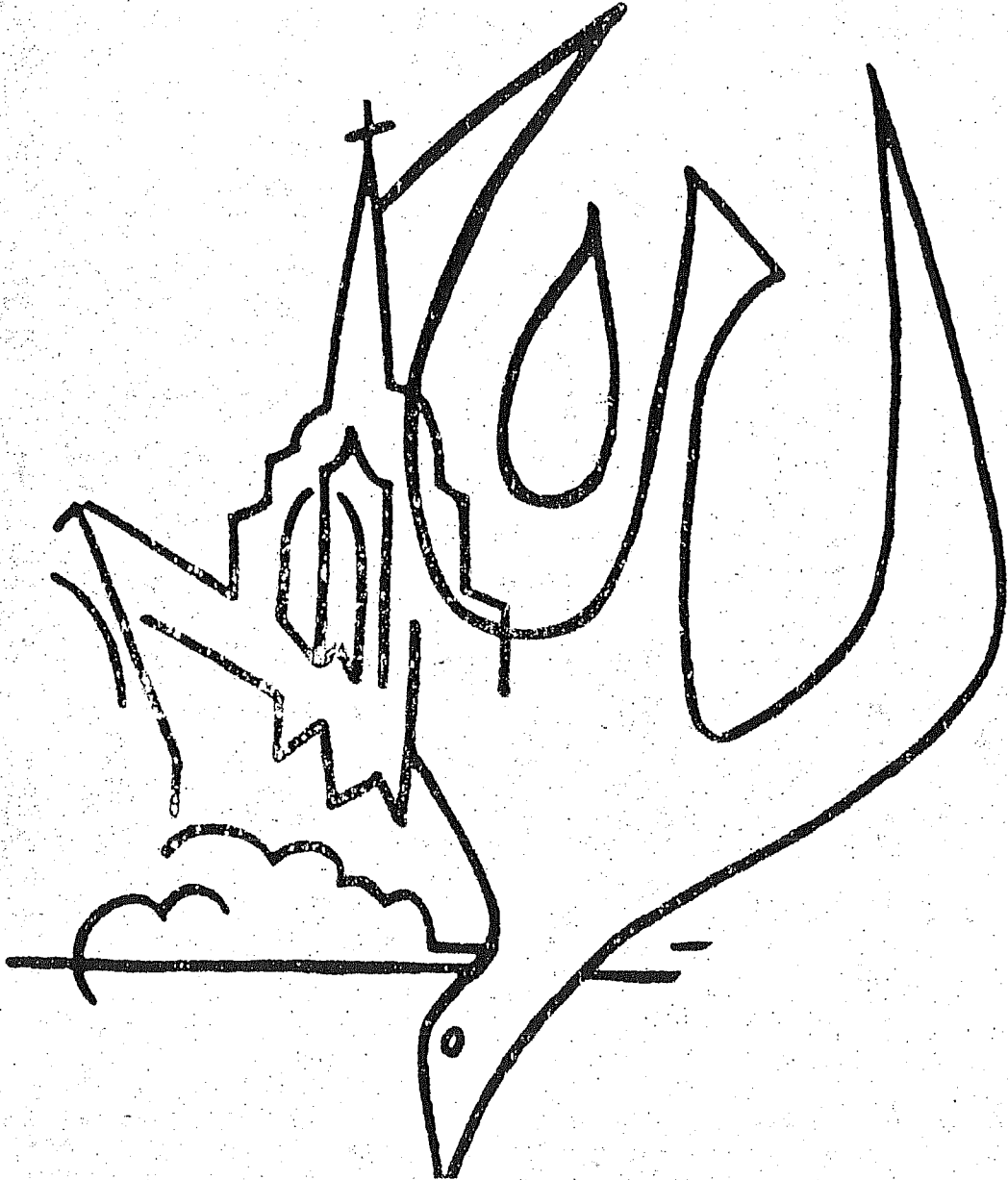


The Development of  
Family Ministry at  
St. John's Ev. Luth. Church,  
Wauwatosa, WI.



Church History Paper  
Professor Frederick  
5-4-89  
By Donald Windsperger

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## ACKNOWLEDGEMENTS

Thanks to Pastor Wagner, Pastor Heins and Pastor Freier. Without your interviews, time and materials, I would never have been able to complete this paper.

Thanks to Lois for allowing me to dig through the church files to find all the precious gems of information.

Thanks to Pastor Gerlach for the advice which led me to write on Family Ministry.

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In the past few years there has been an increasing interest in family ministry in protestant circles. Churches all over the United States have lunged headlong into family ministry especially with the growing popularity of Dr. James Dobson. You don't have to watch television for more than a couple of hours to see a commercial for the Mormons which has a "family" appeal. But why the sudden surge in family interest? The United States government has recognized the deterioration of the family structure over the years. Many churches have realized the importance of a stable family in a Christian life. From my personal observation, which I admit is limited, I have sensed that Family Ministry is not a major concern in a lot of our WELS churches. One WELS congregation that has a major concern for family ministry is St. John's Lutheran Church in Wauwatosa, Wisconsin. I vicared at this congregation and learned a lot about family ministry in the last two years.

Family Ministry is not a new idea or recent development at St. John's; it has developed over the last sixteen years. St. John's has a very active Family Ministry program. That is what I will write about in this paper. I will show how the program began, how it developed, the research done for it and the suggestions made by members to improve it. Family Ministry is a very important aspect of a Pastor's Ministry and is also vital to the spiritual life of a congregation. Maybe other congregations can learn and implement some of the discoveries made by St. John's.

