



Heart to Heart — Sisters of All Nations

DISTRICT PROGRAM MANUAL

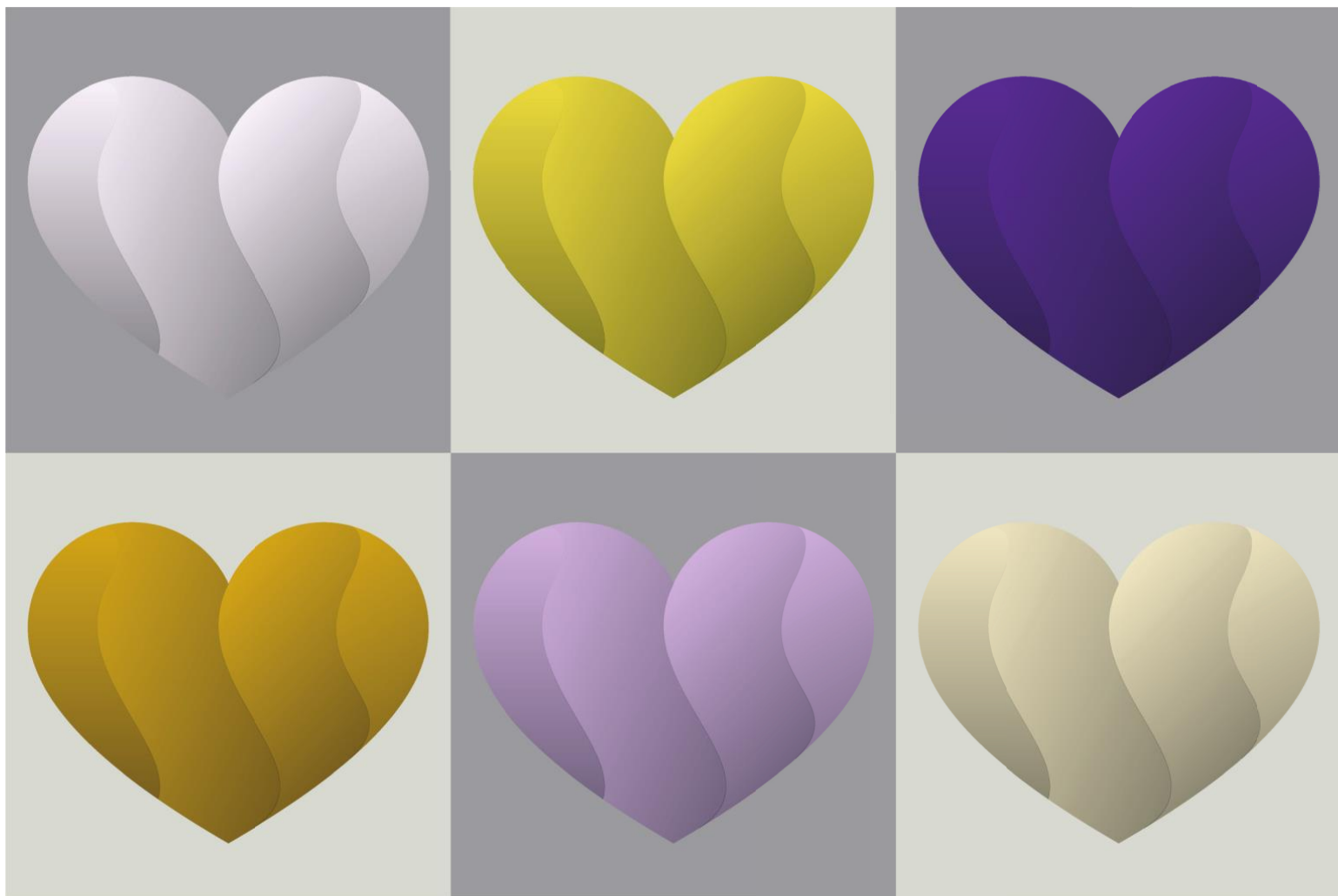


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Introduction and Purpose

Our purpose, as a part of the Special Focus Ministries Department, is to:

- Motivate, equip, and ensure opportunities for women to serve others, participate in LWML, and grow in relationships as sisters in Christ.
- Facilitate the LWML Heart to Heart program.

This manual was created to be a resource for you as you work to build a successful district Heart to Heart — Sisters of All Nations program. Included in this manual is information about the LWML and the Heart to Heart — Sisters of All Nations program, as well as strategies and resources that you can use as you work with multicultural women leaders and LWML women in your district.

Additional resources can be found on the LWML website. The Heart to Heart — Sisters of All Nations Committee is excited that you are contributing your gifts, skills, and passion for the Lord's work as you participate in the LWML. Together, as Lutheran Women in Mission, we joyfully proclaim Christ, support missions, and equip women to honor God by serving others.

The Heart to Heart —Sisters of All Nations Program is designed to provide:

Access

We share the message of the Lutheran Women's Missionary League (LWML) with women who are not familiar with the LWML or have barriers of culture or language. We share the message that the LWML welcomes all women.

Inclusion

Being intentional about including every woman from every culture and language, we reflect the richness of heaven. We make a personal commitment to welcome all women of the LCMS and to go the extra mile to invite women to the LWML journey.

Active Participation

We encourage each woman to use her God-given gifts to serve the mission of the Church. We can do this through the local, district, and international mission reach of the LWML.

Joyful Service

We invite women to encourage one another to participate in the mission of the LWML so that, together, we serve the Lord with gladness.

Benefits of a District

Heart to Heart — Sisters of All Nations Program

At present, the LCMS has an ever-increasing number of multicultural congregations. Many of these congregations have yet to hear of the sisterhood and global outreach of the LWML. We can invite, encourage, and equip women leaders in these congregations to learn about and participate in the LWML, using their gifts in ministry to the world.

