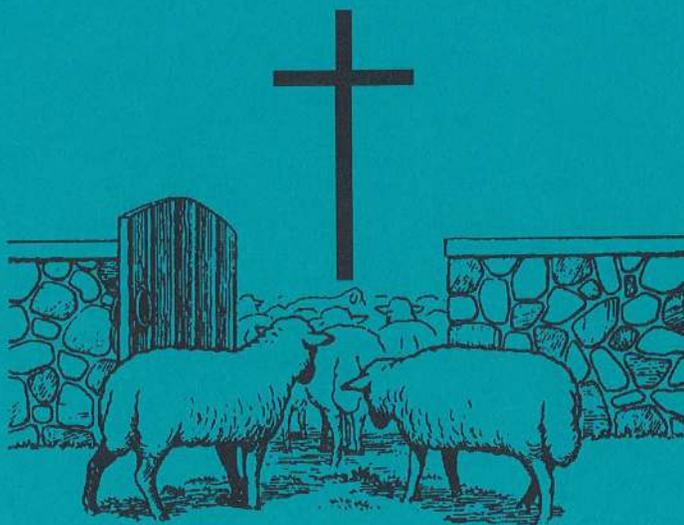


CHURCH OF THE LUTHERAN CONFESSION

PROCEEDINGS

of the

Twenty-Third Convention



The Fellowship of Kindred Minds

1. The Exercise of Fellowship in the Early Church
2. The Exercise of Brotherly Fellowship in the Waning Days of the Church Militant

Immanuel Lutheran College
Eau Claire, Wisconsin

June 15-19, 1998

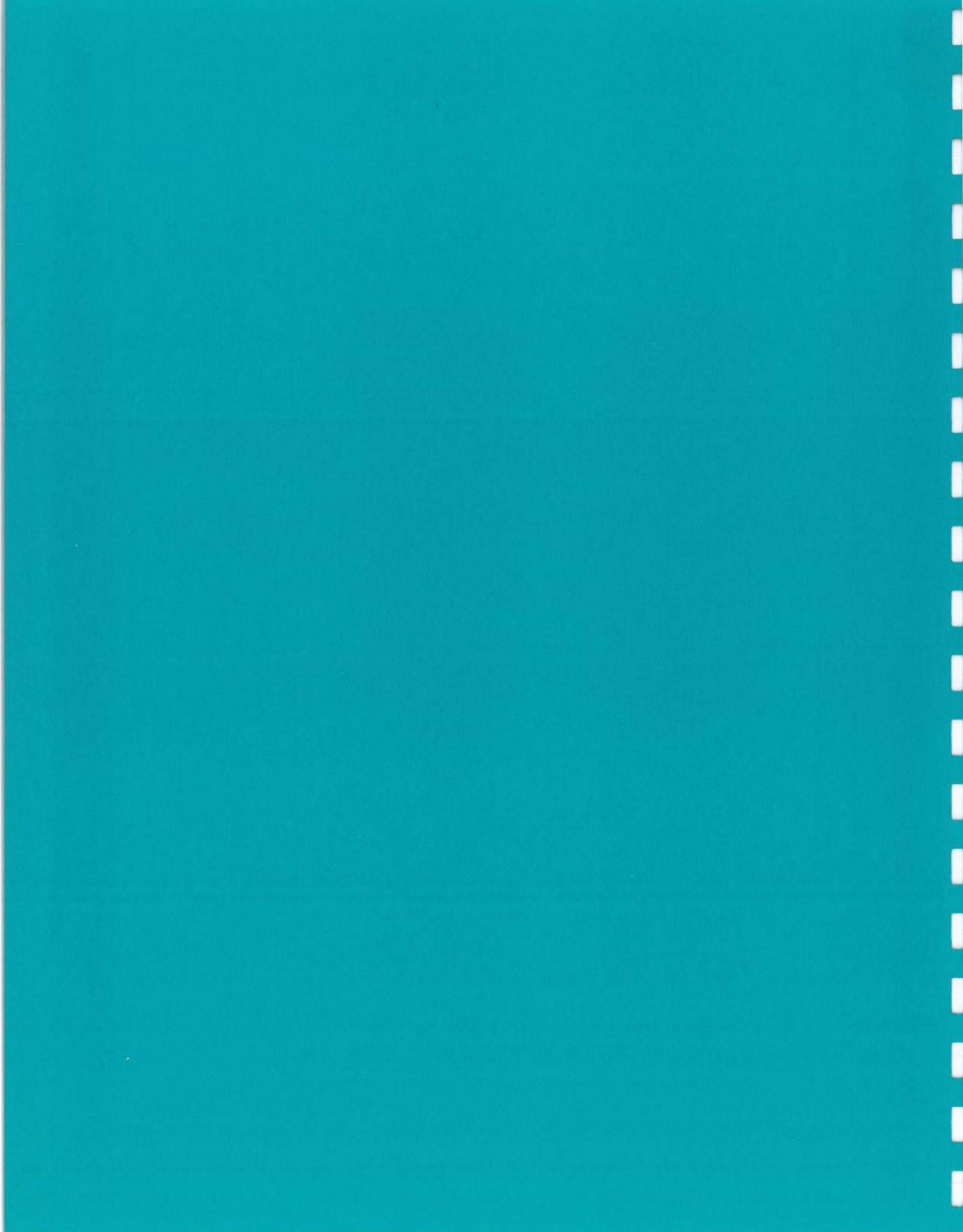


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CONVENTION DELEGATES

*Key: P = Present; X = Excused; XP = Excused part-time; U = Unexcused; UP = Unexcused part-time;
 * = Affiliated Congregation; ** = Congregation accepted into voting membership at this convention;
 *** = Preaching Station*

I. U.S. Congregations and Pastors

1.	ALASKA,	Ketchikan - Holy Truth	Delegates <u>P</u> :	Russell Beal
			<u> </u> :	
			Pastor <u>P</u> :	David Naumann
2.	ARIZONA,	Phoenix - Holy Cross	Delegates <u>P</u> :	Merrill Wuerch
			<u> </u> :	Mark Battig
			Teacher <u>P</u> :	Philip Strike
			Pastor <u> </u> :	Vacancy
3.	CALIFORNIA,	Hayward - St. Stephen	Delegates <u>P</u> :	Jan Messerschmidt
			<u> </u> :	Michael Slattengren
			Pastor <u>P</u> :	Michael Sprengeler
4.		Mountain View - St. Stephen	Delegates <u>P</u> :	Bruce Bartlow
			<u> </u> :	Donald Drews
			Pastor <u>P</u> :	Rollin Reim
5.	COLORADO,	Colorado Springs St. Matthew**	Delegates <u>P</u> :	Charles Seelye
			<u> </u> :	
			Pastor <u>P</u> :	Delwynn Maas
6.		Golden - St. Paul's**	Delegates <u>P</u> :	Darwyn Maas
			<u> </u> :	Norbert Janssen
			Pastor <u>P</u> :	Delwynn Maas
			Pastor <u>X</u> :	Victor Tiefel
7.		Lamar - Mt. Olive	Delegates <u> </u> :	
			<u> </u> :	
			Pastor <u>X</u> :	James Naumann
8.		Loveland, Prince of Peace	Delegates <u>P</u> :	Lowell Kolb
			<u> </u> :	Gary Kalblinger
			Pastor <u>P</u> :	Peter Reim
9.	FLORIDA,	Live Oak - Grace	Delegates <u>P</u> :	Peter Krafft
			<u> </u> :	Robert Davidson
			Pastor <u>P</u> :	Jay Hartmann
10.		North Port Church of the Luth Conf.	Delegates <u>P</u> :	Robert Peters
			<u> </u> :	Lyle Erfourth
			Pastor <u>P</u> :	Paul Larsen
11.		Winter Haven - Immanuel	Delegates <u>P</u> :	Al Kurtzahn
			<u> </u> :	
			Pastor <u>P</u> :	John Schierenbeck
12.	GEORGIA,	Atlanta - Zion**	Delegates <u>P</u> :	Brian Radichel
			<u> </u> :	Lance Schoon
			Pastor <u>XP</u> :	Vance Fossum
13.	IDAHO,	Orofino - Peace	Delegates <u> </u> :	
			<u> </u> :	
			Pastor <u>P</u> :	Paul Krause
14.	ILLINOIS,	Addison- Immanuel	Delegates <u> </u> :	
			<u> </u> :	
			Pastor <u>P</u> :	David Baker
15.	MICHIGAN,	Coloma - Faith	Delegates <u>X</u> :	Kenneth Parrigin
			<u> </u> :	
			Teacher <u>P</u> :	David Bernthal
			Teacher <u>P</u> :	Alvin Sieg
			Pastor <u>P</u> :	James Sandeen
16.		Marquette - Calvary	Delegates <u>X</u> :	Milton Johns
			<u> </u> :	Frank Paull, Jr.
			Pastor <u>P</u> :	Joel Fleischer

17.	Saginaw - Gethsemane	Delegates <u>P</u> : Art Leinberger <u>P</u> : Dave Miller, Jr. Teacher <u>P</u> : Daniel Barthels <u>P</u> : Kurt Koenig Pastor <u>P</u> : Mark Bemthal
18.	Sister Lakes - Redeemer	Delegates <u>P</u> : Bill Altom <u>P</u> : Charles Wittorp Pastor <u>P</u> : James Albrecht
19.	Stambaugh - St. Peter's	Delegates <u>P</u> : Paul Tiefel, Sr : Pastor <u>P</u> : Philip Matzke
20.	MINNESOTA, Austin - St. Paul's	Delegates <u>P</u> : Melvin Eichstadt <u>XP</u> : Paul Meyer Teacher <u>P</u> : Tom Skinner Pastor <u>P</u> : Stephen Kurtzahn
21.	Detroit Lakes - Mt. Olive	Delegates <u>XP</u> : Neil Weitgrefe <u>P</u> : Roland Oelfke Pastor <u>P</u> : Ted Barthels
22.	Eagle Lake - Salem	Delegates <u>P</u> : Ken Schmitt <u>X</u> : Lyle Larson Pastor <u> </u> : Vacancy
23.	Fridley - Grace	Delegates <u>P</u> : Benno/James Sydow <u>P</u> : Maynard Hammond Teacher <u>P</u> : James Lau Pastor <u>P</u> : John Ude
24.	Inver Grove Heights - Berea	Delegates <u>P</u> : Doug Bester <u>P</u> : Mark Rehm Teacher <u>XP</u> : Robert Snell Pastor <u>P</u> : David Schierenbeck
25.	Mankato- Immanuel	Delegates <u>P</u> : Loren Hansen <u>P</u> : Dr. Burdette Wheaton Teachers <u>P</u> : Lane Fischer <u>P</u> : Kevin Hulke <u>X</u> : Karl Olmanson <u>P</u> : Leif Olmanson <u>P</u> : Gene Schreyer <u>P</u> : Craig Owings <u>P</u> : Douglas Libby <u>P</u> : Michael Wheaton Pastor <u>P</u> : Paul D. Nolting Pastor <u>P</u> : Wayne Eichstadt
26.	Morris- Bethel	Delegates <u>X</u> : Robert DeGier : Pastor <u>P</u> : Elton Hallauer
27.	New Ulm - Faith	Delegates <u> </u> : : Pastor <u>P</u> : Roland H. Gurgel
28.	Nicollet - Faith	Delegates <u>XP</u> : Ken Strege <u>P</u> : Keith Ohlmanson Pastor <u>P</u> : Roland H. Gurgel
29.	Okabena - St. John's	Delegates <u>XP</u> : Bruce Eigenberg <u>XP</u> : Loren Marschel Pastor <u> </u> : Vacancy
30.	Parker's Prairie - Peace	Delegates <u> </u> : Pastor <u>P</u> : Elton Hallauer
31.	Ponsford - St. Paul's	Delegates <u>X</u> : George Tretbar <u>XP</u> : Rueben Tretbar Pastor <u>P</u> : Ted Barthels

32.		Red Wing - Our Redeemer's	Delegates <u>P</u> :	Wally Voigt
			<u>P</u> :	Art Stellick
			Pastor <u>P</u> :	Rick Grams
33.		Sleepy Eye - Grace	Delegates <u>P</u> :	Lester Maas
			<u>P</u> :	Walter Romberg
			Pastor <u>P</u> :	Paul Fleischer
34.		St. Cloud- Ascension"	Delegates	—
				—
			Pastor <u>P</u> :	John Ude
35.	MISSOURI,	Ballwin (St. Louis)- Faith	Delegates <u>P</u> :	Ken Strumpler
				—
			Pastor <u>P</u> :	Todd Ohlmann
36.	NEBRASKA,	Valentine - Grace	Delegates <u>P</u> :	Steve Mielke
			<u>P</u> :	Craig Ohlmann
			Pastor <u>P</u> :	George Dummann
37.	NEW MEXICO	Albuquerque - Holy Spirit	Delegates <u>P</u> :	Robin Vogsland
				—
			Pastor <u>X</u> :	Norbert Reim
38.	NEW YORK,	Rochester - Indian Landing	Delegates	—
				—
			Pastor <u>P</u> :	David Schmidt
39.	N. CAROLINA,	Hendersonville - Living Word	Delegates <u>P</u> :	Dan Schierenbeck
				—
			Pastor <u>P</u> :	Timothy Holland
40.	N. DAKOTA,	Bismarck - St. Paul	Delegates <u>P</u> :	Mark Johnson
				—
			Pastor <u>P</u> :	Michael Roehl
41.		Jamestown - Our Savior's	Delegates <u>P</u> :	Clayton Hillstrom
				—
			Teacher	—
				Vacancy
			Pastor <u>P</u> :	Steven Sippert
42.	S. CAROLINA,	West Columbia - Holy Trinity	Delegates <u>P</u> :	Glenn Oster
				—
			Pastor <u>XP</u> :	Vance Fossum
43.	S. DAKOTA,	Bowdle- Redeemer	Delegates <u>P</u> :	Alvin Kurle
			<u>P</u> :	Norwin Walz
			Pastor <u>P</u> :	Michael Schierenbeck
44.		Estelline- Zion	Delegates	—
				—
			Pastor <u>P</u> :	Andrew Schaller
45.		Faulkton - First Lutheran	Delegates	—
				—
			Pastor <u>P</u> :	David Fuerstenau
46.		Hecla - Prince of Peace	Delegates	—
				—
			Pastor <u>P</u> :	John M. Johannes
47.		Ipswich- Zion	Delegates	—
				—
			Pastor <u>P</u> :	David Fuerstenau
48.		Lemmon- St. Luke's	Delegates <u>P</u> :	Jonathan Wiechmann
			<u>P</u> :	Vernon Kolb
			Pastor <u>P</u> :	Timothy Wheaton
49.		Mission- Peace	Delegates	—
				—
			Pastor <u>P</u> :	Frank Gantt
50.		Rapid City - Good Shepherd	Delegates <u>P</u> :	Shawn Walz
			<u>P</u> :	Jay Hollenbeck
			Pastor <u>P</u> :	Michael Wilke
51.		Sioux Falls - Berea	Delegates <u>P</u> :	Larry Diede
			<u>P</u> :	Larry Hammond
			Pastor <u>P</u> :	John Hein

52.		Watertown - Trinity	Delegates <u>P</u> : Tim Fuerstenau <u>X</u> : Vernon Fuerstenau
			Pastor <u>P</u> : Andrew Schaller
53.		White River - St. Paul's	Delegates <u> </u> :
			Pastor <u>P</u> : Frank Gantt
54.	TEXAS,	Corpus Christi - Resurrection	Delegates <u>P</u> : Wallace Crozier
			<u> </u> :
			Pastor <u>P</u> : Daniel Fleischer
55.		Dallas- St. Matthew's	Delegates <u>P</u> : Joel Krafft <u>P</u> : John Abbott
			Pastor <u>P</u> : Tom Schuetze
56.		Spring (Houston)- Bethel	Delegates <u>P</u> : Steve Williams
			<u> </u> :
			Pastor <u>P</u> : John Klatt
57.	WASHINGTON,	ALderwood Manor - Redemption	Delegates <u> </u> :
			Teacher <u>P</u> : Quinn Sprengeler
			Pastor <u>P</u> : Bertram J. Naumann
58.		Clarkston- St. John's	Delegates <u> </u> :
			<u> </u> :
			Pastor <u>P</u> : Paul Krause
59.		Dupont- Ascension	Delegates <u> </u> :
			Pastor <u>P</u> : Paul Naumann
60.		Opportunity- Gethsemane	Delegates <u>XP</u> : Dr. Bruce Buchanan <u>P</u> : Arvid Gullerud
			Teacher <u>P</u> : Matthew Thurow
			Pastor <u>XP</u> : Robert List
61.		Spokane- Trinity	Delegates <u>P</u> : Ivan Zarlring <u>P</u> : Les Graham
			Pastor <u>P</u> : Terrel Kesterson
62.	WASHINGTON D.C.	Fairfax - Gift of God	Delegates <u>P</u> : Paul Althoff
			<u> </u> :
			Pastor <u>P</u> : Timothy Holland
63.	WISCONSIN	Cambridge - Faith	Delegates <u> </u> :
			Pastor <u>P</u> : Robert McDonald
64.		Eau Claire - Messiah	Delegates <u>P</u> : Marlin Beekman <u>P</u> : Paul Koch
			Teacher <u>P</u> : Seth Schaller
			Pastor <u>P</u> : Paul Tiefel, Jr.
			Pastor <u>P</u> : Mark Gullerud
65.		Fond du Lac - Luther Memorial	Delegates <u>P</u> : David Gurath <u>P</u> : Michael Cutler
			Teacher <u>P</u> : Mark Kranz
			Pastor <u>P</u> : John H. Johannes
66.		Hales Corner - Messiah	Delegates <u>P</u> : Angelo Rentas <u>P</u> : Martin Bernthal
			Teacher <u>P</u> : Ted Quade
			Pastor <u>P</u> : Michael Eichstadt
67.		Markesan- Faith	Delegates <u>P</u> : Curtis Brown <u>XP</u> : Lee Krueger
			Teacher <u>P</u> : Barry Hay
			Pastor <u>P</u> : Bruce Naumann
68.		Middleton - Peace Thru Christ	Delegates <u>P</u> : Bruce Templeton <u>P</u> : Duane Riggert
			Pastor <u>P</u> : Robert McDonald
69.		Millston- Trinity	Delegates <u> </u> :
			Pastor <u>P</u> : Arthur Schulz
70.	WYOMING,	Cheyenne- Redeemer	Delegates <u>P</u> : Leroy Greening
			Teacher <u> </u> : Vacancy
			Pastor <u>P</u> : Norman Greve

II. Canadian Congregations and Pastors

- | | | | | |
|----|-------------|----------------|----------------------|-----------------|
| 1. | CALGARY, AB | Resurrection** | Delegates <u>P</u> : | John Cobb |
| | | | <u>P</u> : | Michael Wagnitz |
| | | | Pastor <u>—</u> : | Vacancy |
| 2. | VERNON, BC | St. Paul's* | Delegates <u>P</u> : | Herb Steffl |
| | | | <u>—</u> : | |
| | | | Pastor <u>P</u> : | David Reim |

III. Clergy - Without Congregations

- | | | | | | |
|----|----------|------------------------|-----|----------|--------------------------|
| 1. | <u>P</u> | Buck, Prof. Michael | 7. | <u>P</u> | Roehl, Prof. Ronald |
| 2. | <u>P</u> | Kuehne, Prof. Clifford | 8. | <u>P</u> | Roehl, Prof. Ross |
| 3. | <u>P</u> | Lau, Prof. David | 9. | <u>P</u> | Schaller, Prof. Paul |
| 4. | <u>P</u> | Lau, Prof. Joseph | 10. | <u>P</u> | Schierenbeck, Prof. Jeff |
| 5. | <u>P</u> | Pfeiffer, Prof. John | 11. | <u>P</u> | Sullivan, Prof. Paul |
| 6. | <u>P</u> | Reim, Prof. John | 12. | <u>P</u> | Sydow, Prof. Mike |

IV. Missionaries:

1. P Pastor Warren Fanning
2. P Pastor David Koenig
3. P Pastor Walter Schaller
(Visitor representatives from Rock of Ages, Grand Rapids, MI: Jack Byrd and Richard Waldner)

V. Clergy Emeriti and Pastors without a call -- in attendance

- | | | | | | |
|-----|----------|-------------------|-----|----------|--------------------|
| 1. | <u>P</u> | Callies, Harvey | 13. | <u>P</u> | Mueller, Gerhardt |
| 2. | <u>—</u> | Carstensen, Dean | 14. | <u>P</u> | P.F. Nolting |
| 3. | <u>P</u> | Dommer, Robert | 15. | <u>P</u> | Keith Olmanson |
| 4. | <u>P</u> | Greening, Leroy | 16. | <u>P</u> | Pelzl, James |
| 5. | <u>P</u> | Gurgel, Paul | 17. | <u>P</u> | Radtke, Gordon |
| 6. | <u>P</u> | Gurgel, Roland | 18. | <u>—</u> | Redlin, Dale |
| 7. | <u>P</u> | Hulke, Leroy | 19. | <u>P</u> | Rehm, Robert |
| 8. | <u>P</u> | Keith Olmanson | 20. | <u>P</u> | Schaller, Jonathan |
| 9. | <u>P</u> | Koch, Paul | 21. | <u>P</u> | Schierenbeck, L.W. |
| 10. | <u>P</u> | Lau, John | 22. | <u>—</u> | Sippert, Albert |
| 11. | <u>P</u> | Mackensen, Robert | 23. | <u>—</u> | Thurrow, Carl |
| 12. | <u>—</u> | Mielke, Wayne | | | |

Committee #1: President's Report; Misc

Pastor James Sandeen, Chairman
Teacher Lane Fischer, Secretary
Pastor Mark Bernthal, Reporter
Pastor Paul Krause
Pastor David Schierenbeck
Pastor Phil Matzke
Pastor Jay Hartmann
Pastor John Klatt
Teacher Kurt Koenig
Teacher Robert Snell
Teacher Thomas Skinner
Mr. Herb Steffl, St. Paul-Vernon, British Columbia
Dr. Burdette Wheaton, Immanuel-Mankato, MN
Mr. Lyle Erfourth, Church of the Luth Conf-North Port, FL
Mr. Donald Drews, St. Stephen-Mountain View, CA
Mr. Ivan Zarling, Trinity-Spokane, WA
Mr. Lowell Kolb, Prince of Peace-Loveland, CO
Mr. Craig Ohlmann, Grace-Valentine, NB
Mr. Norbert Janssen, St. Paul-Golden, CO
Mr. Mark Johnson, St. Paul-Bismarck, ND
Mr. Reuben Tretbar, St. Paul s-Ponsford, MN
Lance Schoon, Zion-Atlanta, GA

Committee #2: Doctrine: Self-esteem

Pastor Michael Eichstadt, Chairman, Reporter
Teacher Craig Owings, Secretary
Pastor Elton Hallauer
Pastor David Reim
Pastor David Naumann
Pastor Andrew Schaller
Pastor Michael Schierenbeck
Pastor Terrel Kesterson
Pastor Walter Schaller
Professor Joseph Lau
Teacher Gene Schreyer
Professor John Reim
Mr. Curtis Brown, Faith, Markesan, WI
Mr. Al Kurtzahn, Immanuel, Winter Haven, FL
Mr. Ken Schmitt, Salem, Eagle Lake, MN
Mr. Paul Meyer, St. Paul, Austin, MN
Mr. Art Leinberger, Gethsemane, Saginaw, MI
Mr. Mark Battig, Holy Cross, Phoenix, AZ
Mr. Joel Krafft, St. Matthew, Dallas, TX
Mr. Peter Krafft, Grace, Live Oak, FL
Mr. Loren Hansen, Immanuel, Mankato, MN
Mr. Frank Paull, Jr., Calvary, Marquette, MI
Mr. Loren Marschel, St. John's, Okabena, MN
Mr. Jan Messerschmidt, St. Stephen, Hayward, CA
Mr. Marlin Beekman, Messiah, Eau Claire, WI
Mr. Ken Strumpler, Faith, Baldwin, MO

Committee #3: ILC Regents; Pres Report; Publishing

Pastor Paul Naumann, Chairman
Teacher Doug Libby, Reporter
Teacher Ted Quade, Secretary
Pastor Setphen Kurtzahn
Pastor Mark Gullerud
Pastor David Baker
Pastor Bruce Naumann
Pastor Roland H. Gurgel
Pastor Arthur Schulz
Pastor Paul Fleischer
Pastor Rollin A. Reim
Teacher Dan Barthels
Mr. Larry Diede, Berea, Sioux Falls, SD
Mr. Russell Beal, Holy Truth, Ketchikan, AK
Mr. John Abbott, St. Matthews, Dallas, TX
Mr. Norwin Walz, Redeemer, Bowdle, SD
Mr. Angelo Rentas, Messiah, Hales Corners, WI
Mr. Robin Vogtsland, Holy Spirit, Albuquerque, NM
Mr. Robert Peters, CLC, North Port, FL
Mr. Keith Olmanson, Faith, Nicollet, MN
Mr. Brian Radichel, Zion, Atlanta, GA
Mr. Robert Davidson, Grace, Live Oak, FL
Mr. Duane Riggert, Peace thru Christ, Middleton, WI

Committee #4: Missions

Pastor Paul Tiefel, Chairman
Pastor Paul D. Nolting, Secretary
Pastor John H. Johannes
Pastor Michael Roehl
Pastor David Schmidt
Pastor Michael Sprengeler
Professor Jeffrey Schierenbeck
Teacher David Bernthal
Teacher Leif Olmanson
Teacher Seth Schaller
Mr. Martin Bernthal, Messiah, Milwaukee, WI
Mr. Bruce Buchanan, Gethsemane, Opportunity, WA
Mr. Bruce Eigenberg, St. John's, Okabena, MN
Mr. Les Graham, Trinity, Spokane, WA
Mr. LeRoy Greening, Redeemer, Cheyenne, WY
Mr. Paul Koch, Messiah, Eau Claire, WI

Mr. Alvin Kurlle, Redeemer, Bowdle, SD
Mr. Jay Hollenbeck, Good Shepherd, Rapid City, SD
Mr. Steve Mielke, Grace, Valentine, NE
Mr. Mark Rehm, Berea, Inver Grove Heights, MN
Mr. J. Charles Seelye, St. Matthew's, Colorado Springs, CO
Mr. Michael Slattengren, St. Stephen, Hayward, CA
Mr. Art Stellick, Our Redeemer's, Red Wing, MN
Mr. Bruce Templeton, Peace Thru Christ, Middleton, WI
Mr. Dick Waldner, Rock of Ages, Grand Rapids, MI*
* Visitor from our exploratory mission.

Committee #5: Elections

Pastor Tom Schuetze, Chairman, Reporter
Pastor John Hein, Secretary
Pastor Timothy Wheaton
Teacher Mark Kranz
Teacher Matthew Thurow
Professor Mike Sydow
Mr. Lee Krueger, Faith, Markesan, WI
Mr. Larry Hammond, Berea, Sioux Falls, SD
Mr. Clayton Hillstrom, Our Savior s, Jamestown, ND
Mr. Dave Miller, Jr., Gethsemane, Saginaw, MI
Mr. Roland Oelike, Mt. Olive, Detroit Lakes, MN

Committee #6: Membership

Pastor Paul Larsen, Chairman
Pastor Peter Reim, Secretary
Pastor John Schierenbeck
Pastor Rob McDonald
Pastor John M. Johannes
Pastor Rick Grams
Professor Michael Buck
Professor Cliff Kuhne
Teacher Quinn Sprengeler
Teacher Philip Strike
Pastor Vance Fossum
Pastor George Dumann
Mr. Paul Tiefel, Sr., St. Peter's, Stambaugh, MI
Mr. Shawn Walz, Good Shepherd, Rapid City, SD
Mr. Doug Bester, Berea, Inver Grove Hts, MN
Mr. Jonathan Wiechman, St. Luke's, Lemmon, SD
Mr. Melvin Eichstadt, St. Paul's, Austin, MN
Mr. Steve Williams, Bethel, Spring, TX
Mr. Lester Maas, Grace, Sleepy Eye, MN
Mr. Charles Wittorp, Redeemer, Sister Lakes, MI
Mr. Jack Byrd, Rock of Ages, Grand Rapids, MI*
*visitor from our exploratory mission

Committee #7: Finances

Pastor John Ude Chairman, Reporter
Teacher Kevin Hulke Secretary
Pastor Frank Gantt
Pastor Joel Fleischer
Pastor Todd Ohlmann Faith
Teacher James Lau
Teacher Michael Wheaton
Pastor Norman Greve
Professor Ross Roehl
Pastor Tim Holland
Pastor Warren Fanning
Rev. Arvid Gullerud Gethsemane, Opportunity, WA
Mr. Vernon Kolb, St. Luke Lemmon SD
Mr. Dan Schierenbeck, Living Word Hendersonville, NC
Mr. Tim Fuerstenau, Trinity, Watertown, SD
Mr. Paul Althoff, Gift of God Fairfax, VA
Mr. Darwyn Maas, St Paul Golden CO
Mr. Merrill Wuerch, Holy Cross Phoenix, AZ
Mr. Mike Cutler, Luther Memorial Fond du Lac, WI
Mr. Bruce Bartlow, St. Stephen Mountain View CA
Mr. Gary Kalblinger, Prince of Peace, Loveland CO
Mr. Walter Romberg, Grace, Sleepy Eye, MN
Mr. John Cobb, Resurrection, Calgary, AB
Mr. Neal Wietgreffe, Olive, Detroit Lakes, MN

Committee #8: Doctrine 2: Bd of Doc; 3rd Use of Law; Am. Legion

Pastor Steven Sippert, Chairman
Pastor Wayne Eichstadt, Secretary
Professor Paul Schaller
Professor David Lau
Pastor David Koenig
Pastor Bertram Naumann
Pastor Michael Wilke
Pastor David Fuerstenau
Pastor Theodore Barthels
Teacher Barry Hay
Teacher Alvin Sieg
Professor Paul Sullivan
Mr. Glenn Oster, y Trinity, West Columbia, SC
Mr. William Altom, Redeemer, Sister Lakes, MII
Mr. David Gurath, Luther Memorial, Fond du Lac, WI
Mr. Wallace Crozier, Resurrection, Corpus Christi, TX
Mr. Wally Voigt, Our Redeemer's, Red Wing, MN
Mr. Maynard Hammond, Grace, Fridley, MN

REPORT: CLC BOARD OF DOCTRINE

The Board of Doctrine would again like to remind the CLC membership that it is not an independent board. The Board of Doctrine is appointed by the President, together with the Conference of Visitors, whose appointments are confirmed by the church body.

In practice this means that the Board of Doctrine does not solicit matters with which to concern itself. It is contrary to our Constitution for anyone to appeal to the Board of Doctrine in any doctrinal matter or, as a matter of fact, in any matter. The Board of Doctrine is an arm of the President. He may use the Board to help him make decisions. The Board makes its recommendations in matters assigned to it to the President, not to the church body.

During the past biennium President Fleischer solicited the help of the Board in conducting three colloquies -- one with Pastor Horst Gutsche, the second with Pastor David Baker, and the third with Pastor Kevin McKenny. In each case the Board recommended to the President that these men be declared eligible for the public ministry in the CLC. The President accepted those recommendations.

The Board is striving to improve the colloquy process. To this end an internal committee of two was appointed to bring its recommendations. Those recommendations were reviewed and revised by the Board, are under continued review, and will be presented to the church body as information when completed.

Three more pastors have applied for colloquies -- Rev. John Nieminen of Cambridge (Toronto) Ontario, Canada; Rev. Daniel Lindquist who is a member of Luther Memorial of Fond du Lac, WI; and Rev. John Cobb of Wildwood, Alberta, Canada.

Pastor Fleischer also requested the advice of the Board regarding the proposed announcement of fellowship with the Independent Lutheran Congregation of Paris, France. Support for that announcement was given!

Self-esteem: Many offerings have been advanced in the continuing effort to arrive at a Scriptural conclusion to the self-esteem question. All such have been directed to the chairman of the convention floor committee on doctrine. This committee will consider all materials in its work to propose a resolution for convention action.

The Board of Doctrine

Pastor Em. Paul F. Nolting, Chairman
Pastor Paul Schaller, Secretary
Prof. Em. L. W. Schierenbeck
Pastor Em. L. D. Redlin
Pastor Mark Bernthal
Mr. Frank O. Paull Jr.
Mr. Virgil B. Lee

REPORT: CLC BOARD OF EDUCATION

Most of the Board's energy this past year has been aimed at a Synod Sunday School Series. A Board of Education survey in August, 1996, revealed a large proportion of the pastors favored creating a Synod Sunday School Series, especially if it was doctrinally sound, done well, and economical.

A second survey in January, 1998 resulted in the following definition of a series:

Series Size:	Three years --- NT, OT, Combined
Yearly Size:	38 lessons
Levels:	Pre-K; 1-2; 3-4-5, 6-7-8
Lesson Length:	50 Minutes
Main Story	20-25 Minutes depending on level
Memory Work:	5-10 Minutes depending on level
Singing:	5-10 Minutes depending on level
Activity:	10-15 Minutes depending on level

The Board is proposing the following plan for approval.

1. The first year of the series will be created and available for purchase by August, 2000. To accomplish this the following steps will be taken:
 - + Selected pastors and teachers will construct a Sample Lesson for three levels; the lesson will be printed by October, 1998.
 - + The Board will submit a list of 38 lessons to the CLC Teachers' Conference in October, 1998; teams of two will be established for each lesson; the team will create three levels for two lessons by October, 1999.
 - + Time will be devoted at the 1999 Teachers' Conference to coordinate and refine each lesson. The materials will be sent to the CLC Board of Doctrine and their review will be completed by February, 2000.
 - + The materials will be published and available for sale at the ILC Book House by August, 2000.
2. Volunteers will be sought in October, 1999, to work on the second year of the series. A stipend will be paid of \$150 per lesson (\$50 per level). This will cost \$6,000 ($\$150 \times 38 = \$5,700$, plus \$300 for a coordinator/editor). The second year lessons will be turned over to the Board of Doctrine in October, 2000, and available for purchase by August, 2001.
3. The third year will progress the same way the following year, requiring another \$6,000 of stipends.

Request for convention approval:

1. **Approve the Sunday School Three-Year Series**
2. **Approve the Stipend Concept for Creating years two and three.**

Payment of \$6,000 stipends in 2000 for completion of the second year and payment of \$6,000 stipends in 2001 for completion of the third year will have to be made at the next biennial convention.

Mr. Gayle Stelter; Prof. Ross Roehl; Teacher Karl Olmanson; Pastor Steve Sippert

REPORT: ILC President

INTRODUCTION

*"O Lord, open my lips,
that my mouth may declare Thy praise."
Ps.51:15*

Immanuel Lutheran College was established for the purpose of training men and women to serve the Lord in His Church. This is an awesome responsibility. There is nothing in this universe that is dearer to the heart of God than the Church. It is the bride of the Son of God. For her He laid down His life. With her He plans to spend eternity.

To place this dear treasure into the hands of mortal sinners is nothing less than amazing. Who are we that we should be entrusted with the care of the bride of Christ? We are but dust and ashes. Nevertheless, it is to us that Christ said, "Go into all the world and preach the Gospel to every creature." (Mk.16:15)

To train those who will go forth . . . to enable them to carry out this most blessed of all duties . . . this seems to be the work of angels. Yet, here at ILC it is not angels but men who perform this task.

It is for this reason that we say, "O Lord, open our lips, that our mouths may declare Thy praise." For, if God does not open our lips, what comes from our mouths will not be the praises of God nor will our labors produce ambassadors for Christ. Rather, we will be found to be enemies of the Creator engaged in the training of forces who will fight against the Savior and His Church.

The wonder of God's grace has once more been manifested at Immanuel, for with the blood of His Son, God has cleansed our lips and, by the working of His Spirit, He has made us fit for the task that has been entrusted to us. Thus He has opened the lips of teachers and students and from their mouths has issued forth the praises of the Most High.

As the end of the school year draws closer, we see our future servants filled with a sense of awe and joy at the prospect of receiving calls into the public ministry. It is a wonderful thing to behold.

To God we give the glory for fashioning sinners into ambassadors. Because He has opened our lips, we have been able to show forth His praise. So it will be as these young men and women go into the world. The Lord will open their lips and their mouths will show forth His praise. So the cycle will repeat itself and more sinners will be trained to be ambassadors for Christ.

Thanks be unto You, O Lord.

STUDENT BODY

Enrollment

1996-1997

In the first year of the biennium, we began the school year with an enrollment of 153 in all departments. During the year transfers into the school exceeded transfers out, so that we closed the year with an enrollment of 154.

1997-1998

In the second year, the enrollment peaked at 170 in all departments. At the time of this report, the enrollment had fallen to 159. The breakdown is as follows:

High School - Freshmen	34	College - Freshmen	14	Seminary - Juniors	3
- Sophomores	32	Sophomores	6	Middlers	2
- Juniors	28	Juniors	4	Seniors	<u>4</u>
- Seniors	<u>26</u>	Seniors	1		9
	120	Special	<u>5 (2-BA)</u>		
			30		

This reflects the loss of 11 students since the beginning of the year. This attrition can be traced to various causes from homesickness to expulsion. We regret this loss. In some instances we recognize that they were not able to adjust to life in a boarding school. It is better that such young people live at home under the close, loving care of their parents.

Graduates

1996-1997

On May 24, 1997, teachers, parents, and friends with hearts full of gratitude to God watched as 36 students received diplomas and degrees. One graduated from the seminary, 10 from the college (4 BA degrees, 4 BS degrees, 4 AA degrees), and 25 from the high school.

1997-1998

By the grace of God, twenty-six will be graduating from Immanuel Lutheran High School this year. Of these 8 plan to enroll at ILC: 6 in the AA program, 1 in the BS program, and 1 in the BA program.

In our college department, two men will be obtaining their B.A. degree. Their intent to enter the seminary has not yet been indicated. There will be no graduates from our BS program. Our only senior in the education department needs to complete one more semester before he receives his degree.

The seminary department will be offering four candidates for the public ministry to the Church of the Lutheran Confession. Without reservation we present these men as servants committed to the Gospel of Jesus Christ.

This coming August, if God so wills, the juniors and middlers will be journeying to six congregations in the CLC to serve as vicars.

Dean Arbs	Grand Rapids, MI	David Schaller	Denver, CO
Matthew Gurath	San Francisco, CA (both)	Stephen Sydow	Coloma, MI
David Povolony	Mankato, MN		

Status Study

This winter a committee from the University of Wisconsin - Eau Claire visited our campus to evaluate our college for the purpose of determining whether or not the transfer of our credits will be acceptable to the UW. At this time we know only that their report has been submitted to the administration at UW-Madison. Since the committee appeared to be favorably disposed toward us, we are awaiting the decision with a fair amount of hope.

