

Emmanuel's

# Emphasis: Weekly Edition

Issue #: 4-160925

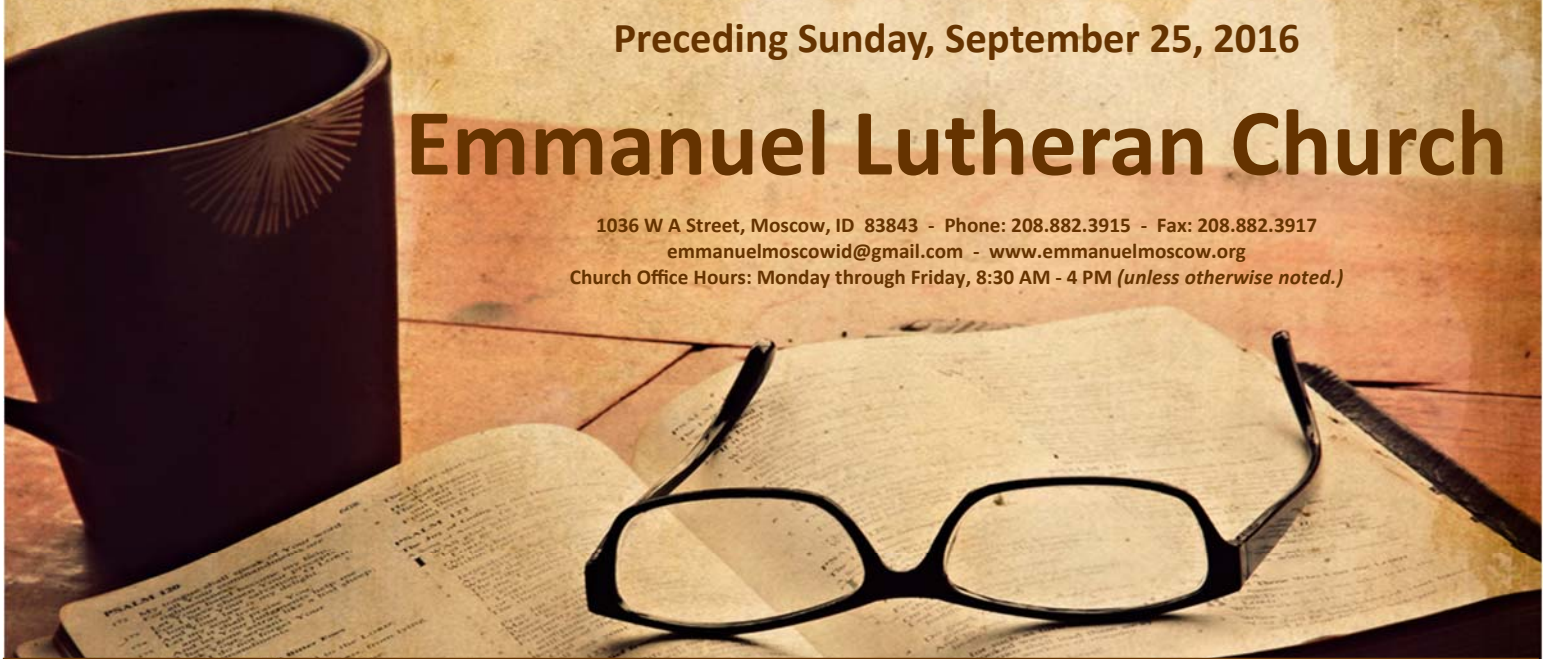
Preceding Sunday, September 25, 2016

## Emmanuel Lutheran Church

1036 W A Street, Moscow, ID 83843 - Phone: 208.882.3915 - Fax: 208.882.3917

emmanuelmoscowid@gmail.com - www.emmanuelmoscow.org

Church Office Hours: Monday through Friday, 8:30 AM - 4 PM (unless otherwise noted.)



### ELC Member Directory!

**Isn't it SO  
upsetting...**

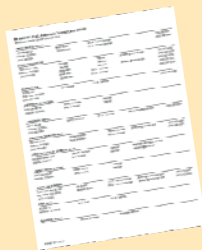
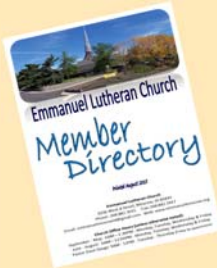
when you need to get a hold of a church member and you can't find a phone number for them...

... so you email them, but they changed their email address and your message bounces back...

