



LFCNA Connections

Lutheran Faith Community Nurse Association (LFCNA) is a membership organization for Parish/Faith Community Nurses who are Lutheran and/or provide ministry in a Lutheran congregation.

Volume 4 Issue 1 January/February 2024

Our Vision

To promote a culture of health, healing and wholeness in Lutheran agencies and communities.

Visit us at <https://lutheranfcna.org> and follow us on Facebook at <https://www.facebook.com/lutheranfcna>



Connections Editor: Phyllis Bruce

Message from our Executive Director, Carol DeSchepper

Looking Back with Gratitude; Looking Forward with Anticipation

Welcome to the new year and all that will be! I look forward to more exciting things for LFCNA. Allow me to briefly review some major accomplishments in 2023.

LFCNA implemented our new name – the Lutheran Faith Community Nurse Association – and logo. What an exciting transition for the organization. Even with the new name, our commitment to Faith Community Nursing across Lutheranism and to our members remains unwavering.

Our membership grew by 27 new members! Thank you for adding your voices and your gifts to our collective work. All 141 members give strength to the organization and our future. Thank you to our membership committee!

Five (5) paid education events were hosted by the organization and we offered the 1-hour free event with the Annual Membership Meeting in November. The average attendance at the 6 events was 55 people (members and non-members). Thank you for your interest in and support of our education initiatives.

We initiated and the membership approved a Bylaws revision. In addition, the Governance Committee updated position descriptions for officers and regional directors and reviewed and updated almost all of our current policies and forms. We will complete that effort in early 2024.

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LFCNA Board Members:

Lucina (Lu) Kimpel, President
Marie Wiegert, Vice-President
Vicki J. Carlson, Secretary
Renee Compo, Treasurer
Anita Huntley, Director Region 1
Deborah Frusciano, Director Region 2
Janet Mortinsen, Director Region 2
Phyllis Bruce, Director Region 3
Marie Wiegert, Director Region 3
Ellen Ellickson, Director Region 3
Carolyn Crowe, Director Region 4
Barb Keil, Director Region 4
Michelle Knapp, Director Region 5
Norah Bertschy, Director Region 6
Mary Ann Mette, Director Region 6
Enid Rank, Director Region 7
Rose Sutkins, Region 7
Marilee Tollefson, Director Region 8
Ruth Manchester, Director Region 8
Nancy Roberts, Director Region 9

Executive Director:

Carol DeSchepper, Region 5

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Message from our President Continued

Thank you to Phyllis Bruce and the Communications Committee for their excellent, ongoing work on the website. The website continues to be a critical piece of infrastructure for our communication with and support of members.

The Outreach Committee continues to focus on building partnerships with Lutheran-affiliated Schools of Nursing, Lutheran Seminaries, Synods, Congregations and ELCA Churchwide and related entities. Their focus is to give visibility to Faith Community Nursing and LFCNA.

The Ad Hoc Committee to develop an Evidence-based BP Screening guideline completed their work and the guideline is available for members only. Check the website!

Our primary income sources continue to be dues, educational event registrations, and gifts from members and non-members. LFCNA is in a strong financial position and we appreciate the work of the Finance Committee and the Board of Directors in stewarding well, our financial assets.

LFCNA had a presence at Rostered Leaders Gathering and the WELCA Triennial, both held in Phoenix this past summer. We also had a presence at 8 Synod Assemblies. My sincere thanks to those who represented the organization and shared information on FC Nursing.

This is not intended to be an exhaustive list of accomplishments, but a snapshot of how our Committees and the Board continue to shape and pursue the sustainability of the organization and the work we are about. As we look forward to this new year, LFCNA again has some ambitious goals which you will find elsewhere in this issue of *Connections*. The Board will hold a Strategic Planning Event on January 20 during which they will assess our current position and set future direction.

We have two new board members that will start serving in 2024. Rose Sutkins from Region 7 was elected by the membership and Margaret (Margie) Kay has expressed interest in serving for Region 8. Margie's name will be presented to the Board for consideration at the January Board meeting. If you are interested in knowing more about how you can add your voice to the Board or to our committees, please contact me for more information. As you read the committee goals on pages 6 and 7 you will see that several committees are looking for additional members.

God continues to bless this organization and our mission to support FCNs serving Lutheran congregations and to propagate FCN ministries. I am grateful for what we have accomplished in the past 19 years. Yes, we will celebrate 20 years of ELPNA/LFCNA in 2025! More on that later. In like manner, I eagerly anticipate what will be! It is a privilege to share ministry with all of you. Onward! May the Spirit continue to lead and may our leadership continue to listen well.

