

# LEARNING TO SPEAK MODERN MOM AS MISSIONAL LANGUAGE

BEST PRACTICES MINISTRY CONFERENCE

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REV. DR. DOUGLAS KRENGEL, PH.D.

# **WARNING! WARNING! WARNING!**

- **DOUG IS NOT A NATIVE SPEAKER OF MODERN MOM**
- **FOR 32 YEARS, DOUG HAS OBSERVED THIS LANGUAGE BEING SPOKEN**
- **IF YOU ARE A NATIVE SPEAKER, PLEASE HELP DOUG LEARN TO SPEAK MODERN MOM**



# OUTLINE

1. WHY SHOULD THE CHURCH LEARN TO SPEAK MODERN MOM?
2. WHAT IS MODERN MOM?
3. CHALLENGES TO THE CHURCH LEARNING TO SPEAK MODERN MOM AS A MISSIONAL LANGUAGE
4. POSSIBLE WAYS FOR THE CHURCH TO LEARN MODERN MOM
5. WHAT A CHURCH SPEAKING MODERN MOM MIGHT LOOK LIKE

# **1.WHY SHOULD THE CHURCH LEARN TO SPEAK MODERN MOM?**



# 1. WHY SHOULD THE CHURCH LEARN TO SPEAK MODERN MOM?

- A. GOD CALLED THE CHURCH TO REACH OUT WITH THE GOSPEL VIGOROUSLY
- B. GOD HAS PRIORITIZED CHILDREN TO BE VALUED INTRINSICALLY AND TO BE THE FOCUS OF HIS MISSION.
- C. LCMS FOUNDATIONAL EDUCATION IS THE BEST PLACE TO REACH OUT
- D. CHILDREN ARE MOSTLY IN THE CARE OF THEIR MOTHERS TODAY
- E. GOD'S DESIGNED FOR MOTHERHOOD STILL EXISTS

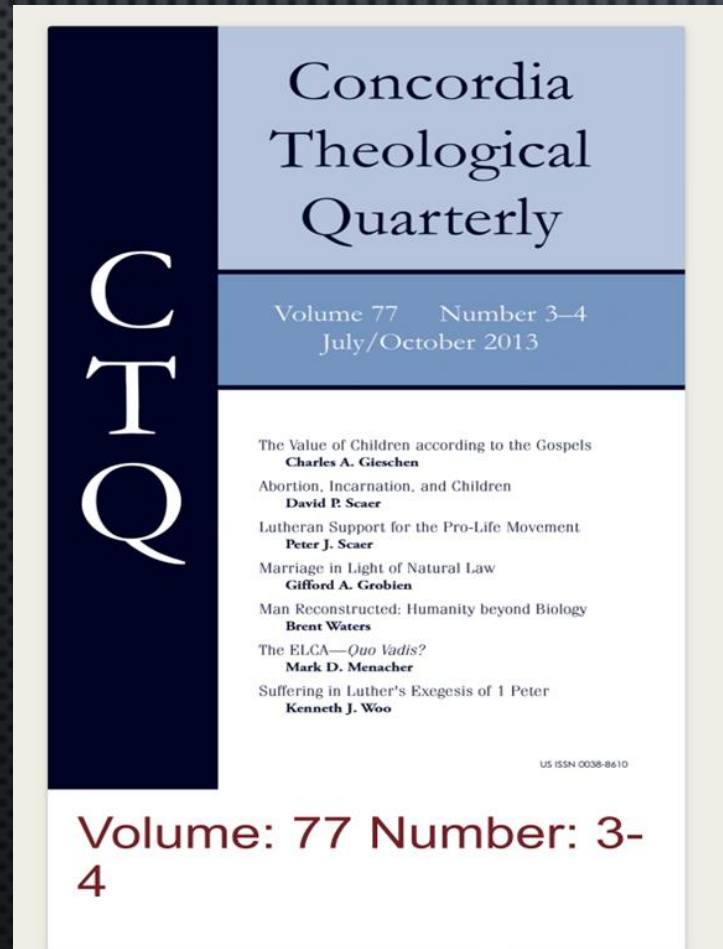


## 1.A. GOD CALLED THE CHURCH TO REACH OUT WITH THE GOSPEL VIGOROUSLY

[THEREFORE,] GO AND MAKE DISCIPLES OF ALL THE GENTILES/NATIONS, BY *BAPTIZING* THEM IN THE NAME OF THE FATHER AND OF THE SON AND OF THE HOLY SPIRIT, BY *TEACHING* THEM TO *GUARD* ALL THINGS WHICH I COMMANDED YOU [TO *GUARD*]. AND BEHOLD, I AM WITH YOU FOR ALL THE DAYS, UNTIL THE CONSUMMATION OF THE AGE (MATTHEW 28:19-20, GIBBS' TRANSLATION).



## 1.B. GOD HAS PRIORITIZED CHILDREN TO BE VALUED INTRINSICALLY AND TO BE THE FOCUS OF HIS MISSION



“If we take Jesus’ teaching seriously, it leads us to conclude that children should not only be included in our missional focus **but should be at the center of it**” (Charles Gieschen).

JEFFREY A. GIBBS  
CONCORDIA COMMENTARY: MATTHEW

The classical world placed a high value on reason. Consequently, children were regarded as inferior because they are not guided by rational thinking. As those who are physically weak, subject to the will of adults, and susceptible to sickness, children were not admirable. If children were to be praised, it might only be because of the potential they possessed for becoming something in the future (p.891).



