



Equipping
All Leaders

Educate, Equip, Enact: 3E is for you! 3E is for us!

What's 3E? Educate, Equip, Enact is the Rocky Mountain Synod's program of sharing our three-year \$500,000 grant from the Lilly Foundation, part of the Lilly Endowment's National Initiative to Address Economic Challenges Facing Pastoral Leaders.

We're in year two and want to get the word out: 3E is for you and 3E is for us!

If you are a rostered minister or candidate in the Rocky Mountain Synod, 3E is for you. 3E operates the Ministerial Excellence Fund that is for you. Do you have medical debt? College and seminary



Rocky Mountain Synod leaders attend the Executive Skills for Church Leaders with California Lutheran University (see page D). Scholarships for this event are available through 3E!

debt? Financial commitments and/or hardships that make you feel bound and not free? Could you and your ministry be strengthened by increasing your literacy and skills around the ministry of money? Then 3E is for you!

Hear what grant recipient Deacon Mary Stoneback has to say:

"I still remember the day I received the emergency debt grant. I got it to the bank as soon as I could and celebrated by making a payment. ... In that moment, tears of lament turned into tears of gratitude. A burden was lifted that would allow me to move forward in greater financial peace. I encourage you to not fear sharing about your financial needs and applying for grant support. The team will prayerfully walk with you in the process, without judgement. The 3E Initiative is 'church, better together' in action."

3E is for you! 3E is for us! To find out how 3E is for you and for us, contact us at 3E@rmseca.org. 4



Deacon Mary Stoneback after completing the two-year Benedictine Spiritual Formation Program.

"In that moment, tears of lament turned into tears of gratitude."

I have a 3E story

I'm in a part-time call with a salary under \$30,000 a year. My husband and I relocated and are still paying off moving expenses since he had been downsized for two years before we moved to Colorado. His new firm didn't pay moving expenses, so we have a loan for that. I was unable to afford four new tires since we don't want to incur any credit card debt. I was driving on Interstate Highway 25 the night before I was informed that I had been given the emergency grant. There was a heavy rainstorm and I was coming back from a cottage meeting, and the car was slipping a lot due to the worn-out tires. The next day, I received the email [telling me] that I had been awarded the \$1,000 grant. I am so very grateful! I had new tires on the car within two days, and was able to replace an old radiator hose before I had a problem with overheating. I am very appreciative that I can drive safely now! Thank you so very much! It was very helpful not to incur debt to buy tires, as it helped our overall financial condition. —*Anonymous*

I was encouraged to apply for the Lilly Grant by a synod staff person when I shared that we were struggling with significant medical debt. My congregation was quick to find the \$1,000 matching donation that resulted in receiving a \$2,000 grant from Lilly. The whole process felt very supportive from the synod, my congregation and from Lilly. My husband and I were so grateful for the help, and I was able to breathe a little easier and feel some relief from the stress around our financial concerns. The generosity I received lifted my spirits and helped me feel renewed energy and focus in my ministry. —*Anonymous*

I'm in my first call as a pastor and have been facing tremendous student loan debt, along with the challenge of a first-call salary. Midway through the year, I agreed to take custody of my special-



needs nephew for the sake of his own growth as a child of God. Along with the challenges of someone with developmental disabilities, he was bullied and being led down a path that was unhealthy and emotionally painful. By taking on the responsibility of caring for his needs, along with the costs that went with it, I was facing even more challenging financial problems. The 3E grant is an amazing gift and opportunity for me to be able to continue to care for him and catch up on expenses that I was having difficulty with. I'm so very grateful and thankful for the support of not only the financial assistance but, more importantly, the care, compassion and prayers that my fiscal wellness advocate and 3E leadership have provided me in these challenging times. —*Anonymous*

I am the pastor of a fairly small congregation and my salary will probably never be fully up to synod guidelines. I believe it is my responsibility to live within my salary and make wise financial choices. However, there isn't much extra to add to my retirement fund, which is already diminished because of my limited income. While this grant won't bring me up to what I might have in my retirement if I had made different congregational choices, it is rewarding to know that the larger church recognizes the lifelong financial challenge that is part of being a pastor in a small congregation. I am very thankful! —*Anonymous* 4



We're in this together:

Stewardship for all Seasons

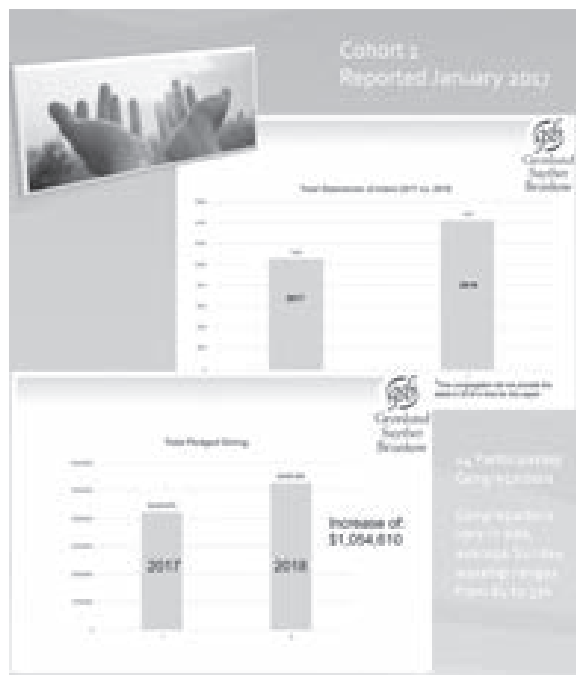
While we know that pointed economic challenges that rostered ministers encounter, we're all in this together. Congregations and other ministry sites also face challenges. Are you a member of a Rocky Mountain Synod congregation or other ministry site? Then 3E is for you! Stewardship for All Seasons is an amazing 3E stewardship program that brings results. The Rev. Sonja Pancoast of Zion Lutheran tells the story of the congregation's participation in Stewardship for All Seasons:

"Zion has had a strong history of stewardship. I was not sure what we could gain from Stewardship for All Seasons. What I discovered was that they took us to the next level. They helped us see

the places where we were already strong and then worked with us on the areas to make even better. We discovered new ways to tell the story of how people's giving makes a difference in our congregation and the broader community. We also discovered new ways to say thank you to people throughout the year."

For more Stewardship for All Seasons stories, visit vimeo.com/rmselca.

To inquire about participating in the next Stewardship for All Seasons group, contact Deb Elstad of the grant steering committee at 3E@rmselca.org. [📧](#)



EXECUTIVE SKILLS FOR CHURCH WORKERS

Jan. 14-18, 2019 (JAN. 6-10, 2020)

Spirit of the Desert Retreat Center, Carefree, Ariz.

A week of continuing education with faculty from the
Cal Lutheran School of Management.



In the complex environment of congregational management, we all can use new tools for ministry. This continuing education event for any Christian denomination pastor, rostered minister, school and church leader will explore how concepts from an MBA program can be applied to the arena of congregational life.

\$725 - commuter
\$1,160 - private room w/bath
(limited availability)
\$1,010 - shared room w/bath

**Spirit of the Desert Retreat
Center, Carefree, Ariz.**

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