

PowerPoint Presentation Talking Points — For Teachers

- Slide 2: Primary goals
 - Immediately increase fruitful engagement between youth and influencers on individual journeys toward professional church work vocations.
 - Significantly increase the number of individuals enrolled in church worker formation/educational tracks at our Concordia University system institutions and LCMS seminaries so that the Synod's congregations and schools are adequately served in the coming decades.
- Slide 3: Stakeholder audiences
 - We delineated our stakeholder audience into three age groups to help us frame when we discuss church work with young people and how we talk to them. The critical and supportive influencers are the most important "channels" to carry a very simple message.
 - The basic conversation can be simple: "You can serve God and your neighbor by working full time for the church. Let me help you think about what that would look like."
 - We know that these initial steps will not solve every issue affecting church work recruitment. When facing a complex challenge, we believe it's best to take focused, decisive action that has a long-term impact, and then continue to build on those solutions.
- Slide 5: Key Research Findings
 - The Synod has researched church work formation and recruitment to understand the primary motivations for young people to pursue church work.
 - It focuses on encouraging children and their families as young as infants, with an emphasis on middle school, since 60% of young people make a career decision by early high school.
 - The age of greatest potential influence for one to consider church work is middle school and early high school.
 - Only half of church workers — and this includes teachers like you — across the Synod are having intentional conversations with our youth. Our greatest opportunity is to create a culture of intentional conversations and formation in our congregations and our schools.
- Slide 6: Key Research Findings
 - Many of you may feel like you're not the person to initiate a conversation about church work, but Lutheran school teachers play a vital and influential role for students who attend our schools.
 - We've heard from church workers, including both ordained and commissioned workers, who relate how the teachers in their life helped them pursue church work. The amount of time youth spends with teachers each day offers a unique opportunity for you to guide them towards church work vocations.

SET APART TO SERVE

LCMS CHURCH WORK RECRUITMENT

- The LCMS is working in partnership with the Concordia Publishing House to develop content that can be woven into your current curriculum for all journey stages:
 - Pre-Catechism infant baptism-6th (Age 0–12)
 - Catechism 7th-8th (Age 12–14)
 - Post-Catechism 9th-12th (Age 14–18)
- You can also look for opportunities to be intentional in your discussions about church work. Those interactions can influence them to think about church work as a vocation.
- Slide 7: Enrollment statistics
 - Our Concordia University programs and seminaries are seeing the real-world implications of our lack of intentionality to encourage church work.
 - Enrollment has declined across all the Concordia University programs and seminary programs since 2004.
 - Specifically, enrollment in Lutheran school teaching programs within the Concordias is down 61% since 2004.
- Slide 9: Talking points
 - We ask that you consider *Set Apart to Serve* and use the resources that are coming to help build a foundation for your students to consider church work as a vocation.
 - You are not alone: As teachers you have a unique position in the lives of youth because of the amount of time you spend with them daily. *Set Apart to Serve* will develop tools and resources to help you talk to young people about church work and discuss the path to pursue church work.
 - The need is great, but the work is easy if we work together.
 - The greatest opportunity is to create a culture of intentional formation. In each church, the pastor leads to help set the culture, but teachers play a critical role in supporting this culture and displaying it to their students.
- Slide 10-11: Common questions and answers
 - You, your students or parents will most likely have questions around the *Set Apart to Serve* initiative.