WITNESS

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The Lutheran Church Missouri Synod

One Mission • Message • People

A Special Report

The Lutheran Church Missouri Synod
Counting our blessings—beginning with One

Do you recall God’s promises to Abram? “If a man could number the dust of the earth, then your descendants also could be numbered” (Gen. 13:16 NKJV) and “Count the stars if you are able to number them. ... So shall your descendants be.” Abraham believed in the Lord, and God accounted it to him for righteousness (Gen. 15:5–6 NKJV).

Surely, to Abram, the task of counting dust and stars appeared daunting and the promise unimaginable. Yet, he believed everything God had promised. He began this counting as only he could—with one. And Abraham called the name of his son—whom Sarah bore to him—Isaac (Gen. 21:3).

Likewise, we personally count the immeasurable promises and blessings of God by beginning with One—God’s only-begotten Son, Jesus Christ, who shed His blood for the forgiveness of sins. This forgiveness becomes ours in Baptism. One by one, He calls us by name, counting us among the descendants of Abraham.

As fellow believers of the promise, we count our blessings—individually and as His Church—beginning with one. “There is one body and one Spirit, just as you were called in one hope of your calling; one Lord, one faith, one baptism; one God and Father of all, who is above all, and through all, and in you all” (Eph. 4:4–6 NKJV).

We count it a blessing to share Christ’s love in One Mission—to win the world for Christ by reaching the lost—a mission we share with Jesus, who came to seek and to save people who are lost (Luke 19:10).

We are blessed with One Message—the greatest message in the world—the message of “Christ and Him crucified.”

As One People—living and acting as those who are blessed—we stand firm in one spirit, contending as one man for the faith of the Gospel (Phil. 1:27). Thanks be to God who blesses us through the Lord Jesus Christ!

This special report recounts the blessed work of our gracious Lord through the 6,150 congregations and 2,540,045 people who are The Lutheran Church—Missouri Synod. God pours out His grace in mission and ministry being done and yet to be done. While a glimpse toward heaven and earth reminds us these works under God’s promise are innumerable, we believe and take joy in what God has done.

We give glory to Father, Son and Holy Spirit, counting our blessings—beginning with One.

Jerry Kieschnick
President
The Lutheran Church — Missouri Synod

Jerry Kieschnick
John 3:16–17
features

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LCMS Foundation

$55 million in gifts was provided to ministries last year, thanks to donors who worked through the LCMS Foundation.

LCEF

Last year, 435 LCEF loans provided “space and place” for ministry in congregations, schools and agencies within the Synod.

Worker Benefit Plans

Health, disability and retirement coverage for 31,000 church workers and their families is provided through Worker Benefit Plans.

Concordia Publishing House

For 133 years, Concordia Publishing House has produced materials faithful to Scripture and the Lutheran Confessions.

One Savior

Jesus Christ, who is the one Savior of the world, gives meaning to our work together in the Synod.
Stories of mission and ministry are as diverse as the 2,540,045 baptized members of the 6,150 congregations that voluntarily choose to belong to The Lutheran Church—Missouri Synod. Surprisingly, they could be told in more than 20 languages—a testimony to current immigration and outreach—in this church body that was organized 150 years ago by congregations populated by German immigrants.

This is a community bound by a confession of belief that Jesus Christ, through His suffering and death, has reconciled us to the Almighty God. This good news—the Gospel—unites us in the mission to make disciples and share this message of eternal life in Christ by working together as one people.

Congregations are the heart of the Synod, and the stories here illustrate their commitment to mission and ministry in the name of Jesus Christ.
Growing in the heartland

Founded in 1976, Carmel Lutheran Church in Carmel, Ind., has created a remarkable legacy: Not only has the suburban Indianapolis parish grown from 100 to approximately 2,000 members, it has begun four daughter congregations.

Founding new congregations has been part of Carmel’s strategy since the beginning, says Rev. Luther Brunette, senior pastor. “The congregation decided early on that, not only would we grow at this site, but we would, with God’s grace, attempt to start new ministries in the area, and God has given us fertile ground.”

“I joined the congregation in 1981,” said Dave Reed, chairman of Carmel’s outreach team. “At that time there was a very positive spirit, and I think that’s been evident in all of the pastors and pastoral leadership since the beginning. That is so critical, that the pastoral leadership and the lay leadership work in harmony.”

Carmel’s church-planting plans have varied with the opportunities, Brunette says. “Some started as a result of a ‘pioneering effort,’ where people would move into an area. They would drive a long distance to come here to church. At some point they’d say, ‘We’d like to do a homestead thing and start a new church.’”

Carmel’s long-range plan is to found a new congregation about every five years, Brunette adds.

To facilitate its church-planting efforts, Carmel works closely with the Indiana District. Rev. Daniel Schumm, Carmel’s associate pastor, is the head of the district’s outreach council, and Carmel offers seminars to help other churches start daughter congregations.

“It’s really a God-given vision, and it comes right out of His Word,” Brunette says. “It’s nothing unique. It’s right there. It says to go and make disciples, to preach the Gospel to all the world. When that’s constantly set before people, the Holy Spirit lays on folks—on their hearts—the need to reach out and care for and build people toward maturity in Christ.”

Carmel’s four daughter congregations are Family of Christ Lutheran Church and School, Fishers; Holy Cross, Geist; Advent, Zionsville; and Lord of Life, Westfield.

Reaching out through VBS

Long a staple of parish education, many congregations employ vacation Bible school as a tool for outreach into communities that are far more diverse and less church-centered than a generation or two ago.

Hope Lutheran Church in Greece, N.Y. (suburban Rochester), is one example. Two, one-week VBS sessions reach more that 1,600 children annually.

A PROFILE OF LCMS MEMBERSHIP

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• Two-thirds of LCMS congregations average fewer than 160 at worship.
• For every one congregation with an average worship attendance over 500, nine have an average worship of 100 or less.
• Based on statistics for 2000
and serves as an important component of the congregation’s year-round children’s ministry.

“Greece is a community of about 100,000 folks, and we believe about half of those people are unchurched,” says Rev. Larry Stojkovic, associate pastor. “About 20 percent of the children enrolled in our VBS programs come from unchurched families.”

The annual program is no small undertaking. Church staff, VBS planners and more than 200 volunteers insure that the news gets out, the details are attended to and each child is made to feel welcome. They also insure that the program is integrated with Hope’s other ministry efforts. Unchurched families receive a welcome call and visit, information about the congregation’s other programs for children, and an invitation to attend worship services and Sunday school.

“With our children’s programs we’re interested in sharing the message of Christ with these little hearts,” Stojkovic says. “We want them to know that Jesus is their Savior, and we firmly believe they can have a faith relationship with Him.”

He and his staff also understand that children often become a doorway to their parents, Stojkovic adds. “When we talk about our children’s programs, we talk about ministry to children and to their families. Quite often, through the child we reach with the message of God’s love, we also reach Mom and Dad.”

Listening guides changes in District and Congregational Services

Almost three years ago, staff from the Synod’s Board for District and Congregational Services set out to evaluate their work. They did it in a personal way—by visiting all 33 district offices and listening.

What they learned has become “a work in progress,” says Executive Director LeRoy Wilke. They have moved toward being a “facilitator to the facilitators”—changing to a resource center instead of a developer and provider of programs.

In short, it’s the realization a national office cannot provide “one size fits all” services or programs to 6,150 congregations. But, by working specifically with districts, it can connect needs with resources.

“We didn’t just find out that districts need to have a bigger role in developing resources and programs,” Wilke says. “We also heard over and over statements like ‘Thank you for asking our opinion rather than telling us what’s coming our way or asking for dollars.’”

As the department has endured budget and staff cuts, the changes have not been easy. Wilke admits, “Most of us were called to a position to develop three-ring binders with 80 pages.” The changes also address studies showing that congrega-
tions wanted fewer programs and more direct contact and assistance from the national and district offices of the Synod.

“District staff struggle with the same questions,” Wilke observes. He sees district staffs becoming more diverse as they also refine their work. “We have to find a balance between developing appropriate resources—not just programs—whether these are Bible studies or how-to materials,” Wilke said.

“I don’t want to send a message that 6,150 congregations are not important; we will respond as appropriate or refer them to their district office,” Wilke said. “We have a system established and it’s called districts. We want to focus on strengthening relationships and partnership with district offices.”

District and Congregational Services has six ministry areas: child, family, outreach, school, stewardship and youth ministries.

Wilke added that DCS will continue to provide valued resources such as the national Youth Gathering and resources for Lutheran schools.

Trinity nurtures leaders from early ages

As the Synod recruits church workers, it can look to the recipe used by Trinity Lutheran Church in Mobile, Ala.

“We nurture young people from an early age, even in confirmation class or before,” says Pastor Ulmer Marshall. “When you see young people with the gifts or abilities for ministry, or you see young people who are leaning that way, you want to help them think about the ministry.”

Marshall has served Trinity since 1973, leading the 51-year-old congregation as it grew from weekly worship attendance of 30 to more than 250. During that time, five of its sons have entered the pastoral ministry in the Synod.

“If I count all the others who have come
through our church or school during my leadership and gone on to be Baptist or Methodist pastors, that number would be at least 17,” Marshall adds.

Trinity plays a role in the lives of many neighborhood children. Its school enrolls 122 in first through fifth grades. The congregation also offers an after-school tutorial program that is open to students from nearby public schools.

“I have a little group of eight or nine guys now that range from about eight years old to 15,” Marshall says. “I call them my ‘future pastors’ group. We lift them up before the congregation. We encourage them, and we pray for them.”

Trinity also makes a conscious effort to involve the members of the group in the life of the church, he says. The activities range from group projects and outings to Sunday services.

“We nurture them all the way,” Marshall says. “We can’t wait until young people get out of high school or into college to ask them to think about becoming a pastor or teacher. You have to plant the seed early and nurture it along.”

Resources for worship

Just after Easter, a major mailing will request comments from congregations about the Lutheran Hymnal Project, according to Rev. Paul Grime, executive director of the Synod’s Commission on Worship.

With nearly six years into the project, Grime said, “We have given ourselves time to prepare and allow for responses, as well as get the word out about what we’re doing.”

The goal is approval of the new hymnal by the 2004 Synod Convention.

“By that time, Lutheran Worship will be nearly 25 years old,” said Grime, “and The Lutheran Hymnal will be more than 60 years old.” The best from those hymnals will be included in the new worship book, as well as new hymns and liturgical settings.

“We are also taking a look at what can be done with electronic means and to develop a platform that’s easy to use,” he said. “We’re actually one of the first church bodies to be working on how best to incorporate both print and electronic versions into one, user-friendly package.”

The electronic version of the new hymnal will provide texts and music to all hymns and liturgical settings, allowing for easy insertion into weekly bulletins. It will include computer-searchable information on hymn texts and their biblical backgrounds.