...then you look through drawers and shelves, turning your house upside down trying to find an old Pictorial Directory... you FINALLY find one...

your lucky enough to see that they are listed so you smile, call the number and...hear the ever frustrating "...beeeeeeep... we're sorry, but the number you have dialed has been disconnected or is no longer in service..." because it was their old home number and they have disconnected their landline and only use their cell phone now...and there is no phone book for cell phones...

**... isn't that just  
FRUSTRATING!?!?**



**You should grab one of these for yourself  
the next time you're at church!**

This Emmanuel Lutheran Church Member Directory doesn't have any pictures, but it has the most current and up-to-date contact information given to the church office staff by our fellow Emmanuel Family Members.

This Directory, made from a template in our member database software, is updated as information is given to the office staff, then printed out every quarter or so.

Inside is a stapled booklet of member names and contacts.

Also, inside the cover of this directory you will find detailed information on how to read the stapled booklet of member names and contact information.

If you find that your contact information is missing or incorrect, there is a two-sided yellow sheet of paper that you can fill out and return to the office to provide updated information.

**Make sure and pick one up! They are found in the Narthex,  
as you enter the Fellowship Hall, or the Church Office.**





# Ed Opps

## Sunday's Scripture Segments

Scripture readings  
for September 25, 2016  
19<sup>th</sup> Sunday after Pentecost:

### Amos 6:1a, 4-7

*The prophet Amos announces that Israel's great wealth is a cause not for rejoicing but rather sorrow, because God's people have forgotten how to share their wealth with the poor. The wealthy will be the first to go into exile when judgment comes.*

### 1 Timothy 6:6-19

*Timothy is reminded of the confession he made at his baptism and of its implications for daily life. His priorities will be different from those of people who merely want to be rich.*

### Luke 16:19-31

*Jesus tells a parable in which the poor one is "lifted up" and the rich one is "sent away empty." Jesus makes it clear that this ethic of merciful reversal is not new but is as old as Moses and the prophets.*

### Sermon Title:

**"Sumptuously, every day!"**

**Pastor Dave Daus**

# i.e. Christian Education Opportunities

**Prayer Pieces** Sunday mornings at 8:30 in "The Gallery." Join us in prayer, fellowship, and conversation, while we knit, crochet, and cross-stitch. Contact **Gretchen Isakson** ([gretchenisakson@yahoo.com](mailto:gretchenisakson@yahoo.com)) or **Robbie Giles** ([robbiegiles@roadrunner.com](mailto:robbiegiles@roadrunner.com)) with questions.

**Adult Sunday School** Biblical Wisdom, Our Wisdom: The Bible includes great wisdom literature that asks us to consider the source and nature of our wisdom. On Sunday at 8:30 AM, our Morning Adult Bible Study will discuss the wisdom literature of the Bible and its pertinence for our time. Sept 25 the questioning, humbling wisdom of the Book of Job; Oct 2 the wisdom of Jesus; Jesus as Wisdom. Leader: **Walter Hesford**

## J.A.M. - Jesus And Me! *for children through age 12.*

Following the Children's Sermon, J.A.M. leaders will escort the kiddos down to the Fellowship Hall for crafts, games, songs, and a snack. Children will return to the Sanctuary just prior to Holy Communion.

**MEN! BREAKFAST!** This is a great time when "the MEN" come together for a fantastic breakfast and devotional time, usually every 2<sup>nd</sup> & 4<sup>th</sup> Wednesday mornings at 6:30 AM. **Men's Breakfast will meet on Wednesday, 9/28, at 6:30 AM, at the Breakfast Club in Moscow.** 9/28 Bible Study Leader: **TBD.** Contact the Church Office with questions. 208.882.3915 or [emmanuelmoscowid@gmail.com](mailto:emmanuelmoscowid@gmail.com)

**Theology on Tap!** Our discussion group will be meeting the first and third Thursdays of each month at 5:15 PM in the backroom of Mikey's. Thus our next meeting will be on October 6. Please consider adding your perspective at our next session. If you are interested in getting a reminder or more information, email me at [hesford@uidaho.edu](mailto:hesford@uidaho.edu) **Walter Hesford**

**MARY Circle** usually meets the first Monday of the month. The group will meet on Monday, October 3, 2016 at 1:30 PM, at Good Samaritan Village Community Room. Questions? Call **Shelley Dale** (882.9555 or [sdale@turbonet.com](mailto:sdale@turbonet.com))

**LEAH Circle** usually meets the first Tuesday of the month for devotions and a potluck lunch. The group will meet next on October 4, 2016, at **Kathy Henson's** home (2075 Sunnyside Ave Unit 10, Moscow). Bible Study Leader is **Maureen Marten**. All women at Emmanuel are warmly invited. If you have been thinking of joining a circle, please come and enjoy a delicious potluck lunch, interesting Bible Study, and warm fellowship. Questions? **Jeanette Johnston** 208.892.9549, or **Charlene Olsson** 208.882.1028



