



CHRIST THE SERVANT LUTHERAN

SEPTEMBER 2021

September Worship Attendants

Thank you for assisting in worship. If you are unable to attend the Sunday you are scheduled, please find a replacement for that service.

Altar Guild

Susie Lutz

Membership Care

Doris Hoffart, Kay Jaeger

Greeters

5 none (holiday)
12 Connie
19 Dean & Doris
26 Rich & Kay

Lectors

5 Richard
12 Greg
19 Linda
26 Lonnie

Ushers

5 Steve & Julie
12 Chuck & Jeanne
19 Warren & Wendell
26 Duane & Shirley

Communion Assistants

5 Louise
12 Mary
19 Bob
26 Michelle & Katelyn

Acolytes

5 ushers
12 ushers
19 Delilah
26 Lucas

Birthdays

Arlis Lind	9-1
Linda Shaffer	9-2
Lonnie Svitak	9-3
Dan Meyer	9-5
Dean Hoffart	9-7
Blake Moen	9-7
Doris Hoffart	9-13
Al Boelman	9-14
Donna Reich	9-14
Wendell Hahne	9-15
Laura Kowalski	9-15

Anniversaries

Duane & Shirley Theil	9-15	26 years
Richard & Cherlyn Hillrichs	9-18	55 years
Dennis & Donna Reich	9-26	40 years

Office Hours

Monday-Thursday 8:30-4:30 (closed 12:30-1:30)

Friday 8:30-12:30

402-379-1775

www.christtheservantnorfolk.com

Follow us on Facebook
Christ the Servant Lutheran LCMC

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September 2021

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2 9 PieceMakers	3 6:30 Girl Scouts <i>Kathy vacation</i>	4
5 10 worship	6 LABOR DAY (office closed)	7	8	9 9 Agape Circle	10	11 Women of CTS fall gathering @ noon
12 RALLY SUNDAY 10 worship Monthly potluck 11 youth group	13	14	15	16 2 Card club 6 MOPS	17 6:30 Girl Scouts	18
19 9 Sunday school 10 worship	20 6:30 Council	21	22 6 Confirmation	23	24	25
26 9 Sunday school 10 worship 11 youth group	27	28	29 6 Confirmation	30	Crafting Together Simultaneously October 1 st and 2 nd	

Conflict in Congregations

Conflict takes on many forms and it is not always obvious. Consider a few examples. An historic downtown congregation is growing beyond the capacity of its building. It is completely landlocked with little available parking and no room to expand the facility. Congregational leaders' choices are limited. For almost two years they deliberate and debate whether or not to relocate. Finally the governing board forces a vote. The congregation votes to relocate by a narrow margin. But the vote doesn't end the conflict. Some members are furious and circulate rumors that the vote was fixed.

A new church grows beyond the capacity of its sole pastor to provide the attention to individuals and families that they had come to expect during the early years of the congregation's growth. People feel neglected. Some members call a secret meeting to discuss how they can "get rid of the pastor."

Expectations a new pastor had of her congregation did not match the expectations of the congregation. Throughout the call process she was drawn to the congregation by the interest in community service that she perceived during conversations with the call committee. After her arrival, however, her attempt to initiate more community involvement from the congregation met with strong resistance. She felt tricked and didn't know how to handle the resulting discord.

Conflict in congregations is inevitable. All too often it is destructive; but it doesn't have to be. Conflict can be a healthy sign of a passionate congregation. It can provide opportunities to learn complex decision making and responsible behavior. The difference between a destructive outcome and a positive outcome depends on the willingness and skills of congregational leaders and members to appropriately address disagreements that arise. Because healthy management of conflict is so crucial for a congregation, I have decided to address this issue with you before a new pastor arrives. Parts of this article are reprinted from a resource article from *THE CENTER FOR CONGREGATIONS*.

First, let's define **CONFLICT**. Conflict is an inescapable aspect of congregational life. Conflict is when there is a difference of opinion which causes tension. Conflict is a dispute between two or more people over values, goals, processes (the way things are done), and/or facts. Conflict also involves uncooperative attitudes and unaccommodating interactions between the conflicted parties. In other words, conflict occurs when people cannot agree to disagree.

So, how do we deal with conflicts and disagreements in ways that prevent hostility and the loss of goodwill in the congregation? First and foremost is the willingness of everyone involved to admit there is conflict. It is like the Alcoholics Anonymous statement that the first step is to admit that we have a problem. But there are some basic tools we as a congregation can use to work through the issue or issues.

A congregation that is conflicted or the people who are conflicted must be **Ready** to seriously deal with the conflict. Sometimes those who are conflicted are not ready to deal with the issues. This goes back to the AA statement—admitting there is a problem! When people are ready to confront the conflict they must be **Committed** to work at resolving the issue over a reasonable period of time. There are no quick fixes. When there is a major conflict it may take two or more years to completely work through the issues.

Congregations must also be **Flexible and Open** to options of change if the conflict is to be constructively resolved. **Openness** is extremely important. Rigid attitudes are a barrier to conflict resolution. One important point is that unanimity is not the goal of conflict resolution. The goal is that people can learn to understand one another, whether or not they agree with each other—again the key is to agree to disagree as long as we can understand each other's point of view.

Two more things that are of the utmost importance in conflict resolution—**Responsibility and Behavior**. Healthy individuals recognize their own contribution to the conflict and accept their responsibility to help change the situation. They become willing participants in the peacemaking process and are willing to move beyond blame and make changes in their own attitudes and behaviors—both in the congregation and in their own daily living. Limiting destructive behavior is a critical piece of conflict resolution. To be able to define healthy behaviors and establish appropriate rules of behavior during discussion is not only critical but it is also absolutely necessary to resolving the conflict. Many congregations find that developing a covenant is beneficial for all discussions, not just for conflicted situations.