As we reach out to multicultural women through intentional district Heart to Heart — Sisters of All Nations programs, we will be delighted to see and experience how God uses a variety of gifts to include more women in the LWML.



Heart to Heart — Sisters of All Nations

District Leader Guidelines

PLEASE NOTE: We realize that every district is organized differently, so please take these ideas and modify them to fit with how things happen in your district.

1. First, keep the lines of communication open between you and the person to whom you report. In some districts this will be the LWML District President. In other districts, the Heart to Heart (H2H) Committee may fall under the responsibility of a specific vice president or department coordinator. Your district bylaws or procedures manual should spell this out for you.
2. When reporting on your work as a District Leader (DL) or on the work of your committee if you have one that you work with directly, submit a written report — according to the guidelines set by your direct supervisor. Periodically writing a report will help you communicate the activities of your position, plus written reports are very helpful to those who serve after you as they become a part of the permanent, historical record of your district.
3. The next step in your job as H2H DL is to research and connect with the ethnic ministries in your district. The directions are on page 6 of this manual, “How to Locate Multicultural Ministries in Your District.”
4. Once you’ve learned about the different multicultural groups in your district, make a plan to visit them — either in person or by electronic means. These connections are the foundation of the work you will be doing in your district.
5. Presentations to the zones and local groups in your district will help the women learn about the H2H program. Your presentation can encourage them to become a welcoming group to all people no matter their ethnicity.
6. Seek out opportunities to share about the Heart to Heart — Sisters of All Nations program at your district conventions. Some ways to do this are:
 - a. Lead a seminar or breakout session.
 - b. Speak to the convention body.
 - c. Host a display or exhibit.
7. Check out the LWML website for resources: lwml.org/heart-to-heart
8. As you begin to build an awareness of the H2H program, build on this awareness by hosting an event to bring women of all cultures together to celebrate our oneness in Christ.
9. Invite women to be H2H participants and train them to either create a local LWML group or build up and enhance their already existing local group.
10. Encourage women with a heart for other cultures to attend the next H2H District Leader Training prior to the national LWML Convention. Newly trained District Leaders can be a help and support to you as you continue to lead this program in your district.

How to Locate Multicultural Ministries in Your District

One of the first tasks as a Heart to Heart — Sisters of All Nations District Leader is to determine what multicultural ministries exist in your district and how to contact them. The information below will help you accomplish this for your district.

Find the Multicultural Ministries in Your District Using the LCMS Locators:

1. Go to The Lutheran Church—Missouri Synod website at [lcms.org](https://www.lcms.org). When the page has opened, go to the upper right-hand corner and click on “Locators.”
2. Once you click on “Locators”, click on “Find a Church.” You will be taken to a form. Go to the district dropdown and select your district.
3. Once that step is completed, move below the form to “Show Advanced Search” and click on it.
4. In this section, first click on “Ministry Type” and after completing that search, click on “Service Sub Type.” On both menus you will see drop down listings of specialized ministries. Check one category at a time and select search. A map view will display, but it is suggested that you click “list view.” For each search, you must uncheck the previous category and click on the next category.

Contact Your LCMS District Office to Find Multicultural Ministries:

1. Find your district office contact information on the [lcms.org](https://www.lcms.org) website. Click on “Locators” and then click on “District Offices.” A map view will display but change it to “list view.” Click on your district to view the district office profile.
2. Let the district office know about your Heart to Heart — Sisters of All Nations work in your district. Some districts have mission executives or Mission and Ministry Facilitators. If your district has one of those positions, that would be the person who will have the most contact with multicultural ministries. He or she would be a good resource for you. If your district does not have anyone in those positions, ask who would be available to help you with multicultural ministries. Once you have the list of ministries, pray for each of those ministries.

Contact the Pastor of the Multicultural Ministry:

1. Contact the ministries by telephone or email. If you choose to email the pastor, always follow up with a personal phone call about a week later. A sample conversation is on page 7.
2. Begin by introducing and explaining to him the purpose of the Heart to Heart — Sisters of All Nations program. Arrange a time when you can visit this ministry with him.
3. Ask him about the women leaders in his congregation and if you could contact them with an invitation to a H2H Sisters or LWML event in your district or zone.

Contact the Women Leaders of Multicultural Ministries:

1. Contact the women leaders of multicultural congregations or ministries by phone or in person and follow up with an email or letter.
2. Pray for these women and pray for any contacts to LWML events you have made. Let them know that you are praying for them and their ministry. If possible, meet with them in person and begin a friendship with them. A personal approach will bear fruit!
3. If you can't physically contact all the multicultural ministries in your district, consider asking local zone presidents to reach out to these sisters in Christ. Provide them with information so they are equipped and excited to help.

Sample Telephone Script for a Conversation with a Pastor of a Multicultural Congregation

Hello Pastor _____.

This is (your name) _____.

I have been chosen by our district LWML (Lutheran Women's Missionary League) to organize a Heart to Heart — Sisters of All Nations program in our district. Are you familiar with LWML?

(If not, you can explain that LWML is an official auxiliary of The Lutheran Church—Missouri Synod. We not only donate more than two million dollars for missions every biennium, but we have wonderful resources for women to build people up in their faith. There are Bible studies, devotions, prayer books, and many other resources. Many of them are free and all have been through the synodical doctrinal review process.)

I was wondering if you have a women's group already established at your congregation.

(If yes, respond:) Wonderful. I was wondering if I could get your approval to set up a time when I could meet with them. Is there a woman who is the leader of the group whose name you could give me and perhaps her telephone number, too?

(If no, respond:) Do you have a woman in your congregation who is a leader that I might contact? Maybe I could work with her and see if we could invite some of the women from your congregation to participate with the women of your zone in their LWML (*insert event here*). Do you have a telephone number where I could reach her?

I look forward to meeting with you and the women of your church. Let me give you my phone number. I would be happy to email you my personal information (my address and phone number) if that would be helpful.