**LET'S PLAY!!!** Mighty Youth (pre k - toddler) **PLAY DAY** at Emmanuel.  
Thursday, September 29, 12:30-2:30 PM.  
Contact **Lisa Allen** with questions [emmanuel.luthyouth@gmail.org](mailto:emmanuel.luthyouth@gmail.org)



**PLAY & DASH!** Luth Youth (K- 6th grade) meet at Emmanuel and ride together and play at multiple parks and playgrounds in Moscow. Sunday, September 25, 1-4 PM. Contact **Lisa Allen** with questions. [emmanuel.luthyouth@gmail.org](mailto:emmanuel.luthyouth@gmail.org)

**CEREAL DRIVE!** The Moscow community needs to eat breakfast! The **Luth Youth** will be collecting cereal for the Moscow Food Bank during the month of October. Contact **Lisa Allen** with questions. Thanks for your help!

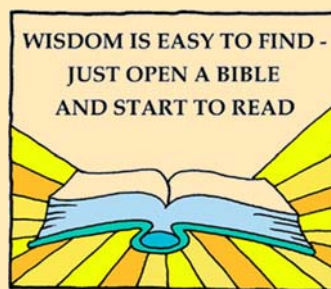


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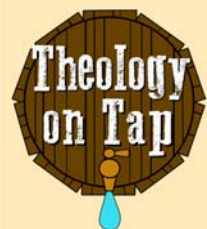
**PIECEMAKERS** - Help us quilt! Bring a friend! Have some lunch! We meet on the 2<sup>nd</sup> and 4<sup>th</sup> Wednesdays. Join us on **Sept. 28, at 9 AM**, to help tie quilts, then share a potluck lunch. Contact **Gretchen Isakson** ([gretchenisakson@yahoo.com](mailto:gretchenisakson@yahoo.com) or 882.7289)

*“Whatever your hands find to do, do it with all your might.” Ecclesiastes 9:10*

**ADULT SUNDAY SCHOOL BIBLICAL WISDOM, OUR WISDOM:** The Bible includes great wisdom literature that asks us to consider the source and nature of our wisdom. On Sunday at 8:30 AM, our Morning Adult Bible Study will discuss the wisdom literature of the Bible and its pertinence for our time. Sept 25 the questioning, humbling wisdom of the Book of Job; Oct 2 the wisdom of Jesus; Jesus as Wisdom. Leader: **Walter Hesford**



**ALARM! ALARM! ALARM!** Emmanuel's alarm system is up and running! If you have an exterior church door key, be prepared to disarm the system when you enter! If you have questions or need a refresher course on your disarmament training, please contact **CindyMarie**. [emmanuelmoscowid@gmail.com](mailto:emmanuelmoscowid@gmail.com).



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**UNDERSTANDING TRANSGENDER IDENTITY** — Join us Sunday, November 6 at noon to learn more about transgender identity and how it fits into our human identity. We'll have a short introduction, matching games and a guest speaker telling her story as a trans woman. Light lunch and child care provided. Come to the Social Hall, Community Congregational United Church of Christ, 525 NE Campus St. Pullman

**CHURCH OFFICE HOURS!** The Church Office is open 8:30 AM - 4 PM, Monday - Friday. To provide this, we are in need of a few office volunteers. If you are willing to help out, please contact **CindyMarie** in the Church Office! (882-3915 or [emmanuelmoscowid@gmail.com](mailto:emmanuelmoscowid@gmail.com))



**QUICK LIST**  
of Emmanuel Happenings...  
**EXPANDED!**

# Serving THIS Sunday

## September 25

### Ministers:

The Congregation

### Presiding:

Pastor Daugs

### Dir. Of Music:

Janet McIntosh

### Organist:

Janet McIntosh

### Acolyte:

Henry Roberts

### Altar Flowers:

**SERVANT NEEDED**

### Altar Guild / Bread:

Gen Long

### Assisting Minister:

Ron Landeck

### Communion Assistants:

Tara Roberts

Julie Spangler

### Counters:

Carolyn Todd

Julie Spangler

### Fellowship:

Ron Landeck & Deb Wyatt

Larry & Carol Lass

Roger & Gen Long

Marilyn & Jack Mastro

### Greeters:

Ron Landeck & Deb Wyatt

### J.A.M. Leader:

Carolyn Todd

### J.A.M. Assistant:

Julie Spangler

### Reader:

Kurt Queller

### Ushers:

Vern Kinnison

Charlie Campbell

Craig Allen

Verla Olson Clauss

Richard Clauss

**THE WEEDS ARE "GROWING LIKE WEEDS"...** and it's a huge job keeping things looking nice and inviting here at our church home. **YOU can help? ADOPT A FLOWER BED!** The church grounds have been divided up into 12 areas all ready for a family... group... couple... individual... to adopt! Take a look on the big bulletin board in the Fellowship Hall for a map of the available plots, then **sign up!**



