

37th Convention of the Church of the Lutheran Confession

Prospectus



“The Word of God”

- I. Preach It!
- II. Defend It!

June 25-28, 2026

Immanuel Lutheran College, Eau Claire, WI

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Moderator Report

Convention Theme: “The Word of God”

“I charge you in the presence of God and of Christ Jesus, who is to judge the living and the dead, and by his appearing and his kingdom: preach the word; be ready in season and out of season; reprove, rebuke, and exhort, with complete patience and teaching.” (2 Timothy 4:1-2)

1st Essay: “Preach It!”

Essayist: Pastor Nathan Pfeiffer,
Berea of Inver Grove Heights, MN

“...but in your hearts honor Christ the Lord as holy, always being prepared to make a defense to anyone who asks you for a reason for the hope that is in you; yet do it with gentleness and respect,....” (1 Peter 3:15 ESV)

2nd Essay: “Defend It!”

Presented by: Layman James Arndt,
Berea of Inver Grove Heights, MN

Servants of the Convention

Convention Chaplain: Pastor Jonah Albrecht, Redemption of Lynnwood, WA and
Ascension of Tacoma, WA

Convention Service Speaker: Pastor Benjamin Libby, Redeemer of Cheyenne, WY

Convention Service Liturgist: Pastor Samuel Naumann, Prince of Peace of Loveland, CO

Convention Memorial Speaker: Pastor Emeritus Paul Nolting, Immanuel Lutheran
Church of Mankato, MN

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

Convention Organ Coordinator: Pastor Paul Krause, Trinity of Watertown, SD

Convention Choir Director: Mr. Philip Strike, St. John’s of Okabena, MN

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

Convention Committee Chairmen and Vice-Chairmen

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

Chairman: Professor Matthew Thurow, Immanuel Lutheran College in Eau Claire, WI

Vice-Chairman: Teacher Benjamin Hanel, Immanuel of Mankato, MN

Committee 2: Immanuel Lutheran College

Chairman: Teacher Joshua Ohlmann, Gethsemane of Saginaw, MI

Vice-Chairman: Layman Carl Ryan, Mt. Zion of Detroit, MI

Committee 3: Missions

Chairman: Pastor Luke Bernthal, Messiah of Hales Corners, WI

Vice-Chairman: Layman Nicholas Naumann, Living Savior or Eden Prairie, MN

Committee 4: Doctrine

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

Vice-Chairman: Pastor Emeritus Theodore Barthels, St Paul's of Austin, MN

Committee 5: Finances

Chairman: Layman Dr. James Sydow, Messiah of Eau Claire, WI

Vice-Chairman: Pastor Andrew Schaller, Luther Memorial of Fond du Lac, WI

Committee 6: Membership and Constitution

Chairman: Pastor Robert Sauer, Immanuel of Winter Haven, FL

Vice-Chairman: Pastor Glenn Oster, Gift of God of Fairfax, VA

Committee 7: Elections

Chairman: Pastor Aaron Ude, Good Shepherd of Rapid City, SD

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

Tentative Convention Schedule

[NOTE: The Convention Memorial Service is scheduled for Saturday at 1:30 p.m.]

THURSDAY - June 25

8:00 a.m.	Registration
9:00 a.m.	Orientation for 1 st Time Delegates – ILC Library
10:00 a.m.	1st Session Opening Devotion – Chaplain Jonah Albrecht Supplementary Reports and Other Unprinted Materials President’s Message and Report Treasurer’s Report. Auditor’s Report Roll Call Update Committee Assignments Convention Organization: Seating of Delegates; Ratification of Convention Floor Committees; Approval of Convention Schedule; Explanation of Voting Procedure for Nominating Ballots Recognition of Visitors Moderator’s Remarks Announcements Recess Session - Floor given to Chaplain Jonah Albrecht
12:00 noon	Lunch
1:30 p.m.	Committee’s Organize and Begin Work
5:00 p.m.	Supper
6:30 p.m.	Conference Choir Practice - Fieldhouse
7:00 p.m.	Resume with Prayer – Floor given to Chaplain Jonah Albrecht Committee #6: Membership—Ratification and Seating of Delegates First Essay and Discussion – Floor given to Pastor Nathan Pfeiffer Close Session - Floor given to Chaplain Jonah Albrecht
8:15 p.m.	Floor Committees resume work.