It was a pleasure talking with you today. God bless you and the work you and the members of your congregation are doing.

Frequently Asked Questions (FAQ) about the Heart to Heart — Sisters of All Nations Program

1. What is the purpose of the Heart to Heart — Sisters of All Nations district program?

The Heart to Heart — Sisters of All Nations district program is an intentional effort to welcome and encourage women of all nations to participate in the life and service of Lutheran Women in Mission (LWML).

2. Is the Heart to Heart — Sisters of All Nations district program the same as the training offered at a national LWML convention?

No, the national LWML Heart to Heart — Sisters of All Nations Training Program is a unique offering to train a woman with a passion for multicultural ministry and who has shown leadership potential in her district to lead a Heart to Heart — Sisters of All Nations program.

The national training takes place immediately prior to the national LWML Convention in the same location. The District President identifies a woman with a passion for multicultural ministry and has leadership skills to lead this specialized program. The District President submits an enrollment form to the national Heart to Heart Committee.

Following the completion of the national training program, the District President will encourage and work with the newly trained woman to develop and/or strengthen a Heart to Heart — Sisters of All Nations program in their district, including a Heart to Heart — Sisters of All Nations program at the district convention.

3. Why is a Heart to Heart — Sisters of All Nations district program necessary?

Women connected with The Lutheran Church—Missouri Synod (LCMS) multicultural ministries are often new to the LCMS and this, together with possible language barriers, isolates women from the rest of the church body and organizations, such as LWML. Connecting with them requires an intentional and ongoing effort.

4. Why should women of all nations be a part of LWML?

These women are already part of an LCMS family and bring vitality and gifts to the life and work of the Church and the LWML. God's plan is for us to serve Him and all people.

5. Why are multicultural women leaders a good choice to lead a district Heart to Heart — Sisters of All Nations program?

These women understand the cultural dynamics from the inside. The goal of this program is to involve women of all nations as leaders. Women of multicultural communities will always be more effective in reaching women from other cultures than women who do not have that background. However, a woman with a zeal for multicultural outreach could be appointed as the district leader.

6. Is the Heart to Heart — Sisters of All Nations program designed to enhance our evangelism efforts among multicultural communities?

Not exactly. This program is designed to connect, engage, invite, and mentor women of all nations as leaders who are ALREADY in LCMS multicultural congregations. As we support and strengthen them, they will be better equipped to evangelize to multicultural communities in their areas.

7. Must the multicultural women leaders identified for the national training speak English?

The participants should have a good grasp of the English language — both in listening, speaking, and writing.

8. I have a friend who is dynamic but isn't connected to an LCMS congregation. Would she be a candidate for the national Heart to Heart — Sisters of All Nations training program and is this a way to connect her to a congregation?

No. This program is designed for women leaders actively engaged in an LCMS congregation.

9. What if we have a dynamic LCMS/LWML woman leader from a multicultural background, but she is not a member of a multicultural congregation? Would she be a good candidate for the national training program?

Yes, because of her multicultural background, she may be very effective in developing relationships of trust with women from multicultural backgrounds and congregations.

10. Does a Heart to Heart — Sisters of All Nations District Leader need to belong to a local LWML group?

No, she could be an individual member of LWML if there was no group in her congregation.

11. May a district leader belong to an existing LWML group outside of her congregation?

Yes, it would be wonderful for her to be included in the sisterhood of an existing group.

12. What if we don't have multicultural congregations in our area?

There are multicultural communities throughout our country and the LCMS has developed these ministry outreaches in districts. Discover those ministries through your LCMS District Office or through the LCMS website. If there are none, find out how you can support the district effort to reach out to multicultural communities in your area.

Tips for Making Cross-Cultural Friendships

Cross-cultural communications and friendships can take extra time and effort, but it is worth your investment.

1. Understand your culture and how it defines you. This will help you to understand other cultures.

- Culture is an umbrella term which encompasses the social behavior, institutions, and norms found in human societies, as well as the knowledge, beliefs, arts, laws, customs, capabilities, and habits of the individuals in these groups. Culture is often originated from or attributed to a specific region or location.
- Look back at your own life and how your faith, environment, and upbringing has defined who you are today. Women from other cultures may likely have some of the same experiences as you.
- Don't be so afraid to say the wrong things that you end up saying nothing.
- Don't be afraid to admit ignorance.

2. Consider your actions and reactions to other cultures.

- Take time to learn about other cultures by knowing which ones are represented in your district or community.
- Once you meet a woman from another culture and know the country she is from, you can search on the Internet to find information that will help the two of you connect.*
- Learn about her culture, background, or country and write a few points that will help you to ask open-ended or genuine questions.*
*(*The last two points can be a good bridge to building a relationship with her and it will show that you have a real interest in her and her culture.)*
- We may feel frustrated when someone communicates in a very different style than us. Remember that the frustration can easily go both ways. It helps us stay humble!
- Pay attention to your body language, especially things that might be interpreted as being distracted or in a rush.
- Different cultures have different purposes for conversation. For some, it is exchanging information. Other cultures put more value on simply spending time together. Neither is "right" or "wrong" but there are certainly differences. You may notice differences in formality and directness as well, along with different comfort levels with silence and questions. Simply paying attention to this can help you.
- Be careful not to stereotype. While learning about someone's culture can help your expectations, remember that your new friend is an individual, too.

3. Sometimes it is difficult to start a conversation, especially when she is from a different background or culture.

- Ask her to share a little about the culture she grew up in and how it affected her as a Christian. Some may not be following their ancestral culture anymore. Others may still be following some of it.

- Work at asking open-ended questions, not questions that can be answered with a simple “yes” or “no.” This will help you keep the conversation going.
- Try not to interrogate. Be prepared to share about your own life as well, using your common experiences to establish a connection.
- Feel free to sincerely compliment something you’ve noticed about her (authentic dress, accent, etc.).
- Work to put the best construction on confusing things, realizing that it can be easy to misinterpret the meaning behind words or behavior.
- Be prepared to smile from the heart and laugh at yourself!