# AGE AND VALUATION OF ISRAELITES

## (KLEINIG'S COMMENTARY ON LEVITICUS, P.591)

Ages in Years	Nake Value in Shekels	Female Value in Shekels
<b>1/12-5</b>	<b>5</b>	<b>3</b>
<b>5-20</b>	<b>20</b>	<b>10</b>
<b>20-60</b>	<b>50</b>	<b>30</b>
<b>60+</b>	<b>15</b>	<b>10</b>

# The Theology of Children

## Dawn DeVries

### Instrumental

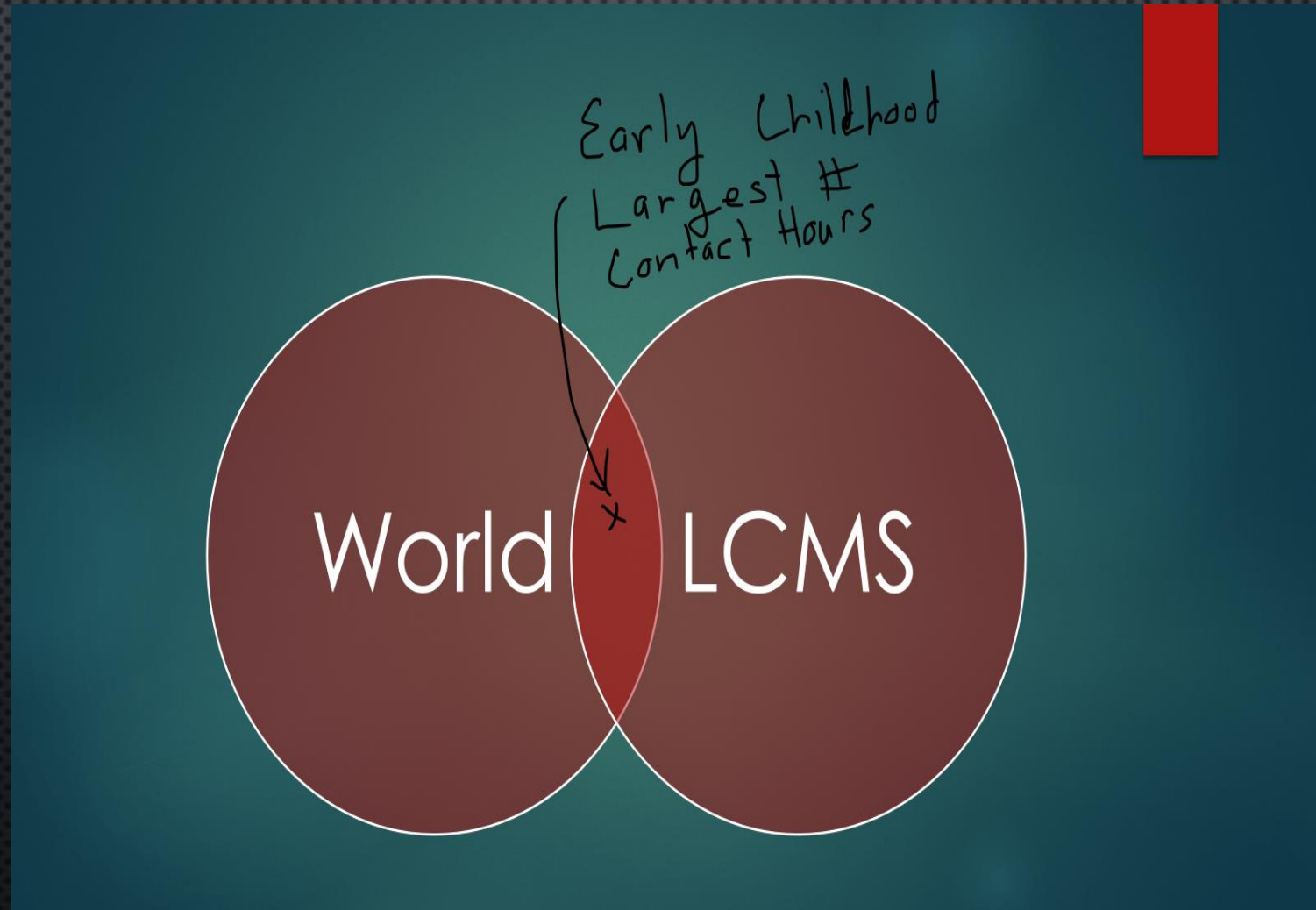
“The instrumental view holds that, in one way or another, childhood is valuable for the sake of what it will later become. In other words, the child has value because he or she has the potential to become an adult.”

### Intrinsic

“The intrinsic valuation, on the contrary, holds that childhood has its own value, irrespective of later developments. In this view, the child has an intrinsic worth, and has both rights and responsibilities that correspond to her worth.”



# 1.C. LCMS FOUNDATIONAL EDUCATION IS THE BEST PLACE TO REACH OUT



Largest LCMS Contact Hours:  
Early Childhood Education and Care (2021-22)

