CHURCHES: PLEASE ADD THIS INFORMATION TO YOUR CALENDAR AND/OR NEWSLETTER!**

emphasis  
on  
ephesus