Food for body...and soul

A year and a half after they formed a partnership, four rural congregations in eastern Wisconsin are amazed at the results of their efforts to coordinate the services they offer.

Leaders of the Gillett Area Lutheran Association of Congregations (GALAC) see their success as an example of the benefits cooperation brings and a model for other congregations in similar circumstances.

Formed in August 2001, the association includes St. John, Pulcifer, and St. John, Riverside, both served by Rev. John Laatsch, and Immanuel, Gillett, and Christ, Hintz, served by Ralph Beversdorf, a lay deacon certified by the North Wisconsin District. The combined membership of the four churches is about 650.

In surveying their congregations, association members identified older adult ministry as one of the key needs. So, GALAC began a weekly Wednesday noontime program that includes a meal, a Bible study or devotion led by Laatsch or Beversdorf, a speaker (or entertainment), and lots of hearty socializing.

GALAC celebrated the first anniversary of the Wednesday gatherings Nov. 6. Laatsch says, “We have grown from 20 or 25 people to 65 or 70. People bring their friends, and they really look forward to it.”
Traditionally considered “the Synod in this place,” the 35 LCMS districts provide resources to congregations and leadership to address ministry changes and opportunities. As congregations become more diverse, the districts have adjusted structure and finances to deal with change. During the past two decades, this has resulted in some districts revamping staff arrangements and taking new approaches to reach and serve growing populations. Others have continued to reach out amid shrinking membership or resources.
Deployed staff facilitates mission and ministry

Ten years ago, the Southeastern District pioneered a staffing model with “mission and ministry facilitators”—placing staff “in the field” to serve a specific number of congregations “on the front line.” The model has been followed by more than a dozen other districts.

Working in assigned regions, their goal is to build healthier, stronger congregations and help them develop new ministries together, explained Rev. Ken Carlson, facilitator in the Southeastern District’s North Region. He said pastors and lay leaders, “see us as colleagues who walk and work with them.”

Carlson and two other facilitators help congregations assess their strengths and weaknesses. They offer specialized workshops for pastors, lay leaders and school staffs. They guide processes to help congregations in conflict or calling a pastor.

Associations of congregations have begun schools, revamped facilities for new uses and shared ideas. “Our urban congregations have developed many ethnic ministries, including Eritrean, Ethiopian, Sudanese, Hispanic, Liberian, Korean and Chinese,” Carlson said. “I believe these started, in part, because of the networking we helped foster.”

Outreach model aids ministry to Florida immigrants

The blue roof became brown and God’s Word, not pancakes, feeds people as a former International House of Pancakes building in Lake Worth, Fla., now houses Salem Evangelical Haitian Lutheran Church.

Next door is a 4,000-square-foot facility that the Florida-Georgia District Lutheran Church Extension Fund is buying to convert into a preschool and child care center. A private daycare operator will operate the center, providing income to underwrite the mortgage. And the services will allow members of Salem and their pastor, Rev. Elie Louissaint, to reach neighborhood families.

“The sanctuary is the least-used part of a church plant, and immigrant populations are usually poor and can’t support a new building,” says David Tabor, a consultant to the district. “We’re creating a prototype for funding ethnic mission starts and serving communities with social ministry and education at the same time.”

Salem is following the model of Hospital del Alma (“Hospital for the Soul”), in Leisure City, Fla. Tabor helped the congregation acquire an existing church building and bring in a preschool/after-school day care operator to lease space. “Hospital” hosts language and job training programs on Saturdays. The daycare and training programs are self-sustaining and help pay the mortgage.

“We have to think outside the box,” says Rev. Douglas Kallesen, the district’s executive director of outreach. “These creative approaches bring in a positive cash flow. The district is not just a landlord—we have ministry going on! God is opening doors of opportunity!”

Big area, small numbers, rich opportunity

Across 700 miles from the eastern plains to the western mountains and 350 miles north to south, 63 congregations and 12,000 communicant members lie scattered in the Montana District.

“Small towns are disappearing, and young people leave the state after graduating. The ranches and farms are now run by multi-conglomerates or millionaires,” says District President George Wollenburg, who began his ministry in Montana 50 years ago and has served as full-time president since 1992. “Many congregations have combined because there aren’t enough pastors or they can’t afford their own pastors.”

He said some pastors are equipping lay deacons to give sermons and to visit the sick, pray for each other and take on more ministry tasks. He described how a congregation in Havre is posting sermons and educational materials on the Internet.

The district stopped subsidizing eight parishes and established a policy that existing congregations are responsible for new missions. “Our members have to learn how to give,” Wollenburg said, “and also take ownership of the Word and Sacrament ministry.”

During the past five years, a Bozeman congregation began a mission in Belle Grade and a Kalispell congregation began services in Creston. Native American congregations were organized on the Northern Cheyenne and Crow Reservations. A Hardin congregation is doing Hispanic ministry.

Wollenburg sees the district as “a connector.” He tries to visit all “my pastors” at least annually and urges them to “walk the streets and become deeply involved in their communities.”
The deep brown eyes of the plant manager stared directly at me with solemn gratitude while his Kyrgyz language was translated to English.

“Many people have promised to help, but you have actually done it.”

In that moment I learned how the apostle Paul must have felt as he delivered the gifts from the Christians in Asia to the poor saints in Jerusalem. I often have this privilege of connecting the wonderful gifts given to LCMS World Relief and Human Care with recipients for whom such gifts make all the difference in the world.
Toktonbek Rakhmanov manages a unique factory. The facility employs 30 of some 10,000 known blind persons in the country of Kyrgyzstan. Judging from the dilapidation and age of the machines, the plant had its origins in the era of Kruschev, or even Stalin. Jobs are needed as Kyrgyzstan struggles to move into a market economy.

In a country where the per capita income is some $500 per year, the plight of the developmentally disabled is especially vexing. This is where LCMS World Relief and Human Care makes every effort to participate. And so, some 30 blind workers are now fully employed because a modest LCMS World Relief grant provided the simple raw materials they needed to produce canning jar lids, filters and brushes. And our missionaries have the opportunity to regularly share the Gospel with these people on the margins of the Asian world—even as they are assisted toward self-sufficiency.

I could tell you a thousand more stories just like this. Because of the generous donations of individuals and congregations, LCMS World Relief and Human Care is able to provide millions of dollars every year in direct support for people facing crises and intense need.

We do this work for simple, yet profound, reasons. 1 John 3:16–18 says, “This is how we know what love is: Jesus Christ laid down his life for us. And we ought to lay down our lives for our brothers. If anyone has material possessions and sees his brother in need, but has no pity on him, how can the love of God be in him? Dear children, let us not love with words or tongue but with actions and in truth.”

We thank you for your generosity! But more than that, we thank Christ for you! “This service that you perform is not only supplying the needs of God’s people but is also overflowing in many expressions of thanks to God.” (2 Cor. 9:12). In this day when our Synod is challenged by so many things, we rejoice in what I am convinced is a growing commitment to expressing faith in Christ by loving the neighbor in need.

—Rev. Matthew C. Harrison, executive director, LCMS World Relief and Human Care

Chaplain comforts in tough times

The joy Tammy and Ryan Mauldin felt at the birth of their second son soon turned to fear and sadness when Cody developed a mysterious seizure disorder.

“In the beginning, I questioned why this would happen and even questioned my faith a little,” said Tammy Mauldin from her crib-side post at Children’s Hospital of Wisconsin in Milwaukee. Cody, 4-months-old, has been a patient there for all but the first few weeks of his tenuous life.

Even as she lives a parent’s nightmare, the Kenosha, Wis., mother says she is thankful for a strong, steady source of comfort—Chaplain Jim Greear.

“He keeps our spirits up and helps us know God is with us,” Tammy Mauldin said of the pastoral caregiver who visits Cody’s room daily.

Sometimes, Greear says, his presence is more important than his words. “There have been times when I thought I did very little for a family, but they will get back to me and thank me for being there,” says the former school teacher who entered the chaplaincy in 1995. “All I may have done was share coffee or put my arm around someone.”

With families whose youngsters are long-term patients, Greear often builds relationships through hours of talk and prayer. Lutheran theology, the chaplain says, helps him offer hope.
God’s promise is not that this life is going to go well,” Greear said. “But because Christ died for us, regardless of what happens in this life, we have the hope of eternal life. That’s a powerful message that can stand up against all the negative news the doctors often give.”

A home and a modern-day Bible story

To Cythia Abrahams, her three-bedroom home with yellow siding is more than a house. She calls it the result of a “modern-day Bible story.”

“We looked so long for a place we could afford—a place where we could feel safe, where the children could play outside, where we could pay for something that belongs to us instead of paying rent that went up every year,” said Cythia, whose family includes her husband, Edward, and four children.

Six years ago, the Abrahams moved from a cramped apartment to their first house. It’s one of 2,800 houses built to date in East Brooklyn, N.Y., as part of the Nehemiah Plan, which has transformed blighted areas of crime into stable neighborhoods.

At the helm of this effort are 50 churches of many faiths and denominations known collectively as the East Brooklyn Churches. Two LCMS congregations—Risen Christ, Brownsville, and St. Peter, East New York—helped found the EBC in 1980, said Mike Gecan, the first EBC lead organizer.

“It was the churches that got the ball rolling in what has become the biggest reconstruction effort in an American city in the last 25 years,” Gecan said.

Pivotal to the plan, Gecan says, has been the Low Income Housing Fund (LIHF) established by LCMS Human Care Ministries and the Lutheran Church Extension Fund. In Brooklyn, the LIHF provided $1 million (interest free) for the construction of Nehemiah homes.

“When people raise their own money for a cause they believe in, it’s hard for others to dismiss us as simply whiners,” Gecan said.

When out-of-towners ask proud homeowner Cythia Abrahams where she lives, she asks them if they know the Bible story about the prophet Nehemiah and how a city was rebuilt. “I say my family is living in a blessing from God.”

Agency lifts up after knockdowns

A one-two punch dealt by Mother Nature and then by man left Rita Ferguson angry and afraid.

“I didn’t know what to do or who to trust,” she said.

First, Ferguson’s household was one of 118,000 homes in Houston, Texas, battered last June by Tropical Storm Allison. Torrential rain and flooding severely damaged the house she shares with her young son, her sister and her sister’s two children.

The second blow came when a contractor...
took Ferguson’s government grant money and disappeared without doing the repairs. In desperation, she called Lutheran Social Services of the South (LSS), which annually serves more than 35,000 people in need in Texas and Louisiana.

LSS contacted Jean and Dale Peercy, construction volunteer coordinators with Lutheran Disaster Response (LDR), who lead the repair of damaged homes for LSS and LDR.

“As soon as Jeannie and Dale came to my house, I knew everything was going to get better,” Ferguson said. “They knew exactly what to say and do.”

