One of the greatest gifts of attending a four-year residential college is the gift of community. While you might be using these last few days and hours at Augustana to think back on all that you've learned in the classroom and all that you've achieved individually during your college career, the better bet is that you're reminiscing about community...about the dear people that you've met, and how you've changed and grown together.

It’s especially neat to think all the way back to your freshman year move in day...and how your class has developed as a community since then. It’s hard to imagine there being a time when you didn’t know these people as well as you do. Now they’re some of your best friends. You can’t fathom life without them.

Some years ago a man by the name of Bruce Tuckman decided to study communities like ours here at Augustana, and he came up with a theory of group development to explain how groups change and evolve over time. The theory is easy enough to remember, maybe you've heard it before...form, storm, norm, perform.

The idea is that group development happens in these four stages. First a group “forms.” They meet each other, establish ground rules, begin to build relationships, etc.

The next phase a group goes through is the “storm” phase. At this point in the group’s life, they begin to become more emotionally invested in their community and the tasks that they carry out together. Conflict stirs. Sometimes there is resistance to being a part of the group.
Then there’s the “norming” phase. Group members overcome the obstacles they faced when they were storming, and learn to establish norms, patterns, rituals, and traditions for the sake of the larger whole. By this point in a group’s development, members are pretty well endeared to each other, and they’ll go to great lengths to maintain peace and harmony.

“Perform” is the final stage of group development. Here a group is at its peak level. The established community becomes a “problem-solving instrument,” Tuckman says. There are clear and accepted roles that each group member has, and they all work together like a well-oiled machine.

Form, storm, norm, perform. It’s a formula that works for just about any group. Maybe the college years mirror these stages better than just about anything. Think about it...freshman year is a huge time of “forming”...just getting to know one another and figuring out what it is you’re called to do here at Augustana. Sophomore year can be a time prone to “storms” as you move out of your assigned dorms on the south side of campus and choose your own roommate and friend groups, you figure out what exactly you want to major in, and you try to find your fit in so many different activities on campus. Junior year can be a sweet spot for many people in college. You’re “norming” now. You clearly know your way around campus, and maybe even take an active role in leading the community. And then there’s your senior year...full of thesis presentations and senior art shows and recitals...maybe some research publications...covenant awards, athletic recognitions and victories...presidential offices held...degrees completed...you are performing!

But before you get too sappy about this gift of community, class of 2013, there’s another story I want to share with you that teaches us something about sharing life together. We just heard it read a minute ago from the book of Genesis. The story of the Tower of Babel. One of the first biblical examples we have to illustrate how groups form, storm, norm, and perform.
Babel happened just after the story of Noah and the flood. God’s people had to re-establish themselves on earth. So they came together around a task of building a city and a tower. You can see in the story how they formed, migrating from far away places to come together...how they stormed, overcoming challenges of brick-making and later in the story attempting to decipher confusing languages and garbled speech which sounded like, you guessed it, babel...they normed, identifying themselves as one people with one language...and finally they performed, building a tower that they said reached to the heavens...Babel was a city that even God was impressed with, saying, “Look! This is only the beginning of what they will do, nothing that they propose to do now will be impossible for them.”

Does the story sound familiar? Does it mirror how you’re feeling at the end of your senior year at Augustana? This is only the beginning of what your class with do. Nothing that you propose to do now will be impossible. You’ve empowered one another. You’ve made a difference on campus. You’ve made a name for yourselves, just as the people of Babel set out to do. You’ve created a reputation and a legacy for yourselves, class of 2013.

But here’s the thing about the Tower of Babel story, and maybe about our own story too...it doesn’t end there. The writer of Genesis doesn’t stop with God simply admiring the work that God’s people have done. In fact, God observes this community that has formed, stormed, normed, and performed, and calls them to something completely different, and completely unsettling...

“Look,” God says, “they are one people, and they have all one language...Come, let us go down, and confuse their language there, so that they will not understand one another’s speech.”

“So,” the bible says, “the Lord scattered them abroad from there over the face of all the earth, and they left off building the city.”

God scattered them.

God confused their speech so that they couldn't understand one another, and God scattered them.
You have to wonder why. If these people had a good thing going, building towers and cities and establishing community, why interrupt it? Doesn't God want people to work together and accomplish great things?

Let's go back to Bruce Tuckman for a moment, and his stages of group development, because we haven't heard the end of his story either...

About twelve years after Tuckman came out with his theory of form, storm, norm, perform he collaborated with a woman named Mary Ann Conover Jensen to revisit his work. They ended up revising the original group development formula and adding a fifth stage. Adjourn.

