

36th Convention of the Church of the Lutheran Confession

Prospectus



“Make a Joyful Shout to the LORD!”

- I. The LORD is God.
- II. The LORD is Good.

June 20-23, 2024
Immanuel Lutheran College
Eau Claire, WI

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Immanuel Lutheran College
Eau Claire, Wisconsin

June 20-23, 2024



“Make a Joyful Shout to the LORD!”

*Make a joyful shout to the LORD, all you lands!
Serve the LORD with gladness;
Come before His presence with singing.
Know that the LORD, He is God;
It is He who has made us, and not we ourselves;
We are His people and the sheep of His pasture.*

Psalm 100:1-3 (NKJV)

“The LORD is God!”

*Enter into His gates with thanksgiving,
And into His courts with praise.
Be thankful to Him, and bless His name.
For the LORD is good;
His mercy is everlasting,
And His truth endures to all generations.”*

Psalm 100:4-5 (NKJV)

Essayist: Pastor Wayne Eichstadt,
Gethsemane, Spokane Valley, WA

“The LORD is Good!”

Essayist: Pastor Drew Naumann
Trinity, Spokane, WA

Servants of the Convention

Convention Chaplain: Pastor Thomas Naumann, Mt. Zion, Madison Heights, MI

Convention Service Speaker: Pastor Delwyn Maas, Gift of God, Mapleton, ND and St. Paul, Ponsford, MN

Convention Service Liturgist: Pastor Paul Krause, Trinity, Watertown, SD and Zion, Hidewood Township, SD

Convention Memorial Service Speaker: Pastor Emeritus Vance Fossum, Holy Trinity, West Columbia, SC

Convention Reporter: Professor Joseph Lau, Immanuel Lutheran College, Eau Claire, WI

Convention Organ Coordinator: Teacher Lane Fischer, Immanuel, Mankato, MN

Convention Technology Coordinator: Professor Ross Roehl, Immanuel Lutheran College, Eau Claire, WI

Convention Committee Chairmen and Vice-Chairmen

Committee 1: President's Report and Board of Education and Publications

Chairman: Mr. James Arndt, Berea, Inver Grove Heights, MN

Vice-Chairman: Pastor Timothy Daub, Prince of Peace, Hecla, SD

Committee 2: Immanuel Lutheran College

Chairman: Pastor Samuel Rodebaugh, Faith, Manchester, MO

Vice-Chairman: Pastor James Naumann, Our Savior's, Jamestown, ND

Committee 3: Missions

Chairman: Pastor Matthew Hanel, St. Matthew, Dallas, TX

Vice-Chairman: Teacher Andrew Roehl, Grace of Valentine, NE

Committee 4: Doctrine

Chairman: Pastor Michael Roehl, St. Paul, Bismarck, ND

Vice-Chairman: Pastor Joesph Naumann, Immanuel, Mankato, MN

Committee 5: Finances

Chairman: Mr. Jay Hanel, Immanuel, Mankato, MN

Vice-Chairman: Professor David Rodebaugh, Immanuel Lutheran College, Eau Claire, WI

Committee 6: Membership and Constitution

Chairman: Mr. Joel Gerbitz, Messiah, Hales Corners, WI

Vice-Chairman: Pastor David Ude, Living Hope, Appleton, WI

Committee 7: Elections

Chairman: Teacher Ross Kok, Holy Cross, Phoenix, AZ

Vice-Chairman: Pastor Aaron Ude, Good Shepherd, Rapid City, SD

Tentative Convention Schedule

THURSDAY—June 20

8:00 a.m. Registration

9:00 a.m. Orientation for 1st Time Delegates – ILC Library

10:00 a.m. **1st Session**

Opening Devotion – Chaplain Thomas Naumann
Supplementary Reports and Other Unprinted Materials
President’s Message and Report
Treasurer’s Report.
Auditor’s Report
Roll Call
Update Committee Assignments
Convention Organization: Seating of Delegates; Ratification of
Convention Floor Committees; Approval of Convention Schedule
Explanation of Voting - Procedure for Nominating Ballots
Recognition of Visitors
Moderator’s Remarks
Announcements
Recess Session - Floor given to Chaplain Thomas Naumann

12:00 noon Lunch

1:00 p.m. Committee’s Organize and Begin Work

5:00 p.m. Supper

6:10 p.m. Conference Choir Practice - Fieldhouse

6:30 p.m. Resume with Prayer – Floor given to Chaplain Thomas Naumann

Committee #6: Membership—Ratification and Seating of Delegates

First Essay and Discussion – Floor given to Pastor Wayne Eichstadt

Close Session - Floor given to Chaplain Naumann

8:00 p.m. Floor Committees resume work.

FRIDAY—June 21

9:00 a.m. **2nd Session**

Opening Devotion - Floor given to Chaplain Thomas Naumann
Preliminaries and Reading of the Minutes
Committee #7: Elections
Committee #5: Finance- Report on CBP and set overall budget figures (subject to later actions in connection
with board reports)
Committee #7: Elections
Committee #1: President’s Message/Board of Education & Publications
Committee #7: Elections
Committee #1: President’s Message/Board of Education & Publications
Committee #7: Elections
Committee #3: Missions
Committee #7: Elections
Announcements
Recess Session - Floor given to Chaplain Thomas Naumann

12:00 noon Lunch

1:00 p.m. Resume with Prayer - Floor given to Chaplain Thomas Naumann
Second Essay – Floor given to Pastor Drew Naumann
Committee #7: Elections

2:30 p.m. Break

2:45 p.m. Committee #7: Elections
Committee #3: Missions
Committee #7: Elections
Committee #3: Missions
Committee #7: Elections
Close Session - Floor given to Chaplain Thomas Naumann

5:00 p.m. Supper

6:30 p.m. Conference Choir Practice - Fieldhouse

7:00 p.m. Presentation on ILC Building Project Cost Adjustments/Scheduling Proposal

Floor Committees resume work if necessary.

SATURDAY—June 22

9:00 a.m. **3rd Session**

Memorial Service – Floor given to Pastor Emeritus Vance Fossum
Preliminaries and Reading of the Minutes
Committee #7: Elections
Committee #4: Doctrine
Committee #7: Elections
Committee #4: Doctrine
Committee #7: Elections
Committee #2: Immanuel Lutheran College
Recess Session – Floor given to Chaplain Thomas Naumann

12:00 noon Lunch

1:00 p.m. Resume with Prayer - Floor given to Chaplain Thomas Naumann
Committee #2: Immanuel Lutheran College

3:00 p.m. Break

3:15 p.m. Committee #2: Immanuel Lutheran College
Committee #6: Membership
Close Session – Floor given to Chaplain Thomas Naumann

5:00 p.m. Supper

6:30 p.m. Convention Communion Service – Messiah Ev. Lutheran Church

Preacher: Pastor Delwyn Maas / **Liturgist:** Pastor Paul Krause

SUNDAY—June 23

9:00 a.m. 4th Session

Opening Devotion - Floor given to Chaplain Thomas Naumann
Preliminaries and Reading of Minutes
Committee #5: Finance
Announcements
Recess Session – Floor given to Chaplain Thomas Naumann

12:00 noon Lunch

1:00 p.m. (If Necessary)

Resume with Prayer
Committee #6: Membership—Convention Statistical Report
Committee #7: Elections: Complete Election/Assignment Report; Dates for Next Convention; Thanks
Unfinished Business
Reading of the Final Minutes
Installation of Officers and Board Members
Announcements

3:00 p.m. Close Session – Floor given to Chaplain Thomas Naumann

Note: It is approximately a two-hour drive to the Minneapolis/St. Paul International Airport. Please take that drive time as well as the time needed for check-in into consideration when making travel plans.

The official closing time of the convention is 3:00 p.m. Sunday.

Thank you!

Convention Committee Work Assignments

Committee #1: President's Report/Board of Education & Publications

- President's Report (References to issues on Board of Doctrine, Board of Regents, or Board of Missions may be assigned to Committees 2, 3, or 4)
- Board of Education and Publications (All but Board of Education & Publication FY25 Operating Budget)
- Webmaster's Report
- Recruiter to the Public Ministry Report
- Worship Committee Report

Committee #2: Immanuel Lutheran College

- Board of Regents' Report: Introduction, Parts I-V:A-G
- ILC Facility Expansion Program Committee 2024 Report
- Building Committee Report
- Memorial from Pastor Paul Tiefel Jr. regarding the Shortage of Teachers/Pastors

Committee #3: Missions

- Board of Missions Report—the entire report except for the General Budget for FY25

Committee #4: Doctrine

- Board of Doctrine Report
- 2023 CLC General Pastoral Conference Report to the 2024 CLC Convention
- Memorial from the Pacific Coast Pastoral Conference to the 2024 General Convention of the CLC: Regarding the Thesis and Antithesis on the Role of Admonition in the Termination Fellowship with Church Bodies (TARA¹⁹⁹⁰)

Committee #5: Finance

- Board of Trustees Report
- Treasurer's Report (given at Convention)

Committee #6: Membership and Constitution

- Applications for Membership in the CLC
- Ratification and Seating of Delegates
- Report of the Standing Constitution Committee
- Report of CLC Statistician
- Convention Statistical Report

Committee #7: Elections

- Elections
- Division of Questions
- Complete Election/Assignment Report
- Dates for Next Convention
- Thanks

2024 CLC Convention Committee Assignments

* Committee Chairman / ** Committee Vice-Chairman / *** Applying for membership at this convention

#1 - President's Report/Pub

Pastor David Baker
Pastor Theodore Barthels
Pastor Timothy Daub **
Pastor George Dummann
Professor Joel Gullerud
Teacher Brandan Heinze
Pastor Drew Naumann
Pastor David Pfeiffer
Pastor David Reim
Professor David Schaller
Pastor Thomas Schuetze

#2 - ILC/Regents

Pastor Michael Gurath
Pastor Delwyn Maas
Pastor James Naumann **
Missionary Todd Ohlmann
Pastor Samuel Rodebaugh *
Pastor Zachary Sippert
Teacher Isaac Schmitt***
Pastor Jonathan Schnose
Pastor Paul Tiefel II
Professor John Ude
Pastor Matthew Ude
Teacher Michael Wheaton

#3 - Missions

Pastor James Albrecht
Pastor Norman Greve
Pastor Matthew Hanel *
Teacher Jeffrey Karnitz
Teacher Matthew Kranz
Pastor Glenn Oster
Teacher Andrew Roehl **
Professor Stephen Sippert
Teacher Paul Tiefel III
Pastor Mark Tiefel
Pastor Timothy Wheaton

Delegate A

Resurrection-Calgary, AB
St. Stephen-Mountain View, CA
Zion-Lawrenceville, GA
Berea-Inver Grove Heights, MN *
Bethel-Morris, MN
Our Redeemer-Red Wing, MN
Our Savior's-Jamestown, ND
Redeemer-Bowdle, SD
St. Matthew's-Richardson, TX
Trinity-Millston, WI

Delegate A

St. Paul's-Vernon, BC
Peace-Orofina, ID
Word of God-Pana, IL
Calvary-Marquette, MI
Immanuel-Mankato, MN
Peace-Mission, SD
St. Luke's-Lemmon, SD
Good Shepherd-Rapid City, SD
Gift of God-Fairfax, VA
Luther Mem. Fond du Lac, WI

Delegate A

Immanuel-Winter Haven, FL
Ascension-Batavia, IL
Gethsemane-Saginaw, MI
St. Paul's-Austin, MN
Gift of God-Mapleton, ND
Holy Spirit-Albuquerque, NM
Berea-Sioux Falls, SD
Resurrection-Corpus Christi, TX
St. John's-Clarkston, WA
St. Paul's-Melrose, WI

Delegate B

Prince of Peace-Loveland, CO
Word of God-Pana, IL
Our Savior-Cadillac, MI
Living Savior-Eden Prairie, MN
St. Paul's-Ponsford, MN
Zion-Ipswich, SD
Berea-Sioux Falls, SD
Our Shepherd-Conroe, TX
Ascension-Tacoma, WA
Peace With God-Onalaska, WI

Delegate B

Holy Truth-Ketchikan, AK
Faith-Coloma, MI
Redeemer-Sister Lakes, MI
Grace-Sleepy Eye, MN
Grace-Valentine, NE
Holy Spirit-Albuquerque, NM
Zion-Hidewood Township, SD
St. Matthew's-Richardson, TX
Redemption-Lynnwood, WA
Gethsemane-Spk. Valley, WA
St. Paul's-Melrose, WI

Delegate B

Holy Cross-Phoenix, AZ
St. Peter's-Iron River, MI
Berea-Inver Grove Heights, MN
Holy Trinity-West Columbia, SC
Prince of Peace-Hecla, SD
Trinity-Watertown, SD
St. Paul's-White River, SD
Trinity-Spokane, WA
Messian-Eau Claire, WI
Trinity-Millston, WI

* Delegate James Arndt

2024 CLC Convention Committee Assignments

* Committee Chairman / ** Committee Vice-Chairman / *** Applying for membership at this convention

#4 - Doctrine

Pastor Michael Eichstadt
Pastor Jay Hartman
Pastor Richard Kanzenbach
Pastor Terrel Kesterson
Missionary Bruce Naumann
Pastor Joseph Naumann **
Teacher Joshua Ohlmann
Pastor Douglas Priestap
Pastor Michael Roehl *
Professor Jeffrey Schierenbeck
Pastor Chad Sebyt
Teacher Nathan Wales

#5 - Finance

Teacher Neil Bernthal
Missionary Peter Evensen
Pastor Paul Krause
Pastor David Naumann
Pastor Dennis Rieken
Professor David Rodebaugh **
Teacher Seth Schaller
Teacher Kevin Schrader
Pastor Stefan Sonnenfeld
Professor Matthew Thurow
Professor Mark Weis

#6 - Membership/Constitution

Pastor Jonah Albrecht ***
Pastor Luke Bernthal
Pastor Frank Gantt
Teacher Benjamin Hanel
Pastor Benjamin Libby
Professor Paul Naumann
Pastor Nathan Pfeiffer
Pastor Neal Radichel
Pastor Robert Sauers
Pastor Ed Starkey
Pastor David Ude **

Delegate A

Grace-Fairbanks, AK
St. Paul's-Lakewood, CO
Our Savior-Cadillac, MI
St. Peter's-Iron River, MI
Grace-Fridley, MN
Faith-New Ulm, MN
St. Paul's-White River, SD
Holy Trinity-West Columbia, SC
Gethsemane-Spokane Valley, WA
Messiah-Eau Claire, WI

Delegate A

Holy Truth-Ketchikan, AK
Faith-Coloma, MI
Salem-Eagle Lake, MN
St. Paul's-Ponsford, MN
Grace-Sleepy Eye, MN
Grace-Valentine, NE
Prince of Peace-Hecla, SD
Redmption-Lynnwood, WA
Living Hope-Appleton, WI
Peace Thru Christ-Middleton, WI

Delegate A

Holy Cross-Phoenix, AZ
Prince of Peace-Loveland, CO
Grace-Live Oak, FL
Mount Zion-Detroit, MI
St. John's-Okabena, MN
Faith-Manchester, MO
Zion-Hidewood Township, SD
Trinity-Spokane, WA
Messiah-Hales Corners, WI *
Peace With God-Onalaska, WI

Delegate B

St. Stephen-Hayward, CA
Mount Zion-Detroit, MI
St. John's-Okabena, MN
Our Redeemer's-Red Wing, MN
Our Savior's-Jamestown, ND
Redeemer-Bowdle, SD
Resurrection-Corpus Christi, TX
Morning Star-Fairchild, WI
Peace Thru Christ-Middleton, WI
Redeemer-Cheyenne, WY

Delegate B

Resurrection-Calgary, AB
St. Stephen-Mountain View, CA
Grace-Live Oak, FL
Calvary-Marquette, MI
St. Paul's-Austin, MN
Immanuel-Mankato, MN *
Bethel-Morris, MN
Faith-Manchester, MO
St. Paul-Bismarck, ND
Luther Memorial-Fond du Lac, WI

Delegate B

Grace-Fairbanks, AK
St. Paul's-Vernon, BC
Peace-Orofino, ID
Gethsemane-Saginaw, MI
Faith-New Ulm, MN
St. Luke's-Lemmon, SD
Peace-Mission, SD
Good Shepherd-Rapid City, SD
Gift of God-Fairfax, VA
Faith-Markesan, WI

* Delegate Jay Hanel

* Delegate Joel Gerbitz

2024 CLC Convention Committee Assignments

* Committee Chairman / ** Committee Vice-Chairman / *** Applying for membership at this convention

#7 - Elections

Pastor-Elect Paul Agenten ***
Pastor Cory Drehle
Teacher Lane Fischer
Pastor Timothy Holland
Teacher Ross Kok *
Teacher Stephen Krause ***
Pastor Nathanael Mayhew
Pastor Andrew Schaller
Pastor Caleb Schaller
Teacher Levi Schaller ***
Pastor Aaron Ude **

Delegate A

St. Stephen-Hayward, CA
Redeemer-Sister Lakes, MI
Living Savior-Eden Prairie, MN
St. Paul-Bismarck, ND
Zion-Ipswich, SD
Trinity-Watertown, SD
Our Shepherd-Conroe, TX
Ascension, Tacoma, WA
Morning Star-Fairchild, WI
Faith-Markesan, WI
Redeemer-Cheyenne, WY

Delegate B

St. Paul's-Lakewood, CO
Immanuel-Winter Haven, FL
Zion-Lawrenceville, GA
Ascension-Batavia, IL
Salem-Eagle Lake, MN
Grace-Fridley, MN
Gift of God-Mapleton, ND
St. John's-Clarkston, WA
Living Hope-Appleton, WI
Messiah-Hales Corners, WI



Convention Sessions: Parliamentary Procedures

To maintain good order our meetings, both within the committees and on the convention floor, are conducted according to accepted Parliamentary Procedures, also known as *Robert's Rules of Order*. (A brief internet search on "Robert's Rules of Order" will yield many sites that offer a much more complete listing than is practical here.) The following is a brief summary and meaning of some of the terms you will likely hear during our sessions. The Moderator will also give explanation as needed.

"Move" or "So Move" or "Make a Motion" – Indicates that someone is making a proposal that the body take certain action, or that it express itself as holding certain views.

"Support" or "Second" – Indicates that the motion has been seconded, which is necessary before any motion can be discussed by the convention delegates. This prevents the body from having to waste time discussing a motion held only by a single individual. If a motion is not seconded it is said to "Die for Lack of a Second."

"Move to Table" – Indicates that the person making the motion wishes to "table" or delay the vote and further discussion of the subject under debate to a later time and for a specific reason. To lay on the table is the highest-ranked subsidiary motion. It must be seconded. It cannot be amended or debated but must be voted upon. It requires a simple majority vote. It is useful but ought not be misused simply to "kill" or "get rid of" a motion.

"Move Referral" – This is a motion to send the topic under debate back to the Floor Committee that brought it for further clarification or rewording. It is useful in that it can prevent lengthy and pointless debates, and it protects the convention from making a poor decision. It should include specific direction to the Floor Committee, so that its members understand what the convention desires them to do. A motion to refer can be applied to any main motion or any amendment that may be pending. It must be seconded. It can be debated, only any debate must be directed towards the desirability of referring the question. It can be amended and requires a simple majority vote.

"Call the Question" or "Move to Cease Debate" – This motion requests that all debate end and the vote be taken on the motion before the assembly. It must be seconded. No further debate is permitted prior to take a vote. A 2/3 majority is required to cease debate. If the vote to "Cease Debate" passes, the vote on the motion before the assembly is taken immediately without further discussion.

"Division" – The Moderator declares if a motion passed or failed. If any voting member in the assembly questions whether or not the ruling of the Moderator accurately reflects the outcome of the vote just taken, he calls "Division" and a hand vote (electronic vote) is taken.

"Point of Order" – This can be called at any time. It supersedes all other discussion, motions, or seconds. This is called if a member of the assembly believes that Parliamentary Procedure has not been followed in some way.

Respectfully submitted,
Pastor Paul D. Nolting
CLC Moderator

CLC President's Report to the Coordinating Council

April 10, 2024

Exodus 14:3-14 — *And Moses said to the people, "Do not be afraid. Stand still, and see the salvation of the Lord, which He will accomplish for you today. For the Egyptians whom you see today, you shall see again no more forever. The Lord will fight for you, and you shall hold your peace." And the Lord said to Moses, "Why do you cry to Me? Tell the children of Israel to go forward.*

Not long after being freed from their centuries-long slavery in Egypt, God's people found themselves trapped against the Red Sea. With Pharaoh's "panzer divisions" bearing down upon them, annihilation seemed certain. All appeared hopeless. That was the problem. The situation was being judged by appearances, not by faith. When that happens a sense of defeatism invariably sets in. "Go forward!?" But how? There's nowhere to go.

Like Israel of old, God's people of today may feel trapped, seeing no way to move forward in a culture intensely and openly hostile to the truths of the Bible. How can she hope to make a difference in a time when she appears so marginalized by today's godless society? How can the Church advance in a time when the current generation is leaving its Christian upbringing in record numbers?

In our own CLC, with a lack of teachers for our day schools, with an aging clergy roster, and with a declining number of young people in our congregations, we may feel penned in, and therefore, powerless to advance the cause of the Gospel. We may also wonder how in today's religious climate, which emphasizes form over substance, can a small confessional Lutheran church body hope to survive?

But, while the problems we face as a synod are real and cannot be ignored, the Captain of our Salvation urgently calls us to go forward with the work He has given us to do. It's only when faulty human reason takes control that the problems we face as individuals and as a church body seem unsurmountable. The Lord calls His people to walk by faith, not by sight. With Him leading the way, there is no room for defeatism. Buoyed up by His mighty Word, let us poke out the eyes of our reason, and simply trust that the same Almighty God who fought for His people of old, fights for us today.

On the banks of the Red Sea, when Israel gave into fear, one thing she failed to do was to look back and see how the Lord had never once failed to help her. From Abraham on, Israel's entire history showed the Lord's unwavering commitment to His people. In fact, hadn't they just witnessed His faithfulness, when, with ten mighty wonders, He forced Pharaoh to let His people go. How could they think He would let them down now?

When we are tempted to give into doubts because of present circumstances, we too can look back with amazement at our own history. We have so much for which to be thankful. We give thanks to the Lord for our CLC forefathers, who took a stand for the Gospel. By His grace, they saw the necessity to form a new church body, and in His strength they moved forward in that undertaking. Over the sixty-four years of our history, the Lord has preserved within us a commitment to confess Scripture in all its truth and purity. At the same time, He has maintained within us a true evangelical spirit, in which the Gospel is given the predominance in our preaching and in our practice.

He has blessed us with Immanuel High School, College and Seminary, where we have been able to pass down our Reformation heritage to several generations, as well as to train a great many workers for His kingdom. Throughout the history of Immanuel, He has blessed her with talented and devoted professors, teachers, administrators, office workers, counselors, grounds-keepers, dorm supervisors, volunteers, etc. Over the years He has enabled us to make several major property improvements on the Immanuel campus.

He has blessed us with dedicated pastors, missionaries, day school teachers, and laymen. He has provided us with men willing to put in many hours in serving Him as synod officers and board members. How grateful we are to Him for our congregations, which have so generously supported our CLC mission program with their prayers and monetary gifts. Certainly, we can be very thankful for the women of our synod who, over the years, have shown tremendous zeal in serving their Savior and in supporting His work among us. In recent decades the Lord has astonished us by “parting the waters,” doing what, by human reason, we would have never thought possible, in that He has enabled us to cross over into many foreign lands with the Gospel. Most recently the Holy Spirit has brought about a true unity of faith with Philippine Pastor Jordan Palangyos and the church body he serves.

Other blessings of note include the Lord providing an ILC seminary graduate, Paul Agenten. And, while as of now, we won't have another seminary graduate until the Spring of 2027, it is very encouraging to look at the picture on the back cover of the April *Lutheran Spokesman* and see nine “Immanuel Lutheran College pastor-track students.” Also, very heartening is that we have eleven students currently enrolled in Immanuel's teacher training program. With that said, let us fervently pray that the Lord continue to provide workers for the harvest. Let us also all be open to creative approaches that could help with our current vacancy situation.

We remember with thanks to the Lord the faithful service of ILC Professor Mark Kranz, who is retiring at the end of the current school year. Throughout the 40 years of his service as a professor and day school teacher, Mark brought dedication and enthusiasm to the classroom, teaching subjects such as history, geography, math, and education methods courses. During his years at ILC he served as the Athletic Director, a coach, and director of the ILC band. May the Lord richly bless Mark's continuing service to the Lord in whatever capacity that may take.

We give thanks for our new ILC Professor, Matthew Thurow. Our prayers are with him as he begins his work at Immanuel this coming Fall. We are confident that he will be a true blessing to both the students and faculty of Immanuel.

Yet another blessing from the Lord of the Church was the faithful service of Pastor and Professor David Lau. David shepherded several different CLC congregations, and served on the ILC faculty for fourteen years. Many of our CLC pastors speak with deep gratitude for the privilege of being able to sit at the feet of Professor Lau during their seminary years. David also authored many articles for the *Lutheran Spokesman* and the *Journal of Theology*, as well as writing a highly regarded fifty-year history of the CLC, titled *Out of Necessity*. After his “retirement” David continued to serve his Lord as a pastor, as the CLC Archivist, and in a multitude of other ways. His Gospel spirit and firm reliance on Scripture, will be missed. Trusting in the blood and righteousness of Christ, David, by the grace of God, was received into eternal glory with his Savior on April 4th of this year. “*Precious in the sight of the LORD Is the death of His saints*” – Psalm 116:18.

These, and many more blessings, have all come to us from the merciful hand of our loving Savior God. With Jacob we rightly confess that we are not *“worthy of the least of all the mercies and of all the truth which You have shown Your servant[s]”* — Genesis 32:10. In fact, as vessels of clay there have been many times when we, as a church body, have stumbled in our service to the Lord. Only by His grace have we been able to move ahead and continue with the work He has given us to do. As we press forward into the future we take to heart the words of the Apostle Paul: *“Not that we are sufficient of ourselves to think of anything as being from ourselves, but our sufficiency is from God”* — 2 Corinthians 3:5.

Looking to the near future, there is much work before us at our upcoming June Convention. In the weeks between now and then let us busy ourselves in praying for the Lord's blessing upon our convention. May He give us both wisdom and zeal as we set about to do His work.

One important matter to keep in mind as we head into convention is that in the new fiscal year 50% of the cost for funding our third foreign missionary is to be transferred over to the CLC General Budget. This is according to a 2022 convention resolution. Conceivably this could place some strain on our upcoming general budget. May God help us overcome what could prove to be a challenging situation. For most definitely, having Missionary Bruce Naumann in Africa has been a tremendous blessing to our kingdom work in that part of the world.

Also of convention concern, is the issue regarding Romans 16:17 as it relates to TARA (1990). The 2023 General Pastoral Conference was directed to study this issue and report back to this year's convention. I am recommending that the convention receive its work with thanks. However, since there are some remaining questions about this matter, I further recommend that, going forward, our study focus on the words of Scripture rather than the words of our human documents. So, also, I support the PCPC memorial as included in the 2024 *Prospectus* (pp. 71-72).