FRIDAY - June 26

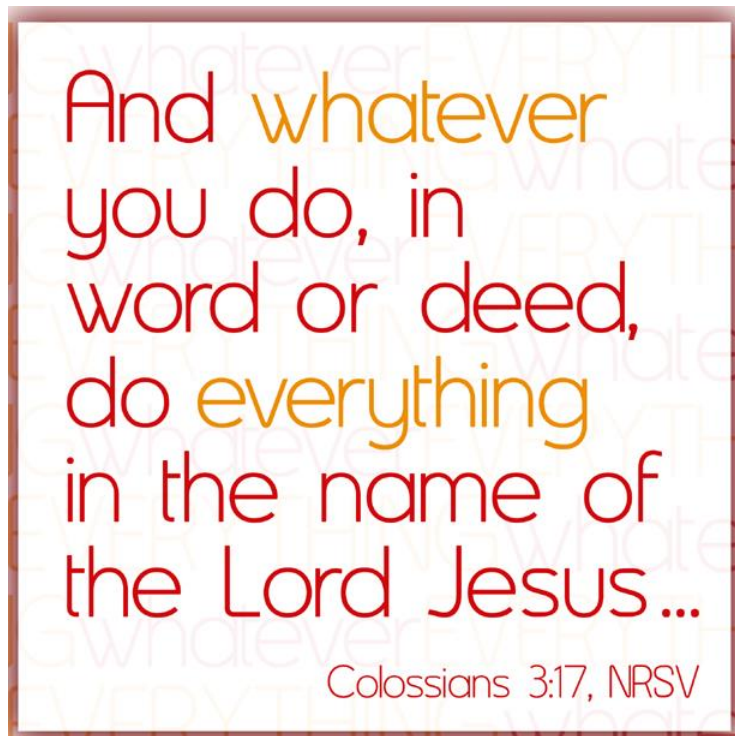
- 9:00 a.m. **2nd Session**
Opening Devotion - Floor given to Chaplain Jonah Albrecht
Preliminaries and Reading of the Minutes
Committee #7: Elections
Committee #5: Finance- Report on CPB and set overall budget figures (subject to later actions in connection with board reports)
Committee #7: Elections
Committee #1: President's Message/Board of Education & Publications
Committee #7: Elections
Committee #1: President's Message/Board of Education & Publications
Committee #7: Elections
Committee #3: Missions
Committee #7: Elections
Announcements
Recess Session - Floor given to Chaplain Jonah Albrecht
- 12:00 noon Lunch
- 1:30 p.m. Resume with Prayer - Floor given to Chaplain Jonah Albrecht
Second Essay – Floor given to Layman James Arndt
Committee #7: Elections
- 2:30 p.m. Break
- 2:45 p.m. Committee #7: Elections
Committee #3: Missions
Committee #7: Elections
Committee #3: Missions
Committee #7: Elections
Close Session - Floor given to Chaplain Jonah Albrecht
- 5:00 p.m. Supper
- 6:30 p.m. Conference Choir Practice - Fieldhouse
- 7:00 p.m. Presentation on CLC Mission Work—Home & Foreign Missions
- 8:15 p.m. Floor Committees resume work if necessary.

SATURDAY - June 27

- 8:30 a.m. **3rd Session**
Opening Devotion – Chaplain Jonah Albrecht
Memorial Service – Floor given to Pastor
Preliminaries and Reading of the Minutes
Committee #7: Elections
Committee #4: Doctrine
Committee #7: Elections
Committee #2: Immanuel Lutheran College
Committee #7: Elections
Recess Session – Floor given to Chaplain Jonah Albrecht
- 12:00 noon Lunch
- 1:30 p.m. Memorial Service – Floor given to Pastor Paul Nolting
Committee #7: Elections
Committee #2: Immanuel Lutheran College
- 3:00 p.m. Break
- 3:15 p.m. Committee #2: Immanuel Lutheran College
Committee #6: Membership
- 4:30 p.m. Close Session – Floor given to Chaplain Jonah Albrecht
- 5:00 p.m. Supper
- 6:30 p.m. Convention Communion Service – Messiah Ev. Lutheran Church
Preacher: Pastor Benjamin Libby; Liturgist: Pastor Samuel Naumann

SUNDAY - June 28

- 8:30 a.m. **4th Session**
Opening Devotion - Floor given to Chaplain Jonah Albrecht
Preliminaries and Reading of Minutes
Committee #5: Finance
Announcements
Recess Session – Floor given to Chaplain Jonah Albrecht
- 12:00 noon Lunch
- 1:30 p.m. Resume with Prayer
- (If Necessary) Committee #6: Membership—Convention Statistical Report; Thanks
Committee #7: Elections: Complete Election/Assignment Report;
Dates for Next Convention
Unfinished Business
Reading of the Final Minutes
Installation of Officers and Board Members
Announcements
- 3:00 p.m. Close Session – Floor given to Chaplain Jonah Albrecht