## I. History.

The roots of family ministry at St. John's began with the arrival of Rev. Ronald Heins in 1973. One of the first things that he attempted was to measure just where St. John's was at spiritually. Pastor Heins says that this is a very important factor when beginning a new ministry so that the Shepherd can lead his congregation from the same spot and not a spot that is far ahead of them. The tool that Rev. Heins used was the 76 youth curve. (See Appendix A.) Pastor Heins and the council of St. John's had noticed that there had been an extreme dropoff in youth involvement. The church had an extremely active youth program in the 1950's and 60's. Why was there a dropoff in the 70's? Here's where the 76 youth curve comes in. This was just one aspect of an entire-church self study. As one looks at the graph, he can see the decrease in spirituality of St. John's confirmands as the years increased. This 76 youth curve was the driving force in St. John's getting a second Pastor.

The decrease in the spirituality of St. John's youth was not the only cause for a second pastor at St. John's. Here's an excerpt from the February, 1977 issue of THE LAMPLIGHTER, the St. John's newsletter. "In the past year since Mr. Fuhrmann's resignation from the principalship, the boards and committees of our congregation have been making a detailed study of the staffing needs for our congregation. What do we need in full-time leadership to accomplish the work the Lord has set before us and to meet the spiritual needs of our St. John's family? After much study, thought and prayer four major areas of need emerged: 1) dynamic leadership for our school, 2) over-all coordination and development of our ministry to our youth, 3) the spiritual strengthening of our whole membership, and 4) special needs of the elderly. It was noted that in our present congregation

over 50% of our soul membership is in the 0-30 age bracket and that while we expend considerable energy and resources for the spiritual development of our children in their younger years, their post confirmation nurturing within our congregation tends to diminish to practically zero by age 18. It was noted that even the youth efforts we do have in this age bracket are fragmented with each group working for all practical purposes, independent of the other. As time went on, a study was conducted of our last twenty confirmation classes. The results were troubling. It revealed that over 70% of our confirmands are no longer active in any church by the time they reach age thirty. Why? We know it is not due to a weakness of the power of God's Word and Sacrament. We felt this high a loss cannot and must not be allowed to continue. Several approaches were discussed, most of which called for the assignment of more leadership to work actively on this weakness: a non-teaching principal who would also work in youth; a full-time youth worker, layman or teacher trained; assignment of one of our existing staff to lead youth work; full-time youth pastor etc. As time and discussion went on it became ever more clear that the best interest of our youth would be met if the school administrator were also a full time teacher and the youth coordinator be separate from the school staff. (The time demands to develop a more intense youth ministry would be too much for a full-time teacher.) To lead the congregation in meeting the first three needs, it was felt that two full-time workers were needed, one being a second pastor who would have as his area of concentration youth and education. The voters approved the teaching position. The voters will have before them the request for authorization of youth pastor."

There was some opposition to this idea of calling a youth pastor but 1977 became a year of resolution. Boards and committees went to work developing and refining the needs. It was obvious that help was needed in order to meet these needs. By April of 77 the Council was ready to recommend "That we establish the position of a second pastor to staff the area of youth" and reported out a job description for both pastors. A study was also begun on meeting the needs of the elderly. It was the hope and prayer of the people that this endeavor for the youth of St. John's would not only enable them but also many other congregations through what they learned to better meet the spiritual needs of their youth.<sup>2</sup> The interest at this time was great but the voters had not yet approved this area of ministry for the congregation.

Finally by April 27, 1977 the voters approved the resolution of the Board of Elders, Board of Education, and Church Council to establish " the position of a second pastor to staff the area of youth as described in the recommended job description." He would have primary responsibility for the pastoral care of those areas of our congregation's endeavors that involve those from age 0-30. At that time, it involved 531 souls or approximately one-half of the congregation.

This was not an easy decision to be reached. The needs to pull together the youth work, to assist the young people in developing a meaningful and living faith in their Savior, and to counter the very high (over 60%) dropout from the Christian community of those who are confirmed were obvious. The best way to tackle these needs was not.<sup>3</sup> This was to be the responsibility of the new Youth Pastor.

The first call was extended in February of 1978 to Adolph

Harstad, Pastor of Grace in Alma, Michigan. He declined the call. After a few more calls, there was some discussion to change the position descriptions of the current Pastor (Heins) and the second pastor. It was suggested to change Heins' call to Youth and Administration and the second pastor to normal ministrations.<sup>4</sup> The suggestions were dropped and the call remained the same.

After a long wait, St. John's finally received its first youth Pastor. Rev. Gene Jahnke accepted the call to be Pastor of Youth in September of 1979. Pastor Jahnke's call was a demanding one. He was to spend at least fifty percent of his time on Youth Ministry research. His position description required that he be responsible for Pioneers and Youth Group, Counseling, Sunday School and VBS, and that he develop an entire religious curriculum for the youth. After more than a year of research, Pastor Jahnke reported that he found a lack of teaching and witnessing within the families of St. John's. (This is a key to remember, as it is significant in where this ministry is at at the present.) With the help of Vicars at St. John's, Pastor Jahnke had a very successful youth ministry and the Lord increased some youth participation.

In the latter part of 1981, Pastor Jahnke took a call to Michigan. St. John's once again was without a leader in the area of youth ministry and there was still much research in this area to be done. In March of 1982, St. John's called Rev. Paul Kelm of Wisconsin Lutheran College. He declined the call. The Voters then decided to go to the Synod assignment committee. In May of 1982, the assignment committee assigned Mark Freier to St. John's. His call was essentially the same as Rev. Jahnke's; fifty percent of his time would also be devoted to research in the area of Family Ministry. Almost

immediately upon his arrival, Rev. Freier began visiting all of the college and high school age students. This was a key in the development of successful youth ministry at St. John's. Pastor Freier is a dynamic pastor and really got the Youth Group active. His involvement in coordinating youth rallies and other Synod Youth work really got St. John's teens active in youth service. In the later part of 1986, Rev. Freier's research revealed that the problem was not in the youth of the church, but in the families, primarily among the parents. The call and position description was then changed to Pastor of Youth and Family. The research was no longer part of the call. A few months later, Pastor Freier took a call to St. Peter's in Plymouth Michigan. In the early part of 1987, Mark Wagner was called to be the new Pastor of Family and Youth. He accepted. As interest grew at St. John's concerning evangelism, Wagner's call was entitled Family/Outreach Pastor. This call was essentially the same as the Youth and Family Pastor. Mark Wagner is the current Family/Outreach Pastor.