When reason attempts to take the upper hand, causing us to wonder how we can move forward, let the Psalm writer remind us that *“Our help comes from the LORD, Who made heaven and earth” - Psalm 121:2*. Individually and collectively, let us repent of our doubts and fears, trusting in the free and full forgiveness Jesus won for all by the shedding of His precious blood. When courage is needed let us run to His empty tomb, where death and hell have been forever vanquished. How can we ever feel defeated when, in Him, we've already won!

“Go forward!” says the Lord to His people. Let us go then, praying that the Holy Spirit bless us with the undaunted spirit of the hymn stanzas:

Oh, may Thy soldiers, faithful, true and bold,
Fight as the saints who nobly fought of old
And win with them the victor's crown of gold.
Alleluia! Alleluia!

And when the fight is fierce, the warfare long,
Steals on the ear the distant triumph song,
And hearts are brave again, and arms are strong.
Alleluia! Alleluia!

(The Lutheran Hymnal 463:3,5)

In the Grace and Peace of the Risen Lord Jesus,
Pastor Michael Wilke, CLC President

Board of Education and Publications Report

**"The fear of the LORD is the beginning of wisdom,
And the knowledge of the Holy One is understanding."**

Proverbs 9:10

Prayer: *We thank You, heavenly Father, that You so graciously supply us with the wisdom unto salvation which You have given us through Word and Sacraments beginning in our youth and even unto this day. We also thank You for the opportunity of the Christian education of our youth. Through the years You have blessed the CLC with many Christian Day Schools, two High Schools, a College and a Seminary. Enable us to keep our risen Savior at the heart of every classroom. We ask that You would continue to empower and encourage all CLC called workers and staff. Abide with them, and through the Spirit's grace increase their faith, enlarge their knowledge of Your Word, and renew their zeal to teach. By the Spirit working through Your Word, strengthen and guide our young people with the one thing needful. Keep all Your lambs safe from the dangers of the world and give them an extra measure of your Spirit through the Word taught at home by faithful parents. Finally, cause the Word to shine forth in their lives, all to the glory of our risen and ascended Lord Jesus Christ. Amen.*

Coordinating Council Informative Items

1. As per the 2022 CLC Convention resolution, a Christian Education Committee (CEC) was appointed by the CLC President, and he has affirmed that the CEC will operate as a standing committee under the auspices of the BOEP. The CEC members are David Maas, Phillip Strike, David Bernthal, Matthew Fiechtner, and Joshua Ohlmann. The CEC has met and organized and have developed first drafts of A)Committee Guidelines, B)Assistance Application form, and C) A CDS Guide that will assist both startup and established schools. This is our answer to the first part of the 2022 Convention resolution: *"RESOLVED that the BoEP brings a proposal for continued implementation and ongoing funding of a program to establish new Christian Day Schools and provide support and encouragement to already established schools requesting assistance to the 2024 CLC Convention for consideration and approval."*

In regard to the "ongoing funding": Since the Christian education of our youth has always been a priority of the CLC, we **propose in addition to the EduK8 Fund listed below, that a yearly budget be allocated to the CEC amount to be determined by the convention.** Several congregations have expressed interest in this fund.

2. The 2022 CLC Convention also resolved *"that we establish a Fund for Christian Education to be administered by the CLC Board of Trustees at the direction of the BoEP and for the purpose of assisting CLC congregations in the establishment and ongoing support of Christian Day Schools."* That fund has been created and been named the EduK8 Fund and has a current balance of \$42K+. A Spokesman article has been written and published explaining the purpose of the fund.

Publications

1. Recently translated to the Church Triumphant, David Lau had completed a written volume titled "Christian Teachings for Confessional Lutherans Worldwide." He originally wrote it for the online theological website our foreign missionaries are using to train pastors. Recognizing

the potential of this work as a tool for pre-theological and seminary training, we have completed the publication. Final editing was done by Paula Naumann, and graphic design artist Tim Schaser did the formatting and design. The finished work is a “print on demand” publication. Interested individuals should contact the CLC Book House.

2. The Catechism Committee (Pastor Wayne Eichstadt—Chairman, Pastor Joe Naumann—Secretary, Pastor Del Maas, Pastor Nathanael Mayhew, Mr. David Bernthal, Mr. Neil Bernthal, Mr. Craig Owings) meet every two weeks. They have been diligently working on three items:
 - An Errata for the Sydow Catechism based on feedback from CLC Pastors
 - Producing a new catechism. The goal is to complete a new and updated version of the Catechism that will be published on demand, is available in multiple translations, and has supplemental material including a teacher's edition, digital teaching tools, multiple workbooks, catechetical helps, etc. The working plan is to publish the Catechism in NKJV, ESV, and EHV with select passages in a specific translation if deemed necessary or prudent.
 - Producing an enchiridion (Luther's *Small Catechism*).

Future projects include revising the current workbook, producing a Teacher's Edition of the Catechism, and a second workbook.

3. The Board is advancing with a project by retired CLC teacher Kevin Hulke titled “Teach Them To Observe All Things” – a Christian Doctrine Curriculum. It is a website created to provide a year-long course to help children understand the teachings of Christianity using Bible lessons. Kevin invites CLC pastors and teachers to critique the project lessons and offer edits/suggestions for improvement. Send suggestions to: kevin.hulke@gmail.com. The project link: <https://sites.google.com/view/teachthemtoobserveallthings/>
4. The website: www.onlinetheologicalstudies.org continues to be developed by CLC foreign missionaries to teach theology overseas. Pastors Todd Ohlmann and Peter Evensen and Bruce Naumann are organizing and translating the tools found on the site to train students as the LORD opens doors in ever increasing amounts overseas.
5. The Board is looking to revitalize its efforts at updating the current online Sunday School lessons in the God's Hand in Our Lives series. Frank Radichel and Annette Kuehne gave the website a fresh look, and the work of adding new stories and teaching videos continues.

Daily Rest

- The Board has approved a new website providing access to past issues of Daily Rest.
- We thank Editor David Pfeiffer, Assistant Editors Tom Naumann, Matthew Kranz, Samuel Rodebaugh, John Mueller and also the Daily Rest staff for their continued service to the LORD.

The Lutheran Spokesman

- Longtime faithful proofreader Rev. David Lau, upon receiving his upward call, was replaced by Rev. Vance Fossum.
- New series in the *Spokesman* include "Our Liturgical Legacy," and "Voices from the Past."
- Pastor Michael Eichstadt and retired teacher Karl Olmanson have been added to the staff.

- Graphic artist Trudy Lingen of Pipestone Press has taken over as our layout person. The excellence of her work can be seen in the cover compositions and other graphic touches in recent months.

We thank Editor Paul Naumann, Assistant Editor Craig Owings, and the Spokesman staff for their continued service to the LORD.

The *Journal of Theology*

The goal of the *Journal* staff is to provide edifying content for study, devotion, and spiritual growth and development. To accomplish this goal, an effort is being made to avoid publishing too much material that is readily available from other sources--focusing instead on producing new material that serves the purpose of the *Journal*. This can be challenging in view of other responsibilities that staff members have in local ministries and calls as well as other synodical roles. The timeliness of issue publication continues to be a challenge, but one which the editors and staff continue to address. The recent addition of Mr. Tim Schaser as graphic design artist for the layout of the *Journal* should aid in more timely publication.

We thank Editor Wayne Eichstadt, assistant Editor Norman Greve, proof-reader Craig Owings, as well as the *Journal* staff for their continued service to the LORD.

Ministry by Mail Subscriptions

While Ministry by Mail currently has only two paid subscribers who receive print through the postal service, many of our congregations print and distribute these sermons each Sunday on their own. Our weekly emails are sent to 39 addresses. Sermons are posted by Heidi Ludvigson and archived on our website, "LutheranSermons.org," by Alan Olmanson. Heidi also helps by formatting, printing, and emailing our sermons, as well as sharing links weekly on our Facebook page. A new addition to this ministry is our weekly sermon podcast which has a weekly audience of approximately 20 listeners. We encourage our pastors to advertise this devotional resource to their members. (Search "CLC Ministry by Mail" on all major podcast platforms.) The current writing staff consists of Pastors Luke Bernthal, Tim Daub, John Klatt, Paul D. Nolting, Nathan Pfeiffer, and Michael Roehl.

We thank Editor Nathan Pfeiffer, assistant to the Editor Heidi Ludvigson, as well as the sermon contributors for their continued service to the LORD.

The Book House

The Book House continues its work of fulfilling orders online and in store, as well as handling duties as circulation manager for the three synod periodicals; the *Spokesman*, *Journal*, and *Daily Rest*.

The Board thanks manager Jessica Lau as well as all the Book House staff for their ongoing faithful service.

CLC Websites

The Webmaster report (*Prospectus* p. 19) summarizes current website details.

Budget: The following is a brief financial report.

Board of Education/Publications	FY21 Actual	FY22 Actual	FY23 Actual	FY24 3/31/24	FY24 Budget	FY25 Proposed
Beginning Balance	\$54,637	\$54,933	\$49,164	\$48,870		
Starting Balance Periodicals:	\$54,636	\$54,932	\$49,164	\$48,870		
Receipts: Ed-Pub	\$14,245	\$9,182	\$14,042	\$8,650	\$15,000	\$15,000
Daily Rest	\$15,943	\$16,162	\$15,564	\$5,472	\$16,000	\$17,000
Ministry by Mail	\$0	\$35	\$42	\$126	\$300	\$100
Lutheran Spokesman	\$18,504	\$17,630	\$28,208	\$10,705	\$27,400	\$24,000
Journal of Theology	\$264	\$320	\$300	\$66	\$500	\$500
Total Receipts:	\$48,956	\$43,329	\$58,156	\$25,019	\$59,200	\$56,600
Balance & Receipts	\$103,592	\$98,262	\$107,320	\$73,889		
Disbursements:						
Ed-Pub	\$14,245	\$9,182	\$13,384	\$8,286	\$15,000	\$15,000
Daily Rest	\$8,420	\$11,517	\$15,080	\$10,239	\$13,000	\$14,500
Ministry by Mail	\$0	\$259	\$0	\$35	\$300	\$100
Lutheran Spokesman	\$25,441	\$27,577	\$29,536	\$21,835	\$28,500	\$31,000
Journal of Theology	\$553	\$563	\$450	\$555	\$1,200	\$1,000
Total Disbursements:	\$48,659	\$49,098	\$58,450	\$40,950	\$58,000	\$61,600
Ending Balance	\$54,933	\$49,164	\$48,870			

Respectfully submitted,

Pastor Dave Naumann (Chairman), Mr. Rick Nelson, Prof. Ross Roehl, Teacher Seth Schaller

Webmaster's Report

Below is a list of the various CLC online services, and the people who maintain them. Their efforts are appreciated!

- Frank Radichel and Annette Kuehne maintain our “public face” to the world with the **CLClutheran.org**, **LutheranSpokesman.org**, **JournalofTheology.org**, and **LutheranSundaySchool.org** websites. They also maintain the **OnlineTheologicalStudies.org** and **breadoflife.CLClutheran.org** websites, as well as the **CLClutheran.net** website (ensuring that documents and links of interest to CLC members are kept updated). They also assist several congregations with their websites.
- Pastor Matthew Ude, assisted by our foreign missionaries, continues managing our international outreach through the **LutheranMissions.org** website. He also assists several congregations with their websites.
- Pastor Nathan Pfeiffer, Alan Olmanson and Heidi Ludvigson maintain Ministry by Mail: (**LutheranSermons.org**).
- Jessica Lau maintains the **CLCBookhouse.org** website.
- Professor Paul Naumann and Jennifer Schaller maintain **ILC.edu** and **ILC Daily Bulletins**, as well as posting **ILC Chapels** on YouTube. Professor John Ude is developing the online learning platform **LutheranLessons.org**.
- Teacher Paul Tiefel III and Ryan Hammett maintain the **CLCtvbs.org** website.
- Frank Radichel and Annette Kuehne currently maintain the **WhatDoesTheBibleSay.org** website.

- Frank Radichel and Annette Kuehne have been instrumental in redesigning many of our websites over the past several years. Per the 2020 convention directive (“We encourage the BOEP to investigate ways that we can expand our online presence beyond websites and to coordinate with other boards to work toward a common CLC look and feel”), they have begun adding a CLC common menu to our websites and have begun sharing “Bread of Life” daily devotions and Lutheran Spokesman lead stories on Facebook to alert interested parties to the new content on CLC websites.
- For about ten years, the Clergy have used an outside cloud service to maintain an online space to share files, images, etc.. This company ceased operations, which caused us to lose access to all of these shared files. A new shared space has been created for clergy and teachers to share files at www.MemberRecords.com/SharedFiles
- Pastor Glenn Oster remains the point of contact for questions regarding our online services, maintains the server and various domain names, and assists where needed with our various online services and individual congregation websites. He also manages our “CLC” Trademark at the United States Patent and Trademark Office (to keep other church organizations from using the “CLC” name and, perhaps more importantly, so that another organization is not able to forbid our use of that name).
- It is exciting to see many individuals/groups within the CLC doing what they can to touch the hearts of fellow sinners with God’s Word via online/email/Facebook devotional material (e.g. The Witness, The Branches, Daily Devotions, etc.). Although their efforts are not part of the CLC’s official outreach or oversight, they are appreciated. We wish God’s guidance and blessing upon their faithful and effective use of these media. We also recognize the many dedicated people who maintain their congregational websites.

The CLC Server: We continue to lease a dedicated server from the GoDaddy company. It is a Linux CentOS server with 16 GB of RAM and 4TB drive space (of which we are using about half). Backups are done weekly (Tuesdays). We provide free space on the server for CLC congregations and affiliated foreign organizations. We thank Pastor Matt Ude and Frank Radichel for their assistance in managing this server.

Domain Names: We own several other domain names for possible outreach purposes: IglesiaEspanola.com, LutheranEspanol.com, LutheranDevotions.org/com, LutheranHymns.org, LutheranSchool.info.

As the printing press allowed Luther to easily spread God’s Word throughout Germany and other nations, so the Internet allows us to easily spread God’s Word throughout the nations. We give thanks to our omniscient God for the wide reach of the Internet and the many people willing to give their time in this effort. We ask His guidance to faithfully and effectively make use of this opportunity and blessing that has been given to us!

In Christ,
Glenn Oster, CLC Webmaster

Recruiter to the Public Ministry Report

Then [Jesus] said to his disciples, “The harvest is plentiful, but the laborers are few; therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest.” (Matthew 9:37-38)

The Lord sends out laborers into His harvest field, so the called worker crunch that we perceive is not ours to worry about. But it is ours to be concerned about, and, as with every concern, we take the matter of seemingly few laborers to the Lord in prayer. In addition to prayer, I have also been given the special opportunity the past three years to speak with young people of our synod about the possibility of pursuing the preaching and teaching ministries.

Since the last convention, I have been invited to Immanuel Lutheran High School twice to speak with the upper classmen about the public ministry. Both occasions have been during College Visitor’s Day. My goal has been threefold: to lower the barrier to entry that young people tend to build up in their minds regarding the ministry, to disabuse them of the notion that they must experience the feeling of an “inner calling” in order to pursue the ministry, and to share with them my experiences of the interpersonal joys that the Lord gives through the ministry.

The statistics seem to show some success in the recruiter program. This past year there were two students in the upper ends of the teaching program and two students in the upper ends of the preaching program, including one who recently graduated Seminary. But there were sixteen students in their first two years of the programs—eight each in preaching and teaching. We praise the Lord for leading more young people to pursue the preaching and teaching ministry!

I also am very thankful for the men serving at Immanuel who have taken a proactive approach in encouraging young people to pursue the ministry. I believe this has been going on for a long time, but I’ve now been able to witness it firsthand the past three years. Being able to work in conjunction with these men has made me very grateful for their insights and the encouragement they provide—I am hardly alone in the recruiting efforts.

There are additional areas on which I’ve been focusing. I don’t want to just recruit, I also have been focused on retaining the students (and again, I’m hardly alone in this effort either). I am working to get several Pre-Theology students to come shadow me for four days this summer; my goal is to get them to see what the pastoral ministry is like on a day-to-day basis. Several of the Pre-Theology students have expressed the difficulty of waiting for five years for vicaring before finding out what the pastoral ministry is like. To that end, I would like to see a more structured shadowing program for Pre-Theology students at Immanuel. I think it would be beneficial if we could schedule shadowing weekends into each semester with pastors who are much more experienced than me.

I’ve also spent some time speaking with parents of prospective college students. I have found some hesitation from some parents to encourage their children into the public ministry. So, if you have young people in your congregation who you think could be candidates for the public ministry, I’d encourage you not only to speak with them, but also to share your thoughts and encouragement with their parents as well. And may the Lord bless our efforts!

Respectfully submitted,
Pastor Sam Rodebaugh
CLC Recruiter to the Public Ministry

Worship Committee Report

Mr. Philip Reim was appointed by the Praesidium to replace Mr. Barry Hay, who stepped down from the committee in 2022. We thank Mr. Hay for his twelve years of service on the Worship Committee.

We would like to remind congregations that free worship sheet music is available at Musescore.com, including

- hymns arranged for piano and organ
- hymns with instrumental accompaniment (trumpet, flute, recorder)
- choir music (SATB, Men's Choir, A Capella, Mixed Duet, Solo Voice)
- psalms for solo, choir, or congregational singing



To access the sheet music, **use the QR code**

Or

Use the link: musescore.com/user/23289961

Worship material can also be accessed through the Worship Committee website at worship.clclutheran.net. To browse materials by category, click on the Worship Materials tab.

Current projects include collecting more materials for children's choir and worship service liturgies.

We continue to welcome requests, suggestions, and submissions from congregations regarding worship material to review and make available to the synod.

Respectfully submitted,
CLC Worship Committee

Professor Joel Gullerud (joel.gullerud@ilc.edu)

Mr. Philip Reim (reim.philip@gmail.com)

Pastor David Ude (david.m.ude@gmail.com)

Mr. Randy Wittorp (randy.wittorp@gmail.com)

IMMANUEL LUTHERAN HIGH SCHOOL, COLLEGE, & SEMINARY

Report of the Board of Regents April 2024



Introduction

"I am the Alpha and the Omega, the first and the last, the beginning and the end." Revelation 22:13

When writing novels, authors often craft their stories such that the book ends in a completely unexpected way from how it began. Many times, in order to build suspense, there is a "twist", or unforeseen outcome. How thankful we can be that our Savior and the spiritual life's story that He has written for us is not like that. Our lives with Him do not start or are created one way, and then end in a completely unexpected one. There is no surprise, or "twist" in our spiritual story. Instead, our Savior gives us a consistent, steadfast view of Himself.

In the final chapter of Revelation, Jesus uses Alpha and Omega, the first and last letters of the Greek alphabet, to describe Himself. This description conveys several things about our Savior. He is consistent. He is unchanging. He is dependable and faithful. He is the eternal, powerful, and almighty God. Jesus, our Savior, is the beginning and the end.

Jesus calls Himself the Alpha, the first, the beginning. He was there from eternity at the beginning of time and before the world was created. John 1 reaffirms this: *In the beginning was the Word, and the Word was with God, and the Word was God. He was in the beginning with God. All things were made through him, and without him was not any thing made that was made.* Jesus is fully God as the second person of the Trinity, and as such He truly is the Alpha, "the first", and "the beginning". Not only is Jesus the beginning, He is also the beginning for us. As almighty God, He is responsible not only for the beginnings of our earthly lives, but also for the beginnings of our spiritual lives. At our baptisms, when the seed of faith was planted in our hearts by the Holy Spirit, Jesus was there as the object of our faith. He is the beginning not only for us, but for His Church on earth as well. When His Church began, it began in Him, in His name. His name was proclaimed as the crucified Christ first to the area around Jerusalem, and then to the Gentiles around the world. Even so today, our church and our school, Immanuel, had its beginning, its foundation, in Christ. And just as we ourselves can be certain of a strong and sure beginning in Christ, so also with our church body and school.

Jesus also calls Himself the Omega, the last, the end. Unlike the novel of a best-selling author, the ending of our story is not unknown; we are not in suspense. The "author of our faith" has the perfect end in store for us. *For I know that my Redeemer lives, and at the last he will stand upon the earth. And after my skin has been thus destroyed, yet in my flesh I shall see God, whom I shall see for myself, and my eyes shall behold, and not another. My heart faints within me!* (Job 19:25-26) As we consider Immanuel and our synod, the CLC, we admit we cannot see the future. We don't know how long our church body will last, or exactly what the future of our school holds. But we do know that whatever the end is, it will be in Christ and according to His will. Let us be assured that He will bring the work of His church on earth, and the CLC and Immanuel in particular, to a blessed conclusion, whatever that might be, that the work done here may succeed in the task for which He sent it.

The "Alpha and the Omega," has all things, including Immanuel, in His almighty hands.

I. ENROLLMENT

High School			College								Seminary			
Class	2023-24	2024-25	Class	2023-24	2024-25	AA 2023-24	AA 2024-25	BS 2023-24	BS 2024-25	BA 2023-24	BA 2024-25	Class	2023-24	2024-25
Fresh.	29	23	Fresh.	10	5	2	2	4	2	4	1			
Soph.	30	30	Soph.	8	10	0	2	4	4	4	4	Junior	0	1
Junior	20	30	Junior	2	8			2	4	0	4	<u>Middler</u>	0	0
Senior	24	20	Senior	1	3			0	3	1	0	Senior	1	0
Part-Time	1	1	Special	0	0									
			Online	2	2									
TOTAL	104	104		23	28	2	4	10	13	9	9		1	1
TOTAL FULL-TIME	103	103		21	26	2	4	10	13	9	9		1	1

Notes: AA – Associate of Arts / BS – Bachelor of Science in Education / BA – Bachelor of Arts in Pre-Theological Studies. There is also a program called *Bachelor of Arts in Religious Studies*, with no students currently enrolled.

TOTAL STUDENTS:

- AY 2023-24: **129** (126 full-time, 1 part-time; 2 online; 3 nonmembers)
- AY 2024-25: **131** (130 full-time, 1 part-time; 2 online; 2 nonmembers)

66 residents in the dormitories for 2023-2024 (63 billed for room and board)

- North Hall (Boys' Dorm) has 31 (29 + 2 RAs)
- South Hall (Girls' Dorm) has 29 (28 + 1 RA)
- West Hall has 7 (college/seminary males)

66 residents in the dormitories for 2024-2025 (62 estimated for room and board)

II. PERSONNEL

A. Professor Mark Kranz Retirement:

Professor Mark Kranz announced his plan to retire following the 2023-24 school year, his 23rd year faithfully serving at Immanuel and 40th year overall in the CLC teaching ministry. We thank the LORD of the Church for the many gifts and blessings that He has provided Immanuel and the CLC as a whole through Professor Kranz, including his teaching, serving as athletic director and coach, and directing the band.

B. Professor-Elect Matthew Thurow:

Replacing Professor Kranz will be Professor-Elect Matthew Thurow, starting his role on campus the 2024-25 academic year. Teacher Thurow comes to us from serving as principal and teacher beginning in January of 1996 at Gethsemane Lutheran in Spokane Valley, WA; Grace Lutheran in Valentine, NE; and Berea Lutheran in Inver Grove Hts., MN. We look forward to seeing his God-given gifts utilized on our campus.

C. Dormitory Supervisors:

After serving three years each as dorm supervisors, both Paul and Courtney Agenten plan to resign at the end of this 2023-24 academic year. Paul is concluding his final year of seminary and, at the time of this report, is waiting to see the Lord's will for him to serve in the pastoral ministry. We thank them both for their faithful service to the LORD and for being such positive role models to our dorm students.

ILC has received multiple applications for each of these positions to begin the 2024-25 academic year. These positions include an adult male for the boys' dorm and an adult female for the girls' dorm. These roles are vital to our campus given how they provide spiritual counsel and a fatherly or motherly role to those students who are living away from home. Review of applications is underway.

D. Administrative Calls, Appointments, and Ratifications:

Prof. Daniel Schierenbeck has accepted the call to continue serving as ILC President, serving a term of two years which will end in June of 2026.

The Board of Regents has made the following appointments:

- High School Principal – Prof. Joel Gullerud (continuing term, through May of 2025)
- Dean of Students – Prof. Mark Weis (continuing term, through May of 2025)
- Assistant to the Dean – Prof. Joseph Lau (continuing term, through May of 2025)
- Academic Dean – Prof. Paul Naumann (continuing term, through May of 2025)
- Seminary Dean – Prof. John Ude (continuing term, through May of 2025)

The Board of Regents has also ratified the following appointments by the ILC President:

- Assistant to the President – Prof. Steve Sippert (new term, through May of 2026)
- Registrar – Prof. Jeffrey Schierenbeck (new term, through May of 2026)
- Athletic Director – Prof. David Rodebaugh (new term, through May of 2026)
- Webmaster – Prof. Paul Naumann (new term, through May of 2026)

E. Counseling/Mentoring

Our counseling program, which is now in its fourth year, has shown to be a great blessing to the student body. We thank Steve Sydow and April Sydow for serving the Lord in this manner. They report that as time goes on, their “presence there is becoming to feel like it’s normal and people in general are just more willing to talk about using counselors. Some [students] come in to talk through things they need more input on, frustrations, difficulties in life, and some mental health concerns/issues.” Parents and staff members have also approached them to help monitor certain situations in case helping students is needed.

F. Athletic Trainers

For a number of years, Marshfield Clinic has been providing trainers at athletic events to Immanuel and other local high schools at no cost. This valuable service has been greatly appreciated. Unfortunately, they will no longer be able to provide this service for free, and the cost of continuing it is prohibitive at \$40,000 or \$80,000 per year.

G. Thirteenth Professor:

Following the retirement of Professor Michael Sydow in 2008, the decision was made to delay the calling of this 13th professor position. Student enrollment at the time was declining and budgetary pressures made it difficult to sustain this (cf., *2008 CLC Convention Proceedings*, p. 10, pp. 14-15). Thankfully our professors responded by being willing to take up some of the work. Since then, some of the overall teaching workload has been assigned to willing part-time

teachers who did not necessitate fulltime salary and benefits. At the time, the Convention declared the following (cf. 2008 CLC Convention *Proceedings*, p. 63):

We further urge the Board of Regents to issue a call for the 13th professor as soon as it is financially possible.

Given this, the Regents reviewed this need annually until such a time the need didn't seem to be as vital or urgent. Yet this statement by the 2008 CLC Convention remains as a responsibility laid on the Board of Regents that it is to pursue.

We recognize that the workload of our professors is beyond what is normally expected of those in the secular teaching world. As such, we highly value the dedication that all of our professors and staff have in their faithful service in the LORD's kingdom. Their spirit of joyful service to their Savior is clearly evident. If there is one major concern that the Board of Regents has heard from members of the Faculty, it has to do with the growing administrative duties that have arisen given what is expected in today's world. This is a matter that the Board has discussed at great length, and there are ways that we are trying to address this gradually over time, including seeking more volunteer help from outside the Faculty.

Given our changed circumstances and the dynamics of our current situation, the Board of Regents makes the following recommendation:

★CONVENTION RECOMMENDATION:
 That the urging of the 2008 CLC Convention to pursue calling the 13th Professor be recognized as something that is not necessary at this time.