▶ 1.855 Lutheran  
Schools

▶ 1,714 Early  
Childhood  
Centers

▶ 730 K-8 Schools

▶ 99 High Schools

▶ 162.074 students

▶ 76,800 E.C.  
students

▶ 67,977 K-8

▶ 17,388 High  
School

▶ 35,000+ University

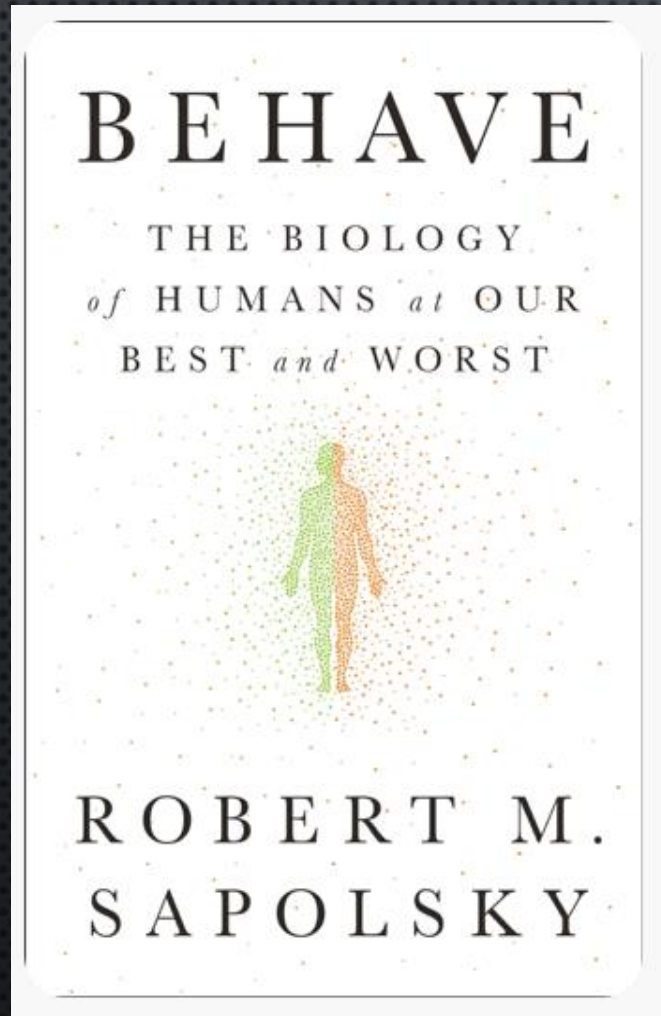


# 1.D. CHILDREN ARE MOSTLY IN THE CARE OF THEIR MOTHERS

- 32 YEARS AS A LCMS PASTOR
- MOST THE TIME MOM IS THE ONE DRIVING THE CHILD TO CHURCH ACTIVITIES
- MOST THE TIME MOM IS THE ONE TOURING OUR PRESCHOOL AND REGISTERING THE CHILD
- MOST THE TIME MOM IS THE ONE ACCOMPANYING THE CHILD IN THE WORSHIP SERVICE
- DIVORCE COURTS GIVE CUSTODY TO THE MOTHER (80%) MORE THAN THEY DO TO THE FATHER
- WHEN A MOTHER IS NOT MARRIED TO THE FATHER, AND THE DOMESTIC ARRANGEMENT COMES TO AN END, MOTHER KEEPS THE CHILDREN IN HER CARE
- [HTTPS://WWW.CENSUS.GOV/CONTENT/DAM/CENSUS/LIBRARY/PUBLICATIONS/2020/DEMO/P60-269.PDF](https://www.census.gov/content/dam/census/library/publications/2020/demo/p60-269.pdf)



## 1.E. GOD'S DESIGNED FOR MOTHERHOOD STILL EXISTS

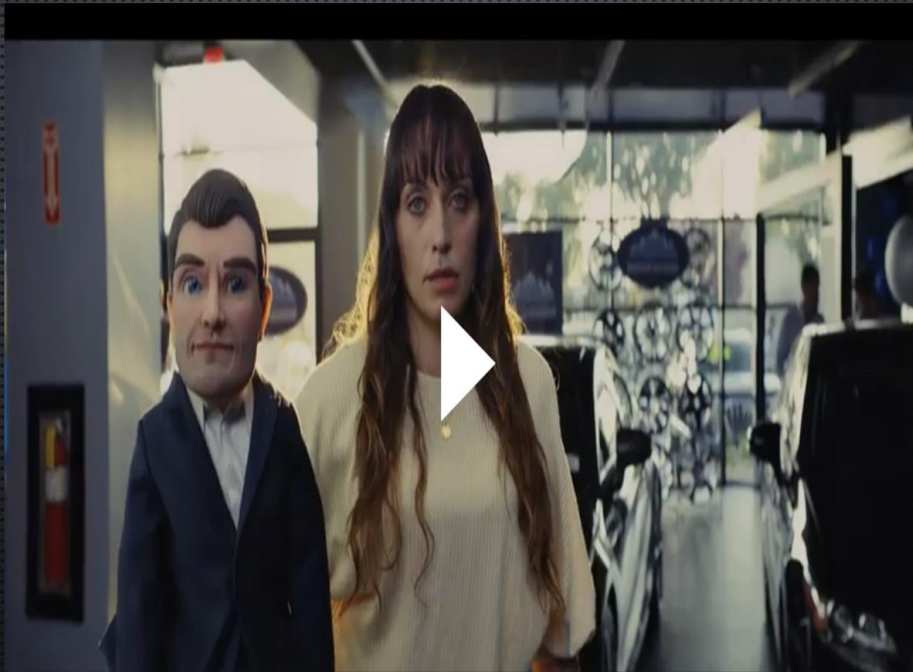


WHAT MAJORLY PREDICTS A LIFE OF CRIME? BEING BORN TO A MOTHER WHO, IF SHE COULD, WOULD HAVE CHOSEN THAT YOU NOT BE. WHAT'S THE MOST BASIC THING PROVIDED BY A MOTHER? **KNOWING THAT SHE IS HAPPY THAT YOU EXIST (PP.190-191).**