4. Building trusting relationships takes time and many attempts.

- Don’t rush and expect immediate friendship after one interaction. Persistence over time can show that you value your new friend. Focus on getting to know each other and hold-off on talking about LWML for now.
- Don’t limit your interactions to a busy fellowship hall or the church narthex. This is a great place to connect and set a date, place, and time to meet for coffee or a meal.
- Invite your new friend to an activity such as walking, hiking, cooking, or doing a craft project together. If she has children, meeting at a park is always good.
- Find your common interests to talk about and share: food, family, work, clothing, parenting, school, celebrations, holidays, and your faith.
- Invite people into your home and practice hospitality. Times of celebrations and holidays are a perfect opportunity to host.
- When you find the friendship growing, introduce your friend to LWML by visiting the website together. You can always start by showing her the devotions that are available. Ask your new friend how you can pray for her. Share your requests with her and end your time by praying together.
- Invite your new friend to an LWML event and offer to pick her up or meet her outside of the location. Consider waiting to invite her to a monthly or regular meeting until you have had an opportunity to explain how the meeting flows. The structured schedule may be overwhelming for her.
- If your friend is new to your community or to the country, ask if she has any practical needs with which you can help: shopping for groceries, getting familiar with the town, taking her to the library, especially if she has children.
- Allow the Holy Spirit to guide your conversations.
- Qualities that are helpful include active listening, patience, a non-judgmental attitude, consideration of their time, and respectful responses to what they share.

APPENDIX:

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- B. Sample Letter from the LWML District President to the Zone Presidents**
- C. Guidelines for Leading a Heart to Heart District Committee**
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APPENDIX A:

Suggestions to District Presidents for Including a Heart to Heart — Sisters of All Nations Program at the District, Zone, and Local Level

Share the following information with your district president to encourage her role as mentor to you as a Heart to Heart District Leader.

As district president, you and other district, zone, and local leaders will want to prayerfully encourage the newly trained Heart to Heart District Leader (H2H DL). Encourage her and walk with her as she builds relationships with other Lutheran Women in Mission and all women of The Lutheran Church—Missouri Synod.

- A. The goal is to support and help your H2H DL navigate the multiculture of the LWML in your district joyfully. To do so, please:
 - Pray for your H2H DL and her family on a regular basis.
 - Contact your H2H DL at least quarterly by a written note, phone call, text, or email.
 - Invite your H2H DL to be your guest for coffee or lunch at least twice a year.
 - Be available to seek answers to questions your H2H DL may have about the LWML.
 - Invite your H2H DL to zone events and other functions where LWML sisters support her walk with the LWML.
 - Assist her in forming her LWML group or participating in her local group.
 - Nurture this relationship for at least a biennium.
- B. Ask the H2H DL to share her faith story at rallies, retreats, and other events.
- C. Appoint multicultural women leaders to various committees on the district and zone levels.

APPENDIX B:

Sample Letter from the LWML District President to the Zone Presidents

Dear Sister in Christ,

Thank you for all you are doing to help the women of your LWML (Name of Zone) Zone. Your desire to serve the Lord through the Lutheran Women's Missionary League (LWML) is a blessing to so many of your women and people around the world. May God continue to bless you as you serve Him.

One of the concerns often expressed by leaders of the LWML is that our numbers are shrinking and there is still so much to do to spread the Gospel around the world. God, in His grace and wisdom, is already answering our prayers to send workers into the harvest fields and using the LWML to reach many others. God has opened The Lutheran Church—Missouri Synod (LCMS) to people from many national cultures. Multicultural congregations are part of the Synod and new ones are being established throughout our districts. Other congregations that are more traditional are welcoming members from various cultural groups as the United States becomes ever more ethnically and religiously blessed.

The multicultural women in these churches can be wonderful additions to the LWML as sisters in Christ wanting to serve the Lord with gladness. What is needed is an intentional effort by all women of the LWML to seek out, meet, and invite women of all cultures to join in telling others about Jesus through our words and God-given talents.

As district president, I would like you to encourage your women to set a goal to seek out, invite, and include multicultural women to your LWML Bible classes, retreats, zone events, and participation in the LWML sisterhood of caring women. Pray that God will guide you to encourage all LCMS women in this effort who are not involved and using their talents in serving our Lord. Consider holding an event at a multi-ethnic congregation, inviting women who do not yet know about the LWML to attend. Take time to learn about their various cultures and be open to new ways of doing things based on input from these multicultural sisters.

The Heart to Heart — Sisters of All Nations Committee of the LWML is committed to assisting LWML districts in establishing a Heart to Heart — Sisters of All Nations program so multicultural women may mutually encourage one another, support each other, and work to serve together, living out the beautiful diversity they share in the body of Christ. Check out lwml.org/heart-to-heart for more information. Please feel free to contact me or our Heart to Heart District Leader

_____ for assistance and information. (Share her name and contact information here.)

Someday may we, with the Apostle John, declare, *After this I looked, and behold, a great multitude that no one could number, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb, clothed in white robes, with palm branches in their hands* (Revelation 7:9).

Your LWML Sister in Christ,

District President's Name
Contact Information

APPENDIX C:

Guidelines for Leading a Heart to Heart District Committee

As chairman of the Heart to Heart Committee, you will preside over and guide meetings of the committee to a definite goal. Plan to accomplish committee goals on schedule with the help of your committee. As chairman, you will set the tone, tempo, and tactics of the operation of the committee. The following guidelines will help you in leading and reaching your goal.