III. ACADEMICS AND POLICY

A. College and Seminary Graduates:

We praise our LORD for His mercy in providing us with called workers through the pipeline of our pastor and teacher training system. The table below shows the college and seminary graduates from the last two years:

Year	AA (#)	BS-Education	BA-Pre-Theology	Seminary
2022-23	3	Levi Schaller ² (Dec. '22) Danielle Gamble Stephen Krause ²		Jonah Albrecht ¹
2023-24	0		Sam Radermacher	Paul Agenten ¹

¹ Currently serving (or, as a 2024 graduate, intending to serve) in the pastoral ministry of the CLC

² Currently serving (or, as a 2024 graduate, intending to serve) in the teaching ministry of the CLC

B. Dual Credits:

In recent years there has been a growing popularity to offer dual-credit courses. These courses allow our high school students to fulfill electives while also gaining credit for college. This is fitting given we also have a college on our campus. This includes the following courses:

- Science 101: Physical Science
- Psychology 102: General Psychology
- English 101: Composition I
- English 102: Composition II

These courses allow our high school students to have the same advantage that many public high schools offer their students. Obviously this helps them kick-start their path to college. But by taking these courses at our college, it also helps them receive these courses from a Christian perspective and mindset. This may also create interest from our high school students to further their education at our college.

C. Transfer and Articulation Agreements:

Immanuel Lutheran College now has transfer agreements with the following:

- University of Wisconsin-Eau Claire through 12/31/2026
- Chippewa Valley Technical College through 12/31/2027
- University of Wisconsin-Stout through 8/1/2030

In addition to these agreements, it's been reported that ILC credits have been accepted by a number of other colleges, including University of Wisconsin-Madison and University of Wisconsin-Milwaukee. By compiling a record of this kind of acceptance of our ILC credits, our Academic Dean is able to further help students with their transfers.

D. TEAM Goals Policy Update:

Uniform evaluations are now required for all high school and college courses, athletics, activities, and dorm life. To help ensure accountability and improvement, procedures have been developed to share these evaluations and provide constructive feedback. These evaluations are part of implementing the TEAM (Teaching Excellence and Accountability with Mutual) Goals policy that the Regents reported to the 2022 CLC Convention. This policy seeks to encourage, maintain, and promote professional improvement, accountability, and development among the faculty and staff.

E. Religion 411: Distinguishing Law and Gospel:

Religion 411: *Distinguishing Law and Gospel* is now offered every other year as a three-credit college course. This is required for students in both the BA Pre-Theological Studies and the BA Religious Studies curriculums. The seminary faculty determines whether to include this as a requirement for seminary students who have four-year degrees from other colleges.

F. Health 201 and Its Impact:

Given Faculty concerns regarding its usefulness and relevance, along with duplication of material from a similar high school course, Health 201 has been dropped from the college curriculum. In reviewing this course, it was also determined that many other colleges and universities no longer have such a course as a requirement. As a result of this, the overall required credits for all of ILC's four-year degrees have been reduced by three. The total number of required credits in the AA program remains the same while the elective credits are now increased by three.

G. Piano/Organ Requirement for Teaching Program:

The required number of piano or organ semesters has been reduced from four to two for BS – Elementary Education students. This change was based on the desire to remove a possible hindrance to students desiring to pursue a degree in elementary education while at the same time providing enough musical education for our graduates to successfully teach music in the elementary grades.

H. Helping College Students Decide on Pursuing the Teaching or Pastoral Ministry:

The college department has been investigating the possibility of BS/BA (Bachelor of Science in Education/Bachelor of Arts in Pre-Theological Studies) dual enrollment for those students trying

to decide between preparing to be a teacher or a pastor. There are ways to support this in the first two college years but would be difficult for the Junior and Senior years. Providing additional advising to students is part of the solution.

The Regents have also been discussing the possibility of offering one-credit courses for each year a pre-theological student attends ILC. These could be styled like seminar or conference courses with minimal lectures which help the students become more aware of what a pastor does and introduce certain skill sets which are covered more deeply in seminary. Perhaps these skills could even lead to the students getting a taste of some pastoral experience in our congregations prior to seminary. The teaching program has a number of practical courses in education methods to help students realize what a teacher does. While the Bachelor of Arts in Pre-Theological Studies well-prepares students for seminary, there are really no college courses that are obviously designed to kindle or retain interest in the practical side of the pastoral ministry. Perhaps courses like the following could help students make decisions:

- Introduction to Pastoral Ministry (Freshman year)
- Introduction to Preaching Sermons (Sophomore year)
- Introduction to Pastoral Teaching (Bible Class/Catechism) (Junior year)
- Introduction to Pastoral Counseling (Senior year)

These courses could also help foster interest and supplement training for the Limited Ministry Program (cf., *2022 CLC Convention Proceedings*, p. 62).

I. Five-Year Path to Candidate for Reverend Ministry (CRM) for Non-Traditional Students:

Upon the recommendation of the Faculty, the Regents approved a five-year path to Candidate for Reverend Ministry (CRM) degree (for further details, see appendix: “Five-year path to a CRM for non-traditional students”). The purpose of this is to provide non-traditional students of an older age with a limited amount of previous college education a pastoral ministry education in the span of five years rather than the ordinary span of seven years. After completion of this training, the student could then be considered for certification as a pastor.

J. Lay Ministry Support:

Currently Immanuel has four different paths that it offers for those who desire to serve in the pastoral ministry:

- 1) Traditional seven-year path with four years in Pre-Theological studies in college and three years in seminary. This works best with in-person study during all seven years at Immanuel. This person is eligible to be certified as a pastor at completion.
- 2) Reduced five-year path for those with a four-year college degree in which the student takes two years of language and religion courses in college and three years in seminary. Some college courses can be done on-line or with a pastor, but attendance at Immanuel would at least be required during seminary. This person is eligible to be certified as a pastor at completion.
- 3) Reduced five-year path for those non-traditional students 30 years and older with a limited amount of previous college education with two years of language and religion courses in college and three years in seminary. Some college courses can be done on-line or with a pastor, but attendance at Immanuel would at least be required during seminary. This person is eligible to be certified as a pastor at completion.
- 4) Reduced three-year path called the Limited Public Ministry (LPM) in which students 35 years and older with a previous college education take a mixture of college and seminary classes. Two years are required of in-person study at Immanuel. The person becomes certified as LPM which requires pastoral supervision after completion.

While these programs are offered, some of our congregations are taking a creative approach by having laymen carrying out various ministry tasks. For example, they may preach Ministry-by-Mail sermons and/or may teach prepared Bible Classes. This can be a challenge since some of them have little or no pastoral training plus are unable to live away from their congregation in order to train at Immanuel. It would be helpful for them to enhance their Bible study skills in order to be discerning of the truth of God's Word and thus be able to identify solidly confessional Lutheran materials to use in a lay ministry.

With this in mind, a suggested approach is for the layman to secure a mentor pastor who would help him serve. In addition, the following online courses would help him get at least some training to help benefit him as he serves:

- Religion 101-102: Study of the Old Testament
- Religion 203-204: Study of the New Testament
- Religion 305-306: Symbolics (Study of Lutheran Confessions)
- Religion 407-408: Dogmatics (Systematic Study of Bible Doctrine)
- Religion 411: Law and Gospel
- Religion Methods 326: Catechism Instruction, Bible History, Study of Hymns, and Church History
- English 101-102: Composition I & II (or equivalent from another college)
- English 207: Public Speaking (or equivalent from another college)

Perhaps the following courses could be implemented at ILC over time and also be offered:

- Introduction to Pastoral Ministry
- Introduction to Preaching Sermons
- Introduction to Pastoral Teaching (Bible Class/Catechism)
- Introduction to Pastoral Counseling

In addition to this, an eight-week in-person vicarship could be sought to help the layman observe and gain practical experience from an experienced mentoring pastor. Given that the goal of this is to provide training and support to laymen serving in the ministry, there is no degree or certification awarded at completion of these courses.

K. Modern History High School Course Dropped:

Modern History has been removed from the courses currently offered to high school students. This course has had low enrollment for a number of years. In addition, offering dual-credit courses (college courses offered to high school students) has provided more elective options, thus making it more difficult to sustain all the electives with healthy enrollments.



IV. BUILDINGS AND GROUNDS

A. Campus Wi-Fi:

In response to the 2022 CLC Convention resolution to improve the campus Wi-Fi (cf., *2022 CLC Convention Proceedings*, p. 114), an expert was consulted to make an inspection of the campus Wi-Fi. Although he found that much of the Wi-Fi coverage in the buildings was good, some recommendations for improvement were given. The following items were completed as a result of his inspection:

- a. Six long range Unifi Access points were purchased to replace the original access points. These have been installed in strategic locations to improve signal coverage.
- b. A new access point was installed in the south stairwell of South Hall for those rooms beyond the concrete wall separating them from the access point in the hallways.
- c. Bandwidth speed with our provider Charter/Spectrum has been increased from a 100 mbps to a 500 mbps dedicated fiber optic connection.

B. Immanuel Professorage Committee (IPC):

From the *2010 CLC Convention Proceedings*, p. 65:

RESOLVED, that the CLC President appoint an ILC Professorage Committee comprising three qualified individuals who will work under the Board of Regents:

- 1) to maintain a prioritized list of the non-emergency maintenance needs of our professorages;
- 2) to publicize these needs to our CLC congregations and to enlist volunteer help to carry out this work when possible; and;
- 3) to coordinate the completion of the work that is necessary.

Since the creation of this committee, an incredible amount of work has been completed by the organizational work of the IPC and volunteer efforts of so many who made sacrifices of their time and energy. Every single professorage has received major updates of some kind, particularly with siding, windows, doors, HVAC, appliances, interior renovations, etc. When walking down “Prof Row” there is a remarkable difference between how things looked in 2010 in comparison to how things are now. Thus the IPC has been an invaluable committee to function at a time when major improvements were absolutely necessary.

With much of the work nearing completion, three of the existing four members of the IPC resigned in the fall of 2022. This caused a re-evaluation of how the important work of this committee could be completed. In consulting with the Regents, the IPC outlined the remaining work and funds needed to complete renovations on the remaining professorages. While some of these have been completed since then, the remaining major updates are anticipated to occur during the summer of 2024 (see IIF List in this report).

In consultation with the CLC President (who appoints IPC members) and the ILC Facilities Manager, the Regents determined – until the future of the IPC is considered by Convention – that the best course of action would be for the ILC Facilities Manager to oversee the completion of the remaining IPC projects and to provide future oversight of professorage maintenance now that the professorages have had these major upgrades. The Facilities Manager believes he will be able to handle these additional responsibilities but at times may require contractual services and additional summer help, the latter for which the Regents have budgeted. It is still hoped

that the continued availability of volunteer labor will help keep future costs of any professorage projects to a minimum. In fact, at the IPC's urging over the past several years, the Regents have grown the portion of its annual budget focused on annual professorage maintenance so that it can be better sustained and not neglected. The Regents and the outgoing IPC members highly recommend that this be continued.

We wish to thank all of the various members of the IPC who served over the years for their dedicated service. Their efforts have allowed for the renovation of our facilities for a mere fraction of the costs by minimizing contracted outside labor and saving money by securing materials when they were on sale. In addition, they have updated these homes to be more functional and more comfortable living quarters for our professors and their families, thus showing our admiration and appreciation to them for their labors on our campus. The LORD has truly blessed Immanuel through all of IPC's efforts!

Given all these factors, the Board of Regents makes the following recommendation:

★CONVENTION RECOMMENDATION:

That the Immanuel Professorage Committee program as authorized by the 2010 CLC Convention be discontinued.

C. Hail Damage Update:

As reported to last Convention, in June 2021 a hailstorm went through Eau Claire. Damage to our property included some of the professorages, the roofs of the Academic Center and Ingram Hall, and other campus buildings. We received a total of \$436,082 from our insurance company to defray the repair expenditures. In order to have a way to track this project, the money received from insurance was funneled through the IIF which may have given the false impression in our financial reports that the IIF was well-funded. After careful monitoring by our Facilities Manager, all the hail damage has now been repaired.

Also, during the insurance-funded reroofing of Ingram Hall, some rotting materials around the dormers were exposed. The CLC President at the time, Pastor Michael Eichstadt, granted us approval to overspend the hail damage project by \$20,000 with our IIF balance so that this particular damage could be repaired simultaneously with the reroofing. This spared us the cost of eventually redoing some of the reroofing in order to do this repair.

While it is disconcerting at any time to have hail damage, in the end this incident helped cover some maintenance issues that would eventually have arisen and also has updated and extended the life of some of our buildings in a way that significantly spares our church body from having to spend further money in the future. We thank the LORD for this!

D. Professor Kranz/Professor-Elect Thurow Professorage (505 Ingram):

Due to the retirement of Professor Mark Kranz at the end of the current school year (AY24), the renovation of 505 Ingram has been added to the IIF list as a high priority. The facilities manager has provided an estimate of \$22,000 for the house to be upgraded and \$26,400 to upgrade the house from boiler heat to HVAC furnace with new ducting. This will allow the home to have central air conditioning, the final professorage to have this feature. In having secured eight willing volunteers, the Facilities Manager hopes that this can be updated in a short period of time during the summer to allow Professor-Elect Matthew Thurow and his family to move in so that he can begin taking up his new responsibilities.

E. ILC Improvement Fund (IIF) List:

IIF Prioritized Project List		Budget	Spent
1*	505 Ingram (Thurow) Renovation	\$22,000	
2*	505 Ingram (Thurow) HVAC Upgrade w/Ducting	\$26,400	
3*	Ambulatory Hallway Roof	\$23,700	
4*	517 Ingram (J. Schierenbeck) Kitchen & Flooring	\$18,000	
5*	513 Ingram (Sippert) Flooring Renovation	\$7,000	
6	521 Ingram (Rodebaugh) Renovation	\$31,000	
7	Tractor with Attachments	\$60,500	
8	Commons Reroof	\$95,000	
9	West Hall/Annex Siding & Stairs	\$42,000	
10	507 Ingram (Ude) Flooring	\$11,000	
11	Administrative Discretionary	\$10,000	
IIF Completed Projects		Budget	Spent
	Hail Damage Insurance Funded Repairs ^A	\$436,082	\$456,642
	507 (Ude) & 513 (Sippert) Ingram Siding & Windows	\$19,000	\$18,500
	Water Heater Repl. for South Hall (Girls' Dorm)	\$42,000	\$37,815
	Upper Parking Lot Drainage Upgrade	\$11,000	\$10,700
	505 Ingram (Kranz) Sewer Line Replacement	\$10,000	\$15,440
	515 Ingram (Gullerud) Siding & Windows	\$15,000	\$12,627
	GBO Workstations and Servers ^B	\$10,000	\$3,686
	513 Ingram (Sippert) Porch Renovation ^C	\$7,500	\$5,426
	507 Ingram (Ude) Kitchen Cabinets	\$9,000	\$9,000
	509 Ingram (Roehl) Kitchen & Flooring	\$11,000	\$9,607

* Projects that are funded

A. Former President Eichstadt granted overspending this line item by \$20,000.

B. Some equipment was donated.

C. A small amount of landscaping will be done through the annual Regents budget.



V. FINANCES

A. Student Aid Fund (SAF):

The Student Aid Fund (SAF) provides loans, scholarships, and grants to assist students in their attendance at Immanuel. The goal is for the SAF to eventually become self-sustaining and much progress has been made toward that goal in recent years.

B. Student Aid Fund (SAF) Budget for FY25:

Fiscal Year	FY 2023 Projected EOY	FY 2024 Budget	FY 2025 Budget
Balance BOY	145,400	150,900	111,750
Revenue:			
Contributions	18,500	25,000	20,000
Interest from Endowment	41,500 ^A	50,000	60,000
Loan Repayments	<u>76,000</u>	<u>65,000</u>	<u>55,000</u>
TOTAL:	136,000	140,000	135,000
Expenditure:			
Family Multi-Student Grants	18,250	33,000	20,000
Scholarships	20,100	23,000	22,000
Tutoring Assistance	1,500	1,000	2,000
High School Tuition Assistance	32,050	30,000	33,000
AA Grants	5,000	4,000	11,000
Loans	80,250	60,000	85,000
Student past due	0	0	0
Other/GBO	<u>12,500</u>	<u>12,500</u>	<u>13,000</u>
TOTAL:	169,650	163,500	186,000
Balance EOY	111,750	127,400	60,750

A: \$40,000 transferred to the SAF from the \$78,700 available fixed income investment earnings of the SAF Endowment

C. Grants from the Public Ministry Preparation Endowment (PMPE) and the SAF:

The PMPE has been a continued blessing through its providing financial assistance to students studying for the public ministry (education, pre-theology, and seminary). The amount of the grant is normally approximated from the PMPE's total fixed income of the prior calendar year divided by the number of students anticipated to receive the grant. The PMPE grant for FY25 is set for \$3,500/student/year. Based upon current tuition rates, this means that the PMPE covers 56% of tuition for each college student and 78% of tuition for each seminary student.

While the PMPE does not provide financial support for college Associate of Arts (AA) students, tuition for these students is offset through an SAF grant which will be \$2,200/student/year for FY25. This means that this grant covers 35% of tuition for each AA college student. This grant is an attempt for ILC to be more of an attractive bargain given how FAFSA (Free Application for Federal Student Aid) helps those who attend other postsecondary institutions.

The Regents will now start utilizing some of the annual fixed income of the PMPE to help financially support those who student teach and vicar as part of their training. Many times these students miss out on an income during this period of time. Those who complete their student teaching as seniors in the education program and those vicars in seminary who complete each of their two pastoral internships will now receive \$1,000 from the PMPE for some financial help. If willing and able, congregations are also encouraged to assist these students with their own collection.

There is also an academic scholarship for those students who maintain at least a 3.5 GPA. This amounts to \$400/student/year for high school students and \$600/student/year for college students. Along with this, there is also a small amount of assistance from the SAF for those eligible students who need academic help through a tutoring program.

A Family Multi-Student Grant (FMSG) is also offered to parents when they have more than one student simultaneously attending Immanuel. This is income-based using the same tiers that are used by Wisconsin for Free and Reduced Meals. After paying in full for the oldest student, the subsequent students in the same family receive a 50%, 25%, or 10% grant applied toward tuition depending on the parental income. For the past year, this grant for high school amounted to either \$2,200; \$1,100; or \$440/student/year.

D. SAF High School Tuition Assistance Grant:

One of the recent additions to the SAF has been the High School Tuition Assistance Grant. This was made possible because Immanuel has been blessed with a regular income stream from the SAF Endowment into the SAF for the last several years. To make good stewardship of the available funds in the SAF and to curtail the possibility of requesting further subsidy from the church body, this program offers an income-based grant using the same income tier criteria as the Family Multi-Student Grant (FMSG). These grants have ranged from \$100 to \$600 annually per high school student. If the student receives a Family Multi-Student Grant, then his/her tuition assistance grant is reduced.

E. Partners in Ministry Program Update:

The Partners in Ministry Program, approved by the CLC Convention (cf., *2016 CLC Convention Proceedings*, p. 44), is designed to link active CLC called servants who have obligations to repay Student Aid Fund (SAF) loans, with sponsors who agree to provide matching funds for payments on those loans. The donor and recipient remain anonymous to each other.

From inception of the program to date, \$60,000 from 8 donors has been matched to 16 loans of called workers to help them pay off \$120,000 of their \$180,000 SAF loan balances. Eight SAF loans have been repaid to date and eight are still receiving matches. These SAF loan matches not only benefit the called workers, but benefit the SAF fund to provide loans for current students, including those preparing for the pastoral and teaching ministries, which ultimately benefits congregations needing called servants. For further information about participating in this program, please contact Business Manager Steve Lentz (715-836-6622/steve.lentz@ilc.edu) or see ilc.edu/about/resources/.

F. Government Aid – Free and Reduced Meals:

Recently the Wisconsin Department of Public Instruction (DPI) reviewed our kitchen and financial management related to the Free and Reduced Meals program. This heavily involved our administration, particularly our Head Cook and GBO Manager. While some reviews were done by third parties in the past, this one was direct and was much more thorough. The DPI required over 28 corrective actions, most of these being very easy to implement. Perhaps the main item which will be the most evident is the fact that we had to allocate meals separate from our overall room and board charge. The overall charge of \$3,600/student/year for room and board in FY25 will be a \$100 increase from FY24. However, this will be reported on our website as being \$2,100 for meals and \$1,500 for room.

The Free and Reduced Meals program has directly benefited the students attending Immanuel with some benefit to the school. A credit is applied to the student accounts of those eligible for this. In the last fiscal year Immanuel received about \$26,000 from the program and also

government commodities which are valued approximately at \$6,000. According to GBO estimates, ILC benefits from about a third of this while the other two-thirds is passed back to the student families. Since this mostly benefits our students' families, we see this as something to continue for now even though we recognize the time, headaches, and hassle our participation involves.

The Regents will closely monitor this program and plan to work with the GBO Manager in our accounting to more accurately monitor the funding. To restate what has been reported to Conventions in the past, if the government would ever place any requirement upon us that would cause us to sacrifice or obscure our confessional position from Scripture, the Regents would immediately cancel this service or any other governmental service which provides support to Immanuel. One year we even conveyed this to parents ahead of the academic year to warn them of this possibility because it appeared that we'd have to do so. However, that never materialized.

During the review, the DPI reviewers were impressed by the overall quality and variety of our food service and praised our personnel for what they prepare and provide for our meals.

G. Tour Choir:

For many years the ILC Tour Choir had been granted a special rate for using a charter bus during their yearly tour in holding concerts at various CLC congregations. This year that rate was discontinued, meaning that the \$10,000 budget for this year's Tour Choir would not be adequate. The CLC President authorized overspending for this and making a synod-wide announcement for offerings to the Tour Choir. Prior to the Tour, it is estimated that \$18,000 was collected for the extra \$17,000 spent for the bus. While funds are still coming in, a total of over \$22,000 has been collected in offerings for the Tour Choir and the expenditures were slightly under \$23,000.

It is incredible how the Lord moved hearts to support this effort which has greatly served our church body over the years in many different ways, particularly by:

- a) Bringing comfort to many souls through the Gospel in song
- b) Invigorating congregations from the fellowship our young students have with members
- c) Being a potential outreach effort for our congregations
- d) Promoting Immanuel by children in the congregations being touched by the experience and interacting with current students

While the extra cost was unexpected, it is obvious from this year's experience that the Tour Choir is something the overall church body cherishes and supports. Therefore, it ensures us that this endeavor should be continued into the future.

H. Budget Assumptions for 2024-25:

- Enrollment: High School – 103; College – 26; Seminary – 1; Dormitory – 62
- Student Cost Highlights:
 - o High school tuition remains \$4,400 per year
 - o College tuition remains \$6,200 per year
 - o Seminary tuition remains \$4,500 per year
 - o Room & board increased by \$100 to \$3,600 per year (1st increase in 8 years)
 - o High school activity fee remains \$600 and college/seminary at \$200
 - o Cost for commuter/visitors meal tickets increased by \$0.50 per meal, the first increase in many years, to partially offset increased kitchen costs.

- SAF/PMPE Revenue: Budget assumes a \$5,000 increase over the AY24 SAF and PMPE distributions.
- Human Resources: In accordance with Convention direction, called worker salaries are increased 4.4%. The same increase is used for other ILC staff members. The overall ILC compensation increase is \$35,400. The increase also impacts the GBO allocation to the Regents' budget by \$3,200 for a total compensation impact of \$38,600. Work/Study wages for kitchen support (\$6,200) were moved to the kitchen subsidy for accounting purposes. The total when combined with other budget changes, results in a net Human Resource impact of \$31,400.
- Other major expenditure increases over FY2024 budget include: Kitchen subsidy (\$16,000), Student Activities driven primarily by Tour Choir charter bus costs (\$14,750), Utilities (\$14,200), Insurance (\$7,100), and Buildings and Grounds (\$7,000).

I. Proposed FY2025 ILC Operations Budget

Description	Actuals FY 2022	Actuals FY 2023	Budget FY2024	Proposed Budget FY 2025
Revenues:				
Other Revenue	21,711	30,608	28,500	28,600
Student-Paid Revenue	629,296	646,620	749,700	800,500
SAF/PMPE Revenue	133,908	155,256	160,000	165,000
CLC Subsidy	658,974	688,828	700,112	730,000
TOTAL REVENUE	1,443,890	1,521,312	1,638,312	1,724,100
Expenditures:				
Allocation GBO	75,373	76,543	81,200	84,400
Building & Grounds	105,519	95,346	108,500	115,500
Housing	5,511	9,601	7,000	8,000
Administration	6,847	4,758	9,650	8,850
Education	36,091	39,529	43,390	42,500
Human Resources	910,666	962,070	1,044,342	1,075,700
Instructional Expense	10,546	10,300	11,480	10,950
Kitchen	112,894	125,605	140,000	156,000
Student Activities	51,678	64,150	63,950	78,700
Transportation	18,845	18,794	20,500	21,000
Utilities	109,920	114,616	108,300	122,500
TOTAL EXPENDITURES	1,443,889	1,521,312	1,638,312	1,724,100

WEBSITE: ilc.edu

Respectfully submitted, The Board of Regents for Immanuel

Pastor John Hein, Chairman
 Mr. James Burkhardt, Secretary
 Mr. Steve Ludvigson, Coordinating Council Representative
 Teacher Matthew Thurow, Chaplain
 Prof./Dr. Daniel Schierenbeck, Advisory (ILC President)

APPENDIX: Five-Year Path to Candidate for Reverend Ministry (CRM) for Non-Traditional Students

Purpose: To provide non-traditional students of an older age a pastoral ministry education in five years time rather than seven years time with a **limited amount of previous college education**

Enrollment requirements: The student who enrolls must be...

- A male CLC member in good standing (pastoral recommendation required as well)
- **Age 30** or older at the time of enrollment
- A high school diploma (or equivalent) **and 24 credits of postsecondary education**

College program at ILC: The courses listed below are very similar to those expected of a student who enrolls at ILC/ILS with a four-year degree from another college, all of which can be taken in residence in two years. A foundational premise is that, with the exception of English Composition (noted as Eng. 101-102 below), the general education requirements of the BA-PS (Bachelor of Arts – Pre-Theological Studies) program are waived and the student pursues his pre-theological studies as follows:

Greek 101-102 and Greek 203-204
Hebrew 101-102 and Hebrew 203-204
Greek 305-306 or Greek 407-408
Religion 101-102 and Religion 203-204
Religion 305-306 and Religion 407-408
Religion Methods 326 and Religion 411
English 207 (or transfer equivalent from another college)
English 101-102 (or transfer equivalent from another college)

Successful completion of the courses above would entitle the student to **receive an Associate of Arts in Pre-theological Studies (AA-PS)** degree from ILC and qualify him to apply for enrollment in the CRM program at Immanuel Lutheran Seminary.

Some areas of concern from a student's perspective might center on a high number of college credits for some of the semesters. Possible ways to mitigate that are: taking one of the religion courses (both semesters of it) online prior to in-person enrollment (esp. if the student needs a year to transition from where he is to ILC enrollment full-time); deferring the upper level Greek course to the first year of seminary; scheduling Eng. 101-102 in the second year rather than the first if cycling creates overload.