FACULTY

1996-1997

The ILC family welcomed four new professors to their midst in August of 1996: Prof. Joseph Lau, Prof. Michael Sydow, Prof. Ross Roehl, and Prof. Paul Schaller. They were called to fill the vacancies created by the retirement/resignation of Professors Carstensen, Koch, and Rehm. In addition, we bid farewell to Prof. Paul Nolting, whom the Lord summoned back into the pastoral ministry by calling him to Immanuel of Mankato, the church that gave birth to ILC. All four have worked long, hard hours to break new ground in a new field of service. The fruit of their labors can be seen in the growth of the students under their care. Those who have gone to other fields of service are missed.

Early in the first year of the biennium, Prof. John Lau announced his intentions to retire from the full-time public ministry. His many years of service to the Lord and to the Church have been richly blessed. During the last portion of this service, He was engaged in the priceless work of preparing other men and women for the public ministry. The absence of John and Dorothy Lau is surely noted on the campus of ILC. We thank the Lord for the years that Prof. Lau was able to share with past and present students. His work of service to the Lord has not ended, however. We pray that the Lord will bless him with health and strength so that he can continue to serve in various capacities.

Prof. John Pfeiffer was appointed by the Board of Regents to complete the second year of Prof. Lau's term of office. Prof. Pfeiffer was installed at the graduation service and assumed his duties the same day.

1997-1998

The year has been one of continuing adjustments for a number of new members on the faculty. With the cycling process, it takes from two to three years for a new teacher to get through all his courses for the first time. However, our professors have adjusted well and continue to delight in the task of training the servants of the Lord.

With the retirement of Prof. John Lau, it became necessary to call yet another professor. The Rev. Paul Sullivan of Manitowoc, Wisconsin, was the Lord's choice. Prof. Sullivan has proven to be a blessing for Immanuel. We pray that the Lord will continue to bless his work and the work of all His servants at ILC.

Such a blessing is particularly necessary because our faculty was asked to assume a heavier work load. This was due to the need to reduce spending by terminating most of the part-time positions. One part-time position remains. Most, but not all, of the courses were absorbed by the full-time faculty.

God be thanked for granting unto the CLC a school where her future workers in the public ministry can be trained in sphere of the Word and thus be equipped to go forth and proclaim the Gospel of Jesus to the sheep and lambs of the Lord.

STAFF

Dormitory Supervisors

During the biennium there was a change also in the dormitories. Gwenda (Mrs. Luther) Sieg tendered her resignation as supervisor of the girls. We are grateful for the work that she did during the first year of the biennium. To take her place, the Lord sent Fran McDonald. Fran has been serving her Lord well this year.

Another change which will leave a large gap is the retirement of Don and Phyllis Skinner. Don has been serving as supervisor in the boys' dormitory for 14 years. During the same time Phyllis has been faithfully ministering to the students as a nurse. Many young adults in the CLC have been positively influenced by Don and Phyllis. The church body can surely be thankful for the sacrifices that are made by those who serve 24 hours a day caring for the students in our dormitories.

At this point in time we have received only one application for the position of supervisor. Another appeal will be forthcoming.

Buildings and Grounds

The 1996 Convention of the CLC authorized the establishment of the position of Facilities' Manager. When Gwenda Sieg was hired, she brought with her a hidden treasure: her husband, Luther. As it turned out, Luther possessed the kinds of gifts that we were seeking in a Facilities' Manager. For a year Luther has been serving in that capacity. The benefits of this position have proven themselves again and again. His work has resulted in a better stewardship of our facilities and of the buildings and grounds budget.

During the 1996-1997 school year, Paul Gullerud went to half-time in his work as maintenance worker. This enabled us to hire Luther **half**-time for the remainder of the school year. Paul continued working until December of 1997, at which time he announced his retirement. We thank Paul for his work on behalf of ILC.

Also going to half-time in 1997 was Roger Lentz. This enabled us to hire Luther as the **full**-time Facilities' Manager.

At the beginning of March, 1998, James Thompson was hired as our second, full-time maintenance worker. He is another Godsend. Jim fits in well with our staff and works well with Luther.

In April of 1998, Roger Lentz announced his retirement as of the end of the school year. Roger has been working for ILC since 1969. His quiet, unassuming dedication to the Lord has been apparent to the many people who have walked this campus. Roger is one more example of the fact that the Lord has richly blessed this campus with able and zealous workers. We pray that the Lord will grant Roger strength of body and spirit during his retirement.

Head Cook

With the resignation of Nathan Lau as head cook, ILC has hired Walter Priebe to fill the position. Walter has served as head cook in the past. We thank Nathan and his wife Jessica for the loving labor that they offered during their time of service.

School Secretary

When Nathan and Jessica were blessed with the gift of a son, it became necessary for Jessica to end her full-time employment in the ILC office and CLC Bookhouse. Since her gifts were so highly valued, we decided to transform her position into two half-time positions: assistant bookhouse manager and school secretary. Jessica consented to remain in the half-time position. Sue (Mrs. David) Lau was hired to fill the position of school secretary.

Volunteers

A large number of volunteers have come to ILC from various parts of the church body in order to offer their services for a few hours or days. On one occasion a bus-full of Christians arrived and spent a entire day in service to their Lord. We are grateful for each moment that our volunteers have spent on campus. Their efforts have gone a long way in helping to maintain our facilities and grounds and enable us to continue the use of this school to the glory of God.

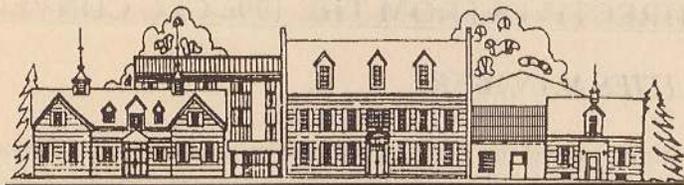
An upcoming ILC Newsletter will issue a call to volunteers for this coming summer. The Facilities' Manager will be organizing the effort.

CONCLUSION

In May, by the grace of God we are sending forth trained servants into the wilderness of the world. May the Lord keep in their hearts and minds the Gospel messages which they have heard at Immanuel Lutheran High School, College, and Seminary. Then they too will be able to declare the praises of Him who called us out of darkness into His marvelous light.

Meanwhile, there are many who remain behind to teach, to learn, and to await the day of service. We ask for your prayers that the Lord will open our lips, so that our mouths may declare His praise"

In the service of Christ,
Prof. John K. Pfeiffer



IMMANUEL LUTHERAN COLLEGE

REPORT: BOARD OF REGENTS FOR ILC

As of this writing, the 1997-98 school year is drawing to a close at Immanuel Lutheran College. It has been a very good year at Immanuel for at least two reasons. First we were pleased that our student enrollment topped 160 students for the first time in many years — So many more to help along life's way through the knowledge of Him Who *is* the Way and the Life! He is also the Truth, whose Word of Truth is the second reason we had a very good year at Immanuel. We praise and thank our living Lord Jesus Christ that He continues to bless us with His saving Truth at our synodical school.

But we are a small school, as evidenced by the size of our graduating classes year after year. In recent months the shortage of pastors and teachers in our church body has surely prompted many prayers that our Savior would "send forth laborers." We need not only more students at ILC, but more student graduates and candidates for the preaching and teaching ministries. We need young disciples of Christ who seek not only to make their way in the world, but chiefly to make *His Way* known in the world. Where shall we find these kingdom laborers? *We don't, and we can't.* Our Lord must find them along the way, just as He found and directed the disciples on the road to Emmaus. As we picture their hung heads and sad spirits, we hear Jesus describe their real problem, and ours: "O foolish ones, and *slow of heart to believe in all that the prophets have spoken*"

Do we have a shortage of young people preparing and entering the public ministry of the Gospel because there is a shortage of intellectual abilities and talents in the CLC? Hardly. Nor are we without the resolve or the funding to provide a solid theological and practical education for our pastors and teachers.

But we, both parents and young people, are hindered also in our day by *foolish and worldly anxieties because of slow and weak faith.* Are we not often distracted from the Word of God by the world of men?

For example, why consider preparing for a Divine Call into the public ministry of the Word, when one can prepare him/herself for a career that pays far more in this material world?

Jesus answers the anxieties of the Emmaus disciples, as well as our own, by "*expounding . . . in all the Scriptures the things concerning Himself.*" "Why should our young people prepare for a Divine Call into the public ministry of the Word? Because the Son of God came, suffered, died, and *lives* that we might have "*life more abundantly*" now, and forever in heaven! This Truth, repeatedly proclaimed and confirmed by Holy Scripture, is the fire of Christ's Spirit which purges the guilty conscience and makes the believing heart burn with the zeal of a dedicated missionary, pastor, or teacher. "*Did not our hearts burn within us while He talked with us on the road, and while He opened the Scriptures to us?*" So testify the Emmaus disciples (Luke 24:32). And "*so they rose up that very hour and returned to Jerusalem, . . . saying, 'the Lord is risen indeed . . . !'*"

With the prayer that the Living Lord of our lives will fire up the hearts of our youth by opening the Scriptures to them more and more through our CLC parents, churches, and schools, that more laborers may be sent into the harvest of precious souls, your Board of Regents for Immanuel Lutheran College offers the following report:

I. DIRECTIVES FROM THE 1996 CLC CONVENTION

ILC CAMPUS FACILITIES MANAGER

The 1996 convention granted the Board's request to "create and staff a new position to act as Facility Manager for the campus" ('96 Proceedings, p. 85). All who are directly connected with the operation of our school are thankful for this decision of the brethren at Convention. We are happy to report that Mr. Luther Sieg was appointed and has served in this position since July 1, 1997. We have seen the dollars and *sense* wisdom of this decision many times over! Our buildings are getting better attention at lower cost, and some of the burden of the office of college president has been relieved. Additionally, our Facilities Manager was able to improve the coordination of our summer volunteer effort last year.

II. NOTES FROM THE LAST BIENNIUM

A. CALLS APPOINTMENTS, RATIFICATIONS

The Regents appointed Professor John Pfeiffer to fulfill the remaining year (1997-98) of John Lau's two-year term as ILC President. On April 21, 1998, the CLC Call Committee for Educational Institutions elected Professor John Pfeiffer to serve as President of Immanuel Lutheran College for a two-year term ending in May of 2000. He accepted this call.

During the past biennium this Committee also called Paul Sullivan (January 13, 1997) to serve on the faculty of Immanuel Lutheran College. The call was accepted, and Professor Sullivan was installed during the opening service for the 1997-98 school year.

The Regents made the following appointments during the biennium:

1. High School Principal — Jeffrey Schierenbeck (through May 1999)
2. Dean of Students — Michael Sydow (through May 1999)
3. Academic Dean — Clifford Kuehne (through May 2000)
4. Seminary Dean — John Pfeiffer (through May 2000)

The Regents also ratified the following appointments by the ILC President:

1. Registrar — Ronald Roehl (through May 1999)
2. Athletic Director — Michael Buck (through May 2000)

B. PREVIOUS YEAR'S ACCOUNTS

The amount owed by ILC students previous to 1986 has fallen from \$127,000 (1986) to \$10,099.96 as of April 1, 1998. During the past fiscal year (to April 1) repayment of these outstanding accounts totaled about \$325.00.

C. NO CREDIT POLICY (collection of current-year billings)

In order for students to continue their enrollment at ILC, payments on their accounts must be current. Since the implementation of the "no-credit policy" several years ago, collections (from sources such as SAF, parents, banks, etc.) have been near 100% of total billings. The projected rate of collection on this year's accounts is 90%+. *Any student whose minimum monthly payment is past-due 60 days may be required by the Regents to leave Immanuel without finishing the school year.* The Board has recently taken steps to keep this policy before those who are responsible for the regular payment of the account, and to improve our monitoring of payments on current year accounts.

D. FACULTY AND STAFF SALARY INCREASES

The ILC Faculty received a \$50 per month salary raise in FY 96-97 and in FY 97-98, which translated to a 4-5% increase in staff salaries each year.

E. ROOM AND BOARD AND TUITION INCREASES

The FY 98 (school year 1997-98) budget, adjusted in October, included an increase in Room and Board fees of \$100/year/student. This year's adjusted budget also included an increase in Tuition of \$100/year/student.

F. CURRICULUM CHANGES

In previous years Dogmatics was not offered and Symbolics was an elective in the Pre-theological program (both were required in the B.S. program). In the past biennium the curriculum was changed in the Pre-theological program so that *both* courses are now required.

G. JOB DESCRIPTIONS AND LEAVE AND BENEFIT POLICY

After considering several draft proposals, we have completed an "ILC Leave and Benefit Policy," by which we hope to provide a standard and more equitable method of determining vacation/leave, insurance, and retirement benefits for our ILC Faculty and Staff.

In order to improve efficiency, ensure continuity, and provide necessary information to potential employees when personnel changes become necessary, we continue to more carefully define the job descriptions for each of our Staff positions.

H. ILC PLANNING AND SPACE UTILIZATION COMMITTEE

The initial meetings of this Regents-appointed, five-man subcommittee were held during the fall and winter of 1996. The space utilization of the academic core-area of the campus was reviewed, as well as that of the academic buildings, dormitories, administrative building, the Field House, and the new dining facility. The committee considered three options in making their recommendations: space reallocation, space remodeling, and new construction.

Thus far, the Board has received a prioritized list for possible new buildings on campus. We have also concurred with the committee's list of "apparent" needs — for a Campus Master Plan, further meetings as required, a map of the campus, and careful planning for the possible future removal of campus buildings in conjunction with future buildings. The Regents hope to employ this committee on a continuing basis as needed. Another project for their review has already been discussed. We are thankful for their capable input in the Regents ongoing concern to practice good stewardship of both maintenance monies and space at Immanuel.

III. CONVENTION ACTION

A. STUDENT AID FUND

The SAF exists for the purpose of providing *needed* financial assistance to CLC youth who would not be able to attend Immanuel without it. Work/Study jobs are awarded through the SAF on the basis of the same "need" criteria used in determining loan and grant awards. However, wages for work/study is paid out of the ILC Operations budget each year.

Student aid is available to all students for tuition, fees, books, and transportation. Assistance for room and board is only available to those living in the campus dormitories.

Funding for student aid comes from offerings repayments on loans and previous years (before 1986) accounts and from interest on endowments. We believe that attaining a self-sustaining SAF is still a realistic goal. Yearly increases in the cost of educating our students are a major factor in slowing our progress in this regard. However, the Board is concerned that the rate of repayment of monies owed to the SAF by the designated "responsible parties" (whether parents or former students) may become a further hindrance to reaching the revolving aspect of the SAF.

The possible dynamics involved in this latter concern is one of the several issues that our SAF Review Committee has been addressing in its in-depth study of this fund's operation since 1986. The Board has received the recommendations of this committee with thanks. Over the next two years we hope to implement many, if not all of these proposals. Meanwhile the work of the "Student Aid Fund Officer," will be handled through the office of our ILC Business Manager. Martin "Doc" Albrecht served as our Financial Aid Officer from 1986 until his move to Colorado in the fall of 1997. We appreciate his pioneering efforts in helping the Board to establish and administrate this fund.

During the past school year the SAF committee was able to award 80% of the total aid requested by each qualified student.

The Board submits the following budget for FY 99 (school-year 1998-99):

<u>Revenue</u>		<u>Awards</u>	
June 30, 1998 <i>est.</i> Fund bal.	\$33,000	Scholarships	\$ 7,500
Endowment Interest	\$10,000	Grants	\$13,500
Loan Repayments	\$30,000	Loans	<u>\$98,000</u>
Delinquent Acc. Repaymts	\$ 1,000		
Contributions	<u>\$45,000</u>		
Total	\$119,000	Total	\$119,000

(Note: these figures do not include work study and multi-student-discount awards which provide assistance to our students without impacting the SAF budget.)

B. ILC IMPROVEMENT FUND

This fund continues to be a great blessing in the maintenance of our campus and its buildings. Since the ILC-IF Budget was presented to the October 1997 Coordinating Council, several projects have been completed or are near completion. We recommend that the following completed projects be *removed* from the October 1997 list:

	Completed Project	Projected Cost	Actual Cost
(2)	Ingram Chimney repair	\$ 6,000.00	\$ 3,633.00
(4)	Cottage re-shingling	\$ 2,800.00	\$ 3,052.00
(6)	Retrofitting of lights	\$ 5,500.00	\$ 5,500.00
(1)	Ingram remodeling	\$ 2,229.61	\$ 464.33

We further recommend that project #13 — Ingram Hall Heating — be removed from the list, since the Board has determined that at a revised cost of \$205,000+ (for the replacement of the steam-heat system with a water system), and this project is unattainable and *probably not even a wise use of our resources*.

Several new needs have also been addressed by the Board in the updated, prioritized budget submitted below:

	Projected Cost	Spent (4/1/98)	Needed to Complete
1.	Ingram Hall Painting *	(\$ 6,100)	(\$ 2,300)
2.	Maintenance/Utility Vehicle	(\$30,000)	(\$ 6,145)
3.	Re-shingling of Ingram	(\$12,000)	
4.	Reim Hall re-roofing	(\$ 7,000)	
5.	Sydow house re-shingling	(\$ 1,500)	
6.	Carpet replacemts (dorms)	(\$ 3,000)	
7.	Truck/plow (with dump bod)	(\$20,000)	
8.	Blacktop replacemt **	(\$18,300)	
9.	Blacktop mainten. ***	(\$ 5,400)	
10.	D. Lau house re-shing.	(\$ 1,500)	
11.	Ingram storm windows	(\$ 6,900)	
12.	South Hall Windows	<u>(\$18,000)</u>	
		(129,700)	

* This number projects a cost much lower than originally indicated in the October CC Report

** From The Tree to South Hall

*** Crack-filling from Grover to lower lot; *and* seal-coating of lower lot

Anticipated revenue in 1998-99:	Account Balance:	\$ 45,000.00
	Gift for ILC Purposes:	\$ 5,000.00
	Offerings:	<u>\$ 10,000.00</u>
	Total Revenue	\$ 60,000.00

C. FY-99 CBP-BUDGET FOR THE 1998-99 SCHOOL YEAR

The projected revenues for the next school year are based on an enrollment of **160 (incl. 100 residents)**, and a tuition increase of \$200/year for all three departments (H.S. @ \$1800/yr; COL. @ \$2600/yr; SEM @ \$1330/yr.). Of a projected High School enrollment of 120, it is estimated that 30 students will pay *half tuition*. Of a projected College enrollment of 32, we estimate that 5 students will be paying *half tuition*. And 6 out of 7 Seminary students will pay *half tuition*, because of vicaring assignments.

Proposed salary and medical insurance increases have been *included* in the following figures.

FY 99 Proposed Budget:

Disbursements

Athletics (Including transportation)	\$ 19,000.00
Building and Grounds	\$ 107,741.00
Business Office	\$ 15,771.00
Classroom Equipment	\$ 15,605.00
Education	\$ 25,530.00
Human Resources	\$ 475,726.00
Student Housing	\$ 9,500.00
Kitchen/Food Service	\$ 95,000.00
Student Activities	\$ 15,750.00
Transportation	\$ 13,010.00
Proposed Salary increase (base salary increase 50/mo.)	\$ 11,800.00
<u>Proposed Medical Insurance increase (\$25/mo./single, \$50/mo./family)</u>	<u>\$ 9,600.00</u>
TOTAL	\$814,033.00

Revenue

Student Revenue (160 students with 100 dorm residents)	\$ 553,900.00
Investment Income	\$ 2,200.00
Other Revenue	\$ 30,900.00
CLC salary - Admin. assist.	\$ 10,333.00
CLC salary support for Treas. & Assist.	\$ 6,700.00
<u>CLC Subsidy</u>	<u>\$ 210,000.00</u>
TOTAL	\$ 814,033.00

The Board of Regents for ILC: Pastor Vance Fossum, Chairman
 Mr. Tom Beekman, Secretary
 Dr. Burdette Wheaton
 Pastor Mark Bernthal
 Prof. John Pfeiffer



REPORT: CLC BOARD OF MISSIONS

*"Sanctify them by Your truth. Your word is truth. As You sent Me into the world,
I also have sent them into the world." - John 17:17-18*

As the Lord Jesus spoke these, He was seated around the Passover table in an upper room in Jerusalem, the night before His death. The men who were there with Him were those who, later that evening, would all desert their Master in His hour of greatest need. One of them, Peter, would even deny with an oath that He was associated with Jesus at all. On the morning of the Lord's resurrection, the disciples would be found cowering behind locked doors, hiding out of fear for their own lives. It is surprising then, that on that fateful evening Jesus could speak these words to this same group of deserters, *"You are already clean because of the word which I have spoken to you"* (John 15:3). Though faltering and often faithless, these men were *sanctified* by the power of the Word Jesus had given them. He had spoken to them of the righteousness of God -- that unreachable standard of holiness that left them without hope of ever fulfilling its demands. But He also spoke to them of the righteousness of God that came by faith, the trust in the sacrifice that Jesus was to make, for them and all people, on Calvary. And then, in His high priestly prayer, Jesus asked that His Father would continue to sanctify these men, setting them apart by the truth of God's inspired Word. That men of such low caliber would be considered candidates for God's grace is remarkable; that the Lord would choose to send such men out as his *representatives* is astounding. Yet, Jesus plainly said that they would be sent out into the world, with that Word of truth, in the same manner as He Himself had been sent by the Father.

Surely it is no less astounding that our Lord would bestow on us His grace! We have the personal righteousness that comes to us by faith in Christ, as well as the privilege of being sent forth into the world with the Word of truth, in like manner as the Lord Jesus was sent by the Father. Though our own sin, failures, and shortcomings are all too obvious, we still have the confidence that the Word of Truth is what sanctifies us, and that the same Word is what makes our work worthwhile, not we ourselves. Whether layman, pastor, teacher, or missionary, we share the same blessing of being sanctified *by* the Word, and being sent out *with* the Word. May the Lord give us both the resources and the zeal to do His will together in our mission efforts!

HOME MISSIONS

While the U.S. has been called a "Christian" nation, there are millions still in need of hearing the pure soul-saving, life-changing Gospel of forgiveness through Christ. The Lord has provided us with many opportunities to reach out to others through our home mission program. At present the CLC helps to support eleven mission congregations:

	<u>Current Average Sunday Attendance</u>	<u>Current Pastor</u>
Addison, IL - Immanuel	34	(Vacancy)
Bismarck, ND - St. Paul	43	M. Roehl
DuPont, WA - Ascension	21	P. Naumann
Gold Canyon, AZ (Exploratory)	20	W. Fanning
Gr. Rapids & Cadillac, MI (Exploratory)	27/11	W. Schaller
Ketchikan, AK - Holy Truth	28	D. Naumann
Live Oak, FL - Grace	40	J. Hartmann
North Port, FL - CLC	20	P. Larsen
Rapid City, SD - Good Shepherd	35	M. Wilke
Sioux Falls, SD - Berea	33	J. Hein
Vernon, BC -- St. Paul	35	D. Reim

Addison, IL: Immanuel is currently being served by vacancy pastor John Ude with assistance from David Baker and Kevin McKenney. The congregation is investigating the possibility of moving to another location in the greater Chicago area.

Bismarck, ND: (Pastor Michael Roehl) The Lord has blessed our brethren in Bismarck with steady growth both spiritually and numerically. The congregation is looking toward the goal of becoming self-supporting in the future, at a faster rate than what is expected by our subsidy reduction program.

DuPont, WA: (Pastor Paul Naumann) With a loan from the CEF, the congregation has purchased a parsonage on a prime tract of land along the I-5 corridor outside Tacoma. Future plans include improvements to the property which would allow for the eventual construction of a worship facility.

Ketchikan, AK: (Pastor David Naumann) The congregation continues to worship in its parsonage/chapel, but is considering other options such as renting or leasing space for its work.

Live Oak, FL: The members of Grace in Live Oak welcomed their new pastor, Jay Hartmann, and his family in July 1997. The congregation is involved in several outreach efforts, including regular newspaper columns.

North Port, FL: Pastor Paul Larsen begins serving this congregation in May of 1998. The congregation is grateful to the Lord for providing a spiritual shepherd, and is looking forward to working with him in spreading the Word in their community.

Rapid City, SD: (Pastor Michael Wilke) The Lord continues to bless this group with new contacts and opportunities to tell of Christ's love. The congregation was recently featured in the local newspaper.

Sioux Falls, SD: After a lengthy vacancy, the members of Berea in Sioux Falls are eagerly anticipating the arrival of their new pastor, John Hein, and his family. His installation is set for late in June.

Vernon, B.C: (Pastor David Reim) As this new congregation becomes better known, contacts are increasing. A recent adult instruction class was made up of seven women from the community. The congregation is currently looking for property and a permanent place of worship. Pastor Reim conducts both a German and an English Sunday morning service. We also thank the Lord for a growing number of contacts with individuals and congregations in other areas of Canada, including Calgary.

Exploratory Mission Program: The CLC presently has two Exploratory Missionaries: Pastor Walter Schaller and Pastor Warren Fanning. The Exploratory Missionary normally serves in an area for a period of 1-2 years, after which he moves to a new location at the direction of the Board of Missions. Pastor Schaller began exploratory work in the Grand Rapids/Cadillac area of Michigan in August 1997. An ongoing phone canvass has been very successful in providing new contacts. Pastor Warren Fanning arrived in Gold Canyon, AZ (50 miles east of Phoenix) in February of 1998. This small congregation is benefiting greatly from his leadership and is looking for a larger place of worship as well as additional ways of reaching out to this new and expanding community. There are already several additional groups that have applied for the services of an exploratory missionary when one becomes available, including Fargo, MN, Atlanta, GA, and Colorado Springs, CO.

Preaching Stations: In addition to the mission congregations supported by the CLC, there are a number of preaching stations which serve an important role in the overall witness of our church body. Among these are groups in Atlanta, GA; Colorado Springs, CO; Fargo, ND; Amarillo, TX; Fairfax, VA; Withrow, WA; Kimball, MN; Stockton, CA; Orlando, FL; Coral Springs, FL; Albuquerque, NM; Brice Prairie (Onalaska), WI; and Fairchild, WI.

FOREIGN MISSIONS

"The Christ will suffer and rise from the dead on the third day and repentance and forgiveness of sins will be preached in his name to all nations beginning at Jerusalem" (Luke 24:46-47). Not only has the Lord provided the commission, means, and opportunities to proclaim His love in many places here in the United States, He has also opened doors in several foreign fields. We thank the Lord that Pastor David Koenig has accepted the call to serve as our foreign missionary. It is hoped that the necessary paperwork and other preparations can be completed for Pastor Koenig and his wife Mary in time for a July departure. Since the necessary applications with the Nigerian government are often delayed, and the journey itself can be fraught with danger, please remember the Koenigs in prayer, asking that the Lord would see them safely to their field of work in His kingdom.

Nigerian Church of the Lutheran Confession (NCLC): Pastor Koenig will be based in Nigeria where he will teach at the Bible Institute, visit outlying congregations, and explore other areas for mission potential. He will also make regular visitation trips to the CLCI and BELC in India. The first such trip is tentatively planned for February, 1999. In preparation for the Koenig's arrival, renovation work has begun on the house located at the Bible Institute compound in Efa. A new pump has been purchased, a generator will soon be installed, and various repairs are being done. New furnishings will be purchased by Missionary Koenig upon arrival. His other activities upon arrival will include visiting the congregations, reviewing the administrative operation of the NCLC, teaching classes at the Bible Institute, and administering funds from the MDF to help several local churches complete their buildings by providing roofing materials. Other activities which he will undertake in Nigeria will be the exploration of evangelism possibilities within other parts of the country. Care will also be taken to oversee the various self-help projects which are already in place or will be initiated after his arrival.

One of the new programs that will be put in place is the "NCLC Emergency Medical Fund." In the past, when pastors or students in the NCLC had medical emergencies and were unable to pay for necessary care, they would appeal to the missionary for his personal funds. Last summer's CLC Visitation team learned that, in the absence of a U.S. missionary over the past year and a half, some family members of our NCLC workers suffered permanent disability or even death because of extreme poverty, and no one to help. Even though the cost of medical care is very low there, there simply was no option for them. We now have a three-man committee of NCLC members whose job it is to distribute funds for medical care on an emergency basis. The program is limited to NCLC pastors, students, and their dependents. Funds will be distributed only to help with operations or medicines that are needed to treat life-threatening conditions, or those that would cause permanent disability. The program will be limited to a maximum of \$1,000 per year overall, and will become a part of the regular foreign missions budget.

With a look to the future, the Mission Board is planning to call, as soon as resources and manpower become available, a second foreign missionary to serve with Rev. Koenig. This would serve many important purposes: 1) There is a staggering amount of work to be done, both in Nigeria and India, in fruitful mission fields; 2) It would give an inexperienced missionary an opportunity to gain experience with the help of a veteran in these matters; 3) It would be a tremendous advantage for our workers in the field to have the fellowship and camaraderie of people who share their own culture and background. Our CLC membership should be aware that this is a pressing need and a great opportunity; however, actually sending a second missionary depends on whether the church body is able and willing to support such a venture. In all things, may the Lord's will be done.

Bharath Evangelical Lutheran Church (BELC): The Holy Spirit continues to present opportunities in South India. As a result, Pastor Mohan Bas has work in three areas which continue to expand. They are Uthukottai (near Madras) where he is centered, which has 1600 souls and 14 workers, Kerala State where there are 500 souls and 2 workers, and recently a new location, Nellore, north of Madras along the coast. At Uthukottai the orphans are cared for and the Martin Luther Bible Institute trains men for the ministry. This is where the new multi-purpose building will be erected. A search for land has resulted in the purchase of a suitable parcel in a visible location. Thirty thousand dollars for land purchase and building construction has been collected through offerings in order to make the new institute building a reality. We thank God for the quick and generous response of His people to this need.

Kerala State, in the vicinity of Trivandrum, is the place where Pastor Bas started his work. His move was prompted by greater opportunities in Uthukottai, and by personal persecutions in Kerala. But the members of the Kerala congregations continue to be served by two faithful pastors and by occasional visits from pastor Bas. A little over a year ago, contact from the city of Nellore was made by a group of inquiring pastors who asked Bas to speak with them about Biblical doctrines and to give them instruction. He agreed and has made regular monthly trips to teach and encourage. This has been done with the blessings of the Mission Board, and will continue in hopes that doctrinal agreement can be reached with many of these pastors.

Pastor Bas received a call from the Malaysian capital of Kuala Lumpur by Indian nationals living there who are interested in being served with the Gospel. Funding for a single exploratory trip has been arranged and the first direct contact will be made this summer, God willing.

Church of the Lutheran Confession in India (CLCI): The work of Pastors V.S. and Jyothi Benjamin centers on providing for the strengthening of local congregations, continued outreach, and theological training of current and future pastors in the CLCI. Evangelism in outlying areas has been productive and new contacts continue to be made, most recently to the west in the city of Hyderabad where heathen hill people live. Currently, no Christian group works among these people.

An important step forward for the CLCI has been the development of a formal seminary course of study and the provision for support scholarships for men studying at the Bible Institute. Until now, students have followed informal studies and have supported themselves entirely with outside work. This situation made it difficult to progress in theological training and preparation for the ministry. They were able to meet only two days a week, which meant that their training would either be inadequate or too drawn out. The Mission Board has resolved to initiate a pilot project to subsidize the students through scholarships. We will test the program for one year, as a way to provide them with the necessary time and support for their studies. If this first year proves to be of benefit, it will be continued to allow them to complete the two-year course of study under Pastor Jyothi Benjamin. Beginning this May, five to seven men will begin at the institute. This scholarship program is an investment in the future as it will strengthen the CLCI by providing an ongoing source of well-trained, theologically sound pastors.

Mission Development Fund (MDF): With the return of a stateside CLC missionary to the field in Nigeria, the MDF will need to become more active. A list of projects is found with the budget figures, at the end of this report. Several projects have already been reported to the Coordinating Council in October of 1997, and can be funded with the MDF balance that is now on hand. The cost for new projects that are expected for 1998-99 totals \$27,500. These items include:

- A satellite telephone system for use by Missionary Koenig. After the initial investment of \$3300, Koenig will be able to communicate instantly with the United States or India, from Nigeria, with anticipated monthly fees being \$100 or less. There is no normal phone service to the Essien compound in Efa, nor will there be in the foreseeable future. The satellite phone is portable, and can be used in conjunction with Koenig's laptop PC for e-mail communication, or with a fax machine. We are looking forward to the many benefits that such a phone will bring, both to the Koenigs and to our CLC members stateside, by the use of this technology.
- BELC plot registration: There are twelve congregations in the BELC that have no church land or buildings, but where certain members are willing to donate property in order to begin building. With land, but no money, the congregations cannot begin to build a church because of the government fees and licenses that are necessary for transfer of ownership. This grant of \$2900 would enable these twelve congregations to acquire the donated property, and to begin building their own houses of worship.
- Two motorcycles will be purchased in Nigeria for the use of the Bible Institute students, as well as the pastors of outlying congregations. Proper use of the motorcycles will be under the close supervision of the missionary.

- **India travel from Nigeria:** Missionary Koenig is called by the CLC to serve not only our sister church body in Nigeria, but to make periodic (at least annual) visits to our affiliates in South India. This will provide us with a much better opportunity to give the BELC and CLCI with our doctrinal guidance, as well as support in outreach efforts. The first such trip is tentatively scheduled for February of 1999. The total cost is expected to be approximately \$4000.
- **Nellore exploratory:** The travel cost for Pastor Mohan Bas to instruct the 27 pastors in Nellore is about \$200 per month. While the BELC is not now in fellowship with this Nellore group, they continue to request instruction from Bas in confessional Lutheran doctrine. The Mission Board plans to fund these trips for one year, at which time the situation will be reassessed. This funding enables Bas to conduct three days of instruction per month, in rented quarters, and provides half the travel costs for the various pastors who attend.
- **Nigeria outreach:** Once he has arrived in Nigeria and is situated, missionary Koenig will be investigating possible areas of outreach, especially to places where there is little or no Christianity. Possibilities include the city of Bauchi to the north (which is predominantly Muslim), and the Nigerian Delta State (whose people practice animist beliefs). Exploratory funding of up to \$5000 will be allotted for this purpose for the coming year. No continuing commitment of manpower or money will be undertaken without approval of the Mission Board.
- **CLCI copier:** As Pastor Jyothi Benjamin begins a more intensive program of seminary instruction in Nidubrolu, he will need to translate and distribute class notes in Telugu, from his sources in English. \$2500 from the MDF is being earmarked for this purpose.
- **Self-help projects:** A continuing problem in our foreign mission fields is that, due to their extreme poverty, congregations are unable to support a pastor and his family. Many times men have left the ministry because they are unable to feed their families. The idea of the "self-help" program is to provide start-up money and training to enable pastors to farm or operate a small business, so that they can continue to serve their congregations. We hope in this way to help these men to continue in their calling as spiritual shepherds, without having them become dependent on CLC funds for their ongoing, personal support. "Give a man a fish, and you feed him for a day. Teach a man to fish, and you feed him for a lifetime."

Kinship: Members of the CLC presently support nearly 80 orphans, who are cared for in three orphanages in India and Nigeria. During this fiscal year, nearly \$40,000 will have been given by individual members for the support of this Kinship program. We thank God for this outpouring of Christian love and concern. Presently serving on the Kinship committee are Jack Mayhew, Jonathan Wiechmann, Pastor David Fuerstenau, Pastor Thomas Schuetze, and Pastor Paul Naumann.

Mission Helper Program: After a slow start, the CLC Mission Helper Program is now getting off the ground. In 1997, seminary student Todd Ohlmann traveled along with our CLC Visitation team to Nigeria and India. This summer and fall, two more helpers will become involved. Mrs. Karen Strike, of Grace in Fridley, will spend approximately six weeks teaching the orphans at the CLCI orphanage in Nidubrolu. In the fall, Trent Preszler of Berea in Sioux Falls, SD will travel to Nigeria to assist Missionary Koenig in the work there. We look forward to further opportunities for service to our overseas missions with volunteer lay people. Of course, financial sponsors are also needed to provide the funding for these trips. Those who are interested in making such a trip, or helping to sponsor a volunteer, should contact one of the Mission Helper Committee members. They are Prof. Jeff Schierenbeck at ILC, Mr. Don Claeys of Good Shepherd, Rapid City, and Pastor David Koenig (until his departure to Nigeria this summer).

Diaspora List: This is a compiled listing of members of CLC congregations who live at a long distance from their church. The 1998 edition is being done by Pastor John Hein, with the help of Mrs. Lois Mackensen, and will be distributed at the upcoming Convention. Updated information should be given to Pastor Hein whenever it becomes available.

Mission Clearing House: Under the leadership of Pastor Steven Sippert, a group of volunteers in Valentine, NE, has served to organize shipments to our sister church bodies overseas. In addition to clothing, VBS and Sunday School material, the MCH has sent annual Christmas gifts for the orphans in our fellowship. Now that we will again have a U.S. missionary in Nigeria, the MCH will again be seeking needed items for the Koenigs, as well as the local members of our sister churches. The MCH will soon be publishing a bulletin insert to inform our CLC members about these needs. We thank God for the privilege we have in supporting this very helpful program, and we thank the volunteers in Valentine for their service.

VTM: The Video Tape Ministry continues to function with the dedicated help of our brethren at Prince of Peace in Loveland, CO. We thank those who diligently give of their time and talents in this service of the Lord. Pastors are encouraged to make use of this service for their distant members and shut-ins. The VTM is supported largely by donations from those who receive the tapes. However, it is anticipated that some new equipment will be needed during this fiscal year, so additional funding will be needed. Donations for this effort may be sent to the CLC Treasurer marked "VTM."

Retirement: During this summer's Convention, elections will be held for two of the four positions on the Mission Board. One of those offices is being vacated by the Chairman, Mr. Don Ohlmann, who is retiring from the Board after 24 years of faithful service. We give thanks to the Lord for the blessings He has bestowed on our fellowship and mission efforts through Mr. Don Ohlmann. His steady, untiring service will long be remembered. We wish Don the very best in his retirement.

Closing note: The God-given mission opportunities are many and varied. There is no shortage of places to go, but we need men to send. Encourage young people in your family and congregation to consider serving the Lord in the public ministry, and pray that the Lord will provide and send out many more workers into His harvest field!

