



Rethinking Congregational Partnerships

WELS National Conference on Lutheran Leadership

January 17, 2022

Pastor Ben Kratz & Dawn Schulz

Presentation Outline



Introduction

Why Do We Need to Rethink
Congregational Partnership?

A Shift in Thinking

What You Need to Know

What You Can Do to Avoid
Pitfalls that Lead to
Miscommunication

Why Rethink Congregational Partnerships?

A New Model

Format of a New Model

Jesus Christ: the Lord of the Church

Trinity Lutheran Church

PASTORAL TEAM

Council of Ministry

Ministry
Officer
President

Ministry
Officer
*Vice
President*

Ministry
Officer
Treasurer

Ministry
Officer
Secretary

Council Seats can
be added by
Congregational
Resolution

Principal
ex-officio

Executive
Pastor
ex-officio

Pastor

Pastor

Soul Care
Team

Elders

School
Team

Member
Engagement
Team

Evangelism
Team

CCCW
Team

MINISTRY ACTION TEAMS

Worship
Planning
Team

College
Ministry
Team

Trinity
Campus
Care Team

Stewardship
Team

Finance
Team

JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC
-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-----



Council of Ministry generally meets monthly.

Ministry Action Teams meet as needed (ministry officer ensures actionable items).

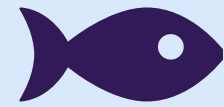
Additional Business Meetings as needed (e.g. a call meeting).

Disclaimer

This presentation is a general overview. It will share principles to consider in order to avoid potential pitfalls that lead to miscommunication and suggestions to consider that will set our teams of men and women up for success and joy in their ministry partnership.

Your Turn

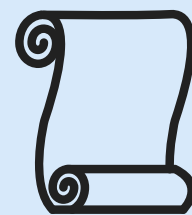
Answer



A "co-worker" of Paul?



A spiritual influence on Timothy?



A servant of the church whom Paul asked to deliver an inspired letter ?

A Shift in Thinking

Why does it matter?

We Are Partners

A Shift in Thinking

Why does it matter?

We Are Partners

We Are Better Together

A Shift in Thinking

Why does it matter?

We Are Partners

We Are Better Together

We Get To Show What It
Looks Like

A Shift in Thinking

Why does it matter?