- The student in the AA-PS program would have a CEPS (Committee for the Evaluation of Pre-Theological Students) advisor during his two years of college and need a CEPS recommendation to enroll in the seminary, which is also required of a BA-PS student.

Seminary program: The two-year college path outlined above qualifies the student to enroll in the CRM program as stipulated in the seminary catalog; his progress and evaluation would be under the review of the seminary dean and the CETS (Committee for the Evaluation of Theological Students) committee.

- The trajectory of the five-year program, if warranted and with approval from the seminary administration, can **be adjusted so that the student is placed in the Limited Public Ministry program** instead of the Candidate for Reverend Ministry program.

Immanuel Lutheran College (ILC)

Facility Expansion Program Committee Report

The ILC Facility Expansion Program Committee met in March 2024 to review the committee report presented to the 2022 Convention (2022 *Proceedings*, pp. 84-86). In that report, the committee made the following priority recommendations:

1. New gymnasium with two full-sized courts and a fitness center
2. Theatre/chapel
3. Renovate both the girls (South) and boys (North) dorms (restrooms/HVAC/Furnishings)
4. Improve WIFI
5. Expand maintenance and storage building to include heated shop/work area

Note: The 2022 CLC Convention resolved “that we encourage the Board of Regents to research and complete this project (#4 improve WIFI) using their existing resource” (2022 *Proceedings*, pp. 113-114). Therefore, this project has been removed from the prioritized project list.

After discussion, the committee concluded that there were no significant factors that would indicate a need to change the list of prioritized projects nor the priority order. The committee recommends the following 2024 prioritized project list.

1. New gymnasium with two full-sized courts and a fitness center
2. Theatre/chapel
3. Renovate both the girls (South) and boys (North) dorms (restrooms/HVAC/Furnishings)
4. Expand maintenance and storage building to include heated shop/work area

In addition, the committee strongly recommends that the projects be separated so that one expansion project can be completed before consideration of the next project on the priority list.

In service to our Immanuel,
ILC Long Range Facility Expansion Program Committee

Dr. James Sydow (chairman)
Dr. Daniel Schierenbeck
Mr. Paul Heinze
Mr. Dennis Oster

ILC Building Committee Report

Review of the Design Concept

The design concepts of both the new gymnasium and the Chapel-Fine Arts (CFA) building were approved by the 2022 Convention. The following is a review of what was approved two years ago.

New Gymnasium

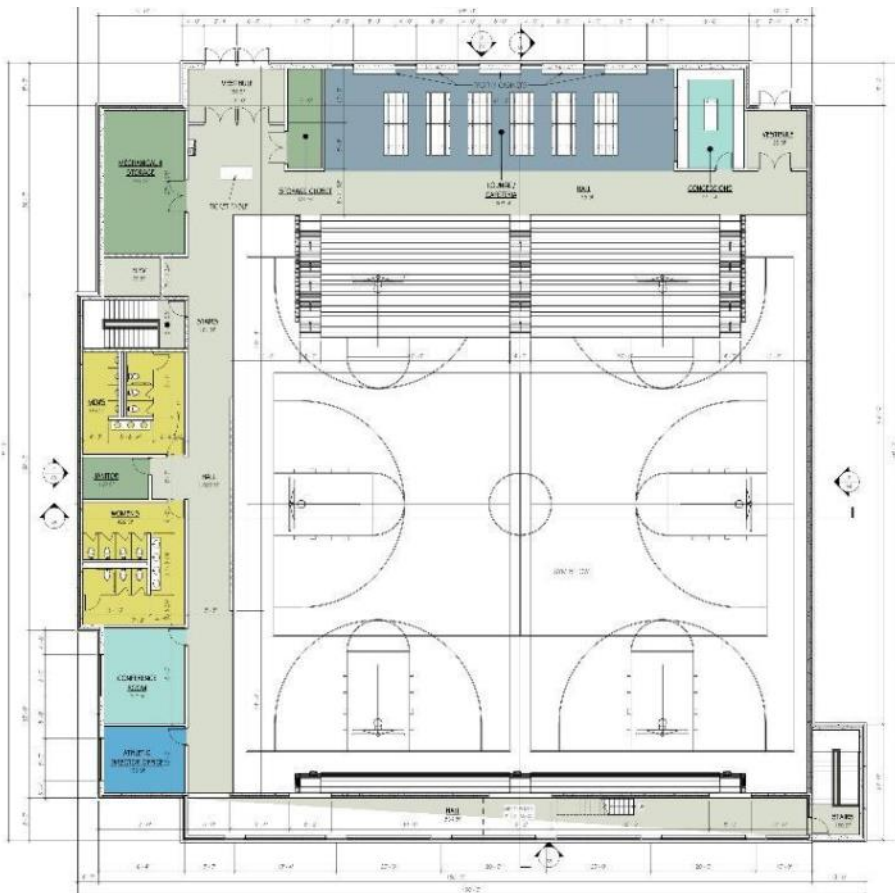
Parameters

The parameters or minimum requirements of a new gymnasium included two full basketball/volleyball courts, spectator seating to accommodate approximately 750 (which would enable hosting of WIAA sanctioned tournament games), an inside ceiling height (court to low point of ceiling) of approximately 28 feet to accommodate volleyball games, weight room, physical therapy room, Athletic Director office space, meeting room, concessions, locker rooms, changing room for officials, storage rooms, and public bathrooms. Both the height and footprint of the building led the 2006 ILCLRPC to identify the hillside south or west of the current Commons as the most suitable location. The ILC campus essentially has three levels: Level 1 is professor housing, AC, North and South Halls, and Ingram Hall. Level 2 includes the Commons, the existing gym, and the

Maintenance Building. Level 3 includes the athletic fields and tennis courts. To build a 32-foot-tall building on anything but Level 3 would dominate the current look of the campus and adversely affect many of the existing viewsheds. The required height also lent itself to a two-story construction model.



Location of the proposed gym relative to some of the existing buildings on the ILC campus, as well as the new location of the softball field and the expanded parking areas.

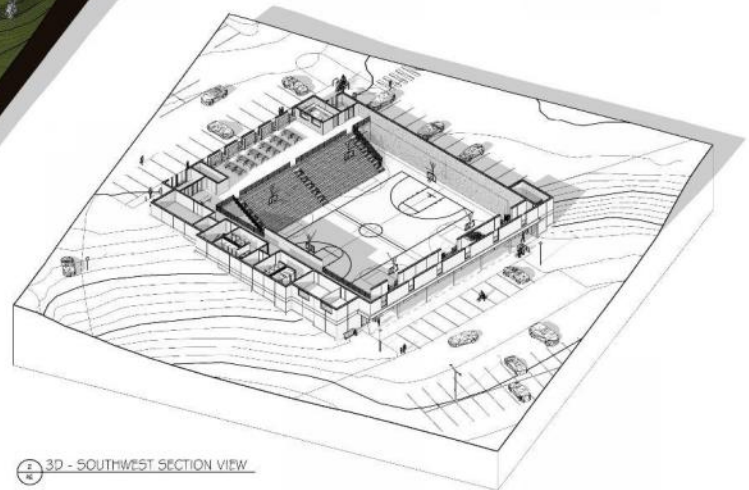
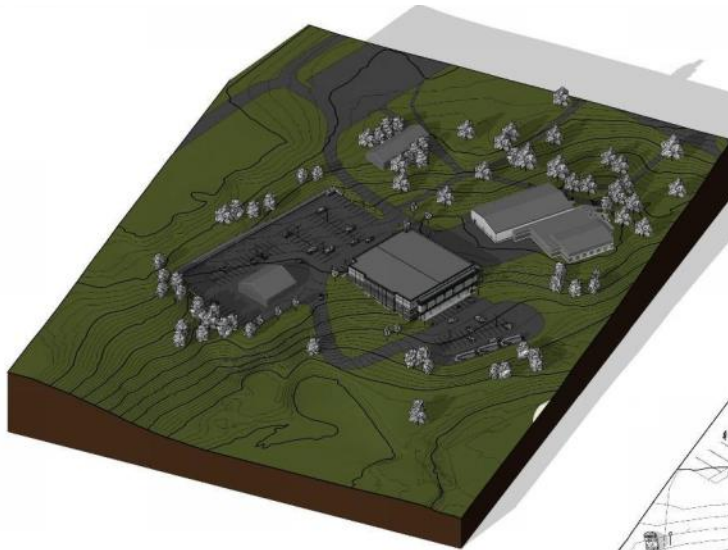
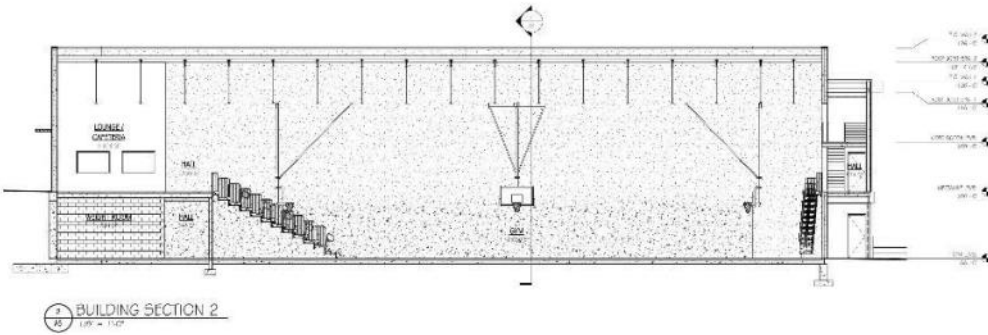
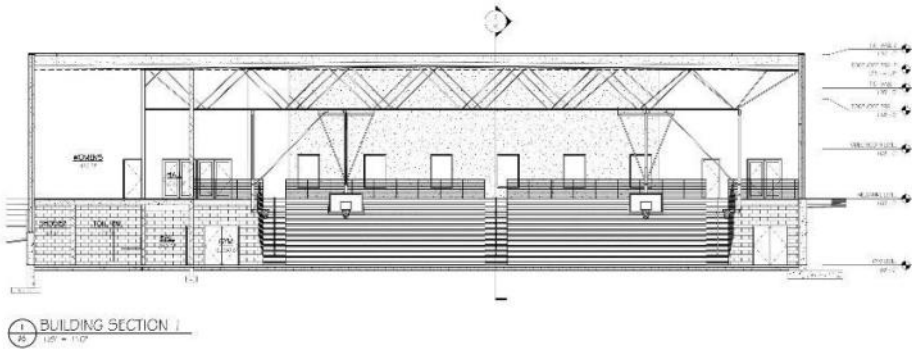


Floorplan of upper or mezzanine level of the new gymnasium. Ticketed visitors would enter through the vestibule in the NW corner and ILC students would typically enter via the NE entrance. Fans of visiting teams would occupy the south bleachers (which are shown retracted). Public bathrooms and concessions are also on this level.



Floorplan of lower or court level. Visiting teams would typically enter via the SW entrance. Locker rooms, weight training room, and physical therapy room are also on this level.

Section drawings of the structure, showing height of the building and floor levels.



3D views of the site and new gymnasium.



New gymnasium, exterior view, mezzanine level NW. All ticketed visitors would enter here.



New gymnasium, exterior view, mezzanine level NE. Non-ticketed visitors (ILC students and faculty) could enter through the door on the left.

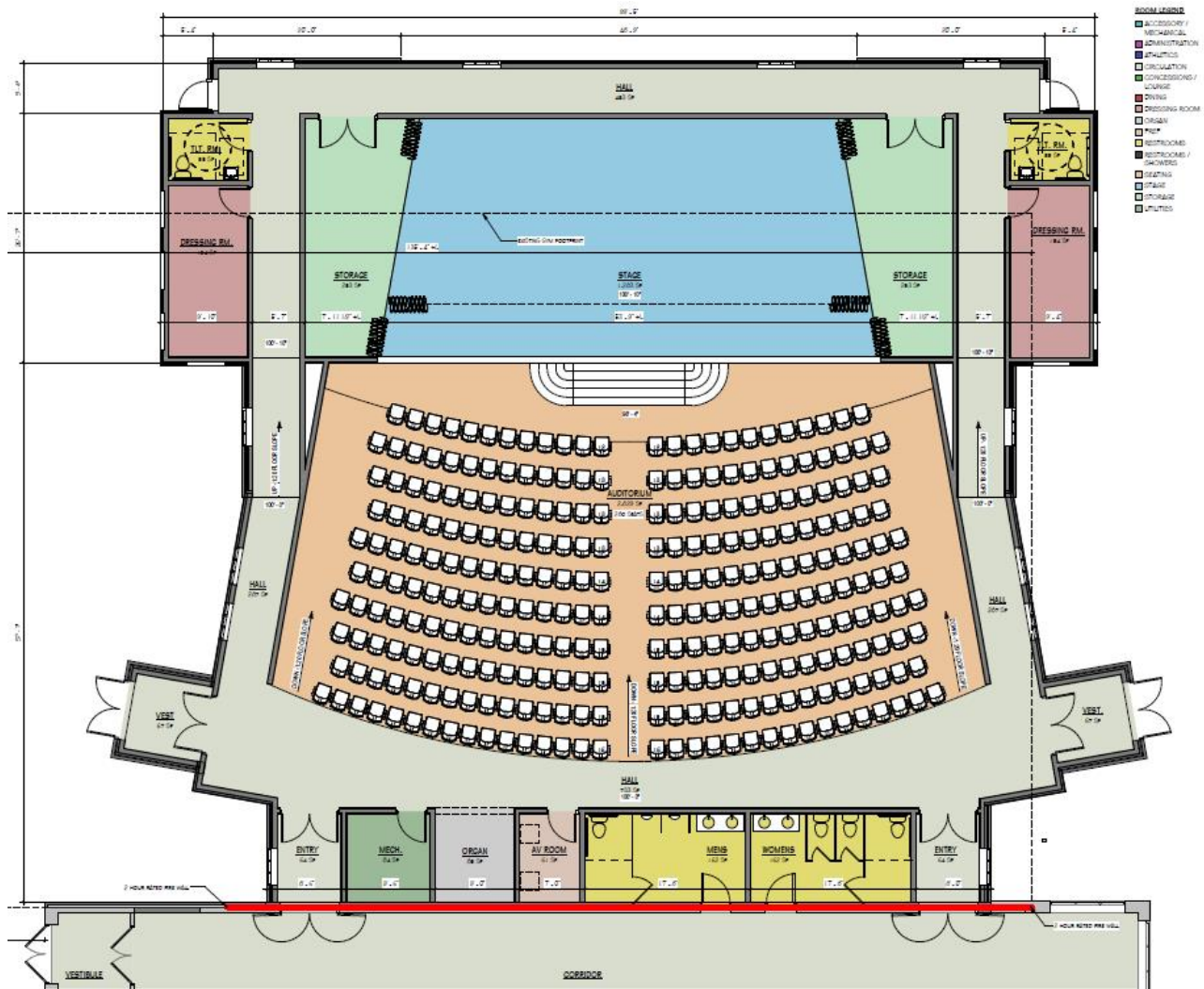


New gymnasium, exterior view, court level – South

New/Repurposed Chapel/Fine Arts Building

The design concept approved by the 2022 Convention included the demolition of the current gymnasium and the construction of a new Chapel Fine Arts (CFA) Building on that site.

The new building will be rotated clockwise from its present orientation, which means that the stage area, which was previously on the west end of the building, will be on the north. The new orientation will allow us to have two entrances, and it will avoid the “back of the building” view for visitors traveling from the upper parking lot to the lower.



The new design, which will have seating for 280, is both curved and sloped toward the stage area - greatly reducing the distance from seat to stage and improving sightlines. The stage area is increased substantially and restroom space is doubled. The new restrooms will be situated across from the existing restrooms in the Commons. The exterior design will blend with both the Commons and the new gymnasium.



View of the “Student Entrance” on the east side of the building



View of the “Visitor Entrance” on the west side of the building



View from the road leading down to the lower parking lot (looking toward the south-east).

Other Considerations

The approved design concept accommodated all of the other considerations presented to the ILCBC. It maintains the established vehicle traffic policy, which dictates that vehicle traffic intersect pedestrian traffic as little as possible. The new gymnasium is easily accessible both to resident ILC students and to visitors, ticketed visitors will be directed to a single entrance, and interior foot traffic is directed away from the gym floor. A separate entrance for players, coaches, and officials is provided on the lower level adjacent to bus parking. The new gymnasium will also be large enough to serve as the venue for graduation services, and available parking was significantly increased.

Recommendation for Convention Action

The ILC Building Committee concurs with the recommendation of the ILC Facility Expansion Program Committee that the two projects be separated, and that construction of the new gymnasium be authorized to begin when contributions have been received to within \$3M of the estimated cost of the new gymnasium.

Moving Forward

Given the wildly fluctuating market conditions preceding both the 2021 and 2022 Conventions, a realistic cost estimate was not deemed tenable. Market conditions have stabilized somewhat in the biennium, although lingering inflation remains a significant factor. The result, following the 2022 Convention, was a general reluctance on the part of the CLC membership to contribute to a project of unknown cost, and a general contractor that could not provide a meaningful cost estimate until a time-frame was established. To break that circular conundrum and to move the project forward, the ILCBC instructed our architects to move forward with the approved design

concept and to provide our general contractor with 50% Design Development plans that would provide enough information for them to solicit bids and compile a low-level estimate of the gym project. Our general contractor, Market & Johnson, completed the initial bid process in September of 2023. Based on their data, the current estimate for the gymnasium project alone is approximately \$10M. While certainly a daunting figure, it is encouraging to note that with \$1.5M in the ILC Building Fund and \$3M in the form of a CEF loan, we currently have funding in place for 45% of the estimated cost of the construction of the new gymnasium.

The ILC Building Committee,

Dave Albrecht
Paul Heinze
Steve Ludvigson
Tim Noeldner
Philip Reim
Mike Roehl
Ross Roehl
Dan Schierenbeck
Jeff Schierenbeck



Memorial: Shortage of Pastors and Teachers

2 Corinthians 5:19 “God was in Christ reconciling the world to himself, not counting their trespasses against them. And he has entrusted to us the message of reconciliation.” (EHV)

At the 2021 convention our fellowship was alerted to the impending shortage of workers in the teaching and preaching ministries. Since then the situation has worsened with retirements and resignations and too few graduates

The President of the CLC reported that there are 6 teaching vacancies (February letter). There are no graduates this May from Immanuel Lutheran College.

On the preaching side, in three different locations, congregations have formed a joint or dual parish.

As of April 21st, there are two pastoral vacancies involving 3 congregations with only one projected graduate over the next four years.

While previous conventions have encouraged both the promotion (2021 Proceedings pg.18) and the development of the lay ministry program, no candidates have enrolled in what we have offered over the last 30 + years.

The present workers in the public ministry are aging faster than we are adding laborers. Based on the information gathered by the Committee of Partners in the Public Ministry, here is where we stand in 2024:

- 57 pastors 12 between 65-70; 5 over 70 (1 announcing his retirement)
- 21 of the 57 (35%) are over 60
- 55 teachers 3 between 65-70 (2 announcing their retirement)

The following is a chart on the college students in school this year at ILC.

	Teaching	Pre-Theology
Freshman	4	4 (2030)*
Sophomore	4	4 (2029)*
Junior	1	0
Senior	0	1 (2027)*

*potential year of seminary graduation

Without any additions or subtractions and with God’s blessing our fellowship can expect

- 1 Teacher graduate in 2025, God-willing
- 1 Seminary student over the next four-year period (graduating in 2027, again God-willing)

Taking all of this into consideration we can identify an immediate and great need for teachers with some relief coming in 2 years and for pastors some relief coming in 5 years This suggests we need a 2-year plan for teaching help and 8-year plan for preaching help.

What can be done when the harvest is so great and the laborers so few?

This convention is asked to adopt the following proposals:

1. Pray. It is the nature of our God to do a lot with a little – from one family building an ark to Gideon’s small band defeating a mighty army to 12 apostles evangelizing the world to three missionary journeys into new territory – the Bible records the mighty acts of God to help His people.

Let us accept the Savior’s invitation and go to Him in prayer – whenever this memorial is read, at this convention, in our own congregations and schools, and in our homes.

2. Direct the Board of Trustees to create and implement a 5-year funding plan by the Fall of 2024 (without adding to the cost of HS/College) to allow any student that wants to enter the teaching/preaching program to be able to do so tuition free and with a monthly stipend. The 2026 Convention should review the plan and make any necessary adjustments; the 2028 Convention should decide the future of this plan.
3. Direct the ILC teaching department to ready at least 2 candidates to be able to enter the teaching ministry by May 31 of 2025. This is in addition to any graduates during the next school year.
4. As short term emergency help, direct ILC to adjust the teaching load of the 4 professors serving 1 seminary student to free up at least 1 professor for a sabbatical to be available for the preaching ministry. This would be temporary help including one or more professors as the schedule allows over the next two years beginning in Fall of 2024. Thought should be given to using help in the Eau Claire area to fill in for classes that are taught in High School and College by seminary professors.
5. As possible emergency help for the longer term, direct the President of the CLC to appoint a committee to prepare a 2-year lay training program for review and possible adoption by the 2026 Convention.
6. Thank the ILC recruiter for his efforts and ask him to continue his work of encouraging our youth to enter the public ministry.

With the hope that even as we pray to the Lord for more laborers, He will bless our efforts to prepare more.

Submitted to the 2024 Convention
Pastor Paul Tiefel, Jr.



CLC Board of Missions Report

For there is one God, and there is one mediator between God and men, the man Christ Jesus, who gave himself as a ransom for all, which is the testimony given at the proper time. For this I was appointed a preacher and an apostle (I am telling the truth, I am not lying), a teacher of the Gentiles in faith and truth.

1 Timothy 2:5-7, ESV

The message of Christ is something to which we are to testify. All of us, in view of the Great Commission, are called to share the message of the gospel. Let us pray that God would give us a clear understanding and the necessary ability to share with others the truth that there is only one, true God and that there is only one means of eternal salvation—Jesus Christ.

Yes, we should pray. We should do that first and foremost. We should do it constantly. But we should also go and proclaim the message. Jesus urged His disciples to pray to the Lord of the harvest to send out laborers into His harvest, in other words, to pray that the Lord would send people out to proclaim the gospel so that people may be saved. But after telling them to pray, what does Jesus say next? ***“Go your way; behold I am sending you...”*** (Luke 10:3).

As we pray for people and especially for their salvation, we also need to be ready to go out with the message because that message, the Word of God, is the means of grace the Lord uses to bring people to faith. Paul highlights the importance of going out with the message in his letter to the Romans: ***“How then will they call on him in whom they have not believed? And how are they to believe in him of whom they have never heard? And how are they to hear without someone preaching? And how are they to preach unless they are sent?”*** (Romans 10:14-15). People need to hear God’s Word so that Word can work in the hearts of people to bring them to faith. People need to hear the message.

And people need to hear *this* message because it is the only one in which salvation is found. Salvation is not found in Allah, Buddha, or any of the thousands of Hindu gods. Where is salvation found? ***“For there is one God.”*** That’s it. There is only one God, and it is only the God of the Bible. ***“And there is one mediator between God and men, the man Christ Jesus.”*** That’s it – just one mediator. There is no other way in which we can be saved. There is no system, no religion, no way in which we can somehow hope to earn our salvation. We can’t make ourselves right with God because we are by nature sinful and unclean. We need a mediator. And Jesus is it. Jesus says ***“I am the way, and the truth, and the life. No one comes to the Father except through me”*** (John 14:6). Jesus is the go-between. He is the one who speaks on behalf of man. And He can do so because He lived the perfect life God demands in our place and credits that life to us. It is Jesus who gave Himself as a ransom for all. He did this when He died on the cross to pay for the sins of all people. Jesus has paid the price and there is no more punishment for sin. Jesus has paid the price; God’s judgment came upon Him rather than on us sinners. This is the message that we must proclaim – a message that is so wonderfully comforting to us, that for Jesus’ sake we are right with God. We are on our way to heaven. And this is a message that we must proclaim because there is no other message by which people are saved.

By the Great Commission, we have been appointed as proclaimers of the Gospel throughout the whole world. God wants all people to be saved. He has given us the only message by which people are saved, that message of salvation through that One mediator alone, through Jesus Christ. We pray that God would enable us to go out and proclaim the Word of truth!

See how He sends the pow'rs of evil reeling; He brings us freedom, light and life and healing.

All men and women, who by guilt are driven, Now are forgiven.

(Worship Supplement 773:2)

Domestic Mission Fields

The CLC domestic mission program has supported many CLC congregations throughout its history. The Board of Missions has provided financial assistance to individual CLC congregations with the goal of helping these congregations or preaching stations become self-supporting. Over the past two years, three such congregations have “graduated” off mission subsidy and are no longer subsidized congregations. Those congregations are Zion in Loganville, GA, Mt. Zion in Madison Heights, MI, and Ascension in Tacoma, WA. We are thankful that the LORD has blessed these congregations in various ways to enable them to become self-supporting and to serve the LORD in their own ways and locations. We pray that the LORD will continue to bless them as they work to spread the Gospel in their communities.

Appleton, Wisconsin (Living Hope)

Living Hope is a small congregation of forty-one members, of which fifteen are pre-communicants. They own a small church building in a visible area in Appleton, WI. The congregation has received a lot of contacts in the past year, which has been very exciting. Pastor David Ude has had several membership instruction classes and witnessing opportunities. One individual recently completed instruction classes and another is almost finished. Another lady, who has been taking classes eagerly, has begun bringing her daughter and two grandchildren to church. Finally, a mother and daughter who have recently started coming to church have asked about taking classes. The congregation is also planning to do some canvassing work in the spring.

Domestic Mission Fields

In the history of our church body we have never had so few mission congregations. The goal of our mission program has always been to help congregations become self-supporting. Despite the many changes we are seeing in our society, our congregations are surrounded by many opportunities. The Board of Missions has been working very hard to encourage evangelism in our congregations through the work of the Committee on Domestic Fields and a variety of different programs. But these programs which seek to inform and encourage evangelism efforts are only helpful if they are utilized by existing congregations and the Board of Missions is largely dependent on congregations informing them about possible mission opportunities. The Board of Missions has considered a reboot of the Exploratory Mission Program, but the start of this program would mean a substantial increase to our already taxed synodical budget. Please remember this in your prayers.

Committee on Domestic Fields (CDF)

The Committee on Domestic Fields (CDF) continues to operate with the primary goal of supporting domestic CLC congregations in their evangelism efforts. One ongoing project is a traveling seminar compiled and conducted by members of the committee entitled “Acts of Evangelism.” This seminar encourages CLC congregations by reviewing evangelism lessons from the book of Acts as applied to our modern culture. It also provides time for review, discussion, and guidance on evangelism projects within congregations. The traveling evangelism seminar has been conducted at ten CLC congregations so far,

with several others being planned for the current year. Congregations are invited to reach out to the CDF and set up a seminar. All travel costs and presentation needs are covered by the CDF. If interested, contact CDF member Mr. Jeff Aymond at jeff.aymond@gmail.com.