## II. Research Done By Pastor Freier.

Much of what is presently being done at St. John's is the direct result of the research done by Pastor Freier. For all practical and effective purposes, neither a philosophy nor a methodology of marriage and family ministry now exists.<sup>5</sup> This was the reason for the research. At the close of 1986, St. John's had invested 7 years and many hours and dollars through its second pastor seeking to identify the factors which enabled Satan to claim over 75% of its young people by age 25.



The tools that Pastor Freier used fell into six areas. The First being time allocation. How much time were the students and the leaders putting into the educational process? The second was money allocation. What funds were being spent on the particular area being studied? The Third was Product Perception. How were the people perceiving the results of the particular area of work? Number four dealt with purpose perception. Why are we doing this? The fifth tool dealt with interviewing educators at the Seminary, DMLC, Pastors, students, members and delinquents. All of these helped gather information on the education process and methods. The sixth tool was Gospel Contact. He researched the areas of the home, school, the Confirmation Class, Youth Groups and the Area Lutheran High School. The big question in this area was, "What are others doing?" Through the years of his research many things were learned. One of the dominant findings was the critical nature of the home in the process of nurturing Christian Children. One factor kept showing up consistently, more than any other: The Ability of our schools to disciple our children is directly dependant on the discipleship level of the adults living in the home from which they come. Freier's research showed that discipling and enabling of adults to more effectively carry out their ministry in their homes, lives and congregation is vital. Biblical objectives can't be met without a Spirit dominating adult population. This brings up the question, "What do we need to do and provide to involve and enable more of our adults?" Parental Involvement in the spiritual training of their children both by example and teaching is a critical factor. How do we strengthen parental involvement and participation in the work of the school? How do we lead our parents to assume a larger role in the

partnership between church and school? Pastor Wagner has a few good ideas in his research and goals. (Part IV.)

The Parents aren't the only ones who have a vital part in the education of the youth, although they have the primary role. "The task of the Church is to make disciples. Discipleship is having a relationship with the teacher. Discipleship making is the task of the church, all other aspects of church life and activity should support this task and are the methods for carrying out this task." <sup>6</sup> A key to this is the pastor getting out from behind the podium, and getting to know his students. Play some games with them. Talk about THEIR interests. A teacher will have better results when he really knows his students!

Pastor Freier concludes in his research that the Family either makes or breaks disciples. <sup>7</sup> The church also has a big part in this. He asks the question, "How does the church help or hinder family life?" He categorizes four different types of churches. 1) The Parasitic Church: An organism that feeds without contributing. This church takes from the family and doesn't give in return. 2) The Competitive Church: Similiar to but less severe than the Parasitic Church. This church may compete for family member's times. 3) Cooperative Church: Works creatively with the family. Good but still not the best. 4) Symbiotic Church: Mutual interdependance with the Family. These are ways to examine one's situation and attempt to make adaptations accordingly.

There are other areas to look at as well in the church/family area. How well do families take advantage of experienced boatmen? In other words is the church providing people who are experienced in family matters and have been through the problems so that they can

help new comers with the problem? Secondly, Who is preparing the family to navigate the waters of life? Third, How can Christian nurturing prepare the family to handle the waters of life? Finally, Is there a strategy for preventive family life education that provokes families to anticipate the demands of Christian family life as well as provide support during their present stage? A church has to take a look at current methods and see if they apply or are even working.

But let's say that a congregation wants to move in the direction of family ministry, what steps can be taken towards Family Life Ministry? First you need to ask, "What does the Family need from the church?" 1) An identity in the total church life. 2) Christlike models. 3) They need to use their spiritual gifts. 4) They need support and honesty. Then you have to see if the families see a need for this ministry. St. John's did research on this through Pastor Freier. Questionnaires were sent out concerning the PACE program. PACE is better known as Partners Advancing Christian Education. This is a group of congregations supporting Wisconsin Lutheran High School. Their concerns are also a close involvement with Christian Education and the family. With help of Pastor Freier they distributed questionnaires to determine if families saw a need for this ministry. (See Appendix B and C.) After this has been determined then one has to determine the principle of ministry. A successful family ministry will have a family-like church. They will have family education, use lay people, share inter-generational experiences and have youth-parent involvement wherever possible. The Family Ministry Program then takes three directions. Family Life Education. (Parents.) Christian Family Nurture. (Child rearing.) Family Unit Ministry. (Analyzing Lifestyle.) These are all aspects of developing a successful family

ministry program. These are methods that have been and are being implemented at St. John's. Methods are important but Pastor Freier is careful to interject, "It is important to underscore that programs and methodologies are not to be trusted on their merits alone. Programs will need to be proposed and carried out with reliance on our Redeemer and Savior Jesus!" This is the key! Only Jesus can bless our efforts in family ministry and he has indeed done that at St. John's.

One final point that Pastor Freier makes is that he used connections with the LCMS, ALC (ELCA), and the Roman Catholic Church. Just because these religious bodies aren't always orthodox doesn't mean that they don't have good ideas and methodologies. We can learn from them too. Much of Pastor Freier's research came from other church bodies with thriving Family Ministries. We can learn and use a lot from them!

### III. Suggestions and Research Done by St. John's Members.

As I had mentioned before in the area of Pastor Freier's research, he did a lot of research for Wisconsin Lutheran High School PACE program of which St. John's is a member. One of the tools to gather information was the questionnaire. (See appendices A and B.) These questionnaires were given to St. John's members and the information gathered was also used to help the Family Ministry program at St. John's. There were some startling discoveries made. One would think that family ministry would not be a high interest area but 88% thought it was important to counteract the forces that threaten children, youth and families. 86% thought it important to recommit themselves to work for children, youth and families. 83% thought it

important to intensify support of Lutheran elementary and secondary schools. And 81% thought it worthy to develop stronger parent-student-school partnership. These were all ideas that came from the opinions of the church members and not from the teaching staff or clergy.