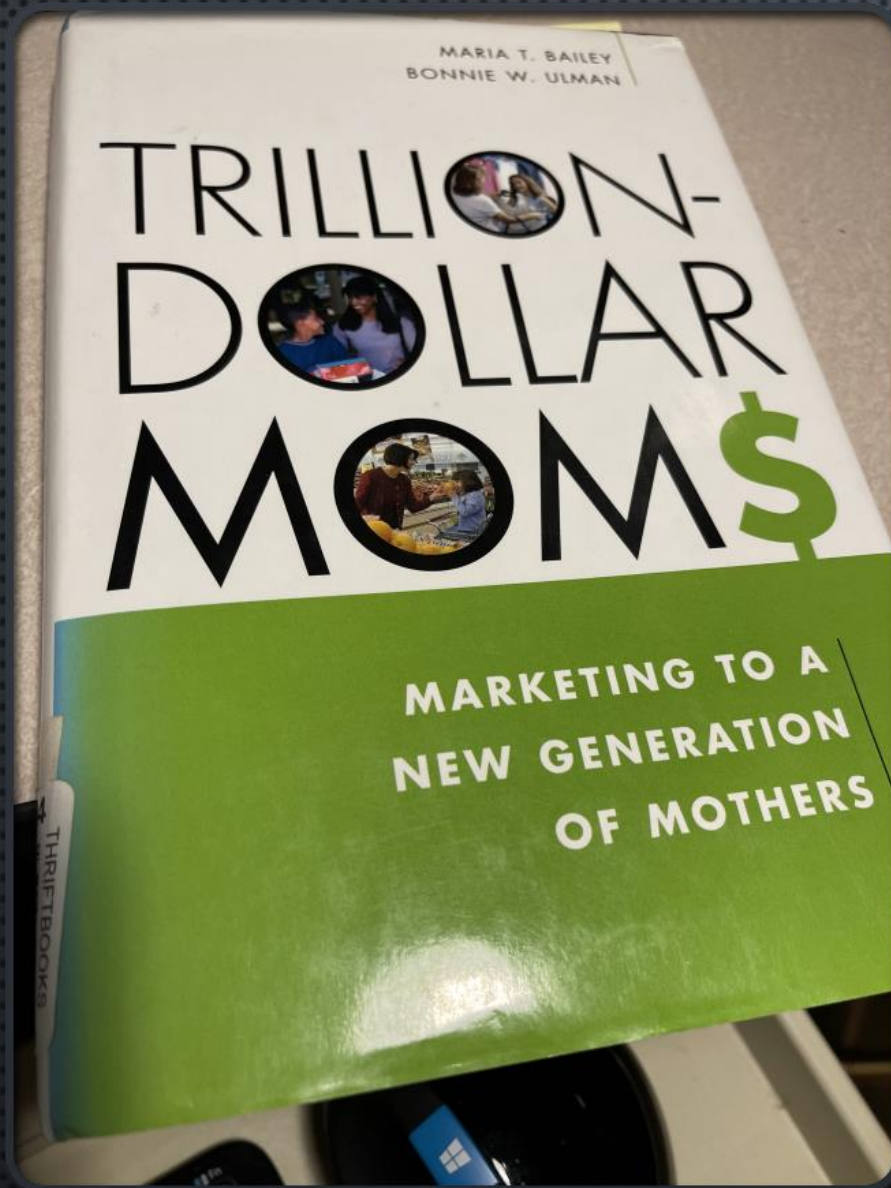
**WHAT IS MODERN MOM?**

## 2. WHAT IS MODERN MOM?



- ALL MALE SALESPERSON
- WOMAN CUSTOMER
- CUSTOMER ADOPTS A MALE PERSONA TO ENGAGE THE MALE SALESPERSON
- THE MALE PERSONA REFERS TO THE “BRO CULTURE”
- THE SUCCESSFUL SALESPERSON IS A WOMAN OF SIMILAR AGE TO THE CUSTOMER
- THE SALES PROCESS IS CONVENIENT TO THE CUSTOMER

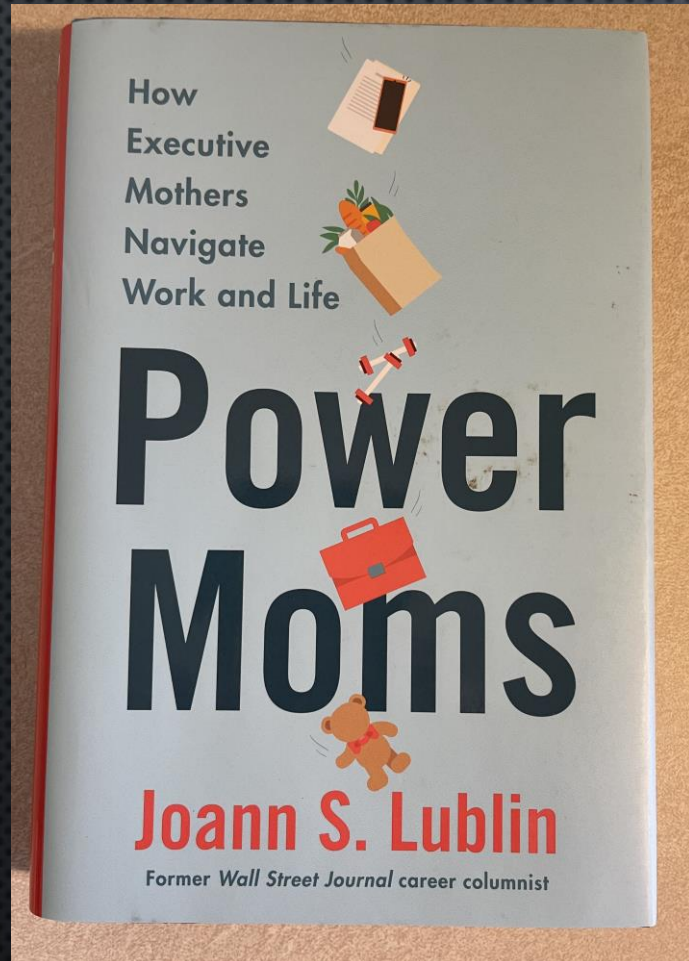




“THE MOST SUCCESSFUL STRATEGIES WILL COMMUNICATE WITH MOMS IN A WAY THAT CLEARLY TELLS THEM THAT **YOU UNDERSTAND THEM** AND ARE RELEVANT TO THEIR LIFE STAGES, LIFESTYLES, AND GENERATIONS.”