The Peercys organized volunteers who tackled repairs, including restoring the foundation and plumbing. The Ferguson home was one of 14,000 Houston-area jobs LDR volunteers expect to tackle.

LCMS World Relief provided $65,000 toward the $137,000 LDR fund for such work.

“When people ask why we come to help, that opens the door,” Jean Peercy said. “We tell them the Lord has called us to be their neighbor and to care.”

LDR is a cooperative program of the LCMS and the Evangelical Lutheran Church in America (ELCA) Domestic Disaster Response.

A helping hand and Gospel heart

LCMS World Relief and Human Care helps hurting and needy people throughout the world, reaching out in the clear name of Jesus and providing a clear Lutheran confession of faith. The core ministries include:

- LCMS World Relief—the Synod’s disaster response and self-help arm ministers to immediate needs in emergencies and supports long-term projects in the U.S. and overseas.
- Social Ministry Organizations—liaison to Lutheran Services in America, the network of 281 Lutheran agencies (120 recognized by the LCMS) touching 5.8 million people with services such as foster care and adoption, nursing homes and hospitals, and assistance for people with disabilities. (One in three not-for-profit nursing home beds in the U.S. is provided by a Lutheran institution.)
- Districts and Congregations—providing resources and expertise for districts and congregations to identify and respond to community needs beyond church doors.
- Specialized Pastoral Care and Clinical Education (Chaplaincy)—including some 380 LCMS chaplains and pastoral care counselors in hospitals, nursing homes and police and fire departments.
- LCMS Health Ministries—promotes the wellness of body, mind and spirit for LCMS members, their families and professional church workers.
- LCMS Life Ministries—resources and advocacy for human life issues related to human cloning, abortion and euthanasia.

Also provided is funding for “Veterans of the Cross”—retired church workers and spouses who need assistance to make ends meet.
Less than two years after LCMS World Mission started a new missionary-training strategy in East Africa: 143 men are training to serve as lay missionaries, 136 “preaching stations” have opened, and 2,400 people have been baptized as new Christians.

The strategy centers around “Mission Training Centers”—mission stations, led by African Lutheran leaders, that focus on theological training, evangelism and church planting. The model has seen success in Kenya, Ethiopia and Sudan, and is being considered for several other African countries.

World Mission

Sharing the Gospel is ‘job one’ for LCMS World Mission

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75 countries 300 missionaries 100 million unreached people
That strategy, which relies on few LCMS missionaries, may be especially useful today, as LCMS World Mission struggles to take Christ’s Gospel message to more people, with fewer dollars. Late last year the Synod’s mission arm was forced to cut a third of its St. Louis-based staff and one-fourth of its career-missionary force because of declining donations.

Nevertheless, LCMS World Mission remains dedicated to its goal of sharing the Good News of Jesus with 100 million unreached and uncommitted people by 2017—the 500th anniversary of the Reformation.

“I firmly believe that this challenge ... is a task God wants done,” says missions Executive Director Rev. Robert Roegner. “Even as we have made our reductions, we have kept this goal ahead of us. Our strategies will change, but we will go forward. God can and will support us.”

LCMS World Mission today includes some 80 career-missionary individuals and couples (both husbands and wives are considered missionaries), about 120 long-term volunteers and dozens of short-term volunteers who serve in about 40 countries. The mission board also supports the work of its “mission partners” in another 35 countries.

In addition to overseas missions, the day-to-day operations of LCMS World Mission include ministries to a number of North America-based groups, such as blind and deaf people, African immigrants and Hispanics, and those serving in the Armed Forces. Following are a few mission-related success stories of The Lutheran Church—Missouri Synod.

**Shanghai school has waiting lists**

Concordia International School Shanghai (CISS) in China, in only its fifth year of operation, has more than 300 students. Also, the school could be “bulging at the seams” within a few years after it occupies a new 60,000-square-foot building now in the final stage of construction, school officials say.

The Missouri Synod, through LCMS World Mission, operates the school and two others like it in Hong Kong and Papua New Guinea.

The Shanghai school, with preschool through high-school classes, has operated out of rented quarters. Its new building, scheduled for occupancy this spring, will allow the school to boost its enrollment to more than 500 students. And future buildings will allow it to accommodate 1,000 students.

“We are already bulging at the seams with student waiting lists,” said William Morse, director of development for CISS. “With the type of growth we are experiencing, it is clear that we will need to build another facility in the not-too-distant future.”

Morse said, “People stop by the school weekly inquiring about our program and the opportunity for their children.”

The Concordia International School, Shanghai, anticipates completion of a new building this spring. The facility will allow enrollment to grow to 500 students. Lutheran Church Extension Fund has provided the loan for construction.

Last year, CISS received accreditation by the Western Association of Schools and Colleges for six years which, Morse said, is a “significant accomplishment for a school to achieve in its initial four years” of operation.
The school provides an American, Christian curriculum to children of foreigners located in the area. With a population of about 17 million and 400,000 expatriates, Shanghai is the center of China’s “economic resurgence,” according to Dr. David Rittmann, head of school.

Rittmann said that students represent about 30 nationalities. Roughly half are North American, and the rest are European, Australian and Asian. Although Chinese citizens, by law, may not attend CISS, its student body includes students from Hong Kong and Taiwan.

“We’re serving a group of urban ‘nomads,’ if you will, who move around the world in service to their country or their company,” Rittmann said. “The parents who enroll their children at CISS serve the diplomatic corps or international business community.

“What a wonderful opportunity we have to reach high in educational standards and influence families spiritually.”

Ministry with African immigrants is growing

The Missouri Synod is the only major church body that has intentionally organized a separate African-immigrant outreach program in the United States, according to Rev. Yohannes Mengsteab, LCMS World Mission’s facilitator for new African immigrant and urban missions.

Just 14 years ago, the first such ministry in the Synod began among Eritreans in Philadelphia. Now 80 LCMS congregations are involved in African-immigrant ministry, “and that continues to grow,” Mengsteab said.

“We are on the front lines and the cutting edge of this ministry,” he said, “and we can have a tremendous impact.”

Mengsteab said that the “ultimate vision” for the Synod’s African Immigrant Task Force is to reach out in the next 10 years to at least 10 percent of the U.S. African-immigrant population, which currently numbers 2.5 million.

“Our strategy is to look at the United States as a foreign mission field,” he said. “Instead of sending pastors to serve congregations, we raise indigenous leaders to start multiple groups of ministries.”

The majority of those leaders are laymen, and only 10 are ordained, according to Mengsteab. That has led to formation of the new Ethnic Immigrant Institute of Theology at Concordia Seminary, St. Louis, which also serves Asians and Middle-Easterners who work with Muslims.

David Giir, a Sudanese refugee, is one of five men from the Dallas-Fort Worth area planning to enroll in the institute. Giir was instrumental in starting a ministry with the Texas District just three years ago that now includes Our Redeemer Lutheran Church in Dallas, where more than 100 Sudanese gather each weekend for worship and Bible study. He is now laying the groundwork to lead a cross-cultural apartment ministry just north of downtown Dallas, among 53,000 people who speak almost two dozen languages.

“If one looks into the neighborhoods surrounding the skyscrapers, [there is] a whole new world of people living in the Lone Star State,” said Rev. Mark Joeckel, executive director of Lutheran Inter-City Network Coalition Urban Ministries, based in Arlington, Texas. Joeckel said studies indicate that African immigrants and other people of color will account for at least 96 percent of future population growth in urban areas of the state.

Vicar Philip Saywrayne, a native of Liberia who will be ordained March 30, hugs a member during worship at Christ Assembly Lutheran Church in Staten Island, N.Y. He serves as a missionary among African immigrants in the Atlantic District.
The couple, who have called Cathedral City, Calif., their home for the past seven years, spent six months last year visiting congregations and schools in the Midwest and West, raising funds and pledges for their mission and enlisting what Kip calls his PIT crew, for “Personal Intercessory Team.” By November, they had made more than 100 presentations to about 7,000 people. Accompanying them were their young children, Noah and Kayla.

Kip and Ivy met during the late 1980s in Taiwan, where he was serving a three-year missionary stint with LCMS World Mission. Both speak Mandarin Chinese. That equips them for communicating with the Dungan, who speak a similar dialect of Chinese.

Most recently, Kip has been minister of evangelism and world missions with Our Savior’s Community Lutheran Church, Palm Springs, Calif. The Hoechs are active participants in the Tian Shan Mission Society (TSMS), an LCMS World Mission partner organization that focuses on reaching the Dungan. They have gone on short-term mission visits sponsored by the TSMS to the Dungan in Kyrgyzstan.

“Before our mission trip in 2000,” Kip said, “we actually prayed that God would not send us as career missionaries to this difficult place among this resistant people. But as we met and befriended these wonderful people, God began to change our hearts.”

Their mission for LCMS World Mission and TSMS is to start Christian fellowship and Bible-study groups, to train local leaders and develop self-propagating Christian churches among the Dungan, who number about 100,000 in Kyrgyzstan. That is a Muslim country and the Dungan are “resistant” to the Gospel, Kip says. It is estimated that the cost for the mission there—all raised or pledged—is about $75,000 a year.

Rev. B. Steve Hughey, director of partnerships and involvement for LCMS World Mission, said he believes that the case of the Hoechs and the TSMS committing ongoing support for mission work “presents a new paradigm—what is going to have to be the more common model for expanding missionary service in the future.”

“LCMS World Mission is very open to expanding work through such strategic partnerships,” Hughey said. “And, of course, the ongoing prayer support the Hoechs have is invaluable.”

Our largest partner church?
It’s in Brazil

This summer, the Evangelical Lutheran Church of Brazil begins its centennial celebration under the theme “Christ for All—Yesterday, Today and Forever.”

That church body, known by its Portuguese acronym IELB, grew out of mission work that the Missouri Synod began in 1900. It was organized as the Synod’s Brazil District in 1904, and in 1980 the district became the independent IELB.

With more than 221,000 members in 1,300 congregations, it is the largest of 29 “partner churches”—Lutheran church bodies that share altar-and-pulpit fellowship with The Lutheran Church—Missouri Synod.

For its anniversary, the Brazilian church is planning worship services and public concerts, as well as a special convention next January.

The IELB has just combined two seminaries into one, conducts evangelism programs and sponsors a host of social ministries in Brazil, where the majority of the population is impoverished. One of its congregations operates the world’s largest Lutheran university—with more than 60,000 students on 14 campuses.

About 80 percent of the church’s members live in southern Brazil, where German immigrants set-
But last year the IELB placed a missionary in the one northern state where there had been none. “Now we have congregations in all 27 units of the Federation [of Brazil],” said Dr. Carlos Walter Winterle, president of the church body.