- Accept responsibility for the committee's performance.
- Prepare a written agenda, including a list of what is to be accomplished. Always begin and end with prayer.
- Send the agenda and other information relating to issues on the agenda to your committee members prior to the meeting.
- Begin and end the meeting on time.
- Meetings should last no more than 2 hours.
- Speak clearly and slowly. Communicating effectively helps reduce misunderstandings.
- Include all committee members in the discussion.
- Ask questions or suggest ideas to stimulate discussion, motivate interest, and encourage decision-making.
- Provide opportunities for committee members to participate in the work of the committee assigning them to obtain additional information, research a topic, or study a specific problem or question.
- Be available to committee members and encourage them in their service.
- Avoid stating your preferences before giving the committee members a chance to share their thoughts. Beginning with your suggestions may bring about tacit support, direct opposition, or unwanted silence.
- Control the discussion when discussion gets off-topic.
- Keep emotions under control. The committee will not always agree but leaving emotions out of a discussion will help everyone listen to both sides of an issue.
- Clarify issues through discussion and encourage a consensus when possible.
- When an impasse surfaces while working to make a decision, recommend that the group take more time to look further into the issue before deciding.
- Maintain contact with committee members and encourage them as they complete their assignments.
- Offer assistance and guidance to the inexperienced.
- Sum up the group discussions, thoughts that were shared, and decisions made to ensure everyone understands the question and the potential decision.
- Ensure that adequate minutes are kept of each meeting and that they are distributed to each committee member within 1–2 days after the meeting.

- Prepare your meeting notes and distribute them to the committee members.
- At the end of the meeting, ask committee members if they have any questions. Discuss whether the relevant subjects were adequately covered and arrange to add any items not thoroughly discussed to the next agenda.
- Topics that were not discussed for lack of time should be placed on the next meeting agenda.
- Thank your committee members for coming and participating in the work of the committee.

As the Heart to Heart Committee chairman, you play an important role in the success of the Heart to Heart — Sisters of All Nations program in your district.

Seek the Holy Spirit's guidance as you lead your committee. Using your gifts and talents to connect with other Lutheran Women in Mission enables you to serve together in love.

Additional resources for committee leaders can be found on the LWML webpage under [Leadership Development](#).

APPENDIX D:

Communicating Your Best: *Tips for a Professional Presence*

Whenever I feel afraid, I hold my head erect and whistle a happy tune, so no one will suspect I'm afraid ... The result of this deception is very strange to tell, for when I fool the people I fear, I fool myself as well. (Anna, *The King and I*, Rogers & Hammerstein)

Look like a pro, even when you don't feel like one! Don't think, "I'm nervous." Think, "I'm energized!" Acknowledge your feelings. Then, focus your energy to use it effectively.

Get Ready to be Front and Center:

1. **Pray**
2. **Be Prepared**
3. **Psyche**
4. **Smile**

1. **Pray** that you will be His light to your audience. Use me, Lord!

2. **Be Prepared:**

- **Getting Ready**

What will I say? Think of a "T."

Ask yourself these questions:

- Why am I presenting?
- Who is my audience?
- What are my THREE key message points?

- **Rehearse:** Get comfortable with your material and bring it to life.

Internalize, don't memorize. Presentations are spoken, not read!

- **Edit:** Edit your message to keep it clear, crisp, and focused. Start with a "grabber." Something to get attention and set the tone for the presentation. End with a "bang" that tells your listeners what to feel, think, and do, as well as how they will benefit.

3. **Psych:**

Do I look energized?

- **Dress:** Dress for a "professional" look and for your comfort and confidence. It should suit the occasion. Don't feel shy, find out from the organizers how others will dress, look professional in whatever you wear — crisp and flattering. The simpler the better! No glittery ornaments and flashy dresses.
- **Posture:** Be comfortable and likeable, straight and poised, don't swing, shift, or jump. Don't lean forward or backwards or put your weight on the podium. Stand tall and hold your arms at your side to begin.
- **Eye Contact:** Look in the eyes of people (four seconds) and then move on. Move your eyes in slow, smooth cycles to cover the entire audience, specifically corners.

WHY:	
WHO:	WHAT:

- **Gestures:** Once you are comfortable allow your hands freedom. Keep your body language open and expressive. Gestures add effect to your speech.
- **Voice:** Bring variations to your speaking voice by changing the volume and tone depending on the mood of your words. If you are talking about a sad moment, make your voice quiet and reflective. If you are talking about celebrating, let your voice become excited, louder, and faster. The skill of varying your voice makes your audience want to listen to you. Your voice brings life to your speech.
- **Language:** Use words that are natural to you and use phrases that are understood by all. Pause to let your ideas sink in. Pause to replace the “ahs” and “ers” when you are giving yourself time to think.

4. Smile Take some deep breaths; find the smile inside you ... and **“Go for it!”**

Food for Thought: *Beauty Tips*

- For attractive lips, speak words of kindness.
- For beautiful eyes, look for the good in other people all the time.
- To lose weight, let go of stress, hatred, anger, discontentment, and the need to control others.
- To improve your ears, listen to the Word of God.
- For poise, walk with knowledge and self-esteem.
- To strengthen your arms, hug at least three people every day.
- To strengthen your heart, forgive yourself and others on a daily basis.
- For the ultimate in business, casual, or evening attire, put on the robe of Christ. It fits like a glove but allows room for growth. Best of all, it never goes out of style and is appropriate for any occasion.

Written by Karol Selle, December 1999 with information provided by Executive Communications Group, Inc.; Speechworks, Inc.

APPENDIX E:

Ideas for Sharing the Heart to Heart — Sisters of All Nations Program at District Conventions

1. Ask for time on the convention agenda

First of all, speak to the district president or district convention planning committee and request to be on the convention agenda to share about the Heart to Heart — Sisters of All Nations program. Remember to plan early. The convention planning committee usually begins at least a year before the scheduled convention. Don't wait until the last minute to ask if you can be involved and share the purpose of this program.