2026 CLC Convention Floor Committees

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

Teacher Neil Bernthal - SE
Pastor Cory Drehle - WC
Teacher Benjamin Hanel - MN (VC)
Pastor Benjamin Libby - WC
Pastor Thomas Naumann - GL
Pastor Samuel Naumann - WC
Pastor Neal Radichel - GL
Pastor Michael Roehl - WC
Professor Matthew Thurow - ILC (C)
Pastor David Ude - PC
Pastor Luke Willitz - MN

Delegate A

St. Paul—Lakewood, CO
Grace—Live Oak, FL
Ascension, Batavia, IL
Redeemer—Sister Lakes, MI
Faith—New Ulm, MN
Gift of God—Mapleton, ND
Good Shepherd—Rapid City, SD
Our Shepherd—Conroe, TX
Redemption—Lynwood, WA
Messiah—Hales Corners, WI
Trinity—Millston, WI

Delegate B

Holy Truth—Ketchikan, AK
Word of God—Pana, IL
St. Peter's—Iron River, MI
Salem—Eagle Lake, MN
St. John's—Okabena, MN
Holy Spirit—Albuquerque, NM
Zion—Hidewood Township, SD
Trinity—Watertown, SD
Gethsemane—Spokane Valley, WA
Morning Star—Fairchild, WI

Committee 2: Immanuel Lutheran College/Board of Regents

Pastor David Baker - SE
Professor Joel Gullerud - ILC
Pastor Jay Hartman - GL
Pastor Paul Krause - WC
Teacher Rick Mariner - MN *
Missionary Bruce Naumann - WM
Teacher Joshua Ohlmann - GL (C)
Pastor Douglas Priestap - SE
Pastor Caleb Schaller - WC
Pastor Zachary Sippert - MN

Delegate A

Holy Truth—Ketchikan, AK
Prince of Peace—Loveland, CO
Immanuel—Winter Haven, FL
Mt. Zion—Detroit, MI (VC)
Mr. Carl Ryan
Our Savior's—Cadillac, MI
Salem—Eagle Lake, MN
St. John's—Okabena, MN
Redeemer—Bowdle, SD
Berea—Sioux Falls, SD
Gift of God—Fairfax, VA
Trinity—Spokane, WA
Living Hope—Appleton, WI
Faith—Markesan, WI
Peace Thru Christ—Middleton, WI

Delegate B

Holy Cross—Phoenix, AZ
Calvary—Marquette, MI
Living Savior—Eden Prairie, MN
Faith—New Ulm, MN
Faith—Manchester, MO
St. Paul—Bismarck, ND
Prince of Peace—Hecla, SD
St. Paul's—White River, SD
Ascension—Tacoma, WA
Messiah—Hales Corners, WI
Peace with God—Onalaska, WI

Committee 3: Missions

Pastor Luke Bernthal - GL (C)

Teacher Lane Fischer - MN
Pastor Richard Kanzenbach - WC
Pastor David Naumann - PC
Pastor Drew Naumann - GL
Professor Paul Naumann - ILC
Pastor Dennis Rieken - SE
Teacher Seth Schaller - GL
Pastor Thomas Schuetze - WC
Teacher Nathan Wales - MN
Professor Mark Weis - ILC

Delegate A

Holy Cross—Phoenix, AZ
Zion—Lawrenceville, GA
Faith—Coloma, MI

Living Savior—Eden Prairie, MN (VC)

Nicholas Naumann

Bethel—Morris, MN
Grace—Valentine, NE
Zion—Hidewood Township, SD
St. Matthew—Richardson, TX
Ascension—Tacoma, WA
Morning Star—Fairchild, WI
Peace with God—Onalaska, WI
Redeemer—Cheyenne, WY

Delegate B

Prince of Peace—Loveland, CO
Redeemer—Sister Lakes, MI
Grace—Fridley, MN
St. Paul's—Ponsford, MN
Zion—Aberdeen, SD
Our Shepherd—Conroe, TX
Luther Memorial—Fond du Lac, WI

Committee 4: Doctrine

Pastor Paul Agenten - GL

Pastor Frank Gantt - SE

Teacher Jeffrey Karnitz - PC

Pastor James Naumann - WC (C)

Pastor Nathan Pfeiffer - MN

Pastor David Reim - PC

Pastor Johnathan Schnose - MN

Professor Stephen Sippert - ILC

Teacher Paul Tiefel III - GL

Teacher Michael Wheaton - MN

Delegate A

Word of God—Pana, IL

St. Paul's—Austin, MN (VC)