MDF Projected Expenditures, FY98-99

1)	Missionary travel to Nigeria	\$10,000.00 *
2)	BELC Building	\$17,000.00 *
3)	Satellite phone system	\$3,300.00
4)	Missionary House repair	\$3,500.00 *
5)	CLCI Scholarship	\$2,400.00
6)	Roofing assistance	\$6,340.00 *
7)	Plot registration - BELC	\$2,900.00
8)	Generator -Mission House	\$1,500.00
9)	Missionary India travel	\$4,000.00
10)	2 Motorcycles - NCLC	\$2,000.00
11)	Nellore Exploratory	\$2,400.00
12)	Nigerian Exploratory	\$5,000.00
13)	Copier for CLCI	\$2,500.00
14)	Self-help projects	\$1,500.00
15)	Mission Helper travel	\$4,000.00 *
TOTAL		\$68,340.00

* Previously approved, with funds

on hand

Board of Missions - Proposed Budget

FY 1998-99

Administration

Misc. supplies, expenses	\$200.00
Meals & lodging	\$1,000.00
Moving expenses	\$2,000.00
Telephone	\$1,000.00
Postage	\$300.00
Printing	\$500.00
Travel expenses	\$2,980.00
Video Tape Ministry	\$500.00
TOTAL - Admin.	\$8,480.00

Foreign Missions

India - BELC (Bas)	\$5,700.00
India - CLCI (Benjamin)	\$5,400.00
Nigeria - NCLC	\$12,000.00
Missionary Salary	\$21,840.00
TOTAL - Foreign	\$44,940.00

Home Missions

Addison, IL	\$4,800.00
Bismarck, ND	\$9,600.00
Coconut Creek, FL	\$1,920.00
DuPont, WA	\$15,000.00
Exploratory (contingency)	\$3,500.00
Gold Canyon (Exploratory)	\$21,600.00
Gr. Rapids (Exploratory)	\$17,400.00
Ketchikan, AK	\$7,400.00
Live Oak, FL	\$11,400.00
North Port, FL	\$13,800.00
Rapid City, SD	\$9,000.00
Sioux Falls, SD	\$7,800.00
Vernon, B.C.	\$17,400.00
TOTAL Domestic	\$140,620.00

Medical, salary increases	\$8,500.00
TOTAL BUDGET	\$202,540.00

CLC Board of Missions:

Pastor Michael Eichstad
Mr. Don Ohlmann, Chairman
Pastor Bruce Naumann, Secretary
Mr. Peter Krafft

REPORT: CLC PUBLISHING DIVISION COMMITTEE

The 1996 Convention directed that the President appoint a three-member committee which would continue to explore the potential for establishing a CLC Publishing Division. This committee would begin by implementing the first step of an envisioned three-step process in developing a synodical Publishing Division. This has been done. The results are described below.

In addition, the Committee was charged with reporting back to the 1998 Convention regarding...

- > Technical and economic viability of current efforts.
- > The advisability of setting up a non-profit or limited liability corporation.
- > Making the project financially self-sufficient.
- > Prospects for expanding the project in the future (i.e., steps two and three).

Below is the Committee's response to that directive.

Technical and economic viability of current efforts.

We have run into no prohibitive *technical* barriers in the implementation of "step one." The CLC web site has been moved to a dedicated web site paid for with Publishing Division Committee funds. Most officially-approved synodical publications are already available at the site; those which remain are being scanned for inclusion. After comparing several formats, we have adopted the ASCII file format as the most universally-accessible to users, and are developing a suitable archive and retrieval hierarchy for the documents. In addition to the approved publications, we are collating other material received from pastors - Bible class materials, conference papers, tracts, etc. - for possible inclusion on the site, and for distribution on CD-ROM. *Note: one matter this convention should address is whether and to what extent such "non-approved" (i.e., not cleared by the Board of Doctrine) should be made available via the internet and other media.*

Economically, there has likewise been nothing to prohibit the development of the project to this point. I.e., funding of the effort through free-will donations has been sufficient to cover costs incurred. Purchases so far have been limited to acquiring a suitable, independent Internet Service Provider (ISP) for the CLC home page (\$25/mo.), and for sundry hardware acquisitions such as a document scanner (\$60). Donations of \$1800 were received during the biennium, which has been more than enough to fund our modest hardware acquisitions during the implementation of step one. There is word of a pending additional gift in the amount of \$2500 or more. We project possible future outlays for a read/write/rewrite CD-ROM (\$400) and media, as well as for large removable-media drive (e.g. Zip or Jaz, \$400). If means allow, we would like to acquire a fast PC that we could dedicate to the project.

It should be noted that several other efforts have been undertaken (or brought under Publishing Division Committee auspices) during the past biennium:

- > A test publication was produced. An out-of-print book on the church year (Planning the Service, by Ralph Gehrke) was offered to the pastors of the CLC. A license to reproduce the book was obtained from Concordia Publishing Company. Fifty copies were ordered, reproduced using an independent printer, and sold to pastors. The test project yielded a handsome product at a reasonable price (\$12 per copy), and paid for itself. There seems to be no reason why a CLC Publishing Division, even without its own means of production, could not repeat this process with other fine, out-of-print publications.
- > "Ministry by Mail" is now being supervised by the CLC Publishing Division Committee. This service, which supplies weekly sermons primarily to remote members, has always supported itself through subscriptions, and continues to do so.
- > One of our Committee members has been instrumental in helping design the annual CLC Vacation Bible School series. He has suggested that this effort, too, might in the future properly be assumed by the Publishing Division.

- > We have been working with Gayle Stelter and others who are developing an in-house CLC Sunday School series, in order to ascertain whether and to what extent the Publishing Division might assist in that effort. This might well be the most significant contribution the CLC Publishing Division could make in the near term.

One other note on copyright acquisition. While reprinting *hard copies* of out-of-print works (as outlined above) would seem a viable project for the Publishing Division, obtaining such materials and publishing them *in digital format* on the World Wide Web is less likely. Copyright holders like Northwestern, Concordia and others have uniformly adopted a policy which states that any works not already published on their own web sites may not be scanned and published digitally elsewhere.

The advisability of setting up a non-profit or limited liability corporation.

The following is from Committee member Matthew Schaser, who has some experience in the area of small business organization, and who investigated this matter for the Committee:

A "limited liability corporation" (LLC) offers many advantages and is accepted in 48 U.S. states. However my lawyers in Madison, Wisconsin (Quarles and Brady), brought to my attention the fact that LLC's must have *people* as the owners. Formerly it was required that two people had to own an LLC, but laws have changed and now one person can own a LLC. According to my attorneys, churches or synods cannot be listed as owners/principles of an LLC. Therefore, if the Publishing Division incorporated as an LLC, an individual or group of people would have to be listed as the owner/principle. This would seem to militate against the idea of the Publishing Division as an "arm" of the CLC. For this reason I would advise against incorporating as an LLC. We should explore other possible means of incorporation, especially such as might readily lend themselves to a not-for-profit organization.

Making the project financially self-sufficient.

As detailed above, *current* efforts are already mostly self-sufficient. As long as we continue to confine ourselves to "step one" of the development process, we anticipate being able to cover our costs out of free-will donations.

Prospects for expanding the project in the future (i.e., steps two and three).

The 1998 Convention should address itself to the proposals set forth in "step two" of the suggested development plan for the Publishing, to wit:

"Establish a permanent staff who will...

- > "Oversee and expand operations.
- > "Develop new publications.
- > "Provide technical support for CLC members wishing to publish new materials.
- > "Screen doctrinal content of new materials."

Clearly, the Committee considers it possible to meet the goals of step two. However, such a "permanent staff" would almost certainly have to be made up of unsalaried part-time positions, owing to financial considerations currently prevailing in the synod. It should be noted as well that the work involved in implementing the above proposals would inevitably be extremely labor-intensive. In addition, it might be argued that only the CLC Board of Doctrine should properly be tasked with "screening the doctrinal content of new materials." Given the volume of material available from our clergy and other sources, this too would appear to be a monumental task.

These larger questions are among those concerning which we should certainly seek direction from the church body at this time.

Respectfully submitted, The CLC Publishing Division Committee
Pastor Paul Naumann; Mr. Matthew Kelly; Mr. Matthew Schaser

REPORT: CLC FOUNDATION BOARD

Since the 1996 CLC Convention the Foundation Board focused primarily on publicizing the Foundation. Informational ads have been appearing in the Spokesman since February 1998. Also, a "Ways of Giving" booklet is in final draft stage, to be distributed upon request. The Foundation brochures distributed in 1996 remain available from the churches or from the Foundation Board members.

There have been no special gifts or bequests retained by the Foundation since its inception. Three gifts received prior to the current biennium were designated as to use. There have been none in the current biennium. Therefore, there is no financial report. However, there are believed to be some bequests by CLC members that will go to the Foundation upon death. The expenses of operating the Foundation have been minimal, with materials and expenses to a great extent contributed by the Board members. All expenses charged to the CLC have been submitted to the CLC Trustees Chairman.

The primary focus of the Foundation is to administer undesignated gifts as an endowment for the CLC.

A list of CLC approved funds will appear in the Board of Trustees convention report.

Respectfully submitted, The CLC Foundation Board.

Mr. Neal Wietgreffe, chairman; Mr. Duane Riggert, Secretary; Pastor Stephen Kurtzahn

MEMORIAL: UNDESIGNATED GIFTS TO ILC

Whereas there has been some confusion as to how undesignated gifts to ILC should be handled, be it

Resolved that monetary gifts of \$5,000.00 or less be placed in the ILC Gift Fund as an "Undesignated Gifts" line item to be used as seen fit by the ILC Administration; and be it further

Resolved that monetary gifts of more than \$5,000.00 be placed in the ILC Improvement Fund and used for special projects as determined by the Board of Regents and approved by the CLC Convention or the Coordinating Council; and be it further

Resolved that gifts designated for a specific use that is not already an approved project must be approved by the Board of Regents; and be it further

Resolved that if such gifts for approved designated projects are not added to or used within five (5) years, such gifts will revert to an undesignated status.

Respectfully,

John K. Pfeiffer, ILC President
Lowell R. Moen, ILC Business Manager

REPORT: CLC BOARD OF TRUSTEES

[replaces Trustees' Prospectus report]

CONVENTION FINANCIAL REPORT 15 JUNE 1998

INTRODUCTION: The blessing of our Lord on the CLC also manifests itself in the financial picture of the CLC. A study of the following pages will serve to highlight these blessings. We thank and praise Him for all of the gifts that He provides.

Because the financial data published in the Prospectus only covers the current fiscal year through March 31, this report replaces the Trustees' Prospectus report. The data in this report covers the period from July 1, 1996, through June 30, 1998, using estimated totals for June 1998. A brief definition and purpose for each fund and account is a reference on the financial process past conventions have set up to support the work the Lord has given the CLC.

General Fund/ ILC Operation -	The annual operating budget of the CLC is managed within these.
Mission Development Fund -	Used for special mission projects of a non-recurring nature.
ILC Improvement Fund -	Used for special ILC projects of a non-recurring nature.
Student Aid Fund -	Provides scholarships, grants, and loans to ILC students.
Student Aid Endowment -	Returns investment gains to the Student Aid Fund.
Church Extension Fund -	The revolving mortgage fund for properties within the CLC.
Special Gifts -	Gifts designated for special purposes given to the CLC or ILC.
Medical Plan -	The medical plan account from which the health insurance plan is managed.
CLC Reserves -	The Trustees hold this reserve for emergencies.

Financial Report	FY97 Ending 6/30/97			FY98 Ending 6/30/98			Bal 7/1/98
	Bal 7/1/96	Receipt	Disburse	Bal 7/1/97	Receipt	Disburse	
General	\$3,406	\$521,059	\$531,189	(\$6,725)	\$540,279	\$521,168	\$12,386
ILC Operations							
Account Total	(\$4,174)	\$730,579	\$748,646	(\$22,242)	\$799,055	\$774,172	\$2,641
Tuition, Rm & BD		\$471,716			\$534,330		
Misc Receipts		\$46,863			\$64,725		
CLC Subsidy		\$212,000			\$200,000		
Mission Development							
General Projects	\$6,808	\$97,180	\$28,479	\$75,509	\$55,083	\$59,240	\$71,352
Kinship Project	\$9,713	\$36,247	\$36,382	\$9,579	\$39,476	\$39,969	\$9,085
Selfhelp Projects	\$1,700	\$39	\$1,726	\$13	\$199	\$0	\$212
Fund Total	\$18,221	\$133,466	\$66,588	\$85,100	\$94,758	\$99,209	\$80,649
ILC Improvement							
General Projects	\$16,147	\$8,993	\$7,914	\$17,226	\$82,407	\$58,570	\$41,064
Building Project	\$11,559	\$122,176	\$127,708	\$6,027	\$148,453	\$151,508	\$2,972
Fund Total	\$27,707	\$131,168	\$135,622	\$23,253	\$230,861	\$210,078	\$44,036
Student Aid	\$20,335	\$86,783	\$101,998	\$5,120	\$130,516	\$84,889	\$50,747
SAF Endowment	\$108,905	\$325	\$0	\$109,230	\$19,700	\$0	\$128,930
Church Extension	\$317,411	\$605,776	\$426,947	\$496,240	\$985,785	\$1,225,069	\$256,956
Special Gifts	\$23,809	\$8,885	\$25,168	\$7,527	\$6,048	\$11,545	\$2,029
Medical Plan	\$46,812	\$290,042	\$303,402	\$33,453	\$346,257	\$342,912	\$36,797
CLC Reserves	\$44,530	\$2,117	\$0	\$46,647	\$16,990	\$28,967	\$34,670
CLC Foundation	\$0	\$56	\$0	\$56	\$70,941	\$0	\$70,997

One item of significance is the more than \$140,000 balance in the Special Gifts line. A bequest was received during May of this year and is currently pending allocation. This process is addressed on page 9 of this report.

Biennial Receipts Summary: Offerings and special gifts, investment income, and the total of all other revenues are contained in the following table. Investment income includes the returns from the cash invested in various financial instruments, and the interest income from CEF mortgages and SAF loans. The other revenue items include student account payments at ILC, mortgage principal payments into the CEF, promissory notes into the CEF, loan repayments to the SAF, and medical insurance premiums.

Fund/Account	1996-97			1997-98				
	Offerings & Gifts	Invest Income	Other Revenue	Total	Offerings & Gifts	Invest Income	Other Revenue	Total
General	515,808	251	5,000	521,059	533,288	266	0	533,555
ILC Operations	0	1,435	500,111	501,546	0	2,541	556,704	559,246
Mission Develop	131,736	1,730	0	133,466	94,978	2,228	992	98,199
Church Extension	32,922	180,778	392,076	605,776	68,984	200,696	716,105	985,785
CLC Medical Plan	0	1,336	288,706	290,042	0	1,453	344,804	346,257
Special Gifts	8,885	0	0	8,885	6,048	0	0	6,048
ILC Improvement	130,259	909	0	131,168	229,475	1,386	0	230,861
Student Aid	40,265	9,543	36,975	86,783	59,607	19,136	51,773	130,516
SAF Endowment	325	0	0	325	19,700	0	0	19,700
CLC Foundation	56	0	0	56	70,941	0	0	70,941
CLC Reserves	0	2,117	0	2,117	12,000	4,990	0	16,990
Totals:	860,257	198,099	1,222,868	2,281,224	1,095,021	232,697	1,670,378	2,998,096

Composite Account Value: The following composite account value analysis indicates the overall financial health of the CLC. The data shown is for the past six years. The market value of the ILC campus is excluded because it will not become a cash asset and therefore does not have a positive or negative impact on the relative ability of the CLC to generate the cash needed to operate. Note the predominant CEF element. The CEF now holds 30 mortgages against CLC congregations and against the CLC itself for the Commons building and for a professorage.

Item	1992-93	1993-94	1994-95	1995-96	1996-97	1997-98
	30-Jun-93	30-Jun-94	30-Jun-95	30-Jun-96	30-Jun-97	30-Jun-98
Cash Assets:	\$481,576	\$809,660	\$1,322,128	\$604,117	\$771,172	\$776,441
Receivables:						
Student Loans	\$187,499	\$227,119	\$246,097	\$302,818	\$345,395	\$357,060
CEF Mortgages	\$2,109,760	\$2,115,036	\$2,126,614	\$2,765,128	\$2,556,384	\$2,517,555
Totals:	\$2,778,835	\$3,151,815	\$3,694,839	\$3,672,063	\$3,672,950	\$3,651,056
Liabilities:						
Norwest Bank	\$8,076	\$5,279	\$2,000	\$0	\$0	\$0
Professorage	\$72,454	\$70,485	\$68,026	\$65,416	\$62,645	\$59,703
ILC Commons	\$0	\$0	\$0	\$444,494	\$341,986	\$208,796
IIF Notes	\$38,224	\$11,738	\$0	\$0	\$0	\$0
CEF Notes	\$1,126,577	\$1,235,867	\$1,640,332	\$1,716,140	\$1,618,855	\$1,210,459
Totals:	\$1,245,331	\$1,323,369	\$1,710,358	\$2,226,051	\$2,023,486	\$1,478,958
Composite Account Value	\$1,533,504	\$1,828,446	\$1,984,481	\$1,446,012	\$1,649,464	\$2,172,098

There are several items of interest in the figures above. First, please note the upward trend in the student loan balance line. As the SAF has now been in existence for more than 10 years, the loan balance has risen to a level at which the repayment is beginning to have a significant impact on the fund. There are 116 loan accounts in the SAF as of this date. Secondly, you can see that the ILC Commons mortgage is being amortized quite rapidly. At the current rate it will be paid off within the next two years. Finally, the CEF notes total has declined to about the level it was before the borrowing was initiated for the new ILC Commons. This is very positive as the need for large cash reserves goes down as this balance declines.

GENERAL FUND and TOTAL OPERATIONS BUDGET Proposal: The CLC Operations budget proposal follows as recommended by the Coordinating Council. It is based on the revenue estimates as indicated. The General Fund receipts estimate received from the CLC congregations totaled \$520,000 this year which is up from last year by \$5,000.

The major component of the receipts estimate, other than the offerings estimate from the CBP response, is the student receipts as provided by the Board of Regents. The total is based on an anticipated student body size of 160 which is approximately the same as this year.

General Fund	Actual:			Actual FY98	Budget FY99
	FY95	FY96	FY97		
Missions - GF Offerings	\$192,000	\$190,000	\$204,000	\$182,000	\$199,865
Regents - GF Offerings	\$210,000	\$190,000	\$212,000	\$200,000	\$219,890
Trustees - GF Offerings	\$110,000	\$120,000	\$125,000	\$140,000	\$140,000
Total General Fund	\$512,000	\$500,000	\$541,000	\$522,000	\$559,755
ILC Student Revenue	\$397,010	\$422,160	\$465,695	\$525,052	\$539,450
Prior Year Balance	\$13,090	\$2,159	\$0	\$0	\$0
ILC Other Revenue	\$23,900	\$40,761	\$47,533	\$49,120	\$50,130
ILC Revenue Total	\$434,000	\$465,080	\$513,228	\$574,172	\$589,580
Total ILC	\$644,000	\$655,080	\$725,228	\$774,172	\$809,470
Total Oper Budget	\$946,000	\$965,080	\$1,054,228	\$1,096,172	\$1,149,335
Total Receipts Actual	\$926,918	\$999,832	\$1,032,938		
Total Disb Actual	\$938,041	\$1,000,362	\$1,067,835		
Cash Balance	(\$238)	(\$769)	(\$34,897)		
Congregation CBP Est	\$508,500	\$486,000	\$510,000	\$515,000	\$520,000
CBP Actual Offering	\$490,894	\$508,906	\$508,483	\$533,278	
Operations Spending	Actual:			FY98	Budget FY99
	FY95	FY96	FY97		
Extra-Budgetary	\$4,693	\$1,500	\$500	\$2,000	\$0
Trustees - General Fund	\$117,859	\$122,758	\$135,235	\$137,168	\$140,000
Missions - General Fund	\$166,838	\$186,595	\$183,454	\$182,000	\$199,865
Regents - General Fund	\$210,000	\$195,000	\$212,000	\$200,000	\$219,890
Regents - Student Revenue	\$400,031	\$447,586	\$471,716	\$534,330	\$539,450
Regents - Other	\$38,620	\$46,923	\$64,930	\$39,842	\$50,130
Total Regents:	\$648,651	\$689,509	\$748,646	\$774,172	\$809,470
Total Spent:	\$938,041	\$1,000,362	\$1,067,835	\$1,095,340	\$1,149,335
Spending (Over)/Under	\$7,959	(\$35,282)	(\$13,607)	\$832	\$0

Please note that the total proposed operating budget is an increase of about \$60,000 which is 5.5% above the current budget. While this does not seem to be a large increase, the CBP estimate from our congregations is only up \$5,000 from this year, a 1.0% increase. In order to achieve this budget proposal, the General Fund goal has been set \$32,540 above the estimate and the other roughly \$30,000 increase is planned to come from significant raises in tuition at ILC.

The Convention needs to carefully review these proposals to assure that the current direction can continue to be supported. The growing concern in the Board of Trustees is that the increases in our budget have been largely funded by raises in the student costs at ILC rather than a real increase in the offerings to the general budget of the CLC.

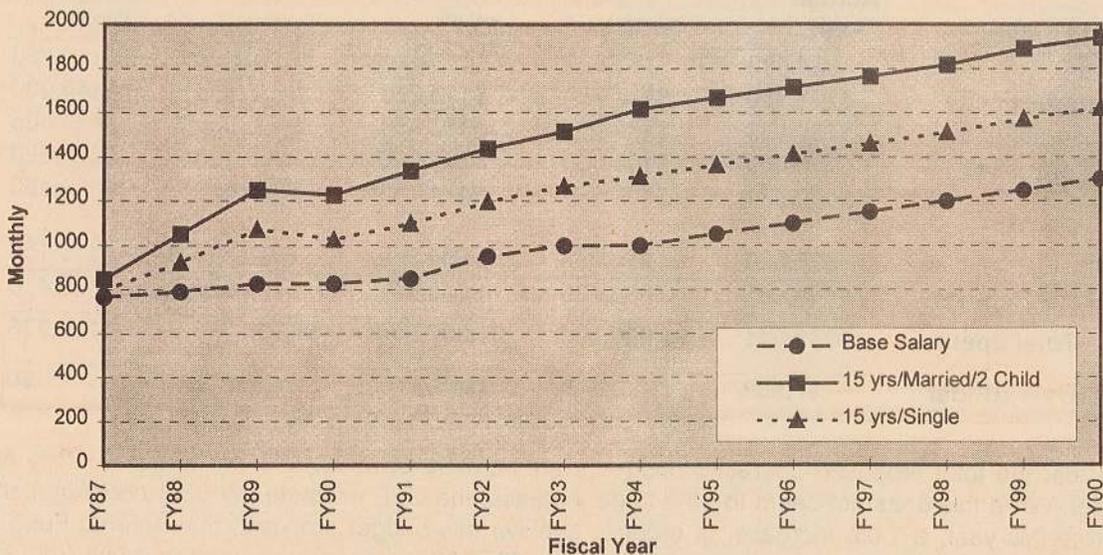
Compensation - The FY99 budget proposals again include a \$50.00 per month salary increase in the base code salary for July 1, 1998. This will bring the CLC base code salary to \$1,250 per month. This will continue the action set by the 1996 Convention (Proceedings pp. 96-97) which resolved that the base salary be increased \$50 per month each year. Included the following tables are anticipated increases in medical insurance premiums of \$25 per month for families and \$10 per month for single participants. These compensation increases are reflected in the budget proposal and in the following example of a worker with 2 children and 10 years experience.

	Monthly	Annually		Monthly	Annually
Base salary	\$1250	\$15000	Car Allowance	\$200	\$2400
Child Allowance(\$40)	80	960	Retirement	70	840
Experience (\$6.25/mo)	62	750	Health Insurance	425	5100
Housing Value	500	6000			
Utilities	150	1800			
Total:	\$2042	\$24510		\$695	\$8340

The Board of Trustees recommends that the CLC continue the practice of raising salaries by \$50 per month each year for the next two years.

COMPENSATION	FY87	FY88	FY89	FY90	FY91	FY92	FY93	FY94	FY95	FY96	FY97	FY98	FY99	FY00
Base Salary	765	790	825	825	850	950	1000	1000	1050	1100	1150	1200	1250	1300
Service Inc \$25 yr	25	25	100	50	75	75	75	75	75	75	75	75	75	75
Child Allowance	25	40	40	40	40	40	40	40	40	40	40	40	40	40
Medical Insr - Family	0	100	175	210	265	265	285	375	375	375	375	375	400	400
Medical Insr - Single	0	50	75	90	105	105	115	150	150	150	150	150	160	160
Retirement Contr	0	50	50	50	50	50	60	70	70	70	70	70	70	70
15 yrs/Married/2 Child	845	1050	1250	1225	1335	1435	1515	1615	1665	1715	1765	1815	1890	1940
% Increase		24.3%	19.0%	-2.0%	9.0%	7.5%	5.6%	6.6%	3.1%	3.0%	2.9%	2.8%	4.1%	2.6%

Total Compensation vs. Base Salary



Compensation improvements are always among the highest priorities of the Boards as they consider the allocation of the resources that the Lord provides for His work. However, the problems presented by the lack of substantial offerings increase over the past several years make it difficult to accomplish the mandates of the conventions. Increases that have been granted have been possible because of the ability of the mission congregations to absorb the increase and because we have raised the student tuition and room & board at ILC.

Board of Missions Budget Detail - The proposed Board of Missions budget for the next fiscal year includes substantial increases in the allocation for the foreign mission program. This is the result of the return to a full time resident foreign missionary in Nigeria.

Missions Budget	FY96 Actual	FY97 Actual	FY98 Actual	FY99 Budget
Administration				
Misc Supplies/Expense	\$0	\$4,062	\$2,210	\$200
Meals & Lodging	\$764	\$705	\$853	\$1,000
Missionary Moving Expense	\$405	\$3,000	\$2,503	\$2,000
Telephone	\$1,882	\$1,427	\$792	\$1,000
Postage	\$300	\$178	\$104	\$300
Printing	\$506	\$10	\$19	\$500
Travel Expense	\$2,444	\$2,689	\$3,078	\$2,980
Video Ministry	\$500	\$0	\$0	\$500
	\$6,802	\$12,070	\$9,559	\$8,480
Foreign Missions				
Postage	\$225	\$175	\$200	\$0
India (Mohan Bas)	\$3,600	\$4,200	\$5,125	\$5,700
India (VS Benjamin)	\$4,800	\$4,800	\$5,300	\$5,400
Nigerian Mission	\$33,348	\$22,110	\$15,218	\$12,000
Missionary Salary	\$0	\$0	\$0	\$21,840
Thailand Mission	\$0	\$25,339	\$0	\$0
	\$41,973	\$56,624	\$25,843	\$44,940
Home Missions				
Chicago, IL	\$2,300	\$3,600	\$3,085	\$4,800
Bismarck, ND	\$15,350	\$15,600	\$14,100	\$9,600
Coconut Creek, FL	\$1,920	\$1,920	\$1,920	\$1,920
Dallas, TX	\$1,750	\$0	\$0	\$0
Dupont, WA	\$16,800	\$16,200	\$15,400	\$15,000
Exploratory (Grand Rapids)	\$0	\$0	\$19,244	\$17,400
Exploratory (Contingency)	\$0	\$0	\$7,649	\$3,500
Gold Canyon, AZ	\$0	\$0	\$10,800	\$21,600
Hayward, CA	\$10,800	\$8,850	\$0	\$0
Hendersonville/Fairfax	\$4,000	\$0	\$0	\$0
Ketchikan, AK	\$11,400	\$10,200	\$9,000	\$7,400
Live Oak, FL	\$13,700	\$13,800	\$12,600	\$11,400
Northport, FL	\$16,200	\$15,300	\$16,000	\$13,800
Orange Park, FL	\$19,400	\$0	\$0	\$0
Rapid City, SD	\$13,800	\$12,600	\$11,400	\$9,000
Sioux Falls, SD	\$10,400	\$10,200	\$7,000	\$7,800
Vernon, B.C.	\$0	\$6,490	\$18,400	\$17,400
	\$137,820	\$114,760	\$146,598	\$140,620
Increase Medical/Salary	\$0	\$0	\$0	\$5,825
Total Disbursements	\$186,595	\$183,454	\$182,000	\$199,865

Trustees Budget Proposals: - Following is the Board of Trustees General Fund budget history and the proposal for FY99. The FY99 proposal includes 22 family and 17 single beneficiaries participating in the old retirement plan.

Trustees Budget	FY96 Actual	FY97 Actual	FY98 Actual	FY99 Budget
Administration				
Misc Supplies & Expense	\$2,203	\$1,514	\$493	\$1,500
Foundation Board	\$0	\$0	\$268	\$0
Treasurer's Assistant	\$1,500	\$1,500	\$1,500	\$1,500
CLC Bulletin Board	\$246	\$0	\$0	\$0

Computer Hardware & Software	\$1,367	\$978	\$911	\$1,000
Liability Insurance	\$1,104	\$1,026	\$1,269	\$1,200
Telephone	\$3,281	\$3,095	\$2,892	\$3,000
Postage	\$1,733	\$1,523	\$1,726	\$1,600
President's Expenses	\$229	\$257	\$367	\$250
Printing	\$1,255	\$1,688	\$530	\$1,500
Travel Expenses	\$5,798	\$11,432	\$13,315	\$12,000
Treasurer's Allowance	\$1,800	\$1,800	\$1,800	\$1,800
Total:	\$20,514	\$24,812	\$25,070	\$25,350
Debt Service				
ILC Professorage Loan Payments	\$6,621	\$6,621	\$6,621	\$6,625
Bank Mortgage Loan Payments	\$2,301	\$0	\$0	\$0
Total:	\$8,922	\$6,621	\$6,621	\$6,625
Emergency Support				
Retirement (Old Plan)	\$3,000	\$4,700	\$900	\$0
Monthly Payments (22 Families)	\$54,857	\$63,630	\$68,905	\$68,425
Monthly Payments (17 Singles)	\$35,465	\$35,472	\$35,672	\$39,600
Total:	\$90,322	\$99,102	\$104,577	\$108,025
Total Disbursements	\$122,758	\$135,235	\$137,168	\$140,000

Board of Regents Budget Detail - The ILC Operating Budget proposed for FY99 is contained in the Regents report. Following is the historical perspective of the budget. Note especially the significant increase in the student revenue over the years listed. Two factors drive this increase, the first is the increases in the tuition and the room and board charges at ILC, the other is an increase in the number of students enrolled.

ILC Operations	FY96	FY97	FY98	FY99
	Actual	Actual	Actual	Budget
Beginning Balance	\$2,159	(\$4,174)	(\$22,242)	\$0
Receipts				
Student Revenue	\$447,586	\$471,716	\$534,330	\$539,450
Investment Income	\$1,996	\$1,435	\$2,541	\$2,200
Other Income	\$25,620	\$28,395	\$22,375	\$30,900
Admin Salaries from other Funds	\$12,974	\$17,033	\$17,567	\$17,030
CLC Subsidy	\$195,000	\$212,000	\$200,000	\$219,890
Reserve Fund Transfer	\$0	\$0	\$22,242	\$0
Total Receipts	\$683,175	\$730,579	\$799,055	\$809,470
Total Operating Cash	\$685,334	\$726,405	\$776,813	\$809,470
Disbursements				
Athletics	\$13,810	\$14,082	\$15,062	\$19,000
Building & Grounds	\$95,436	\$113,704	\$111,242	\$107,741
Business Office	\$15,170	\$14,327	\$17,098	\$15,771
Classroom Equipment	\$7,276	\$14,583	\$12,425	\$15,605
Education	\$21,775	\$25,552	\$23,191	\$25,530
Human Resources	\$426,379	\$451,859	\$459,675	\$475,726
Student Housing	\$8,616	\$9,032	\$9,579	\$9,500
Kitchen	\$82,000	\$88,060	\$101,734	\$95,000
Student Activities	\$11,473	\$11,888	\$13,952	\$15,750
Transportation	\$7,574	\$5,559	\$10,214	\$13,010
Salary Increase	\$0	\$0	\$0	\$11,800
Medical Insurance Increase	\$0	\$0	\$0	\$5,037
Total Disbursements	\$689,509	\$748,646	\$774,172	\$809,470
Balance	(\$4,175)	(\$22,242)	\$2,641	\$0

CLC Medical Plan: The medical plan underwent significant changes last July as the Trustees contracted with a new plan representative and administration service. Some of the key features of the plan were also modified in an attempt to improve the service. The state of health care in our country makes it difficult to provide insurance coverage on a uniform basis across the entire country. Our move to a new plan representative was in part an attempt to address this issue. This improvement process will take some time as the representative works to develop the provider network in all locations that we have plan participants. The Trustees welcome any and all comments and critique of the plan in a continuing attempt to make it better.

Most medical services from a Preferred Provider, including well care, are paid at 100% after a \$20 copay. The plan pays 90% and the insured 10% of eligible PPO hospital & miscellaneous expenses. The insured's out-of-pocket expenses are limited to a maximum per calendar year of \$300/individual, \$600/family (not counting co-payments). The plan pays 100% for most medical services after the maximum out-of-pocket has been met. Medical services outside of the PPO are subject to a \$500/calendar year deductible for single, \$1000/family, after which the plan pays 70% of eligible expenses and the insured 30%, up to a maximum out-of-pocket expense of \$1000/single; \$3000/family. A prescription drug card pays 100% after a \$15 copay for a 34 day supply, or a \$10 copay for a 90 day supply. Each worker also has a \$15,000 term life/ADD policy included.

Currently there are 54 families and 18 singles enrolled in the plan. This year the monthly premiums will increase for the first time in five years from \$150 to \$175 for singles, and from \$375 to \$425 for families.

The budget for the plan is very hard to predict because of the changes in enrollment and claims that happen throughout the year, but the budget for this year and next are being planned and tracked to assure that we are taking every opportunity to carefully manage the plan and provide the best service that the CLC can afford.

Medical Plan	FY96 Actual	FY97 Actual	FY98 Actual	FY99 Budget
Beginning Balance	(\$14,215)	\$46,812	\$33,453	\$36,798
Receipts				
Congregation Premiums	\$267,130	\$279,531	\$273,348	\$303,200
Individual Premiums	\$4,400	\$9,175	\$10,350	\$10,000
Investment Income	\$466	\$1,336	\$1,453	\$1,000
Reinsurance Residuals	\$42,794	\$30,000	\$49,589	\$0
Other Receipts	\$5,000	\$0	\$11,516	\$0
Total Receipts	\$319,790	\$320,042	\$346,257	\$314,200
Total Balance & Receipts	\$305,575	\$366,855	\$379,710	\$350,998
Disbursements				
Reinsurance Premiums & Claims	\$258,612	\$332,312	\$116,806	\$403,215
Claims	\$0	\$1,090	\$209,327	\$2,102
Other Payments	\$150	\$0	\$16,780	\$0
Total Disbursements	\$258,762	\$333,401	\$342,912	\$405,317
Balance	\$46,813	\$33,453	\$36,798	(\$54,319)

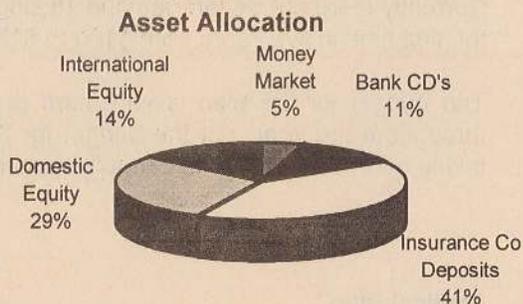
Retirement Plan: In 1985 the CLC established what we know as the 'New Retirement Plan' funded by congregation contributions for their workers. It is a money purchase plan that is intended to replace what we know as the 'Old Retirement Plan' which has been and still is funded directly from the CLC General Fund and therefore our CLC contributions.

The New Retirement Plan currently has 101 active workers enrolled and 30 inactive workers who have their accounts in the plan but are no longer working so there are no contributions being made for them. The contribution rate is \$70 per month for each enrollee and this rate has not changed for several years.

The retirement dollars are invested as a pool of all individual accounts under the management of Mr. Rob Nixon of Capital Consulting and Asset Management of Lincoln, NE. The current aggregate account value is approximately \$1,300,000. Previous conventions have set general guidelines for the investment of this account, and the 1996 Convention directed the appointment of an investment review committee. The committee was directed to report to the 1998 Convention on the investment decisions and action of the Board of Trustees and the investment consultant. The account detailed investment breakdown has been given to the committee. Currently the investments are divided as follows:

Asset Allocation 3/31/98

Asset Description	Amount	%
Money Market	\$ 61,200.70	5%
Bank CD's	\$ 149,295.12	11%
Insurance Co Deposits (SPDA's)	\$ 541,171.79	41%
Domestic Equity	\$ 383,283.98	29%
International Equity	\$ 180,983.83	14%
Account Totals	\$ 1,315,935.42	100%



Cash Management and Investments: The Trustees in their responsibility to manage the assets of the CLC have established the following cash management practices:

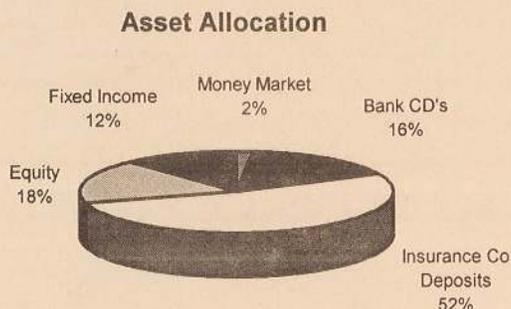
1. The operating cash is handled in a checking account at Norwest Bank in Eau Claire
2. Excess checking cash over daily needs (\$150,000) is automatically deposited and withdrawn by the bank into a money market account.
3. Cash on hand that exceeds the normal month to month needs in the checking account is invested in a pooled account managed by Mr. Rob Nixon of Capital Consulting and Asset Management of Lincoln, NE.

The guidelines for pool investments are detailed and are also under review by the appointed Investment Review Committee. Cash handling on a day-to-day basis is under the direct management of Mr. Lowell Moen, the CLC Treasurer who is also the ILC Business Manager. Mr Moen is supported by several part time administrative assistants; Mrs. Barbara Pfeiffer, Mrs. Jessica Lau, Mrs. Susan Lau, Mrs. Rita Moen, and Mrs. Carrie Reim.

Currently the typical aggregate of all CLC cash in the checking and pool accounts totals about \$750,000. The average monthly cash flow totals in the \$200,000 to \$300,000 range. The investment pool is divided up as follows:

Asset Allocation 3/31/98

Asset Description	Amount	%
Money Market	\$ 8,301.70	2%
Bank CD's	\$ 80,000.00	16%
Insurance Co Deposits	\$ 258,450.10	53%
Equity	\$ 86,129.81	18%
Fixed Income	\$ 58,619.83	12%
Account Totals	\$ 491,501.44	100%



Trustees Items For Convention Action: The Board of Trustees brings the following items to the June 15, 1998 CLC Convention for action.

1. **The Process for Handling of Special Gifts** - In order to clarify and establish orderly procedure for the handling of the special gifts, the Trustees present the following for review and action.