Who knows, maybe Tuckman and Jensen had been reading Genesis, because they too saw something important about a group breaking up and dispersing. A group's work wasn't finished until they could successfully separate. After all, communities exist not just for the sake of themselves, but for the sake of others to whom they are scattered and sent.

Class of 2013, you have done impressive work. You have come together as one group, one people. Like the people of Babel you've learned to speak one language. We all know what we mean when we say the Commons or the GSC, we know how to articulate the benefits of liberal arts education, and we know what it is to integrate faith and service into our learning.

Like the story in Genesis you've built a city for yourselves. You've left your mark at Augustana. This place will not be the same because of you. God is no-doubt looking at you today and saying “this is only the beginning of what you will do.”
And this isn’t the end of your story, dear graduates. If the patterns in
Genesis and in Tuckman’s theory hold true, and if your class is like
every other class that has come through the doors of Augustana, you too
will be scattered. Maybe even confused. After today you’ll all end up in
new places where people speak different languages, and you’ll need to
develop new communities, starting over again from square one…form,
storm, norm, perform, and inevitably again, adjourn.

It would seem that life is a cycle of four years of college, repeating again
and again. We are never done being freshman. We never stay seniors
forever. There will always be times when life is new and
unknown...when you start a new job, or have your first child, and you
have no clue what your doing. And there will be times when you have it
all down...when life is routine, and your friends are established, and you
can anticipate and even control what comes next.

But never get too comfortable in the city you’ve built for yourself.
Because the city, remember, this tower you’ve worked so hard to put up
isn’t for your sake...so that you can live well, or so that others will look
on amazed at what you’ve done.

Next fall a new freshman class will come to Augustana and start their
four year cycle all over again. They’ll move into dorm rooms in Solberg
and Bergsaker Halls, and it won’t even occur to them that your class
once occupied those same spaces.

And while they’re nervously trying to form their new community, under
the illusion that if they build their city well enough, it just might last
forever...you will be out there in the world somewhere, learning what it
means to be scattered. Because, after all, that’s the reason that you form
community in the first place...so that you can be scattered, so that you
can be sent.

As we get older it gets more and more enticing to stay in that senior
year “perform” stage forever. Never trying out new communities or new
environments or new jobs. After we finish school, we don’t get
commencement services every four years, thrusting us out of our
comfort zones yet again.
The reminder today is that God doesn’t want God’s people to get complacent. Communities don’t work well when we stay in them forever. Tuckman and Jensen remind us of this too. Form, storm, norm, perform…and then adjourn, scatter, go somewhere else. Go somewhere new.

Let us pray...

Lord God, pour out your Holy Spirit on these graduates this day, just as you did at Babel. Stir them from comfort and complacency, confuse their speech and give them new language in new places. Call them out of this city they’ve built for themselves, and send them to work on new towers all over your world. Scatter them, O God, in Jesus’ name and for Jesus’ sake. Amen.
BACCALAUREATE
Saturday, May 25, 2013 - 10:00 am
Holy Communion
Week of Pentecost

Prelude

In Glorious Splendour  setting by Ralph Ford
I. Reflection
II. Celebration

Processional

“Procession of Honor”  Jay Dawson

Invocation
L: Blessed be the holy Trinity, + one God, who gives us a new birth into a living hope, who raises us with Christ from death, who fills us with the Holy Spirit.
C: Amen.

Congregational Hymn

“Joyful, Joyful, We Adore Thee”

Joyful, joyful we adore thee, God of glory, Lord of Love!
Hearts unfold like flow’rs before thee, praising thee, their sun above.
Melt the clouds of sin and sadness, drive the gloom of doubt away.
Giver of immortal gladness, fill us with the light of day.

All thy works with joy surround thee, earth and heav’n reflect thy rays,
estars and angels sing around thee, center of unbroken praise.
Field and forest, vale and mountain, flow’ry meadow, flashing sea,
chanting bird, and flowing fountain call us to rejoice in thee.

Thou art giving and forgiving, ever blessing, ever blest,
well-spring of the joy of living, ocean-depth of happy rest!
Thou our Father, Christ our brother, all who live in love are thine;
teach us how to love each other, lift us to the joy divine!

Prayer of the Day
L: The Lord be with you.
C: And also with you.
L: Lord God, you call us 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.
C: Amen.

Choir Anthem

“Pilgrims Hymn”  Stephen Paulus
Augustana Choir

Scripture

John 14:25-27
Acts 2: 1-21
Genesis 11:1-9

Sermon
Pastor Ann Elizabeth Rosendale
Hymn  
"Lord of All Hopefulness"

Lord of all hopefulness, Lord of all joy, whose trust, ever child-like, no cares could destroy:  
be there at our waking and give us, we pray, your bliss in our hearts, Lord, at the break of the day.