Another ongoing project for the CDF is updating a CLC Vacation Bible School series and making it available for use among CLC congregations. The series that was updated this past year is “Colors of the Church Year,” which was renamed “Vibrance of the Son – Explore the Colors of God’s Grace.” This update includes new designs for lesson booklets and teacher’s notes, while retaining the solid Biblical content of the series. Further updates include new coloring sheets, craft plans, and PowerPoint slides to accompany each lesson. The completed series is available on the CDF website, to be used by CLC congregations for free as needed. You can find all the files for this VBS series as well as other VBS helps at: us.lutheranmissions.org/cdf

Previous CDF projects can also be found at that link. These include a video Bible study on evangelism, a recording of a webinar on evangelism, two series of bulletin inserts on evangelism, mission festival materials, and other outreach materials like welcome packets and checklists for “Starting a Preaching Station” and the more detailed “Starting a Congregation.” We encourage congregations to make use of these resources. The CDF continues to look for ways to actively engage with congregations to encourage and support their mission efforts. If you have any questions or needs, please contact the CDF chairman, Pastor Mark Tiefel, at marktiefel@hotmail.com.

Traveling Vacation Bible School (TVBS) Committee

The work of the TVBS program has changed dramatically in recent years. Flyer teams have not been sent out for several years because other forms of advertising have seemed to be more impactful. There have also been fewer requests for VBS assistance and fewer volunteers to participate in VBS trips. This year, only one congregation requested assistance from the TVBS committee, Mountain View, CA. The committee is working on lining up teachers for that trip. The Board of Missions is investigating ways to revitalize this valuable program and hopes to put some new plans in place for next summer.

Education Seminar

Several CLC called servants worked together to prepare a seminar on Christian education, which touches on some of the problems being discussed in secular education and what we have to offer in Christian education. It has been presented at six different CLC congregations and has received very positive feedback. The CLC Board of Missions has approved a grant to make this seminar available to other CLC congregations who may be interested. The presentation would be especially fitting for congregations with schools, or those considering opening schools in the near future.

Foreign Mission Fields

Training men to be faithful preachers and teachers of God’s saving Word remains our priority in foreign fields.

Personnel

Missionary Peter Evensen, while continuing his work at the Mount Horeb Seminary in Togo, continues translating the Online Theological Studies into French. He is also translating and editing the Missiology course and is almost finished with translating and editing the New Testament Survey course.

Missionary Todd Ohlmann has recently returned from Togo and Nigeria and is preparing for a trip to Zambia on a regular periodic visit. As Foreign Mission Coordinator, his duties include meeting regularly with the various part-time missionaries, filtering financial requests and making

requests to the Board of Missions, coordinating Kinship funding requests and disbursements, and coordinating MDF and General budget funding requests and disbursements.

Missionary Bruce Naumann accepted the LORD's call to be the third full-time foreign missionary. He and his wife Paula have settled into their rented house in Arusha, Tanzania, not far from the Wittenberg Seminary. Missionary Naumann's duties include instructing some classes at the seminary, visiting the congregations of the TCLC, and encouraging the teachers and children at two elementary schools in Kenya.

Pastor John Hein is still serving as our Part-time Missionary to Liberia. The LORD continues to bless the work there, opening doors and providing additional contacts to spread the Gospel.

Pastor Paul Nolting has accepted a call to serve as a Part-time Seminary Instructor and to assist Missionary Naumann with teaching at the Wittenberg Seminary in Arusha, TZ.

Ted Quade is serving as the Christian School Instructor Supervisor (CSIS). This Part-time position was created to aid the school headmasters and teachers in the schools we help support in Kenya. He provides devotional materials for the teachers and students and keeps in close contact with the headmasters.

Africa

Grace Evangelistic Lutheran Church (Liberia)

Pastor Joseph Kwiwalazu and the Grace Evangelistic Lutheran Church (GELC) have made strides in constructing their new church and are already holding services within its unfinished walls. Mission efforts in Liberia include training in Grand Cape Mount County, ongoing engagement with the Global Village community, and support for the Kokoyah District. Training also continues in Guinea. Despite some challenges, Pastor Joseph's commitment to the work is unwavering.

Nigeria Church of the Lutheran Confession (NCLC)

The Nigeria-CLC (NCLC) has made significant progress in organization and accountability under new leadership in recent years. Despite challenges, the LORD has been faithful, bringing blessings as new leaders and pastors seek to be faithful to Him. With this new leadership, enrollment at the seminary has increased from one to nine full-time students in the five-year program.

Since the 1980's, classes have been held in temporary buildings and rooms. The increased enrollment has created a need for more classroom space and student dormitory rooms. The NCLC Board is currently raising funds to begin construction on a multi-purpose building to meet these needs. An MDF construction grant has been approved to assist with this effort. If funds are available, the Board of Missions plans to send funding for this project in the Fall of 2024.

Mission Evangelique Lutherienne de Confession du Togo (MELCT)

The main focus of resident Missionary Peter Evensen and the Mission Evangelique Lutherienne de Confession du Togo (MELCT) continues to be the training of pastors and future leaders. Three seminary students are about to complete their second year of classes. Pastor Kossi Blewu typically teaches the lessons while Missionary Evensen corrects the students' homework from the previous week and reviews it with them. Missionary Evensen preaches or teaches Bible class in French each Sunday at the main church in Lomé. They plan to host a national pastoral conference in the fall, and to restart monthly pastoral training.

Congregation Confessionnelle Lutherienne Au Congo (CCLC)

With the violence and assassinations that led up to, and followed, the recent elections in the Democratic Republic of the Congo, the Congrégation Confessionnelle Luthérienne du Congo (CCLC) has faced some serious challenges in carrying out ministry and pastoral training during the past year. Missionary Ohlmann

was advised by Pastor Yumba Lumbala not to visit until the violence had subsided. Things have begun to get back to normal and a visit has been requested in the Fall of 2024. This would allow Missionary Ohlmann to be on hand for the final exams and graduation/ordination of fifteen men who will have completed their vicarages and training at Holy Trinity Lutheran Seminary.

Eglise Confessionnelle Luthérienne Sainte Faïlle au Congo (ECLSAFACO)

President Michael Eichstadt declared fellowship with Pastor Jacques Pondi Lumiangu and the ECLSAFACO in Kinshasa in January 2023 and the CLC convention will be asked to ratify that fellowship this summer. Pastor Lumiangu continues Online Theological Studies in French with Missionary Evensen and then uses these same lessons to train three men in the congregation to serve in the ministry. Once they have completed their training, they plan to begin more preaching stations in and around Kinshasa. The congregation in Kinshasa lost the lease on the building they had been using as a church for several years. They are currently raising funds and searching for land they can purchase to build a permanent place of worship.

Church of the Lutheran Confession of Zambia (CLCZ)

Pastor Ibrahim has faced several challenges with persecution in the Gospel ministry and with his health the past year. The LORD, in His love and faithfulness, has led him safely through. Following several months in the hospital and some time of recuperation at his brother's home in Tanzania, Ibrahim has recently returned to the harvest fields of Zambia to re-start the work of spreading the truth of God's saving Word and training more faithful workers to assist with the harvest of souls.

Tanzanian Church of the Lutheran Confession (TCLC)

Missionary Bruce Naumann arrived in Tanzania in March of 2023. His main work is in the Wittenberg Seminary where he is currently teaching ten students from Kenya and Tanzania. One disheartening development has been the departure of a longtime pastor and teacher who had served our Tanzanian churches and seminary for many years. However, Pastor Robert Loskira has taken up many teaching responsibilities along with Missionary Naumann. Pastor Loskira is a 2018 graduate of the seminary who has shown valuable leadership abilities and will be an asset to that church body for many years.

Several improvements to the seminary have recently taken place or are underway. A well has been drilled to provide water to the facility (instead of the former tank system). In addition, a new structure is being built which will be used for part-time teacher housing. The TCLC church members are also grateful for recent funding for church building assistance and for the purchase of motorcycles for TCLC pastors. A pastoral conference held in January of 2024 was a great success. There have been various "Jesus Film" outreach events. Missionary Naumann is looking forward to visiting more TCLC congregations and outreach areas as time and circumstances permit.

Kenyan Church of the Lutheran Confession (KCLC)

The Kenyan Church of the Lutheran Confession works primarily in two areas and focuses most of its efforts and resources on the schools in Etago (Kisii) and Moi's Bridge. In February, Missionary Naumann and Board of Missions Chairman Joel Krafft visited the schools to view the compounds, encourage the leaders and gain a better understanding of the physical situation.

There is an ongoing effort to train men to be leaders in the church to assist in the Christian education of the children. One of the local men from Moi's Bridge is attending the Wittenberg Seminary in Arusha, TZ, to prepare him to be able to serve as a leader when his studies are completed. Missionary Naumann, stationed in Arusha, has been assigned to assist the Kenyan schools.

Uganda

Fellowship was declared in September of 2022, by then CLC President Michael Eichstadt, with Daniel Mugeni, of Iganga, Uganda. Daniel is operating an orphanage with as many as twenty children. He also serves a congregation. This fellowship declaration will be ratified by convention this summer.

Asia

Church of the Lutheran Confession of India (CLCI)

Seminary enrollment remains constant with fifty-one students in three class levels. Each year seventeen students graduate from the three-year program and are ordained and assigned to new CLCI congregations. Most of the congregations of the CLCI are in villages with no other Christian witness. Many congregations and preaching stations are among the marginalized Dalit or untouchable colonies. In addition to formal seminary training, many pastors and evangelists are being trained through correspondence and regular pastoral training seminars.

Berea Evangelical Lutheran Church of India (BELC)

The LORD continues to open doors of opportunity for the Berea Evangelical Lutheran Church of India to proclaim the truths of God's saving Word. With more than a thousand pastors serving even more congregations, the Gospel of Jesus Christ is being boldly proclaimed in this Hindu-dominated region of the world. The majority of the funding sent to the BELC is used for the ongoing training of all BELC pastors through monthly training seminars along with support for the twenty-five students of the Martin Luther Bible Institute.

Bangladesh Lutheran Church Mission (BLCM)

Pastor Monotosh continues a robust outreach program, mostly among the minority and marginalized Hindu population of rural Bangladesh. There have been several baptisms of infants, children, and adults over the past several months. Recently, several new preaching stations have been established, and three new prayer sheds have been built. Pastor Monotosh also conducts semi-monthly training classes for the few pastors, evangelists, and leaders of the Bangladesh Lutheran Church Mission. With a grant from the MDF, the BLCM has purchased a small piece of land. The next phase will be the construction of a building that will serve as a place of worship, BLCM office, Bible School, and a residence for Monotosh and his family. The Board of Missions has approved an additional MDF grant to help construct this building.

National Lutheran Church of Myanmar (NLC)

Since the death of Pastor Charles Edwards, and with the political turmoil in Myanmar, communication with this group has been inconsistent and a visit has been inadvisable. We continue to keep this group in our prayers and hope that contact will be reestablished in the future.

Church of the Lutheran Confession of Myanmar (CLCM)

Pastor Kham reports that over the past three years since the military coup, Myanmar has continued to struggle under the harsh rule of the military Junta. This has brought much pain, suffering, economic hardship, and uncertainty. Our brothers and sisters in Christ of the CLC-Myanmar (CLCM) in rural Chin State are struggling to provide for their families. Recent reports indicate that more than two million people have been displaced since the military coup in

February of 2021. Gatherings larger than a few individuals are considered a potential threat to the Junta and are therefore forbidden and quickly dispersed. They continue to conduct home worship services and Bible studies, but most evangelism efforts consist of small groups and in-home visits. The CLC Board of Missions has approved humanitarian funds through offerings to Kinship to assist the leaders of the CLCM in providing basic needs to more than 400 suffering member families.

Himalayan Church of the Lutheran Confession of Nepal (HCLCN)

The Himalayan CLC of Nepal (HCLCN) continues to stress its two main priorities of training current and future pastors and leaders and reaching out to new areas with the Gospel. The Himalayan Lutheran Bible Institute (HBI) recently graduated a class of four students in December. The HBI does not follow a typical school year schedule. With most of the students already serving in congregations or preaching stations with families to support, and due to the difficulty of travel, classes are held for one week of each month at the HBI in the Chitwan District. Fifteen new students have been approved to attend the HBI with classes beginning in late April. In addition to his duties at the HBI, Pastor Raju is responsible for continuing education seminars for several pastors who have already completed the formal HBI training. Pastor Raju is also very involved in the ongoing outreach efforts of the HCLCN. Long-term plans are to have a full-time seminary in Chitwan after more pastors and leaders have been trained to assist with the pastoral training and outreach efforts.

Lutheran Autonomous Mission of the Philippines (LAMP)

After almost three years of correspondence and two visits by our CLC missionary and representatives of the CLC Board of Missions and Board of Doctrine, Pastor Jordan Palangyos of the Lutheran Autonomous Mission of the Philippines (LAMP) has successfully completed a colloquy and demonstrated unity with our confession. Based on this, CLC President Michael Wilke made the following announcement: "...as President of the Church of the Lutheran Confession, it is my blessed privilege to declare that the Church of the Lutheran Confession is in fellowship with Pastor Palangyos and the Lutheran Autonomous Mission of the Philippines (LAMP)." The 2024 CLC convention will be asked to ratify this declaration. Missionary Ohlmann will now add the Philippines to his annual visitation schedule to work with the LAMP in evangelism and the training of additional faithful church workers. The Philippines may also be considered for future Mission Helper Trips.

Latin America

Iglesia Lutherana Confesional de Mexico (ILC)

Missionary Todd Ohlmann and Board of Missions member Jeff Radichel visited Pastor Olvera in Juarez in October of 2023. Pastor Olvera has dealt with numerous health issues over the past year which have hindered him from carrying out the work of the ministry. We are working with Pastor Olvera to come up with a plan going forward with the group in Mexico and hope to make another visitation this year.

Opportunities

Pakistan – The Board of Missions has approved a visitation by Pastor Tim Daub and Missionary Ohlmann to a group in Pakistan. This group has officially formed a Lutheran congregation that meets weekly for worship and is led by an evangelist. They call themselves The Church of the Lutheran Confession of Pakistan. Part of this group has completed a study of Luther’s Small Catechism and has moved on to more in-depth studies. Another part of the group just recently began a study of the Catechism.

South Sudan – Missionary Ohlmann has been in correspondence with Pastor Nathaniel Bol in South Sudan who is affiliated with a group of pastors and congregations that formed the South Sudan Evangelical Lutheran Church (SSELC) in 2011. He has completed the *Introduction to the CLC Statement of Faith and Purpose* and *Bible Interpretation* correspondence courses. Pastor Bol has expressed his agreement with the CLC in doctrine. There has been no correspondence with him recently and he has not had the opportunity to go through the course materials with the other fourteen pastors and seventeen congregations of the SSELC. When regular contact and correspondence begin with Pastor Bol again, the next step will be a face-to-face visit and a formal doctrinal review with the SSELC.

Kinship

Kinship continues to fulfill its duties with help and support for orphans, widows, and seminary students as well as disaster relief efforts. Currently, there are 123 students in seven seminaries, seventy-five children in five orphanages and over 300 elementary children in two schools in Kenya. Kinship will be sponsoring a new program to support at-risk girls and young women in Nepal for a trial period of three years. Raju’s brother, Rajan, plans to use this program, to help these girls who are marginalized in that society, and to bring the Gospel to them and their families.

CLC MISSION HELPER PROGRAM

The Mission Helper Program is going through a change in leadership. Missionary Ohlmann, who has been leading the program since the first group trip in 2001, will no longer be responsible for planning and leading the trips to Nepal and East Africa. Instead, Pastors Tom Naumann and Sam Rodebaugh will be taking over these responsibilities. This change aims to ensure the longevity of the program and allow Missionary Ohlmann to focus on developing new opportunities for additional Mission Helper trips to new locations such as the Philippines and Bangladesh. To help with this transition, the Board of Missions has asked the Committee on Foreign Fields (CFF) to assist Pastors Rodebaugh and Naumann in organizing and planning the trips to Nepal and East Africa.

COMMITTEE ON FOREIGN FIELDS (CFF)

The Committee on Foreign Fields (CFF) serves as a link between the CLC and our foreign missions, offering informative Mission Festival videos and World Mission Fact Sheets. Additionally, the CFF oversees the upkeep of the lutheranmissions.org website.

FINANCES

Proposed FY25 Budgets – We are proposing a General budget of \$450,558, an MDF budget of \$565,926, and a Kinship budget of \$193,200.

The **General budget** is used to fund projects and efforts that are ongoing in nature. This includes subsidies for domestic congregations, subsidies for church bodies to help fund regular pastoral training efforts, salaries for our missionaries, travel, and other expenses of an ongoing nature.

The **Mission Development Fund (MDF)** is intended to provide funds for projects and efforts that are in an exploratory or developmental stage. Most of the projects funded through the MDF have been for the construction or purchase of buildings, property and vehicles. Other opportunities have involved the funding of exploratory efforts in new areas in both domestic and foreign fields.

Kinship is used to fund humanitarian efforts such as orphan, bible school student, and widow support. Emergency medical aid and disaster relief also come from this fund.

Respectfully submitted, the CLC Board of Missions,

Mr. Joel Krafft, Chairman
Mr. Jeff Radichel

Pastor Nathanael Mayhew, Secretary
Pastor Rob Sauers



BOARD OF DOCTRINE REPORT

Among us the congregational delegates gathered in convention are the ultimate decision-making authority of our church body. While many convention decisions impact synodical direction in areas of leadership, mission work, Christian education, stewardship planning and much more, a convention's most vital role is in the area of Christian doctrine. Whenever a church body bows before the authority of God's Word and faithfully follows its divine teachings, great blessings follow for all within and outside their fellowship.

Early CLC conventions adopted constitutional articles of faith (the historic Christian Creeds and Lutheran Confessions, the Brief Statement, as well as our own Concerning Church Fellowship and Concerning Church and Ministry) which established our Biblical foundation and witness. And it has been the prayerful study of and struggle with doctrinal questions and concerns throughout our history which has led CLC conventions to reaffirm this commitment to Scriptural truth. It is ever God's Will for us as individuals, congregations and as a synod that we heed His call, *"Let the one who has My Word speak My Word faithfully"* (Jeremiah 23:28).

While many in the "Christian" and "Lutheran" world are driven by an overriding desire for compromise, outward unity, and peace at any cost, faithful Christians see as their highest calling to faithfully follow their Savior and His Word, no matter the cost. A perusal of historical and recent CLC convention doctrinal reports reveals both the struggles and blessings of this faithful yet imperfect fellowship as it humbly seeks to heed the Good Shepherd's voice: *"My sheep hear My voice and I know them and they follow Me"* (John 10:27). This is yet another significant miracle of grace in our midst.

As delegates appointed and privileged to serve at this convention, may we join the Apostle Paul (1 Corinthians 2:1-5) and Luther at Worms in recognizing that our ultimate authority and loyalty rests ever and alone in our true and trustworthy God and His Word, not in human feelings, persuasiveness or power, nor in church leaders, organizations or convention majorities.

Jesus alone is the Lord of the Church. He alone has redeemed it with His blood, made us His own by faith and given us His Word. He has called us to serve and glorify Him by faithfully hearing, following and proclaiming His saving Word. Together we cherish and rejoice in these undeserved blessings even as we *"endeavor to keep the unity of the Spirit in the bond of peace"* (Ephesians 4:3), ever praying with the Psalmist (86:11): *"Teach me Your way, O Lord; I will walk in Your truth."*

A Brief History of CLC Discussions with the WELS AND ELS

When the Lord brought faithful confessors together to form the Church of the Lutheran Confession in 1960, the newly-organized CLC carefully prepared and adopted "Concerning Church Fellowship" (CCF) as a faithful scriptural confession. As documented in Professor David Lau's CLC history *Out of Necessity* (pp. 204-216), there have been discussions and meetings as well as periodic correspondence with the WELS/ELS ever since. Key in-person meetings were held in 1972, 1990 and 2015 as honest and amicable efforts were made to clarify and resolve the doctrinal differences, including the "Joint Statements" of 1990 and 2015.

Though these joint statements contained much Scripture truth, efforts to find Scriptural agreement were thwarted when the WELS/ELS refused to acknowledge the difference between us as doctrinal (cf. 1992 CLC Convention *Proceedings*, pp. 29-30), when they continued to teach and defend their false position on Romans 16:17, and through ambiguity in some parts of the Joint Statements. For these reasons, the Board of Doctrine withdrew its 1990 Joint Statement - an action affirmed by the 1992 Convention. For these same reasons, the 2021 CLC Convention resolved not to adopt the 2015 Joint Statement “as a settlement of the doctrinal difference between the CLC and the WELS/ELS concerning the termination of fellowship” (2021 CLC *Proceedings*, p. 124).

The 2021 CLC Convention then directed the CLC Joint Committee and the Board of Doctrine “to clearly define what is necessary for a settlement of the doctrinal differences between the CLC and the WELS/ELS... and answer additional questions in our midst” (*Proceedings*, pp.124-125). Their two-part report was presented to the 2022 CLC Convention, which then directed the 2023 CLC General Pastoral Conference to study it and the Board of Doctrine theses “What Scripture Teaches Regarding Admonition and Termination of Fellowship” as part of a new path forward. The 2022 Convention also clearly defined what is necessary for a settlement of the doctrinal differences (2022 *Proceedings*, pp. 124-126):

1. All three church bodies must clearly state their agreement on what Scripture teaches in Romans 16:17-18 concerning the termination of fellowship with false teachers.
2. It is necessary that the WELS and ELS reject past official, synodical statements on this subject which disagree with the doctrine of Scripture.
3. It is necessary that current official synodical statements that conflict with the doctrine of Scripture are removed or corrected, not merely annotated in online format.

These prerequisites were not accepted by the WELS/ELS. The inter-synodical discussions have been discontinued.

The 2023 CLC General Pastoral Conference undertook a thorough study, discussion and editing of the Board of Doctrine document “What Scripture Teaches Regarding Admonition and Termination of Fellowship.” This edited document was then “accepted as a Scriptural expression of God’s Will” on this topic (cf. GPC Report in this *Prospectus*). It is our prayer that this document, which links supporting references to our CCF, will be a useful tool in understanding God’s Word and Will on this matter, both for those within and outside our fellowship.

With some questions remaining regarding the status and wording of several CLC documents, President Wilke invited further responses which were to be discussed at local pastoral conferences last Fall. Moving forward, the Board of Doctrine supports the Pacific Coast Pastoral Conference memorial regarding TARA as well as President Wilke’s recommendation that our study focus on the words of Scripture first, rather than on the wording of our human documents. To that end, the Board of Doctrine recommends that any remaining questions on Romans 16:17-18 be directed to the CLC President for further study at the 2025 CLC General Pastoral Conference.

Document Classification Report

As directed by the 2021 Convention (*Proceedings*, p. 127), your Board presented its Document Classification Report to the 2022 Convention (*Prospectus*, pp. 13-14). The 2022 Convention responded by “encouraging the Board of Doctrine to continue this work and provide a progress report to the 2024 Convention.” Below is our edited “**Classification of Doctrinal Documents.**” This report reflects the historical understanding and practice among us.

A. Synodical Confessions

The Apostolic, Nicene and Athanasian Creeds, the Particular Symbols of the Lutheran Church as published in the Book of Concord of 1580, the Brief Statement of 1932, and the confessions listed in the CLC Constitution (Article IIID), namely *Concerning Church Fellowship* and *Concerning Church and Ministry*, and all the doctrinal statements adopted by a CLC convention as a synodical confession.

B. Documents that represent the teachings of the CLC

Official statements of the President or of the Board of Doctrine as well as official publication of the CLC, printed and online (clclutheran.org).

C. Essays and studies presented at conferences within the CLC.

These are not adopted but received with thanks.

When a statement of doctrine within the CLC is questioned by any within our fellowship, the normal procedure for resolving the issue involves study by local conferences and the CLC General Pastoral Conference. The assistance of the Board of Doctrine may also be requested. Any final resolution or confessional statement would involve CLC Convention action.

“The orthodox character of a church is established not by its mere name nor by its outward acceptance of, and subscription to an orthodox creed, but by its doctrine which is actually taught in its pulpits, in its theological seminaries and in its publications. On the other hand, a church does not forfeit its orthodox character through the casual intrusion of error, provided these are combatted and eventually removed by means of doctrinal discipline (Acts 20:30; 1 Timothy 1:3).” (*Brief Statement*, Paragraph 29).

Digital Registry

As directed by the 2021 Convention (*Proceedings*, p. 126) and reported to the 2022 Convention, the Board of Doctrine is updating its digital registry of all CLC Convention doctrinal studies and statements and will make them available to the Board of Education and Publications. We request that the Convention direct the inclusion of this registry in the CLC online presence.

Close Communion

The 2023 CLC General Pastoral Conference considered a study titled, "Close Communion and Selective Fellowship." This presentation examined the Scriptural basis for our practice of "Close Communion." It also examined the error of the Evangelical Lutheran Synod that a person may be “admitted to the Lord's Supper who formally is not a member..., but whose informal confession of faith is taken into consideration” (“Agreement in Our Practice of Closed Communion”, statement #11, adopted at the 2017 ELS Convention).

Other Matters

- Board member Pastor Andrew Schaller assisted in the colloquizing of Philippine Pastor Jordan Palangyos in the last year. We give thanks for the Spirit's work and for the declaration of unity and fellowship with Pastor Palangyos and the Lutheran Autonomous Mission to the Philippines.
- Due to his employment status, Pastor Tony Bolen of Aberdeen, SD, is continuing his pause on the colloquy process. He continues to be a blessing to the Church with his faithful fellowship and service to our brethren in South Dakota.
- The board is beginning a review and updating of the 1980's document prepared by several of our pastors: *"Test the Spirits: A Reference Chart of Doctrinal Differences."*

In the service of our Savior,

CLC Board of Doctrine

Pastor Emeritus David Schierenbeck (Chairman)

Pastor Andrew Schaller (Secretary)

Pastor Emeritus Vance Fossum

Pastor Frank Gantt

Mr. Peter Krafft

Pastor David Reim

Pastor Thomas Schuetze



2023 General Pastoral Conference Report

2021 Convention Directive to 2023 Pastoral Conference

Theses and Antitheses on The Role of Admonition in the Termination of Fellowship with Church Bodies (*Prospectus* pp. 17,26)

Whereas there is confusion regarding the status of the document *Theses and Antitheses on the Role of Admonition in the Termination of Fellowship with Church Bodies* (TARA); be it

RESOLVED that the General Pastoral Conference study the *Theses and Antitheses* and bring a recommendation as to the adoption of this statement as an official doctrinal statement of the CLC to the 2024 Convention.

[2021 *Proceedings*, p. 127]

2023 General Pastoral Conference Response

The 2023 General Pastoral Conference did not accomplish this assignment. To facilitate a thorough review and recommendation to the Convention, the pastoral conference adopted the following:

Pastors will submit observations, concerns, study points, and materials to the CLC President. The president will compile and disseminate these to all of the pastors.

Regional study clubs and area pastoral conferences will study and discuss the material disseminated by the president.

The 2025 General Pastoral Conference will conclude the study and fulfill this task with a recommendation to the 2026 CLC Convention.