SPECIAL GIFTS and THE BUDGET PROCESS: The 1984 Convention sought to deal with "projects...outside the context of the General Fund." The 1984 Convention (p. 55) established two project funds: Mission Development (MDF) and ILC Improvement (IIF). It also designated that

"2. The CLC finances will then be managed on the basis of four funds (General Fund; Mission Development Fund; ILC Improvement Fund; Church Extension Fund.

4. All projects of the Mission Development Fund and ILC Improvement Fund will be established by action of the convention.

5. Contributions may be made to the Mission Development Fund or the ILC Improvement Fund or may be designated for specific approved projects within these funds.

6. The undesignated contributions flowing into the Mission Development Fund and the ILC Improvement Fund will be allocated to the projects by the responsible boards."

The 1990 Convention reaffirmed the 1984 directive that "The CLC finances.. be managed on the basis of four funds" (General, MDF, IIF, CEF).

The 1994 Convention directed the budgeting of non-general budget funds.

"Whereas, the Trustees have requested that the CEF, MDF, ILCIF, and SAF be budgeted, and Whereas, budgeting these funds establishes the same expenditure guidelines for these funds that is currently used for the General Fund, therefore be it RESOLVED that the CEF, MDF, ILC IF, and SAF be budgeted. "

SPECIAL GIFTS HANDLING:

Whereas, questions have arisen about special gifts that are received by the CLC or ILC;

Whereas, the 1984 resolution established "The CLC finances will then be managed on the basis of four funds (General Fund; Mission Development Fund; ILC Improvement Fund; Church Extension Fund";

Whereas, the 1994 Convention directed the budgeting of these funds; therefore be it

RESOLVED: that all special gifts be handled through one of the established funds.

1. Gifts for established special projects will be handled within the designated fund.
2. A gift designated for a project not included in the budgeted funds will be received pending approval of the project by the board involved and also the CC or Convention.
3. Undesignated gifts will be placed in one of the budgeted funds at the direction of the CC or Convention.

The Board of Regents and the Board of Missions will present specific projects for approval within the IIF and the MDF to the Convention or the Coordinating Council. The Convention or the Coordinating Council is to approve the project through its budgeting process and the expenditures will be allocated by the responsible boards.

2. **The Mileage Reimbursement Rate** - The reimbursement rate that the CLC pays for personal vehicle use has not been changed for several years. The Trustees propose:

RESOLVED: to increase the CLC mileage rate to .25/mile.

3. **A CLC Pre-tax benefits plan** - In order to improve the compensation of our called workers in the CLC the Trustees suggest that a CLC sponsored and administered pre-tax benefits plan be established for voluntary participation.

RESOLVED: to pursue the establishment of a CLC Pre-tax Benefits Plan for FY99.

CLC Board of Trustees, Mr. Philip Radichel, Chairman, Rev. James Sandeen, Secretary,
Rev. John Schierenbeck, Mr. Dennis Oster

Detailed Budget Sheets Follow....

Auxiliary Funds Budgets: Following is the detailed information on the Church Extension Fund, the Student Aid Fund, the ILC Improvement Fund, and the Mission Development Fund. The information is presented as actuals for previous years, total estimated expenditures for this year, and the proposed budget for the next fiscal year.

Church Extension Fund - The CEF both loans and borrows money. Mortgage loans are made to congregations of the CLC for property purchases, and the CEF borrows from individual CLC members in the form of promissory notes to provide the cash to lend to the congregations. A summary of the current fund value follows. The mortgage balance is the total of all of the unpaid mortgage balances held by the fund. The liabilities is the total of all the promissory notes held against the fund by CLC members. Currently the fund has 194 promissory notes to 88 individuals and 12 congregations in the CLC.

CEF Net Worth: 6/30/98	CEF Cash Position:	\$ 256,956
	Mortgage Balance:	\$ 2,517,555
	Total Assets:	<u>\$ 2,774,511</u>
	Fund Liabilities:	<u>\$ 1,210,459</u>
	Net Worth:	\$ 1,564,052

The CEF has been used frequently during the past two years as can be seen in the following. In addition there are several other congregations that have indicated that plans for property purchases are pending.

Lending during the past biennium:	Phoenix, Holy Cross - Teacherage	\$61,500
	Mt. View, St Stephen - Parsonage	\$100,000
	Sister Lakes, Redeemer - Repairs	\$5,000
	DuPont, Ascension - Parsonage/Chapel	\$214,000
	Fridley, Grace - Teacherage	\$110,000

Current commitments include:	Mt. View, St Stephen - Parsonage Completion	\$100,000
	Chicago, Immanuel - Repairs	\$15,000
	Hales Corners, Messiah - Teacherage	\$195,000

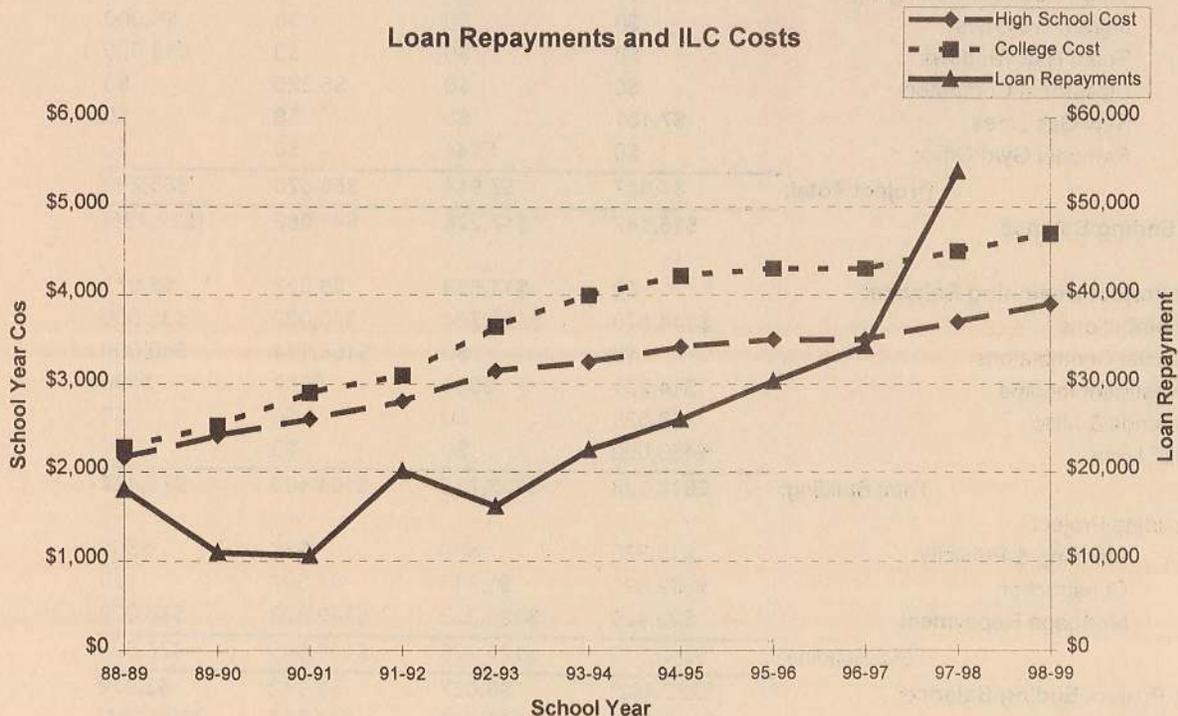
As can be seen from the budget figures that follow, the CEF has exceeded last year's totals in both the receipts and disbursements categories by a large amount. The major unexpected disbursement has been more than \$500,000 in promissory note recalls.

CEF Budget	FY96 Actual	FY97 Actual	FY98 Actual	FY99 Budget
Opening Balance	\$833,750	\$317,411	\$496,240	\$256,956
Receipts				
Contributions & Bequests	\$9,577	\$32,922	\$68,984	\$30,000
Investment Income	\$53,474	\$15,492	\$42,312	\$35,000
Mortgage Loan Interest	\$147,297	\$165,287	\$158,384	\$150,000
Mortgage Loan Principal	\$123,729	\$319,722	\$318,562	\$200,000
Other Income	\$210,718	\$72,354	\$397,543	\$175,000
Total Receipts	\$544,795	\$605,776	\$985,785	\$590,000
Disbursements				
Administration	\$13,414	\$13,893	\$15,192	\$35,000
Debt Service	\$280,349	\$253,054	\$879,377	\$250,000
Mortgage Loans	\$767,371	\$160,000	\$330,500	\$350,000
Total Disbursements	\$1,061,134	\$426,947	\$1,225,069	\$635,000
Balance	\$317,411	\$496,240	\$256,956	\$211,956

ILC Student Aid Fund (SAF) - This Fund provides scholarships, grants, and loans to students attending the high school, college, and seminary. The Fund is intended to eventually become self-sustaining through loan repayments, but because the loan repayments are generally only providing 25% to 30% of the needed revenue annually, significant contributions are needed each year to support this fund.

SAF Budget	FY96 Actual	FY97 Actual	FY98 Actual	FY99 Budget
Beginning Balance	\$19,094	\$20,335	\$5,112	\$50,739
Receipts				
Contributions	\$32,828	\$36,437	\$33,895	\$45,000
Investment Income	\$10,064	\$5,194	\$14,804	\$10,000
Student Loans Principal & Interest	\$30,220	\$34,175	\$52,224	\$30,000
Special Gift	\$20,000	\$4,828	\$25,712	\$0
Other Payments	\$5,036	\$6,149	\$3,882	\$1,000
Total Receipts	\$98,147	\$86,783	\$130,516	\$86,000
Balance & Receipts	\$117,240	\$107,118	\$135,628	\$136,739
Disbursements				
Student Grants	\$12,695	\$10,100	\$11,640	\$13,500
Student Loans	\$78,560	\$84,744	\$66,549	\$98,000
Student Scholarships	\$5,650	\$7,154	\$6,700	\$7,500
Total Disbursements	\$96,905	\$101,998	\$84,889	\$119,000
Balance	\$20,335	\$5,120	\$50,739	\$17,739

While the loan repayment amounts are increasing, the costs of attending ILC have also increased substantially during the past years. The chart below graphs the loan repayments versus the cost to attend ILC over the past several years. While we cannot yet predict the time when the loan repayments will carry the bulk of the SAF needs, the trend is positive in that the loan repayments are rising faster than the tuition and room and board costs.



Immanuel Lutheran College Improvement Fund (IIF) - The IIF supports the special projects such as major repairs, remodeling, and new buildings at ILC. The proposed projects total about \$90,000, and there are additional major issues such as the replacement of the Ingram Hall heating system that have not yet been estimated. The current Building Project status is:

Total Received to Date: \$913,636
Current Mortgage Balance: \$208,796
Principal Paid On Mortgage: \$241,204
Interest Paid On Mortgage: \$ 58,420

IIF Budget	FY96	FY97	FY98	FY99
	Actual	Actual	Actual	Budget
General Beginning Balance	\$9,092	\$16,147	\$17,226	\$41,063
General Contributions	\$7,687	\$8,465	\$7,535	\$10,000
Special Gifts	\$0	\$0	\$73,744	\$5,000
Extraordinary Income	\$7,161	\$0	\$0	\$0
General Investment Income	\$144	\$528	\$1,129	\$0
Total General:	\$24,084	\$25,140	\$99,633	\$56,063
Disbursements				
General Project Plans				
Ingram Remodel	\$776	\$7,770	\$464	\$0
Ingram Chimney Repair	\$0	\$0	\$3,633	\$0
Ingram Painting	\$0	\$0	\$4,737	\$1,363
Cottage Re-shingling	\$0	\$0	\$3,053	\$0
Maint/Utility Vehicle	\$0	\$0	\$24,164	\$5,836
Retro-Fitting of Lighting	\$0	\$0	\$5,500	\$0
Ingram Reshingle	\$0	\$0	\$11,700	\$0
Reim Hall Re-Roofing	\$0	\$0	\$0	\$7,000
Sydow House Re-Shingling	\$0	\$0	\$0	\$1,500
Carpet Replacement (Dorms)	\$0	\$0	\$0	\$3,000
Truck/Plow	\$0	\$0	\$0	\$20,000
Blacktop Replacement	\$0	\$0	\$0	\$18,300
Blacktop Repair	\$0	\$0	\$0	\$5,400
D Lau House Re-Shingling	\$0	\$0	\$0	\$1,500
Ingram Windows	\$0	\$0	\$0	\$6,900
South Hall Windows	\$0	\$0	\$0	\$18,000
Classroom Computers	\$0	\$0	\$5,320	\$0
New Gas Lines	\$7,161	\$0	\$0	\$0
Remodel Gym Office	\$0	\$144	\$0	\$0
Project Total:	\$7,937	\$7,914	\$58,570	\$88,799
General Ending Balance	\$16,147	\$17,226	\$41,063	(\$32,736)
Building Project Beginning Balance:	\$0	\$11,559	\$6,027	\$2,972
Contributions	\$144,570	\$121,794	\$40,022	\$35,000
Special Contributions	\$0	\$0	\$108,174	\$40,000
Investment Income	\$14,231	\$381	\$257	\$500
Refunds & Misc	\$3,538	\$0	\$0	\$0
CEF Loan	\$450,000	\$0	\$0	\$0
Total Building:	\$612,338	\$133,735	\$154,480	\$78,472
Building Project				
Planning & Publicity	\$15,370	\$69	\$38	\$500
Construction	\$802,021	\$1,317	\$1,597	\$0
Mortgage Repayment	\$23,429	\$126,322	\$149,872	\$75,000
Total Building:	\$840,820	\$127,708	\$151,508	\$75,500
Building Project Ending Balance:	(\$228,482)	\$6,027	\$2,972	\$2,972
Fund Ending Balance:	(\$212,335)	\$23,253	\$44,035	(\$29,764)

Mission Development Fund (MDF) - This fund supports the exploration and development of new missions in both the US and in foreign nations. Managed within this fund is the 'Project Kinship' which supports the orphans in our foreign missions.

MDF Budget

	FY96	FY97	FY98	FY99
	Actual	Actual	Actual	Budget
General Beginning Balance	\$14,389	\$6,808	\$75,509	\$79,500
Contributions	\$37,665	\$37,236	\$50,290	\$30,000
BELC Multi-Purpose Building	\$2,170	\$28,851	\$1,027	\$0
CLCI Storm Relief	\$0	\$29,363	\$766	\$0
Investment Income	\$1,433	\$1,730	\$2,228	\$1,500
Other Income	\$22,295	\$0	\$992	\$0
Total General	\$77,952	\$103,988	\$130,812	\$111,000
Kinship Project Balance	\$16,004	\$9,713	\$9,579	\$8,579
Contributions	\$26,686	\$36,247	\$39,476	\$40,000
Total Kinship	\$42,690	\$45,961	\$49,055	\$48,579
Self-help Project Balance	\$1,665	\$1,700	\$13	\$213
Contributions	\$35	\$39	\$199	\$0
Total Self-help	\$1,700	\$1,739	\$212	\$213
Total Balance & Receipts	\$122,342	\$151,688	\$180,078	\$159,792
General Disbursements				
Administration	\$4,393	\$4,029	\$2,278	\$4,000
Educational Materials	\$775	\$0	\$1,145	\$1,500
CLCI Storm Relief	\$0	\$7,700	\$2,700	\$0
CLCI Vacation Bible School	\$0	\$0	\$800	\$1,000
Project Disbursements				
Foreign Mission Visitation	\$5,140	\$12,150	\$5,487	\$0
Missionary Moving & Medical	\$1,285	\$0	\$15,843	\$10,000
Nigeria Emergency Medical	\$0	\$0	\$0	\$1,000
BELC Multi-Purpose Building	\$0	\$0	\$13,000	\$17,000
BELC - Plot Registration	\$0	\$0	\$2,900	\$0
Satellite Phone System	\$0	\$0	\$3,349	\$0
Nigeria House Repair	\$1,000	\$0	\$3,932	\$2,750
CLCI Scholarship	\$0	\$0	\$600	\$2,400
Church Roofing Assistance	\$0	\$0	\$1,000	\$6,340
Generator - Mission House	\$0	\$0	\$0	\$1,500
Missionary India Visitation	\$0	\$0	\$0	\$4,000
Bicycles	\$0	\$0	\$0	\$1,500
2 Motorcycles - NCLC	\$0	\$0	\$0	\$2,000
Neilore Exploratory	\$0	\$0	\$400	\$2,400
Nigerian Exploratory	\$0	\$0	\$0	\$5,000
Copier for CLCI	\$0	\$0	\$0	\$2,500
Self Help Projects	\$0	\$0	\$0	\$1,500
Mission Helper Program	\$0	\$4,600	\$3,500	\$4,000
Video Ministry Equipment	\$0	\$0	\$2,306	\$0
Nigeria Missionary Vehicle	\$12,000	\$0	\$0	\$0
Thailand Mission	\$46,551	\$0	\$0	\$0
Total General	\$71,144	\$28,479	\$59,240	\$70,390
Kinship Disbursements				
Administration	\$6,957	\$5,222	\$5,529	\$5,000
Orphan Support	\$24,520	\$31,160	\$34,440	\$35,000
Orphan Tuition	\$1,500	\$0	\$0	\$0
Total Kinship	\$32,977	\$36,382	\$39,969	\$40,000
Self-help Disbursements	\$0	\$1,726	\$0	\$0
Total Disbursements	\$104,121	\$66,588	\$99,209	\$110,390
Balance	\$18,221	\$85,100	\$80,870	\$49,402

REPORT: STANDING CONSTITUTION COMMITTEE

- 1) The constitutions of the following congregations applying for membership in the CLC have been examined and are found to be in order:

St. Matthew Evangelical Lutheran Church, Colorado Springs, CO
Resurrection Evangelical Lutheran Church, Calgary AB
St. Paul Evangelical Lutheran Church, Vernon, BC
St. Paul Evangelical Lutheran Church, Golden, CO
Zion Evangelical Lutheran Church, Atlanta, GA

- 2) The following recommendation is intended to put the CLC Constitution in conformity with the CLC Articles of Incorporation:

Whereas the 1994 Convention amended Article VII of the CLC Articles of Incorporation to name the Coordinating Council as the "Board of Directors" for the purpose of the Articles of Incorporation, be it

Resolved that Bylaw 12 of the CLC Constitution recognize this fact by the inclusion of the following statement (to be appended after the last sentence in the present version):

"The Coordinating Council shall also serve as the Board of Directors for purposes of incorporation."

- 3) The following question was referred to the Constitution Committee at the close of the 1996 CLC Convention (1996 Proc., p.53):

Whereas a constitutional question has arisen concerning the status of the professors at Immanuel Lutheran College, namely

- A. Are the professors to be considered active members of one of the synod's five conferences, or*
B. Are the professors to be considered a separate group outside of any of the five conferences; therefore be it

Resolved that the Convention in session express its desire on which method is in the best interests of our church body."

In our study of the matter, some basic issues became apparent:

Conferences are formed for the benefit of congregations and their called workers in a regional proximity. Conference sessions offer opportunities for joint study of the Word, mutual encouragement, and edifying fellowship.

Regional Pastoral Conferences serve, in particular, those who are active in the pastoral ministry, although it is recognized that others (visiting pastors, teachers or laymen) may be invited to attend.

ILC Professors are elected by, and are in service to, the constituency of the CLC under the aegis of the Board of Regents. This Board "shall provide for the general welfare of the faculty, the student body, and other staff members under its care." (CLC Const. Blw 4.B.2)

The study and interaction of regional conferences would undoubtedly be worthwhile to those who serve the CLC in the teaching ministry at Immanuel Lutheran College.

ILC Professors typically become members of a local congregation, and as such may be sent as delegates to a regional delegate conference, but under normal circumstances, they are not under a divine call from the congregation of that region.

It would seem apparent then that the following rules should apply:

By virtue of their call, ILC professors are not members of any given district of the CLC; but by virtue of their congregational membership, they are members of that congregation's district.

It should not be required of ILC Professors to attend regional conferences, in their capacity as servants of the Synod.

Attendance should be expected of ILC Professors at the CLC General Pastoral Conference, and for those professors who are largely involved in preparing teacher candidates, the CLC Teacher's Conference.

It should be the concern of the Board of Regents, whenever possible, to facilitate further opportunities for all Professors to participate in regional conferences, study sessions, and the Teacher's Conference.

4) CLC Certification of Elementary Teachers

The 22nd CLC Convention (1996) adopted guidelines for the certification of those who wish to enter the CLC elementary teaching ministry but who have not attained a degree from Immanuel Lutheran College. Part of the convention action was to call for the Standing Constitution Committee to "propose to the next convention any changes to Bylaws 17A and 17D which may be necessary to bring them into conformity with the preceding resolution." The following are our recommendations:

A) The wording of paragraphs 17A and 17D does not exactly reflect the intended, and actual, responsibility of the CLC President in this matter. It is his responsibility to "declare", not "determine" the eligibility of a candidate for the public ministry in the CLC (subject to Convention approval). Therefore we recommend the following changes:

17A: "...it shall be the responsibility of the President...to declare ~~determine~~ the eligibility..."

17D: "The eligibility of the candidate shall be declared ~~determined~~ by the President of the CLC."

B) Guideline #6 for Certification for CLC Teachers calls for a colloquy in certain cases. The colloquy is to be determined by the President "in consultation with the CLC Board of Education." This seems to conflict with our Constitutionally established system which directs such colloquies to the CLC Board of Doctrine. The following, to be appended to the end of Bylaw 17A, is offered as a remedy to this apparent conflict:

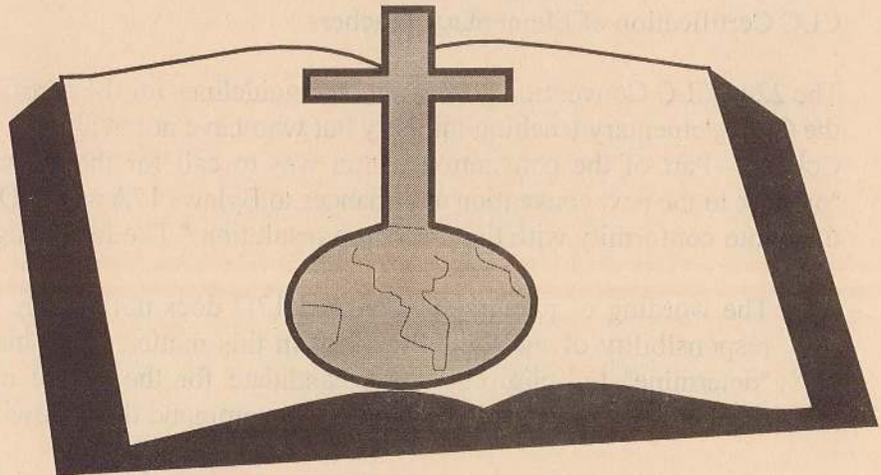
17A: "In the case of a colloquy for one who seeks to enter the ministry of teaching in the elementary schools of the CLC, the examining committee should also include either the professor member, or teacher member of the Board of Education, or both."

C) The following substitution is suggested for the sentence in Paragraph 17D that currently begins "This committee of three...teachers of the CLC."

17D. "This committee of three shall refer to the guidelines for granting CLC certification to elementary teachers (CLC 22nd Convention Proceedings, p. 94) to determine an appropriate course of action for the candidate to fulfill before being considered ~~determine which courses (if any) must be completed before such a teacher is~~ eligible for a place on the roster of teachers of the CLC."

The Standing Constitution Committee:
Mr. Paul Hein
The Rev. Peter Reim
Mr. Ivan Zarling

THE WORD



FOR THE WORLD

The Lutheran Spokesman and Journal of Theology

Financial Report

July 1, 1996 through June 30, 1998

Item worth noting:

One congregation did not pay its bulk subscription that was due on July 1, 1997. It was dropped from the group subscriptions after eleven issues. Four reminder notices were not successful.

Recommendations:

The Editor and Business Manager would like to see each issue of the Lutheran Spokesman increased to 20 pages. In order for this to be accomplished, an increase of \$.50 per bulk subscription and \$1.00 per individual subscriptions is required. This would be effective starting May 1, 1998 for the 98-99 renewal year. The increase in total printing and postage costs is approximately \$200 per month. The increases suggested below would cover the additional pages and any price increases.

Add a third year to the Journal of Theology rates.

Proposed rates:

The Lutheran Spokesman

Bulk to Cong		8.00
1 yr	Individual/Gift	10.00
2 yrs	Individual/Gift	18.00
3 yrs	Individual/Gift	26.00
1 yr	Foreign	14.00
2 yrs	Foreign	26.00
3 yrs	Foreign	38.00

The Journal of Theology

1 yr	Individual/Gift	9.50
2 yrs	Individual/Gift	17.00
3 yrs	Individual/Gift	24.50
1 yr	Foreign	13.50
2 yrs	Foreign	25.00
3 yrs	Foreign	36.50

Financial Summary

Income	Beginning Balance		\$9,848.54		Lutheran Spokesman
Subscriptions:					
	Receipts	Journal	3,480.79		Bulk to Congs (71)
		Spokesman	33,452.16		Individual
		Interest	157.12		Gift
	Total Income		\$46,938.61		Gratis
					Foreign
					Total
					2600
Expenses	Business Manager	Office	535.85		Journal of Theology
		Postage	391.31		Individual
	Editor	Office	1,387.16		Gratis
Subscriptions:		Mac Computer	1,667.31		Gift
	Issue	Printing	23,350.12		Total
		Postage	6,937.07		300
	Journal		4,350.00		
	Cassette Duplicator		300.00		
	Total Expenses		\$38,873.82		
	Ending Balance		\$8,064.79		

<u>Actual ending balances</u>	<i>Lutheran Spokesman</i>	\$ 238.29
	<i>Journal of Theology</i>	\$ -869.21

Respectfully Submitted,
Benno Sydow, Business Manager

THE LUTHERAN SPOKESMAN --- Comparative Years 1970-98

	70-72	72-74	74-76	76-78	78-80	80-82	82-84	84-86	86-88	88-90	90-92	92-94	94-96	96-98 <i>thru 3-31</i>
Receipts														
Subscriptions	9,364	10,716	11,147	12,204	13,220	16,085	17,842	19,078	18,743	27,352	26,567	23,292		
Spokesman													33,580	25,325
Journal													3,182	3,381
Interest	405	-	44	378	508	320	453	794	695	1,240	815	146	155	148
Total Income	9,769	10,716	11,191	12,582	13,728	16,405	18,295	19,872	19,438	28,592	27,382	23,438	36,917	28,854
Disbursements														
Issue														
Printing	5,791	7,235	8,857	10,066	10,258	12,180	13,099	15,983	14,798	17,304	20,197	18,889	20,463	19,920
Postage	195	260	375	835	1,532	2,648	2,718	2,743	2,944	3,661	4,238	5,287	6,269	5,988
Expenses														
Business Manager	916	793	362	653	996	1,445	762	1,287	1,290	1,406	1,763	1,331	1,390	563
Editor	-	90	229	93	253	298	92	554	-	300	493	300	800	1,327
Journal							856	809	-	925	284	1,166	3,270	3,550
Other Obligations	300	1,105			647				-	-	-			
Capital Outlay	-	-							-	-	1,232		1,494	1,967
Total Expenses	7,202	9,483	9,823	11,647	13,686	16,571	17,527	21,376	19,032	23,596	28,207	26,973	33,686	33,315

Ending Balance	2,897	4,130	5,498	6,433	6,475	6,309	7,077	5,573	5,979	10,975	10,150	6,615	9,846	5,385
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Subscriptions														
Group	2,100	1,928	2,135	2,250	2,485	2,475	2,359	2,069	1,985	2,057	2,076	2,139	2,157	2,274
Individual	100	156	141	128	190	138	143	148	151	140	136	138	136	130
Gratis	-	93	107	100	200	212	88	122	142	117	110	111	122	123
Gift.	-	10	13	15	25	19	17	30	33	49	46	25	48	36
Foreign	-	-	-	-	-	-	-	118	112	87	87	87	37	37
Total Subscriptions	2,200	2,187	2,396	2,493	2,900	2,844	2,607	2,487	2,423	2,450	2,455	2,500	2,500	2,600

Rates														
Group	\$ 2.25	\$ 2.25	\$ 2.50	\$ 2.50	\$ 2.50	\$ 2.50	\$ 4.00	\$ 4.00	\$ 5.00	\$ 5.00	\$ 5.00	\$ 6.50	\$ 7.50	\$ 7.50
Individual	\$ 2.50	\$ 2.50	\$ 3.00	\$ 3.00	\$ 3.00	\$ 3.00	\$ 4.00	\$ 4.00	\$ 6.00	\$ 6.00	\$ 6.00	\$ 7.50	\$ 9.00	\$ 9.00

Cost/copy	\$ 0.14	\$ 0.18	\$ 0.17	\$ 0.19	\$ 0.20	\$ 0.24	\$ 0.28	\$ 0.36	\$ 0.33	\$ 0.40	\$ 0.48	\$ 0.45	\$ 0.56	\$ 0.61
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Cost/month	\$ 300	\$ 395	\$ 409	\$ 485	\$ 570	\$ 690	\$ 730	\$ 891	\$ 793	\$ 983	\$ 1,175	\$ 1,124	\$ 1,404	\$ 1,586
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REPORT: TECHNOLOGY COMMITTEE

With the rapid advance of technology (specifically, in the realm of the internet and e-mail), greater opportunities to spread the gospel are now available than ever before. With these advances, unfortunately, have come also abuses and concerns.

Having seen some of these abuses in the previous biennium, the 1996 Convention resolved:

"That a review committee be appointed by the President of the CLC to give general guidelines that will enhance understanding of the appropriate use of this medium (the internet & e-mail) in work of the church." *1996 Proceedings, page 71; (President's Report), page 78; (Floor Committee Action), page 92*

E-mail Listserves

Our primary objective, as we understood it, centered around the use of e-mail, specifically e-mail listserves. The abuses by some people on these public forums have truly been a matter of offense. This committee, however, believes that the CLC should not attempt to control independent efforts by CLC members providing such forums (any such attempts would prove to be formidable and possibly futile). Holy Scripture clearly indicates God's will concerning Christian behavior. His Word is applicable whether people are speaking face-to-face, via the telephone, via letter, or via e-mail. Those who go against our Lord's Will should be dealt with firmly and lovingly, as indicated throughout Scripture. This committee also believes that properly moderated listserves will succeed, whereas those which permit abuses and offences will be dropped quickly by Christians versed in the way of our Lord.

CLC Web Presence

The CLC and many CLC Congregations have seen tremendous outreach potential through the Internet. Within the past few months we have seen new Internet technologies arise, coming at us faster than many of us can understand and master. The current "webmasters" will soon find themselves overwhelmed if they are not provided with direction and assistance.

This committee therefore recommends that a committee of several "internet savvy" individuals be established to provide such direction and to delegate the following, as well as other, responsibilities:

1. Producing a "generic" web page for those churches who currently do not have their own web page. The congregation would have the choice to keep this generic page or eventually create one of their own.
2. Creating a "CLC" domain on a fast server with @ 100 Mb space for use by the CLC/ILC Web Pages and those congregations who do not have access to a web server. (We need at least this much if we want to make use of the new technologies involving audio and video).
3. Creating and maintaining a CLC "Missions" page
4. Creating and maintaining a CLC "Christian Education" page
5. Creating and maintaining a CLC "Calendar of Events"
6. Produce audio and video presentations of sermons and CLC activities
7. Maintain the online "Ministry-by-Mail"
8. Promote CLC Web pages through smart uses of "search engines" and other means
9. Maintain the CLC & ILC Home Pages
10. Producing and/or finding graphics & photographs (which can be used also by other CLC congregations)
11. Entering relevant information into the Home Pages
12. Providing and updating links to:
 - A. Regional CLC churches
 - B. Web pages of other CLC organizations
 - C. Ministry-by-Mail I Streaming AudioVideo
 - D. The CLC's publications & statements of faith
 - E. Upcoming CLC/ ILC/Congregational events
 - F. The CLC Mission, Educational, and other pages

We expect first year costs for the service, equipment, software and domain listing to be \$1500 or less. Annual costs thereafter will be \$800 or less (This would save CLC congregations over \$11,000 annually in contracting with individual web servers). The committee recommends that these fees be added into the CLC budget.

Technology Committee

Pastor Paul Larsen
Teacher James Lau
Mr. Glenn Oster
Mr. Jim Sydow

[Please note: Mr. Jim Sydow has not yet had a chance to see or comment upon this final draft.]

REPORT: C.L.C. CONFERENCE OF VISITORS

A response to the request for a conflict resolution committee

II Timothy 3: 16-17 "All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the man of God may be complete, thoroughly equipped for every good work."

As members and called workers, both in our congregations and in our synod at large, we have all been led by the Spirit to treasure and appreciate the blessed truth of this Word of God. In a very real sense, this Bible truth Provides the resolution to all conflicts.

It is unfortunate, but not unexpected this side of heaven, that sin disrupts the bond of peace and the unity of love that the Spirit creates in a group of believers. The question before us is what can be done when such problems arise.

Just as pastors are reluctant to turn over soul-care of members to counselors in the world, so we too are reluctant to send our called workers to such counselors. The children of this world are wise in some matters, but as children of God we know that the fear of the LORD is the beginning of wisdom and that in Christ and His Gospel there is the fullness of heavenly wisdom. Just as we would not think of going to a judge in the world to settle a legal dispute among brethren in the fellowship (1 Cor. 6), so we should not think of going to the world for help in resolving a conflict among called workers and God's people.

Yet we recognize that we can do better in using God's Word to help and heal. We recommend the following:

1. Each congregation is encouraged to meet with the Visitor of the conference to review the Biblical principles involved in the relationship between the called worker and the congregation as well as the established manner for resolving conflicts as outlined in our CLC Constitution (Article VIII and By-law 6).
2. Called workers and congregations are encouraged to make better use of the system now in place. It certainly helps if issues can be addressed before they become bigger or have accumulated or have worn down the patience of all involved.
3. The president and visitors of the CLC are reminded that the Lord of the Church has given us a wealth of talent in retired workers who might be able to help with one-on-one counseling in certain cases.
4. Called workers and congregations are reminded that some funds are available through the office of the CLC president for help with unusual expenses.
5. The CLC president has established the custom of sending out a monthly letter containing encouragement and comfort for all kingdom workers. It would undoubtedly be beneficial if conference visitors would use a similar format from time to time to bring the power of the Gospel to heal and maintain the delicate relationship of love and trust between the called worker and the congregation.
6. There are some preventive measures that might help. Congregations can encourage, even expect, that their called workers involve themselves in a study of the Word with the brethren. It is important to provide for and support the attendance at all local and general conferences. Request a report on the return home. Monitor attendance at all sessions. Furthermore, encourage the development and use of local study clubs. Such use of God's Word will multiply blessings for both the called worker and the congregation and will far outweigh the difficulties and obstacles that seem to prevent active participation.
7. We recognize the role that God has given to Immanuel Lutheran College and Seminary in the training of called workers. It has been a great blessing. We encourage the CLC Board of Education, in conjunction with Immanuel, to prepare a series of video tapes that could be used by called workers and/or congregations as part of a continuing education program. Such a series might include a study of the Biblical qualifications for the public ministry, a review of the call document, a synopsis of certain courses at ILC, reproduction of material from our church fathers and the like.

The Conference Visitors of the CLC

BOARD OF REGENTS RECOMMENDATIONS

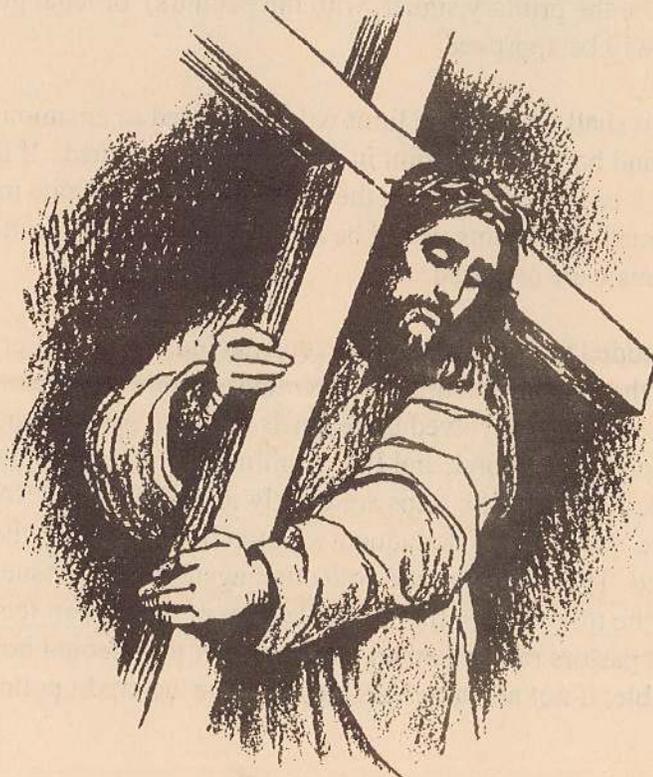
ILC STUDENT AID FUND

- The duties of the SAF Officer will be incorporated into those of the ILC Business Manager and Administrative staff. The separate office of the SAF Officer will be eliminated.
- SAF figures submitted by the Board to the Convention or Coordinating Council should be reported as, and viewed as estimates or target amounts only. The Board should have authority and discretion to independently adjust these amounts as student need or SAF balances dictate.
- The 1986 Convention guidelines for distribution of grants, scholarships, and loans on a 20/20/60 ratio shall be defined as a 'guide' rather than an 'absolute' rule.
- Make definitive that all SAF loans have an amortization period of 10 years, using the current fixed rate of 8.5%. Minimum payments would be the monthly value of a 10-year amortization rate or \$50.00/month whichever is greater. Payments less than this, unless granted specific dispensation by the Board, shall place the account in arrears.
- High school loans shall be considered separate from College and Seminary loans. It is required that a parent or legal guardian be the primary signer on any high school student loan. Repayment on high school loans shall start within four months of high school graduation, regardless of whether student is enrolled in any post high school educational institution. ILC College and Seminary loans will require the student to be the primary signer, with the parent(s) or legal guardian as a co-signer, before any such loan will be approved.
- A maximum loan limit shall be set. The limit will be defined as an amount equal to the cost of two-year's tuition, room, and board at the point in time the loan is issued. If this ceiling amount is desired to be exceeded, payments based on the 3 year amortization rate must start and continue on the loans already accrued. Payments would be interest free as long the student is in the school under which the original loans were acquired.
- Stipulations shall be added to the SAF loan agreements indicating that private collection agencies may be employed by the board on delinquent accounts. While it is understood the concern in past years over the 'soul care' issues involved there needs be some proportionate concern for the time and effort expended by Regents, Pastoral, and ILC Administrative staff in pursuing delinquent SAF accounts. It is intended that specific steps are clearly identified in the SAF loan agreement to ensure proper attention to the 'soul care' of delinquent account holders before the use of private collection agencies are employed. The use of private collection agencies is an issue of business practice intended to alleviate the time burden that the collection of delinquent fees has placed on ILC staff, the Board, and synod pastors rather than an indictment of the account holder themselves. This would appear to be compatible, if not at least palatable, with the 'no credit policy' which has been in place for many years.