Carol DeSchepper, Executive Director

Membership Update

This has been a record setting year for membership. We had a total of 141 members at year end and this includes 27 new members. The breakdown of membership levels is as follows:

Annual Members:	41
Two year Members:	59
Lifetime Members:	15
Retired Members:	11
Associate Members:	2
Grant Recipients:	2
New Foundations Course Graduates:	5
1/2 year Active Members:	5
1/2 year Associate Members:	1

The definitions for each of these levels can found on the ***Join Us*** page of our website.

Welcome!

Our most recent new member is Ann Challes (Region 3). Ann is a new Faith Community Nurse Foundation Course graduate, who receives a free membership year for 2024. Ann serves First Lutheran Church in Alexandria, MN.

RENEWAL— Get a free educational event!!

We are in the midst of our membership renewal!! If your membership is due for renewal in 2024, you have been receiving reminders. It's easiest if you just click on the join link on the reminder. We are offering an incentive of a free LFCNA educational offering for those who renew before January 31. The name will go into a drawing and we will draw 2-4 names, exact number to be determined.

[Click here to renew or join](#)

Why do I belong to LFCNA?

The LFCNA is important because it supports and encourages the on-going development of FCNs and the ministry of healing and wholeness. For me, connecting with FCNs is always a blessing and being able to share the common bond of our, sometimes quirky, Lutheran ways is an added bonus!

Funding Our Future Why Does LFCNA Have Dues? How Are They Used?

It's no secret that running an association doesn't happen for free. Between providing services and resources to members and managing operational expenses, there are costs to be covered. Collecting association dues (as one source of income) makes this possible!



What are association dues?

Association dues are the payments members make in order to participate in an association. Dues are basically your "entry ticket" to the support offered by the organization, whether that be networking, education, resources designed specifically for our members, and more.

How much are LFCNA Dues?

LFCNA offers several dues and membership options. The Board of Directors attempts to keep dues at a level where nurses feel they can join. Dues income makes up about 25% of our total operating revenue. In the last couple of years, we have made some changes to the dues structure, including half year memberships for those joining July 1 or after, 2-year memberships, a free membership for those just finishing their FCN preparation course, and associate memberships. These are all detailed on our website. The goal is to make joining LFCNA cost-effective while still making a contribution to the needed funding of organizational expenses.

Why do we need dues? What expenses does the organization incur?

The expenses of LFCNA can be described in five broad categories:

TECHNOLOGY: The most important expenses are related to technology and programming. Through WildApricot/Personify (our member management and website software), we give access to event registration, dues payments, the newsletter, and the website. Without WildApricot, it would be nearly impossible to serve our members effectively. New this year, we will manage our finances through QuickBooks. This will help us be ready for grant writing in the future.

PROGRAMMING: Without our technology and the support of our Board of Directors and committees (members who volunteer their time and expertise) there would be little or no programming and support for our members. Through the efforts of our committees, education events, the bi-monthly newsletter, an informative website filled with ministry ideas and resources, regional peer support, member recruitment and retention, administration of our grants program, policy development and implementation, and more, happen day in and day out.

Continued on the next page ...

Why Does LFCNA Have Dues? How Are They Used? Continued

GRANTS TO CONGREGATIONS: LFCNA offers two grants per year of up to \$750 each to two congregations who wish to start a FC Nursing ministry or which have an establish ministry and plan to offer a new ministry focus. It is our hope to sustain and perpetuate the ministry in even more congregations. Perhaps someday we will be able to offer more grants!

OUTREACH TO THE BROADER CHURCH: Your dues help make it possible for LFCNA to have a presence at synod and churchwide events. These events are important in giving visibility to the organization, allow us to demonstrate the importance of Faith Community Nursing through our service there, and allow us to locate FCNs who eventually may become members. Through the efforts of the Outreach Committee, similar networking and outreach efforts are in place with Seminaries, and Lutheran-affiliated Schools of Nursing.

EXECUTIVE DIRECTOR: In 2021 the LFCNA Board of Directors, recognized that our organization was ready to invest in an Executive Director position, to advance our growing organization in reach and support to our members. A monthly stipend was added to the annual budget for the contracted position. This administrative position allows us to complete all the necessary requirements to maintain our non-profit status, develop policies and procedures that support our work, support our committees and peer gatherings, assist in maintaining the website and Facebook page, and conduct regular communication with members. It is our hope that in the coming years, with the leadership of the Executive Director, we will be able to seek sponsorships, partnerships, and grants to support the expanding work of LFCNA.