Thank you to **Elaina Perry with Todd, Jacob, Connor, Ryan & Eric, Men's Breakfast Group "The Old Dudes" (Mark Wemple, Larry Lass, Richard Clauss, Rob Ely, Kurt Queller, Pastor Dave), Dave & Norene Bennett, Leo & Jackie Greenwalt, CindyMarie, Walter Hesford, Kevin & Anne Peterson, and Steve & Andrea Fountain**

for adopting an Emmanuel Flower Bed! **4 plots are left! Adopt yours today!**



For those times  
when filling their  
table will warm  
their hearts.

**JOIN THE EMMANUEL "MEALS" PROGRAM!** Just a reminder that the Meal Ministry is an ongoing program at [www.takethemameal.com](http://www.takethemameal.com). We currently have three active schedules: the Ramsay family, the Halladay family, and for Larry Clott to enjoy a home-cooked meal a couple times a month. Anyone can go to the website, search by last name, and sign up to bring food. (If the site asks for a password it's "Emmanuel.") If you don't have computer access, call **Anne Peterson** at 509-336-1804. Also call Anne if you know of anyone else who could use help with meals!

**HELP NEEDED FOR FUNERAL DINNERS!** The Funeral Dinner Committee is in need of workers and food donations when the need arises. Some receptions will only be cookies and coffee and some will be a luncheon consisting of salads, cookies and sandwich fixings. If you can help with one or both of these contributions as needed, please indicate on the Welcome! Card found in your bulletin, or call **Gen Long**, 877.1190 or **Gretchen Isakson** 822.7289. Thank you!



**KNOW ANY ARTISTS IN OUR CONGREGATION?** We need some art for The Gallery! Photos, painting, handiwork, or the like are all welcome. Contact **Kas Dumroese** ([kas.dumroese@gmail.com](mailto:kas.dumroese@gmail.com); 208.301.2324) or the **Church Office** ([emmanuelmoscowid@gmail.com](mailto:emmanuelmoscowid@gmail.com); 882.3915)

**TIME TO MAKE A JOYFUL NOISE!** The music program at Emmanuel needs you! Here is a list of options for music:

**Adult Choir** - meets Wed. 5:30 - 6:30

**Adult Bells** - meets Wed 6:45 - 7:45

**Children's Choir** - meets Sundays after church

**Children's Chime Choir** - meets Sundays after church

Please come and join us in praising our Lord through music! You can just jump right in! Questions? Contact **Janet McIntosh** (882.2343; [mcintosh83843@gmail.com](mailto:mcintosh83843@gmail.com))



**CHILDREN'S CHIME CHOIR!** Do you know of a child that would like to join this new group? The chimes are a great way to work together to make music. Children do not need to know how to read music to participate -- they can learn as they go. All they need is an interest and team work. Reading helps! The Children's Chime Choir meets for rehearsal right after church, and there is room for more kiddos! Please contact **Liz Brandt** at [liz82657@gmail.com](mailto:liz82657@gmail.com) for more information and specific rehearsal dates!



## LUTHERHAVEN HAPPENINGS!

Golden Agers' Day Out-October 25

- A one day retreat especially for retirees, senior adults, and older adult groups.
- Fabulous lunch, great friends and plenty of laughs.
- \$12/per person includes lunch and program.

Questions? Contact **Lutherhaven** at [www.lutherhaven.com](http://www.lutherhaven.com) or call us at 866.729.8372 x 117



## HELP OUR KIDS!

We are accepting donations of your Car, Pickup, or ATV to raise funds so our Emmanuel Preschool kids can experience a bright educational beginning in a loving Christian environment! **Let us sell for you:**



- an old car taking up space in your driveway,
- or an old truck that is taking up valuable "shop" space,
- or an ATV that is in the way,
- ANY vehicle you wish to donate all or part of its sale,

Please contact **Steve Fountain, Craig Greenwalt, Pastor Daug**s, or the Church Office (882.3915) for more information.