HEALTH INSURANCE FOR ILC STAFF

In order to maintain pay and benefit equity among all staff members as well as to hold the line on ILC operational costs, the Board of Regents has approved the following as the determining criteria for access to, and payment of health insurance costs of staff:

- Any staff member who is employed over half-time is eligible for CLC health insurance coverage per CLC guidelines. Half-time for ILC staff, as defined by the Board of Regents, is one half of 1950 hours per year.
- Costs for health insurance premiums are covered by ILC on an ascending and proportionate scale defined by the ratio of hours worked versus full-time status of 1950 hours per year. The scale is bracketed as follows:
 - ◆ Ratio of hours worked per year/1950 hours per year is less than 0.50
No health insurance is offered.
 - ◆ Ratio of hours worked per year/1950 hours per year is between 0.50 - 0.65
ILC pays 50% of premium.
 - ◆ Ratio of hours worked per year/1950 hours per year is between 0.66 - 0.85
ILC pays 75% of premium.
 - ◆ Ratio of hours worked per year/1950 hours per year is greater than 0.86
ILC pays 100% of premium.



REPORT TO THE 23RD (1998) CLC CONVENTION

Standing Compensation Committee

For those who may be new to the issue of the compensation package for code workers, a summary of the positions taken by Conventions over the past sixteen years is presented in the Appendix below. The Appendix also includes recommendations made by various compensation committees.

As recently as last Convention (1996), it was resolved both to continue to address compensation as a budgetary priority, and to encourage area pastoral conferences to discuss various ways of encouraging congregations to make a thorough study of Christian stewardship.

As noted in the Appendix, as early as the 1990 Convention hope existed that we might have a \$1400 per month base salary package in place by July 1, 1993. Unfortunately, due to CBP constraints, we will not reach that plateau until the year 2001. The careful analysis done by early compensation committees, and accepted by Conventions, which arrived at \$1400 per month base salary by 1993 as "adequate," would have us at a base salary of \$1650 per month by July 1, 1998 if we would grant an annual \$50 per month increase in an effort to keep up the annual inflation rates of 3% to 4%, instead of the \$1250 per month base being proposed for July 1, 1998.

The current Standing Compensation Committee fully understands the factor of CBP figure constraints, and the effect this has on compensation of code workers. It seems clear that we will never achieve through the Cooperative Budget Plan (CBP) what Convention after Convention (cf. Appendix) declared to be an "adequate" base salary for our code workers.

In view of what is stated above, the Standing Compensation Committee recommends the establishment of a special Salary Adjustment Fund. It might be implemented in this way. Each Convention would establish the target salary for the next biennium (perhaps \$1700 for 1998-99 and \$1775 for 1999-2000 -- the \$1400 target for July 1, 1993 adjusted for inflation) and CBP funds would be used to move toward that target, just as is done today. Individual CLC members who feel that code salaries are too low could contribute to the Salary Adjustment Fund. At the end of each six month period, the Board of Trustees would distribute available Salary Adjustment Fund monies to code workers on a pro rata basis, up to half the gap between the CBP base salary and the Convention target salary. If more funds are available than needed for a particular period, they will be carried forward to the next period.

We recommend this be done on a trial basis for the next biennium. Experience gained in that two year period may suggest some modifications.

We are all aware of the fact that regular offering to the CLC General Fund are needed, as well. Anyone contributing to the Salary Adjustment Fund, would want to be aware of this. In our view those informed enough about the scope of our synodical work to see the need to contribute to this fund would also be fully aware of the need for a strong General Fund. Yet, this special fund would at least give us one alternative to prevent in the extreme returning to the conditions described by the Pelzl Memorial of 1982 where insufficient budgetary offering prompted no salary increases budgeted, even in the face of double digit inflation rates. At the same time it could possibly give us an opportunity to carry out the clear intent of past Convention resolutions. While we do seem to be giving increases which have helped keep up with inflation rates, the question still remains: how far have we moved away from subsistence level salaries? Conventions in the late 1980's and early 1990's discussed this same point and set the base salary level at \$1400 per month by July 1, 1993 so that we would have accomplished this.

We will not now here share more of the concerns expressed by past compensation committees and Conventions. These concerns can be reviewed by reading through the Appendix. We do believe, though, that it is important that we do not lose sight of these concerns.

We note with appreciation the work that has been done on the medical and pension plans. These, of course, are important areas. The pension plan has special significance for most CLC workers. While they have housing provided, in most cases, they do not build up equity as those do who own their own homes. We do not need to elaborate upon the ramifications of this for retirees. In view of this, there is likely room for concern for those relying on the "old" pension plan, and those who have only recently prior to retirement been included in the "new" plan. It is many of these same people who were called upon to sacrifice during the austerity times during the early years of the establishment of our synod. And as the 1982 Memorial demonstrated, salaries remained at "subsistence" levels decades later.

We would like to address briefly the concern that our present pastor and teacher shortage may have to do with some young people being reluctant to prepare for a calling which requires so much education, commitment, and professionalism, and yet with material compensation which is so far below other fields which require some of the same things. We do note that it can cost our education students, for instance, in the neighborhood of \$20,000 - \$25,000 for four years at ILC, and paying back loans while attempting to make ends meet at current teacher salary levels in the CLC without extra income may pose significant challenges. Graduates of our Pre-theological and Seminary programs can incur significant debt in connection with their years of study, as well. During Convention discussions during those years when we wrestled with the problem of past due accounts at ILC which ultimately led to the present "no credit" policy, we often heard it mentioned that it was church workers (for themselves and/or their children) who in so many cases were responsible for the past due accounts. Lower salary levels will contribute to this problem. Still, we would encourage all who might be inclined to prepare to serve Him in the public ministry (teaching or pastoral) that the same Lord will provide. Trust in Him for all things! It is a blessed calling, and a blessed work! The Lord promises in passage after passage the He will take care of His people; He will bless them in His own way and time.

And yes, there are many passages which speak directly to those who are to support these workers. These passages make it clear that those congregations which are served by these ministries are to adequately support those whom the Lord has called into their midst. We reviewed those passages in the "Stewardship Considerations" section of our report to the last Convention (cf. 1996 Convention Proceedings, pp. 51-52).

Conventions for the better part of two decades (cf. Appendix) have been stressing the need to keep striving to better and more adequately provide for our called workers. To the extent that we are able to do this, many will find it a great help. We commit this matter and all to His wise and gracious providence. And, therefore, we say with this and every matter: "Thy will be done!"

Submitted by the Standing Compensation Committee
Dan Barthels, Larry Dassow, Doug Libby

Appendix

The CLC Board of Trustees reported to the 22nd (1996) CLC Convention:

The 1990 Convention established salaries of our workers in the CLC highest budget priority. The 1994 Convention established a goal of increasing the base salary by \$50 per month each year until the base had reached \$1,400 per month. The current base salary is \$1,100 per month after a \$50 increase January 1, 1996. Each increase of \$50 per month raises the General Fund budget by about \$20,000. With an annual \$50 increase, the goal of \$1,400 per month will not be achieved until the year 2001. As noted in the details of the General Fund Budget, the Coordinating Council has proposed a \$50 increase for the next year starting July 1, 1996.

A table was then provided which illustrates the compensation for a worker with two children and 10 years of service (cf. *Proceedings* of the CLC Twenty-Second Convention, p. 60). This report continues:

The Board of Trustees recommends that the CLC continue working toward the goal of raising salaries by \$50 per month each year as set by the past Conventions. A regular increase is more effective in the long term, and will not present major problems for the budget that larger increases pose.

Another table is then included which gives a compensation review scale covering fiscal years 1987-1997 which shows annual increases of 3.1% for 1995, 3.0% for 1996, and 2.9% for 1997.

In its report to the 22nd Convention the Standing Compensation Committee compared compensation packages from 1992 - 1996 and reported for that period a worker with 0 years experience would realize an increase of 3.84%, a worker with 10 years experience: 3.66%, and a worker with 20 years experience: 3.53% (cf. 1996 *Proceedings*, p.50).

The Standing Compensation Committee went on to recommend:

Compensation package improvement should continue to remain our highest priority. We recommend that the target for the next biennium be \$100 per month in FY97 and \$100 per month in FY98 (about \$50.00 per month is required annually just to keep up with inflation).

To accomplish this, the Convention should approve the \$25.00 and \$15.00 per month health insurance increases proposed for families and singles, respectively and approve a \$75.00 per month salary increase for code workers effective July 1, 1996, instead of the \$50.00 per month recommended by the Board of Trustees.

The Board of Trustees concluded their section on "Compensation" by stating:

Compensation improvements are always among the highest priorities of the Boards as they consider the allocation of the resources that the Lord provides for His work. However, the problems presented by the lack of substantial offerings increase over the past several years make it difficult to accomplish mandates of the conventions. Increases that have been granted have been possible because of the ability of the mission congregations to absorb the increase and because we have raised the student tuition and room & board at ILC.

The Standing Compensation Committee included with their report an overview of "Stewardship Considerations" (cf. 1996 *Proceedings*, pp. 51-52) and suggested we could benefit in many ways from a thorough study of the matter of stewardship undertaken on a synod wide level.

The Committee also commended the trustees for their work in making every attempt to address compensation needs as directed by Convention while engaging in the difficult work of allocating limited resources to address many synodical needs.

It should prove helpful to review how the 22nd Convention responded to all of this. The related resolutions are found on pp. 96-97 of the 1996 *Proceedings*:

II. Compensation - Base Salary

*Whereas we are thankful that the Lord has provided the CLC with workers at ILC and in the mission fields; and
Whereas the Lord has blessed us with both the desire and the means to provide for these workers; and
Whereas we are subject to the Cooperative Budget Plan (CBP) estimates from our congregations as a guide for our CLC fiscal year budgets; and
Whereas the convention in past bienniums has resolved to make compensation a budgetary priority; and
Whereas the current Board of Trustees budget already includes a \$50 per month increase; therefore be it
Resolved that the compensation should continue to remain a budgetary priority; and be it further
Resolved that the base salary for FY97 be increased \$50 per month, for a total base salary of \$1150 per month; and be it further
Resolved that the base salary for FY98 be increased \$50 per month; and be it further*

- Resolved that the Board of Trustees and Coordinating Council implement this base salary improvement for the next biennium even if other programs must be cut; and be it further*
- Resolved that self-supporting congregations be encouraged to compensate their called workers at least at this improved CLC code level (refer to the table on page 4 of the Board of Trustees financial report); and be it further*
- Resolved that these resolutions constitute our response to both the Bismarck memorial and the Standing Compensation Committee report*

IV. Stewardship Encouragement

- Whereas we as individuals and as a synod have been blessed by God with abundant spiritual and material resources to use to His glory during our time of grace; and*
- Whereas God has laid before His Church many opportunities to serve Him in all areas of church work and our Christian lives; and*
- Whereas we have wrestled with the difficult choices put before us on how best to allocate the blessings of God for the work of the church; and*
- Whereas Scripture gives us stewardship guidance in all areas of life; and*
- Whereas we see the doctrine of stewardship as an area in which we as Christians could benefit from specific encouragement and instruction from God's Word; and*
- Whereas God has promised to bless His Church with the means to do the work He has given us; therefore be it*
- Resolved to direct the fall 1996 area pastoral conferences to discuss various ways of encouraging our congregations to make a thorough study of Christian stewardship in the following months.*

As set forth in the CLC Coordinating Council report from the meeting held October 22-23, 1997, the CLC Board of Trustees stated regarding compensation:

The FY99 budget proposals again include the convention mandated \$50.00 per year salary increase in the base code salary for July 1, 1998. This will bring the CLC base code salary to \$1,250 per month. This continues the compliance with the 1996 Convention (Proceedings pp. 96-97) which resolved that the base salary be increased \$50 per month each year of the biennium. Also included are the anticipated increases in medical insurance premiums of \$25 per month for families and \$15 per month for single participants. These compensation increases are reflected in the budget proposal and in the following example of a worker with 2 children and 10 years experience. Note: a table followed (cf. October 22-23, 1997 CLC Coordinating Council report, p. 21)

Now that we are approaching the end of a decade of rather thorough discussion of the matter of compensation of our workers, some who are newer to these discussions may wonder why this matter was at one time declared by Convention to be our highest priority, and as recently as 1996 Convention saw fit to resolve *that "compensation should continue to remain a budgetary priority" and "that the Board of Trustees and Coordinating Council implement this base salary improvement for the next biennium even if other programs must be cut..."*

A memorial submitted to the 1982 CLC Convention demonstrated that then current CLC code salaries were "subsistence" level salaries based on current Consumer Price Index figures. The memorial pointed out that even in the face of high (double-digit) rates of inflation sometimes salary increases were not even proposed in budgets submitted. It was suggested that this caused undue hardship for missionaries and professors (namely, those whose salaries were fixed on the basis of synod "code"). Cf. 1982 *Proceedings*, pp. 68-70.

The 1982 Convention responded to this memorial:
(we quote only certain Whereas and Resolution sections)

WHEREAS the CBP Summary has not always included all of the needs, specifically a primary need of raising salaries to reflect the Consumer Price Index changes since 1971, and to move above subsistence (Cf. Pelzl memorial); and ...

BE IT FURTHER RESOLVED that the CBP Summaries sent out in the fall for information include all our CLC needs, giving special consideration to such salary raises as will enable our "code" to reflect Consumer Price Index changes and to move toward a level above subsistence. (cf. 1982 Proceedings, p.71)

In 1984 the Board of Trustees recommended to the Convention:

Salary increase: In spite of difficult financial situations, the Board of Trustees is resolved that the convention continue to address itself to the salaries of the church workers. We recommend therefore that a code salary increase of \$25/month be considered. This will raise the code salary base from \$765/month to \$790/month. (cf. 1984 Proceedings, p. 52)

The 1984 Convention addressed compensation by authorizing the Coordinating Council to grant a salary increase up to \$35/month "if additional financial revenue becomes available to the the General Fund." (Cf. 1984 Proceedings, p.55)

The 1986 Convention addressed compensation as follows:

*WHEREAS the salaries of our called servants throughout the CLC are generally very low and in some cases even are below mission code, be it
RESOLVED that our Visiting Elders be encouraged to make this one of the subjects covered as they make congregational visits, as the opportunity may present itself.
WHEREAS our past mode of operation has been to restrict salaries of our called missionaries and professors, rather than to cut back on other programs,
WHEREAS our called missionaries and professors are frequently suffering financially because of this practice, therefore be it
RESOLVED that we make proper compensation of our missionaries and professors one of our first priorities. (cf. 1986 Proceedings, p.73)*

In 1988 Convention resolved:

- A - 1. Whereas the survey of all CLC Called Workers indicates that the professor and missionary code compensations are extremely low, and
2. Whereas some people thereby may become discouraged and may be lost to the service of the church, therefore be it
3. Resolved that the compensation structure for professors missionaries be set as the top priority in this biennial budget.*
- B - 1. Whereas the present compensation code does not reflect adequate compensation for years of experience, be it
2. Resolved that beginning July 1, 1988 years of experience be compensated at \$100 per year (\$8.33 per month) for a maximum of 25 years.
3. Whereas we concur with the respective boards that there is a need for an increase in the base salary and medical insurance compensation, therefore be it
4. Resolved that the code base be increased from the current \$790 to \$825 per month on July 1, 1988, and be it further
5. Resolved that the code base be increased (to) a minimum \$850 on July 1, 1989 with the understanding that the CC is encouraged to raise the code salary beyond this level, if feasible, and be it finally
6. Resolved that medical insurance compensation be increased from the current \$100 to \$125 per month beginning July 1, 1988.*
- C - 1. Whereas code compensation is an on-going process that needs careful planning and attention, and
2. Whereas the planning and attention needed cannot be adequately addressed in four days of convention time, therefore be it
3. Be it resolved that a standing compensation committee be established by the CLC president to analyze the total compensation package, and be it further
4. Resolved that this committee present a plan that would establish and achieve a target code compensation program that would adequately adjust the code compensation by 1992-93, and be it finally
5. Resolved that this report be made to the Coordinating Council in April 1989. (cf. 1988 Convention Proceedings, pp. 73 -74)*

That same year Convention encouraged self-supporting congregations to regard the CLC Code as a guide for their called teachers and pastors, and recommended that each congregation examine its compensation package on an annual basis (1988 *Proceedings*, p.75).

The newly-appointed Standing Compensation Committee's report can be found on pp. 75-80 of the 1990 Convention *Proceedings*. This reports opens by stating:

The committee recommends that the present need-based compensation program be replaced with a value/experience based package in which the allowance for number of dependents is replaced by a significantly increased experience increment and by provisions for recognition of advanced levels of professional achievement.

The report followed with a plan as they were directed to "adequately adjust" the code compensation by 1992-93. They also proposed a special "Salary Equalization Fund" be established to enable implementation of this plan, rather than make compensation improvements solely dependent upon an annual budget that historically had been sorely pressed.

The 1990 Convention responded to this report:

The CLC in 1988 established a Salary Compensation Committee to analyze the total compensation package for CLC workers. We gratefully acknowledge and thank Larry Dassow, Donald Drews, and Harold Gutzman for their work during the past biennium (See Proceedings, pages 75-79).

Bearing in mind their report, and of even greater importance heeding the admonition of our Lord that "the laborer is worthy of his wages," I Tim. 5:18), that the one "who is taught the word share in all good things with him who teaches" (Gal. 6:6), and that "those who preach the gospel should live from the gospel" (I Cor. 9:14), we propose the following:

Whereas convention has agreed with our conviction that salaries must be our highest budgetary priority and should take precedence over and above all other financial considerations;

Therefore be it resolved that we replace the child allowance system with an adequate base salary.

Therefore be it further resolved that we establish the Code Salary goal with a base of \$1400/month (the minimum suggestion of the Salary Compensation Committee, Proceedings, page 77) to be achieved by July 1, 1993. (cf. 1990 Convention Proceedings, p. 82)

A schedule followed outlining yearly increments so that the \$1400/month base would be achieved by July 1, 1993.

The "Salary Equalization Fund" recommended by the Compensation Committee was not established.

The 1990 Convention also instructed the Standing Compensation Committee to "develop an experience increment more moderate than that proposed in the Salary Survey Committee Report (Proceedings, pp. 77-78) for approval by the 1992 Convention." (cf. 1990 Convention *Proceedings*, pp. 82-83.

The Standing Compensation Committee reported to the 1992 Convention:

Our Task

The delegates at the 1990 convention passed a resolution (Proceedings, pp. 82-83) instructing us to develop an experience increment more moderate than that proposed in the Salary Survey Committee Report (Proceedings, pp. 77-78) for approval by the 1992 convention.

Our Recommendation

- 1) That the delegates in the June 1992 convention reaffirm the commitment made at the 1990 convention namely, "... be it resolved that we ask the convention to agree with our conviction that salaries be the highest budgeting priority, and ... be it further resolved that this issue should take precedence over and above all other financial considerations", (Proceedings, p. 82).
- 2) That the delegates in the 1992 convention renew the commitment made in 1990 to bring the base salary of the code workers to \$1400 per month (Proceedings, p. 82). (Our current base salary provides less purchasing power than the base salary of 1965. In 1991-92, \$1325 has the same purchasing power as a base salary of \$300 had in 1965-66.)
- 3) That the per month experience-related salary increment be as set forth in Table A below, which is more moderate than that proposed in the Salary Survey Committee Report. In agreement with the resolution passed in 1990, we recommend that this experience-related increment be put into effect when the base salary has been raised to \$1400. We also recommend that the salary structure proposed in Table A be adjusted on an annual basis for cost-of-living increases, based on the Consumer Price Index. The first adjustment should be made July 12, 1994. (cf. 1992 Convention Proceedings, p. 73)

The 1992 Convention action:

A. Base Salary

WHEREAS experience in the last biennium has shown that we will not be able to achieve the base salary goal of \$1400 per month by the 1993-94 fiscal year as recommended by the last convention (see 1990 Proceedings, p. 82), therefore, be it

RESOLVED that we adopt the more realistic base salary goal proposed by the Board of Trustees, namely \$1000/month for fiscal year 1992-93 to be increased by \$50 per month every year thereafter, until the base reaches \$1400 month (see 1992 Prospectus, p. 23).

B. Experience Increment

WHEREAS the last convention directed the Standing Compensation Committee to review the experience increment (1990 Proceedings, page 82), and,

WHEREAS the Standing Compensation Committee has recommended a graduated, front-end loaded experience increment (see Table A attached), and,

WHEREAS we concur that the experience increment of \$6 per month per year of service (a cumulative increment of \$150 over 25 years) be replaced by an experience increment of \$50 per month per year of service for the first three years, with no additional increase until the base salary reaches \$1400 per month.

RESOLVED, that this plan be phased in over a two year period beginning with the '93 - '94 fiscal year.

C. Child Allowance

WHEREAS the 1990 convention resolved to "replace the child allowance with an adequate base salary", (Proceedings, page 82) and,

WHEREAS we may not achieve an adequate base salary for at least 8 years, therefore be it

RESOLVED, that the child allowance be retained per the current schedule.

D. Self-supporting Congregations

WHEREAS some self-supporting congregations are compensating their called workers at a level below CLC code compensation, therefore be it

RESOLVED that the delegates here assembled encourage their congregations to compensate their called workers at least at the CLC code worker level. (cf. 1992 Convention Proceedings, pp. 79-80)

In 1994 Convention addressed the compensation situation:

VII. SALARY COMPENSATION

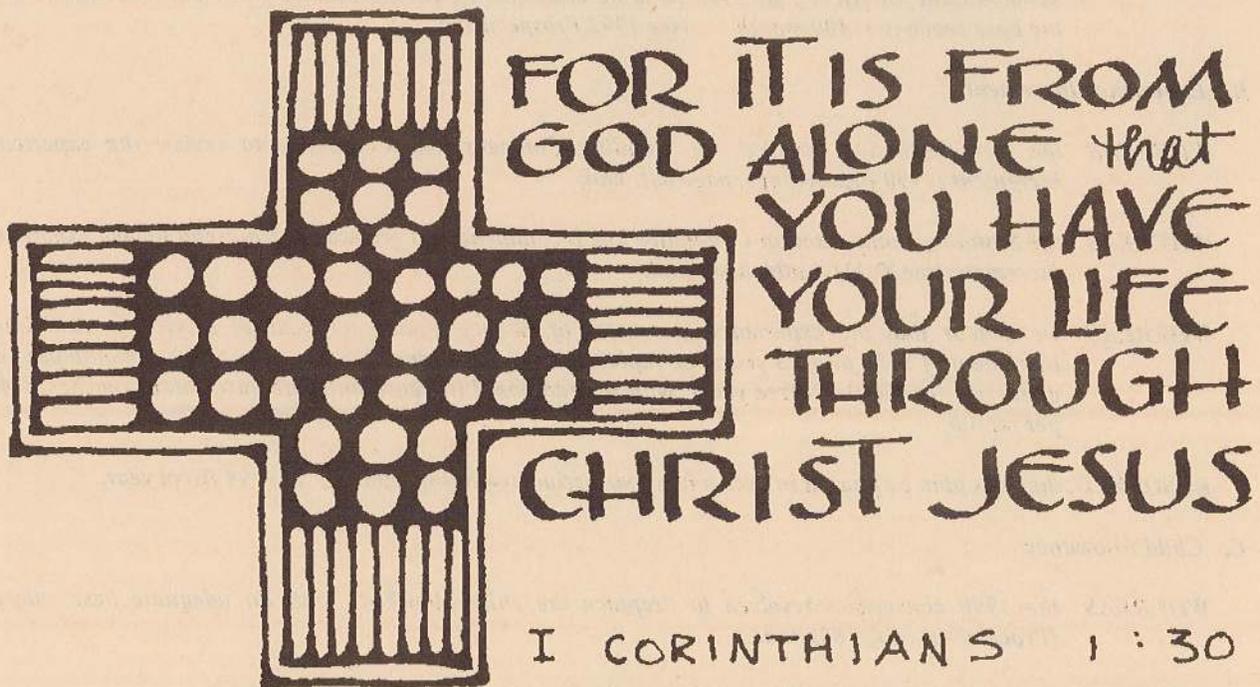
Whereas, it is disappointing that offerings were not sufficient during the last fiscal year to increase the code salary, and

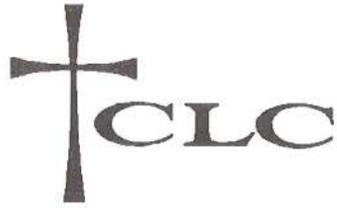
Whereas, we realize that the Cooperative Budget figure for the 1994-95 fiscal year does not allow for any increase in base salary, therefore be it

RESOLVED, that, taking into account the 1992 Convention directives, we grant our workers a \$50 per month salary increase beginning July, 1994; and be it further

RESOLVED, that we direct the Board of Missions and the Board of Regents to absorb this increase within their proposed budgets. (cf. 1994 Convention Proceedings, p. 83)

As discussed at the outset, the 1996 Convention resolved to continue to address compensation as a budgetary priority. While noting that we are subject to CBP estimates, the Convention encouraged area pastoral conferences to discuss various ways of encouraging our congregations to make a thorough study of Christian stewardship.





Report of the President
23rd Convention
of the
Church of the Lutheran Confession
June 15 - 19, 1998

The grace and peace of God the Father and His Son, our Savior Jesus Christ, be with you all as we are gathered in convention this week to do the Lord's work. May His name be glorified through our words and actions.

In one of our hymns we sing, "The fellowship of Kindred minds is like to that above. . ." Would God we were enjoying the perfect peace and unity that is distinctive of the fellowship between God and His people in heaven. Indeed we could wish for such perfect unity even now among ourselves. We know that the fellowship we enjoy within the "Una Sancta" is perfect inasmuch as it is a fellowship in Christ and there is no fracture within the spiritual body of which Christ is the head. But the manifestation of it among the same people within the church organization on earth is always tenuous and under fire. The fellowship we enjoy here is a fragile entity. Satan seeks daily to destroy it. By reason of our flesh it is a daily struggle to maintain it. Nevertheless, the fellowship we enjoy on earth through a common bond of faith in Christ, and confession of His Word is not to be thought of lightly. It surely is to be guarded jealously. Though tried and tested and at times frayed on the edges it is a relationship dear to our hearts. For this reason we implore the Holy Ghost to keep us in it through His precious Word, for what positive fellowship manifestations exist are the work of the Spirit and of Him alone.

Fellowship, as it is exercised in the church militant, does not produce clones. It does allow for individuals and individuality as diverse as that of the apostles Peter and Paul. It does not stifle private study of the Word, but fosters it in order that each member of the body might grow stronger in understanding and faith and thus under the Spirit be a strong confessor and willing worker within the fellowship. It does not resent questions of one to the other, but encourages it so that brethren will understand each other and both will profit from the exercise through mutual study of the Word. Exercise of fellowship of brethren does not blindly trust the other but it does ascertain carefully the meaning and intent of the brother's words before making judgment of his words, expressed thoughts, or actions. Exercise of fellowship is not fellowship at the cost of truth or conscience, but neither is it ready to waste the fellowship for the sake of personal satisfaction. The exercise of fellowship is not a fellowship for the sake of exclusivity, but for the sake of faithful and common confession of the Gospel of our Lord out of concern for precious souls.

The very nature of fellowship is that it takes two to practice it. There is no fellowship with self. The essence and blessed nature of fellowship was expressed in Acts 2, "They continued steadfastly in the Apostles' doctrine and fellowship, in the breaking of bread, and in prayers." Our desire is to have fellowship with one another because we need the support, encouragement and admonition that is inherent in a fellowship in Christ. Our commitment is to have fellowship with those with whom we find mutual agreement in the substance of the Word and the doctrines set forth from the Word of God, and faithfully set forth in the Lutheran Confessions. But continued exercise of such blessed fellowship calls for carefully guarding the fellowship that has existed heretofore in our midst - a fellowship stressed and strained over the years - but never fractured. Why should we expect that it will be other wise for even

Paul lamented the contentions among the Corinthians which moved him to say even as we would today, "Now I beseech you, brethren, by the name of our Lord Jesus Christ, that ye all speak the same thing, and that there be no divisions among you; but that ye be perfectly joined together in the same mind and in the same judgment" (1 Corinthians 1:10).

I am continually amazed and appreciative of the beauty inherent in the fellowship of kindred minds as over the years we have gathered for synodical meetings, conferences and activities, many on this campus - concerts which are always worshipful, graduations which are always blessed by the Word. Truly it is of the Spirit. Yes, even the other activities that bring us together have the ring of a family reunion as people of like mind gather from all over the country. Surely what under-girds these reunions, spoken or unspoken, is the fact that the Spirit of God has created this fellowship of mutual faith and hope built upon a solid rock which is Christ. We are confident that by the same Spirit we shall find unanimity on matters before us at this convention, first of all because God is faithful, secondly because each of us here desires to set forth nothing more than the Word of God, thirdly because we recognize that the fellowship of kindred minds is cherished among us, and finally because in this dying world the cause of the Gospel witness deserves nothing less.

Our two essays assigned for this convention shall direct our hearts further to the exercise of brotherly fellowship for the cause of the Gospel, and that the name of the Lord Jesus Christ may be glorified among us and through us.

DOCTRINE: For the sake of clarification of Point 5 of the statement on sanctification adopted in connection with the subject of the third use of the law at the last convention, the following is offered. What read, "The good works of the believers are in full accord with the immutable will of God revealed in the Law," now reads "The good works of the believers, in so far as they have been "born anew according to the inner man" (FC, Thor. D. VI 970), are in full accord with the immutable will of God revealed in the Law" (Deut. 12: 8, 28, 32; CT 967:17) This clarification is made in response to a communication from Rev. Fred Tiefel. In the interest of being clearly understood, and in reiteration of our teaching drawn from the Confessions that "The Gospel teaches that our spiritual offerings are acceptable to God through faith for Christ's sake" (FC, Thor. D VI 970), and that what is pleasing in the life of the believer is "not by coercion of the Law but by the renewing of the Holy Ghost" (ibid) we are happy to express this clarification.

Two issues stand before us. The first is the matter of "self esteem." Unbelievable time, emotion, and anguish have been spent on the subject. We are fully cognizant of the fact that we are to be vigilant in matters of doctrine, and that setting forth a sound confessional position is worthy of our time and emotion, as well as study. However, the duration of this subject and the continued unrest associated with it has taken its toll and diverted our attention at times from the blessedness of the Gospel ministry. I have asked more than once in my pastoral letter that someone point to the official and adopted public doctrine of the CLC on the subject of our concern. I have as yet not been pointed to an official and adopted position by which the CLC can be judged. This is not meant to diminish individual concern, or suggest that we should settle for less than clarity of substance and expression on the subject in essays, study papers or verbal expression. But in seeking resolution to an issue many essays may be written, phrases used, studies undertaken, papers delivered and e-mail messages shared. None was offered as the final word, but as a good faith effort to identify, clarify, and hopefully lead to resolution. Unfortunately, the more that was written and spoken and the more meetings held, the more there arose confusion and

unclearly so that the issue has become so convoluted that it was difficult for many among us to find the answer much less understand the problem.

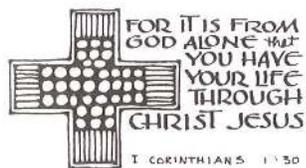
What began as an appropriate alert to and a warning against the teaching of humanistic secular “self-esteem” degenerated occasionally into suspicion, accusation, and confusion. In my judgment, there has often been a speaking past one another; there have been differences in exegesis, if not occasional expressions, phrases and actions that were at best not helpful. This is not unusual in heated debate and intense effort to set forth clearly what Scripture teaches. Nothing has been set forth or defended by the presidium or an agency associated with it as the final answer by which a brother’s orthodoxy was to be measured. Nevertheless, I am convinced that we will find a resolution that will carefully reflect the teaching of Scripture and serve to the glory of God. I am even more convinced that it has to happen. This matter must be concluded!

No one among us denies original sin or total corruption of the flesh. Among us no one teaches that Christians are anything apart from the working of the Spirit of God through the Gospel. No one teaches that we can do anything to the glory of God apart from and without the sanctifying work of the Spirit within us. No one teaches salvation by works. And no one teaches, as has been alleged we teach, that Scripture anywhere commands us to love ourselves. It does not, and we do not! Scripture does presuppose that we love ourselves. The Christian is unique in that within him exists both the old and the new man. No one among us attributes to the old Adam within the Christian anything but sin. All among us acknowledge the existence of the Spirit-created and maintained new man whose nature is to glorify God.

Among us the humanistic doctrine of “self-esteem” taught so prevalently in our society is rejected. What then do we teach and confess? We are agreed that doctrines to be taught in the Church can only be established on simple, clear passages of Scripture that teach that doctrine. Scripture nowhere teaches us as sinners to love ourselves, but that we are to love our neighbor as we love ourselves (Matthew 22:39). Everyone confesses that



all the Christian is, thinks, and does according to the new man is of the Holy Spirit who works in the Christian that which is pleasing to God, and further that whatever is not of the Spirit in the life of the Christian is sin. We all teach that the Christian’s whole life is to be to the glory of God for to that we have been called and been created by the Spirit. Conversely our life according to the Spirit is not to or for the glory of self. We confess that by reason of our flesh we fall short of the Spirit’s ideal. For that reason everyday in the life of the Christian is to be one in which through repentance and faith we drown the old Adam that again “a new man may daily come forth and arise, who shall live before God in righteousness and purity forever” (SC, Bap. IV).



We conclude that to teach that the Christian has a concern for His spiritual and physical (1 Timothy 4:16, Matthew 6:33) welfare - some may call it “love”- is not contradictory to the Truth and is in fact in keeping with the will of God, for surely we are not to neglect the welfare of our own soul, or abuse the temple in which the Spirit of God dwells (1 Corinthians 3: 16,17).

We further believe that it is in keeping with Scripture to say to a Christian “Well done thou good and faithful servant” (Matthew 25:21), allowing that “I can do all things through Christ Who strengthens me” (Philippians 4:13).

May each of us seek wisdom from above to understand the Word of God, as well as wisdom to speak clearly and carefully so as not to cause misunderstanding. In my judgment we are well served to give up the use of expressions such as "love of self" and "self-love" which at best are confusing. Some among you will remember my counsel. Given the confusion caused by such expressions use "three lines" to explain what is meant rather than a phrase which may cause confusion. On the other hand, as brethren we will want to listen to what the other is saying before we draw conclusions or ascribe error to another.

With the adoption of straightforward, basic, and understandable expressions drawn from Scripture on the subject at this convention, it is appropriate also to declare that all essays and study papers addressing this subject heretofore have no standing among us as definition of our position on the subject, and that everything contrary to what shall be agreed upon from Scripture is rejected.

Finally we urge all the brethren, clergy and lay-people alike, to accord to one another the courtesy due one another and that doubt and suspicion be recognized as unworthy of Christians who are commanded by God "to love thy neighbor as thyself," and as contradictory to the fellowship of kindred minds.

LEGION STUDY: Because of unforeseen circumstances the essay for the 1997 conference on American Legion was not able to be completed. Given the press of the "self-esteem" study as well as the time spent on it, it is unlikely that the legion study could have been undertaken thoroughly. However, the essayist did prepare a study which was shared in the various conferences of the CLC. A special pastoral conference to speak to this subject was held last week. A report will be given. Rather than addressing this organization by itself, it seems appropriate that any study address the general principle of how we identify an organization. How it is identified - for example, is it a lodge or not will determine the action to be taken by Christians intent on maintaining a clear witness to the Truth, and protecting the principle of fellowship born of the Gospel. We want to be careful that we do not create a "banned" list which becomes the "bible" for determining whether one should be involved or not with a given organization. We need to be clear on the principles and apply them as the case warrants as the Spirit gives us understanding and courage, denying neither the Truth, or abusing the weak. As a pastor in the field, I assure you that I know the challenges.

AID ASSOCIATION FOR LUTHERANS has assigned Branch numbers to congregations of the CLC, or included them in Branches of other Lutheran Churches. These appear on the AAL internet home page. The following letter was written to AAL in February.

"The Church of the Lutheran Confession has objected to the unionistic, pan-Lutheranism of the AAL and its activities. Over the years our concerns have not been satisfied. Consequently we encourage and counsel our members, after instruction about the activities of the AAL, to drop their insurance and membership in the AAL. This is not a negotiable item between us. Also the CLC does not receive money from the AAL nor do we desire to.

However, it is noted in looking at your web sites that CLC congregations are listed as members of Branches, and in some cases congregations are listed as having their own Branch. I am pastor of one such congregation that is listed as having its own Branch, Branch 3604. As far as I know we have no AAL members. I have never attended a branch meeting nor have we ever held a Branch meeting. We do not have a Branch; we do not want a Branch. To be listed in such a fashion is

confusing, harmful and hurtful to our witness. Already some have sought to demean us and have suggested that we are hypocrites for having Branches in our congregations when we do not.

If there are congregations with active branches, I would appreciate knowing who they are. I request and expect that the home office will remove any branch designation from the name of a CLC congregation. I will provide a Directory of congregations at your request. (Such a request was never made).

Thank you for your consideration and attention to this matter. “

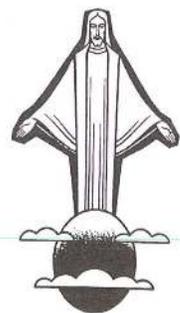
THE MINISTRY IN OUR MIDST: We give thanks to the Lord for the faithful pastors and teachers who have come into the ministry in the past biennium whether through ordination out of our seminary or through colloquy from other church bodies. We thank Him for letting our light be seen by such as are seeking a church in which they can minister convinced in their conscience that they are in a fellowship in which the Word of God is the standard as well as the substance of teaching. At the same time, we must speak our biennial reminder that we encourage young men to prepare for the ministry in the pulpit and young men and women to occupy our classrooms. We presently have vacancies. As the Lord leads He may open the door to other groups of people who desire our ministry. Surely we want to be able to answer according to our ability. We have reached the point at which pastors who were in Immanuel seminary at the origin of the CLC are retiring. The torch once passed is being passed again. God grant that there will be those to carry it.

Recently we conducted three colloquies. Horst Gutsche, Kevin McKenney, and David Baker were declared eligible for ministry in the CLC. At this time there are three others who have applied for colloquy. They are John Cobb (Lutheran Church - Canada); John Nieminen (Lutheran Church-Canada); and Daniel Lindquist (WELS). The colloquies will happen soon. In the meantime we encourage you to meet and visit with any of the 6 men who may be in attendance at this convention.