The St. John's members really have a feel for what needs to be done in the area of Family Ministry. This feel was further revealed as Pastor Freier conducted Bible Classes on Family Ministry at St. John's. During a certain Bible Class, Pastor Freier asked for suggestions on what could be done to strengthen and broaden the Family Ministry program at St. John's. The members came up with a long list for all aspects and ages. Here are a few of the suggestions: 1) A Seniors Club. 2) Mercy Visiting. 3) Special Studies. i.e. Grief. They wanted special areas for the Single Parent and Single Person: 1) Bible Study. 2) Divorce Counseling. 3) Remarriage Counseling. 4) Support Groups. 5) Retreats. 6) A Big Brother-Big Sister Program. They also suggested things for the Young Adult Crowd: 1) A Friendship Club. 2) Ministry to College Students. 3) Small Group Bible Study. 4) Pre-Marital Planning. Suggestions for Newlyweds: 1) Family planning. 2) Marriage Enrichment. 3) Helping Hands Program. Suggestions for first time parents and parenting: 1) Babysitting Network. 2) Preschool. 3) Pioneers for all children. 4) A Latchkey Program. 5) Parental Counseling. 6) Prayer Chains. 7) Support Groups. 8) Positive peer pressure. Suggestions were also made to have the middle age and elderly groups of the congregation share their experiences on Parenting and growing up with those who haven't yet or are going through it at the present. These are some great suggestions that any congregation can take into consideration. The Pastors and

boards at St. John's did not take these suggestions lightly. Many of these suggestions have been implemented already and are very successful. The others are still in the works and behind the scenes work is being done to prepare the members for that particular area of Family Ministry.

The above mentioned suggestions were made while Pastor Freier was still at St. John's. Obviously, his research and work inspired a lot of thought and action among the people of the congregation. One way that St. John's tried to strengthen their educational area among the youth was to send the Day-School teachers to concentrate in a specific area of Study to gain a Master's Degree. Principal Cary Haakenson, because of the Family Ministry research conducted at St. John's, decided to base his Master's Thesis somewhat on this topic. His main thought was that, "There is a Relationship between the Spirituality of confirmed children and the homes from which they come." His study was prompted by the 76 youth curve which revealed that 75% of the confirmed children at the church were delinquent by age 25. <sup>8</sup> Through research and interviewing and questioning, Cary came to the conclusion that confirmed children have a higher probability of remaining spiritually active when they come from homes in which parents model their spirituality. Now that that conclusion has been reached, what does one do about remedying the unspirituality in families. "Breaking this cycle begins with changing parents immediate attitudes about their own personal involvement in the church. It also includes getting parents to accept their God-given responsibility to nurture their children. It is essential to implement these quickly because changing attitudes is a slow process. The Pastor of Family ministry is perhaps in the best position to address these concerns with all the

parents in the congregation because of his role as spiritual leader." 9

Mr. Haakenson also did some research among students and parents and he came up with some ideas for implementation. 1) The Day school and Wisconsin Lutheran High School can assume roles in educating parents. 2) the school could require inactive parents to attend parenting classes. (All Parents would be required to attend.) This may seem legalistic, but he suggests that this is a time to get serious or more souls may be lost! He also suggests that there should be more long range planning; especially in the area of needs for adolescents. Is St. John's utilizing the adolescents and providing for their needs? Suggestions were to involve the adolescents with Sunday School and Vacation Bible School. Get them involved in ushering and service projects. The importance of this involvement is to develop a ministry with the variety to meet the needs of everyone! 10

One of the main complaints among the youth was that the youth group doesn't meet social needs, it's boring, and it is too cliquish. St. John's Youth Group needs to constantly re-evaluate its purpose to make it more appealing in involving the church's youth. Mr. Haakenson has some good suggestions for the area of family ministry at St. John's. The key is that the congregation takes immediate action to begin the process of developing a comprehensive long range family ministry plan addressing the issue of spiritual activity among its youth. And St. John's is doing that through the Pastor of Family and Outreach.

IV. Goals and Efforts of the Present Family/Outreach Pastor.

In serving at St. John's the past two years, I have had an

opportunity to share in and learn about some of the philosophies and ideas that Pastor Wagner has concerning Family Ministry. There are many things that happen in the congregation that are involved directly with Family Ministry or are leading to an aspect of it in the future. Pastor Wagner has recorded his dreams and ideas on the call of the Family/Outreach Pastor. He says that the purposes of this call are to

- 1) Dream about what Family Ministry can be.
- 2) Inspire through the word, modeling the love of Jesus.
- 3) Cultivate an Outreach/Family vision by asking, "What if..?" By producing vision gripping sermons and also by leadership training.
- 4) Involve people by listening, working with each board and using the 5 year plans of the boards.

Pastor Wagner says that plans and dreams are important but that St. John's vision for family ministry hinges on how he himself deals with his own family. A pastor has to have a "living" family ministry in his own home both at work and at play. He has to prioritize his schedules to educate his own family. One thing that people can do is read through a mask or a put on. If a pastor is constantly pushing family ministry, he has to live it. The old saying goes, "Practice what you preach." If the pastor doesn't, there is no way that the people will follow."