In 2000, the IELB achieved complete financial independence. “Brazil is a large country with many opportunities,” Winterle said. “It’s not easy for us to walk on our own legs financially.”

He said that the church’s seminaries have graduated about 50 new pastors a year—more than the IELB can place in Brazil. So, six Brazilian pastors serve in LCMS congregations in the United States, five pastors are working in Europe, and several others in Canada, Paraguay, Argentina and Uruguay, Winterle indicated.

A number of Missouri Synod congregations and mission agencies have banded with the IELB for more effective outreach in Brazil. Last year in St. Louis, 30 representatives of a dozen such groups met in St. Louis as the Brazil Summit.

“We in the IELB thank God for The Lutheran Church—Missouri Synod,” said Winterle, “from the work started in the early 1900s to the partnerships that we have now and will continue to have in the future.”

**MISSION FACT**

The Missouri Synod sent its first foreign missionary to India in 1895. LCMS World Mission today is considering the possibility of starting work in Afghanistan, which was visited by a missions exploratory team in 2002.

**Volunteers needed—**

**for short or long terms**

Staff members of LCMS World Mission say they could place 500 people into short- and long-term missionary positions this year—either directly or through mission partners—and they are encouraging more Missouri Synod members to consider such service.

Volunteers don’t need experience teaching English as a second language in order to serve in “relationship builder” positions. They teach conversational English in more than a dozen Asian, Eastern European, South American and Caribbean countries.

Volunteer missionary Jennifer Jackson of Ann Arbor, Mich., worked with young children at an English-language school in Taiwan in 2001. She says she believes she “made a difference” in their lives and knows that “they’ve touched my life.”

Jackson said volunteer service is ideal for those who are “flexible, who can adapt to anything” and who are “willing to try new things.” “You have to go with an open heart, letting God use you in the way that He wants to,” Jackson said.

Kurt Buchholz, counselor for long-term volunteer missionaries and specialized ministries with LCMS World Mission, said, “Most people have something to offer as a missionary.” Opportunities, he added, are available in a number of countries, various assignments and terms ranging from two weeks to one or more years.

Positions recently available included a child-care worker in Ghana, nurses and physicians in Kazakhstan, house parents for an orphanage in Brazil, construction workers in Panama and English-as-a-second-language teachers in Japan.

A list of missionary-service opportunities can be found at [www.lcmsworldmission.org/service](http://www.lcmsworldmission.org/service). For information contact Nancy Reiter at (800) 433-3954, Ext. 1739 (mission.recruitment@lcms.org).

**Hispanic ministries grow in the U.S.**

In 2000, the U.S. Census counted 35.3 million Hispanics in the United States—almost four times more than 30 years ago. And it found them all over the country, including in the Midwest.

Take Storm Lake and Denison, Iowa, for example, where 4,000 Hispanics have come from Mexico, El Salvador and Guatemala in recent years to work primarily in the meat-packing plants of the area.

Members of the five Synod congregations in those towns “found ways to help the immigrants and show them the love of Christ,” said Dr. Paul Brink.

Since 1999, he has directed work among Hispanics for those congregations and the LCMS Iowa District West. Prior to that, he was a Synod missionary in Venezuela for 20 years.

The congregations in Storm Lake and Denison, under Brink’s guidance, provide English as a Second Language classes; offices sharing information about housing, medical attention, schools and immigration; welcome-wagon visits; and a school of arts for children and a school of music for adults. For Gospel outreach, there are home visits, Bible studies, cell groups and worship services.
Today in the Synod, there are about 160 such ministries to Hispanics, compared with 90 Hispanic ministries in 1997 and 29 in 1979, says Dr. Robert Gonzalez, mission facilitator for new Hispanic missions with LCMS World Mission—North America Services.

Among them are growing border ministries, evidenced last year when four LCMS districts and North America Services formed a partnership with the goal of connecting one million Hispanics with the Gospel and training 500 new Hispanic workers for the region that borders Mexico.

“One of our primary goals,” Gonzalez said, “is to continue to sensitize congregations to see Hispanic ministry as an opportunity, not a threat. Congregations and others that are successful in Hispanic ministry are learning to be culturally sensitive to Hispanics.”

Rev. Steven Schulz, pastor of Grace Lutheran Church in Storm Lake, says he has noticed “a big change” in the cultural sensitivity of members to Hispanics since he came to the area four years ago and Brink started his work three years ago.

Within that time, Schulz said he has seen “the prevailing attitude [go from] ‘why don’t they go back to where they came from’ [to] ‘how can we help them integrate into our society and help them to know about Jesus.’”

Churches emerge a decade after Iron Curtain

 Barely 10 years after the fall of communism in Eastern European countries, the Missouri Synod is helping Lutheran churches there re-emerge.

For example, Synod missionaries are working with the Evangelical Lutheran Church of Ingria in Russia—an LCMS partner church—by planting churches and educating pastors and other church workers.

Rev. John Mehl, LCMS World Mission area director for Eastern Europe, said goals in Russia for the next nine years include strengthening the existing 75 congregations, planting 125 new congregations, having 400 small preaching stations and educating 1,200 church leaders.

In Kazakhstan, missionaries have planted six congregations and established a seminary in the city of Almaty, where they also are starting a mission-training center. The work in that country is expanding into villages through medical missions and Lutheran Hour radio broadcasts.

Missionaries have started a congregation in Bishkek, Kyrgyzstan, as well as in four villages of that country. Mehl said that the “hope” is to buy a building to house classes in English as a Second Language and serve as a training center for church outreach. Other goals include planting 20 more village congregations with pastors and other church leaders who can train more leaders.

In Georgia, Synod missionaries are working with the International Lutheran Laymen’s League to start churches and train pastors and church leaders there.

The Synod has made it possible for Belarusian students to study at the Ingrian church’s seminary in Russia. In Belarus, Synod missionaries have held theological-education seminars and helped LCMS World Relief with humanitarian-aid projects.

Missionaries helped Estonian Lutherans produce a Lutheran newspaper that is sold from newsstands and currently assist with an outreach program. The Estonian Evangelical Lutheran Church is the largest church in Eastern Europe.

In Latvia, the Synod is helping build Luther Academy—with a building and by preparing a theological faculty at the two LCMS seminaries.

Missionaries have helped translate material from Concordia Publishing House into Lithuanian.
Higher education is an integral part of The Lutheran Church—Missouri Synod. Regarded as vital for preparing pastors, teachers and other professional workers, the Synod’s higher education system also prepares laity to become Christian leaders in the church and society.

The Synod has 10 colleges and universities. Located throughout the United States, they collaborate through the Concordia University System. The Synod’s two seminaries are located in St. Louis, Mo., and Fort Wayne, Ind.

Higher Education

Higher education: vital to the ministry

“It’s a pleasure to be with the students,” says Dr. Thomas Cedel, left, president of Concordia University, Austin, Texas. “I think our Synod should be proud of the service they will give.” Cedel assumed the presidency last August.  

10 colleges 2 seminaries 17,042 students
Education is also part of being in mission

An effort by Concordia College, Bronxville, N.Y., is reaching beyond the campus, bringing instruction to nine sites along the Eastern seaboard and as far inland as Iowa.

College President Viji George described the effort as a missional response: “There’s a crying need to find people with ethnic backgrounds to serve where new immigrants can be reached by the Gospel,” he explained. “Wouldn’t it be great to find leaders from a variety of ethnic groups, teach them about what it means to be Lutherans as well as provide them with a strong Biblical foundation, and put them back to serve in their community, not as pastors but as leaders?”

Working with nine sites in eight LCMS districts, Concordia’s Mission Training Center uses video conferencing and Internet-based courses to provide basic instruction in the Christian faith, Old and New Testament, worship and Lutheran theology. More than 50 students are already enrolled. Many are immigrants who—having been reached by Lutheran mission efforts—now provide lay leadership in their ethnic communities. Local pastors help mentor these new Lutheran leaders.

The center is one of the efforts to make higher education responsive to the church’s needs, according to George. “Apart from preparing teachers and pastors for the traditional ministry, we can also be a part of equipping leaders who can serve the mission and ministry of the church in many ways,” he said. “In some instances, we must take education to the people. That’s where we can shine.”

CUEnet: Another facet of the diamond

Begun 10 years ago as a compressed-video network that enabled the colleges to share faculty lectures among campuses, the Concordia University Education Network (CUEnet) now enables the colleges to take education to Lutheran schools, high schools and even homes.

“With college to college exchange of classes, we only scratched the surface,” said CUEnet President Dr. D. Ray Halm. “We’ve always had a diamond in our colleges and, now, a new facet is being seen.”

Via the Internet, some 500 Lutheran school teachers are taking doctrine and theology courses to become certified as Ministers of Religion on the synodical roster. Halm estimates that 6,500 early childhood personnel and 4,500 elementary and secondary teachers are not graduates of synodical

A HIGHER EDUCATION DEVELOPS FUTURE STRATEGIES

- Christ-centered and Lutheran
- Producing professional church workers
- Striving for quality
- Fiscally viable

With a focus on those four points, the Synod’s Board for Higher Education is developing strategies for the future of the 10 Concordia colleges and universities.

“They are fulfilling the traditional responsibilities in preparing and providing church workers. It’s a responsibility that won’t go away,” said Dr. William F. Meyer, BHE executive director. Being a confessional church, he adds, is adhering to the statement, “We believe, teach and confess.”

This year, as the synodical budget was reduced, the colleges no longer receive direct funding from the Synod. “We’ve never had so many Lutherans at our colleges,” Meyer added. “We have to build out [in facilities and faculty] to meet that growth. There is no future if there is no financial support.”

The institutions are being asked to operate on breakeven, Meyer said. “Some of the small institutions are being greatly affected by the current decline of gifts and earnings from endowments. That’s dollars for scholarships.”

“To be of service to the church, we need to continue to be the Concordia University System,” Meyer stated. While the colleges need to be regionally located, the system, which was established in 1992, has enabled cooperation and collaboration—a “in a very dramatic way,” he said.

Meyer noted that 41 percent of CUUS enrollment are LCMS Lutherans and 10 percent are from other Lutheran church bodies.

colleges and frequently lack the basics of Lutheran doctrine and theology.

At another level, about 40 Lutheran high schools have installed facilities to receive courses via CUEnet. Students receive college credit for taking courses like Old and New Testament, psychology and anthropology—classes that some high schools may not have faculty to teach.

The technological capabilities assist a new doctorate program for educators that is administered by Concordia University, River Forest, Ill. It taps faculty expertise at Concordias in Mequon, Wis., Irvine, Calif., and Portland, Ore.

“The universities have designed the curricu-
lum,” Halm said. “CUEnet has served as the conduit, sometimes the catalyst, for these developments.”

CUEnet also assists the colleges in Portland and Irvine in jointly offering a master’s program for teachers. Four colleges participate in an online writing lab for undergraduates. Colloquy programs are provided for Lutheran Church—Canada.