2022 Convention Directive to 2023 Pastoral Conference

Board of Doctrine Report (*Prospectus* pp.13-21)

C. What Scripture Teaches Regarding Admonition and Termination of Fellowship (*Prospectus* pp. 14-21)

We thank the Board of Doctrine for their work in producing “What Scripture Teaches Regarding Admonition and Termination of Fellowship.” We note that this is a document “for personal study among us.” We ask the Lord to bless the CLC General Pastoral Conference’s study of it in 2023. We request that the results of this study be reported to the 2024 convention.

[2022 *Proceedings*, p. 124]

2023 General Pastoral Conference Response

The Board of Doctrine presented its “What Scripture Teaches Regarding Admonition and Termination of Fellowship” to the 2023 CLC General Pastoral Conference. The 2023 edition of this document, which the pastoral conference considered, is a revised version of what was in the 2022 Convention Prospectus (2022 *Proceedings*, pp. 15-16).

The conference

- 1) studied the document,
- 2) gave direction for revision,
- 3) the board made those revisions, and
- 4) the conference accepted the resultant document as a scriptural presentation of God’s will regarding admonition and termination of fellowship.

This document is being submitted to the Convention for consideration (2024 *Prospectus* pp. 65-70).

The General Pastoral Conference leaves to the Convention to decide the status of this document and its future use as a synodical document.

This is the Pastoral Conference’s response to the 2022 Convention’s directive to study “What Scripture Teaches Regarding Admonition and Termination of Fellowship.”

2022 Convention Directive to 2023 Pastoral Conference

Concerning the “Report from the CLC Board of Doctrine and the Joint Committee Representatives on Church Fellowship and Its Termination”

Part One (*Prospectus* pp. 22-29)

Whereas we support the overall content of Part One of the “Report From the CLC Board of Doctrine and the Joint Committee Representatives, on Church Fellowship and Its Termination;” and

Whereas such a document deserves more careful scrutiny by all of us; and

Whereas the CLC General Pastoral Conference will be studying the related document, “What Scripture Teaches Regarding Admonition and Termination of Fellowship,” (*Prospectus* pp. 15-16) in its 2023 conference; therefore be it

RESOLVED that we are grateful for the work that the CLC Board of Doctrine and the Joint Committee Representatives have done for us, and be it further

RESOLVED that we ask the 2023 CLC General Pastoral Conference to study Part One of the “Report From the CLC Board of Doctrine and the Joint Committee Representatives, on Church Fellowship and Its Termination,” as well as “What Scripture Teaches Regarding Admonition and Termination of Fellowship,” and be it further

RESOLVED that we pray that the Lord would bless the CLC General Pastoral Conference’s study and the synod’s study of both documents. We also request that the results of the CLC General Pastoral Conference’s study be reported to the 2024 convention.

[2022 Proceedings, p. 124]

2023 General Pastoral Conference Response

The pastors of the pastoral conference reviewed Part 1 of the “Report from the CLC Board of Doctrine and the Joint Committee Representatives on Church Fellowship and Its Termination.”

The pastoral conference accepted this document.

WHAT SCRIPTURE TEACHES REGARDING ADMONITION AND TERMINATION OF FELLOWSHIP

(Revised Version General Pastoral Conference June 21, 2023)

Concerning Church Fellowship remains our confessional document on the Biblical teaching of Church Fellowship. The following document is a focused application of specific Biblical principles expressed in Concerning Church Fellowship.

Holy Scripture is our only source of truth

1. We believe, teach and confess that all Scripture is divinely inspired, authoritative, true and clear (Psalm 119:105). Holy Scripture is our only source of truth in spiritual matters. Therefore, as true disciples of Jesus we desire to continue faithfully in His Word (John 8:31-32) and not teach contrary to it (Proverbs 30:5-6). God gives us clear instructions on how to deal with error in different situations.

When error arises within a fellowship

2. We believe, teach, and confess that when error first arises within a fellowship, one normally assumes we are dealing with a weak brother who needs admonition and instruction (Acts 18:26). Such admonition is an ongoing expression of Christian love among brethren in the exercise of their fellowship. Therefore, we admonish a brother who shows weakness in his understanding and application of Scripture or who inadvertently speaks error (Galatians 6:1-2; 2 Timothy 4:2; Colossians 3:16). The exercise of patient admonition among brethren strengthens the bond of fellowship. (Ephesians 4:1-3) (cf. CCF, ¶ 63)

When admonition is rejected

3. We believe, teach, and confess that any admonition within fellowship which finally leads to the recognition of one as being a false teacher, occurs apart from the directive of Romans 16:17-18. When Scriptural admonition is rejected by an individual or church body by defending, teaching or tolerating what is false, they reveal themselves to be “causers of divisions and offenses contrary to the doctrine which you have learned.” (cf. CCF, ¶ 63, 64)

How to deal with false teachers

4. We believe, teach, and confess that Scripture also instructs us on how to deal with those who reveal themselves to be “causers of divisions and offenses contrary to the doctrine which you have learned,” that is, false teachers. We are to “beware” of them as “ravening wolves” (Matthew 7:15) and “avoid them” as those who “deceive the hearts of the simple” (Romans 16:17-18). In the context of Romans 16:17, the infinitive “to note” or “watch out for,” as well as the imperative “avoid” are instructing us only in regard to false teachers. (cf. CCF, ¶ 21, 23, 24)

Admonition and termination of fellowship – two different situations

5. We believe, teach and confess that passages speaking of admonition of brethren and passages speaking of termination of fellowship from false teachers speak of two different situations. While both situations are for the purpose of preserving the Word among us, the former is in the context of strengthening fellowship, the latter is in the context of terminating fellowship. We cannot commingle these passages without violating the clarity of Scripture and thus harming the fellowship. (cf. CCF, ¶ 48, 64)

Therefore,

- a. We reject the idea that passages dealing with weak brothers may be applied to “those who cause divisions and offenses contrary to the doctrine you have learned;”
- b. We reject any application of Romans 16:17-18 to those who have inadvertently erred or who show themselves to be weak brothers;
- c. We reject the view that “to watch out for” in Romans 16:17 refers not only to those who show themselves to be false teachers but may also include those who inadvertently err;
- d. We reject the idea that “to watch out for” in the context of Romans 16:17 is an instruction to distinguish between weak brothers and false teachers;

The loving voice of our Good Shepherd

6. We believe, teach and confess that Romans 16:17 teaches that when a visible fellowship reveals itself to be a causer of divisions and offenses by its doctrine or practice contrary to Scripture, it is to be avoided without delay. Such clear directives are the loving voice of our Good Shepherd protecting His sheep against the deception and dangers of false teachers (Romans 16:18; Galatians 5:9; Matthew 7:15). (cf. CCF, ¶ 46, 61, 65, 48, 66)

Therefore,

- a. We reject that Romans 16:17-18 in any way allows for in-fellowship admonition of those who are causers of divisions and offenses;

- b. We reject that when an individual or church body is identified as causing divisions and offenses contrary to the doctrine which you have learned there is any reason to delay avoiding them, including subjective opinions regarding the benefit of further admonition;
- c. We reject any suggestion that following the directives of Romans 16:17-18 is loveless;
- d. We reject the idea that the “avoid them” of Romans 16:17-18 is a judgment on anyone's personal faith or is to be equated with excommunication.

Evaluating doctrine and practice

- 7. We believe, teach and confess that both the doctrine and practice present the confession of a visible fellowship and must be evaluated to determine whether it faithfully confesses Christ (Matthew 7:15-20; James 1:22). Should either doctrine or practice be in conflict with Scripture, our Lord's directives concerning false teachers apply (Romans 16:17). Before fellowship is established, error also must be clearly rejected (Titus 1:9). (cf. CCF, ¶ 17, 18, 21, 22, 25, 26, 27)

Therefore,

- a. We reject the view that practice need not conform to Scriptural teaching;
- b. We reject the idea that error is clearly rejected by a church body when, at the same time, it continues to confess the same false teaching in its official statements;
- c. We reject the idea that continuing defense of false teaching is not a barrier to true unity.

Following our Lord's loving directives

- 8. We believe, teach and confess that God's Word encourages us to pray for and seek the well-being of all souls, that they may come to know their Savior and faithfully follow Him (1 Timothy 2:1-4). As a fruit of the Gospel in believing hearts, we seek to follow our Lord's loving directives in all our dealings with those within and outside our fellowship. Our greatest concern is ever to be the glory of God's holy Name and the well-being of souls. (cf. CCF, ¶ 72; 'Foreword', Last 2 paragraphs)

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WHAT SCRIPTURE TEACHES REGARDING ADMONITION AND TERMINATION OF FELLOWSHIP

Shortened Endnotes from *Concerning Church Fellowship*

Statement 1 – None.

Statement 2 – Scripture shows us how to treat weak brethren.

¶ 63 – "...we fully believe in dealing patiently and lovingly with weak brethren. In every congregation there are Christians who are strong and others who are weak. Each individual Christian is at times strong and at times weak. Certainly this is a prime reason why our Lord does not leave us alone, but sets the solitary into families, that we may serve one another in humility and love. There are members of congregations who are also weak in doctrine...Thus the Church is ever busy at this task of strengthening the weak in its midst, "teaching them to observe."

Statement 3 – Scripture shows us that any in-fellowship admonition, which finally leads to the recognition of one as being a false teacher, happens outside of Romans 16:17.

¶ 63 – "...the Church is ever busy at this task of strengthening the weak in its midst, "teaching them to observe." There are many, many Bible passages and Scriptural examples of this constant activity of the teaching, strengthening, edifying Church. But we most assuredly object to this, that this teaching and admonishing function be of necessity carried into the process of separating from errorists.

¶ 64 – "...when Scripture tells us to avoid, withdraw, reject, beware...It is quite clearly in each case referring to people who are in the role of teaching, or who assume that role over against the true preachers of the Word. They are false prophets, men who claim that their errors are the truth; they are causers of division, men who lead a segment of the Church away from the truth...God does not ask His children to risk their salvation on the altar of an admonition which is being carried on in an atmosphere of fellowship where He has prohibited fellowship.

Statement 4 – Scripture shows us how to deal with false teachers.

¶ 21 – "Christians are required to have church fellowship only with orthodox church bodies. Having distinguished between heterodox and orthodox bodies, they are to act according to this knowledge. This is what God's Word declares in all passages which admonish Christians not to hear false prophets, but to flee from them."

¶ 23 – "Scripture teaches that we should come out from among (false teachers), that is from the adherents and teachers of error, and be separate."

¶ 24 – "The brethren of Paul are carefully to fix their eye on those who deviate by teaching or adhering to false doctrine alongside of the true doctrine, and are to avoid them."

Statement 5 – Scripture teaches us to make a distinction between weak brothers and false teachers, and the different way we are to deal with each.

¶ 48 – "Though we instruct 'with all long-suffering and doctrine' (2 Tim. 4:2) such as through ignorance hold erroneous opinions and beliefs, this in no wise restricts or limits the avoiding of those who by their deviations "cause divisions and offenses" in the Church. Those cannot be treated as 'weak' brethren who are publicly teaching their erroneous opinions as God's truth."

¶ 64 – "Essentially the two groups of passages are addressed to opposite situations. Teaching, admonishing, edifying, instructing—all these presuppose disciples, learners, hearers. These learners and hearers may frequently entertain strange notions and erroneous thoughts. That is why they come to be taught the Word of God. Here the question of separation is totally out of place. But when Scripture tells us to avoid, withdraw, reject, beware, it certainly is not speaking of people who sit at the feet of the true church to learn the way to heaven. It is quite clearly in each case referring to people who are in the role of teaching, or who assume that role over against the

true preachers of the Word. They are false prophets, men who claim that their errors are the truth; they are causers of division, men who lead a segment of the Church away from the truth; they are heretics, men who form a new party in connection with their deviations. Let us not fail to note in this connection that error is dangerous (beware!), and that God does not ask His children to risk their salvation on the altar of an admonition which is being carried on in an atmosphere of fellowship where He has prohibited fellowship.”

Statement 6 – Scripture directs us to separate ourselves from false teachers without delay. All admonition offered for the benefit of false teachers should be outside the realm of fellowship.

- ¶ 46 – “We further believe, teach, and confess that established fellowships or existing fellowships are to be terminated when it has been ascertained that a person or group through a false position is causing divisions and offenses in the Church. Among our Lutheran teachers who have held a firm and Scriptural position in regard to making no alliances with those who deviate in their teachings from the Word, there are some who have shown the same humanistic weakness of the unionist when the matter occurred of separating from those with whom there has been fellowship of long standing.”
- ¶ 61 – “We further reject the teaching that false teachers and churches are to be avoided only when they no longer listen to admonition. In those communions which agree with us that there must be unanimity in all doctrines of Scripture as a basis for fellowship, some teachers have arisen who have taught that an existing fellowship is not to be terminated as long as the errorists will discuss the issues involved and permit admonition to be addressed to them. Though this argument is presented in the sheep’s clothing of Christian love and patience, we must condemn it as unscriptural and unionistic. When errorists by their adherence to their errors ‘cause divisions and offenses’ in the Church, we are told by the Holy Ghost through the Apostle Paul in Romans 16:17 to avoid them. To say in the face of this clear instruction that we are to fellowship with such as have become manifest errorists, simply because we are still admonishing them, must be condemned as disobedience to God, as allowing false teachers to ravage the flock, as disregarding the concern expressed in the next verse of Romans 16 (lest ‘. . . by good words and fair speeches they deceive the hearts of the simple’)—in short, as belittling the Word of God and the importance of all revealed teaching. It can only, as must all unionism, lead to indifference to doctrine and to insecurity for the Christian in matters of faith.”
- ¶ 65 – “We emphatically teach that the admonishing per se and by itself is not an absolute must, a condition sine qua non, for the application of ‘avoid them.’ As we have seen, there may be years of admonition before a person is revealed as causing divisions and offenses by his errors, or it could become clear at one meeting that the basis for fellowship has been removed by adherence to error. The argument that separation must be delayed as long as the errorist will listen to admonition does not take into account that he is not only listening, but he is teaching his error at the same time. The devil is very happy to have this errorist listen to endless admonition, if this will enable him to continue to fellowship and address the entire Church.”
- ¶ 48 – “Nor does isolation of errorists from one’s own communion in such cases indicate a lack of love. For we believe that to obey the Lord and avoid them is true love, and only by thus following God’s injunction can we ‘preserve unity’ and heal the breaches in the walls of Zion. Where error is tolerated it will grow. When it is isolated it is unable to propagate itself.”
- ¶ 66 – “The charge that they who call for separation do not have love is quite specious: for we are first to have love for Christ, who has been attacked by the errorist, and then we are to have love for all the sheep and lambs, who stand in mortal danger by reason of the teachings of this man or group. And surely, if we act in love for God and His Word, such action will also be the most loving thing toward the errorist. . .”

Statement 7 – God wants us to judge between orthodox and heterodox churches. The litmus test for a church being orthodox or heterodox is the doctrinal position it holds and the practices it accepts.

- ¶ 17 – “Since God ordained that His Word only, without the admixture of human doctrine, be taught and believed in the Christian Church, 1 Pet. 4:11; John 8:31-32; 1 Tim. 6:3-4, all Christians are required by God to discriminate between orthodox and heterodox church-bodies, Matt. 7:15, to have church-fellowship only with orthodox church-bodies, and, in case they have strayed into heterodox church-bodies, to leave them, Rom. 16:17. We repudiate unionism, that is, church-fellowship with the adherents of false doctrine, as disobedience to God’s command, as causing divisions in the Church, Rom. 16:17; 2 John 9, 10, and as involving the constant danger of losing the Word of God entirely, 2 Tim. 2:17-21. (*Brief Statement, Art. 28*)”

- ¶ 18 – “This then is a pure or orthodox church which adheres to the unadulterated doctrine of God’s Word and administers the sacraments according to their divine institution. On the other hand, a church which contrary to the divine ordinance tolerates false doctrine in its midst or deviates from the divine institution in the administration of the sacraments is rightly called an impure or heterodox church.”
- ¶ 21 – “Having distinguished between heterodox and orthodox bodies, they are to act according to this knowledge. This is what God’s Word declares in all passages which admonish Christians not to hear false prophets, but to flee from them.”
- ¶ 22 – “Nor should 2 Corinthians 6:14-18 be lightly dismissed: “Be ye not unequally yoked together with unbelievers: for what fellowship hath righteousness with unrighteousness? and what communion hath light with darkness? And what concord hath Christ with Belial? or what part hath he that believeth with an infidel? And what agreement hath the temple of God with idols? for ye are the temple of the living God; as God hath said, I will dwell in them, and walk in them; and I will be their God, and they shall be my people. Wherefore come out from among them, and be ye separate, saith the Lord, and touch not the unclean thing; and I will receive you, And will be a Father unto you, and ye shall be my sons and daughters, saith the Lord Almighty.”
- ¶ 25 – “From this passage it is clear that fellowship is to be based on one thing only, the doctrine which is proclaimed or confessed. . . .”
- ¶ 26 – “Now the basis for this fellowship cannot be the same as that for the brotherhood, which is regeneration and true faith. Before we can fellowship we must recognize the brother, and recognition must have as its object something that can be seen. But faith cannot be seen. One cannot recognize a brother by his faith, and it is equally impossible to fellowship with him on that basis.”
- ¶ 27 – “We therefore believe and teach that Christian fellowship is based only on profession of faith, by word and deed.”

Statement 8 – Our foremost concern as Christians who are committed to upholding the truth of God’s Word.

- ¶ 72 – “In the case of one who trespasses against me, my one concern—of which he should be assured—is the sinner and his forgiveness. In the case of false teachers, however, there is first the immediate concern for the honor of God and for the endangered lambs. This does not by any means preclude a sincere concern for the erring man’s soul. The separating action taken in obedience to God is for the sake of His glory and the safety of souls entrusted to the Church. Previously, concurrently, and subsequently, as the Christian has call and opportunity, he will of course try to correct the erring one. Even here there may have to be a stopping point, however, due to the hazard involved in dealing with one who is endangering our faith by mingling lies with the truth. Paul tells Titus to dismiss, reject a heretical one after the first and second admonition (Tit. 3:10), which is an echo of the Savior’s words: “. . . neither cast ye your pearls before swine, lest they . . . turn again and rend you” (Matt. 7:6).”

Concerning Church Fellowship ‘Foreword’ (2nd to last paragraph), quoting the Concordia Triglotta, 1095:95 – “From this our explanation, friends and enemies, and therefore every one, may clearly infer that we have no intention of yielding aught of the eternal, immutable truth of God for the sake of temporal peace, tranquility, and unity. Nor would such peace and unity, since it is devised against the truth and for its suppression, have any permanency. Still less are we inclined to adorn and conceal a corruption of the pure doctrine and manifest, condemned errors. But we entertain heartfelt pleasure and love for, and are on our part sincerely inclined and anxious to advance, that unity according to our utmost power, by which His glory remains to God uninjured, nothing of the divine truth of the Holy Gospel is surrendered, no room is given to the least error, poor sinners are brought to true, genuine repentance, raised up by faith, confirmed in new obedience, and thus justified and eternally saved alone through the sole merit of Christ.”

Concerning Church Fellowship ‘Foreword,’ (last paragraph) -- That God may graciously use and bless our halting efforts toward this end, that is our earnest and confident prayer.

Memorial

Regarding the Theses and Antitheses on the Role of Admonition in the Termination of Fellowship with Church Bodies (TARA¹⁹⁹⁰)

WHEREAS the Board of Doctrine has acknowledged the confusion caused by its 2017 revision of the Theses and Antitheses on the Role of Admonition in the Termination of Fellowship with Church Bodies (TARA¹⁹⁹⁰) and has withdrawn the revision, and

WHEREAS past use of TARA¹⁹⁹⁰ does not of itself establish an official status among us, and

WHEREAS a document does not need to have official status to be used with benefit and purpose, and

WHEREAS the CLC Convention has not adopted TARA¹⁹⁹⁰ as an official confessional statement of the CLC,

THEREFORE, BE IT RESOLVED that we recognize TARA¹⁹⁹⁰ as a scriptural document that is available for use; but it is not an official confessional statement of the CLC.

THEREFORE, BE IT FURTHER RESOLVED that the General Pastoral Conference's Convention-directed work regarding TARA¹⁹⁹⁰ is hereby concluded.

The memorial continues on the following page >>>

WHEREAS the most important issue at hand is what Scripture teaches, and

WHEREAS resolving the TARA status question allows for study and discussion to focus on what Scripture teaches, and

WHEREAS the 2023 General Pastoral Conference document, *What Scripture Teaches Regarding Admonition and Termination of Fellowship*²⁰²³ was accepted “as a scriptural presentation of God’s will”¹ by the General Pastoral Conference and can be used profitably, and

WHEREAS the president is compiling pastors’ input on this matter.²

THEREFORE, BE IT RESOLVED that we encourage the General Pastoral Conference to continue studying the root scriptural questions underlying any remaining concerns regarding this matter.

Respectfully Submitted,
The Pastors of the Pacific Coast Pastoral Conference

¹ **2023 General Pastoral Conference – Response to the 2022 Convention directive to study TARA¹⁹⁹⁰** (cf. 2024 *Prospectus*, p. 64): “The conference 1) studied [*What Scripture Teaches Regarding Admonition and Termination of Fellowship*], 2) gave direction for revision, 3) the board made those revisions, and 4) the conference accepted the resultant document as a scriptural presentation of God’s will regarding admonition and termination of fellowship. This document is being submitted to the Convention for consideration (pp. 65-70, 2024 *Prospectus*). The General Pastoral Conference leaves to the Convention to decide the status of this document and its future use as a synodical document.”

² **2023 General Pastoral Conference Resolution**

- A. Because there was confusion about what we voted on regarding “What Scripture teaches Regarding Admonition and Termination of Fellowship” (GPC 2023)
- B. Because there were concerns with the content and that some of it may conflict with previous CLC statements and documents
- C. Because we want to show Christian love to our brothers who are struggling with these things and
- D. Because it is infinitely more important that we get this right and not do this quickly,

We propose the following:

1. We ask that pastors submit to the President any concerns that they have with TARA-1990 and/or “What Scripture teaches regarding Admonition and Termination of Fellowship (2023)” with a deadline of August 15th. The President will compile and disseminate these to the pastors by September 1st.

Note: After the General Pastoral Conference, the president clarified a path forward on this matter in view of the fact that pastoral conference would not meet again until 2025. This first round of input has been received, compiled, and shared with the pastors for personal study and study/discussion at regional pastoral conferences. Any further input from individual pastors or regional conferences will be compiled and distributed by the president in the fall of 2024 pursuant to the 2025 General Pastoral Conference.

2. We ask that regional Study Clubs and area Pastoral Conferences discuss the points that are submitted regarding these two documents over the coming year.
3. We report to the 2024 convention that we are still working on a recommendation to Convention regarding TARA 1990.
4. That the 2025 General Pastoral Conference study the TARA-1990 and bring a recommendation as to the adoption of this statement as an official doctrinal statement of the CLC to the 2026 Convention.

Board of Trustees Report

^{ESV} (Ps. 96:8-13) *Ascribe to the LORD the glory due his name; bring an offering, and come into his courts! ⁹ Worship the LORD in the splendor of holiness; tremble before him, all the earth! ¹⁰ Say among the nations, "The LORD reigns! Yes, the world is established; it shall never be moved; he will judge the peoples with equity." ¹¹ Let the heavens be glad, and let the earth rejoice; let the sea roar, and all that fills it; ¹² let the field exult, and everything in it! Then shall all the trees of the forest sing for joy ¹³ before the LORD, for he comes, for he comes to judge the earth. He will judge the world in righteousness, and the peoples in his faithfulness.*

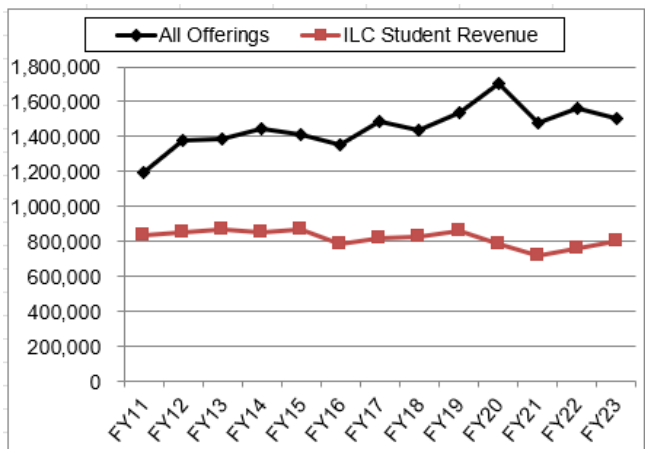
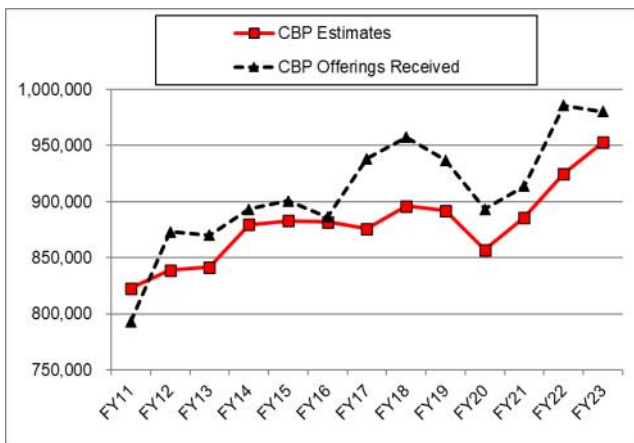
Before we bring our future needs before the Lord, how fitting and right to first bring our praise and thanksgiving for the innumerable blessings of the past. No human business model could have predicted the extent to which our God has blessed His work in our midst. The God who has so richly provided in the past, both for our spiritual and financial needs, can surely be trusted to supply all of our future needs. The God who did not spare His own Son will unquestionably provide for our material needs. *"Ascribe to the LORD the glory due his name."*

FY25 CBP Estimates – Last fall the General Fund total CBP request for the congregations' consideration for the next fiscal year was \$1,255,703. The numbers have changed over the past several months and the current need is shown in the table below. The revised FY25 revenue estimate of \$1,263,993 represents a 5.9% increase over the current FY24 budget. The FY25 CBP estimate from CLC congregations is \$1,005,000. The Board of Trustees continues to use the annual CBP estimate data from the congregations as a component of the revenue budgeting process. To set the General Fund offerings estimate for the following fiscal year, the aggregate CBP congregational estimate is compared with the actual General Fund contributions from both the previous fiscal year and the previous calendar year, together with special General Fund contributions from individuals. The total CBP estimate from the congregations has historically been under the actual General Fund offerings. The FY25 CBP estimate is actually \$44,069 less than actual FY23 General Fund contributions.

Fiscal Year	CBP Estimate	Actual General Fund Contribution	Difference	% Over CBP
	(Congregational and Special)			
2013	840,000	871,000	31,000	3.7%
2014	878,000	893,000	15,000	1.7%
2015	883,000	901,000	18,000	2.0%
2016	882,000	904,000	22,000	2.5%
2017	876,000	964,000	88,000	10.0%
2018	896,000	996,000	100,000	11.2%
2019	892,000	946,000	88,000	9.9%
2020	857,000	1,090,272	233,272	27.2%
2021	886,000	998,765	112,765	12.7%
2022	925,000	1,049,265	124,265	13.4%
2023	952,700	1,049,069	96,369	11.3%
2024	980,000	1,191,682 (projected)	211,682	21.6%
2025	1,005,000	1,262,993 (projected)	257,993	25.7%

FY25 CBP Budget Proposal – Following is the General Fund budget and the proposal for the next fiscal year.