Pastor Wagner asks the question, "What can we do to offer children a good devotional life?" He suggests that we not be afraid to use outside information, that we require parents to be educated also and that we put Catechetics back into the hands of the Father. St. John's is already working in the area of putting catechetics back into the hands of the father. The current Confirmation Course at St. John's attempts to get the parent and student closely involved in matters of homework. This area centers in how the parent can help the



student put what he learned into practice. At this time the course is in two sections. One is taught by Pastor Wagner and the other is taught by the Head Pastor, Pastor Joel Gerlach. Pastor Wagner is currently working on a method to measure the level of knowledge of a new student. This testing method then will place the student into one of three areas of study. The three areas may be 1) A remedial Bible History Course and 2) The present two courses on Catechetics. In the future, Pastor hopes to place at least one of these three areas of study into the hands of the fathers to be taught by them. It will be interesting to see how those plans work out.

Obviously Pastor Wagner wants to get the parents involved in the teaching process as much as possible. He currently has some "seeding" activities that are paving the way for that possibility in the future.

His wife has started a Babysitting Co-op which is an arm of family ministry and gets the parents involved with the children. The Cradle Roll currently sends letters to parents with young children on a monthly basis, encouraging parents to bring up their children in the nurture and admonition of the Lord. Teacher's aids are being used at the Day School to help the children read. This is beginning to spread to other classes. Parents are even coming in to share their experience and demonstrate their livelihoods. For example, one parent came in and gave a slide presentation on his experiences in battle in the Vietnam War. All of this keys in on Parent-Student Involvement and helps St. John's grow closer to the Parent-Teacher involvement that Pastor Wagner is striving to achieve.

Before Pastor Wagner came to St. John's, he had a successful Family Ministry at his church in Lubbock, Texas. In his work there, he and his wife began a kindergarten school at the church. This

school was unique in that the parents were closely involved in the educations of their children. One of the keys to involvement was that the Parents were required to do quite a few things if their children were to remain enrolled in the school. At that school there was a desire to join hands with the parent in trying to reach out to the children to prepare classes where parents come together to discuss tasks and the joys of family living. To encourage parents to observe and participate in the child's life. To discuss ideas on how to conduct family quality time and to find creative ways for parents to assist in the classroom. " Pastor Wagner required the parents to attend classes which taught parenting. Some may cry out, "LEGALISM!" but this worked and prevented Satan from claiming more souls. The requirements also demanded that one parent must spend at least one hour per month observing or serving in the child's classroom in order to firsthand observe responses and interactions of the child. They had to attend 6 of 9 parenting classes, offered monthly. The Father is asked to share his hobby, vocation or profession with the class once during the year. And the Father is also required to be directly involved with the child's discipline. All of these requirements lead to a close Parent-Student-Teacher relationship. Pastor also encouraged parents to read books on Christian parenting. This School at Lubbock had very positive results.

This is what Pastor Wagner hopes to attain at St. John's. A key to good family ministry and strong spiritual families is to get the student, parents and teachers closely involved. With the current opinion on education that the teacher is the one who has the responsibility of spiritually nurturing the child, it will take years to implement all of the methods that Pastor Wagner practiced at the

school in Lubbock.

Recently at St. John's the Family Ministry took another step as the Board of Education took a look at itself and made some changes. The result was that two new positions were added in the area of Family. These two men are to assist and to help the Pastors strengthen Family Ministry at St. John's.

Where will Family Ministry go in the future at St. John's? Only the Lord knows but maybe the Pastor who started it all has an insight. Pastor Heins had a twenty year plan of Ministry when he began at St. John's in 1973. His idea is that the next new called position will be a man for the specific purpose of Education. Who knows where the Lord will lead St. John's in the Future? He has surely blessed the prayers and efforts of its members and he'll continue to do so in the future. Hopefully God will bless the family ministry efforts so much at St. John's that they will have such an increase in spirituality and have to call a man to run the area of Education!

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ST. JOHN'S CONFIRMATION CLASS FOLLOW-UP - PRELIMINARY REPORT

September, 1976

In the months of August and September 1976, an initial follow-up was done on the 452 children who were confirmed at St. John's from 1956-1976. The results were such that we felt they should be shared with all affected boards and the voters of the congregation.

This graph represents the percent of each confirmation class still active in their faith-life as per the following definitions:

DEFINITIONS

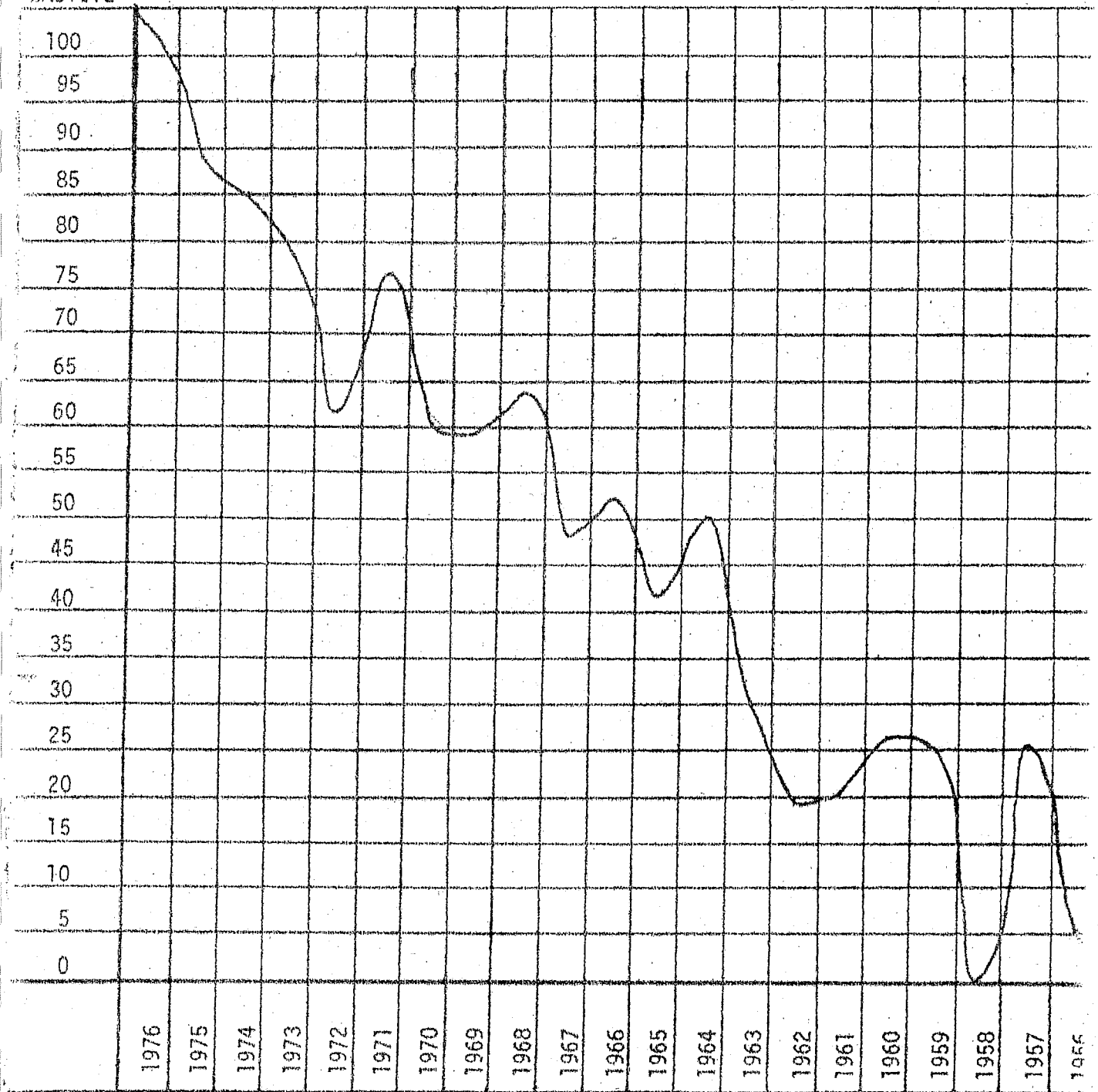
ACTIVE

All those currently active at St. John's and those who were transferred from our congregation to a sister congregation. Transferred=11% of total confirmands.

INACTIVE

All those who are currently delinquent in our congregation, were removed, dropped or released at their request. Of this group only 4% were released to other non-WELS congregations.

%ACTIVE





**PACE**  
**GOAL II – SURROUNDING**  
**PACE WORKSHEET**

### **Directions**

This PACE Worksheet contains facts and factors that give urgent reasons for developing stronger, caring partnerships essential in the education and nurture of God's young people. No doubt, special needs in your congregation can be identified. Read and ponder over each factor that is listed. We have provided for you four key questions that will allow you to think through and then discuss the factors. Keep in mind God's Word, both law and gospel, and the Holy Spirit's presence and His readiness to "call, gather and enlighten." For the first time through, try not to spend more than 20 to 30 minutes on each page of this worksheet. If your group would like to spend more time pondering on these facts and factors, please do so.

As we seek to surround our children with stronger, caring partnerships, we see that there are three specific partnerships that surround the child. The partnership of the home, the church and the school. Let's take a look at what is happening in each one of these partnerships as we study the PACE Worksheet.



**PACE**  
**GOAL II – SURROUNDING**  
**PACE WORKSHEET**

**Why Are We Here?**

We are involved in a true partnership ministry! More people are becoming involved in the ministry of the church today. Each person has unique and special talents he/she brings to the church. Church leaders, pastors and teachers recognize that in this partnership ministry new challenges exist. New challenges present themselves especially in Christian education and nurture of children and young people. Yes, we all recognize the challenge: parents and children and young people.

If the challenges are going to be met with a Christ-centered approach and if stronger partnerships are to be developed, it is obvious that all partners must work together in identifying the challenges and the problems before addressing and dealing with them. Working in isolation can easily lead to frustration and failure — even greater conflict among partner groups.

Before dealing with the challenges ahead of us, we partners, working together, need to understand clearly what problems these challenges pose and what factors are causing or contributing to the problem.

When partners better understand the factors that cause or contribute to the problem, they can work together to find ways of dealing with those factors. As this happens, stronger home/church/school partnerships will emerge.

**God Is Here Too**

Since God has blessed us with a partnership ministry, we turn to His Word to ponder and discuss what He has to say about members in a partnership ministry. Please read II Timothy 3:14 and then ask members of your group to respond to the following questions. Begin now to help each other as you use words of encouragement and understanding.

1. What does Paul mean when he says that Timothy not only learned the Scripture but became convinced of it?
2. How is Holy Scripture able to make us wise for salvation?
3. How can we continue in what we have learned?

## SURROUNDING OUR HOME

### Factors Impacting Our Home

(Read and ponder each of the factors listed below. Make brief notes as you discuss each factor by answering the four key questions listed below.)

#### Questions to Discuss

1. To what degree are these factors present in our congregation and school? In my life?
  2. How do these factors impact on our children? In my life?
  3. Can we change these situations as we perceive them? If so, how?
  4. If not, what can we do?
- a. The number of single parent homes is increasing.
  - b. Family life is more complex. Factors causing complexity include: smaller family size, growing divorce rate, remarriage, living together without the benefit and blessing of marriage, both parents working as wage earners, and the absence of the extended family (having relatives living close by).
  - c. Families suffer from isolation due to high mobility; the disappearance of a sense of community, neighborhood and church; and the loss of loyalty, friendship and trust.
  - d. Interfaith marriages continue to increase, resulting often in homes of mixed values and mixed lifestyles.
  - e. Few fathers and mothers possess the know-how to implement good parenting skills based on sound Christian principles.
  - f. Families experience growing pressures, eroding and conflicting values, growing frustration and the inability to cope.
  - g. An increasing number of families are "looking for help" and expressing greater dependency on schools and education.
  - h. Many parents express frustration with the older, established churches which don't seem to meet the needs of the changing family.
  - i. What additional factors do you experience in your own congregation?