Your dues, coupled with our education registration income and other financial gifts, allow us to fulfill **OUR MISSION: To provide leadership, resources, advocacy, and networks that build effectiveness of Lutheran Faith Community Nursing.** It is the goal of LFCNA's Board of Directors that this organization exist into the future, to support the specialty of Faith Community Nursing, and more importantly, to support you and your ministry.

We are accepting membership renewals at present. If your membership is due for renewal in 2024, you have received an email reminder. Please consider renewing. Your voice is vital!

[**DONATE**](#)

You are highly encouraged to frequently check the events pages on our website. LFCNA events, events sponsored by other FCN Networks, and preparation courses are added and updated regularly! <https://lutheranfcna.org/events>



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Committee Goals for 2024

Governance:

- Develop and/or review policies, guidelines, and forms as needed.
- Add at least 1 new member to the committee
- Evaluate the 2023 new Board member orientation and modify if needed. Offer again in 2024.
- Develop a ballot for the 2024 election, for Board members and Officers serving in 2025-2026.
- Draft revisions to the Bylaws as needed
- Propose a committee to develop products/resources for members only.
- Collaborate with the Finance Committee long-term funding for the ED position.

Outreach

- Develop a strategy for deployment and use of the PPT presentations earlier developed for various audiences.
- Articulate our purpose for outreach to ELCA groups/staff and create messaging
- Explore Outreach to other Lutheran denominational groups (i.e. Service and Justice; Synod Communicators; Deaconess Community; Directors of Evangelical Mission (DEMs); WELCA; Men in Mission; Youth gathering 2024; and/or other FCNS in Lutheran denominations including WELS, LCMS, LCMC, NALC, Word Alone, etc.)
- Provide resources to the Synods for their websites (e.g. website, email address, and other)

Education

- Offer 5 paid events in 2024
- Offer a free educational event as part of the 2024 annual meeting
- Seek Contact Hours for events described in goals 1 and 2.
- Continue to offer Replenishing Your Heart events with the involvement of Annette Langdon and other members.

Finance

- Complete the implementation of QuickBooks
- Continue to use the newsletter for education of members on the financial needs and support of LFCNA.
- Support the Board of Directors in strategic planning and ongoing fiduciary management of assets by providing accurate and timely financial reports.
- Develop a Data Management Tracking Tool to support the organization's strategic direction and the pursuit of future grants and/or fiscal partnerships.
- Continue development of the concept of Fiscal Partnerships and obtain a minimum of two partners.
- Collaborate with the Membership, Education, and Governance Committees to implement strategies to increase revenue to the organization and secure long-term funding of the ED position.



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Committee Goals Continued

Communication

- Maintain LFCNA Connections Newsletter Click rate (those who actually open the newsletter) of 65% or greater.
- Obtain at least 4 member contributions to each issue of the newsletter.
- Increase Facebook utilization.
 - ◊ Likes to 225
 - ◊ Followers to 250
 - ◊ Contributors to 4
- Review every website page for currency, appearance, and relevance at least annually.
- Increase the number of photos on the website and Facebook related to Faith Community Nurse Activities.
- Engage Regional Directors in reviewing their Regional pages and make needed updates annually, at minimum.
- Recruit 2 new members for this committee.

Membership

- Recruit 25 new members
- Maintain Member Retention rate at or above 90%
- Contact ELCA staff to make LFCNA more visible and accessible on their website and offer assistance to update the online information.
- Develop strategies to encourage greater participation in peer sharing groups.
- Review and clarify current membership options and explore new membership options such as institutional membership with student benefits.

Grants

Present two grants for a startup ministry or a new program to an existing Faith Community Nursing ministry if the budget allows. Each applicant has the potential to receive up to \$750.00. Applicants will use the measurable behavioral verbs to write the goals. They will be available on the website.

Let's Expand the Library!

As we begin 2024 it is time to again put emphasis on expanding the content in the Program Library on our website. If you recall, this is a Members Only resource that gives you access to programs and ministry resources shared by other colleagues/members. Each submission includes the following information:



Name of the program

Circle or highlight the health & wholeness health category(ies) that this program would fit under:

Emotional, Environmental, Financial, Intellectual. Physical, Social/interpersonal, Spiritual, and/or Vocational

Brief description of the program

Estimated Cost of the program

Special Tips for Implementing

Email and/or websites for more information

Relevant attachments

In the next two months, please submit programs focused on **Environmental** and **Spiritual** Health (though programs in any area of health are welcome). If you offer or have offered programs in these two (or other) areas of health, please submit them to Carol DeSchepper at cideschepper@gmail.com using the form that you can access on the front page of the Program Library page of the Member's Only section of the website.