**PASTOR'S DISCRETIONARY FUND** is used by the Pastor to assist individuals and families that are in need. Most often it is used to assist people who stop by the church office and request assistance for basic needs. This is a very "hands on" ministry through our Pastor. The Pastor's Discretionary Fund is in need of your financial support. Could your support for the Pastor's Discretionary Fund be above and beyond your usual gracious giving? If you are able to, please give a separate offering ear marked for the Pastor's Discretionary Fund. Thanks for your support to this important ministry.

## WELCOME COLLEGE STUDENTS!

**There is a Place for you Here!**

We hope you join us for Worship and Fellowship at Emmanuel. Check out **Lutheran Campus Ministry** at the University of Idaho Wednesdays 6 PM at the Campus Christian Center. Retreats, shared meals, worship and social events.



**THRIVENT FINANCIAL®**

*Connecting faith & finances for good.®*

## SAVE THE DATE FINANCIAL WORKSHOPS

You're invited to join **Andrew Nicholas** and bring guests to these complimentary events. **SEATING IS LIMITED.** To reserve a place for yourself and a guest, please call 208-883-4733 or email [eliza.evans-teague@thrivent](mailto:eliza.evans-teague@thrivent) for reservations and locations.

### Preparing for Long-Term Care: A Gift Your Family Deserves

Protect your overall financial strategy, income and assets. Preserve your independence and your family's lifestyle.

October 6:	Noon	Royal Plaza Retirement Center	Lewiston
	5:30 p.m.	Royal Plaza Retirement Center	Lewiston
October 7:	Noon	Regency (Whitman Senior Living)	Pullman
	5:30 p.m.	Good Samaritan Village	Moscow

### Guest Speaker:

**Dwight Hoeck,**  
Financial Consultant

## Campus Christian Center

*The Campus Christian Center is open from 9 AM until the last program ends Monday through Friday. We invite those who are practicing faith, exploring faith or who have no faith to come to our programs. We are located at 822 Elm St. across from Hello Walk.*

### Wednesday:

Dinner & B.S. (Bible Study)  
6 PM - sponsored by the Lutheran Campus Ministry

### Every Day at the Center:

- Free Wi-Fi - Frontier Access Point, no monitoring
- Free drip coffee! We use fair trade coffee and each pot is freshly ground
- Free filtered water! Provided by Idaho Ice. Come fill your re-usable bottles
- Free cookies! Homemade cookies and sweets provided by our local churches
- 50" flat screen TV
- Pastoral care and conversation
- Bible study resources
- Free Bibles
- Sofas and comfortable seating (great place to nap!)

### Upcoming Events:

**Caribbean Night** - Sept. 23 at 5:30 PM. Enjoy Caribbean foods, live music and relax from a long week at work. Caribbean Night takes place at the Center.

**Flapjack Fundraiser** - Oct. 15 from 8-10 AM. Join us for a scrumptious pancake breakfast at Applebee's. The breakfast is Halloween-themed, so wearing a costume is recommended!

**Oktoberfest** - Oct. 22, time TBA. Support the Lutheran Campus Ministry while delighting in brats, sauerkraut, potato salad and tasty desserts! Oktoberfest will be held at the 1912 Center.

### Campus Christian Center

822 Elm St., Moscow, ID 83843  
Phone: 208-885-2536  
Email: [campuscc@gmail.com](mailto:campuscc@gmail.com) or [peerministryccc@gmail.com](mailto:peerministryccc@gmail.com)

**Please remember in prayer:**

You can pick up a weekly updated copy of our Emmanuel Prayers & Concerns Sheet from the Prayer & Concerns Bulletin Display located in the Narthex.

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Thank you for your letter communicating Emmanuel's budget decision regarding giving to Lutheran Campus Ministry at the University of Idaho. We are glad that Emmanuel has chosen to continue to support LCM and the vital work of Karla Neumann Smiley at the University of Idaho. We look forward to continuing the long-standing partnership between Emmanuel and campus ministry that makes a vital difference for the hearts and minds of many University of Idaho students.

~The Lutheran Campus Council  
~~~~~

Thank you to **Deb Marsh** for designing the "Welcome College Mugs", making cookies, and tags. And thanks to both **Deb Marsh & Kim Campbell** for planning and organizing the Welcome Wall for college students!

~**Debby Wyatt**  
~~~~~

Thanks to our **Youth & Family** for hosting the fun and creative "Build A Fall Bouquet!" event last Sunday!