General Fund Budget					
Fiscal Year	FY21	FY22	FY23	FY24	FY25
Operations Receipts	Actual	Actual	Actual	Approved	Proposed
CBP Estimates	886,000	925,000	952,700	980,000	1,005,000
CBP Offerings Received/ Budgeted	913,938	985,689	980,500	1,191,682	1,262,993
Special Offerings & Receipts	84,827	63,576	68,569	0	0
Reserves Used / (Surplus)	38,805	98,670	101,148	0	0
ILC Revenue / Budget	715,544	784,915	832,484	938,200	994,100
Total	1,753,114	1,932,850	1,982,701	2,129,882	2,257,093
Operations Spending					
Extra Budgetary	40	0		0	0
Education - Total	14,245	9,182	14,042	15,000	15,000
Trustees - Total	70,316	81,265	64,904	70,562	67,435
Missions - Total	347,299	385,920	398,946	406,008	450,558
Regents - Gen Fund Subsidy	605,669	671,568	672,325	700,112	730,000
Regents - Student Revenue	715,544	784,915	832,484	938,200	994,100
Total	1,753,113	1,932,850	1,982,701	2,129,882	2,257,093
Year End Reserves	300,222	190,153	95,555		

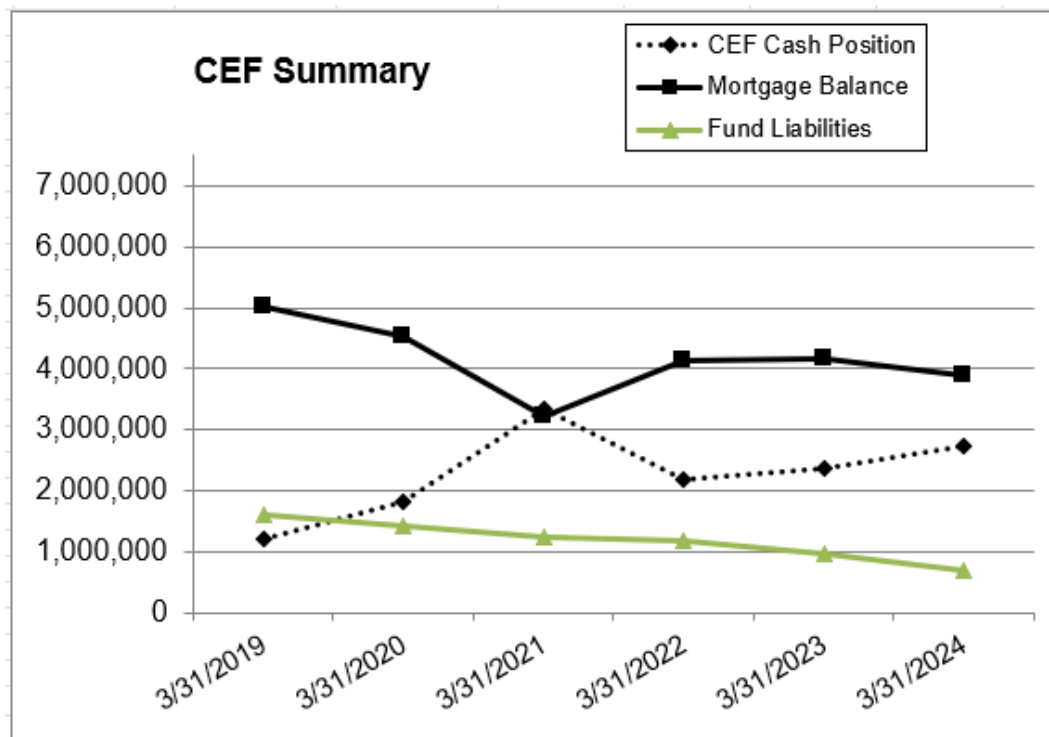


Church Extension Fund – The CEF continues to be the major source of capital for building projects in the CLC, providing for church, school and housing projects of CLC congregations and of ILC. The fund cash balance may also be used to manage temporary cash flow needs of the CLC operating account. The income includes interest from monthly mortgage payments from the borrowing congregations, investment earnings and small congregational offerings.

In accordance with the objective of reducing the promissory note balance below the fund investment balance, no new promissory notes have been issued. As of 3/31/2024 the liquid cash and investments of \$2,742,516 exceed the promissory note liabilities of \$693,989 by \$2,048,527. At this time the fund has adequate cash and is continuing the policy of not writing new promissory notes to the fund. In keeping with our past direction, the board is continuing to reduce the fund liability by paying off existing notes. However, upon request of the note holder, existing notes are being renewed.

The CEF historical summary in the graph and the data below help to better understand the fund. From March 2019 to March 2024:

	3/31/2019	3/31/2020	3/31/2021	3/31/2022	3/31/2023	3/31/2024
CEF Cash Position	1,223,106	1,822,636	3,354,021	2,190,832	2,384,216	2,742,516
Mortgage Balance	5,021,960	4,542,499	3,232,029	4,149,406	4,152,329	3,893,280
Total Assets	6,245,066	6,365,134	6,586,050	6,340,238	6,536,545	6,635,796
Fund Liabilities	1,611,866	1,421,317	1,257,518	1,175,528	959,392	693,989
Net Worth	4,633,200	4,943,818	5,328,532	5,164,710	5,577,153	5,941,807



- Net worth* increased \$364,654 from March 2023 to March 2024 from market value appreciation of investments, realized investment income and interest received from mortgages less administration cost and interest paid on promissory notes.

- Assets including cash, investment and outstanding mortgage balances increased \$99,251.
- Liability of promissory notes due to individuals and congregations of the CLC declined \$265,403.
- Incoming payments from mortgages are currently \$22,368 per month.

*While the net worth of the fund is \$5.9 million, consideration should be given that \$3.9 million of the assets are mortgage balances payable over extended terms. The cash and investment balance of \$2.7 million increased by \$400,000.

Cash position available for new mortgage applications and to repay fund liabilities exceeds the required \$250,000 or 15% of the fund liability minimum reserve balance established by the 2021 Convention.

The intention is not to grow the net worth of the fund from net interest income. Therefore, the board has maintained the 1% spread between the 2.5% paid on promissory notes and the 3.5% received from mortgage notes. That interest is used to cover the administrative costs of the fund and provide a small allowance for risk of repayment.

Loan activity since March 2022 is as follows:

Applications pending: None

Approved pending funding

- \$90,000 Grace, Valentine, NE for class room addition to school building and remodel basement.
- \$3,000,000 ILC for 2022 CLC Convention approved 30-year loan from the CEF at 2.5% interest rate to be used in conjunction with the ILC Building project.

Newly funded mortgage loans

- \$250,000 Zion, Loganville - Atlanta, GA for purchase of parsonage
- \$200,000 Prince of Peace, Loveland, CO for fellowship hall construction
- \$100,000 Grace, Sleepy Eye, MN for school addition
- \$ 70,000 Peace Thru Christ, Middleton, WI for refinance of existing \$235,339 mortgage loan plus funds for major parsonage renovation

Paid

- Zion, Loganville - Atlanta, GA - Zion sold original property to pay off existing CEF and bridge loans
- Immanuel, Winter Haven, FL
- Immanuel, Mankato, MN
- Our Savior's, Cadillac, MI
- St Stephen, Mt. View, CA

Modified existing Loans

- Messiah, Hales Corner, WI - modified amortization

Several congregations have inquired about the potential of receiving a CEF loan. However, there are no loan applications pending at this time.

CLC Code Compensation – The proposed FY25 budget includes a salary increase of the COLA adjustment of 3.4% plus a base increase of \$32, or \$138 per month. This would result in a proposed Tier 1 base salary of \$3,266 (\$4,266 Tier 2).

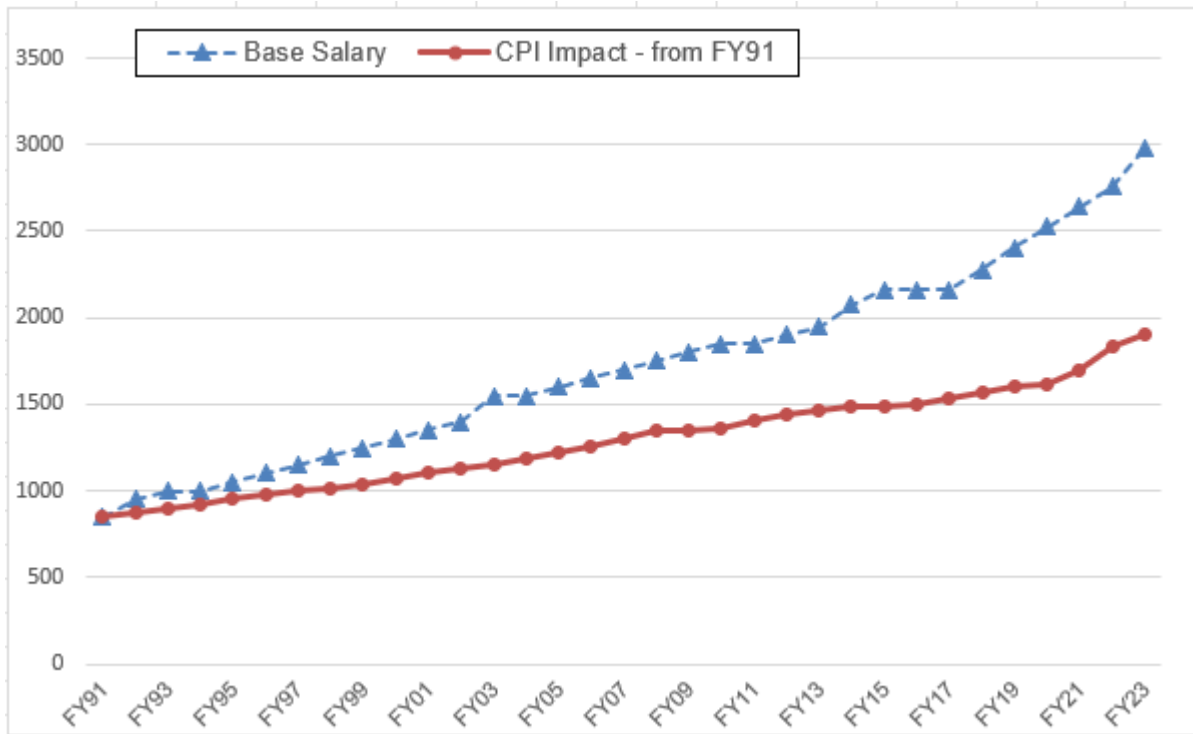
There is no proposed increase to the standard Retirement Plan contribution, which is currently \$220 per month.

Although our intention is to continue with the current two Tier system, the annual COLA increase will be indexed to the Tier 1 base salary figure. The Tier 2 base salary figure will then remain constant at \$1,000 above the Tier 1 base salary total. The additional \$1,000 per month Tier 2 base salary was granted to those workers that were not provided with medical insurance and could not be reimbursed for medical costs or medical insurance premiums.

Fiscal Year	FY20	FY21	FY22	FY23	FY24	FY25 (proposed)
Previous year Actual	\$ 2,403.00	\$ 2,524.00	\$ 2,642.00	\$ 2,759.00	\$ 2,980.00	\$3,128.00
Annual Increase	\$ 75.00	\$ 75.00	\$ 75.00	\$ 0	\$0	\$32.00
COLA	\$ 46.00	\$ 43.00	\$ 42.00	\$ 110.00	\$148.00	\$106.00
Tier 1 Base Actual	\$2,524.00	\$2,642.00	\$2,759.00	\$ 2,980.00	\$3,128.00	\$3,266.00

In addition to base salary, code compensation also includes:

- Mileage compensation at the government rate (\$0.67 per mile in 2024)
- Housing and utilities
- \$6.25 per month per year of service (max 20 years)
- Consideration of medical insurance
- Moving expenses (now considered taxable income)
- CLC Retirement (Currently \$220/month)



FY25 Trustees Budget Proposal – Following is the Board of Trustees’ portion of the General Fund Budget, reflecting past years’ actuals, current year approved and next year’s proposed figures. Disbursements from the Old Retirement Plan, which are funded through the General Fund, have steadily decreased as this plan is being phased out.

Trustees Budget	FY21	FY22	FY23	FY24	FY25
Administration	Actual	Actual	Actual	Approved	Proposed
General Business Office	11,785	12,238	12,429	13,274	13,715
Board/Admin Expenses	716	2,420	298	1,200	1,200
Liability Insurance	0	1,109	1,268	1,700	3,500
All CLC Travel Expenses	11,158	17,057	8,869	12,440	15,000
Total:	23,659	32,824	22,864	28,614	33,415
Debt Service					
Retirement (Old Plan)					
Monthly Payments Families	22,123	25,200	15,600	18,000	3,780
Monthly Payments Singles	18,537	23,240	26,440	26,640	30,240
Total:	40,660	48,440	42,040	44,640	34,020
Total Disbursements	70,315	81,264	64,904	73,254	67,435

Investment Management – The CLC has several investment accounts, each of which serves a distinct purpose for specific funds owned by the church body. The following presentation is designed to provide a simplified recap of what we are trying to accomplish with each of the investment accounts: Investment Pool, SAF and PMP Endowment Accounts and the General Fund Endowment. During the current fiscal year the Trustees opened a money market account, which we use to manage market risk to avoid loss of funds. The Reserve Account would be an example of this kind of fund. The Retirement Plan is structured so that each participant can choose funds that meet their own risk tolerance and retirement time horizon. Balances listed as current are as of 3/31/24.

Investment Pool Account – The pool previously contained funds that were not held in the synod's checking account and funds not belonging to the Endowments. At this time the account holds only CEF funds. The ILC Improvement Fund, Reserve, and ILC Building Fund are now invested in a money market account to substantially reduce the risk of principal loss.

ILC Improvement Fund (IIF) - Current balance of \$127,695.

Reserve Account - Current balance of \$99,881.

ILC Building Fund - Current balance of \$1,527,987. The funds are from a combination of bequests, contributions, and investment income.

Endowment Accounts – These accounts shall receive, hold and invest endowment gifts and donations. The primary account contains assets from the Public Ministry Preparation Endowment, the SAF Endowment, and the ILC Scholarship Fund. The account is managed more conservatively than the Investment Pool as the time horizon for the need is shorter. The General Fund Endowment is in a standalone money market account.

SAF Endowment and Progress toward the Self-Supporting Goal – Previous conventions have established the goal of making the SAF self-supporting. Defining and quantifying "self-supporting" is contingent on several factors, including the establishment of desired support levels for each of the three departments at ILC (high school, college, and seminary). A major component of this plan is to increase the SAF endowment principal to the point where investment income plus annual loan repayments will provide sufficient operating capital without the need for additional contributions. The current balance is \$1,801,374. The 2006 convention resolved that the church body make the SAF Endowment a top priority of our undesignated special gifts and bequests. A total of \$60,000 was distributed to the qualifying students over the school years of FY22, FY23 and FY24.

PMP Endowment – The Public Ministry Preparation Endowment (PMPE) has also emerged as a significant resource to help reduce costs for those students at ILC who are preparing for the teaching or preaching ministries. The current balance is \$1,992,782. Income is distributed semiannually to the corresponding college and seminary students. A total of \$194,500 was distributed to the qualifying students over the school years of FY22, FY23 and FY24.

ILC Scholarship Fund – ILC Scholarship Fund is made up of funds provided from specific donors to fund their established scholarships. These scholarships are distributed each year per the donors' instructions. There is currently \$181,994 in the fund. A total of \$25,000 was distributed to the qualifying students over the school years of FY22, FY23 and FY24.

General Fund Endowment - The General Fund Endowment was established by the 2021 CLC Convention and is funded through direct contributions and undesignated bequests. The investment account for this fund has been established. While the balance of \$4,313 is currently minimal, we pray that this amount will grow over time. Earnings from this endowment will be added as a revenue line item for the General Fund, in addition to offerings.

CLC Retirement Plan – The Plan is intended to provide eligible employees with a vehicle to save for their retirement. Contributions are made by congregations on behalf of their eligible called servants and additional contributions may be made via payroll deduction by the participants and congregations, both pre-tax and after-tax (Roth) contributions. The congregational contribution increased to \$220 on 1/1/2023, but no additional increases have been proposed since that date. The Trustees continue to have Alerus focus on employee training and education as it pertains to retirement savings.

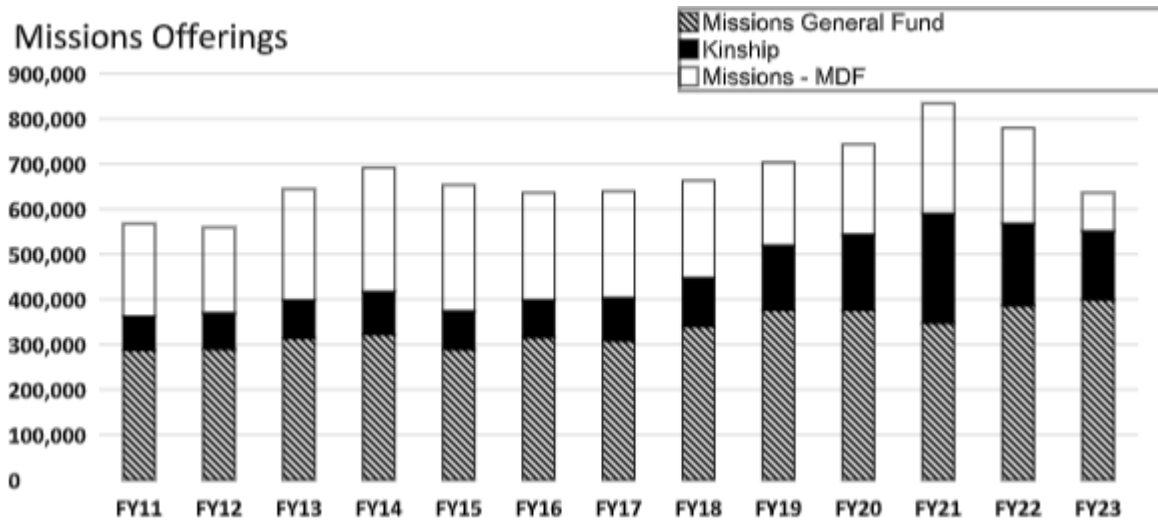
Due to some recent changes within our funds, and in consultation with our advisors, certain funds will be eliminated from the plan. Dollars that are in these funds will automatically flow into a Target-Date fund based upon the participant’s age. All impacted participants will have the ability to opt out of the assigned Target-Date Fund and choose from any of the other funds in the plan. This change is planned to take place on or around July 1, 2024.

Summary of All Resources to the Programs

The operating budgets of the General Fund and ILC support the on-going programs of the CLC. The Auxiliary Funds (MDF, IIF, SAF and CEF) also supply very significant support to the Kingdom work among us. The following summaries show the total of the expenditures under the responsibility of each CLC Board.

Board of Missions – The CLC mission program has three financial components, the General Fund subsidy, the Mission Development Fund and Project Kinship. Together these funds provide the financial resources for the program. The receipts and disbursements for the mission program since the last convention are summarized in the following graph:

Board of Missions		Balance			Balance			FY24 Bal
Account:	Item/Project	7/1/2022	Received	Disbursed	7/1/2023	Received	Disbursed	To Date
Missions General Fund		0	398,946	398,946	0	299,651	299,651	0
Mission	General Projects	168,733	210,056	283,168	95,622	201,444	146,056	151,010
Development	Kinship Project	194,438	151,499	177,650	168,287	137,163	139,649	165,801
Missions Total:		363,171	760,501	859,764	263,908	638,258	585,356	316,810



Project Kinship (a component of the Mission Development Fund) includes support for widows, orphans, seminary students, and disaster relief in foreign fields. Some project expenditures are listed in addition to the sponsorship of orphans and seminary students.

MDF Project Kinship	2020		2021		2022		2023		2024	
Item	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Thru 3/31
Administration	4,500	927	4,500	391	5,700	1,110	5,700	5,430	3,000	1,246
School Buildings										
Gifts - Christmas / Graduation	4,000	3,365	4,000	4,125	4,000	2,335	4,000	2,835	4,000	1,315
Medical Assistance	11,200	1,527	8,000	16,211	8,000	15,040	8,000	16,830	10,000	922
Disaster Relief	12,000	25,000	10,000	11,730	10,000	10,000	10,000	27,000	10,000	28,999
Misc Projects/Leprosy Assistance			1,200	1,000	1,200	0	1,200	0	1,200	875
Nepal HCLCN Orphans	5,000	4,200	4,200	4,200	4,200	4,130	4,200	3,780	4,200	2,870
India CLCI Orphans	22,000	21,900	25,800	21,900	25,800	23,900	25,800	21,900	25,800	18,250
Nigeria NCLC Orphans	2,400	0	0	0	0	0	0	0		
Kenya-CLC Orphans	6,000	5,650	6,000	6,000	6,000	11,400	6,000	8,400	8,400	7,000
Kenya-Mois Bridge School	8,800	8,760	8,800	8,760	8,800	13,950	8,800	9,900	9,900	8,250
Myanmar - Thang Khan Khan	2,000	2,160	4,000	2,970	5,980	10,941	5,980	6,300	5,940	6,240
Uganda Clear Hope Children									10,800	8,100
Togo Orphans - Blewu Kossi	3,000	2,100	2,100	2,100	2,100	2,100	2,100	2,100	2,100	1,650
Togo Kids 4 Kinship	1,500	1,500	1,500	1,516	1,500	1,500	1,500	1,500	1,500	1,350
Yanyon NLC Kids	5,000	4,051	6,000	4,016	6,000	3,016	6,000	0	6,000	
CLCI Seminary Sponsorships	24,500	24,480	24,500	24,480	24,500	26,480	24,500	24,480	24,500	20,400
DR Congo Seminary Sponsorships	3,500	4,600	7,200	7,200	7,200	7,200	7,200	7,200	7,200	6,000
BELC Seminary Sponsorships	11,000	10,500	10,500	10,500	10,500	10,500	10,500	11,350	10,500	8,750
Nepal - HCLCN HBI Seminary	4,800	4,800	4,800	2,240	4,800	3,400	4,800	6,200	6,000	3,300
Tanzania-CLC (Arusha)	3,600	1,800	3,600	4,000	4,800	5,400	4,800	6,000	6,000	4,700
NCLC Seminary Sponsorships	2,500	420	750	1,080	1,800	2,160	1,800	2,160	2,160	1,830
Togo Bible School Seminary	3,000	2,160	2,200	2,160	2,200	1,920	2,200	2,160	3,600	960
Widows Support - BELC	7,040	7,278	9,600	8,600	9,720	11,615	9,720	11,045	9,800	6,641
Widows Support - CLCI	960	0								
Widows Support - NCLC	1,400	960	0	1,050	0	1,080	0	1,080		
Totals	149,700	138,138	149,250	146,229	154,800	169,177	154,800	177,650	172,600	139,648

Mission Development Fund Projects: Projects budgeted and expended over the past several years are listed in the table below. The expenditures in the past several years include:

Mission Development Fund	2020		2021		2022		2023		2024	
	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Thru 3/31
Administration	3,200	16	3,200	513	3,200	0	3,200	290	3,200	0
CDF Evangelism Work									10,000	4,760
African Exploratory	15,000	15,572	15,000	7,329	15,000	30,456	15,000	23,063	35,000	14,399
BELC Rice & Christmas Gifts	12,500	12,342								
Bibles, Catechisms, Hymnals	10,000	3,250	15,000	4,404	15,000	6,250	15,000	7,681	15,000	1,456
Bicycles/Motorcycles	6,000	2,620	8,000	11,900	8,000	7,104	8,000	3,800	8,000	4,107
Church Building Assistance	19,000	10,865	20,000	15,923	45,000	62,555	45,000	107,545	85,000	10,500
Computer	4,000	760	4,000	739	4,000	1,215	4,000	3,654	4,000	3,356
Congo Bible School Construction	20,000	20,000								
Europe Exploratory	3,000		3,000		3,000	0	3,000	0	3,000	0
Exploratory Visitation	6,000	1,813	6,000	0	6,000	187	6,000	5,655	6,000	0
Etago Fence	9,500	9,500								
GBO Allocation	13,500	13,221	14,000	13,749	14,000	13,190	14,000	13,395	14,000	10,714
Vehicle & Repairs			7,500		7,500	4,500	7,500	10,000	15,000	10,586
India Outreach/Exploratory	20,000	11,093	21,000	3,500	21,000	5,600	21,000	9,850	5,000	3,570
Kenya Moi Bridge Building	7,500	0	7,500	0						
Mexico Exploratory	3,000	0	3,000	0	3,000	0	3,000	0	3,000	1,495
Mission BD Foreign Visitation	8,000	581	8,000	362	8,000	1,362	8,000	4,541	8,000	14,113
Mission Discretionary	6,000	5,364	6,000	807	6,000	1,102	6,000	230	6,000	1,530
#3 Missionary Expenses									5,000	4,019
#3 Missionary Housing									5,640	2,438
#3 Missionary Retirement								880	2,640	1,980
#3 Missionary Salary								17,341	51,862	40,358
#3 Missionary Travel								12,959	13,000	5,093
Mission Helper Trip Cord Exp									7,000	0
Mission Helper / PT Missionary	7,400	13,686	0	8,616	0	31,390	0	27,705	15,000	1,735
Mois Bridge Classroom Constr									15,000	1,200
NCLC Bible Instt Constr & Repair	20,000	2,000	0	(1,400)	0		0	0	0	
Nepal Building			120,000	122,000						
Part-time Missionaries	8,000	3,395	8,000	0	17,000		17,000		0	
Pastoral Conferences	22,000	26,190	28,000	2,000	28,000	8,400	28,000	22,252	28,000	8,647
Reach the Children VBS	1,000	1,000		1,000						
Tanzania Seminary Land	10,000	5,500	4,000	5,000						
US Exploratory	10,000	2,400	10,000	0	10,000	2,450	10,000	12,327	10,000	0
Totals	246,600	161,168	311,200	196,441	213,700	175,760	213,700	283,168	373,342	146,056

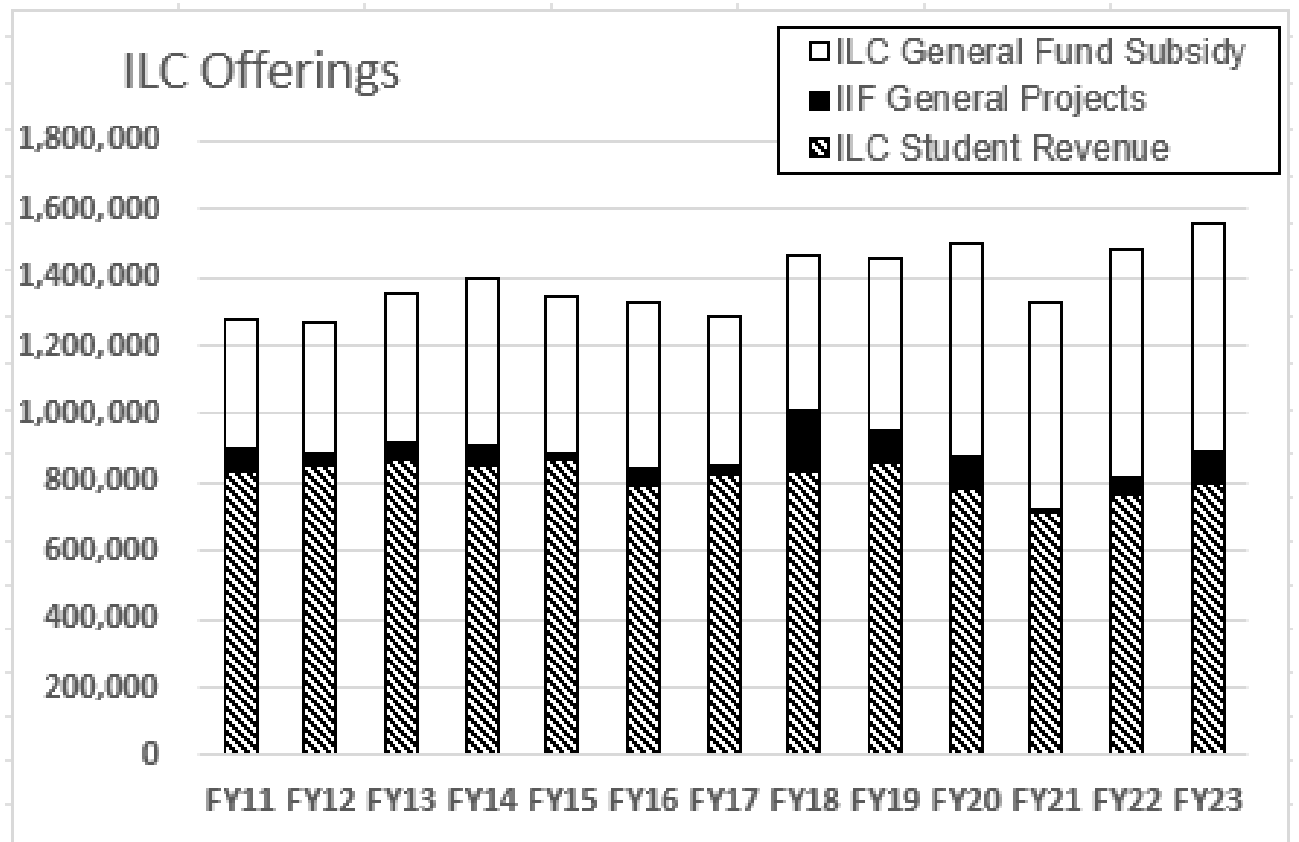
Board of Regents – Immanuel Lutheran Seminary, College, and High School receipts and expenditures include the resources for the operation, the project funds, and the Student Aid Fund.