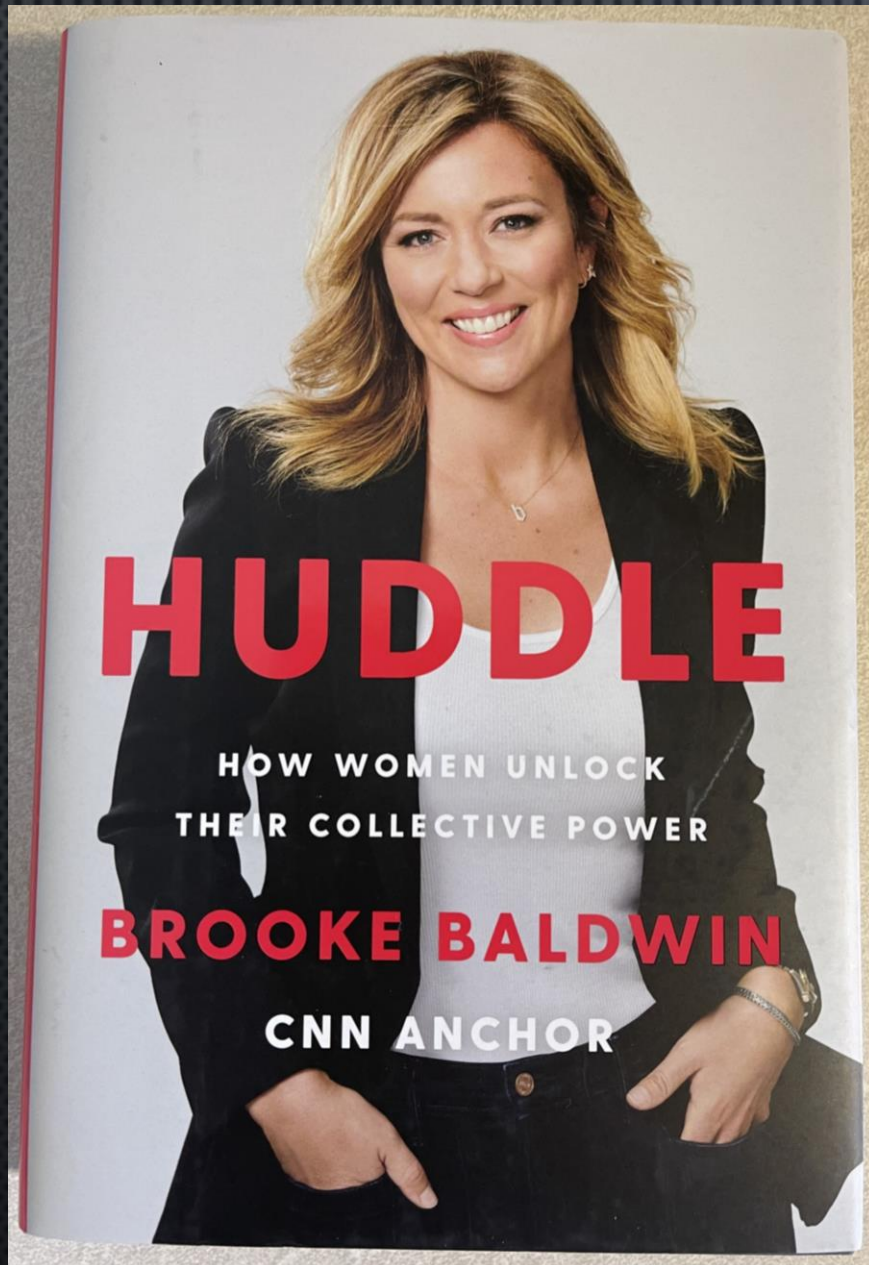
# POWER MOM: HOW EXECUTIVE MOTHERS NAVIGATE WORK AND LIFE



- **FIRST WAVE; BOOMERS; 1946-1964**
- **SECOND WAVE; GEN-X; 1974-1985**
- **WORK-/LIFE SWAY**
- **THE MOTHERHOOD PENALTY**
- **WORKISM AS A RELIGION**
- **TELEPRESSURE**

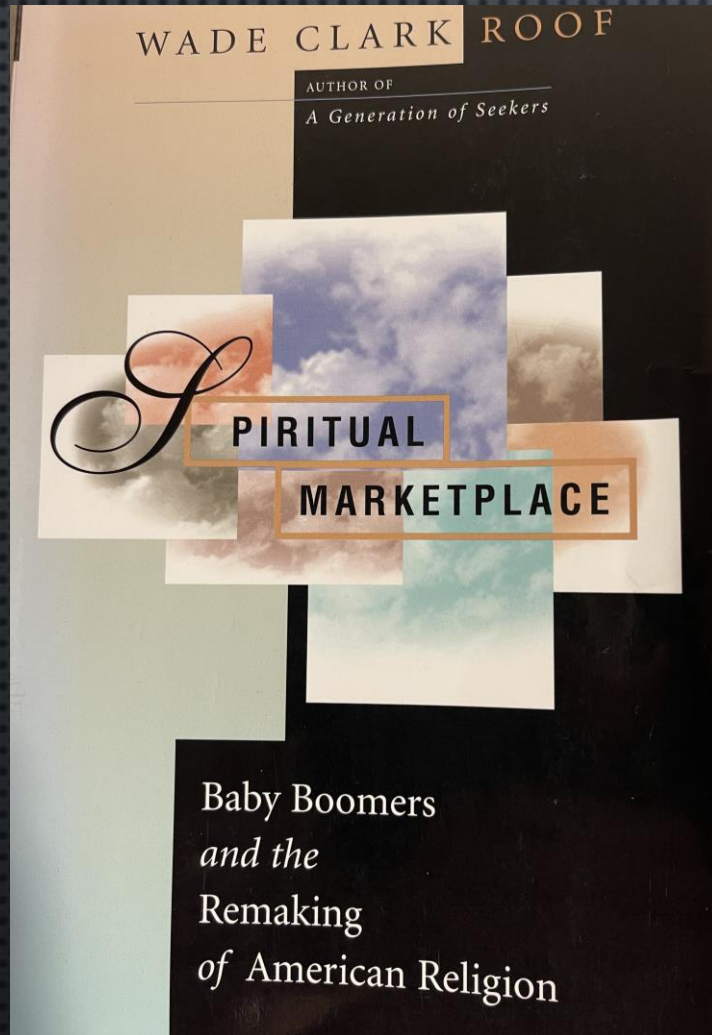


	First Wave	Second Wave	//Wave upon Wave
	1946-1964 Boomers	1965-1980 Gen-X	Third Wave 1981-2001 Millennials
Presence of woman in upper management	Only woman	one of multiple women	Fourth Wave 1997-2012 Z-Generation
Expectations of Spouse	Low	Expect spouse to coparent and help with household duties	Fifth Wave 2013-2025 Generation Alpha
Communications with Male Coworkers	Hid pregnancy from and concealed issues	Routinely discusses family and childcare issues	
Work Hours	Worked long hours away from family	Uses technology at home/ always on	
Benefits	No paternity leave or telecommuting	Paternity leave, flexible hours	