---

Write down your thoughts, considering the key questions above.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

God has instituted the family and has given members of the family to build up and strengthen one another in the love of Jesus. In fact, God goes so far as to say that His Words and love should be so much a part of the family that we talk about Him during the day and that His principles of love govern our thoughts, our words and actions. **Ponder the factors listed above and their relationship to what God has said to His people.**

## SURROUNDING OUR CHILDREN

### Factors Impacting On Our Children

(Read and ponder each of the factors listed below. Make brief notes as you discuss each factor by answering the four key questions listed below.)

#### Questions to Discuss

1. To what degree are these factors present in our congregation and school? In my life?
  2. How do these factors impact on our children? In my life?
  3. Can we change these situations as we perceive them? If so, how?
  4. If not, what can we do?
- a. Many children feel alone more, spending less time with parents and having fewer siblings and even fewer friends.
  - b. Children's apathy reveals itself in a lack of motivation and a greater desire to avoid self-discipline.
  - c. Many children suffer from conflicts of values and lifestyles, as a result of the various settings in which they find themselves.
  - d. More children are being abused: emotionally, physically and sexually.
  - e. Many children express less "hope in the future."
  - f. Many children are governed more by rules and schedules than by warmth, affection and acceptance; more rebellious toward authority.
  - g. Children are often viewed as the cause of society's problems rather than the victims of it.
  - h. In many ways, children are pressured more by the ideas of success and popularity than the ideals of achievement, self-worth, integrity and "in the image of God."
  - i. Many children tend to be disenchanted or frustrated by the teaching-learning process.
  - j. What additional factors do you experience in your own congregation?

Write down your thoughts, considering the key questions above.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

God has entrusted children to their parents to be nurtured both physically and spiritually. There are many challenges that face parents today. Yet the Lord still wants parents to bring up their children in the training and instruction of the Lord, to deal with them in the love of Jesus and to provide role models for them so that they can see and experience how God wants them to live in this life. **Now ponder the factors listed above and their relationship to what God has said.**

## SURROUNDING IN OUR CHURCH AND SCHOOL

### Factors Impacting On Our Church and School

(Read and ponder each of the factors listed below. Make brief notes as you discuss each factor by answering the four key questions listed below.)

#### Questions to Discuss

1. To what degree are these factors present in our congregation and school? In my life?
  2. How do these factors impact on our children? In my life?
  3. Can we change these situations as we perceive them? If so, how?
  4. If not, what can we do?
- a. Teacher/parent relationships suffer from poor communication and cooperation.
  - b. Ideas from the traditional past about home/church/school relationships appear to be more idealistic than functional; few new models of partnership are emerging.
  - c. Traditional ways of teaching God's Word and will seem to be less effective to children and adults who are living in a high-tech, godless society.
  - d. Understanding, accepting and responding to the circumstances and needs of students and parents is often difficult for church and school; frustration and judgement often result.
  - e. Understanding the relationship between teaching religion, teaching the Word and nurturing the faith is difficult for many Christians.
  - f. Properly teaching and applying law and gospel is particularly difficult in a complex, sinful society.
  - g. Few Christian pastors and teachers, according to their own admission, have adequate training or experience in teaching parenting skills, particularly within the complexity of current family lifestyles.
  - h. What additional factors do you experience in your own congregation?

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Write down your thoughts, considering the key questions above.

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_

The Lord has gathered His people into a church. A church and school are much more than a building; they are people. People who are being strengthened by the Word and using that Word the way Jesus used the Word to bring people closer to Him. That is what Paul was referring to when he told Timothy in our opening devotion that it is the Word which makes people wise for salvation. **Now ponder the factors listed above and their relationship to what God has said.**

## CONCLUDING THOUGHTS

The Apostle Paul told Timothy that he was convinced of the Word, because he had learned it since he was a child and had seen it in the lives of his family. This PACE Worksheet has identified challenges that face partnerships in our church, home and school. It is important that God's people immerse themselves in the Word and that they see that the Word of God helps them meet the challenges of everyday life. For when people are growing in Word and Faith, they will develop stronger caring partnerships. To that end we pray this prayer.

*Dear Lord Jesus, you have given an awesome command — to love one another as you have loved us. Give us the ability to use the talents and the gifts you have given us to be better partners. As we seek to build partnerships, lead us to a stronger personal relationship with you. God of the Church, we place our partnership ministry into your hands, knowing that you will guide us on life's path. In your name. Amen.*

### **Where Do We Go From Here?**

Your congregation's PACE Goal II Committee has provided this Worksheet to reveal the challenges that face partnership ministry. In the next months the committee will provide you with resources to develop stronger, caring partnerships. **When you have completed this PACE Worksheet, compile the results and return it to your congregation's Goal II Committee Chairman.**



ST. JOHN'S EVANGELICAL LUTHERAN CHURCH  
7809 HARWOOD AVENUE  
WAUWATOSA, WISCONSIN 53213  
PACE Steering Committee

Dear Member of St. John's:

You have been selected by the PACE enrollment committee to help us with our work by completing the following questionnaire. We hope you will set aside fifteen minutes of your time today and respond to us immediately.

The purpose of this questionnaire is to help us determine the strengths and weaknesses of our programs at St. John's in the area of education and promoting Christian education. Your answers will enable us to review recruitment procedures, determine effectiveness of our programs, and improve these programs in the future.

Your answers will be kept confidential by the committee. You do not have to put your name on the survey, unless you wish to do so. Please try to complete all of the questions, but feel free to skip ones that don't apply to you or your family.

We would appreciate your returning the completed questionnaire to the church by Mar. 15th if possible. The committee thanks you for your time and valuable comments. We believe that your answers and input will help us to improve the educational outreach programs of our congregation.