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Happy Birthday this week to:

- Sept. 25 - **Deb Dumroese**
- Sept. 27 - **Chris McIntosh**  
**Karen Watts**  
**Linda Sprenger**  
**Kyle Peterson**
- Sept. 29 - **Hailey Hill**  
**Dyne Weisenstein**
- Sept. 30 - **Vern Kinnison**  
**Chie Sakabe**

Happy Anniversary this week to:

- Leo & Jackie Greenwalt** - 09/24/1960
- Nancy & Jim Derringer** - 10/01/1988

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**Have a Pray! Praise! Congrats!  
Yay! Thanks!?**

**Are we missing your name in our Birthdays & Anniversaries list?**

**Would you like to share this great news with your Emmanuel Family?**

**Let us know! Call 208.882.3915 or email [emmanuelmoscowid@gmail.com](mailto:emmanuelmoscowid@gmail.com)**

**Emmanuel's Upcoming Events!**

|                         |                                                                               |
|-------------------------|-------------------------------------------------------------------------------|
| <b>Wednesday Sep 21</b> | <b>International Day of Peace</b>                                             |
| <b>6:00 AM</b>          | Weekly Publication Deadline                                                   |
| <b>10:00 AM</b>         | ELC Staff Meeting                                                             |
| <b>5:30 PM</b>          | Choir Rehearsal                                                               |
| <b>7:00 PM</b>          | Adult Bells                                                                   |
| <b>Thursday Sep 22</b>  | <b>Fall Begins</b>                                                            |
| <b>9:00 AM</b>          | ELCW School Kit Packing                                                       |
| <b>9:30 AM</b>          | Music with Gillian (Bridge)                                                   |
| <b>Friday Sep 23</b>    | <i>Pastor at Continuing Education</i>                                         |
| <b>Saturday Sep 24</b>  |                                                                               |
| <b>Sunday Sep 25</b>    | <b>19th Sunday after Pentecost</b>                                            |
|                         | Readings: Amos 6:1a, 4-7; Psalm 146; 1 Timothy 6:6-19; Luke 16:19-31          |
| <b>8:30 AM</b>          | Adult Christian Education (Hall)                                              |
| <b>9:30 AM</b>          | Worship Service                                                               |
| <b>11:00 AM</b>         | Children's Chime Choir                                                        |
| <b>11:00 AM</b>         | Children's Choir                                                              |
| <b>11:00 AM</b>         | Fellowship (Hall)                                                             |
| <b>1:00 PM</b>          | Luth Youth PLAY & DASH (Hall)                                                 |
| <b>Monday Sep 26</b>    | <i>Pastor Off</i>                                                             |
| <b>7:00 PM</b>          | Hog Heaven Band                                                               |
| <b>Tuesday Sep 27</b>   | <b>11:30 AM</b> All PS Staff meeting (Hall)                                   |
| <b>Wednesday Sep 28</b> | <b>6:00 AM</b> Weekly Publication Deadline                                    |
|                         | <b>6:30 AM</b> Men's Breakfast (Breakfast Club)                               |
|                         | <b>9:00 AM</b> ELCW Piecemakers (Hall)                                        |
|                         | <b>10:00 AM</b> ELC Staff Meeting                                             |
|                         | <b>5:30 PM</b> Choir Rehearsal                                                |
|                         | <b>6:30 PM</b> Preschool Board Meeting (Hall)                                 |
|                         | <b>7:00 PM</b> Adult Bells                                                    |
| <b>Thursday Sep 29</b>  | <b>9:30 AM</b> Music with Gillian (Bridge)                                    |
|                         | <b>12:30 PM</b> Mighty Youth Play Day (Hall)                                  |
| <b>Friday Sep 30</b>    | <i>CindyMarie Out of the Office</i>                                           |
| <b>Saturday Oct 1</b>   |                                                                               |
| <b>Sunday Oct 2</b>     | <b>20th Sunday after Pentecost</b>                                            |
|                         | Readings: Habakkuk 1:1-4; 2:1-4; Psalm 37:1-9; 2 Timothy 1:1-14; Luke 17:5-10 |
| <b>8:30 AM</b>          | Adult Christian Education (Hall)                                              |
| <b>9:30 AM</b>          | Worship Service                                                               |
| <b>11:00 AM</b>         | Children's Chime Choir                                                        |
| <b>11:00 AM</b>         | Children's Choir                                                              |
| <b>11:00 AM</b>         | Fellowship (Hall)                                                             |



## WHAT KEEPS CONGREGATIONS FROM IMPLEMENTING NEW IDEAS?

All individuals and organizations struggle with change. Implementing new ideas always means accepting that change comes as part of the package. Congregations hear about dozens of new ideas and gain new knowledge from denominational leaders, books, and workshops. Yet that news too rarely becomes part of a practical, local-church strategy. Why? There is often a big gap between what we know and what we do.<sup>1</sup>

### Beware of the Gap

Which of these create the gap between knowing and doing in your church?