2. Host a session on the H2H program

Offer to host a session at the convention. The session should be informative and share the purpose of the Heart to Heart — Sisters of All Nations program, the importance of it, and how we can support LCMS women of all nations. During the session, share tips on reaching and building relationships with multicultural women within our congregations.

The goal is for the women to leave the session encouraged to engage all the women within our LCMS churches in the mission of the LWML.

Handouts for you to use are available as downloads from lwml.org/heart-to-heart:

- The [H2H brochure](#).
- H2H [color bookmarks](#) or [black and white bookmarks](#).
- Use the “Frequently Asked Questions” document found on page 8 of this document.
- “Tips for Making Cross-Cultural Friendships” found on page 10 of this document.

3. Host a display featuring H2H and LWML

Ask to have a space in the exhibit area to set up a display featuring the Heart to Heart — Sisters of All Nations program. Have materials available and perhaps wrapped candy to share with those who stop by your table.

Materials are available to download at lwml.org/heart-to-heart. Here are a few we recommend, but please feel free to use any from the H2H webpage:

- [Bookmarks](#).
- “Frequently Asked Questions” document found on page 8 of this document.
- LWML New Group Welcome Packet: “[How to Start an LWML Group](#).”
- “Tips for Making Cross-Cultural Friendships” found on page 10 of this document.
- Create logo materials at an online printer such as VistaPrint (i.e.: banners, buttons, bookmarks etc.). The [logo](#) is available to download from the LWML website.
- Provide a sign-up sheet for those interested in learning more about H2H or to request someone to speak at a zone or local event. You can also give away a gift or two. Collecting names for the drawing of those who visit your table provides you with an opportunity to follow-up with them after the convention.
- Make sure to take photos of your display for future reference!

4. Share about upcoming events

Announcing upcoming events will give you an opportunity to talk about the plans you and your committee have created to make the H2H program visible in your district. Offer to present at a zone or district event, host a retreat, or other gathering of women.

5. Encourage women to welcome and continually invite multicultural women to their local group.

We want to encourage all women of LCMS churches to become involved with a local LWML group. If there is a group of multicultural women already meeting as a group, they can become an LWML group. Start by meeting with the leader or core team, allowing the first few meetings as a time to get to know each other and build a trusting relationship.

A few months later, introduce them to the LWML, bring a computer or iPad to the meeting, and show them the LWML website including the H2H webpage. Bring some of the H2H handouts and share them with the group. Ask if you can come share more about LWML with the group at a future time.

As for individual multicultural and other women within your church, reach out to them individually and invite them to coffee or a meal. Use the same format mentioned above to connect with them.

Stay in touch by checking in on them and ask how your local LWML group can provide support and encouragement to them. Invite them to church or a zone event — and offer to provide them with transportation if it is needed.

The key to this ongoing relationship building is to help the women in your church become familiar with LWML. The best way to do this is to invite them to all local church and zone events. The more events they attend the more their hearts will be open to LWML and our mission.

6. Communicate with Women from Convention

Create an email list of women you connected with at convention and invite your new friends to LWML District and Zone events. Keep the list updated as you and your committee members meet women from across the district so you can continue to build relationships. Remember to ask permission to add their contact information to your list.

Access the resource “[*How to Start an LWML Group*](#)” and learn other ways to establish a local LWML group.

APPENDIX F:

Suggested Program for Heart to Heart — Sisters of All Nations at a District Convention

Each of the LWML districts is unique in size, location, and ministry efforts. As such, their conventions reflect that diversity. In planning a Heart to Heart — Sisters of All Nations program for your own district convention, consider your ministry goals, time, and facility accommodations. Plan your program keeping in mind the goals of the national Heart to Heart — Sisters of All Nations program to intentionally include multicultural women in the life and work of the LWML.

The following are elements important to include in the Heart to Heart — Sisters of All Nations program for your district convention:

- A short presentation of the history and ministry of the LWML. It is important to include the main purpose of the LWML that is to support the spread of the Gospel worldwide. Local groups do this through the gathering of mite offerings and serving in their church and community. Consider using “*The Heart of It All*” video to learn the origins and purpose of the LWML Heart to Heart program.

Resources: [LWML New Group Welcome Packet](#) with information on how to start a local LWML group.

- Use a PowerPoint template to produce an introduction to the LWML, including a short presentation of the development of the Heart to Heart — Sisters of All Nations program and the importance of multicultural inclusion in the LWML.

Resources: PowerPoint template [Heart to Heart PowerPoint Presentation](#) .

- Provide an ample amount of time for sisters to share their own stories. This not only builds a sisterhood among the women, but it helps them practice sharing their faith stories with other individuals and groups. This affirms their relationship with the Triune God and their sisters in Christ. Possibly include more than one session to do this.

For further suggestions, you will find sample agendas from Heart to Heart — Sisters of All Nations district programs that have been used at district conventions beginning on page 22. Feel free to glean ideas for your own unique program.

APPENDIX G:

Agendas for Heart to Heart — Sisters of All Nations Programs at District Conventions

These are samples to guide your district's planning as you prepare for your own district's Heart to Heart — Sisters of All Nations program at your next convention. Feel free to pick and choose the ideas that will work in your district.

Sample 1.

Short Program for Heart to Heart — Sisters of All Nations at LWML District Conventions — Use this short program if your time is limited or if your district convention is one or one and a half days in length. Simplifying the program and focusing on building relationship is key to using the short program.

Sample 2:

Long Program for Heart to Heart — Sisters of All Nations Program at District Conventions — Use this longer program if you have a half-day time period prior to the beginning of the convention that can be dedicated completely to the Heart to Heart — Sisters of All Nations training program.

Sample 1.