This is an excellent way to support one another in ministry and to prevent you or others from completely 'reinventing the wheel'. It gives colleagues new ideas, offers important start-up information, and is time-saving!

"The deeper our faith, the more doubt we must endure; the deeper our hope, the more prone we are to despair; the deeper our love, the more pain its loss will bring: these are a few of the paradoxes we must hold as human beings. If we refuse to hold them in the hopes of living without doubt, despair, and pain, we also find ourselves living without faith, hope, and love." ~ Parker J. Palmer



Ghosted: Ministering to Estranged Parents

**Presented By: Fe Anam Avis, Author and
Entrepreneurial Humanitarian**

Program Description

Family estrangement in general and parental estrangement in particular is being recognized as an emerging public health problem in our society. Roughly 70 million persons over the age of 18 indicate they are estranged from a family member, and one in eight parent-adult child relationships is estranged. In this SPEAK Awareness Training for Faith Communities, participants will learn practical skills for making a life-changing difference for estranged parents and grandparents in their congregations and communities.

Date/Time: Thursday, January 18, 2024

3-5 pm AKT, 4-6 pm PT, 5-7 pm MT, 6-8 pm CT, 7-9 pm ET

Registration Fee: \$30 for LFCNA members/ \$50 for non-members

Contact hours provided: 2.0

Presenter

Fe Anam Avis was a researcher in the field of satellite reconnaissance, and former pastor for over twenty years. He now describes himself as an entrepreneurial humanitarian who has founded a home for HIV children in Honduras, led a Central American relief effort in the wake of Hurricane Mitch, developed a domestic violence intervention training titled *Breaking the Silence*, and began a suicide prevention movement called *Soul Shop*. In 2019, he founded PEAK: Parents of Estranged Adult Kids. He is the author of six books and multiple videos about parental estrangement, and has now worked with hundreds of estranged parents.

Registration materials have been sent! Register today!

Faith Community Network Symposium Series: Trauma, Trauma-Informed Care and Mental Health: Help and Hope

How much do you know about trauma and its impact on a person's spiritual and emotional well-being? Did you know that persons who experience many traumas in their lives are more vulnerable to illness and shorter life spans?

This is a 4 part virtual and hybrid series designed for faith community nurses, faith community leaders, RNs and other professionals

[Click here to see the flyer with registration information](#)



Parish Nursing Ministry Foundations Course Information June 3 - 7, 2024

Since 1991, Concordia College has prepared nearly 1,800 nurses to serve in faith communities across the country. As faith community nurses (or parish nurses), these professionals are called and committed to the healing ministry of the church, helping meet the emotional, physical and spiritual needs of the members. This ministry is grounded in the tradition of the church, "to preach the kingdom of God and to heal" (Luke 9:2). The faith community nurse program within a congregation also recognizes that the ministry of the church community is to proclaim God's desire that we strive toward an abundant, healthful life.

Location: In person

First Lutheran Church
619 N Broadway
Fargo, ND 58102

[Click here for the flyer with more information.](#)

**For all LFCNA Events, National Education, and
National Foundation Courses go to our Events
page on the [LFCNA.org website](https://lfcna.org).**



LUTHERAN FAITH COMMUNITY
NURSE ASSOCIATION

LFCNA Connections



Focus on Research

By Jean Bokinskie, PhD, RN (Region 3)

This is a summary of Jean's full reviews of the following articles. LFCNA members can find Jean's full articles with descriptions and implications for FCN practice by going to our website, <https://lutheranfcna.org>, signing in and clicking on the Members Only tab.

Dear Faith Community Nurses,

By the time you read this note it will be a "happy new 2024". I'm not much for resolutions as I don't seem to be able to keep them (or perhaps they are just too unrealistic to keep them longer than a few days). What I have done these last few years is to select a word to reflect on for the year as a part of daily devotions. Last year it was "goodness" – there were some days I struggled to reflect on what was "good" in the world, but it helped me to open my eyes to the beauty all around. May there be Peace on Earth.

The following reviews address topics of spiritual care delivery, nurse-led programming, and nurse suicide.

Hospital-based spiritual care: What matters to patients. *Journal of Health Care Chaplaincy.*

Implications for FCNs: The key implications for FCNs from this study are the desire for patients to connect with someone from their faith tradition, and the importance of being kind, using active listening skills (one could add the skill of presence), and possessing a non-judgmental attitude when interacting with the patient.