*Fear of change.* When congregations shrink in size or begin to lose vitality, their leaders fear that any change they might introduce will only make matters worse. Often, members and pastors view the past with an undeserved glow and resist the very changes that could bring new life and strength to the church. To “confront our past and see it for what it is” is a necessary first step for understanding our fears.<sup>2</sup>

*Past success.* Ironically, churches that have experienced success—such as a large membership, recognition as a community anchor, or significant ministries—believe that because their efforts worked in the past, their way of doing things will continue to bear fruit. A reinventing-yesterday strategy drowns more congregations than it saves.

*Tradition.* Someone called the phrase “We never did it that way before” the last seven words of the church. Anyone who has ever tried to introduce an action plan that goes against church tradition knows the sanctions deal a blow to even the most enthusiastic and committed leader.

*Congregational identity.* The statement: “That is just who we are” sums up a church’s sense of self. The church’s sense of self includes many things that express a unique identity—such as what people wear to church, what music is appreciated, and the actual arrangement of furniture in the worship space. Any new idea that

seems to undercut the congregation’s core identity rarely gets off the ground.

*Denominational identity.* In addition to their congregational identity, congregations incorporate the parent denomination’s theology and themes to form a sense of self. In declining-membership denominations, leaders see few successful models to emulate. Because leaders take pride in their denominational theology and ministry methods, they are willing to learn new ideas only from churches similar to their own—even when there is evidence of ineffectiveness. That same pride keeps leaders from seeking out new approaches from churches outside their tribe.

*Judgmental attitudes.* One member said she would never attend *that* church because “they put rubber ducks in the baptistery for children’s worship.” Judging an action without sympathy for the motive prevents us from thinking in creative ways. For example, criticizing megachurches, churches more theologically conservative or liberal than our own, or nontraditional forms



“YOUR NEW IDEA IS SO URGENT, WE VOTED TO DISCUSS IT AT OUR NEXT 7 COMMITTEE MEETINGS.”



of church reveal an unconscious prejudice toward congregations that do things differently. Cynicism and pessimism inhibit openness to new ideas and action.

*Confusing discussion with real action.* Many people feel more comfortable talking about new ideas than trying out new strategies, which arise from those ideas. Just discussing an issue does not count as addressing the issue. Lengthy hearings without concrete plans, task assignments, and serious deadlines for implementation do not count as meaningful change.<sup>3</sup>

*The gift of rationalization.* For those leaders prone to procrastination or inaction, rationalizing lack of action comes naturally. Many congregations possess this gift and exercise its full potential. “We can’t do that because . . .” is the church motto.

*Addressing attitudes before behavior.* Congregational leaders put the cart before the horse when they buy into the myth that changing attitudes precedes changing behavior. Research indicates that people often change their attitudes *after* they try out something new, rather than *before* they do something new.

*Underestimating the task of transferring ideas.* Every church in every community reflects unique opportunities as well as barriers to change. What works in one place typically needs major modifications and adjustments to work well somewhere else.

*Perfectionism.* We all wish for every plan to work out smoothly, if not perfectly. Working out the glitches and snags along the way can be frustrating, discouraging, and time-consuming. Successful leaders and their congregations accept that only through implementation of an idea do we see what needs to be smoothed out.

*Failure to evaluate.* Decisions and actions eventually require evaluation. What went well? What needs improvement? If we tried this tactic again, what would we do differently? Reluctance to ask these hard questions keeps some churches from continuing to implement new ideas.

### Moving from Knowing to Doing

Once leaders and members commit to crossing the divide between what they know and what they can accomplish together, several principles prove valuable.

*Tell stories.* Every church creates a narrative about their creation, the best times, challenging episodes, and their changing community context. These stories reveal something about their core values as reflected in the actions of church heroes, sacrifices, failures, and persistence. Telling stories about the past helps people

see how the next chapter for the church represents continuity with the larger story that they have been a part of all along.

*Identify a need, challenge, or passion.* Effective idea implementation stems from what people are already talking about and focused on. Assign responsibility for the tasks involved with the new idea and set realistic deadlines for getting things done.

*Practical experience and skills count.* Effective new idea implementation involves people with track records in getting things done. Leaders and members with practical experience in other settings can offer insights. Field trips to other effective congregations or organizations generate fresh perspectives. What people observe for themselves creates additional motivation and inspiration for local efforts.