- 2017 WOMEN'S MARCH THEN HUDDLES AFTER
- "...OUR ABILITY TO FIND AGENCY IN EACH OTHER'S COMPANY" (P.18)
- "PINK WAVE" – 2018 127 WOMEN ELECTED TO THE HOUSE + 2020 134 WOMEN ELECTED TO THE 117<sup>TH</sup> CONGRESS
- WHERE TWO OR MORE ARE GATHERED (P.208)
- MAKE AN INTENTIONAL CHOICE TO BE A HUDDLER





“BECAUSE RELIGIOUS ORGANIZATIONS TEND TO BE **PATRIARCHAL** IN STRUCTURE AND IDEOLOGY, WOMEN HAVE LONG HAD THEIR OWN SEPARATE SPHERES OF FEMALE INSTITUTIONAL DEVELOPMENT”  
(P.22)



# WHAT IS MODERN MOM?

- A SOCIAL LANGUAGE
- HOW TO COMMUNICATE TO MOM
- HOW TO UNDERSTAND MOM'S CURRENT WORK ENVIRONMENT
- HOW TO SPEAK INTO THE PRESSURES MOM'S WORK ENVIRONMENT PLACES ON HER
- RECOGNIZE THAT MOM IS POLITICALLY POWERFUL
- RECOGNIZE MOM IS SEEKING TO HUDDLE WITH OTHER WOMEN TO FIND SUPPORT FOR HERSELF AND HER CHILDREN
- RECOGNIZE THAT THE CHURCH APPEARS DISTANT TO MOM IN PART BECAUSE OF ITS PATRIARCHAL STRUCTURE



**3. CHALLENGES TO THE CHURCH**  
**LEARNING TO SPEAK MODERN**  
**MOM AS A MISSIONAL LANGUAGE**



## EXOGENOUS? ENDOGENOUS?

- “The number of child baptisms per year **plunged 55 percent** from 1990 to 2010 – precisely the era in which early childhood centers were growing in both numbers and aggregate enrollment,” as MacPherson observed.



1 CORINTHIANS 5:12  
(LOCKWOOD, P.178)

FOR WHAT BUSINESS OF MINE IS IT TO  
JUDGE THOSE **OUTSIDE**? BUT ISN'T IT  
FOR YOU TO JUDGE THOSE ON THE  
**INSIDE**?

ROY S. ASKIN  
JANUARY 1, 2022



SO ALSO, THE WORLD  
HAS DENIGRATED MEN  
AND REJECTED THE  
GOOD AND **GODLY**  
**PATRIARCHY**. OUR  
CULTURE MOCKS AND  
RIDICULES FATHERS AS  
OBJECTS OF SCORN.



# THE CHURCHES WITH THE MOST CHILDREN IN FOUNDATIONAL EDUCATION ARE ALSO CHURCHES WITH MALE ONLY CLERGY

- 25% OF CHILDCARE IN AMERICA ARE BEING PROVIDED BY CONGREGATIONS
- GARLAND, SHERR, AND GARDNER (2008). CONGREGATIONS WHO CARE FOR CHILDREN. *FAMILY AND COMMUNITY MINISTRIES*, 22(2), 4-17.
- ROMAN CATHOLIC CHURCH
- SOUTHERN BAPTIST CONVENTION
- LCMS

# The Ministry with the Most Contact Hours Has the Least LCMS Training

- ▶ Rev. Dr. John W. Oberdeck reported in the *Lutheran Education Journal* that only 8.2% of the LCMS clergy have experience teaching preschool students.
- ▶ “9% of early childhood educators are certified by the denomination as ‘ministers of religion, commissioned,’” according to Judith Christian.



# The Relational Demography of Pastor and ECEC Director

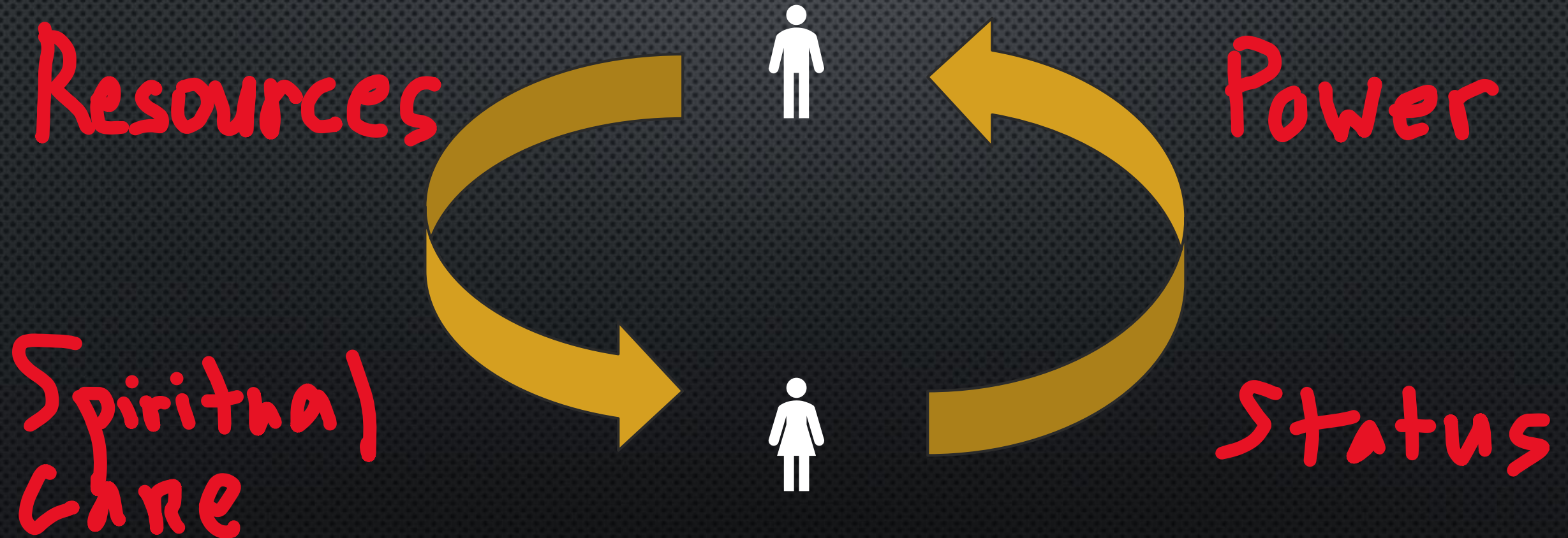
## LCMS Ordained Pastor

- ▶ A Member of a LCMS congregation
- ▶ A member of the synod
- ▶ Attended a LCMS seminary for 4 years
- ▶ Made a “quia” subscription to the Book of Concord
- ▶ Is male
- ▶ Holds children are the focus of the mission? No.