A memorial service thanking the Lord for the ministry of the sainted Rev. Leland Grams will be held on Wednesday morning at the opening of the morning session.

ANNIVERSARY PREPARATION: The year 2000 will be the 40th anniversary of the origin of the Church of the Lutheran Confession. This convention may want to consider directing that arrangements be made for an appropriate anniversary celebration of God's grace for 40 years.

OVERSEAS MISSIONS: Since the 1996 convention the work of the CLC has been terminated in Thailand. This does not suggest a lack of interest in the declaration of the Gospel abroad. The work was terminated with the resignation of the missionary from the CLC. Further, we simply do not have the manpower or the wherewithal to go every place where there is need. Surely it is our prayer that we will have the resolve to go where the Lord calls. The work in India and Nigeria continues and is even being expanded in India. The churches in those lands continue to be blessed with dedicated pastors/leaders who waste no effort or time to reach their countrymen. In terms of dedication they take a back-seat to none, and may well put us to shame. Pastor David Koenig is active in the two fields, living in Nigeria and making occasional trips to India. Please remember him and his wife and family in your prayers. We extend our greetings



and best wishes in our Lord to E. E. Essien and Patrick Udo in Nigeria, as well as to V. S. Benjamin and Jyothi Benjamin in the Church of the Lutheran Confession - India, to M. S. Mohan Bas in the Bharath Evangelical Lutheran Church in India, and finally to all who labor with them. We pray that the Lord will bless them and sustain them in their ministry. When we speak of fellowship of kindred minds, we recognize the distinctive blessing to be united with men of like faith and confession even though few of us have met them personally. Such is the power and blessing of the Gospel of our Lord.

MEMBERSHIP: Accompanying this report are names of pastors and congregations who have left our fellowship in the last biennium. It surely should be understood without comment that we regret that these former brethren have left over the "self-esteem" issue. We valued their fellowship. We disagree with their action in as much as the issue over which they left has continued under study and will be addressed at this convention as they themselves had asked. Obviously, we believe that they were premature in leaving before there was an answer to the question they posed or before they could point to an identifiable adopted doctrinal position of the CLC on the issue. Nevertheless, they felt it necessary to leave, and we respect them for following what they were convinced their conscience demanded. The most we may do is to try convince individuals to reconsider their action in view of the ongoing intense study of a subject, the discussion of which has not yet reached a conclusion.. We will never try to talk someone out of following what his conscience demands of him.

We are pleased to recognize the membership application of the men whose names appear at the end of this report as well as the congregations who are seeking either organizational or confessional membership in the Church of the Lutheran Confession. May the Lord of the Church, through His Spirit, who has created a bond of fellowship among us preserve the newly created fellowship between the CLC and those who at this convention will be received. We take special note of our visitor from Paris, France, Laurent Cadeac representing the small group in Paris who have identified with the confessional position of the Church of the Lutheran Confession. Professor John Lau, Rev. Horst Gutsche and I visited for 5 days in Paris. Considerable time was spent formally and informally in discussion of matters of doctrine and other matters deemed necessary. They were also given opportunity to ask questions of us. We visited at the request of the pastor and a laymen of the group. It is being proposed to this convention that the CLC recognize a confessional relationship with this Independent Lutheran congregation and its pastor, Jean-Pierre Blanchard.

We thank the Lord that He continues to bless us with a steadfastness to the Scriptures which is recognized by others looking for a confessional church. It is interesting and humbling that many inquires have come from Canada, and that we have a growing presence in that country. "Lord, keep us steadfast in the Word, and let nothing diminish among us the Gospel and its message."

JACKSON APPEAL: After months of difficulty between the pastor and congregations, Faith of Nicollet, Minnesota felt compelled to terminate the call of Rev. Gregory Jackson. By definition of the congregation, the main issue was "Pastoral Misconduct." It revolved around what the congregation identified as a failure to follow Matthew 18:15-17 in practice and what it called "unrepentant sins against the 8th commandment." Rev. Jackson utilized his right of appeal under the constitution.

The appeal committee was appointed by the visitor of the Minnesota Conference as the constitution outlines. The appointment of this committee was difficult because of the prior involvement one way or another of all the pastors in the conference. The objectivity of the appeal committee itself became a

question. Nevertheless care was taken to follow the constitution with complete confidence that those selected would fulfill their task as unto the Lord and not to man. Taking note of some positive qualities of the appellant, the committee nevertheless did uphold the action of the congregation.

Another issue that arose out of the action in Nicollet was the question as to whether or not one congregation could terminate the call of a man who had been jointly called with another congregation, in this case, Faith of New Ulm. There is nothing prescribed in Scripture outlining what to do in such cases. It is not a legal matter. It is a matter of judgment. Since both congregations are individually organized, each with its own constitution, and each functioning independently in its own meetings, it was the judgment that while it was unfortunate and created some other difficulties the action in Nicollet could not be countermanded. This question was then given to the conference visitors to study and give their counsel.

Sometime after, Faith of New Ulm felt compelled to take the same action. In the meantime the appellant exercised his right of appeal of the first report on the Nicollet action. He subsequently appealed the New Ulm action. The appeal committee appointed to consider the appeal of the New Ulm action found the basis of the appeal made the appeal unworthy of consideration. Meanwhile, without waiting for action on the second appeal regarding the Nicollet action the appellant began an independent congregation in New Ulm. The second appeal committee on the Nicollet action did address some concerns to the congregation as well as to the presidium, but it upheld the judgment of the first committee. Nothing was done in the dark. The correspondence is on hand if the convention should desire a convention committee to review this case.

Subsequently the appellant obtained legal council on the grounds of illegal termination of employment. The CLC was informed by phone that it was being sued. Request was made for the phone number of our legal counsel. I contacted our representative who called the appellant's lawyer. I was assured by our representative that the threat was not a hoax. However, no papers were ever filed to our knowledge. Later information was received from the lawyer of the appellant, again by phone, that the "documentation" did not support the allegation of the appellant. There is therefore now no legal action pending against the CLC. The suit against the congregations is still alive.

The whole sad affair was a learning experience for the congregations as well as the other brethren involved. The congregations are in good standing and are busy with the privilege and responsibility of proclaiming the Gospel.



One immediate effect is that the whole colloquy procedure is being reviewed.

APPEALS: Cases such as the above create a great deal of interest but it is not fair or even possible to explain all the factors of a case without doing injustice to the parties and ourselves becoming guilty of sinning against the 8th commandment. It should also be evident that no easy summary of a tangled mess can be easily given that is going to satisfy the curiosity of by-standers. In the present case to which we speak hard copies of the appeal committee's report were distributed, but not by the presidium. A case is not settled until all avenues have been pursued, including a second appeal. To distribute reports before the appeal process is complete vitiates the constitutional process by abusing confidences and, further, makes the church body an appeal committee of the whole. It causes a potential difficulty in appointing an objective second committee. Further, it seems to this writer that in a fellowship of kindred minds there needs to be an element of trust in the final conclusion arrived at after the issue has been addressed by the congregation, the conference visitor, the presidium, and two appeal committees. Even then a case

is not officially concluded until after the convention acts. As a guard against official malfeasance and in order that an appellant has the widest possible review the constitution clearly states, "The President of the Church of the Lutheran Confession shall report the disposition of the case to the next regular convention. If the convention chooses to review the case, all documents pertaining to the case shall be submitted to the committee chosen by the convention." To the immediate case the president has made no public comment until now. The considerable material is on hand to be given to the appropriate committee should the convention desire it. If the CLC in convention believes the president erred or the system is flawed, it is the responsibility of the convention to act. If the convention chooses to change the procedure, it may. If it directs that the appeal reports be made public throughout the church to whomever wants them, it will have to be done since the convention is the final arbiter. I personally believe that a procedural change would be a mistake and that to change the present arrangement would create chaos and engender more strife as well as further abuses against the 8th commandment.

CONSTITUTION: The most recent printing of the CLC Constitution is the 1994 edition. A new edition should be printed reflecting the changes made since the latest edition including some to be adopted at this convention. I further renew the plea that a handbook be prepared for ease in finding resolutions so that we can ferret out any contradictory resolutions that may have been made over the past years. An example of this is related to the following issue that this convention needs to address.

Since the 1994 Convention, the Coordinating Council (CC) has been working under the resolution that officially designated it as the CLC Board of Directors. The implications and meaning of that resolution have come into question as a result of actions and events taken in CC meetings. The CLC Constitution in Bylaw 12 defines the primary functions of the Coordinating Council to include coordinating the work of the various boards and setting the budget.

"...The primary function of the Coordinating Council shall be to coordinate the work of the various boards of the Church of the Lutheran Confession and to propose an annual budget which shall be presented to the convention for action during convention years. The Coordinating Council will set the annual budget during non-convention years."

The CLC is incorporated in Minnesota and in order to be in compliance with the state law governing non-profit corporations, the 1994 Convention designated the CC as the CLC Board of Directors through an amendment to Article VII of the CLC Articles of Incorporation.

Minnesota Law Chapter 317A.201 BOARD.

"The business affairs of a corporation must be managed by or under the direction of a board of directors..."

Articles of Incorporation Revision by the 1994 Convention - Proceedings page 78

"The Board of Directors of the corporation shall consist of the Coordinating Council, the membership of which is defined in Bylaw 12 of the Constitution of the CLC."

With this background two interpretations of the CC role have emerged and in order for the CC to function effectively, a resolution of these differing views is needed.

One contention is that the authority of the CC is only that which is specifically delegated to it by the constitution and convention. Hence the CC has only budgetary authority because the convention delegated this responsibility and did not delegated any other authority.

The other is that the CC is the designated CLC board of directors and therefore is inherently responsible for the operation of the CLC. In this role the CC has oversight responsibility relative to the actions of the various boards in keeping with constitution and the convention resolutions.

FINANCES: It is a continued source of amazement how the Lord blesses us with gifts to do His work, particularly because the CLC is supported by the gifts and contributions of its members. Our Father in heaven is good! The CLC receives no money from outside sources. We are not funded in any part or for any purpose from revenues of fraternal societies, or agencies outside the church. We subscribe to the principles of Scripture with respect to giving. We trust the Lord to move the hearts of His redeemed people to give of their fruits according to the measure of His grace.

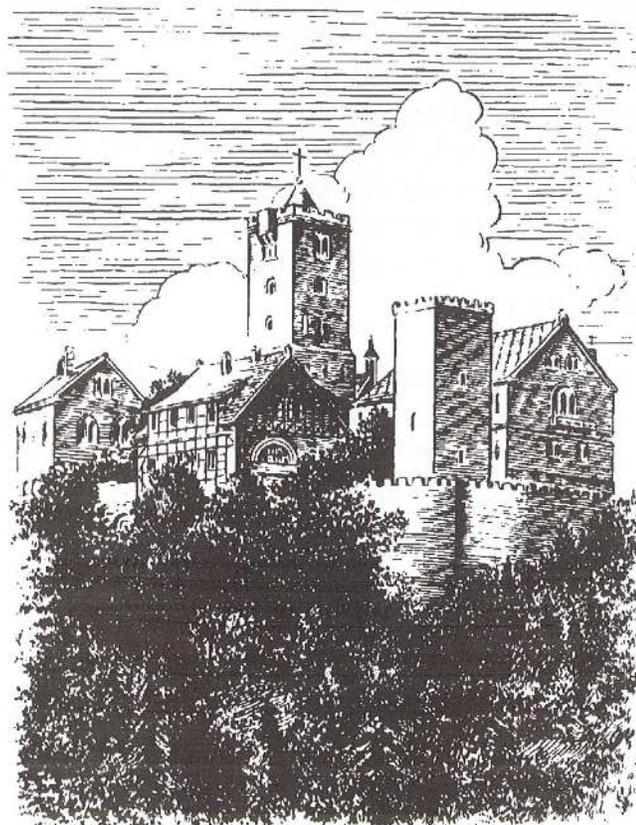
The overall current cash position of the CLC is very good. However, this at times can be deceiving because the resources to support the general operations of the CLC are not always as good as the overall picture. For example, while the project funds (IIF, MDF, etc.) have a good balance, we are confronted with some difficult decisions at this convention in the General Fund and ILC budgets. The difficulty lies in the fact that General Fund contributions have not satisfied the needs of the general operating budget without reducing what the boards actually requested. In fact, in order to meet the directive of past conventions to raise the compensation of the called workers each year, the primary source of increased revenue has been the student body at ILC. The tuition and the room and board costs have been increased each year in order to support the increases in the mandated costs.

This convention will again have to deal with the growing issue of the funding of annual budget increases through increases in the student revenue at ILC. We remind our constituency that our operations are funded from the general fund and the student revenue at ILC. If the offering amount established through the cooperative budget program does not increase from year to year, our programs will need to be curtailed because we cannot continue to expect that the students at ILC will be able to, or that they even should be expected to, absorb the costs.

CONCLUSION: This report does not address specifics of the stateside missions or Immanuel Lutheran College. Nevertheless, our mission program as well as our educational program is vital to souls who are served with the Gospel in both areas of endeavor. Both programs bring eternal blessings to the recipients of instruction in the Word. But they are also vital to the life of the church, as they present us with opportunities to live our faith as well as to perpetuate our witness of the Gospel to generations yet to come. For that reason alone our mission and educational programs are worthy of our best efforts as the Lord gives us the opportunities and the ability to carry them out. Furthermore it is our desire to respond to calls for the Gospel whether it be to disenfranchised Christians who are troubled at the departure from truth within many Christian churches, or to areas where sinners are dying without the knowledge of the atoning work of our Lord Jesus. Our ability depends first of all on the Lord opening the door and then on the interest and prayer of us all. We do not know where the Lord would have us go, but we want to be ready when we are called.

More essential to meaningful mission work and educational efforts than the exercise of fellowship loosely defined, as is so common today, is the exercise in that work of those of a kindred spirit. The fellowship of such is expressive of a unity of confession and faith as well as of a mutual hope in the love of Christ. As much as we love the fellowship in which we are, it is the death knell of confessionalism if we should propose to maintain the fellowship at all costs. There is nothing worth standing for in that regard if it should ever be at the expense of Truth. The strength of a fellowship does not lie in compromise, indifference, or blindness to the reality of confessional challenges that lie before us. The strength of a fellowship lies in the Lord God Who creates it in, through, and around His Gospel. Therefore as we meet in convention, we implore Him to give us all a love for the Truth and a spirit that reflects that love in our confession and our relationship to one another. The fellowship of kindred minds manifests itself by kneeling at the cross together, viewing the empty tomb together, rejoicing in forgiveness together, confessing the Truth together, being active witnesses of the Gospel together and together anticipating eternity before the Lord. May God's grace which is sufficient in all things toward us, so bless us. "Finally, all of you be of one mind, having compassion one for another, love as brothers, be tenderhearted, be courteous. . ." (1Peter 3:8). The fellowship of kindred minds is the theme of this convention. Kindred minds implies mutual concern for Truth, mutual confession of the Truth and a compassionate concern for one another as brothers in Christ who have only one desire, namely, to stand together in Truth for the furtherance of the Gospel of our Lord Jesus Christ not only in word, but in practice, to the glory of God the Father.

Daniel Fleischer <><



PASTORS: ORDINATION/INSTALLATION

<u>*Ordained/Installed:</u>	<u>By</u>	<u>Date</u>	<u>Congregation</u>
*John Hein	Daniel Fleischer	June 23, 1996	Our Redeemer's Red Wing, MN
Bruce Naumann	Keith Olmanson	August 25, 1996	Faith Markesan, WI
Rollin Reim	Michael Sprengeler	November 3, 1996	St Stephen - West Bay Mt View, CA
Terrel Kesterson	Robert List	November 10, 1996	Trinity Spokane, WA
*Timothy Holland	Warren Fanning	December 8, 1996	Living Word Hendersonville, NC
David Reim	Bertram Naumann	May 4, 1997	St Paul - Vernon, British Columbia, Canada
Joel Fleischer	Daniel Fleischer	June 1997	Calvary Marquette, MI
*James Naumann	Bertram Naumann	June 29, 1997	Mt Olive Lamar, CO
Jay Hartmann	Karl Stewart	June 29, 1997	Grace Live Oak, FL
*Timothy Wheaton	Gordon Radtke	July 6, 1997	St Luke's Lemmon, SD
Walter Schaller	Bruce Naumann	August 17, 1997	Exploratory Missionary Grand Rapids/Cadillac, MI
Roland H Gurgel	Paul Gurgel	August 24, 1997	Faith / Nicollet, MN Faith / New Ulm, MN
Andrew Schaller	Walter Schaller	August 30, 1997 August 31, 1997	Zion / Hidewood, SD Trinity / Watertown, SD
Wayne Eichstadt	P D Nolting	January 11, 1998	Immanuel Mankato, MN
David Schmidt	Paul Tiefel	February 1, 1998	Indian Landing Rochester, NY
Warren Fanning	Michael Eichstadt	February 8, 1998	Exploratory Missionary Gold Canyon, AZ
Daniel Fleischer	Joel Fleischer	May 3, 1998	Resurrection Corpus Christi, TX

Vance Fossum	Glenn Oster	May 10, 1998	Holy Trinity West Columbia, SC
Paul Larsen	John Schierenbeck	May 10, 1998	Church of the Lutheran Confession, Northport, FL
*George Dummann	Michael Roehl	June 7, 1998	Grace Valentine, NE
David Koenig	Bruce Naumann	June 7, 1998	Foreign Missionary Madison, WI
John Ude	Paul F Nolting	June 14, 1998	Grace Fridley, MN

TEACHERS: INSTALLED/CLC CERTIFIED

<u>Installed/CLC Certified:</u>	<u>By:</u>	<u>Date:</u>	<u>School:</u>
Mark Kranz	John H Johannes	July 14, 1996	Luther Memorial Fond du Lac, WI
Philip Strike	Michael Eichstadt	July 14, 1996	Holy Cross Phoenix, AZ
Ruth Eserhut	John Ude	August 11, 1996	Messiah Hales Corners, WI
David Lundin	Warren Fanning	August 18, 1996	Holy Trinity West Columbia, SC
Joseph Lau Ross Roehl Paul Schaller Michael Sydow	Vance Fossum	August 26, 1996	Immanuel Lutheran College Eau Claire, WI
Peggy Kesterson	Robert List	November 24, 1996	Gethsemane Spokane, WA
John Pfeiffer	Vance Fossum	May 24, 1997	President, ILC Eau Claire, WI
Ann Libby	Paul Tiefel	August 10, 1997	Messiah Eau Claire, WI
Amy Cavanaugh	John H Johannes	August 17, 1997	Luther Memorial Fond du Lac, WI
Paul Sullivan	Vance Fossum	August 24, 1997	Immanuel Lutheran College Eau Claire, WI
Karl Olmanson	L D Redlin	August 31, 1997	Immanuel Mankato, MN
Michael Wheaton	L D Redlin	August 31, 1997	Immanuel Mankato, MN

APPOINTMENTS

Ministry By Mail:

Paul Naumann to replace Paul F Nolting
Steven Sippert as Associate Editor

Visitor - West Central Conference:

Michael Roehl to replace Walter Schaller

Board of Doctrine:

Thomas Schuetze to replace Paul Schaller

Board of Missions:

Michael Eichstadt to replace Walter Schaller

Board of Education:

Steven Sippert to replace David Schierenbeck

APPLICATION FOR MEMBERSHIP

Pastors:

David Baker
Delwyn G Maas
James J Naumann
Victor Tiefel, Pastor Emeritus

Pastors:

George Dummann
Philip Matzke
Todd Ohlmann
Timothy B Wheaton

Teachers:

Michael J Wheaton
Paul Sullivan

Congregations:

Ascension, Kimball MN (Confessional Membership)
Resurrection, Calgary AB
St Matthew, Colorado Springs CO
St Paul, Golden CO
St Paul, Vernon BC
Zion, Atlanta GA

MEMBERSHIP CHANGES

Retirements:

John Lau
Paul F Nolting
L D Redlin
Karl Stewart

Deaths:

Leland Grams

Resignations:

Jerome Barthels
David Lundin

Withdrawal - Congregations:

St Luke's of Stoddard, WI
St Mark's of Onalaska, WI
Mt Zion of Detroit, MI

Withdrawal - Pastors:

Egbert Albrecht
Mark Bohde
Leroy Dux
Gregory Jackson
James Shrader

DEDICATIONS

Congregation:

Luther Memorial
Fond du Lac, WI

Dedicated:

Parsonage

Speaker:

John H Johannes

Date:

September 15, 1996

ANNIVERSARIES

<u>Congregation:</u>	<u>Years:</u>	<u>Speaker:</u>	<u>Date:</u>
Redeemer Bowdle, SD	35	David Lau	July 13, 1997
St Paul's White River, SD	75	Paul Larsen	November 2, 1997
Our Savior's Day School Jamestown, ND	50	Paul Fleischer	August 31, 1997
St Paul's White River, SD	75	Paul Larsen	October 25, 1997
Messiah Day School Hales Corners, WI	5	Michael Sydow	May 31, 1998
Our Redeemer's Red Wing, MN	40	James Sandeen	June 14, 1998

PERSONAL ANNIVERSARIES

<u>Anniversary of:</u>	<u>Years Service:</u>	<u>Date:</u>	<u>Speaker:</u>
Paul F Nolting	50	June 13, 1997	Paul D Nolting
Arvid Gullerud	50	September 14, 1997	Bertram Naumann

MINISTERS OF THE CONVENTION

Convention Theme: *The Fellowship of Kindred Minds*

Essayists: Michael Roehl
Mark Gullerud

Organist Coordinator: Paul Krause

Convention Reporter: Joseph Lau

Chaplain: Delwyn Maas

Communion Service Speaker: Clifford Kuehne

Liturgist: Joel Fleischer

Memorial Service Speaker: Rollin Reim

COMMITTEE #1 - PRESIDENT'S REPORT

Introduction

We appreciate that the president mentioned in his introduction the theme of the Convention, *The Fellowship of Kindred Minds*, and warned us of the fragility of our blessed fellowship. Satan seeks daily to destroy this fellowship. Therefore, we encourage one another in the mutual study of His Word to strengthen the common bond of faith we have in Christ.

The Ministry in Our Midst

We rejoice that the Lord of the Church has brought into our midst three qualified servants of the Word through colloquy. We pray that the Lord bless their work among us. We ask His blessing on the three upcoming colloquies.

We thank the Lord for the five pastor and two teacher graduates during this past biennium. It is our fervent prayer to the Lord that He continue to move the hearts of our young people to prepare for the preaching and teaching ministry.

We give thanks to the Holy Spirit for the many faithful years of service given by the dedicated servants who have retired in the past biennium.

We also give thanks to the Lord for the years of faithful service given by our departed brother in Christ, Pastor Leland Grams.

Anniversary Preparation

We recommend the president appoint a committee to implement an appropriate celebration marking the 40th anniversary (2000) of the Church of the Lutheran Confession.

Jackson Appeal

We trust the judgement of the appeals committees in finding in favor of our Nicollet and New Ulm congregations, and the actions of the praesidium in the handling of the Jackson appeal. We regret that such conflicts occur in our midst and we sympathize with the congregations and individuals whose faith is so tested. In the future we encourage the praesidium to make a timely report of the findings of the appeals committee(s).

We are gratified that the constitutional appeals policy has worked well, and encourage our pastors to make sure their members are informed as to the process.

Aid Association for Lutherans

We appreciate President Fleischer's reminder that the AAL is misrepresenting our scriptural stand against them by assigning branch numbers to our congregations, none of which are affiliated with the AAL.

Finances

We share the president's amazement that the Lord continues to bless us with a variety of gifts and provides for the maintenance of His church to carry on the work He gives to us. Praise the Lord for His sustaining grace!

Foreign Missions

We are grateful to the Lord for the opportunities given to us to spread the Gospel in foreign lands, for the open doors, for the workers willing to give of their time and for those who support this work with their offerings.

Journal of Theology and Lutheran Spokesman

We thank the Lord for the dedicated service of the editors, assistant editors, business managers, circulation managers, artists, contributing writers and other staff of the JOURNAL OF THEOLOGY and the LUTHERAN SPOKESMAN. May He continue to bless their work in His service!

Whereas the editor and the business manager of the Lutheran Spokesman would like to see each issue increased to 20 pages, and

Whereas this would mean an increase of \$.50 per bulk subscription and \$1.00 per individual subscription, be it

RESOLVED that this convention concur with the suggested raise in subscription rates effective May 1, 1998 for the 98-99 renewal year, thus covering the approximate \$200 per month cost increase for printing and postage. (Prospectus, page 39)

Whereas it has been recommended to add a third year to the Journal of Theology rates, be it

RESOLVED that this convention follow this recommendation. (Prospectus, page 39)

Board of Education Report

We thank the CLC Board of Education for all of its research and for compiling its report. (Prosp. Pg 2)

Whereas the WELS has discontinued its *God so Loved the World* Sunday School curriculum, and

Whereas in the past many in our midst have developed various Christian education tools (e.g. catechism and VBS), be it

RESOLVED that under the leadership of the CLC Board of Education, a three year Sunday School curriculum be developed in a timely fashion in voluntary cooperation with pastors, teachers, and laity; and

Whereas, offering a stipend sets a precedent, be it

RESOLVED that no stipend be paid for these voluntary services.

Pastor James Sandeen, Chrmn
Teacher Lane Fischer, Sec
Pastor Mark Bernthal, Rep.
Pastor Paul Krause
Teacher Kurt Koenig
Mr. Herb Steffl
Pastor David Schierenbeck
Dr. Burdette Wheaton
Mr. Lyle Erfourth
Mr. Donald Drews
Mr. Ivan Zarling

Faith-Coloma, MI
Immanuel-Mankato, MN.
Gethsemane-Saginaw, MI
St. John's-Clarkston, WA
Gethsemane- Saginaw, MI
St. Paul-Vernon, British Columbia
Berea-Inver Grove Heights, MN
Immanuel-Mankato, MN
Church of the Luth Conf-North Port, FL
St. Stephen-Mountain View, CA
Trinity-Spokane, WA

Mr. Lowell Kolb
Mr. Craig Ohlmann
Teacher Thomas Skinner
Pastor Phil Matzke
Mr. Norbert Janssen
Pastor Jay Hartmann
Pastor John Klatt
Mr. Mark Johnson
Mr. Reuben Tretbar
Lance Schoon
Teacher Robert Snell

Prince of Peace-Loveland, CO
Grace-Valentine, NB
St. Paul s-Austin, MN
St. Peter s-Stambaugh, MI
St. Paul-Golden, CO
Grace-Live Oak, FL
Bethel-Spring, TX
St. Paul-Bismarck, ND
St. Paul s-Ponsford, MN
Zion-Atlanta, GA
Berea-Inver Grove Heights, MN

COMMITTEE # 2: DOCTRINE (SELF-ESTEEM)

- Whereas the question of the '96 Convention states, "*Does Scripture teach or allow for a holy love of self, as part of the Law of God and as a fruit of the Spirit in the Christian, or is all love for self sinful?*" and
- Whereas the question is multi-faceted, and therefore cannot be answered with a simple "yes" or "no," and
- Whereas any statement of doctrine must be based on simple, clear passages which directly teach that doctrine, and
- Whereas Scripture does not use the terms "holy self-love" or "sinful self-love," and
- Whereas we reject the humanistic concept of "self-love" and "self-esteem," and
- Whereas the term "self-love" has been used in various ways among us, and
- Whereas Scripture commands love of God and neighbor, but nowhere commands love of self, and
- Whereas we cannot establish from Scripture that every passage which speaks of love for self must be understood as referring to sinful love, and
- Whereas according to the New Man, believers love God and do His will, always to the glory of God and not to the glory of self; which love of God and obedience to His will includes attending also to our own spiritual and temporal welfare in a God-pleasing way. ("*Or do you not know that your body is the temple of the Holy Spirit who is in you, whom you have from God, and you are not your own? For you were bought at a price; therefore glorify God in your body and in your spirit, which are God's.*" I Cor. 6:19-20; "*Do you not know that those who run in a race all run, but one receives the prize? Run in such a way that you may obtain it. And everyone who competes for the prize is temperate in all things. Now they do it to obtain a perishable crown, but we for an imperishable crown. Therefore I run thus: not with uncertainty. Thus I fight: not as one who beats the air. But I discipline my body and bring it into subjection, lest, when I have preached to others, I myself should become disqualified.*" I Cor. 9:24-27; "*For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them.*" Eph. 2:10; "*Therefore, my beloved, as you have always obeyed, not as in my presence only, but now much more in my absence, work out your own salvation with fear and trembling; for it is God who works in you both to will and to do for His good pleasure.*" Phil. 2:12-13); therefore be it

RESOLVED that the question of the '96 Convention be answered by the following Scriptural principles:

All love proceeding from the Old Man is sinful, and

All love proceeding from the New Man is God-pleasing,

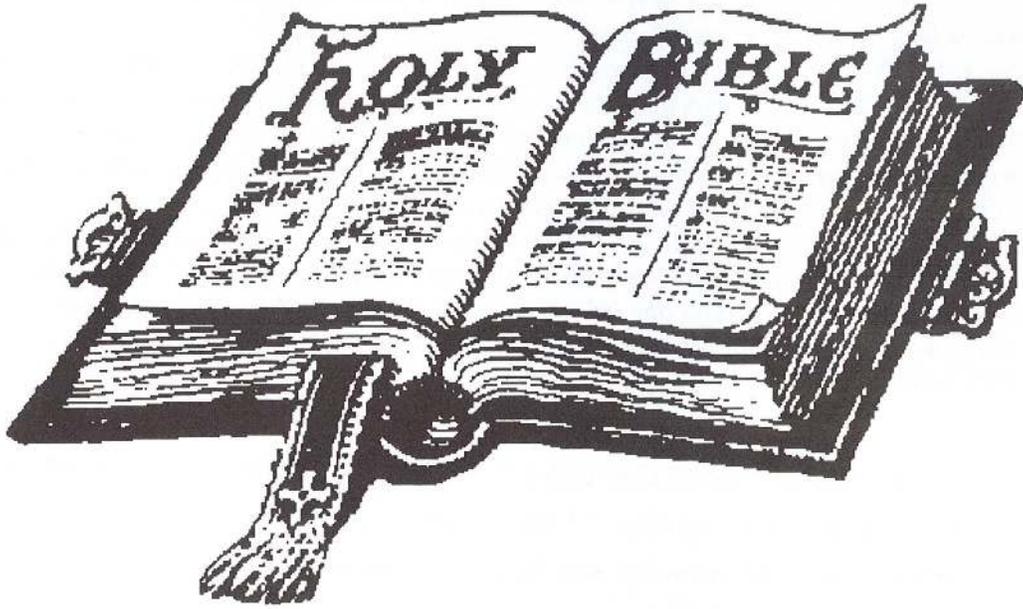
("That which is born of the flesh is flesh, and that which is born of the Spirit is spirit."

Jn. 3:6; "But the fruit of the Spirit is love, joy, peace, longsuffering, kindness, goodness, faithfulness, gentleness, self-control. Against such there is no law." Gal. 5:22-23;

"Therefore, whether you eat or drink, or whatever you do, do all to the glory of God." I Cor. 10:31) and be it further

RESOLVED that all essays and study papers addressing this subject heretofore have no standing among us as an expression of our position on the subject, and that everything contrary to the Scriptural principles set forth above is rejected.

<i>Pastor Michael Eichstadt, Chariman</i>	<i>Messiah, Hales Corners, WI</i>	<i>Pastor Walter Schaller</i>	<i>Rock of Ages, Grand Rapids, MI</i>
<i>Teacher Craig Owings, Secretary</i>	<i>Immanuel, Mankato, MN</i>	<i>Pastor David Reim</i>	<i>St. Paul, Vernon, BC</i>
<i>Pastor Elton Hallauer</i>	<i>Bethel, Morris, MN</i>	<i>Pastor David Naumann</i>	<i>Holy Truth, Ketchikan, AK</i>
<i>Pastor Andrew Schaller</i>	<i>Peace, Watertown, SD</i>	<i>Pastor Michael Schierenbeck</i>	<i>Redeemer, Bowdle, SD</i>
<i>Pastor Terrel Kesterson</i>	<i>Trinity, Spokane, WA</i>	<i>Teacher Gene Schreyer</i>	<i>Immanuel, Mankato, MN</i>
<i>Professor Joseph Lau</i>	<i>ILC, Eau Claire, WI</i>		<i>Parkers Prairie, MN</i>
<i>Professor John Reim</i>	<i>ILC, Eau Claire, WI</i>	<i>Mr. Curtis Brown</i>	<i>Faith, Markesan, WI</i>
<i>Mr. Al Kurtzahn</i>	<i>Immanuel, Winter Haven, FL</i>	<i>Mr. Ken Schmitt</i>	<i>Salem, Eagle Lake, MN</i>
<i>Mr. Paul Meyer</i>	<i>St. Paul, Austin, MN</i>	<i>Mr. Art Leinberger</i>	<i>Gethsemane, Saginaw, MI</i>
<i>Mr. Mark Battig</i>	<i>Holy Cross, Phoenix, AZ</i>	<i>Mr. Joel Krafft</i>	<i>St. Matthew, Dallas, TX</i>
<i>Mr. Peter Krafft</i>	<i>Grace, Live Oak, FL</i>	<i>Mr. Loren Hansen</i>	<i>Immanuel, Mankato, MN</i>
<i>Mr. Frank Paull, Jr.</i>	<i>Calvary, Marquette, MI</i>	<i>Mr. Loren Marschel</i>	<i>St. John's, Okabena, MN</i>
<i>Mr. Jan Messerschmidt</i>	<i>St. Stephen, Hayward, CA</i>	<i>Mr. Marlin Beekman</i>	<i>Messiah, Eau Claire, WI</i>
<i>Mr. Ken Strumpler</i>	<i>Faith, Baldwin, MO</i>		



COMMITTEE #3: ILC BOARD OF REGENTS

ILC President's Report; CLC Publishing Division

ILC President's Report (Prospectus pp. 3-7)

I. Introduction:

We heartily concur with President John Pfeiffer's reminders that ILC exists as a "dear treasure" placed into unworthy hands by the amazing grace of God, and that its purpose is to "give (God) the glory for fashioning sinners into ambassadors " of Christ.

We give God the glory that these ambassadors include not only those trained for the public teaching and preaching ministry, but also those who serve in the congregations as dedicated laity.

II. Student Body:

We thank the Lord of the Church for the enrollment of 154 students in the 1996-97 school year, and 159 students for the 1997-98 school year.

We ask the Lord's continued blessings upon all those who have graduated from ILC after completing the prescribed courses.

III. Faculty:

We give thanks to God for the past services of retired/resigned professors, Dean Carstensen, Paul Koch, Robert Rehm, and Paul D. Nolting. We give special thanks to our Lord for Professor John Lau's faithful service both in the classroom and in his administrative position as ILC President.

At the same time we rejoice with gratitude that the Lord of the Church has provided new professors to fill the vacancies: Ross Roehl, Joseph Lau, Paul Schaller, Michael Sydow, and Paul Sullivan.

We note the increasingly heavy workload of all those serving on the faculty. Unfortunately this workload has been necessitated by financial constraints. We would hope that in the future there would be a reduction of the workload.

IV. Staff:

We recognize changes in the staff at ILC. We thank our God for the many years of dedicated service of those who have concluded their work at ILC this past biennium. We also recognize with gratitude the gracious hand of our Lord in supplying other servants to fill the ongoing needs.

We are thankful for the long and faithful service of Donald Skinner as the North Hall supervisor, together with Phyllis, his wife, who served as nurse. We pray the Lord will soon fill the position of supervisor.

We recognize with gratitude the service in maintaining the buildings and grounds these many years by Roger Lentz and Paul Gullerud. May the Lord graciously bless them in their retirement.

We give thanks for the service of Luther Sieg as Facilities Manager. We recognize that through this position, ILC has already realized a substantial cost saving. We trust that this position will continue to be a blessing

particularly with regard to coordinating volunteer efforts at ILC. We encourage that the volunteer program be continued as a helpful way to control costs related to the necessary upkeep and improvement of our school.

V. Status Study:

We are happy to report that Immanuel's credit transfer agreement with the University of Wisconsin, Eau Claire has been renewed for another five years.

VI. Conclusion

We pray that all those sent forth from ILC into the wilderness of this world would continue to declare the praises of Him who "called us out of darkness into His marvelous light."

Board of Regents Report (Prospectus pp. 8-12)

We join with the Board of Regents in giving thanks to our Living Lord that He continues to bless us with the saving truth at our synodical school. We pray that the Holy Spirit would inspire the hearts of our students through His Word that more laborers may be sent into the harvest of precious souls.

I. Student Aid Fund

Whereas the Board of Regents has requested certain changes in the manner in which ILC Student Aid Fund will be administered; therefore be it

RESOLVED that the duties of the SAF Officer be incorporated into those of the ILC Business Manager and Administrative staff; and be it further

RESOLVED that SAF figures submitted by the Board to the Convention or Coordinating Council shall be viewed as estimates or target amounts only (the Board will have authority and discretion to independently adjust these amounts as student need or SAF balances dictate); and be it further

RESOLVED that the 1986 Convention guidelines for distribution of grants, scholarships, and loans on a 20/20/60 ratio are defined as a 'guide' rather than an absolute rule; and be it further

RESOLVED that all SAF loans have an amortization period of ten years (interest rates will be determined by the Board of Regents, and are expected to vary based on the prevailing economic indicators); and be it further

RESOLVED that minimum payments shall be the monthly value of a ten-year amortization rate or \$50.00 per month, whichever is greater (payments less than this, unless granted specific dispensation by the Board, shall place the account in arrears); and be it further

RESOLVED that it is required that a parent or legal guardian shall be the primary signer for any high school student loan, and repayment of high school loans shall start no later than four months after high school graduation, regardless of whether a student is enrolled in any post-high school educational institution; and be it further

RESOLVED that ILC college and seminary loans will require the student to be the primary signer; and be it further

RESOLVED that a maximum loan limit per student will be defined as an amount equal to the cost of two years tuition, room, and board from the time the loan is issued (if this ceiling amount is desired to be exceeded, payments based on a five-year amortization rate must start and continue on the loans already accrued; payments would be interest-free as long as the student is in the school under which the original loans were acquired); and be it further

RESOLVED that the pastors be encouraged to help their members, when necessary, understand the Scriptural implications involved with contractual obligations; and be it finally

RESOLVED that we will not use outside collection agencies to deal with past due accounts.

II. ILC Improvement Fund

We recognize that the following projects have been completed and removed from the project list:

Ingram Chimney Repair Cottage Re-Shingling
Retrofitting of Lights Ingram Remodeling

We further recommend that project #13, Ingram Hall Heating, be removed from the list for the reasons stated in the 1998 Prospectus (pg. 11).