**Senior reaches for dream of teaching**

For senior Ashley Kruse, choosing the avenue to fulfill her dream of becoming an elementary teacher at a Lutheran school was simple. Growing up in a Christian environment, the Batesville, Ark., native knew she wanted a college education to match those values. Kruse first heard about Concordia University, Seward, Neb., while growing up in Batesville. Denise Lawrenz, a Concordia graduate, helped start a Lutheran school at Kruse’s home congregation, and she helped out while in high school.

“She was a huge role model for me,” Kruse said. After a couple of visits to the campus, Kruse knew Concordia was the perfect fit. “When I sat in on classes, I liked the size because I came from a big public high school that had large classes. The faculty here always talked to us, which was nice.”

Once on campus, Kruse said the environment enhanced her faith. “Everything is very Christ-centered,” she said. “A lot of professors relate their class work to the Bible. Coming here has made my faith a lot stronger.”

*“Everything is very Christ-centered,” said Ashley Kruse of her educational experience at Concordia University in Seward, Neb. She is a senior majoring in elementary education.*

**CAMPAIGN BUILDS ENDOWMENTS, ENROLLMENTS**

Like pushing two pedals on a bicycle, enrollments and endowments will assure a supply of church workers for the Synod of the future.

Rev. Edward Bertram frequently uses the bicycle illustration in describing “For the Sake of the Church.” By 2010, the goal is to double Lutheran student enrollments at the Synod’s Concordia colleges and universities and to build a $400 million endowment to support their educations. Bertram serves as campaign director.

Pushing the enrollment pedal through recruitment in congregations will encourage young Lutherans to consider church work careers. Already, he said, enrollment at the Concordias over the past five years is about 19 percent higher.

Endowments are the other pedal—perpetual funding to provide scholarships, maintain buildings, strengthen instruction and alleviate the need for students to incur greater debt, according to Bertram. As it enters its fourth year, the campaign has raised more than $92 million in cash and deferred gifts for endowment.

That foundation in faith, she said, will manifest itself throughout her teaching career. “My faith is just not in one place, it’s everywhere—if not in words, it’s through my actions. I will be able to relate it to any situation.”

**Church workers are high priority**

Recruitment and retention of church workers is a top priority for the Missouri Synod. It was the only project to receive new funding when the Board of Directors adopted the budget for this fiscal year.

“It’s a huge concern,” said Dr. L. Dean Hempelmann, director of pastoral education with the Board for Higher Education. “In fact, if we don’t do this we’re going to die.” Hempelmann leads a working group for “What A Way,” a Synodwide campaign to address the issue.

Citing future clergy needs, Hempelmann added that half of the current LCMS pastors will reach retirement age within the next 15 years. At the current rate, nearly a fourth of congregations may not have a resident pastor by 2007.

Teachers are also needed in Lutheran schools, according to William Cochran, director of school ministry with the Board for District and Congregational Services. “I don’t think we will be able to replace teachers at the rate they will be retiring in the next 10 years,” he said.

“What A Way” plans focus on building a “lifestyle” in homes and congregations that encourages people to serve as church workers. Planners also seek to create a method for pastors, parents and
teachers to identify potential church workers for mentoring, educational experiences and connections to leadership in the church.

In the area of retention, Hempelmann said, the objective is to assist congregations in caring for their church workers. One way is to build a base of “best practices”—based on congregation experiences—for supporting church workers. Those will be shared as models throughout the Synod.

Distance learning helps fill vacancies

DELT (Distance Education Leading To Ordination) is enabling congregations to raise up one of their laymen to provide ministry services while he studies for the pastoral ministry.

Without uprooting family or leaving jobs, about 60 men are currently enrolled in the program, which involves cooperation between districts and seminaries. Over a six-year period, students complete 30 courses leading to ordination.

“The LCMS DELTO program is a response to the extraordinary mission needs of the church,” said Hempelmann. “It provides contextual theological education leading to ordination for men who provide pastoral services to congregations in situations that cannot support a full-time pastor or missionary.

“With the revised DELTO, students can complete the first 10 courses at the district level in various ways—for example, through a district program, at a Concordia college, or even by testing out of some courses,” said Dr. Walter A. Maier III, who is dean of distance education at Concordia Theological Seminary, Fort Wayne. “The remaining 20 courses are offered by the seminaries. We’re looking at new modes of delivery, including the possibility that the seminaries may collaborate to offer courses online.”

Currently, the Fort Wayne seminary sends faculty at the beginning of a course to meet with, and teach, students grouped in regional clusters. The St. Louis seminary brings students to the campus for a week at the beginning and end of a course cycle. As students continue their studies at home, they stay in contact with professors by telephone, mail and Internet.

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<th>COLLEGE–UNIVERSITY ENROLLMENT</th>
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<td><strong>Institution</strong></td>
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Photo: Concordia University, Seward, Neb.
Funding the Mission

Sharing the love of Christ

Doing the work of your Synod has brought about a large organizational structure. In reality, some 52 not-for-profit corporations provide a variety of services in behalf of and in support of congregations. Many are described on these pages—districts, higher education, church extension and publishing, to name a few.

Complicated as it is, your Synod has one mission as described in its mission statement: “In grateful response to God’s grace and empowered by the Holy Spirit through Word and Sacraments, the mission of The Lutheran Church—Missouri Synod is vigorously to make known the love of Christ by word and deed within our churches, communities and the world.”

$88.6 million budget  $12.65 per member
How do we fund our work?

Funding—less in terms of total dollars than how they are directed—will be important in shaping the future of the Synod’s national and international mission and ministry.

While per-member giving has grown substantially during the past two decades, the system for distributing those gifts has become extremely complex, according Brad Hewitt, administrative officer with the LCMS Board of Directors.

“Funding the Mission,” a committee of the Board, is exploring a “free market” concept for funding mission and ministry. The concept reflects the growing trend of congregations and individuals making direct gifts to the Synod’s work. (The proportion of direct donations and grants and gifts—which administrators refer to as “restricted income”—comprises 52 percent of the revenue for the current $88.6 million budget.)

In terms of accountability, Hewitt said, “Congregations are the market, and they will drive the work rather than convention resolutions.” He said it is outcome focused, controlled by the donor and is effective resource allocation.

For example, he said, “LCMS World Mission is a high-quality, effective organization.” LCMS World Mission currently derives 78 percent of its spending plan from direct gifts. Higher education and World Relief/Human Care both receive 95 percent or more of their revenue from direct gifts.

“Unrestricted income”—largely the funds that come from congregation offering plates through districts to national offices—has continued to decline.

“Funding the Mission” proposes that recipients of direct gifts provide a “fair share” to a common ministry fund for ecclesial supervision and the administrative functions.

“Everybody would pay their fair share—districts, Lutheran Church Extension Fund, world missions, CPH, for example—based on a percentage of their receipts,” Hewitt said.

Recent decisions to lay off staff and decrease programs in order “live within our means” is a reaction to a problem, according to Hewitt. “But it doesn’t get to the underlying issue—and it’s not because people aren’t being good stewards.

Hewitt credits LCMS members for their loyalty, which shows in their offering support. Yet, Hewitt says he believes giving also should reflect “passion” for mission and ministry. He said the resulting gifts come not from obligation, but out of response to God’s goodness and willingness to make known His love in Jesus Christ.

Hewitt summarizes the work of the national Synod as doing two things: One is encouraging missions through LCMS World Mission and training church workers. The other is “ecclesial” supervision, such as accountability on doctrine and the work of elected officers and conventions.

Average giving per confirmed member in the Synod for all purposes rose from $259.39 in 1981 to $633.62 for 2001, while the average per-confirmed member that reached the national Synod increased only from $12.61 in 1981 to $12.65 in 2001.

The current system has become “way too complex for simple answers” about how it works, according to Hewitt. It’s frustrating for people to understand, he said. “The question is whether we make the change that is necessary, or do we just keep going down the path we are on. Eventually the loyalty will wear off.”
A number like $55 million is difficult to visualize, so think of missionaries sharing the Gospel...university and seminary students assisted with educational expenses...clothing and food for tornado victims...a mission start in a rapidly growing community...classrooms for college students...a Bible study heard halfway around the globe on the Internet.

That’s the sum—$55,464,207 to be exact—that was applied to LCMS ministries during the 2001–2002 fiscal year, thanks to donors who worked through the LCMS Foundation.

**LCMS Foundation**

Visualize numbers in terms of people and outreach

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481 ministries
163,666 direct gifts
4,747 matured gifts
$55 million distributed
Connecting donors with ministries

“It’s a wonderful opportunity being in the Foundation to serve the Lord by helping people fulfill their dreams,” says Foundation President Mark Stuenkel. “It’s not simply about money, but praising God that He brings these resources to us [for ministry].”

The Foundation, he said, provides the “conduit” that connects donors with ministries. Between July 1, 2001 and June 30, 2002, the Foundation was able to distribute more than $55 million from 163,666 direct gifts and 4,747 matured-trust gifts. The funds were distributed to 481 different ministries and organizations such as LCMS World Mission, LCMS World Relief/Human Care, colleges and universities, seminaries and congregations.

In partnership with 21 districts, the Foundation employs gift planning counselors who assist LCMS members in making direct gifts and estate plans. Other counselors work with gifts to major ministries and districts.

The Foundation also has responsibility for direct response to For the Sake of the Church, LCMS World Mission, LCMS World Relief/Human Care, the Joint Seminary Fund and KFUO Radio.

“The Foundation also manages funds on behalf of individuals, LCEF, colleges and universities and congregations,” Stuenkel said. At the close of the past fiscal year, total assets were almost $791 million. “We are a long-term investor and our goal is to protect principal,” he said.

He said the Foundation has worked diligently to restore confidence after experiencing a $40 million loss in 1998 as a result of high-risk investments. About 25 percent was recovered through litigation.

“Since 1998, no one individual on the staff makes investment decisions,” Stuenkel said. “We’ve instituted all-new procedures using outside investment managers and the counsel of Wilshire Associates. It’s a layering of control so the situation cannot occur again. I think trust has been restored on the investment side.”

‘Adding to their stewardship life’

“We help the members of The Lutheran Church—Missouri Synod with Christian wills and estate planning,” is how Jim Schroeder describes his service as an LCMS Foundation Gift Planning Counselor. “It’s personally helping people be good stewards, even after God calls them home!”

“I’m just adding to their stewardship life,” says Schroeder, who has served 14 years in a partnership between the LCMS Foundation and Iowa District West. “I just encourage God’s stewards to have their will and estate plan reflect their Christian faith.”

“Christian estate planning,” he continues, “is making plans to pass on the assets that God places into our care during our lives here on earth. It is part of the Christian stewardship process that includes the regular Sunday-morning offering and special over-and-above gifts to churchwide ministries.”