The alter program: A nurse-led, dementia-friendly program for African American faith communities and families living with dementia. *Nursing Administration Quarterly*

Implications for FCNs: The authors noted that the specialty practice of faith community nursing allows nurses to provide faith-based interventions to promote community advocacy and health education. In addition, this model could serve as a template for caring for parishioners of different races and ethnicities, or to address other health conditions.

Suicide prevention: Protecting the future of nurses. *American Journal of Nursing*

Implications for FCNs: The rates of suicide among nurses are concerning and a problem that is multifaceted. Historically, nurses have experienced issues of understaffing, workplace burnout, and patient care concerns. In recent years we have added violence, lack of personal protective equipment, and chronic nurse shortages. We must work to care for ourselves and each other, find ways to balance work and life, and address mental health concerns with our nurse colleagues.

Traveling into 2024

Annette Toft Langdon, RN, BSN, MA (Region 3)



As we turn the page of our calendars to 2024, do you wonder what this year will bring? What might be discovered in the dates of the year yet to be experienced? How might faith, hope and love grow within us and in our world?

The season of Epiphany invites us to wonder, to be curious, to seek to see the appearance or manifestation of God in our midst. Perhaps we might imagine the journey of this year like the journey of the Magi: we're heading out without an exact map of where we are going; we will need to rely on the light of a star, which may not be visible all the time; and we are joined by others making this journey.

As eyes of our hearts seek God's presence in each day, our hearts may quicken in surprising places. We may find kindness in the midst of chaos, gentleness in the midst of stressful tension or encouragement from an unlikely person. God is present in our world in shocking places... including our own hearts.

May your journey in this year be rich with sightings of faith and hope and love. May you be stretched to learn and quick to let go of illusion and control. And may you recognize God also bringing light and life into the world through you!

For further pondering:

Choose a Star Word for the year. One site to learn about them is from the Presbyterian Church of Lawrenceville <https://pclawrenceville.org/epiphany-star-words/>

Pick an aspect of your life, like patience, kindness, love, self-control, and be watchful for opportunities to lean into these attributes more fully.

Make a list and celebrate the God-appearances in each day or week, be it in nature, people, or circumstances.

Remember: *It is the Lord who goes before you; he will be with you, he will not fail you or forsake you; do not fear or be dismayed.* Deut 31:8

Prayer of Good Courage

O God, you have called your servants to ventures of which we cannot see the ending, by paths as yet untrodden, through perils unknown. Give us faith to go out with good courage, not knowing where we go, but only that your hand is leading us and your love supporting us, through Jesus Christ, our Lord. Amen.

A New Year Prayer for Love



Dear God,

Thank you that you are a loving, gracious God. Thank you that you've offered us forgiveness and the gift of new life in you.

Thank you that your love is perfect, it never fails, and that nothing can separate us from your love.

We pray that our lives would be filled and overflowing with the power of your love so we can make a difference in this world and bring honor to you. We ask for your help in reminding us that the most important things are not what we do outwardly, it's not based on any talent or gift, but the most significant thing we can do in this life is simply to love you and to choose to love others.

Help us to love as you love. Fill us with your Spirit so that we can choose what is best. We are weak Lord, but we know also, that even when we are weak, you are strong within us. Thank you that it's not all up to us. Thank you that you equip us to face each day with the power of your love, your forgiveness, and your grace. We love you Lord, and we need you today, and every day, In Jesus' Name, Amen.

<https://www.christianity.com/>



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Mark Your Calendars!

Month	Date	Time	Meeting/Event	Location
January	12	3 pm ET	Region 9 Peer Gathering	Zoom
January	18	3 pm AK time; 4 pm PT; 5 pm MT; 6 pm CT; 7 pm ET	Ghosted: Ministering to Estranged Parents with Fe Anam Avis	Zoom Register to receive the zoom link
Jan	24	12:30 pm AK Time, 1: 30 pm PT; 2:30 pm MT; 3:30 pm CT; 4:30 pm ET	LFCNA Board of Directors Meeting—contact Carol DeSchepper if you want to attend so the Zoom link can be sent.	Zoom
Feb	1	5 PM ET	Regions 7 and 8 Peer Gathering	Zoom
Feb	7	12 noon CT/1 pm ET	Regions 4, 5, and 6 Peer Gathering	Zoom
Feb	28	12:30 pm AK Time, 1: 30 pm PT; 2:30 pm MT; 3:30 pm CT; 4:30 pm ET	LFCNA Board of Directors Meeting—contact Carol DeSchepper if you want to attend so the Zoom link can be sent.	Zoom
March	6	12 noon CT/1 pm ET	Regions 4, 5, and 6 Peer Gathering	Zoom
March	7	5 PM ET	Regions 7 and 8 Peer Gathering	Zoom