Short Program for Heart to Heart — Sisters of All Nations at LWML District Conventions

Sometimes, it is difficult for many multicultural ladies to leave home for an extra day, so you may not have a pre-convention meeting day. Your schedule may then look something like the following:

Time	Location	Agenda
During convention set up time	Exhibit Area	Set up a Heart to Heart — Sisters of All Nations exhibit showing H2H activities in your district, providing handouts about the program, and inviting H2H participants to help staff the exhibit and be available to talk about their involvement in LWML.
One hour (or more) prior to start of convention	H2H Meeting Room	H2H participants workshop is a one-hour program. Briefly describe the purpose of the LWML and how to start a group. Refer to LWML New Group Welcome Packet from the LWML webpage. Introduce participants
At start of convention session	Convention Hall	H2H participants may be invited to join the District Board and special guests during the opening procession.
During convention	Convention Hall	H2H sisters and leaders will participate like all attendees.
Request permission prior to convention to be done at the convention if permitted	Convention Hall	The H2H District Leader (DL) should ask the district president to give five to seven minutes on the convention program to speak about the H2H program in the district so all present will better understand.
Sometime during the convention breaks, e.g., luncheon time	Luncheon Breakout Room or set aside area in dining hall	H2H Breakout Session — H2H participants and H2H DL discuss perceptions of the convention thus far and answer questions.
To be held in the evening after the convention sessions	President's Suite (if snacks are served) or H2H Meeting Room	H2H participants mentoring time — let each woman tell her story and pray together.
After the convention	From Home	Evaluate the H2H program and report ideas, feedback, and thoughts for future events to the district president. Contact H2H participants who offered help to participate in LWML activities.

Throughout the convention, use the H2H exhibit as an area for H2H participants and others to gather and learn more about the Heart to Heart — Sisters of All Nations program. Staff the exhibit with different H2H participants who are willing to share their LWML stories.

Sample 2:

Long Program for Heart to Heart — Sisters of All Nations at District Conventions

If you have a pre-convention Heart to Heart — Sisters of All Nations program scheduled for the day when the convention opens with worship in the evening, it could go something like:

Time <i>(tentative)</i>	Location	Agenda
7 a.m.–7 p.m.	Pre-function Area	Registration Opens
10–10:15 a.m.	H2H Meeting Room	First meeting with the H2H Participants <ol style="list-style-type: none"> 1. Welcome 2. Ice breaker to get to know each other 3. Marking the map indicating the country of origin for all participants 4. Take pictures of the group
10:15 a.m.–12 p.m.	H2H Meeting Room	Introduction to the LWML <ol style="list-style-type: none"> 1. Short Bible study (see the ones in the Appendix beginning on page 27 for an example) 2. Briefly describe the purpose of the LWML and how to start a group. Refer to LWML New Group Welcome Packet from the LWML webpage.
12–1 p.m.	President’s Suite, the District Leader’s Room, or assigned lunch gathering	Luncheon and Fellowship
1–3 p.m.	Hotel or homes where H2H participants are staying	Free time to rest and make sure all are settled in their rooms, etc.
3–4 p.m.	Servant Event area <i>or, if doing a cultural presentation at convention, Practice Area</i>	H2H participants help with Servant Event or plan and practice a cultural presentation for the convention
4–5 p.m.	H2H Meeting Room	Gift Exchange — Participants gather and make a gift project for each other
5–6 p.m.	Banquet Hall or Dinner Buffet Room	H2H participants eat dinner together. Meet and Greet other convention attendees
6:30–9 p.m.	Convention Hall or Church	Opening Worship Service for the Convention
One or both evenings after sessions	President’s Suite or H2H Meeting Room	After-Hour Unwind. Meet and Greet, with refreshments. Share brief testimonies.
Saturday <i>(or First Full Day of Convention Sessions)</i>	Convention Hall	H2H participants attend convention proceedings. Later during the convention, they lead a cultural presentation as part of the convention program.
Rest of Convention	Convention Hall	H2H participants take part in the convention as do all attendees.
After the Convention	From Home	Evaluate the H2H program and report ideas, feedback, and thoughts for future events to the district president. Contact H2H participants who offered help to participate in LWML activities.

APPENDIX H:
LWML Heart to Heart — Sisters of All Nations Program Evaluation
Your district name – District Program

1. What did you like best about the Heart to Heart — Sisters of All Nations program?

Click or tap here to enter text.

2. What did you learn about the Lutheran Women in Mission that you did not know before?

Click or tap here to enter text.

3. What action step will you take when you return to your congregation?

Click or tap here to enter text.

4. What could have improved your experience at the Heart to Heart — Sisters of All Nations program?

Click or tap here to enter text.

5. What else would you like to share with the H2H Sisters Committee?

Click or tap here to enter text.

Name and contact information: Click or tap here to enter text.

This information will be compiled and given without names to the next Heart to Heart Committee to aid them in planning for future Heart to Heart — Sisters of All Nations events in the district.

APPENDIX I:

District Convention Report for Heart to Heart Programs

This form is for the Heart to Heart District Leader or the district president to complete and email to the LWML Vice President of Special Focus Ministries (depsfm@lwml.org) shortly after the completion of their district convention.

LWML District: Click or tap here to enter text.

City and State of Convention: Click or tap here to enter text.

Date of Event: Click or tap here to enter text.

District Officer Completing Report: Click or tap here to enter text.

Email or Phone Number: Click or tap here to enter text.

1. Convention Venue: (Select One)

☐ Church ☐ Camp or retreat center ☐ School or College ☐ Hotel ☐ Convention Center

2. Was a H2H Sister District Leader involved in the planning and presentation of the H2H Sisters convention program? ☐ Yes ☐ No

If yes, please list her name and email or phone number: Click or tap here to enter text.

3. Briefly outline the Heart to Heart — Sisters of All Nations program activities that were a part of your district convention and the length of any training or breakout sessions held. Click or tap here to enter text.

4. In what way, if any, were the Heart to Heart participants involved in the convention program? Click or tap here to enter text.

5. Describe how your Heart to Heart — Sisters of All Nations program for your district convention was funded. Click or tap here to enter text.