Schroeder has sat at the kitchen table with hundreds of LCMS families, helping them make plans to write a Christian will and make estate plans. A Christian will, he emphasizes, is often the first step in developing an estate plan and is just as important for young families as for senior citizens.

During those visits, he discusses three matters: writing a statement of faith in the form of a Christian preamble in the will; making plans to pass assets on to family members; and a deferred gift to the work of the Lord.

Schroeder insists that his work is just part of God’s plan. “My greatest joy is just being part of helping God’s stewards respond to His love for them in Jesus Christ our Lord!”

Sharing blessings now—and ahead

Fred and Shirley Becker count themselves blessed to give back what the Lord has given them—in time, talent and treasure.

They are giving much of their retirement years to Atonement Lutheran Church in Dearborn, Mich. For nearly five years, Fred has made hospital and shut-in calls to members and, during the past 18 months when the congregation has been without a pastor, he handles other duties as well. Shirley serves as principal of Atonement’s small school and preschool.

The Beckers live in Dearborn Heights—seven miles from the church, in the home they purchased in 1958. Their modest lifestyle is comfortable and well within their means. As practical people, they...
have given attention to estate planning. With the counsel of their accountant, attorney, Thrivent representative and Patricia Bilow, a gift-planning counselor with the Foundation, they set up a Donor Advised Fund as part of their charitable estate plan.

After beginning the fund with a basic amount, they add to it yearly. As the fund grows and earns interest, the earnings are distributed to ministries that the Beckers choose. They also specified how—at their deaths—the fund will be distributed to ministries that include their church and school.

“Terry feels pretty good,” Fred said of their plans. “You can’t take it with you, but you can certainly send it ahead.”

Shirley adds, “I share those feelings with Fred. We’ve been blessed, not just financially, but with our family and our church family and by the fact that we’ve been chosen by God through our baptism.”

Relationships grow ministries

“We sow the seeds out there,” says Hans Springer. “It’s an on-going way of getting out the message and asking for a gift.”

As vice president for direct response with the Foundation, Springer oversees the ongoing contacts with donors through direct mail and telecare efforts on behalf of LCMS World Mission, World Relief/Human Care, the Joint Seminary Fund, For the Sake of the Church and KFUO Radio.

Direct response, he says, is building relationships. The contacts help donors identify with a ministry and understand that work is being accomplished. As the relationships are strengthened, mission and ministry is supported by sustained giving.

Springer said that LCMS members also respond in times of need, citing the response after the terrorist attacks in September 2001. Within five days the Foundation had a letter in the mail—and members responded with $2.5 million in gifts. Other gifts raised the total to $4 million.

“There are marvelous people who have a passion to support what their church is doing.”

A catalog for giving

“Fast” and “easy” characterize the Internet’s availability for everything from shopping to taking college courses to making donations. The Mission and Ministry (or “Giving”) Catalog (http://catalog.lcms.org), provided by the LCMS Foundation, allows Lutherans to make gifts using their home computers.

Donors can “shop” for projects supporting missions, world relief, higher education, Lutheran schools, family ministry and districts. Donations can be made using a credit or debit card.

Since its introduction last June, the Mission and Ministry Catalog has averaged 29 visits per day with average gifts of $163 to national ministries and $150 for district ministries.

“We are not maintaining names for additional solicitation,” adds Earl Fedderson who maintains the catalog.

GIFTS FOR CURRENT AND FUTURE WORK

From July 1, 2001, to June 30, 2002:

- 163,666 direct gifts were generated by the LCMS Foundation, providing $38,320,771 in support of LCMS and related ministries.
- 4,747 matured gifts, totaling $17,143,436, were distributed from trusts, endowments, gift annuities, pooled funds and bequests—benefiting 481 different ministries and organizations.
- $25,261,781 was received in 1,843 new managed gifts—trusts, endowments, gift annuities or pooled funds—for future distribution.
- A total of 6,224 gift arrangements were being managed by the Foundation.
- $42,150,614 was identified for future ministries in the form of revocable gifts through wills, living-trust designations or payable-on-death designations.
In 1902, members of several LCMS congregations pioneered “church extension” by pooling $400 to help another congregation build a church.

The tradition continues today through the Lutheran Church Extension Fund. With assets approaching $1.3 billion, LCEF counts more than 76,000 LCMS investors and some 2,700 loans in place.

LCEF includes 27 member districts in this ministry-through-investment organization. By investing in LCEF, members (individuals and congregations) receive competitive interest rates. In turn, their dollars provide low-cost loans to LCMS churches, schools, and professional church workers.

Funds for ‘space and place’ for ministry

Through the Lutheran Church Extension Fund, the investments of LCMS members help build churches and schools. Last year, more than 432 loans were approved for construction and remodeling projects such as this work at Zion Lutheran Church in Harvester, Mo.
‘Inviting presence’ in Clarksville

In Clarksville, Tenn., Grace Lutheran Church emphasizes commitment to the Word of God, dynamic sacramental life, vibrant music in liturgical worship and Scripture-based instruction to help people grow in their faith.

“It is a diligent effort to make an inviting presence to the community,” explained Pastor Larry Peters as he described a $1.5 million construction project, completed in late 2001. LCEF provided a $1.25 million loan, and Capital Funding Services assisted in raising $550,000 in advance gifts and pledges.

“Our people do an incredible job of inviting friends, neighbors and co-workers,” the pastor said of the 600-member congregation. “There is a real hunger in our area for worship that is solidly Word and Sacrament.”

The new 400-seat sanctuary houses a 65-rank pipe organ and space for music offered by three children’s choirs, an adult choir, a handchimes and a handbell choir. The new building includes 10 classrooms, offices, a large narthex and a bookstore. Old facilities were remodeled into a 60-seat chapel, a music suite, adult Bible study rooms, a youth room and fellowship area.

The project allowed Grace to open a preschool that now serves 110 children.

“Grace has a lot of young families,” Pastor Peters observed. “We have had the highest number of infant baptisms in the Mid-South District.”

Over the past decade, the community of 100,000 has grown nearly 40 percent, fueled by nearby Fort Campbell with 25,000 active-duty soldiers. The region also has manufacturing plants and a state university.

“There is quite a bit of turnover in the congregation,” said building chairman Paul Peterson, who estimated that 70 percent of the members have lived in Clarksville for less than 15 years.

Omaha high school grows

“God has opened the flood gates.”

That’s how David Mueller describes Concordia Junior-Senior High School, Omaha, Neb. In its second year, the school already has 110 students—projecting 170 for next year.

“Parents want students who are prepared spiritually and at the same time are challenged academi-
computer room, library and bookshop. Established in memory of Arthur Haake, president of the Lutheran Church Extension Fund from 1978 to 1997, the fund assists partner churches in building or acquiring facilities.

A GLANCE AT LCEF

- During the last fiscal year (July 1, 2001 to June 30, 2003), LCEF approved more than 435 loans ($205 million) for building churches, schools and other ministry facilities.
- This year, loan demand is expected to exceed $220 million.
- Since its inception in 2000, the Professional Church Worker Loan Program has approved 212 housing loans and 168 debt consolidation loans.
- Approximately 80 percent of all LCMS congregations have used LCEF loans and services.
- 400 congregations and agencies have engaged Capital Funding Services to raise funds for building projects and debt retirement.

The academy’s original 12 classrooms were constructed in 1999. The academy enrolls about 800 students in nursery, kindergarten, primary and junior secondary grades.

The ELCG grew from an LCMS mission begun in 1961. The church has a baptized membership of 25,000 in 85 congregations and a national staff of pastors, evangelists, teachers and lay preachers. Dr. Paul Kofi Fynn is the president.

Immanuel opens school and worship facilities

Immanuel Lutheran Church has taken a bold step—building both a church and a school—to reach the growing area of Broken Arrow, southeast of Tulsa, Okla.

“We’re looking forward to using these tools that God has provided this ministry,” said Pastor Arthur Spomer. “Our former site had limited space that would not allow us to grow.”

Last fall, the new school enrolled 50 students in grades K-8. In December, Immanuel celebrated its 90th anniversary with its first worship service in the new sanctuary. The new 24-acre campus also has an 800-seat sanctuary, a nursery, administrative areas, fellowship space, classrooms and a gymnasium.

Immanuel partnered with LCEF’s Capital Funding Services to raise funds and pledges before the project was started. With CFS assistance, the congregation raised $2.3 million in pledges toward the estimated $7 million expense.

“CFS was a tremendous help,” said Pastor Spomer. “They helped us focus our organizing effort so we could emphasize the stewardship ministry and clarify the vision of the benefits to our members and our mission to the community.”

Broken Arrow is a family-oriented community where parents want a Christ-centered education for their children, according to Spomer. He said the school is striving for quality, including an “outstanding, highly-motivated faculty.”

“We have designed the sanctuary to facilitate worship,” Spomer said. “The sight and sound and light is the very best available. The seating arrangement brings everyone up close to the altar.”

Immanuel will continue using its former site, less than two miles from the new campus, where the church is a landmark in the area. A preschool has opened there, and the facilities will be used for daytime meetings, Bible studies and some Sunday worship services.

Home for a pastor and family

Pastor Ryan Clark and his wife, Katherine, understand how helpful a housing loan can be, especially for a family that is in a “first-call” situation.
They have secured a home loan through the LCEF Professional Church Worker (PCW) Loan program. He learned about the program before graduating from Concordia Seminary, St. Louis, and accepting his first call as associate pastor of St. Luke Lutheran Church, Wisconsin Rapids, Wis.

“My wife and I thought the rates were very competitive compared to other financial institutions we had spoken with,” he said. “And LCEF doesn’t require private mortgage insurance, which can be a huge expense to new homeowners.”

LCEF developed the PCW program in 2000. Since then, it has approved 153 housing loans and 174 debt-consolidation loans to LCMS pastors and teachers.
When church leaders set out years ago to assist LCMS church workers, they took the model from the book of Acts, where Christians shared everything, distributing to each member what was needed. In the early 1900s, a plan was designed for churches, schools and other organizations to pool some resources and—through ongoing contributions and investments—provide pensions. The result, in 1937, was the Pension Plan for Pastors and Teachers (PPPT).

Worker Benefit Plans

‘Serving Those In His Service’

When church leaders set out years ago to assist LCMS church workers, they took the model from the book of Acts, where Christians shared everything, distributing to each member what was needed. In the early 1900s, a plan was designed for churches, schools and other organizations to pool some resources and—through ongoing contributions and investments—provide pensions. The result, in 1937, was the Pension Plan for Pastors and Teachers (PPPT).

31,000 church workers $141 million in health claims
$95 million in retirement benefits
In the 1960s, the Synod recognized the need to assist church workers during times of illness, injury or death. Three “Concordia Plans” were created: the Health Plan, the Disability and Survivor Plan, and the Retirement Plan. These, along with the PPPT and an Accident Insurance Program, are provided today by Worker Benefit Plans.