## LCMS Preschool Director

- ▶ Less likely to be a member of an LCMS congregation
- ▶ Not a member of synod
- ▶ Did not attend a Concordia
- ▶ Did not subscribe to the Book of Concord
- ▶ Is female
- ▶ Holds children are the focus of the mission? Yes.

An Intact, Non-Random, Voluntarily  
Linked, Mixed Gendered, Vertical  
Asymmetrical Dyad





**4. POSSIBLE WAYS FOR THE  
CHURCH  
TO LEARN MODERN MOM**

STEP TWO: “MORE COLLEGIAL AND  
COLLABORATIVE STYLES OF LEADERSHIP” (JUDITH  
CHRISTIAN)

High Quality Exchange

Personal Domain

Work Domain

Currency: Loyalty

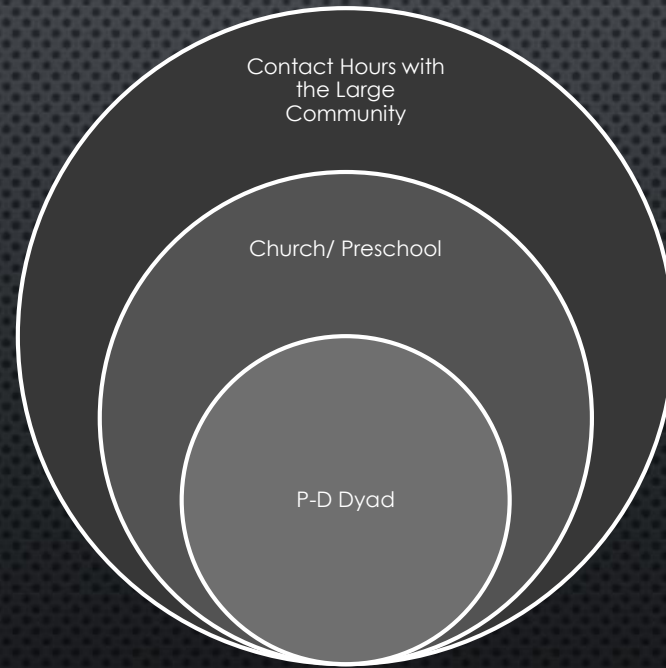
Currency:  
Mutual Affect

Currency:  
Professional Respect

Currency: Perceived  
Contribution



# ROLE RELATIONS AND EFFECTIVE MISSION: PASTOR-DIRECTOR DYAD



**A PATRIARCHAL CHURCH MAY COMMUNICATE  
EFFECTIVELY WITH A MATRIFOCA COMMUNITY IF  
THE CHURCH FOCUSES ON THE GOSPEL  
(DEEP-LEVEL SIMILARITY)**

**SURFACE-LEVEL SIMILARITY**

- AGE
- SEX
- RACE/ETHNICITY
- PHYSICAL FEATURES
- OVERT DEMOGRAPHIC CHARACTERISTICS

**DEEP-LEVEL SIMILARITY**

- PERSONALITY
- VALUES
- ATTITUDES
- COVERT PERSONAL CHARACTERISTICS



# HOW DOES A PATRIARCHAL CHURCH COMMUNICATE WELL WITH A MATRIFOCAAL FAMILIES?

- SOCIAL IDENTITY THEORY
- SIMILARITY-ATTRACTION PARADIGM
- HOMOPHILY EFFECT
- SOCIAL CATEGORIZATION THEORY

“IT APPEARED THAT **DEEP-LEVEL SIMILARITY** IS MORE IMPORTANT FOR TEAM EFFECTIVENESS, TEAM IN-ROLE PERFORMANCE, AND TEAM SATISFACTION THAN **SURFACE-LEVEL SIMILARITY**” (VAN EMMERIK AND BRENNINKMEIJER, 2009).

