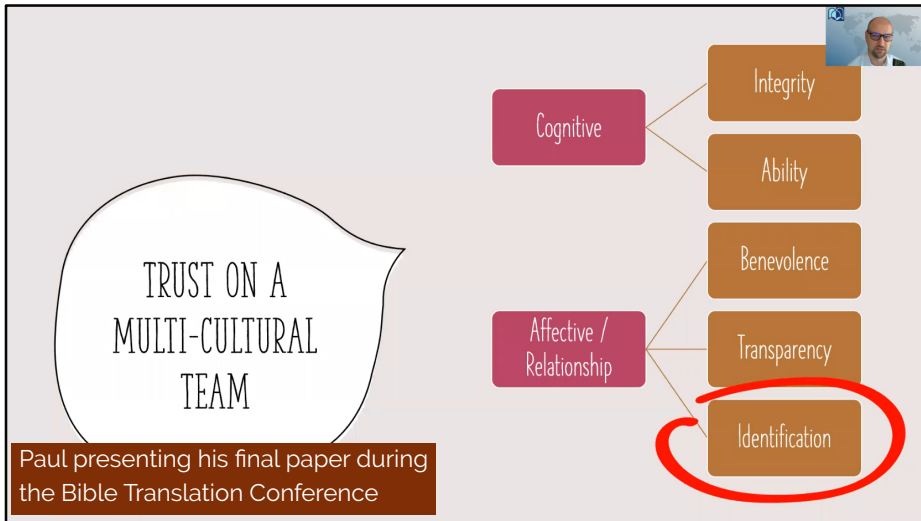


## Completed Master's Degree



*from Paul...* In the middle of October, I completed a Master of Arts in Organizational Leadership from Concordia University Irvine. You may remember that I started the program in March 2020. It was an online program that started with a four day in-person intensive. I returned home just two days before Ghana closed its borders due to COVID, and they did not open again for six months. As much as I enjoy the travel part of my job, the lockdown turned out to be a blessing for my study program. Each class was seven weeks long with about 16 hours of work each week. Being home gave me the stability to have a school rhythm. When I

started to travel again it was difficult to find not just the time, but especially the mind space to focus on school.

My final class was a capstone paper which I wrote on "Principles in Managing Multi-Cultural Teams." Most of the books that we used for the classes were popular leadership books from authors like Lencioni, Heath, and Covey. Throughout the program I learned so much, but also wrestled with how to apply the concepts in multi-cultural situations as the books were written from an American perspective. The final research paper allowed me to dig into some of those issues, especially around trust, conflict, and accountability. The day after I turned in my paper for school, I also presented it at an international Bible translation conference that was held online this year.

Why does an IT guy need a degree in organizational leadership? My job has been shifting quite a bit over the last three years. I used to be the guy with my hands in a computer or automating a business process. Now I lead teams where others are more front-line, and I am providing support for them. I have been amazed at how much of what I learned over the last twenty months was applicable even the next day. As I write this, I am leading a team from several departments that is changing the system we use at Lutheran Bible Translators to manage information about our donors. The IT Coordinator that has worked at our offices in Missouri has moved to a different city with her family and so I am preparing to on-board a new person. Although these things are technology based, my job is actually about interactions with people and keeping projects on track.

## Podcasts

Did you know that LBT has its own podcast? Essentially Translatable publishes a new episode every other Friday. The topics include guests from a variety of countries in which LBT works, missionaries, special holiday features, and Q&A with a pastor. Ali has been a guest on two separate occasions sharing about Sabbath rest and healthy approaches to transition. If you haven't tuned in yet, please check it out! If you subscribe, you will easily be alerted when new episodes are out.

Ali has also been the guest on a podcast called Homeschool Conversations Africa. If you'd like to listen in to what she has learned while homeschooling our children, tune in. In your favorite podcast app or on Google, search for "Essentially Translatable" and "Homeschool Conversations Africa."



# Paul & Ali FEDERWITZ

Hannah, Levi & Eden

## ABOUT US

Paul is LBT's Chief Information Officer and Assistant Director for Program Ministries. He also serves as a computer consultant to missionaries and organizations in West Africa.

Ali is responsible for the home education of our children. She is also a Member Care Facilitator for LBT.

Paul and Ali's ministry is funded solely through donations from individuals and groups.

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Lutheran Bible  
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## CONTRIBUTIONS

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Please make checks payable to  
Lutheran Bible Translators and  
designate P/A Federwitz Ministry

Online giving at  
<https://lbt.org/federwitzpa>

**Did you Know?** The CARES Act allows a special tax deduction for charitable contributions in 2021 – up to \$300 for individuals and \$600 for those filing jointly. That is in addition to the standard deduction to which most are eligible when they file their taxes (<https://www.501c3.org/the-cares-act-increases-donation-tax-deductibility/>).



## July Visit to the US

*from Paul...* July was a very busy travel month for me as I tried to make the most of a trip to the US. I hopped around from North Carolina to Missouri to Ohio to see all the people that I needed to visit.

The primary reason for my time in North Carolina was to close out an internship that I had arranged for Paul Chamberlain. He had finished a master's in computer science and has had a strong interest in Bible translation. Since LBT does not have active programming projects, I worked with SIL to have Paul intern in their software development department in Waxhaw. All of the meetings that we had were online, so I wanted to do the wrap-up in person. A bonus was that I was able to stay with my mom and spend time with my sister Rebecca and her family and even see my niece Leah and my sister-in-law Carrie who had come in for her brother's wedding.

Then I was off to Missouri for the Concordia Mission Institute, a joint conference between LBT and Mission of Christ Network. One week of bringing missionaries who are in the US together with office staff provides a lot of opportunity to learn from each other and have some fun. The following week included a lot of meetings and working with people in person on IT and data management projects. I was able to spend time with my brother David and his family including my niece Michaela who is now in Cameroon serving as a mother's helper to a missionary family.

My final stop was Ohio. Because of COVID I have not been able to do many of the visits with supporters like you. While in Ohio I was able to visit some supporters in person as well as speak at Our Redeemer in Solon. A side benefit was being able to stay with Ali's parents and see her brother Matt.

## Celebrations



In July we marked 20 years of marriage. In Ghana, it is common for people to have matching clothes made to celebrate a special occasion. We gladly followed along with this tradition. We celebrated with the congregation of St. Paul's Lutheran Church where the pastors prayed for us and then we shared cupcakes and drinks after service.

Levi confirmed his faith at St. Paul's Lutheran Church on Reformation Sunday! The verse he chose for this occasion is 2 Timothy 3:14-15 "But as for you, continue in what you have learned and have become convinced of, because you know those from whom you learned

it, and how from infancy you have known the Holy Scriptures, which are able to make you wise for salvation through faith in Christ Jesus." We had the added bonus that Paul's brother David with Valerie and JoyAnna arrived in Ghana the day before and were able to participate.