Through Worker Benefit Plans, approximately 6,100 congregations, schools, universities, seminaries and agencies are “Serving Those In His Service” by providing comprehensive coverage for 31,000 church workers and their families.

**A ‘Godsend’ after major surgery**

Rev. Al Boysen of Cordova, Tenn., is among 24,000 church workers enrolled in the Concordia Health Plan. He says he appreciates the preventive medical benefits, dental coverage and $15 copays for office visits, but he's most thankful for comprehensive major medical coverage.

“The health plan has been a Godsend for me, especially when I had open-heart surgery,” he says. The cost could have reached $100,000, but thanks to the CHP Boysen's costs were considerably less.

The health plan is structured so members pay 10 percent of surgery and hospital care with an annual out-of-pocket limit of $500 for an individual or $1,000 for a family.

“The Plans stood by me, and I wouldn't trade the benefits for anything,” he states.

His thanks also go to the churches, schools, universities and other organizations that participate in the CHP. In essence, they helped pay for Boysen's surgery.

CHP is a self-funded health plan, meaning that dollars provided by employers purchase medical, mental health, substance abuse, dental, prescription, hearing and vision coverage. Only 7 cents of every dollar is spent on administrative costs.

Maintaining a large, Synodwide membership in the CHP is vital. When more employers participate in the Plan, more dollars are available for claim expenses. Wide participation lowers employers’ contributions and increases negotiating power with managed care providers like Blue Cross Blue Shield and Aetna.

Boysen's thanks doesn't end with the CHP, however. A 1968 graduate of Concordia Seminary, St. Louis, he also considers the Plans to be a “bountiful blessing from God” during his retirement years.

**Disability: valuable benefits**

Like many of the 31,000 workers who participate in the Concordia Disability and Survivor Plan (CDSP), Julie Shay paid little attention to the specific benefits—until she was diagnosed with a brain tumor in 1998.

“I quickly learned how valuable the benefits were for me and my family,” the St. Louis resident said. She was unable to work during many tests and operations to treat the tumor, yet she received a monthly income and her family received health coverage. And, Concordia Publishing House, her employer, did not have to pay for her family health plan during her disability.

CDSP annually pays about $5.4 million in disability benefits for workers like Shay.

While the CDSP was covering the disability, the Concordia Health Plan (CHP) was covering the medical expenses, greatly decreasing Shay's portion of the costs for MRIs, medication, therapy and six different specialists.

“I will never be able to repay in dollars what Worker Benefits has and continues to provide for me and my family,” she says.

**TOOLS FOR SOUND FINANCES**

Nearly three years ago, Worker Benefit Plans initiated a financial education program to equip church workers and their families for personal financial management.

During the past year, 116 financial planning seminars, workshops and small discussions were held across the country to encourage Biblical stewardship and financial planning.

“In my experience, this is a vital area of ministry that has the potential of greatly increasing the well-being of many church professionals, homes, families and marriages,” remarked Dr. David Belasic, a former district president.

**Churches helping churches**

“One day a pastor from Florida, who was visiting in the St. Louis area, stopped to take me to lunch as a way to thank me for helping him with a complicated claim situation,” recalls Debbie Jolly a WBP member services representative. “I hadn’t considered what I was doing as worthy of a reward. I was just doing my job.”

“Churches see their contribution dollars directly helping their pastor if he gets significantly sick,” she observes. “But if he doesn’t use his benefits, then the contributions are often viewed as too...
much for the budget. What employers don’t see is how their contributions also help the young teacher in another state who becomes disabled. It’s the pooled contributions that allow financial peace of mind as she tries to get her life, and her ministry, back on track.”

Help after husband dies

Rev. Donald Berg, pastor of Bethel Lutheran Church in Dallas, Texas, knows how the Plans provide financial assistance during bereavement.

Tiruwork (Terry) Tgeyorgise, an Ethiopian immigrant, was a preschool worker at Bethel when her husband died of cancer.

“The death of her husband left Terry devastated emotionally and financially,” said Berg. “She was already working full time for Bethel and part time at another job to help fulfill her dreams of owning a house and raise her 12-year-old child.”

Berg said she broke into tears when she received a $10,000 survivor benefit from Worker Benefit Plans.

“Your check helps demonstrate Christian love to this community,” he told the Plans. “Thank you once again for your special ministry.”

A way of ‘walking together’

The benefits provided by Worker Benefit Plans were designed—and are structured today—with the professional church worker in mind.

“Pastors and teachers aren’t involved in church work because of the money, but because of their call of service to our Lord,” observes Dan Leeman, president and CEO of Worker Benefit Plans. “We as a church body—as a part of our service to those workers—need to provide them with quality, comprehensive coverage during the stressful times of their lives.”

Part of the WBP job is to remind congregations and schools of “the extreme importance” of these benefits for their church workers, who are often compensated less than their peers, according to Leeman. “We also need to remind the workers just how much their congregations and schools are spending to provide for their care.”

Leeman said the Plans walk a narrow balance beam” between providing quality benefits for church workers and keeping the costs affordable for the organizations that provide the benefits.

“We give glory to God for His blessings,” Leeman said, “so that the Plans might continue to demonstrate how 6,000 employers and 31,000 Plan members truly walk together for our Synod in service to God.”

For 27 years, Debbie Jolly, member services representative, has assisted church workers with claims through Worker Benefit Plans.

In 2002, the Concordia Retirement Plan and the Pension Plan for Pastors and Teachers dispensed nearly $95 million in monthly benefits to LCMS retirees.

The CRP pays out nearly $8 million annually in death benefits to surviving spouses (and dependents) of members who die during retirement.

Approximately 4,500 retirees and widows receive benefits from the Pension Plan for Pastors and Teachers, with about 500 yet to begin activating their benefits.

In 2002, the Concordia Disability and Survivor Plan paid more than $6 million in disability benefits, nearly $5 million in lump-sum death benefits, and approximately $2.5 million in health benefits.

The Concordia Health Plan is expecting to pay out more than $141 million for 2002 health claim expenses, including medical, dental and prescription drugs.
Note: The “official notices” are published for a single purpose only: giving notice of a result, namely, changes in the Synod’s membership rosters by the addition or deletion of the names of persons and congregations. It is not appropriate that reasons for the changes be identified in the published notices. Since a change can occur for any of a variety of reasons, no assumptions may be made merely from the fact that a change has occurred.

Official Notices—From the Districts

REV. ERHARD WOLF has been appointed Circuit Counselor of the Springfield Circuit, replacing REV. MARK LAVRENZ who accepted a call out of the district.—Dr. James W. Kalthoff, president, Missouri District.

REV. GLENN R. DENKE has been appointed Circuit Counselor of the South Dakota District, replacing REV. DONAVON HEITHOLD who accepted a call out of the district.—Rev. Vernon L. Schindler, president, South Dakota District.

Official Notices—Colloquies

AMY L. MACFARLANE, Elgin, Ill.; RANDI FUCHS, Lincoln, N. Dakota; LAURA B. MONTGOMERY, Imperial, Missouri; KIMBERLY A. MARKS, East Peoria, Ill.; have submitted their applications to the Teacher Colloquy Program of The Lutheran Church—Missouri Synod through CUEnet. Correspondence regarding their applications should be directed to the undersigned within four weeks after publication of this notice.—Reverend Daniel Preus, Chairman, Colloquy Committee, 1333 S. Kirkwood Road, St. Louis, MO 63122-7295.

NICKIE L. ISAACS, Browns town, Ind.; SUSAN FLOGEL, Big Bend, Wis.; CAROL BURK, Placentia, Calif.; have submitted their applications to the Teacher Colloquy Program of The Lutheran Church—Missouri Synod. Correspondence regarding their applications should be directed to the undersigned within four weeks after publication of this notice.—Reverend Daniel Preus, Chairman, Colloquy Committee, 1333 S. Kirkwood Road, St. Louis, MO 63122-7295.

REV. STEPHEN D. POPE, Appleton, Wis.; REV. BRUCE JONES, Griffith, Ind.; MR. QUENTIN D. STEWART, St. Louis, Missouri; have submitted their applications to the Pastoral Colloquy Program of The Lutheran Church—Missouri Synod. Correspondence regarding their applications should be directed to the undersigned within four weeks after publication of this notice.—Reverend Daniel Preus, Chairman, Colloquy Committee, 1333 S. Kirkwood Road, St. Louis, MO 63122-7295.

MARIANNE COLLINS, Bartlett, Tenn., has completed the Teacher Colloquy Program of The Lutheran Church—Missouri Synod at Concordia University and is now eligible for a call.—Rev. Albert L. Garcia, Director of Teacher Colloquy Program, Concordia University Wisconsin, 12800 N. Lake Shore Dr., Mequon, WI 53097-2402.

(Continued on page 42)
Laymen founded Concordia Publishing House more than 133 years ago to provide printed materials for the worship and education needs in the Synod. Today, CPH continues to provide the “basics” like offering envelopes and bulletin covers, as well as creative, multi-piece products like the annual vacation Bible school materials. Working with LCMS boards and commissions, it cooperates on projects such as hymnals for worship and The Lutheran Witness.

In this information age, “publishing” goes beyond the traditional ink on paper. CPH products include computer software, Bible studies and newsletters via e-mail and, of course, a Web site at www.cph.org.

152,335 orders annually
6,600 items in stock
300 employees
Reach and teach: they go together

As a business operation, Concordia Publishing House pays serious attention to not one, but two, “bottom lines”—profitability and faithfulness to the Word.

In the viewpoint of Rev. Paul McCain, interim president and chief executive officer, the Word is the most important “bottom line” in terms of doctrine and as a tool for mission.

“The reaching church is the teaching church. The teaching church is the confessing church,” said McCain. “It all goes together; it has always been this way.”

McCain said CPH seeks to be “authentically Lutheran,” with a focus on preaching and teaching the Gospel of Jesus Christ. And, he added, the work is done under the banner of God’s Word and the Lutheran Confessions.

“Nothing is more important for the church than to be true to the Lord’s Word and sacraments for it is precisely through these instruments that the Holy Spirit is creating and sustaining faith,” McCain continued. “That is why a church, or a publishing house, interested in outreach will be passionate about preserving God’s Word in all its truth and purity.”

As for profitability, McCain said the CPH Board of Directors has been concerned about several past years of increasing financial losses. “In the past year, for the first time in several years, we have received a positive bottom-line income. We are working very hard on maintaining a keen focus on the Synod and a commitment to sound business practices.”

He noted that CPH does not receive grants from the Synod, nor does it solicit donations. The publishing house must generate revenue in order to sustain its mission. Not only does it balance the books, a cash reserve helps to fund development of new materials.