## A PROCESS FOR IMPROVING AS STEWARDS OF THE GOSPEL

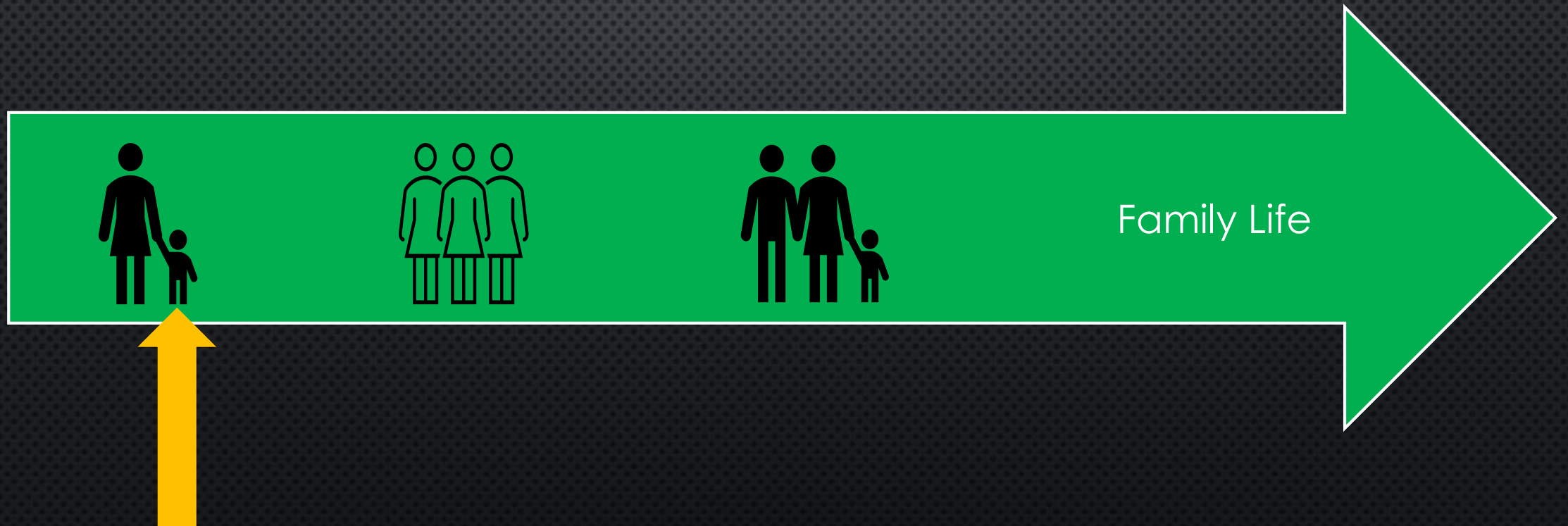
**The church learns to  
speak Modern Mom**

**Mom feels  
understood and  
supported by the  
church**

**Mom partners with  
the church**



1. CHURCH PARTNERS WITH MOTHER IN THE CARE OF HER CHILD
2. CHURCH MENTORS MOTHER FOR HER OWN FAITH
3. CHILD AND MOTHER AFFECT FATHER (IF PRESENT)



FOUNDATIONAL EDUCATION PROVIDES THE CHURCH A  
MINISTRY PLATFORM FOR FIVE YEARS DURING WHICH THE  
PROCESS UNFOLDS

6-  
weeks

18  
months

2 years  
old

3 years  
old

4 years  
old

5 years  
old





# **5. WHAT A CHURCH SPEAKING MODERN MOM MIGHT LOOK LIKE**





# BUILDING A SECOND MINISTRY LOCATION























# MODERN MOM AND BAPTISM







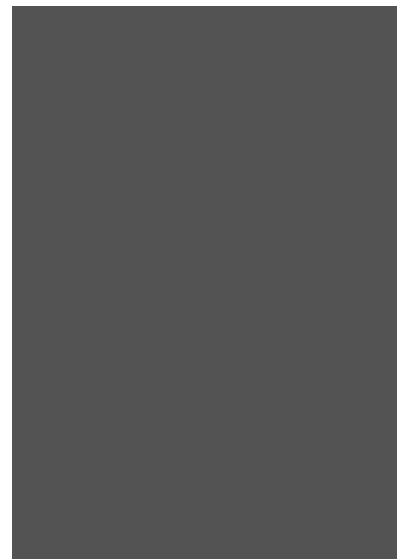


# NOLAN'S BAPTISM






# CAITLYN WINKLER





# WYATT OVERAITIS



 michelleo77 ...





# ASHLEY DODD





# ELDER ADAM AND ELDER SANJEEV







COLEMAN SANDERS



# SPEAKING MODERN MOM CORRELATES WITH BAPTISM





# RESOURCES

- DISSERTATION REGARDING HOW TO FORM HIGH QUALITY PROFESSIONAL RELATIONSHIPS
- LEJ ARTICLE, A SUMMARY OF DISSERTATION
- IT'S TIME FOR THE CHURCH TO RETURN TO HAVING CHILDREN AS THE CENTER OF IT'S MISSIONAL FOCUS
- STORIES FROM TRYING TO LEARN TO SPEAK MODERN MOM

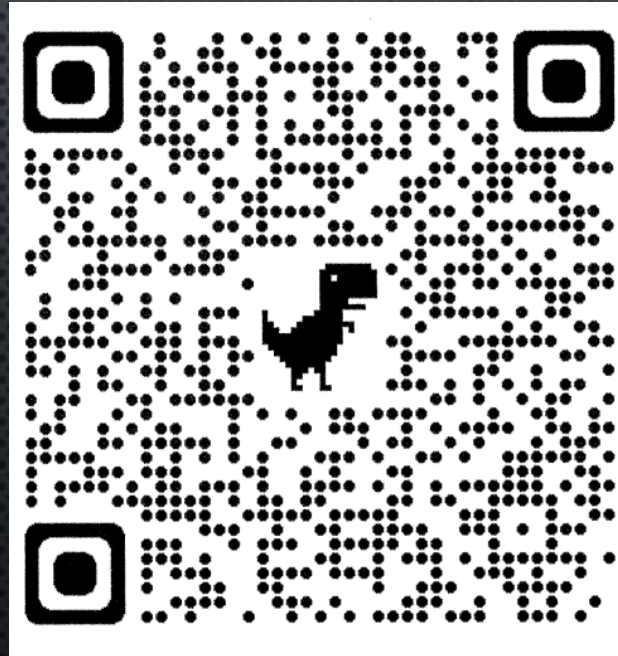


AN EXPLORATION OF THE QUALITY OF THE PROFESSIONAL  
RELATIONSHIP SHARED BY PASTORS AND EARLY  
CHILDHOOD DIRECTORS





# IMPROVING PROFESSIONAL RELATIONSHIPS: STARTING WITH PASTOR AND PRESCHOOL DIRECTORS





IT'S TIME FOR THE CHURCH TO RETURN TO HAVING  
CHILDREN AS THE CENTER OF IT'S MISSIONAL  
FOCUS





“WHEN A WARM WELCOME BECOMES  
AS HOT AS HELL”  
(A CHAPTER FROM A BOOK PROPOSAL)





**“YOU’RE ALL WET GOD”**  
**(A CHAPTER FROM A BOOK PROPOSAL)**  
**(ABOUT HURRICANE HARVEY)**





## CONTACT INFORMATION FOR DOUG KRENGEL

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