PERSONAL PROFILE of person completing questionnaire:

Age:  14-18  19-25  26-35  36-48  49-60  61 & over

Sex:  male  female

Marital status:  single  married  widowed/divorced

Number of children:  Ages:  0-4  5-9  10-13  14-18  19-over

Years of membership at St. John's:  years

Schools attended:  St. John's elementary  Wisconsin Lutheran High School

Wis. Lutheran College  Other WELS grade school, high school or college

Public grade school- which \_\_\_\_\_

Public High school- which \_\_\_\_\_

DAY SCHOOL SECTION: (We are seeking to determine the effectiveness of our methods of getting information to the members about our day school)

1. When did you last here something about St. John's Christian Day School?  
 Past week  past several weeks  last month  this quarter  other
2. Was the information: (check all that apply)  helpful  positive  timely
3. What was the source of the information you received? \_\_\_\_\_
4. If your child is attending our day school, do you feel well informed about the education your child is receiving at the school?  yes  no

Please comment: What do you like? What would be helpful to you?

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5. What was the main reason you sent your child to St. John's school?

\_\_\_\_\_

\_\_\_\_\_

6. If your child did not attend school at St. John's, what was your reason for their going elsewhere?

\_\_\_\_\_

\_\_\_\_\_

7. How would you rate the effectiveness of the cradle roll program?  
 \_\_\_ very effective \_\_\_ effective \_\_\_ marginally effective \_\_\_ not effective  
 \_\_\_ don't know about it.

Comments: \_\_\_\_\_

\_\_\_\_\_

8. Should St. John's actively recruit students from our membership for our grade school? \_\_\_ yes \_\_\_ no

Comments \_\_\_\_\_

\_\_\_\_\_

PARENTS with children currently enrolled in our grade school:

9. When was the last time the principal or a teacher visited your home?

\_\_\_ within the last 3 months      \_\_\_ 3-6 months ago  
 \_\_\_ 6-12 months ago            \_\_\_ over one year ago  
 \_\_\_ never                            \_\_\_ don't recall

10. Please rate the visitor on the following:

	not very			very	
	1	2	3	4	5
a. Friendliness					
b. Enthusiasm					
c. Helpfulness					
d. Interest in child					

11. How would you rate the effect the visit had on your attitude toward sending your child to St. John's grade school?

Negative			Positive	
1	2	3	4	5

Suggestions to improve the visit: \_\_\_\_\_

\_\_\_\_\_

12. How would you assess the relationship between parents and grade school faculty?

\_\_\_ very good    \_\_\_ good    \_\_\_ fair    \_\_\_ poor

ALL RESPONDENTS:

13. Most of Christian education needs to take place in the home

\_\_\_ true    \_\_\_ false

14. Our schools exist primarily to supplement the Christian education the child is receiving at home. \_\_\_ true \_\_\_ false

15. It should be the goal of the parents, church, and school to work together to offer the best and most effective Christian education possible.

\_\_\_ true    \_\_\_ false

16. How well do you feel the above goal is being pursued?

\_\_\_ very well                            \_\_\_ somewhat  
 \_\_\_ so-so                                \_\_\_ not very well  
 \_\_\_ not at all



17. What might help to improve childrens' Christian education? \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

18. How would you rate the level of communication between our school and your family?  
 \_\_\_ excellent \_\_\_ good \_\_\_ fair \_\_\_ poor

19. What is your definition of Christian education? \_\_\_\_\_  
 \_\_\_\_\_

20. How would you rate the quality of Christian education in each of the following:

	ATTENDED	CHILD ATTENDED	NO DIRECT CONTACT		EXCELLENT	GOOD	FAIR	POOR
St. John's grade school								
Sunday school								
Wisconsin Lutheran High School								
Adult Information Class (AIC)								
God's Ways								
Sunday morning Bible class								
Pioneers								
JAY'S Bible study								
Church Services								

21. Christian education applies to what age groups?

\_\_\_ 0-14 \_\_\_ 15-22 \_\_\_ 23-35 \_\_\_ 36-50 \_\_\_ 51-65 \_\_\_ 66 or over  
 \_\_\_ all of the above

22. In your opinion, should St. John's add Christian education programs to its current curriculum? \_\_\_ yes \_\_\_ no

23. If you answered yes to the above question, which do you feel might be worthwhile programs, and which would you be personally interested in?

	Worthwhile	Personally interested
Christian Parenting .....	_____	_____
College age group.....	_____	_____
"Just married" group (1-3years).....	_____	_____
Pre-school parent group.....	_____	_____
Grade-school parent group.....	_____	_____
High school/college parent group.....	_____	_____
"Empty nest" group.....	_____	_____
Preparing for marriage.....	_____	_____
Marriage enrichment.....	_____	_____
"Wisdom of ages".....	_____	_____

NOTE: The purpose of the above programs would be to offer Christian togetherness as well as education to Christians in similar life-sharing situations.



24. How effective do you feel the recruitment activities of the day school have been?

very     somewhat     very little     not at all

25. Of the following, which do you think would help the most to get more people involved in the various areas of Christian education?

- Phone call from Teacher/Pastor
- Letter from Teacher/Pastor
- Personal visit from Teacher/Pastor
- Personal visit from lay person
- Announcement in bulletin
- Announcement after church
- Published publicity materials
- Encouragement from congregational friend
- Cottage/group meetings
- Other \_\_\_\_\_

26. What is PACE? \_\_\_\_\_

27. What is the goal of PACE? \_\_\_\_\_

28. Are you familiar with the tuition assistance program through the Lau Fund?

yes     no

29. If you are able to provide transportation for the children of St. John's school during school hours, and immediately after school, please write a note to the principal, or the school office to volunteer. If you wish to sign this survey, please answer this question below and return with this questionnaire.

Again, we wish to thank you for your participation in this survey, and may the Lord go with you in all that you do.



Mail to: PACE %St. John's Lutheran Church  
7809 Harwood Avenue  
Wauwatosa, WI 53213

OR: Drop off with usher on Sunday morning!