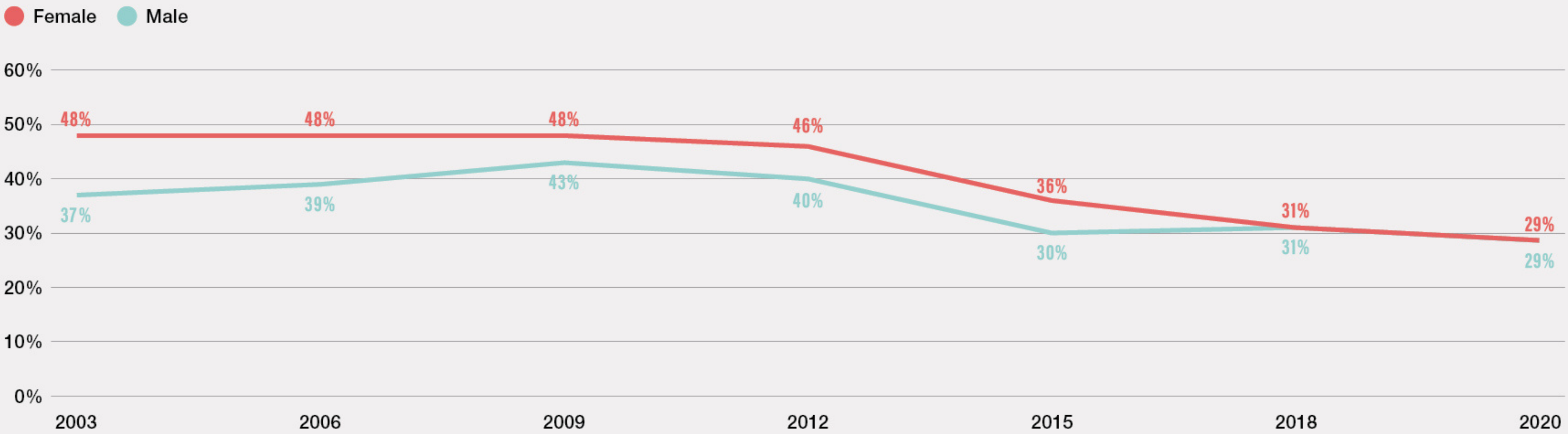
We Are Partners

We Are Better Together

We Get To Show What It
Looks Like

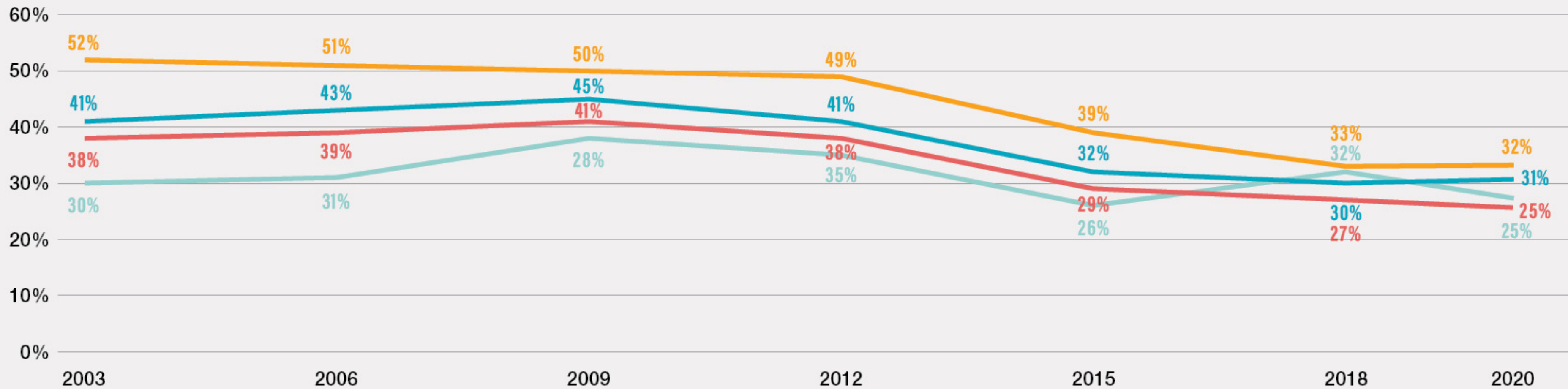
Statistics Don't Lie

WEEKLY CHURCH ATTENDANCE, BY GENDER



WEEKLY CHURCH ATTENDANCE, BY AGE

● <35 women ● <35 men ● 35+ women ● 35+ men



”

**“Diversity is being invited to the party;
inclusion is being asked to dance.”**

-Kadi Cole

"We Need You"

-Pastor Jon Hein

Your Turn

Discuss



Reflect on the
partnership
blessings.

What are you most
excited about?



Here's What You Need To Know

We Have Different Operating
Systems

Thinking / Processing / Viewpoint

Spaghetti

Every thought and issue connects to every other thought and issue in some way.

Life is much more of a process for women than it is for men.

Waffles

Thinking is divided into boxes that have room for one issue only. The first issue goes in the first box. The second in the second box, and so on.

Life deals with one box at a time and one box only.

Approach To Problem Solving / Action

Connection-Oriented

Thoughts, emotions, experiences, etc. are all connected making every detail important.

These are sorted out through discussion and reflection.

This builds connections with others and is a priority for women.

Goal-Oriented

There is a preference for the "boxes" that offer success and have proven effectiveness.

This approach focuses on the task at hand.

This way allows for the decisiveness and flexibility to quickly move from one thing to the next.

Communication

- Conversations explore solutions
- Asks (many) questions to understand and connect
- Gives advice indirectly
- Relationship-oriented RAPPORT talk
- Conversations are bonding events (shared experiences)
- Uses and reacts more to non-verbal cues

- Emphasis on facts and proven success
- Direct and short answers because the answer is already known
- Gives advice directly
- Task-oriented REPORT talk
- Conversations are negotiations for status (action and storytelling)
- Uses and reacts less to non-verbal cues

What You Need To Know

We Have Different Operating
Systems

We Have Unique Internal
Challenges

What You Need To Know

We Have Different Operating
Systems

We Have Unique Internal
Challenges

Seek to Understand

What You Need To Know

We Have Different Operating
Systems

We Have Unique Internal
Challenges

Seek to Understand

Meet on Different Terms

What You Need To Know

We Have Different Operating
Systems

We Have Unique Internal
Challenges

Seek to Understand

Meet on Different Terms

Study God's Word Together

Your Turn

Discuss



What benefits do you see the opposite gender bringing to the way you do things?



Avoid Pitfalls That Lead To Miscommunication

Lean into Clear Communication

Avoid Pitfalls That Lead To Miscommunication

Lean into Clear Communication

Integrate Leadership Training
with Spiritual Growth

Avoid Pitfalls That Lead To Miscommunication

Lean into Clear Communication

Integrate Leadership Training
with Spiritual Growth

Pair Gift Identification and
Serving Opportunities

Avoid Pitfalls That Lead To Miscommunication

Lean into Clear Communication

Integrate Leadership Training
with Spiritual Growth

Pair Gift Identification and
Serving Opportunities

Be/Find an "Other"

Avoid Pitfalls That Lead To Miscommunication

Lean into Clear Communication

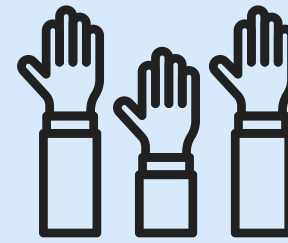
Integrate Leadership Training
with Spiritual Growth

Pair Gift Identification and
Serving Opportunities

Be/Find an "Other"

Consider your people
practices

Your Turn



Questions





Settled



Settled

Unsettled



Settled

Unsettled

CHAOS



Settled

Unsettled

CHAOS

Resettled



Settled

Unsettled

CHAOS

Resettled

Settled

Closing

Next Steps

Resources

Pastor Ben Kratz

pastor@oursaviorbirmingham.com

Dawn Schulz

dawnschulz1997@gmail.com



Rethinking Congregational Partnerships

WELS National Conference on Lutheran Leadership

January 17, 2022

Pastor Ben Kratz & Dawn Schulz