6. Did you use the “Heart to Heart — Sisters of All Nations District Program Manual”? ☐ Yes ☐ No

If yes, what improvements would you suggest be made to the Manual and how else might the national H2H Committee assist you further? Click or tap here to enter text.

7. What follow up is planned for the Heart to Heart participants in your district.

Click or tap here to enter text.

APPENDIX J:

Bible Studies for Use with Heart to Heart — Sisters of All Nations Programs or Presentations

Bible Study from *Living and Learning — Heart to Heart* **BIBLE STUDY 1: Cultural Awareness**



Intercultural Awareness:

The ability to recognize four perspectives in relationship to a different culture:

1. looking at your own culture from the point of view of your own culture
2. being aware of how your culture is viewed by other countries or cultures
3. being aware and understanding what people from another culture think of their own culture
4. being aware of how you see the other culture

The Canaanite Woman from Syrophenicia — Matthew 15:21–28, Mark 7:24–30

Introduction:

Can you remember a time in your life when you asked another person for something that was very important to you but the person didn't respond as you had hoped? How did that feel? Can you recall the reasons for this helpless and uncomfortable feeling between you both? Did you pursue the issue with the person or just leave it and go away? With those feelings in mind, consider the cultural setting for this story.

The cultural setting for this story:

Tyre and Sidon were two agriculturally lush seaport cities on the coast of Phoenicia (today known as Lebanon). The citizens of the cities were artisans, makers of purple dye, sea-traders, and they built temples dedicated to Astarte, Dagon, and Baal. Tyre became known in Ezra's day as a "city of renown, peopled by men of the sea" (Ezra 26:17). The Matthew and Mark texts tell us that Jesus needed some "get-away quiet time," away from the growing crowds that were attracted to Him. There wasn't a better place to go than to a seaside resort in Gentile country, a home for many Canaanites. The Canaanites were from Ham's ancestral line (Genesis 10:6–20) and the Hebrews were from Shem's ancestral line (Genesis 10:21–30), both sons of Noah. The Hebrews were instructed (Exodus 23:2) to drive the Canaanites out of the land that was promised by God to the Hebrews. The culture clash between the Canaanites and Jews was based upon generations of family stories and mistrust of each other. (Sound familiar?)

Read the stories in Matthew 15: 21–28 and Mark 7:24–30, keeping in mind the cultural setting and cultural beliefs of both groups of people. (It's important to note that each writer of the Gospels had a different perspective of the events that surrounded Jesus' life and as a result, these stories are not exactly alike.)

- 1. What titles did the Canaanite woman use for Jesus that showed her honor and respect for Him? What would be some reasons she would use these titles?**

- 2. Jesus identifies His culture to the woman when she asks for help for her daughter. How does He explain Himself?**

- 3. This Gentile woman crossed a cultural barrier by asking Jesus for help. They get into an interesting conversation where both speakers continued to “stand their ground.” What was Jesus’ quick reply to the woman’s request for help for her daughter?**

- 4. Notice how the disciples respond to her and to her request.**

5. The woman knows the cultural bias of people “from the south.” Yet she knows there’s something different about this Jew and continues her dialogue with Jesus. What is her response to Jesus and what does it tell us about this woman?

6. Jesus affirms the woman and her faith. What are some we lessons can we learn from Jesus’ reply?

BIBLE STUDY 2: Sisters and Sisters of the Heart

by Anita Beyersdorf, Past LWML Michigan District President



Introduction

Briefly describe a time when you showed love for your sibling, despite being brother and sister!

- Insert your own example here of someone who was like a brother or sister to you when you were young.
- The author spoke of being a big sister to her brother Dan and how, even now, she looks to him as a friend and someone who she wishes to befriend and who continues to help her.

Part I. Miriam befriended her little brother.

Who was he and how did she help him? Read Exodus 2:1–10.

1. What danger did Miriam face as she watched over her brother?

2. Have you ever had an opportunity to guard, protect, or watch over a sister or brother?

3. Has someone ever done this for you?

Part II. When our sisters and brothers, along with ourselves, age and face troubles in life, we often want to help them but feel helpless to do so.

Read John 11:1–6.

4. What trouble did Lazarus face? How did his sisters try to help him?

5. According to verse 4, why was this happening to Lazarus?

6. Even as they looked to Jesus for help, the sisters had their own ideas as to how they wanted Jesus to intervene. Read John 11:17–21 and 32.

7. Despite their despair at the death of their brother Lazarus, what made Martha and Mary still turn to Jesus for comfort? (Read verses 22–24).

Jesus raised Lazarus from the dead at that time, yet as all people do, Lazarus faced earthly death again one day, and now, along with his sisters, lives with Jesus in blessed eternity.

As a sister in Christ and a member of the LWML, you and I have been given the glorious job of caring for Jesus' sisters and brothers here on earth. We can meet the needs of people around us with God's help. We can care for our brothers and sisters in our families, our churches, and our communities.

The LWML has many ways to assist women of the church in serving others. Each local group can come up with unique ways of doing so. But just as Lazarus' greatest need was to know and trust His Savior Jesus, the giver of eternal life, so that is the greatest need of all people. Through Bible study, we learn to know the love of Jesus more. Through devotions, we draw closer to Him. With the help of the Holy Spirit, we can tell others about Jesus and, in so doing, provide the best care of all.

Prayer:

Dear Heavenly Father, thank You for placing us in families and, above all, making us members of Your Family through the life, death, and resurrection of Jesus, Your Son, our Brother. Together, as LWML Heart to Heart — Sisters of All Nations, give us courage and wisdom to do all we can to care for others and introduce them to You and the Good News of Salvation through Your Son.

Provide opportunities for us as Heart to Heart — Sisters of All Nations to share Your love with a world that needs Your truth and love. In Jesus' name we pray. Amen.