Whereas the Board of Regents has compiled a list of necessary improvements to ILC, (Prospectus, pg. 11) therefore be it

RESOLVED that the Board be given the go-ahead to allocate funds for these projects as funds become available.

Board of Regents Recommendation Regarding Health Insurance for ILC Staff

Whereas we support the Board of Regent's decision to provide partial payment of health insurance premiums for part time workers; therefore be it

RESOLVED that the Board of Regents be authorized to determine and implement a formula for part time workers which would pay for a percentage of the insurance premium based on hours worked.

CLC Publishing Division Committee Report (Prospectus pp. 20-21)

Whereas the CLC Publishing Division Committee appointed by the President at the direction of the 1996 CLC Convention has made significant progress within the parameters of step 1 of the 3 step program as outlined by the 1996 Convention; and

Whereas in connection with step 1 of this program, the CLC Publishing Division Committee has found:

- 1) significant technical and economic viability for such efforts is at our disposal;
- 2) that economic viability mentioned above suggests that many worthwhile programs could be financially self-sufficient;
- 3) that setting up a "limited liability" corporation appears not to be feasible;
- 4) that we can explore other possible means of incorporation, especially such as might readily lend themselves to a not-for-profit organization; and,

- Whereas there are still worthwhile projects which can be undertaken within the scope of the present committee's capabilities which will prove helpful to further determine our prospects to establish a CLC Publishing Division; therefore be it
- RESOLVED** that we ask the current CLC Publishing Division Committee to function for another biennium; and be it further
- RESOLVED** that they continue to pursue additional test projects, asking for input and assistance from any whom they believe can help them, and using their valuable experience to bring a report to the Convention in the year 2000; and
- Whereas it appears we can use this accumulated experience to better assess the timing of the need to "establish a permanent staff" (cf. step 2 of the program); and
- Whereas this committee will be "overseeing and expanding operations" (cf. step 2 of the program); and
- Whereas it appears that more time will prove useful to best assess the scope of all that will be involved with a) "developing new publications" b) "providing technical support for CLC members wishing to publish new materials" c) "screening doctrinal content of new materials" (cf. step 2 of the program); therefore be it
- RESOLVED** that we further assess the need to "establish a permanent staff" for the CLC Publishing Division at the next Convention; and be it further
- RESOLVED** that the President in consultation with the Board of Doctrine bring a report to the next Convention about how best to pursue the important question of addressing the need to screen the doctrinal content of the new material published; and be it further
- RESOLVED** that the present committee make progress reports to the Coordinating Council during the next biennium, and be it further
- RESOLVED** that in view of the benefits to be gained by the CLC to have at its disposal a cost-effective Publishing Division, we wholeheartedly encourage the Coordinating Council to do everything it can to assist this committee with its work; and be it finally
- RESOLVED** that we extend our thanks to the committee members and all who assist them in pioneering this area which seems to offer so many benefits to our church body.

Technology Committee Report

I. E-Mail Listservers

At least three independent E-mail listservers have been started by CLC member volunteers to serve primarily CLC members for communication, cooperation, and mutual encouragement:

- Phileotalk (formerly Slinger) for Christian discussion
- E-News for announcements and basic communication
- ClergyTalk for communication between Pastors.

While we recognize that these are in no way official organs of the CLC, nevertheless we concur with the assessment of the Technology Committee to wit:

“The abuses by some people on these public forums have truly been a matter of offense. This committee, however, believes that the CLC should not attempt to control independent efforts by CLC members providing such forums (and such attempts would prove to be formidable and possibly futile)...This committee also believes that properly moderated listservers will succeed, those which permit abuses and offences will be dropped quickly by Christians versed in the way of our Lord.”

We enjoin our brethren who operate and participate in such forums to maintain high Christian standards for the use of these tools, that Christ may be glorified and His Church built up.

II. CLC Web Presence

Whereas the Internet holds proven potential for the work of the Church and for drawing our body closer together, be it

RESOLVED that the responsibility for the CLC web presence be assumed by the CLC Publishing Division Committee and that they make use of the talents of individuals interested in developing this technology; and be it finally

RESOLVED that we thank the Technology Committee for its work and release them from their duties.

*Pastor Paul Naumann, Chrmn
Teacher Doug Libby, Reporter
Teacher Ted Quade, Secretary
Pastor Setphen Kurtzahn,
Pastor Mark Gullerud,
Pastor David Baker,
Pastor Bruce Naumann,
Pastor Roland H. Gurgel,
Pastor Arthur Schulz,
Pastor Paul Fleischer,
Pastor Rollin A. Reim,
Teacher Dan Barthels,*

*Ascension, Tacoma, WA,
Immanuel, Mankato, MN
Messiah, Hales Corners, WI
St. Paul's, Austin, MN
Messiah, Eau Claire, WI
Immanuel, Chicago, IL
Faith, Markesan, WI
Faith, Nicollet/New Ulm, MN
Trinity, Millston, WI
Grace, Sleepy Eye, MN
St. Stephen, Mountain View, CA
Gethsemane, Saginaw, MI*

*Mr. Larry Diede,
Mr. Russell Beal,
Mr. John Abbott,
Mr. Norwin Walz,
Mr. Angelo Rentas,
Mr. Robin Vogslund,
Mr. Robert Peters,
Mr. Keith Olmanson,
Mr. Brian Radichel,
Mr. Robert Davidson,
Mr. Duane Riggert,*

*Berea, Sioux Falls, SD
Holy Truth, Ketchikan, AK
St. Matthews, Dallas, TX
Redeemer, Bowdle, SD
Messiah, Hales Corners, WI
Holy Spirit, Albuquerque, NM
CLC, North Port, FL
Faith, Nicollet, MN
Zion, Atlanta, GA
Grace, Live Oak, FL
Peace thru Christ, Middleton, WI*



COMMITTEE #4: MISSIONS

Home and Foreign

We rejoice with our CLC Board of Missions that our Lord has bestowed on us His grace and the distinct privilege of sharing His gospel Word with others. We likewise pray that, in spite of our sins, failures and shortcomings, the Lord give us both the resources and the zeal to do His will together to carry out the Great Commission!

I. Home Missions (pp. 13-14,18)

A. Missions in the United States and Canada (pp. 13-14)

We are thankful that the Lord has enabled us as a church body to support eleven mission congregations. We are thankful as well that the Lord has now provided faithful shepherds for each of these congregations. We commend our brethren in these congregations for their efforts to share the gospel with others and to exercise good stewardship of the funds we provide them. We pray for the Spirit's continued guidance of their efforts to share the gospel in their respective areas.

B. Preaching Stations in the United States (p. 14)

We rejoice in the fact that the Lord has opened the door for the spread of the gospel through our many preaching stations. We encourage our brethren to continue their faithful proclamation of the Word of life. We urge our CLC Board of Missions to continue to monitor the progress of these preaching stations and to use the exploratory mission program to further develop our presence in those areas they believe show the greatest mission potential.

C. Diaspora List (p. 18)

We thank Pastor John Hein and Mrs. Lois Mackensen for compiling the 1998 edition of the *Diaspora List*. We pray that this list will help our many members at a distance from their home congregations to find fellow Christians with whom to share the fellowship of kindred minds.

D. Video Tape Ministry (p. 18)

We thank our brethren at Prince of Peace in Loveland, CO for their faithful service in connection with this program. We urge our CLC Board of Missions to secure the new equipment needed to carry on this important ministry as soon as financially feasible.

II. Foreign Missions (pp. 15-17)

A. Foreign Missionary Koenig (p. 15)

We rejoice in the fact that Pastor David Koenig was moved to accept our call into the foreign mission fields of Nigeria and India. We pray that the Lord would be with his family and bless his ministry.

B. Nigerian Church of the Lutheran Confession (NCLC) (p. 15)

We rejoice that the Lord of the Church continues to bless the work of our Nigerian brethren. We send our greetings to Pastors Essien and Udo and all of our brethren and pray that the Lord give them wisdom, strength and hope as they carry on their respective ministries.

We approve of the efforts to renovate the missionary residence near the Bible Institute and would further encourage any renovations necessary to prepare for a second missionary and his family.

We heartily support the new "NCLC Emergency Medical Fund" and pray that it will be a blessing for the NCLC pastors, students and their dependents.

We view the calling of a second foreign missionary as the single greatest need in our mission program. We pray that the Lord of the Church would enable us to call and send a second missionary into the field as soon as possible.

C. Second Foreign Missionary (p. 15)

Whereas we believe the single most pressing unmet need within our mission program at this time is the calling of a second foreign missionary; and

Whereas the CLC Board of Missions has stated that it plans to call a second foreign missionary as soon as resources and manpower become available; and

Whereas the resources are now available through a gift of \$140,000 to the CLC; and

Whereas a plan has been proposed to use \$62,000 of that gift to support a second foreign missionary for a four year period while the CLC Board of Missions phases the funding into its regular budget; therefore be it

RESOLVED that the \$62,000 of the \$140,000 gift be set aside to support a second foreign missionary; and be it further

RESOLVED that the CLC Board of Missions implement this plan as soon as it is feasible.

D. Bharath Evangelical Lutheran Church (BELC) (pp. 15-16)

We thank our Savior for the many blessings and opportunities He has given Pastor Mohan Bas to share the gospel in south India. We send our greetings to Pastor Bas and our brethren within the BELC. We pray that God continue to give them the strength to carry on with their ministries.

We rejoice in the fact that land has now been purchased and that a new multi-purpose building will soon be erected to provide a permanent base for the work of the BELC.

We encourage Pastor Bas to continue his outreach efforts both in Nellore and in Kuala Lumpur with the sure and certain confidence that the Lord will bless that work to His glory and to the salvation of many souls.

E. Church of the Lutheran Confession in India (CLCI) (p. 16)

We thank our Savior God for blessing the work of Pastors V.S. Benjamin and Jyothi Benjamin.

We send our greetings to them and to our brethren within the CLCI. May the Lord grant them joy and faithfulness in their callings.

We rejoice that a formal seminary course of education is now in place and are pleased that we have been able to provide support scholarships for the men preparing themselves for the ministry.

We are overjoyed by the reports of the tremendous mission opportunities the Lord is granting the CLCI. We encourage our brethren in the CLCI to continue to reach out to any and all who have not learned to know the joy of forgiveness, life and salvation by grace through faith in Jesus Christ alone.

F. Mission Development Fund (MDF) (pp. 16-18)

We approve the projects proposed by our CLC Board of Missions for the Mission Development Fund (MDF). We pray that the Lord move the hearts of our membership to support these efforts.

G. Kinship (p. 17)

We thank our heavenly Father for the opportunities He has given our membership to support nearly 80 orphans in India and Nigeria through the Kinship program. We hope that the Lord will use this program to feed many of Christ's lambs. We thank the Kinship committee members and all those who support this labor of love.

H. CLC Mission Helper Program (p. 17)

We rejoice that the CLC Mission Helper Program is providing further opportunities for our membership to use their time and talents to serve their Lord. We encourage the Mission Helper Committee to continue promoting the program so that both volunteers and financial sponsors can be found to meet the many needs in our mission fields.

I. Mission Clearing House (p. 18)

We thank Pastor Steven Sippert and the volunteers of Grace congregation of Valentine, NE for their faithful work in connection with the Mission Clearing House. We encourage the CLC Board of Missions to maintain this worthwhile program.

III. Other Matters (p. 18)

A. Standing Outreach Committee (cf. Proceedings 1990, pp. 69-71)

We miss not having a report on the work of the Standing Outreach Committee. We reaffirm our desire to have such a committee serve us as an aid to further the work of our synod in spreading the gospel.

B. Retirement of Mr. Don Ohlmann (p. 18)

We give thanks to our Lord for the blessings He has bestowed on our fellowship and mission efforts for the last 24 years through Mr. Don Ohlmann. We pray that the Lord bless Mr. Ohlmann as he retires from this labor of love.

C. CLC Board of Missions

We thank all the members of the CLC Board of Missions for their diligent work in supervising our CLC mission program during the past biennium. We praise the Lord for such dedication and pray that He might continue to bless us with such willing workers.

We are concerned about the increasing work load of this board and ask the board members and CLC Coordinating Council to monitor the amount of work and notify the convention if and when additional board members are needed.

<i>Pastor Paul Tiefel, Chrmn</i>	<i>Messiah, Eau Claire, WI</i>	<i>Mr. Bruce Buchanan,</i>	<i>Gethsemane, Opportunity, WA</i>
<i>Pastor Paul D. Nolting, Sec</i>	<i>Immanuel, Mankato, MN</i>	<i>Mr. Bruce Eigenberg,</i>	<i>St. John's, Okabena, MN</i>
<i>Pastor John H. Johannes</i>	<i>Luther Memorial, Fond du Lac, WI</i>	<i>Mr. Les Graham,</i>	<i>Trinity, Spokane, WA</i>
<i>Pastor Michael Roehl</i>	<i>St. Paul, Bismarck, ND</i>	<i>Mr. LeRoy Greening,</i>	<i>Redeemer, Cheyenne, WY</i>
<i>Pastor David Schmidt</i>	<i>Indian Landing, Rochester, NY</i>	<i>Mr. Paul Koch,</i>	<i>Messiah, Eau Claire, WI</i>
<i>Pastor Michael Sprengeler</i>	<i>St. Stephen, Hayward, CA</i>	<i>Mr. Alvin Kurle,</i>	<i>Redeemer, Bowdle, SD</i>
<i>Professor Jeffrey Schierenbeck</i>	<i>ILC, Eau Claire, WI</i>	<i>Mr. Jay Hollenbeck,</i>	<i>Good Shepherd, Rapid City, SD</i>
<i>Teacher David Bernthal</i>	<i>Faith, Coloma, MI</i>	<i>Mr. Steve Mielke,</i>	<i>Grace, Valentine, NE</i>
<i>Teacher Leif Olmanson</i>	<i>Immanuel, Mankato, MN</i>	<i>Mr. Mark Rehm,</i>	<i>Berea, Inver Grove Heights, MN</i>
<i>Teacher Seth Schaller</i>	<i>Messiah, Eau Claire, WI</i>	<i>Mr. J. Charles Seelye,</i>	<i>St. Matthew's, Colorado Springs, CO</i>
<i>Mr. Martin Bernthal,</i>	<i>Messiah, Milwaukee, WI</i>	<i>Mr. Michael Slattengren,</i>	<i>St. Stephen, Hayward, CA</i>
<i>Mr. Dick Waldner,</i>	<i>Rock of Ages, Grand Rapids, MI*</i>	<i>Mr. Art Stellick,</i>	<i>Our Redeemer's, Red Wing, MN</i>
	<i>* Visitor from our exploratory mission.</i>	<i>Mr. Bruce Templeton,</i>	<i>Peace Thru Christ, Middleton, WI</i>

COMMITTEE #5

ELECTIONS; APPOINTMENTS; NEXT CONVENTION; THANKS; ATTENDANCE

A. ELECTIONS:

ELECTED CLC OFFICERS:

President: Pastor Daniel Fleischer (2000)
V. President: Pastor Elton Hallauer (2000)
Secretary: Pastor James Albrecht (2000)
Moderator: Professor Ronald Roehl (2000)

BOARD OF MISSIONS:

Pastor Bruce Naumann, Chairman (2002)
Pastor Michael Eichstadt, Secretary (2000)
Mr. Peter Krafft (2000)
Mr. Jack Mayhew (2002)

BOARD OF REGENTS:

Pastor Vance Fossum, Chairman (2002)
Mr. Tom Beekman, Secretary (2000)
Pastor Mark Bernthal (2000)
Mr. James Gullerud (2002)
Professor John Pfeiffer, Advisory

BOARD OF TRUSTEES:

Mr. Phil Radichel, Chairman (2000)
Pastor James Sandeen, Secretary (2002)
Pastor John Schierenbeck (2000)
Mr. Dennis Oster (2002)

B. APPOINTMENTS - 1998 :

BOARD OF EDUCATION:

Dr. Gayle Stelter, Chairman (2000)
Pastor Steven Sippert, Secretary (2002)
Teacher Karl Olmanson (2000)
Professor Ross Roehl (2002)

BOARD OF DOCTRINE:

Professor John Lau, Chairman
Pastor Mark Bernthal, Secretary
Pastor Paul F. Nolting
Pastor Bertram Naumann
Pastor Thomas Schuetze
Mr. Melvin Eichstadt
Mr. Frank Paull

KINSHIP COMMITTEE:

Mr. Jack Mayhew, Chairman
Pastor Paul Naumann, Secretary
Pastor David Fuerstenau, Treasurer
Pastor Thomas Schuetze
Mr. Peter Krafft
Mr. Jonathan Wiechman

MISSIONS OUTREACH COMMITTEE:

Pastor Walter Schaller
Teacher Karl Olmanson
Mr. Marty Beekman

ILC PUBLICITY:

Pastor John Hein
Pastor Michael Wilke
Professor John Pfeiffer
Mr. Tom Beekman

CLC FOUNDATION BOARD:

Pastor Stephen Kurtzahn (2000)
Mr. Duane Riggert (2002)
Mr. Tim Noeldner (2004)

CLC ARCHIVIST:

Professor David Lau

CLC STATISTICIAN:

Jim Sydow

CLC DIRECTORY:

Pastor Michael Sprengeler

CLC AUDITOR:

Mr. Stephen Lentz

MINISTRY BY MAIL:

Pastor Paul Naumann, Editor
Pastor Steven Sippert, Asst. Editor

LUTHERAN SPOKESMAN:

Pastor Paul Fleischer, Editor
Professor Paul Koch, Asst. Editor
Mr. Benno Sydow, Business Manager
Mr. Matthew Schaser, Artist
Pastor James Albrecht
Pastor Ted Barthels
Pastor Warren Fanning
Pastor Joel Fleischer
Pastor Rick Grams
Pastor Mark Gullerud
Pastor Paul Krause
Pastor John Klatt
Pastor Delwyn Maas
Pastor Bruce Naumann
Pastor David Reim
Pastor Peter Reim
Pastor Rollin Reim
Pastor David Schierenbeck
Pastor John Schierenbeck
Pastor Mike Wilke
Professor Joseph Lau
Teacher David Bernthal

CONSTITUTION COMMITTEE:

Pastor Pete Reim
Mr. Paul Hein
Mr. Ivan Zarling

SALARY COMPENSATION COMMITTEE:

Pastor Douglas Libby
Teacher Dan Barthels
Mr. Larry Dassow

INVESTMENT MANAGE. REVIEW

COMM.:

Pastor Stephen Kurtzahn
Mr. Bruce Bartlow
Mr. Charles Seelye

JOURNAL OF THEOLOGY:

Professor John Lau, Editor
Pastor Elton Hallauer, Asst. Editor
Mr. Benno Sydow, Circulation Manager
Pastor Michael Eichstadt
Pastor Norman Greve
Pastor Stephen Kurtzahn
Pastor David Lau
Pastor P. F. Nolting
Pastor Michael Roehl
Pastor Paul Schaller
Professor John Pfeiffer

PUBLISHING COMMITTEE:

Pastor Paul Naumann
Teacher James Lau
Mr. John Abbott
Mr. Matthew Kelly
Mr. Glenn Oster
Mr. Matthew Schaser
Mr. Lowell Moen, Advisory

CLC 40TH ANNIVERSARY COMMITTEE:

Pastor John H. Johannes
Teacher Mark Kranz
Mr. David Gurath

CONFERENCE VISITORS:

Minnesota Conference:

Pastor Stephen Kurtzahn

South Eastern Conference:

Pastor John Klatt

Great Lakes Conference:

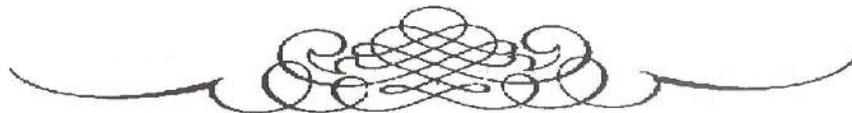
Pastor Paul Tiefel

Pacific Coast Conference:

Pastor Bertram Naumann

West Central Conference:

Pastor Michael Roehl



C. NEXT REGULAR CONVENTION:

RESOLVED that the next regular CLC Convention be set for Monday, June 19, through Friday, June 23, 2000, on the ILC campus, Eau Claire, WI.

D. EXPRESSION OF THANKS:

1. We thank the Lord who has graciously permitted us to carry out His kingdom work while enjoying the fellowship of kindred minds. May He richly bless the decisions made and the work accomplished at this 1998 CLC Convention.
2. We thank the Lord for the spiritual nourishment received from this Convention's called servants. We thank the essayists Pastors Michael Roehl and Mark Gullerud; Convention chaplain Pastor Delwyn Maas; Communion service liturgist Pastor Joel Fleischer; Communion service speaker Professor Clifford Kuehne; Memorial service speaker Pastor Rollin Reim; and organists Lane Fischer, Barry Hay, John Klatt, Paul Krause, John Reim, David Schaller, and Paul Schaller.
3. We thank the Lord for all who were involved in providing the various necessities for a smooth-running and orderly Convention.
4. We express our gratitude to the Lord for the faithful work by all committee members at this Convention. We also express thanks to our gracious Lord for the dedicated servants of the CLC who have given unselfishly of their time, talents and energy this past biennium by serving as officers, board and committee members, and appointees.

E. ATTENDANCE AT THE 1998 CLC CONVENTION:

	<u>Present full-time</u>	<u>Excused part-time</u>	<u>Excused full-time</u>
Pastors	52	4	3
Teachers	20	1	1
Delegates	76	9	6
Clergy without Congregations	14	1	0

We also recognize the attendance of the following emeriti: Harvey Callies, Robert Dommer, Leroy Greening, Paul Gurgel, Roland A. Gurgel, Leroy Hulke, Paul Koch, John Lau, Robert Mackensen, Gerhardt Mueller, P.F. Nolting, Keith Olmanson, James Pelzl, Gordon Radtke, Robert Rehm, Jonathan Schaller, and L.W. Schierenbeck.

Respectfully Submitted,

Pastor Tom Schuetze, Chrmn
Pastor John Hein, Sec
Pastor Timothy Wheaton
Teacher Mark Kranz
Teacher Matthew Thurow
Professor Mike Sydow

St. Matthew's, Dallas, TX
Berea, Sioux Falls, SD
St. Luke's, Lemmon, SD
Luther Memorial Fond du Lac, WI
Gethsemane, Opportunity, WA
ILC, Eau Claire, WI

Mr. Lee Krueger,
Mr. Larry Hammond,
Mr. Clayton Hillstrom,
Mr. Dave Miller, Jr.,
Mr. Roland Oelfke,

Faith, Markesan, WI
Berea, Sioux Falls, SD
Our Savior's, Jamestown, ND
Gethsemane, Saginaw, MI
Mt. Olive, Detroit Lakes, MN

COMMITTEE #6 MEMBERSHIP

Applications, Excuses, Constitution

I. Applications for membership

Whereas the following have declared their agreement with the doctrinal position set forth in the Constitution of the CLC, and with the order established by it; therefore be it

RESOLVED that the following be accepted as voting members of the CLC:

PASTORS: David Baker, Victor Tiefel, Phil Matzke, Todd Ohlmann, George Dummann, Delwyn Maas, Timothy Wheaton, James Naumann, Roland H. Gurgel, Timothy Holland.

TEACHERS: Paul Sullivan, Michael Wheaton.

CONGREGATIONS:

Resurrection Evangelical Lutheran Church, Calgary, AB;
St. Matthew Evangelical Lutheran Church, Colorado Springs, CO;
St. Paul Evangelical Lutheran Church, Golden, CO;
St. Paul Evangelical Lutheran Church, Vernon, BC;
Zion Evangelical Lutheran Church, Atlanta, GA

II. Ratification of Conference Visitors

Whereas the following pastors have been elected as conference visitors by their respective conferences; therefore be it

RESOLVED that we ratify the conference visitors as follows:

Minnesota Conference:	Pastor Steve Kurtzahn
South Eastern Conference:	Pastor John Klatt
Great Lakes Conference:	Pastor Paul Tiefel Jr.
Pacific Coast Conference:	Pastor Bertram Naumann
West Central Conference:	Pastor Michael Roehl

III. Coordinating Council

Whereas the Coordinating Council has been designated as the Board of Directors for the CLC, and

Whereas questions have arisen whether the Coordinating Council is only an "advisory" body or whether the Coordinating Council has oversight responsibilities and authority, therefore be it

RESOLVED that Article 12 of the Bylaws of the Constitution be amended as follows:

The Coordinating Council shall consist of the officers of the Church of the Lutheran Confession, the President of Immanuel Lutheran College, the Chairman of the Board of Doctrine, and one of the called male servants of the Word and one layman (one of whom is the chairman) from the Board of Missions, Board of Education, Board of Regents and Board of Trustees. The President of the Church of the Lutheran Confession shall call and preside at meetings of the Coordinating Council. He may call in as advisory members such persons as he deems necessary. The primary function of the Coordinating Council shall be to coordinate the work of the various boards of the Church of the Lutheran Confession and to propose an annual budget which shall be presented to the convention for action during convention years. The Coordinating Council will set the annual budget during non-convention years. The Coordinating Council shall be the Board of Directors of the CLC. This body remains advisory except in areas specified by the Convention or Constitution.

IV. ILC Professors and Regional Conferences

- Whereas Conferences are formed for the benefit of CLC congregations and their called workers in a regional proximity and offer opportunities for joint study of the Word, mutual encouragement, and edifying fellowship; and
- Whereas Regional Pastoral Conferences serve, in particular, those who are active in the pastoral ministry, it is recognized that others (visiting pastors, teachers or laymen) may be invited to attend; and
- Whereas ILC Professors are elected by, and are in service to, the constituency of the CLC under the supervision of the Board of Regents, which "shall provide for the general welfare of the faculty, the student body, and other staff members under its care," (CLC Constitution, Bylaw 4.B.2); and
- Whereas the study and interaction at regional conferences would undoubtedly be worthwhile to those who serve the CLC in the teaching ministry at Immanuel Lutheran College; and
- Whereas ILC Professors typically become members of the local congregation, and as such may be sent as delegates to a regional delegate conference, but under normal circumstances they are not under a divine call from the congregation of that region; and,
- Whereas, by virtue of their call, ILC professors are not members of any given area of the CLC, but by virtue of their congregational membership, they are members of that congregation's district; therefore be it
- RESOLVED** that attendance at the area's delegate conferences shall be expected of ILC professors, when such attendance would not unduly conflict with the duties of their call; and be it further
- RESOLVED** that attendance at the area's pastoral conferences shall be expected of seminary trained ILC professors, when such attendance would not unduly conflict with the duties of their call; and be it further
- RESOLVED** that attendance at the CLC Teachers Conference shall be expected of non-seminary trained ILC professors, when such attendance would not unduly conflict with the duties of their call; be it further
- RESOLVED** that the right to vote by ILC Professors at the various conferences shall be determined by each conference; be it further
- RESOLVED** that it shall be the concern of the Board of Regents, whenever practical, to facilitate further opportunities for professors to participate in conferences, study sessions, etc.; be it further
- RESOLVED** that when matters arise in the life and activity of a professor which pertain to the welfare of Immanuel Lutheran College, the Board of Regents has authority and the role of spiritual advisor; be it further
- RESOLVED** that when situations arise in the personal spiritual life of a professor, his local congregation and its pastor have authority. The conference Visitor has a role in this situation only insofar as he may be brought in at the request of the individual or his congregation as outlined in Article IX.D. of the CLC Constitution.

V. CLC Certification of Elementary Teachers

- Whereas the 22nd CLC Convention (1996) adopted guidelines for the certification of those who wish to enter the CLC elementary teaching ministry but who have not attained a degree from Immanuel Lutheran College; and

Whereas there is a need to assure that our resolutions are in conformity with the CLC Constitution; and

Whereas the wording in paragraphs 17A and 17D of the CLC Constitution does not exactly reflect the intended, and actual responsibility of the CLC President in matters pertaining to certifying candidates for the ministry in the CLC; therefore be it

RESOLVED that the wording of paragraphs 17A and 17D be amended to read:

17A: "...it shall be the responsibility of the President...to ~~declare~~ ~~determine~~ the eligibility..."

17D: "The eligibility of the candidate shall be ~~declared~~ ~~determined~~ by the President of the CLC."

Whereas guideline #6 for Certification for CLC Teachers calls for a colloquy by the President "in consultation with the CLC Board of Education;" and

Whereas the system established by our Constitution directs colloquies to be carried out by the Board of Doctrine; and

Whereas there seems to be a contradiction between these two policies, therefore, be it

RESOLVED that Bylaw 17A shall be amended as follows:

When persons outside our fellowship ask for the privilege of serving in the public teaching or preaching ministry, it shall be the responsibility of the President, in consultation with the Board of Doctrine, to declare the eligibility of such a candidate.

In the case of a colloquy for one who seeks to enter the ministry of teaching in the elementary schools of the CLC, the examining committee shall also include the teacher member of the Board of Education and a representative from the ILC faculty.

The following items of the report, part V, were referred to the next Convention:

Whereas the guidelines adopted by the 22nd Convention offer direction to the committee assigned by the Constitution for determining qualifications of teaching candidates; therefore be it

RESOLVED that the following substitution be adopted for Bylaw 17D:

17.D. Persons within our fellowship who desire to enter the teaching ministry

When public school teachers desire to teach in the parochial schools of the CLC, the eligibility of the candidate shall be declared by the President of the CLC. He shall consult with the Conference Visitor, the local pastor and the Academic Dean of the College Department of ILC. This committee of three shall refer to the guidelines for granting CLC certification to elementary teachers (CLC 22nd Convention Proceedings, p. 94; as amended in the 23rd Convention Proceedings, p. ??) to determine an appropriate course of action for the candidate to fulfill before being considered ~~determine which courses (if any) must be completed before such a teacher~~ is eligible for a place on the roster of teachers of the CLC.

Whereas the adopted Guidelines do not establish adequate parameters for the determination that the teacher candidate has been properly instructed; therefore be it

RESOLVED that guidelines #4 and #5 be amended as follows:

4. A person who has taken the first two years of college at ILC and has thereupon received a degree in elementary education from a secular institution will ordinarily be granted certification upon

completion of the following: A. One additional year in residence at ILC, including all such courses listed in paragraph 3 above which are available during that year. B. Tutoring by the individual's pastor in any remaining courses from this list. ~~(ILC stands ready to advise the pastor in providing such tutoring.)~~ Immanuel Lutheran College will determine the syllabi for these courses and will monitor the progress of instruction. The final determination regarding the acceptability of the instruction will be made by the College Admissions Committee (President, Academic Dean, and Dean of Students).

5. A person who has a degree in elementary education from a secular institution and who has completed at least five years of teaching on the elementary level will ordinarily be granted certification upon completion of the following: A. Tutoring by the individual's pastor in Old and New Testament Introduction, Dogmatics, Symbolics, and Church History. ~~(ILC stands ready to advise the pastor in providing such tutoring.)~~ Immanuel Lutheran College will determine the syllabi for these courses and will monitor the progress of instruction. The final determination regarding the acceptability of the instruction will be made by the College Admissions Committee (President, Academic Dean, and Dean of Students). B. ~~Correspondence and/or summer~~ In-residence (regular and/or summer) programs at ILC in History and Philosophy of Education, Religion Methods, and Practical Theology for Teachers.

RESOLVED that guidelines #6 and #7 be amended as follows:

6. Persons who have received degrees in elementary education from other Lutheran church bodies will ordinarily be granted certification upon the successful completion of a colloquy. The constituency of the committee conducting the colloquy ~~shall be determined by the president of the CLC in consultation with the CLC Board of Education.~~ is specified in Bylaw 17A of the CLC Constitution.
7. Exceptions to provisions in paragraphs 1 through 5 may be granted by the president of the CLC in consultation with those individuals named in Bylaw 17D. Procedures for special situations not covered in these five paragraphs shall be established in similar fashion. ~~Final determination~~ Declaration of eligibility for CLC teacher certification rests in each case with the president of the CLC.

VI. Ascension Lutheran Church, Kimball, MN

We are pleased to note that Ascension Lutheran Church, Kimball, MN, has declared itself to be in confessional agreement with us. They have declared their unqualified acceptance of the Constitution of the CLC, with special reference to Article II and Article III.

VII. Visitors Report: Conflict Resolution Committee

Whereas the 1994 Convention, in response to a request for the formation of a "conflict resolution committee," directed that "the CLC president is to urge conference visitors to study, develop, and make available additional materials to assist congregations and workers with these difficulties," (1994 Proceedings, p. 65); and

Whereas the conference visitors have submitted their report to this Convention, therefore, be it

RESOLVED that the supplementary report of the conference visitors be included in the Proceedings of this Convention; and be it further

RESOLVED that our congregations be made familiar with the recommendations of their report; and be it further

RESOLVED that we continually pray that the Holy Spirit keep the bond of peace and harmony unspoiled among us.

Pastor Paul Larsen, Chrmn CLC , North Port, FL
Pastor Peter Reim, Sec Prince of Peace, Loveland, CO
Pastor John Schierenbeck Immanuel, Winter Haven, FL
Pastor Rob McDonald Peace Thru Christ/Faith,
 Middleton/Cambridge, WI

Pastor John M. Johannes Prince of Peace, Hecla, SD
Pastor Rick Grams Redeemer, Red Wing, MN
Professor Michael Buck ILC, Eau Claire, WI
Professor Cliff Kuehne ILC, Eau Claire, WI
Teacher Quinn Sprengeler Redemption, Lynnwood, WA
Teacher Philip Strike Holy Cross, Phoenix, AZ
Pastor Vance Fossum Holy Trinity West Columbia, SC

Pastor George Dummann Grace, Valentine, NE
Mr. Paul Tiefel, Sr. St. Peter's, Stambaugh, MI
Mr. Shawn Walz Good Shepherd, Rapid City, SD
Mr. Doug Bester Berea, Inver Grove Hts, MN
Mr. Jonathan Wiechman St. Luke's, Lemmon, SD
Mr. Melvin Eichstadt St. Paul's, Austin, MN
Mr. Steve Williams Bethel, Spring, TX
Mr. Lester Maas Grace, Sleepy Eye, MN
Mr. Charles Wittorp Redeemer, Sister Lakes, MI
**Mr. Jack Byrd* Rock of Ages, Grand Rapids, MI
 *visitor from our exploratory mission



COMMITTEE #7: FINANCES

(cf. pp. 23-32)

1. General Fund Subsidy

- Whereas, the theme of the convention is "Fellowship of Kindred Minds"; and
- Whereas, in the exercise of that fellowship, it seems appropriate for all to share in the work; and
- Whereas, since FY 1995 the Total Operations Budget of the synod has increased \$203,335 (cf. , Trustees, page 25), from \$946,000 to \$1,149,335; and
- Whereas, since FY 1995 the General Fund subsidy has increased only \$44,106 (cf. , Trustees, page 25) from \$490,894 to \$535,000; and
- Whereas, previous conventions have recognized that code workers have "subsistence level salaries" (cf. 1998 Standing Compensation Committee Report, page 45); and
- Whereas, the ILC students have shouldered a large share of this increase in the Total Operations Budget through increased tuition (cf. , Trustees, page 25); and
- Whereas, the CBP has shouldered a relatively small share of the increase in the Total Operations Budget of the synod (cf. , Trustees, page 25), and
- Whereas, the operating budget has increased 21% while the income from student revenues has increased 40% and CLC subsidy has increased only 6% (cf. , Trustees, page 25 and chart below.); therefore be it

RESOLVED that, in keeping with the convention theme of Fellowship of Kindred Minds, opportunity be given for all members of the CLC to equally share in bearing this increase in the Total Operations Budget; and be it further

RESOLVED that there be a \$50 per semester tuition increase for FY 1999; and be it further

RESOLVED that the \$50/month salary increase as proposed by previous conventions be granted; and be it further

RESOLVED that the General Fund subsidy totals be adjusted as shown below:

<u>General Fund subsidy</u>	
Missions.....	\$199,865
Regents	\$219,890
<u>Trustees</u>	<u>\$140,000</u>
TOTAL	\$559,755
<u>Less FY 1998 surplus</u>	<u>\$ 13,000</u>
Total Subsidy Needed FY 1999	\$546,755

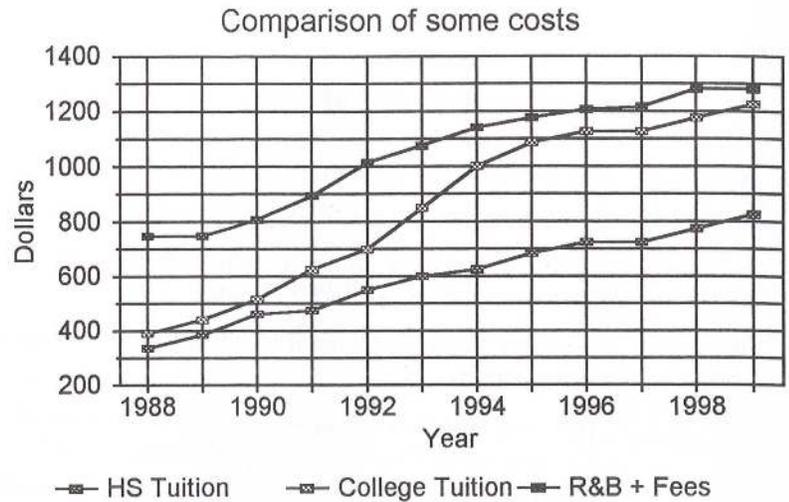
and be it further

RESOLVED that the total CLC operating budget be set at \$1,149,335 [\$559,755+\$589,580(ILC Revenue)]

INCREASE COMPARISON	FY 1995	FY 1999	INCREASE	
OPERATING BUDGET	\$946,000.00	\$1,149,335.00	21%	
STUDENT REVENUES	\$397,010.00	\$539,450.00	36%	
CBP GIVING	\$490,894.00	\$546,755.00	11%	
	PROSPECTUS	PROPOSED	DIFFERENCE	PER COMM.
REQUESTED CBP INCREASE	\$520,000	\$545,755	\$26,755	\$4.11

Comparison of some Costs

Year	HS Tuition	College Tuition	R&B + Fees
1988	335	390	748.5
1989	385	440	749.5
1990	460	515	807.5
1991	475	625	895
1992	550	700	1015
1993	600	850	1075
1994	625	1000	1140
1995	685	1085	1175
1996	725	1125	1205
1997	725	1125	1215
1998	775	1175	1280
1999	825	1225	1280



2. Church Extension Fund (CEF)

We acknowledge what a great blessing the CEF has been and is for the CLC.

We concur with the CEF budget proposed in the convention financial report (Trustees, p.32).

3. Mission Development Fund (MDF)

We thank the Lord for providing the means to support the exploration and development of new missions both in the US and in foreign countries.

We concur with the MDF budget proposed in the convention financial report (Trustees, p.35).

4. Immanuel Lutheran College Improvement Fund (IIF)

We thank the Lord of the church for the abundant blessings provided through the IIF.