Board of Regents		Balance			Balance			FY24 Bal
Account:	Item/Project	7/1/2022	Received	Disbursed	7/1/2023	Received	Disbursed	To Date
ILC	Tuition, Rm & BD	20,836	801,876	818,379	4,333	775,977	639,708	140,602
Operations	Misc Receipts		30,608	30,608		44,429	44,429	0
	CLC General Fund		672,325	672,325		525,084	525,084	0
ILC Operations Total:		20,836	1,504,809	1,521,312	4,333	1,345,490	1,209,221	140,602
Student Aid Fund		127,406	152,367	134,374	145,399	81,077	147,593	78,883
ILC Improvement Fund		223,344	122,814	212,808	133,350	63,984	69,639	127,695
ILC Building Fund		1,164,732	155,049	39,964	1,279,817	313,707	65,536	1,527,988
Regents Total:		1,515,482	430,229	387,146	1,558,566	458,768	282,768	1,734,566

Total Board of Missions and Board of Regents Contributions:



The bar graph below shows the sources of funding for ILC operations and IIF improvement projects.



The ILC Improvement Fund (IIF) has budgeted and completed several improvement and maintenance projects as listed.

ILC Improvement Fund	2020		2021		2022		2023		2024	
	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	To Date
Administration Discretionary	10,000	0	10,000	0	10,000	0	10,000	0	10,000	
Network Servers							9,427	1,056	9,427	2,630
(Comp Ntwrk) Security-legal fees	18,000	3,284	73,000	72,412						
Chrome books			15,000	15,686						
Gym Siding	40,000	0	40,000	0						
Dump Truck	30,000	0								
Tractor and Attachments	45,000	0	45,000	0	55,000	0	55,000	0	55,000	
Hail Repairs Campus						225,178	366,576	117,912	28,000	61,547
Hail Repairs Profs						52,005	38,745	0		
Upper Parking Lot Drain							11,000	10,700		
Commons Reroof							95,000		95,000	
Professorage 400	30,000	7,626	0	22,660						
Professorage 503	0	692			22,500	12,247	8,500	0	8,500	
Professorage 505							10,000	15,440		
Professorage 507					12,000	12,626	20,000	9,003		
Professorage 509					0	1,015	11,000	8,592		
Professorage 511			2,000	604						
Professorage 513	10,000	1,376			17,000	7,276	7,500	956	7,500	5,426
Professorage 515					12,000	0	15,000	11,334		35
Professorage 517							16,000		16,000	
Professorage 519	10,000	2,386								
Professorage 521				3,316	12,000	4,693	28,500	0	28,500	
South Hall/Water Heater					40,000	0	42,000	37,814		
School Bus	25,000	0	25,000	13,538						
15 Passenger Van	20,000	19,000	0	803						
West Hall Siding/Stairs		19,000			42,000		42,000		42,000	
Totals	238,000	53,364	210,000	129,017	222,500	315,039	786,248	212,808	299,927	69,638

Board of Education and Publications – The several activities overseen by the BOEP include the Book House at ILC, the Lutheran Spokesman, the Journal of Theology, EduK8, and Ministry by Mail. The BOEP also oversees the CLC web sites and special education projects.

Bd of Education & Publications		Balance			Balance			FY24 Bal
Account:	Item/Project	7/1/2022	Received	Disbursed	7/1/2023	Received	Disbursed	To Date
EduK-8		0	28,579	0	28,579	14,806	0	43,385
Publications		49,163	58,156	58,450	48,870	25,019	40,951	32,938
Book House		31,501	29,745	20,437	40,808	24,031	20,826	44,013
Education & Publications Total:		80,664	116,479	78,887	118,257	63,856	61,777	120,336

Board of Trustees: The several activities under this Board include the endowment investments, the Church Extension Fund (CEF), the Old Retirement Program, and the general CLC administration.

Board of Trustees		Balance			Balance			FY24 Bal
Account:	Item/Project	7/1/2022	Received	Disbursed	7/1/2023	Received	Disbursed	To Date
Trustees General Fund		0	65,429	65,429	0	48,436	48,436	0
Church Extension		2,539,155	627,098	843,077	2,323,176	886,759	467,419	2,742,516
Operations Reserve		190,153	6,550	101,148	95,555	4,326	0	99,881
Trustees Total:		2,729,308	699,077	1,009,654	2,418,731	939,521	515,855	2,842,397
SAF Endowment		1,546,108	97,483	60,000	1,583,591	217,783	0	1,801,374
ILC Scholarships		161,360	14,518	13,560	162,317	20,176	500	181,993
Public Ministry Preparation		1,836,630	74,485	69,300	1,841,815	221,917	70,950	1,992,782
Total:		3,544,098	186,486	142,860	3,587,724	459,876	71,450	3,976,150

Resolutions and Board Actions for the 2024 Convention Consideration:

- The Trustees are recommending no increase to the monthly Retirement Plan contribution. Additional increases will need to be considered at a future convention.
- The Trustees commissioned an appraisal for the southern, unused portion of the campus property. It is the appraiser’s opinion that the land has an approximate value of \$237,000. Since most of the land is in the floodplain, very little of the land is potentially buildable. It is even possible that none of the land is buildable, which would decrease the land's value (perc tests and driveway access to Highway F are among the questions that would need to be resolved to determine whether any of the property is buildable). We recommend that a land sale not be pursued.
- The Board of Trustees was directed by the 2022 CLC Convention to “implement a graduated increase for code salary workers, in addition to the annual COLA adjustment, beginning with FY24....” The goal was to achieve salary parity with public school teachers in the Eau Claire area. The Board was also directed to report to the 2024 Convention on a timetable for achieving the new target base. Given the large salary increases budgeted in the interim and a review of area public school salaries by the Compensation Committee, the Board believes that the intended goal of the resolution has been achieved. Going forward, the Board recommends an annual COLA increase plus a base salary increase that will depend on the current rate of inflation and overall budget considerations.

CLC Board of Trustees,

Mr. Thomas Lentz, Chairman
Rev. Michael Roehl, Secretary

Prof. Jeff Schierenbeck
Mr. Neal Wietgrefe



Standing Constitution Committee Report

The task assigned to the Standing Constitution Committee (SCC) by the 2022 Convention is as follows and comes from the Floor Committee #6 Membership / Constitution Resolution (2022 *Proceedings*, pp. 131-132):

“We [floor committee #6] propose the following resolutions:

RESOLVED that when doctrinal discussions with another church group are being planned, or even if they have begun, the president or convention has the option of requesting the Board of Doctrine’s involvement, but it would not be required, and be it further

RESOLVED that we direct the Standing Constitution Committee to draft language to amend the constitution to reflect the above resolution and present it to the 2024 CLC Convention, and be it further

RESOLVED that we encourage the President to seek input from the Board of Doctrine in doctrinal discussions with other church groups.”

Convention-Directed Revision

Bylaw 1: Board of Doctrine

B. Duties

4. It [the Board of Doctrine] shall be available to the President or convention for input in doctrinal discussions with other church groups.

Article V: Officers and Their Duties

B. President

1. Duties

c. The President shall be responsible for all official doctrinal discussions with other church groups. He is encouraged to involve the Board of Doctrine in such doctrinal discussions.

If this amendment is adopted, point c., immediately above, would be an additional duty of the President. Point c. would be inserted after current point b., and the remaining duties of the President would be re-lettered appropriately.

The SCC’s decision to amend the duties of the President, in addition to the duties of the Board of Doctrine is due to the fact that, if the amended wording of Bylaw 1.B.4. (Convention-Directed Revision) were to be adopted, the responsibility for doctrinal talks, would not necessarily involve the Board of Doctrine but would fall directly to the President.

The Convention-Directed Revision above fulfills the directive given to the SCC by the 2022 Convention.

The Standing Constitution Committee does **not support** the “Convention-Directed Revision” above. It is our *unanimous* recommendation that the above proposed amendments for both Bylaw 1.B.4 and Article V.B.1.c. **be rejected**.

History and background

It should be recalled that the 2021 convention asked the SCC for an interpretation of the current wording of Bylaw 1.B.4 due to its being misread and misunderstood by some. The SCC understood that the intent of the 2021 convention directive was to clarify its meaning, not to change it. This committee would like to make it crystal clear that the above wording, requested of it by the 2022 convention, *does indeed change* the duties as well as the functioning of the Board of Doctrine in regard to inter-synodical doctrinal discussions from its historical constitutional understanding and practice. The fact that the constitution currently places the responsibility for carrying out doctrinal talks on behalf of Synod under the duties of the Board of Doctrine, and not the President, is a *clear indication* that the original intent was to have the Board of Doctrine responsible for them. The SCC believes, that rather than giving the President unilateral powers in selecting men to represent the Synod, the use of the Board of Doctrine gives a broad representation from synod and eliminates influences that may play a role when handpicking men for a committee tasked with discussing doctrinal issues with another church body. The SCC is convinced that the above “Convention-Directed Revision” to amend the constitution represents a *misguided constitutional redirection* and will not serve the synod as well as either the current wording of the bylaw or the “SCC’s Recommended Revision,” below.

Standing Constitution Committee Recommended Revision

Bylaw 1: Board of Doctrine

B. Duties

4. It [the Board of Doctrine] shall represent the Church of the Lutheran Confession in all official doctrinal discussions with other church groups. It shall act at the request of the President or Convention.

This wording is consistent with the wording used elsewhere in the constitution, such as duty number three of the Board of Doctrine, which reads “It shall conduct colloquies **at the request of the President.**” The SCC discussed adding a clause to the President’s duties to require him to use the Board of Doctrine but felt it unnecessary due to the clarity of the amendment, keeping the amendment as simple as possible.

This committee *unanimously* recommends that the Standing Constitution Committee Recommended Revision above **be adopted.**

Rationale

An argument made at the last convention against an amendment similar to the “SCC Recommended Revision” above, regarding talks in our foreign fields, was that the Board of Doctrine would be required to take charge in those cases. This concern is unfounded because the amended wording in no way effects the current procedure in use in such cases. When the time comes for a colloquy in a foreign mission field the Board of Missions requests the President to assign a representative or representatives to accompany the missionary involved in the work in that foreign field to a colloquy meeting. That tasking is covered under duty number three of the Board of Doctrine, not duty number four.

Another argument against the SCC's proposed amendment was that it would restrict the ability for conferences, or smaller groups of CLC clergy to have *informal* talks with pastors in other church bodies in a search for doctrinal agreement. That concern is also unfounded because, under the proposed amendment, they **would** be able to witness freely and not be "unnecessarily hamper[ed in] the[ir] ability to communicate our stand on Scripture to others" (cf. p. 5 of the 2022 *President's Address*.) However, when discussions rise to the synodical level and become official, the Board of Doctrine would then represent our church body.

"Since the CLC began in 1960, our Board of Doctrine has served as the primary representative in all correspondence and discussion with the WELS/ELS." (Ref. Board of Doctrine Report, 2021 *Proceedings*, p. 14.) This was true, in practice and in fact, until the last round of talks came about culminating in the "Joint Statement." It also would seem to be a natural responsibility of the Board of Doctrine and also fits with the first duty of the Board of Doctrine as enumerated in Bylaw 1.B.1. which states:

1. "The Board of Doctrine shall assist in formulating the doctrinal propositions of the Church of the Lutheran Confession."

Based on the above reasoning, the considered judgment of the Standing Constitution Committee is reflected in its recommended revision above. We strongly urge Convention to adopt it.

Convention is reminded that an amendment to an article of the Constitution or to a Bylaw requires a two-thirds majority of votes cast to pass and becomes effective immediately upon passage.

Respectfully submitted,
CLC Standing Constitution Committee
Pastor Norman Greve,
Mr. Pete Sydow
Mr. Joel Krafft, Chairman



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2023 CLC Congregational Statistics

4/29/2024

Gunnard Sippert, Statistician

Congregation	Pastor	City	State	Membership			Avg Sun			Ministrations						Contributions		
				Com	Pre-Com	Total	Atten	Avg Vir	Atten	Adult Baptis	Child Baptis	Adult Confirm	Child Confirm	Marriage	Funeral	Local		
Holy Truth	vacant	Ketchikan	AK															
Grace	vacant	Fairbanks	AK															
Holy Cross	M. Gurath	Phoenix	AZ	72	11	83	21	40	12	0	2	0	0	0	0	2		133,000
St. Paul	D. Reim	Vernon	BC	30	3	33	3	19	6	0	1	0	0	0	0	1		76,860
St. Stephen (EBay)	L. Bernthal	Hayward	CA	15	1	16	6	9	0	0	0	0	0	0	0	0		33,330
St. Stephen (WBay)	L. Bernthal	Mountain View	CA	60	14	74	14	21	6	0	3	0	0	1	1			75,473
St. Paul	T. Schuetze	Lakewood	CO	62	11	73	11	26	0	0	0	1	0	0	1			74,199
Prince of Peace	T. Wheaton	Loveland	CO	37	7	44	9	15	0	0	0	0	0	0	0			248,635
Grace	D. Priestap	Live Oak	FL	26	6	32	5	16	0	0	1	3	0	0	0			37,234
Immanuel	R. Sauer	Winter Haven	FL	82	15	97	36	40	0	0	1	0	0	0	0			187,236
Zion	F. Gantt	Loganville	GA	18	1	19	7	7	12	0	0	0	0	0	0			74,000
Peace	Da. Naumann	Orofino	ID															
Ascension	T. Kesterson	Batavia	IL	24	8	32	12	17	5	1	0	1	0	0	1			70,508
Word of God	D. Rieken	Pana	IL															
Our Saviour	T. Holland	Cadillac	MI															
Faith	J. Hartmann	Coloma	MI	55	9	64	10	31	200	0	0	0	1	0	0			44,000
St. Peter's	N. Greve (P. Agenten)	Iron River	MI															
Mount Zion	T. Naumann	Madison Heights	MI	40	10	50	11	30	5	1	2	2	0	1	2			119,000
Calvary	vacant (P. Agenten)	Marquette	MI															
Gethsemane	M. Wille	Saginaw	MI	106	34	140	28	49	24	1	2	2	3	1	2			201,930
Redeemer	S. Sonnenfeld	Sister Lakes	MI	68	6	74	25	24	5	0	1	0	1	0	0			77,374
St. Paul	T. Barthels	Austin	MN															
Salem	G. Dummann	Eagle Lake	MN	54	12	66	13	27	0	0	1	0	0	0	3			63,900
Living Savior	L. Willitz	Eden Prairie	MN	22	9	31	6	26	0	0	0	0	0	0	0			84,925
Grace	J. Hein	Fridley	MN	116	25	141	29	79	0	1	0	1	1	0	2			284,192
Berea	N. Pfeiffer	Inver Grove Hts	MN	283	83	366	63	133	65	0	1	3	4	2	2			449,403
Immanuel	Jo. Naumann/N. Mayhew	Mankato	MN	639	168	807	86	275	108	4	10	8	8	9	10			--
Bethel	J. Schnose	Morris	MN	27	13	40	9	26	21	0	2	0	1	0	0			46,887
Faith	vacant	New Ulm	MN	34	4	38	8	18	0	0	0	0	0	0	1			26,078
St. John's	J. Albrecht	Okabena	MN	147	33	180	41	84	58	0	3	0	3	0	0			191,162
St. Paul	D. Maas	Ponsford	MN	32	3	35	10	20	0	0	1	0	1	0	2			30,176
Our Redeemer's	E. Starkey	Red Wing	MN	50	14	64	16	29	0	0	1	0	0	1	0			47,736
Grace	vacant	Sleepy Eye	MN	86	35	121	18	52	0	0	0	0	0	0	2			170,797
Faith	S. Rodabaugh	Manchester	MO	45	14	59	7	20	12	0	0	3	2	0	0			64,032

Grace	P. Nolting	Valentine	NE	76	36	112	21	52	11	0	0	0	0	0	0	0	163,200
St Paul	M. Roehl	Bismarck	ND	67	26	93	19	43	12	0	6	1	1	1	0	104,570	
Our Savior's	Ja. Naumann	Jamestown	ND	78	15	97	16	31	7	0	0	1	0	1	2	76,779	
Gift of God	D. Maas	Mapleton	ND	48	9	57	13	23	0	0	0	0	0	3	1	85,544	
Holy Trinity	D. Pfeiffer	W Columbia	SC	139	44	183	36	84	0	0	1	1	2	0	0	246,190	
Redeemer	Z. Sippert	Bowdle	SD	34	1	35	6	9	4	0	0	0	0	0	0	23,000	
Prince of Peace	T. Daub	Hecla	SD	63	27	90	17	53	200	0	2	2	2	1	1	--	
Zion	P. Krause	Hidewood	SD	21	10	31	10	22	0	0	1	0	0	0	0	17,400	
Zion	Z. Sippert	Ipswich	SD	19	0	19	6	10	4	0	0	1	0	0	0	24,356	
St. Luke's	R. Kanzenbach	Lemmon	SD	88	30	118	21	46	0	0	1	3	2	0	0	55,000	
Peace	P. Nolting	Mission	SD	20	4	24	5	13	0	0	0	0	0	0	2	45,874	
Good Shepherd	A. Ude	Rapid City	SD	39	16	55	10	21	8	0	1	0	2	0	0	85,000	
Berea	C. Drehle	Sioux Falls	SD														
Trinity	P. Krause	Watertown	SD	69	21	90	21	45	4	0	2	1	1	0	0	161,200	
St. Paul's	P. Nolting	White River	SD	20	11	31	7	19	0	0	7	1	0	0	0	7,044	
Our Shepherd	vacant	Conroe	TX														
Resurrection	D. Baker	Corpus Christi	TX	23	2	25	8	16	0	0	0	0	0	0	0	74,525	
St Matthew	M. Hanel	Dallas	TX	80	24	104	22	47	27	1	8	2	0	0	1	1,200	
Gift of God	G. Oster	Fairfax	VA	11	8	20	4	8	0	0	0	0	0	0	0	15,000	
St. John's	Da. Naumann	Clarkston	WA														
Redemption	Jo. Albrecht	Lynnwood	WA	28	4	32	12	23	7	0	0	1	0	0	0	87,423	
Trinity	Dr. Naumann	Spokane	WA														
Gethsemane	W. Eichstadt	Spokane Valley	WA	163	49	212	64	91	0	0	2	3	2	0	5	245,383	
Ascension	Jo. Albrecht	Tacoma	WA	12	0	13	6	11	7	0	0	1	0	0	0	46,423	
Living Hope	D. Ude	Appleton	WI	26	15	41	7	24	2	0	1	1	0	1	1	70,747	
Faith	vacant	Cambridge	WI														
Messiah	P. Triefl/Ca. Schaller/Radichel	Eau Claire	WI	681	184	865	167	424	154	1	18	11	15	3	4	1,006,453	
Morning Star	C. Seybt	Fairchild	WI	52	19	71	12	27	0	0	3	1	1	0	1	33,059	
Luther Memorial	A. Schaller	Fond du Lac	WI	149	30	179	57	69	25	0	5	0	4	0	2	123,156	
Messiah	M. Eichstadt	Hales Corners	WI	207	37	244	64	119	40	1	3	2	3	0	0	342,870	
Faith	M. Ude	Markesan	WI														
St. Paul's	C. Seybt	Melrose	WI	26	5	31	4	19	0	1	0	1	0	0	2	26,387	
Peace Thru Christ	M. Triefl	Middleton	WI	50	15	65	15	37	10	0	1	2	0	1	0	164,291	
Trinity	C. Seybt	Millston	WI	12	1	13	3	7	0	0	0	0	0	0	0	8,735	
Peace with God	C. Seybt	Orabaska	WI	14	7	21	4	11	0	0	0	0	0	0	0	17,481	
Redeemer	B. Libby	Cheyenne	WY	41	13	54	22	32	0	0	1	3	0	0	2	70,599	
CLC Congregations Total				4,586	1,212	5,804	1,183	2,569	1,061	12	95	63	60	29	56	6,340,955	
				Percent		78.87%	20.88%	44.26%	18.28%			79.01%	20.88%				

Congregation Statistics: 2013-2022

Year	#	Pre-Com		Total		Ave Sun		Ave Vir		Adult		Child		Adult		Child		Local
		Com	Com	Souls	Voters	Attend	Attend	Baptism	Vir	Baptism	Confirm	Marriage	Funeral	Baptism	Confirm	Funeral		
2022	55	4,817	1,214	6,031	1,196	2,426	980	7	73	43	73	21	66	6,233,709				
2021	63	5,367	1,391	6,758	1,282	2,642	1,015	4	91	55	72	23	73	7,841,163				
2020	66	5,466	1,492	6,958	1,425			8	84	80	72	43	82	7,105,013				
2019	67	5,428	1,442	6,900	1,492	3,254		15	83	95	58	42	82	6,723,281				
2018	63	5,401	1,464	6,865	1,342	3,171		9	123	91	86	20	71	5,929,386				
2017	57	4,978	1,423	6,401	1,293	3,193		8	93	72	87	32	65	5,808,846				
2016	59	5,185	1,521	6,706	1,402	3,157		7	104	36	84	46	70	6,146,071				
2015	73	5,645	1,645	7,290	1,540	3,592		20	123	67	71	43	78	6,406,800				
2014	69	5,604	1,693	7,299	1,488	3,587		8	115	55	66	41	89	6,111,240				
2013	73	5,670	1,670	7,341	1,491	3,702		12	130	75	92	35	81	6,152,363				

2023-24 CLC School Enrollments

(Data as of 10/1/23)

Elementary/Middle Schools

School Name	City	State	Teachers			Students								Non-Members	Members of Other CLC Cong.s	Total Students			
			Full-Time	Part-Time	Total	Pre-K	K	1st	2nd	3rd	4th	5th	6th				7th	8th	
Holy Cross	Phoenix	AZ	1		1	2	2	1									3		5
St. Stephen	Mountain View	CA	1	3	4	1											7	1	8
Immanuel	Winter Haven	FL	2		2	2	2	1	1								15	4	19
Gethsemane	Saginaw	MI	2	1	3	1	1	2	2								4		12
Immanuel	Mankato	MIN	10	2	12	8	9	6	7	9	13	6	14	12			23	2	84
Grace	Fridley	MIN	2	2	4	2	2	2	3	3	3	3	2	4			12		23
St. John's	Okabena	MIN	2		2	1	2	2									9		11
Berea	Inver Grove Heights	MIN	2	3	5	8	4	2	6	2	4	3	3	3			15		41
Grace	Sleepy Eye	MIN	2	0	2	0	2	0	0	4	1	2	2	2			3	3	13
Grace	Valentine	NE	4		4	4	9	5	7	6	8	2	2	3	1		32	2	47
Holy Trinity	West Columbia	SC	2	3	5	2	2	2	3	4	2	2	2	6	3		2		29
Trinity	Watertown	SD	1	1	2	1	1		3								1	4	7
Valley Bible Academy	Clarkston	WA	2		2	4	1	1	2	2	3	3	3	1			6		15
Redemption	Lynnwood	WA	1	1	2	1	1		1	1	1	1	2	2			3	5	5
Gethsemane	Spokane Valley	WA	2		2	2	3	1	1	2	2	2	4	1			1		18
Messiah	Eau Claire	WI	6	4	10	8	7	15	13	19	10	11	17	15	14		25	5	129
Luther Memorial	Fond du Lac	WI	1		1	1	2	1	1	1	1	1	1	4			1	5	11
Messiah	Hales Corners	WI	3		3	3	2	4	1	2	2	2	3						22
Peace Thru Christ	Middleton	WI	1	1	2	1	1						1	1			18		3
Faith	Markesan	WI	3	1	4	7	6	1	5	3	2	5	2	3	1		18		35
Redeemer	Cheyenne	WY	1		1	1	2										1		3
Total	Percent	21	51	22	73	34	59	54	51	57	50	62	51	68	54	181	26	540	
			70%	30%		6%	11%	10%	9%	11%	9%	11%	9%	13%	10%	34%	5%		

High Schools

School Name	City	State	Teachers			Students					Non-Members	Members of Other CLC Cong.s	Total Students
			Full-Time	Part-Time	Total	9th	10th	11th	12th				
Immanuel	Mankato	MIN	4		4	8	12	11	8		7	0	39
Immanuel	Eau Claire	WI	9	6	15	30	32	21	24		3	N/A	107
Total	Percent	2	13	6	19	38	44	32	32	10	7%		146
			68%	32%		26%	30%	22%	22%				

Submitted by,
Gunnard Sippert, CLC Statistician