*Look beneath the “what” to understand the “why.”* Leading congregational change is not like following a “some assembly required” set of instructions. Knowing or learning the technical skills is seldom enough. What are the underlying philosophy and core values behind effective efforts?

*Stop looking for the perfect plan.* If what your congregation wants to try were easy, many churches would already be doing it. “Do it and fix it” is a better plan than waiting for the perfect plan.<sup>4</sup>

### What Is the Best Idea?

Alan Roxburgh says churches daring to write their next chapter should ask the best question: “What are the challenges we currently face for which we presently have no answer but must address if we’re to live into God’s future for us?”<sup>5</sup>

Unless you ask the best question, the best answer has not been discovered yet for your church. Have the courage to take this advice: “Do not go where the path may lead, go instead where there is no path and leave a trail.”<sup>6</sup>

1. Ideas drawn from Jeffrey Pfeffer and Robert Sutton, *The Knowing-Doing Gap* (Boston: Harvard Business School Press, 2000).

2. John Hope Franklin in Drew Gilpin Faust, “John Hope Franklin: Race & the Meaning of America,” *The New York Review of Books*, December 17, 2015, <http://www.nybooks.com/articles/2015/12/17/john-hope-franklin-race-meaning-america/>.

3. Pfeffer and Sutton, 29.

4. Statements made by Herb Miller in many conversations.

5. Alan Roxburgh, <http://themissionalnetwork.com/>.

6. Attributed to Muriel Strode.



# Servant SCOPE



What would **YOU**  
like to do?

*Here's an idea! Make a positive impact on  
the Sunday experience of all who enter here!*

## Serve as a Communion Assistant!

Definitely not a difficult job... but what an important one!  
Here is what the ELCA describes about Holy Communion:

In the Sacrament of Holy Communion, after hearing and experiencing the good news of Jesus Christ in word, prayer and song, the community receives bread and wine. They experience the tangible presence of Christ by eating and drinking these elements.

The outward signs of the sacrament are simple earthly elements: bread and wine. Yet, together with the spoken promise of God these elements convey the presence of Jesus Christ to the assembly of believers.

Martin Luther said that Jesus is present "in, with, and under" the bread and wine. We believe this because Jesus says it is so (Matthew 26:26-28, Mark 14:22-24, Luke 22:19-20) even when we cannot fully explain how it happens.

The presence of Jesus Christ in the sacrament of Holy Communion is a great treasure that is received in faith. In the eating and drinking of bread and wine, we experience love, forgiveness and life of Christ is ours.

In the sacrament, Christ takes on our sin while we take on Christ's righteousness. The sacrament's emphasis is on God's action rather than the strength of our faith.

Help make a significant difference during Sunday morning worship!



## Serve as a Communion Assistant!

## Serving NEXT Sunday

October 2, 2016

Ministers:

**The Congregation**

Presiding:

**Pastor Daugs**

Dir. Of Music / Organist:

**Janet McIntosh**

Acolyte:

**SERVANT NEEDED**

Altar Flowers:

**Noell Swearingen**

Altar Guild / Bread:

**Gwen Sullivan**

Assisting Minister:

**SERVANT NEEDED**

Communion Assistants:

**Anne Peterson**

**Deb Dumroese**

Counters:

**Helen Joyner**

**Kas Dumroese**

Fellowship:

**Jan & Neil Martin**

**Steve & Carol Nelson**

**Brian & Deb Marsh**

Greeters:

**Kevin & Anne Peterson**

J.A.M. Leader:

**Lisa Bender**

J.A.M. Assistant:

**Gretchen Isakson**

Reader:

**Gwen Sullivan**

Ushers:

**Vern Kinnison**

**Charlie Campbell**

**Jon Kimberling**

**Patrick Blaufuss**

**TBD**

# Meet Our Members...

## Introducing Jason McDougall...

## our new accompanist!

**Jason McDougall** has worked as a performer, accompanist, and private teacher in Pullman for the past six years, where he has performed with groups such as the Washington-Idaho Symphony, the WSU Wind Symphony, and the Missoula Children's Theater. He holds a Bachelor of Music degree from Washington State University in Piano Performance and Pedagogy. Jason currently works as a private piano teacher at the Gladish Community and Cultural Center, and as a teaching assistant at Washington State University, where he teaches class piano.

## Welcome Jason...

## ... and Thank You!!!

Featured in THIS issue, # 4-160925, of the "*Emphasis: Weekly Edition!*"

- ∞ ELC Member Directory!
- ∞ QUICK List of Emmanuel Happenings—*EXPANDED!*
- ∞ Parish Paper!
- ∞ "Meet our Members..." ... introducing Jason McDougall!