We concur with the IIF budget proposed in the convention financial report (Trustees, p.34).

5. ILC Student Aid Fund (SAF)

We thank the Lord of the church for the abundant blessings provided through the SAF.

We concur with the SAF budget proposed in the convention financial report (Trustees, p.33).

6. Compensation Report and Standing Compensation Committee Report

Whereas the Board of Trustees has indicated a need to raise the mileage allowance to \$0.25 per mile (Trustees report page 31); therefore be it

RESOLVED to increase the CLC mileage rate to \$0.25 per mile; and

Whereas the Board of Trustees has suggested a pre-tax benefits plan; be it further

RESOLVED that the Board of Trustees be authorized to implement a CLC Pre-tax benefits plan (cf. Trustees report page 31).

We thank the Standing Compensation Committee for its diligent work.

Whereas the Standing Compensation Committee reports, "We will not now here share more of the concerns expressed by past compensation committees and Conventions. These concerns can be reviewed by reading through the Appendix. We do believe, though, that it is important that we do not lose sight of these concerns;" and

Whereas the base salary has not yet reached the goal of \$1,400.00 (1994 Convention); be it

RESOLVED that we intend to increase the base salary by \$50.00 per month each year until the base has reached \$1,400.00 per month.

Note: The compensation for FY 1999 is presently set at:

Base salary	\$1250.00 per month
Child Allowance	\$40.00 per month per child
Experience	\$6.25 per month per year of service
Housing and Utilities	provided
Retirement account	\$70.00 per month
Health Insurance	\$400.00 per month family \$160.00 per month individual.
Mileage	\$0.25 per mile

7. Adjustment to CBP Budgeting Process

Whereas some areas that significantly impact the CLC Operations Budget are
1) CBP estimates
2) tuition increases at ILC, (revenue increase)
3) salary increases for code-salaried workers, (expense) and
4) addition of CLC programs, (additional missions, additional professor, etc.- expenses), and

Whereas action at this Convention has again placed a large share of the increases in CLC Operations Budget on the shoulders of ILC students and their parents by a tuition increase, (cf. 1998 Floor Committee #7- Finances, page 87 and Attachment, page 92) and

Whereas ILC tuition increases should not be the main source of revenue used to offset increases in CLC Operations Budget, and

Whereas this convention has said that "it seems appropriate for all (members of the CLC) to share in the work,"(cf. 1998 Floor Committee #7-Finances, page 87) therefore, be it

RESOLVED that when congregational CBP estimates fall short of CLC Subsidy requests, the Coordinating Council give equal consideration to adjustments in all areas of the budget, including salary raises, tuition increases, and the starting of new programs, and

Whereas data shows that CBP actual offerings have seemed to level off since 1992, (cf. Attachment, page 92), and

Whereas the Lord has in the past moved our hearts to increase our CBP estimates, (cf. Attachment, page 92), "Oh give thanks unto the Lord, for He is good," and

Whereas Convention resolution dare not attempt to replace the Spirit in moving the hearts of people to support His Work, therefore be it

RESOLVED that all of us continue to pray that the Lord of our Fellowship continually moves our hearts and minds to hear His Word and respond according to the means He has given us.

8. Cash Management and Investments Review

Whereas "the management and accountability of the CLC Retirement Plan and Investment Pool rests with a small group of individuals (Board of Trustees)" (1996 Convention); and

Whereas the work of the special Investment Advisory Committee previously appointed to this task proved valuable; and

Whereas the Board of Trustees has requested continued guidance and expertise in managing these assets; therefore, be it

RESOLVED that we thank the special Investment Advisory Committee for its work; and be it further

RESOLVED that the CLC President appoint a standing Investment Advisory Committee to continue this work and provide an investment report to each convention through the Board of Trustees.

9. Undesignated gifts to ILC

Whereas we agree with the prior convention's resolutions concerning budgeting of expenditures(cf. Trustees, page 31); and

Whereas we agree with the memorial on undesignated gifts to ILC that there is a need for some discretionary spending by the ILC administration (cf. p 22); therefore be it

RESOLVED that the Coordinating Council work out a mechanism to provide both.

10. Trustees Report

We thank the Board of Trustees for its faithful stewardship during the last biennium. Our good and gracious Lord has caused faithful men to be placed into trustee positions, and He alone has granted them wisdom. For this we thank our Lord.

Whereas there seem to be many different definitions of what the CBP figure represents; and

Whereas there are many different ways in which congregations set their CBP figure; therefore be it

RESOLVED that the trustees produce an informational pamphlet to demonstrate how the CBP budgeting process is supposed to work; and be it further

RESOLVED that this guide be incorporated into the annual CBP informational packet that is sent to every congregation.

Whereas many needs are presented in the CBP informational packet; and

Whereas all CLC members need to be made aware of these needs; therefore

we urge all congregations to make diligent and prayerful use of this information when considering the work that the Lord has given us opportunity to do.

11. Auditing Committee

We thank Mr. Steve Lentz for his audit of the CLC Treasurer's records and the ILC Business Manager's records for the years ending June 30, 1996 and June 30, 1997.

12. CLC Foundation Board

We thank the Foundation Board for its diligent work.

- Whereas, the purpose of the Foundation per the guidelines approved by the 1994 Convention is as follows: "The Foundation is to provide the means for the CLC to administer special gifts and bequests given by members of the CLC for the Work of the Kingdom of God" (cf. CLC Convention Proceedings 1994, page 84); and
- Whereas, "special gifts" are defined "as gifts given directly to the Foundation as opposed to one of the Funds of the CLC" (cf. CLC Convention Proceedings 1994, page 41); and
- Whereas, the CLC Foundation reports no special gift or bequest activity in the last biennium; and
- Whereas, this suggests that there exists confusion as to which gifts and/or bequests should be directed to the Foundation; and
- Whereas, there presently is no effective means to allocate undesignated special gifts and bequests to an appropriate fund(s); and
- Whereas, the chairman of the Trustees has indicated the desirability of such a means to allocate all undesignated special gifts and bequests; and
- Whereas, it has not been our practice to use such special gifts to fund the CLC Operations Budget; therefore be it
- RESOLVED** that all undesignated special gifts and bequests given to the CLC be directed to the CLC Foundation for administration in accordance with existing Foundation guidelines as amended by the 1996 Convention (cf. CLC Convention Proceedings 1996, page 100).

13. Undesignated \$142,000 Bequest

Whereas the CLC has received \$141,732.49 as an undesignated gift; therefore be it

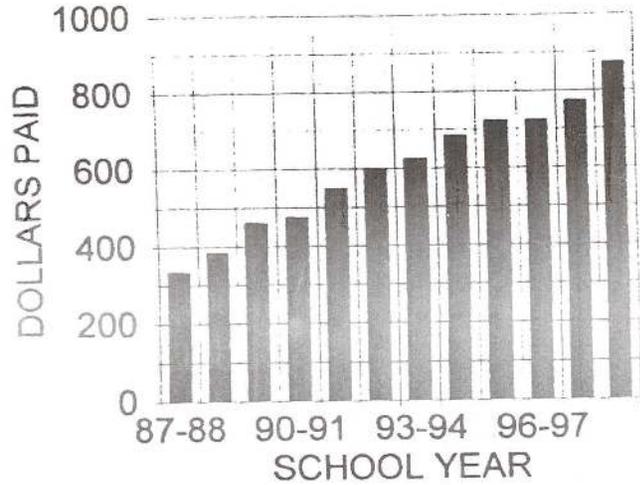
RESOLVED that the \$141,732.49 gift be directed to the CLC Foundation.

Pastor John Ude Chairman Grace, Fridley, MN
Teacher Kevin Hulke Sec. Immanuel, Mankato, MN
Rev. Arvid Gullerud Gethsemane, Opportunity, WA
Pastor Frank Gantt St. Paul's, White River/
Peace, Mission, SD
Pastor Joel Fleischer Calvary, Marquette, MI
Pastor Todd Ohlmann Faith, Ballwin, MO
Teacher James Lau Grace, Fridley, MN
Teacher Michael Wheaton Immanuel, Mankato, MN
Pastor Norman Greve Redeemer, Cheyenne, WY
Professor Ross Roehl ILC, Eau Claire, WI
Pastor Tim Holland Living Word, Hendersonville, NC
Pastor Warren Fanning CLC Missionary

Mr. Vernon Kolb St. Luke Lemmon SD
Mr. Dan Schierenbeck Living Word Hendersonville, NC
Mr. Tim Fuerstenau, Trinity, Watertown, SD
Mr. Paul Althoff, Gift of God Fairfax, VA
Mr. Darwyn Maas St Paul Golden CO
Mr. Merrill Wuerch, Holy Cross Phoenix, AZ
Mr. Mike Cutler, Luther Memorial Fond du Lac, WI
Mr. Bruce Bartlow, St. Stephen Mountain View CA
Mr. Gary Kalblinger, Prince of Peace, Loveland CO
Mr. Walter Romberg, Grace, Sleepy Eye, MN
Mr. John Cobb, Resurrection, Calgary, AB
Mr. Neal Wietgreffe, Mt. Olive, Detroit Lakes, MN

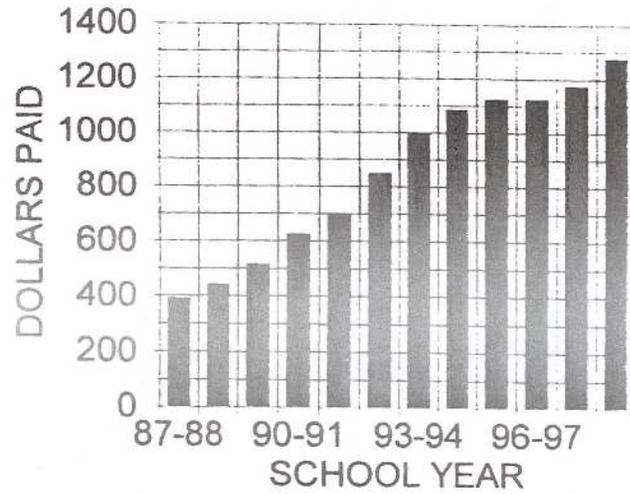
HIGH SCHOOL TUITION

Attachment 2



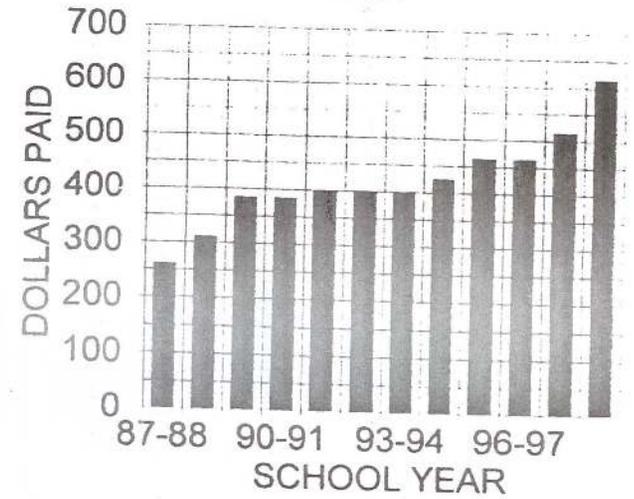
COLLEGE TUITION

Attachment 3



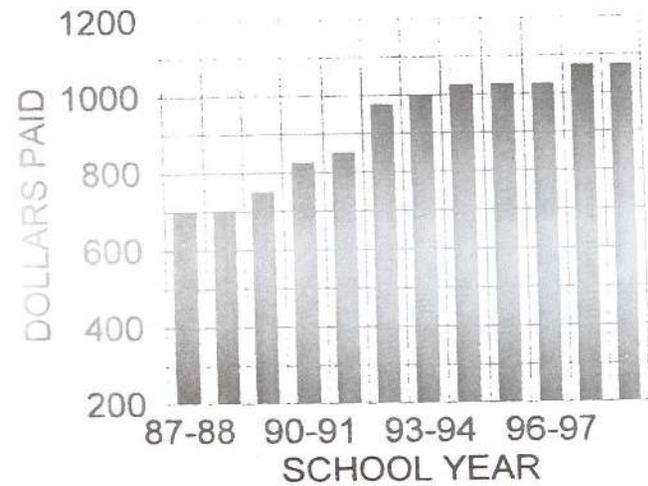
SEMINARY TUITION

Attachment 4



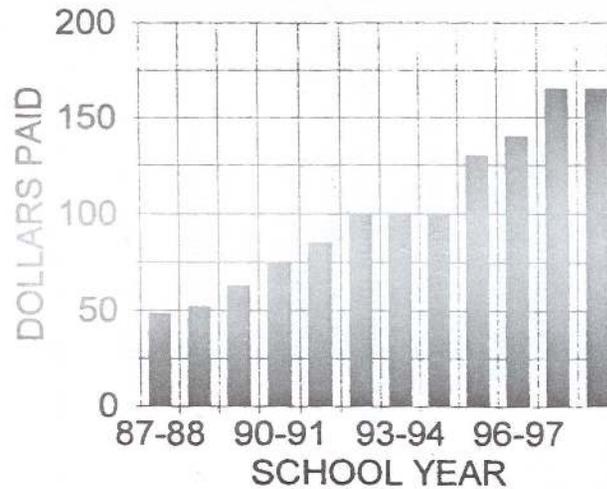
ROOM & BOARD

Attachment 5

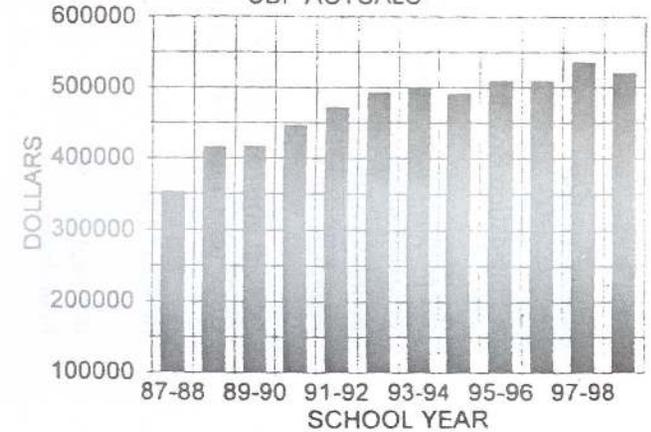


FEES PAID BY ALL

Attachment 6



CBP ACTUALS



COMMITTEE #8: DOCTRINE 2

Issues Other Than Self-love; Board of Doctrine Report (cf: *Prospectus*, p. 1)

A. Re: Function of the Board of Doctrine

We concur with the Board of Doctrine in pointing out that the Board of Doctrine is not a Board to which individual appeals are to be directed. We confirm that the Board of Doctrine functions at the request of and reports to the CLC President and/or Convention. We also confirm the duties of the Board of Doctrine as detailed in the *Constitution and Bylaws of the Church of the Lutheran Confession* (p.9, 1994 Edition) as follows:

Bylaw 1: Board of Doctrine

B. Duties

1. The Board of Doctrine shall assist in formulating the doctrinal propositions of the *Church of the Lutheran Confession*.
2. It shall have doctrinal supervision of our publications not subject to the supervision of others.
3. It shall conduct colloquies at the request of the President.
4. It shall, at the request of the President or the convention, represent the *Church of the Lutheran Confession* in doctrinal discussions with other church groups.

B. Re: Colloquy process

We thank the Board of Doctrine for reviewing the colloquy process. We encourage the brethren to convey any comments concerning the new colloquy procedure to the office of the President. We ask that the CLC President present an evaluation of the revised process to the CLC Convention in 2000. We pray the Lord, asking for His blessing upon the ongoing development of the colloquy process, and upon the colloquies that will be conducted in the future.

C. Re: Board of Doctrine Work

We thank the Board of Doctrine for its service to the Lord and to His flock in the *Church of the Lutheran Confession*.

THIRD USE OF THE LAW (cf: *President's Message*, p. 2)

The 1996 Convention resolution pertaining to the Third Use of the Law included the following in #5 under "Sanctification":

"The good works of believers are in full accord with the immutable will of God revealed in the Law (Deut. 12:8, 28, 32; *Concordia Triglotta* p. 967:17)." [1996 *Proceedings*, p. 82]

Whereas the above statement in the 1996 Resolution may be open to misunderstanding since the good works of believers cannot be in FULL accord with the Law because believers retain their sinful flesh (cf: Ecclesiastes 7:20); therefore be it

RESOLVED that we concur with the President in his proposed revision of the statement to read:
"The good works of the believers, insofar as they have been 'born anew according to the inner man' (*Formula of Concord Thorough Declaration* VI p.970), are in full accord with the immutable will of God revealed in the Law (Deut. 12:8, 28, 32; *Concordia Triglotta* p. 967:17)"; and be it further

RESOLVED that we reiterate the joy of the Spirit's blessing in bringing us from former disagreements to renewed doctrinal unity on the subject of the Third Use of the Law.

INDEPENDENT LUTHERAN CONGREGATION OF PARIS, FRANCE (cf: *Prospectus, p.1*)

Whereas the findings of the 1997 CLC visitation team to Paris have established that there is doctrinal unity between the CLC and the *Independent Lutheran Congregation of Paris, France*; therefore be it

RESOLVED that fellowship be recognized with the *Independent Lutheran Congregation of Paris, France* as an independent congregation in affiliation with the *Church of the Lutheran Confession*; and be it further

RESOLVED that continuing correspondence, personal contact, and face-to-face meetings be maintained in order to foster the growth and strengthening of our fellowship.

AMERICAN LEGION

Part 1 ~ Regarding Organizations in General

Whereas there has appeared a need, both among the clergy and laity, for a better understanding of the Scriptural principles regarding a Christian's association with organizations; and

Whereas in these matters also our Savior encourages us to search and study the Scriptures; and

Whereas the results of such study may then be applied in a spirit of Christian love and patience among the brethren without legalism or a trampling of the weak; and

Whereas the CLC wishes to avoid the legalism of formulating a detailed list of approved and unapproved organizations; therefore be it

RESOLVED that members of the CLC be encouraged to study the Scriptural principles and aid one another in their application to organizations; and be it further

RESOLVED that the 1999 General Pastoral Conference undertake a study to include the questions: 1) "How do we determine whether or not religion is an essential part of an organization?" and 2) "To what extent does membership in an organization that is not essentially religious involve a Christian in every official activity of such an organization?" (cf: Questions suggested by the June 12-13, 1998, Special Pastoral Conference); and be it further

RESOLVED that these and related questions be addressed in congregational studies, regional pastoral conferences & delegate conferences, and that the Presidium insure that a report is made to the CLC Convention in 2000.

Part 2 ~ Regarding the American Legion

Whereas the 1996 Convention requested that the 1998 Convention resolve the long-standing inconsistencies among us in the application of Scriptural principles to membership in the American Legion; and

Whereas the study during the past biennium culminated with a special CLC Pastoral Conference on June 12-13,1998, and the Pastoral Conference provided a progress report to this committee for its consideration; and

Whereas we are agreed that Scripture directs us not to participate in those activities of the American Legion which are religious in nature" (cf: Special Pastoral Conference Progress Report); therefore be it

RESOLVED that pastors and congregations continue to warn against the aspects of the American Legion that are contrary to Scripture, and counsel one another as situations arise.

Whereas the pastors in conference concluded that further study of the American Legion is needed; therefore be it

RESOLVED that to aid in this study, the Presidium undertake a distribution of current American Legion manuals (*Officer's Guide & Manual of Ceremonies, Chaplain's Handbook, and The Chaplain's Prayer Manual*) to each member of the pastoral conference for use in congregational, regional, and synodical study and discussion; and be it further

RESOLVED that the 1999 CLC General Pastoral Conference also include specific application to the American Legion in its study of general Scriptural principles concerning organizations (cf: Part 1 above).

WE PRAY: May the Holy Spirit bless our study of His Word so that we might present a clear and unified witness to the world. Amen.

- | | | | |
|------------------------------------|--|--------------------------------|---|
| <i>Pastor Steven Sippert, Ch</i> | <i>Our Savior's, Jamestown, ND</i> | <i>Teacher Barry Hay</i> | <i>Faith, Markesan, WI</i> |
| <i>Pastor Wayne Eichstadt, Sec</i> | <i>Immanuel, Mankato, MN</i> | <i>Teacher Alvin Sieg</i> | <i>Faith, Coloma, MI</i> |
| <i>Professor David Lau</i> | <i>ILC, Eau Claire, WI</i> | <i>Professor Paul Sullivan</i> | <i>ILC, Eau Claire, WI</i> |
| <i>Professor Paul Schaller</i> | <i>ILC, Eau Claire, WI</i> | <i>Mr. Glenn Oster,</i> | <i>Holy Trinity, West Columbia, SC</i> |
| <i>Pastor David Koenig</i> | <i>CLC Missionary</i> | <i>Mr. William Altom,</i> | <i>Redeemer, Sister Lakes, MI</i> |
| <i>Pastor Bertram Naumann</i> | <i>Redemption, Alderwood Manor, WA</i> | <i>Mr. David Gurath,</i> | <i>Luther Memorial, Fond du Lac, WI</i> |
| <i>Pastor Michael Wilke</i> | <i>Good Shepherd, Rapid City, SD</i> | <i>Mr. Wallace Crozier,</i> | <i>Resurrection, Corpus Christi, TX</i> |
| <i>Pastor David Fuerstenau</i> | <i>Zion, Ipswich, SD</i> | <i>Mr. Wally Voigt,</i> | <i>Our Redeemer's, Red Wing, MN</i> |
| <i>Pastor Theodore Barthels</i> | <i>Mt. Olive, Detroit Lakes, MN</i> | <i>Mr. Maynard Hammond,</i> | <i>Grace, Fridley, MN</i> |



Confer	Congregation	1996-97	Budgetary	CEF	IIF	ILC Build	MDF	MDF Kin	SAF	Total	
Eastern	Resurrection; Corpus Christi, TX		1684.20					75.00		1759.20	
	Living Word; Hendersonville, NC		65.00							65.00	
	CLC; North Port, FL		690.00			181.00	28.00	50.00	5.00	954.00	
	Grace; Live Oak, FL		750.00			250.00	250.00			1250.00	
	St. Matthew's; Dallas, TX		4560.00		200.00	75.00	253.00	5.00	325.00	5418.00	
	Faith; St. Louis, MO		3030.00							3030.00	
	Bethel; Houston, TX		6255.66			2300.00	151.46	569.50	65.00	9341.62	
	Messiah; Orange Park, FL		130.00	100.00		200.00	175.00		255.00	860.00	
	Gift of God; Washington D.C.		3425.00							3425.00	
	Holy Trinity; West Columbia, SC		11925.00			500.00				12425.00	
	Immanuel; Winter Haven, FL		0.00	538.25						538.25	
	Totals:		32514.86	638.25	200.00	3506.00	857.46	699.50	650.00	39066.07	
	Minnesota	St. Paul's; Austin, MN		2254.70	25.00	35.00	50.00			10.00	2374.70
		Mt. Olive; Detroit Lakes, MN		1359.00			75.00				1434.00
Salem; Eagle Lake, MN			3114.75			110.00				3224.75	
Grace; Fridley, MN			20357.02	832.28	291.00	6208.00	1251.35	275.55		29215.20	
Berea; Inver Grove Hts, MN			19621.50	280.00	55.00	3405.00	932.00	820.00	30.00	25143.50	
Immanuel; Mankato, MN			24863.25			879.00	200.00	50.00		25992.25	
Bethel; Morris, MN			9767.75	536.00	302.00	808.60	796.00		1005.25	13215.60	
Faith; New Ulm, MN			2975.00			30.00				3005.00	
Faith; Nicollet, MN			1025.36			1343.75			196.00	2565.11	
St. John's; Okabena, MN			26568.08		90.00	1405.00	510.00	20.00	115.00	28708.08	
Peace; Parker's Prairie, MN			7692.00	333.00	302.00	1533.00	100.00	75.00	297.00	10332.00	
St Paul's; Ponsford, MN			802.36							802.36	
Our Redeemer's; Red Wing, MN			11958.81	120.00	546.00	2207.00	1051.50	65.00	1467.70	17416.01	
Grace; Sleepy Eye, MN			30626.15		20.00	6770.00	100.00			37516.15	
Ascension; Kimball, MN		600.00		5.00	265.00	4.00		290.00	1164.00		
Totals:		163585.73	2126.28	1646.00	25089.35	4944.85	1305.55	3410.95	202108.71		
Pacific NW	Ascension; Du Pont, WA									0.00	
	St. John's; Clarkston, WA		3815.60		10.00	1575.00	471.00	65.00	400.00	6336.60	
	St. Stephen's; Hayward, CA		1536.00			120.00				1656.00	
	Holy Truth; Ketchikan, AL		1005.00			400.00				1405.00	
	Redemption; Lynnwood, WA		3552.50			2084.00				5636.50	
	St. Stephen's; Mt View, CA		2641.62		75.00		770.00	200.00		3686.62	
	Peace; Orofino, ID					30.00	95.00			125.00	
	Holy Cross; Phoenix, AZ		7040.00	25.00	25.00	550.00	170.00	25.00	50.00	7885.00	
	Gethsemane; Spokane, WA		13722.77			150.00	2200.00	600.00		16672.77	
	Trinity; Sopkane, WA		10955.15			430.00	1180.00			12565.15	
Totals:		44268.64	25.00	110.00	5339.00	4886.00	890.00	450.00	55968.64		
West Central	St. Paul; Bismarck, ND		4329.77			620.00			740.00	5689.77	
	Redeemer; Bowdle, SD		6073.76			670.00			270.00	7013.76	
	Redeemer; Cheyenne, WY		4337.75			672.00	1264.00		50.00	6323.75	
	St. Matthew; Colorado Springs, CO		500.00							500.00	
	First Lutheran; Faulkton, SD		755.00	10.00		60.00	80.00	40.00	130.00	1075.00	
	St. Paul; Golden, CO								393.55	393.55	
	Prince of Peace; Hecla, SD		1300.00	100.00			100.00	107.00		1607.00	
	Zion; Hidewood, SD		1287.75							1287.75	
	Zion; Ipswich, SD		892.00			170.00	80.00	10.00	190.00	1342.00	
	Our Savior's; Jamestown, ND		4582.00		10.00	965.00	1918.00	562.35	719.00	8756.35	
	Mt. Olive; Lamar, CO		1300.04				73.19			1373.23	
	St. Luke's; Lemmon, SD		3276.72	2.00		830.00	929.00	215.00	60.00	5312.72	
	Prince of Peace; Loveland, CO		5790.00	25.00	156.50	326.00	195.00	50.00	85.00	6627.50	
	Peace; Mission, SD		2025.00							2025.00	
	Good Shepherd; Rapid City, SD		460.00				1000.00			1460.00	
	Berea; Sioux Falls, SD		739.00	5.00					35.00	779.00	
Grace; Valentine; NE		6919.84			521.00	51.00	92.00	175.00	7758.84		
Trinity; Watertown, SD		6483.68	314.77	100.00	770.00	153.50	7.00		7828.95		
St. Paul's; White River, SD		1100.00							1100.00		
Totals:		52152.31	456.77	266.50	5604.00	5843.69	1083.35	2847.55	68254.17		
Great Lakes	Immanuel; Addison, IL		3157.25							3157.25	
	Faith; Cambridge; WI		982.00							982.00	
	Faith; Coloma, MI		6760.00		35.00	130.00		56.02		6981.02	
	Messiah; Eau Claire, WI		65947.49	359.00	1867.35	6821.48	4165.30	1278.19	5829.85	86268.66	
	Luther Memorial; Fond du Lac, WI		40249.23	597.25	25.00	1198.00	60.00	415.00	93.00	42637.48	
	Rock of Ages; Grand Rapids, MI		1491.08			162.00				1653.08	
	Peace Thur Christ; Madison, WI		2352.00	80.00	25.00	181.00	273.00	91.00	366.00	3368.00	
	Faith; Markesan, WI		29674.33	125.00	420.00	2055.00	442.00	210.00	335.00	33261.33	
	Calvary; Marquette, MI		11204.50		55.00	145.00	80.00	70.00	280.00	11834.50	
	Trinity; Millston, WI		1774.00		155.00	105.00	20.00			2054.00	
	Messiah; Milwaukee, WI		9509.55	920.29	255.25	577.00			2040.00	13302.09	
	St. Mark's; Onalaska, WI		9428.00		50.00	4421.00	440.00		1865.00	16204.00	
	Indian Landing; Rochester, NY		7485.00			550.00	235.00	1120.72		9390.72	
	Gethsemane; Saginaw, MI		12072.50	20.00		1839.82	784.00	459.80	535.00	15711.12	
	Redeemer; Sister Lakes, MI		2468.63			20.00		126.71		2615.34	
	St. Peter's; Stambaugh, MI		7158.50			150.00	74.50		109.50	7492.50	
St. Luke's; Stoddard, WI		8335.00		1955.00	3440.00			2320.00	16050.00		
Totals:		220049.06	2101.54	4842.60	21795.30	6573.80	3827.44	13773.35	272963.09		

Confer	Congregation	1997-98	Budgetary	CEF	IIF	ILC Build	MDF	MDF Kin	SAF	Total
Eastern	Resurrection; Corpus Christi, TX		1770.10							1770.10
	Living Word; Hendersonville, NC		70.00							70.00
	CLC; North Port, FL		595.00			10.00	45.00			650.00
	Grace; Live Oak, FL		606.06				100.00			706.06
	St. Matthew's; Dallas, TX		6215.00	115.00	1633.50	80.00		60.00	3025.00	11128.50
	Faith; St. Louis, MO		3150.00							3150.00
	Bethel; Houston, TX		6507.31			575.00	130.00	529.20	360.00	8101.51
	Gift of God; Washington D.C.		6000.00							6000.00
	Holy Trinity; West Columbia, SC		12175.00			820.00				12995.00
	Immanuel; Winter Haven, FL		1471.05				276.00		25.00	1772.05
		Totals:		38559.52	115.00	1633.50	1485.00	551.00	589.20	3410.00
Minnesota	St. Paul's; Austin, MN		3105.00		140.00	25.00			60.00	3330.00
	Mt. Olive; Detroit Lakes, MN		2573.98			350.00			150.00	3073.98
	Salem; Eagle Lake, MN		2568.00			198.00				2766.00
	Grace; Fridley, MN		20894.98	1173.00	473.00	1760.50	1154.00	255.00		25710.48
	Berea; Inver Grove Hts, MN		22543.50	40.00	95.00	3452.50	1067.00	740.00	397.50	28335.50
	Immanuel; Mankato, MN		28418.49			473.00	16.65			28908.14
	Bethel; Morris, MN		10486.30	741.00	403.25	534.14			685.00	12849.69
	Faith; New Ulm, MN		1463.00						50.00	1513.00
	Faith; Nicollet, MN		1312.14			594.39	94.50		263.64	2264.67
	St. John's; Okabena, MN		36684.52			515.00	300.00		310.00	37809.52
	Peace; Parker's Prairie, MN		8214.45	612.00	384.00	1702.00		1068.00	484.00	12464.45
	St Paul's; Ponsford, MN		888.00							888.00
	Our Redeemer's; Red Wing, MN		13326.80	301.78	550.50	1227.00	938.00	35.00	2505.35	18884.43
	Grace; Sleepy Eye, MN		31368.75	398.00	852.28	4608.00				37227.03
	Ascension; Kimball, MN					100.00	100.00		100.00	300.00
	Totals:		183847.91	3265.78	2898.03	15539.53	3670.15	2098.00	5005.49	216324.89
Pacific NW	Ascension; Du Pont, WA									0.00
	St. John's; Clarkston, WA		3624.00		55.00	550.00	48.00	778.00	675.00	5730.00
	Gold Canyon; Mesa, AZ		440.00							440.00
	St. Stephen's; Hayward, CA		1695.00			150.00				1845.00
	Holy Truth; Ketchikan, AL		675.00			255.00				930.00
	Redemption; Lynnwood, WA		3791.37			1555.00				5346.37
	St. Stephen's; Mt View, CA		1600.00				350.00			1950.00
	Peace; Orofino, ID		47.00				20.00	43.00	50.00	160.00
	Holy Cross; Phoenix, AZ		5550.00	25.00		550.00			25.00	6150.00
	Gethsemane; Spokane, WA		14794.14	50.00		350.00		415.20		15609.34
	Trinity; Sopkane, WA		12009.06			235.00	170.00		200.00	12614.06
St Paul; Vernon, BC		1247.54							1247.54	
	Totals:		45473.11	75.00	55.00	3645.00	588.00	1236.20	950.00	52022.31
West Central	St. Paul; Bismarck, ND		4600.58			1210.00		225.00	960.00	6995.58
	Redeemer; Bowdle, SD		4886.39			950.00			606.00	6442.39
	Redeemer; Cheyenne, WY		4361.00			942.50	1595.00			6898.50
	St. Matthew; Colorado Springs, CO									0.00
	First Lutheran; Faulkton, SD		865.00		65.00	70.00	170.00		150.00	1320.00
	St. Paul; Golden, CO		530.00			20.00			80.00	630.00
	Prince of Peace; Hecla, SD		1200.00					153.00		1353.00
	Zion; Hidewood, SD		1080.00							1080.00
	Zion; Ipswich, SD		1305.00			325.00	55.00	50.00	40.00	1775.00
	Our Savior's; Jamestown, ND		4912.00		10.00	1683.00	1665.00	305.00	1410.42	9985.42
	Mt. Olive; Lamar, CO		985.16				100.00		150.00	1235.16
	St. Luke's; Lemmon, SD		3406.88	10.00	165.00	2580.00	237.00	210.00	460.00	7068.88
	Prince of Peace; Loveland, CO		9395.00		32.50	582.34	1980.37		459.50	12449.71
	Peace; Mission, SD		562.50							562.50
	Good Shepherd; Rapid City, SD		680.00							680.00
	Berea; Sioux Falls, SD		550.00							550.00
	Grace; Valentine; NE		5897.39			220.00	30.00	1.00	110.00	6258.39
Trinity; Watertown, SD		6500.27	113.50	25.00	340.00	301.00	13.50	104.00	7397.27	
St. Paul's; White River, SD		204.50							204.50	
	Totals:		51921.67	123.50	297.50	8922.84	6133.37	957.50	4529.92	72886.30
Great Lakes	Immanuel; Addison, IL		1110.00							1110.00
	Our Savior; Cadillac, MI		485.00			25.00	145.00		40.00	695.00
	Faith; Cambridge; WI		893.01				7.00	5.00		905.01
	Faith; Coloma, MI		7313.29		10.00		69.08			7392.37
	Messiah; Eau Claire, WI		77749.48	879.50	2165.00	4925.50	2993.77	1805.40	7821.60	98340.25
	Luther Memorial; Fond du Lac, WI		40765.67	523.00	8.00	790.00	125.00	435.38	1263.28	43910.33
	Rock of Ages; Grand Rapids, MI		2890.99	5.00		225.00			110.00	3230.99
	Peace Thur Christ; Madison, WI		2955.00	5.00	12.00	40.00	171.00	150.00	243.50	3576.50
	Faith; Markesan, WI		25990.34	195.00	326.00	400.00	292.00	150.00	303.00	27656.34
	Calvary; Marquette, MI		9959.97			135.00	110.00	50.00	860.00	11114.97
	Trinity; Millston, WI		1842.80			315.00				2157.80
	Messiah; Milwaukee, WI		10177.50		130.00	531.00	116.04		65.00	11019.54
	Brice Prairie; Onalaska, WI		205.00							205.00
	St. Mark's; Onalaska, WI		799.26						28.00	986.26
	Indian Landing; Rochester, NY		5382.00			620.00	80.00	82.00	455.00	6619.00
	Gethsemane; Saginaw, MI		15445.60	35.00		2154.60	835.00	855.46	852.00	20177.66
Redeemer; Sister Lakes, MI		2289.05			10.00				2299.05	
St. Peter's; Stambaugh, MI		7073.00	20.07		100.00	200.00		115.00	7508.07	
	Totals:		213326.96	1662.57	2651.00	10430.10	5143.89	3533.24	12156.38	248904.14

CHURCH OF THE LUTHERAN CONFESSIO N

Comparative Statistical Report

	1992	1993	1994	1995	1996	1997
	70	70	71	71	72	71 - Congregations
	56	57	60	58	62	60 - Parish Pastors
<u>Membership:</u>	1765	1751	1776	1760	1793	1718 - Voters
	6418	6385	6510	6474	6657	6510 - Communicants
	2380	2333	2354	2309	2301	2258 - Pre-Communicants
	8798	8718	8864	8783	8958	8768 - <u>TOTAL SOULS</u>
<u>Ministrations:</u>	21	12	21	6	18	25 - Adult Baptisms
	192	184	172	173	145	170 - Child Baptisms
	132	98	111	97	112	107 - Adult Confirmations
	114	130	134	125	155	122 - Child Confirmations
	83	87	66	58	63	62 - Marriages
	72	90	73	74	92	78 - Funerals
	39,056	39,026	40,490	41,060	41,984	41,875 - Total Communed
	6.09	6.11	6.21	6.34	6.31	6.43 - Aver. times per Communicant
<u>Christian</u>	49.97%	49.80%	49.21%	50.14%	49.42%	50.19% - Sunday Worship Attendance (%)
<u>Education:</u>	18	20	20	21	21	20 - Christian Day Schools (CDS)
	509	549	561	573	566	548 - CDS Enrollment
	47	51	56	51	52	52 - CDS Teachers
	66	66	65	63	64	64 - Sunday Schools (SS)
	1179	1190	1177	1199	1159	1147 - SS Enrollment
	246	251	252	246	238	244 - SS Teachers
	52	52	59	54	61	58 - Sat. Schools & Confirmation
	285	276	377	334	315	321 - Sat. Sch./Conf. Enrollment
	56	53	65	58	65	67 - Sat. Schl./Conf. Teachers
	44	46	48	45	51	48 - Vacation Bible Schools (VBS)
	1218	1245	1364	1311	1484	1300 - VBS Enrollment
	189	190	224	202	205	211 - VBS Teachers
	70	65	64	66	64	61 - Bible Classes (BC)
	1126	1059	1087	1075	1109	1153 - BC Average Attendance
<u>Contributions:</u>	\$2,773,082	\$2,971,349	\$3,222,816	\$3,276,827	\$3,685,658	\$3,821,362 - Home Purposes
	480,001	486,288	484,269	514,138	523,626	516,037 - CLC Missions (BUDGET or CBP)
	75	76	74	79	79	79 - Aver./Communicant (Mission Budget)
	114,372	132,155	187,904	184,824	149,885	134,943 - CLC <u>Special</u>
	3,367,455	3,589,792	3,894,989	3,975,789	4,359,169	4,472,342 - <u>TOTAL Contributions</u>
	525	562	598	614	655	687 - Average per Communicant

Harvey H. Callies, CLC Statistician (April 1998)