I pray that as Christ the Servant moves closer to calling a new pastor you will all review this letter and work together to be the true Body of Christ our Lord Jesus has called CTS to be.

Pastor Dennis

CARD OF THANKS

I would like to thank everyone for their prayers, cards and words of encouragement from March through June, during my hospital stays and while I was in rehab at Community Pride Care Center in Battle Creek. I am home now--thanks be to God!

Blessings to all,

Karen Peters

We at Bright Horizons would like to say a big Thank You to all for the \$213.95 [local benevolence]. It is greatly appreciated.

Thank you to all those of my CTS family who prayed, brought meals, sent cards, and visited during my recovery. I thank God for all of you and for His comforting presence these past weeks.

1 Thess. 5:18 “. . . give thanks in all circumstances, for this is God’s will for you in Christ Jesus.”

Nell Finkral

Hello Christ the Servant members: Thank you for always remembering the S.M.I.L.E. riders and their families. God is good! He is always finding helping hands (yours!). Your kindness is greatly appreciated and needed.

God’s blessings,

Patty Prauner

UPCOMING EVENTS

Women of CTS Fall Gathering ~ Saturday, Sept. 11 at noon

To Norfolk With Love ~ Saturday, Sept. 11

Via de Cristo (“The Way of Christ”) ~ Sept. 23-26 near Cozad

Crafting Together Simultaneously ~ Oct. 1-2

Pack Away Hunger ~ Saturday-Sunday, Oct. 2-3

LCCM Annual Gathering & Convention ~ Oct. 3-6



MOPS

Are you a new mom or do you have little ones?

Then MOPS (Mothers of Preschoolers) is for you!

Join us for a meal, devotional, and other activities once a month.

First meeting: Thursday, Sept. 16, at Christ the Servant

6:30 potluck dinner, 7:00 meeting

Sign up: www.mops.org and click on "Become a Member"

Check out our Facebook group: Norfolk Night MOPS

Women of Christ the Servant

August 5, 2021

Trust in the Lord with all your heart and lean not on your own understanding; in all your ways submit to him and he will make your paths straight. Proverbs 3: 5-6

Devotion/Prayer-Margaret Svitak

Approve July 12 minutes-approved via email

Treasurer report-Margaret

\$2611.69 current balance

Deposit \$65.00 from Spring and Summer gathering will be made.

Kitchen fund will be paid.

Treasurer report approved-Kay Jaeger

Old Business

Michelle went to board about proposed library updates. Updates were approved by the board.

Michelle will purchase 10 new books for the Love Does bible study. Be watching for the start date.

The Fall Gathering will be held Sept.11 at noon.

Our CTS Crafting weekend will be held Oct 1st and 2nd.

New Business

Fall Cleaning will be Oct.17.

Oct. 23 is the date set for the Women of the Word workshop held in Fremont. Invitations will be sent out.

October 30th is the Holiday Boutique.

Respectfully Submitted by: Kay Jaeger

Council Meeting Minutes

July 26, 2021

Present: Brian Anderson, Tara Peters, Linda Shaffer, Greg Moen, Linda Sheppard, Bob Lutz and Warren Bennett via Zoom.

Absent: Chuck Nicholson

Bob Lutz opened with prayer and devotional.

Council had two guests that presented proposals. Michelle Anderson presented that the Women of CTS wanted to paint the library and bring the room up to date. The women will pay for supplies with their funds. Greg motioned to approve the proposal and Tara seconded.

Charlie Skoglund brought to the board if the congregation could help Blake Olson financially any way we can during his time in seminary. Ideas for fundraising or giving will be discussed at next meeting.

Financial Report: Giving is down \$11,000 so far this year. Greg will talk to congregation about this and also the giving to Blake Olson.

Call Committee: Brian said that the committee has had Get To Know You calls with three candidates.

Building and Maintenance: Kitchen sink drain has been fixed.

East sign has been repaired and repainted. Water heater in the front furnace room needs checked.

Fellowship/ Evangelism: Linda brought in the brochure for Pack Away Hunger. Tara will have the youth group participate. Sign-up sheet for all those who wish to participate will be on table in back of the church. Dates for this are October 2 and 3.

Discipleship/ Stewardship: Sunday school rally is on September 12. New curriculum is \$300. Also discussed that the fees for Teens Encounter Christ should be paid out of the Discipleship budget. Felt this was something we should be doing for the youth. Tara moved that we pay for up to five youths for the 2021 year. Greg seconded.

Congregational work day on Aug. 4 at 5:00.

Outdoor service at Skyview Park on August 8.

Linda Sheppard closed with prayer.

	Aug 11, 21
Designated Giving Checking Acct	
DG Church Emergency Fund	8,619.35
DG Good Samaritan Fund	1,424.85
DG Memorials	11,360.91
DG Missions/Growth	4,090.71
DG Parsonage Projects(Kitchen)	1,121.02
DG Special Projects (Kitchen)	8,970.71
DG SPECIAL PROJECTS (STAIN WIND	750.00
DG Tanzania Travel	9,088.20
DG Worship Fund	2,323.47
DG Youth Checking Account	3,382.65
Interest-Designated Checking	95.02
Total Designated Giving Checking Acct	51,226.89
General Checking	51,936.70