Lord of all eagerness, Lord of all faith, whose strong hands were skilled at the plane and the lathe:  
be there at our labors, and give us, we pray, your strength in our hearts, Lord, at the noon of the day.

Lord of all kindliness, Lord of all grace, your hands swift to welcome, your arms to embrace:  
be there at our homing, and give us we pray, your love in our hearts, Lord, at the eve of the day.

Lord of all gentleness, Lord of all calm, whose voice is contentment, whose presence is balm:  
be there at our sleeping, and give us, we pray, your peace in our hearts, lord, at the end of the day.

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Prayers of Intercession

Our prayers are led by the 2012-2013 recipients of the Covenant Awards, which reflect the five core values of Augustana. We begin by singing this response twice, and then will sing it after each petition.

Christian - Phil Uecker, ‘13  
Liberal Arts - Tony Yang, ‘13, Kaitlin Hjerpe, ‘13  
Excellence - Coral Hanson, ‘13, Erika Zetterlund, ‘13  
Community - Kimberly Homan, ’13, Thad Titze, ’13  
Service - Molly Seberg, ‘14

Holy Communion - Dialogue

L: The Lord be with you.  
C: And also with you.  
L: Lift up your hearts.  
C: We lift them to the Lord.  
L: Let us give thanks to the Lord our God.  
C: It is right to give our thanks and praise.

Eucharistic Prayer

L: Holy God, you alone are holy, you alone are God. The universe declares your praise: beyond the stars; beneath the sea; within each cell; with every breath.  
C: We praise you, O God.  
L: Generations bless your faithfulness: through the water; by night and day; across the wilderness; out of exile; into the future.  
C: We bless you, O God.  
L: We give you thanks for your dear Son: at the heart of human life; near to those who suffer; beside the sinner; among the poor; with us now.  
C: We thank you, O God.  
L: Remembering his love for us on the way, at the table, and to the end, we proclaim the mystery of faith:  
C: Christ has died. Christ is risen. Christ will come again.  
L: We pray for the gift of your Spirit: in our gathering; within this meal; among your people; throughout the world. Blessing, praise, and thanks to you, holy God, through Christ Jesus, by your Spirit, in your church, without end.  
C: Amen.
Words of Institution
Lord's Prayer
Invitation to Communion

Distribution Music
Augustana Choir
“Beautiful Savior”
F. Melius Christiansen

Congregational Hymn
“Lord Whose Love in Humble Service”
Lord, whose love in humble service bore the weight of human need,
who upon the cross, forsaken, worked your mercy’s perfect deed:
we, your servants, bring the worship not of voice alone, but heart;
consecrating to your purpose ev-’ry gift which you impart.

Still your children wander homeless; still the hungry cry for bread;
still the captives long for freedom; still in grief we mourn our dead.
As you, Lord, in deep compassion healed the sick and freed the soul,
by your Spirit send your power to our world to make it whole.

Called by worship to your service, forth in your dear name we go,
to the child, the youth, the aged, love in living deeds to show;
hope and health, good-will and comfort, counsel, aid, and peace we give,
that your servants, Lord, in freedom may your mercy know and live.

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Blessing
Choral Benediction
“God Be With You Til We Meet Again”
William Tomer
arr. Larry Mayfield

Hymn
“We are Marching in the Light of God”
We are marching in the light of God, we are marching in the light of God.
We are marching in the light of God, we are marching in the light of God.
We are marching, marching, we are marching, marching, we are marching in the light of God.
We are marching, marching, we are marching, marching, we are marching in the light of God
Additional stanzas:
We are dancing...
We are praying...
We are singing...

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Dismissal
L: Go in peace, serve the Lord.
C: Thanks be to God.

Recessional
“Fanfair and Hymn: A Mighty Fortress”
arr. Jay Bocook
Augustana Band

PREACHER
Rev. Ann Elizabeth Rosendale, Campus Pastor

PRESIDING MINISTER
Rev. Dr. Paul HW Rohde, Loken Endowed Chair for the Campus Pastor
Dr. Karen Younger, Dr. Russell Svenningsen

LECTORS
John Detlie
Daniel Fry

PROCESSIONAL CROSS BEARER
Mandy Seeley, Alaina Heiskary

CHRIST CANDLE BEARER
Katie Hjerpe

TORCH BEARERS
Michael Seeley

BOOK BEARER
Augustana Band, Dr. Paul Schilf, Director

BANNER BEARER
Augustana Choir, Dr. Paul Nesheim, Director

MUSIC