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“We are looking at launching a major new Sunday school curriculum in the next few years,” he said. Also under development is a faith-based curriculum for Lutheran day schools, practical resources for evangelism and outreach, and a “from scratch” English study Bible.

Efforts are also under way to expand the customer service program so every congregation and church worker will have a specific contact person at CPH. “When they call, they will speak to the same person, who knows them and their needs,” McCain said. He added that CPH is also upgrading its computer technology.

“We have more than 300 dedicated men and women at CPH who believe passionately that the products we produce are top notch,” McCain said. “Of course we want to sell what we produce, but the reason is because we believe so strongly in it and want the best for our congregations.”
Augusta St., River Forest, IL 60305-1499.

GARY L. CLARK, Graham, Wash., was certified for the pastoral ministry of The Lutheran Church—Missouri Synod and is now eligible to receive a call.—Reverend Daniel Preus, Chairman, Colloquy Committee, 1333 S. Kirkwood Road, St. Louis, MO 63122-7295.

**Official Notices—Requests for Reinstatements**

LONNIE BELL, Rochester, Minn.; TAMMY L. GIESE, Mayville, Wis.; SHARON E. NORRIS, Asheville, N.C.; and LORI J. STADLER, Tucson, Ariz.; have applied for reinstatement to the Minister of Religion—Commissioned roster of The Lutheran Church—Missouri Synod. Correspondence regarding this application should be directed to the undersigned for receipt no later than March 5, 2003.—Dr. Raymond L. Hartwig, Secretary, The Lutheran Church—Missouri Synod, 1333 S. Kirkwood Road, St. Louis, MO 63122-7295.

**Official Notices—Promotions**

The Board of Regents of Concordia University Wisconsin, Mequon, Wis., herewith gives notice of intent to promote to Professor the following: REV. DR. NATHAN JASTRAM and DR. GARY LOCKLAIR; to promote to Associate Professor the following: DR. LOUISE CONLEY JONES; REV. DR. CRAIG RINKER; DR. CANDYCE SEIDER; DR. JEFFREY WALZ; and DR. MARK WOLF; and to Assistant Professor the following: REV. THOMAS FEIERTAG and MS. KAREN SCHWENKE. Any comments concerning this intent should be addressed to the undersigned within six weeks after publication of this notice.—Rev. Patrick T. Ferry, President, Concordia University Wisconsin, 12800 N. Lake Shore Dr., Mequon, WI 53097-2402.

**Positions/Nominations**

Concordia Publishing House, St. Louis, MO, seeks nominations for the office of president and chief executive officer to guide and direct the fulfillment of its responsibilities as the publishing arm of The Lutheran Church—Missouri Synod (Handbook Bylaw 3.301). The president is to serve as the chief theological supervisor of Concordia Publishing House in order to implement CPH’s Mission Statement, i.e., that Concordia “exists for the purpose of strengthening and aiding member congregations in their proclamation of the Gospel of our Lord Jesus Christ and working in partnership with the agencies and congregations of the Synod to provide publishing services. On their behalf, Concordia Publishing House will develop, produce, market and distribute products and services that are faithful to the Scriptures and the Lutheran Confessions and which will effectively service such proclamation to people throughout the world.”

A nominee:

— Must be a member in good standing of an LCMS congregation;
— Must be committed to the Holy Scriptures and Lutheran Confessions;
— Must be supportive of Synod’s Constitution Bylaws, and policies;
— Must be mission minded and aware of CPH’s opportunities to support the Great Commission of the church:
— Must be able to provide theological and administrative vision for CPH’s future;
— Must have the resolve to maintain an uncompromising approach to the theological integrity of CPH publications;
— Must be eager to develop collaborative relationships with agencies of the Synod to meet their needs for publishing and information delivery services;
— Should have a minimum of a master’s degree in theology (i.e., M.A.R., M.DIV., S.T.M.)
— Must be able to show a high level of knowledge and application of Lutheran theology preferably through a combination of writings, publications, editorial work, degrees, and parish experience in the LCMS;
— Should have significant administrative leadership experience in the church and/or business;
— Must possess the skills and ability to organize and monitor Concordia’s business needs in

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Notices

conjunction with the chief operating officer of CPH;
— Must be willing to promote and encourage the
use of Concordia materials in congregations
throughout the Synod; and be able to work in har-
mony with people.

Nominations should be submitted by April 1, 2003,
to Robert Knox, Chairman of the Board of Directors,
Concordia Publishing House, PO Box 19162, St.
Louis, MO 63118.

Concordia College, Bronxville, N.Y., seeks
full-time faculty appointment in biology. Duties
include: the teaching of lower- and upper-level biolo-
gy courses, such as, anatomy and physiology; genet-
ics; human sexuality; history and philosophy of
science; advising students; and committee responsi-
bilities. Qualifications to also teach lower-level
physics and/or chemistry a plus.

Qualifications: Earned doctorate preferred; mem-
bership in LCMS congregation; commitment to
Lutheran higher education; college teaching experi-
ence a plus. Rank and Salary commensurate with
qualifications and experience.

Nomination/Application Procedures: Position
will begin Aug. 1, 2003. Send nominations or letters
of application, resume and names of three refer-
ences to: Prof. Gerald Fuhrmann, Department Chair,
Concordia College, 171 White Plains Road,
Bronxville, NY 10708. E-mail: gwf@concordia-
ny.edu.

Concordia College, Bronxville, N.Y. seeks a
Director of Admission. Position reports to the
VP of Institutional Advancement. Candidate
should have a minimum of three years supervisory
experience in Admission and a sophisticated
understanding of enrollment strategies, financial
aid and computer information systems. Candidate
should have strong managerial and analytical abil-
ities, superb written and "people" skills and (natu-
really in Admission) a healthy sense of humor. A
Master's degree is preferred. College administra-
tion and faculty strongly support the Admission
function and current enrollments are at record lev-
els. The successful candidate will have an under-
standing of and affinity for Lutheran higher educa-
tion. The new director will lead an experienced
Admission team.

Send interest letter and resume to Christopher
Nagel, Vice President, Concordia College, 171
White Plains Road, Bronxville, NY 10708; cjn@con
cordia-ny.edu. Concordia College, located in sub-
urban New York City, is a liberal arts college with
an enrollment of approximately 600 students and a
full-time faculty of 35. Sixty-five percent of all tra-
ditional, full-time students are residential. The stu-
dent body is diverse with 12% international from 30
countries. Concordia is ranked in the top 30
Northern Comprehensive Colleges by USN&WR.
Position includes beneficial college housing and
being part of a supportive campus community.

Concordia Theological Seminary, Fort
Wayne, Ind., seeks a
full-time development
officer. A candidate should have three years expe-
rience in development work; be a self starter; ener-
gectic; highly motivated; possess writing, speaking
and "people" skills; have an understanding of and
an affinity for confessional Lutheran theological
education; and be willing to meet challenging
goals. Position requires extensive travel; an ability
to meet new people and deepen relationships with
long-established friends of the seminary; visiting;
cultivating and soliciting them for gifts for the
seminary. Computer skills helpful.

Send application letter and resume to Rev.
Ralph G. Schmidt, Vice President for Institutional
Advancement, Concordia Theological Seminary,
6600 N. Clinton, Fort Wayne, IN 46825 or E-mail to
schmidtrg@mail.ctsfw.edu.

Anniversaries

St. Luke Lutheran Church, Oakridge, Ore.,
will observe its 50th anniversary on May 18, 2003,
with a special worship service at 10 a.m. The Rev.
Del Schomburg, Institutional Chaplain for the
Northwest District, and former pastor, will be the
featured speaker. A celebratory dinner will follow
the service. Contact the church office at (541) 782-
2030.

Lamb of God, Lake Havasu City, Ariz., will
celebrate its 5th anniversary with a special service
on Feb. 23, 2003 at 10:30 a.m. in the Aquatic
Center. Guest speaker will be Pastor Jerry
Kosberg, Missions and Ministry coordinator,
PSWD. Dinner will follow the service.

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The Lutheran Church—Missouri Synod is not an office building, nor a staff, in St. Louis, Mo. It’s not a federation of districts. It’s not even a collection of congregations, though that’s getting closer to the truth.

You and I are the Synod, all of us together, because we belong to congregations that are “members” of the Synod (or, in some cases, because we are professional church workers who also have joined the Synod as individual members).

Together, we are doing things that we could not do—or could not do so well—by ourselves, either as congregations or as individuals. Together, through our representatives at Synod conventions, we determine what work we want to accomplish, we elect boards and officers to make certain decisions on our behalf (and call or hire staff to carry out these decisions), and we tell the world (and ourselves) what we believe. And, together, we pay for this work to be done.

That’s what this special report has tried to convey—what you and I are doing together as the Missouri Synod—under the theme, “One Mission, One Message, One People.”

Personally, I think we’re doing a lot of very good things together. But none of what we’re doing would mean a thing apart from another “One”—One Savior.

The apostle Paul wrote that “if Christ has not been raised, our preaching is useless and so is your faith” (1 Cor. 15:14). If Christ hadn’t been raised, He would be no Savior. Then, says Paul, “you are still in your sins” and are condemned because of them, and “we are to be pitied more than all men” (vv. 17, 19).

But, Paul says, “Christ has indeed been raised from the dead, the firstfruits of those who have fallen asleep. ... For as in Adam all die, so in Christ all will be made alive” (vv. 20, 22).

God, our Father, sent His only-begotten Son to be our Savior. Christ Jesus is our Savior, our only Savior. There is none other.

It is no little thing to be part of a Synod that clearly confesses one Savior.

A nationwide survey last year found that 75 percent of Americans say that many religions can lead to eternal life. Even 48 percent of those identified as “highly committed white evangelical Protestants” said the same thing!

The results of yet another survey, reported in October, are just as disturbing. Half of all adults, it said, believe that anyone who “is generally good or does enough good things for others during their life will earn a place in heaven.” In other words, half of all adult Americans believe they can be their own savior.

Those who are counting on anyone or anything else than Jesus Christ for their place in eternity are, in fact, those who are most to be pitied. Jesus said it Himself: “I am the way and the truth and the life. No one comes to the Father except through me” (John 14:6).

If you ever wonder why our Synod takes theology so seriously, this is it. We are committed to all that Scripture teaches because Christ is at the center of all that Scripture teaches. And Christ is our one Savior.

The intensity of this commitment at times appears to be a weakness because it can lead to conflict and acrimony.

But this commitment is, in fact, our strength. Thank God that He has given us the desire to be faithful to His Word for the sake of the Gospel. And thank God that He has given us the desire to take this life-giving Word to those who are looking elsewhere than to Jesus Christ, the one Savior, for life, here and in eternity.

Rev. David L. Mahsman, Executive Editor
The Lutheran Witness