Pastor Emeritus Theodore Barthels

Berea—Inver Grove Heights, MN

St. Paul's—Ponsford, MN

St. Paul—Bismarck, ND

Prince of Peace—Hecla, SD

Trinity—Watertown, SD

Luther Memorial—Fond du Lac, WI

Delegate B

St. Stephen—Mountain View, CA

Grace—Live Oak, FL

Ascension—Batavia, IL

Gethsemane—Saginaw, MI

Immanuel—Mankato, MN

Our Redeemer—Red Wing, MN

Grace—Valentine, NE

St. Luke's—Lemmon, SD

Berea—Sioux Falls, SD

Resurrection—Corpus Christi, TX

Trinity—Spokane, WA

Faith—Markesan, WI

Committee 5: Finance

Pastor Wayne Eichstadt - PC
Pastor Michael Gurath - GL
Pastor Terrel Kesterson - GL
Teacher Stephen Krause - WC
Missionary Todd Ohlmann - WM
Pastor Samuel Rodebaugh - MN
Pastor Andrew Schaller - GL (VC)
Professor Jeffrey Schierenbeck - ILC
Pastor Chad Seybt - GL
Professor John Ude - ILC

Delegate A

St. Paul's—Vernon, British Columbia
St. Stephen—Mountain View, CA
Calvary—Marquette, MI
Grace—Fridley, MN
Our Redeemer's—Red Wing, MN
Faith—Manchester, MO
Holy Spirit—Albuquerque, NM
Zion—Aberdeen, SD
St. Paul's—White River, SD

Messiah—Eau Claire, WI (C)

Dr. James Sydow

Delegate B

Immanuel—Winter Haven, FL
Peace—Orifino, ID
Our Savior's—Cadillac, MI
Berea—Inver Grove Heights, MN
Grace—Sleepy Eye, MN
Our Savior's—Jamestown, ND
Holy Trinity—West Columbia, SC
Peace—Mission, SD
Living Hope—Appleton, WI
St. Paul's—Melrose, WI
Redeemer—Cheyenne, WY

Committee 6: Membership

Pastor Timothy Daub - WC
Pastor George Dummann - MN
Pastor Timothy Holland - MI
Teacher Ross Kok - PC
Pastor Joseph Naumann - MN
Pastor Glenn Oster - SE (VC)
Professor David Rodebaugh - ILC
Pastor Robert Sauers - SE (C)
Teacher Levi Schaller - GL
Pastor Stefan Sonnenfeld - GL
Pastor Matthew Ude - GL

Delegate A

Peace—Orifino, ID
St. Peter's—Iron River, MI
Grace—Sleep Eye, MN
Our Savior's—Jamestown, ND
Holy Trinity—West Columbia, SC
St. Luke's—Lemmon, SD
Gethsemane—Spokane Valley, WA
St. Paul's—Melrose, WI

Delegate B

St. Paul's—Vern, British Columbia
St. Paul—Lakewood, CO
Zion—Lawrenceville, GA
Faith-Coloma, MI
Bethel—Morris, MN
Gift of God—Mapleton, ND
Good Shepherd—Rapid City, SD
St. Matthew—Richardson, TX
St. John's—Clarkston, WA
Messiah—Eau Claire, WI
Trinity—Millston, WI

Committee 7: Elections

Missionary Peter Evensen - WM
Pastor Matthew Hanel - SE
Teacher Orrin Hanel - WC *
Teacher Matthew Kranz - MN
Pastor David Pfeiffer - SE

Teacher Andrew Roehl - WC (VC)

Teacher Kevin Schrader - MN
Pastor Aaron Ude - WC (C)

Delegate A

Gethsemane—Saginaw, MI
Immanuel—Mankato, MN
Peace—Mission, SD
Resurrection—Corpus Christi, TX
St. John’s—Clarkston, WA

Delegate B

Mt. Zion—Detroit, MI
St. Paul’s—Austin, MN
Redeemer—Bowdle, SD
Gift of God—Fairfax, VA
Redemption—Lynwood, WA
Peace Thru Christ—Middleton, WI

Key

PC = Pacific Coast Conference
WC = West-Central Conference
MN = Minnesota Conference
GL = Great Lakes Conference
SE = Southeast Conference
WM = World Missionary
ILC = Immanuel Lutheran College
(C) = Chairman
(VC) = Vice-Chairman
* = Applying for Membership



Convention Committee Work Assignments

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

- President's Report (References to issues on Board of Doctrine, Board of Regents, or Board of Missions may be assigned to Committees 2, 3, or 4)
- Board of Education and Publications (All but Board of Education & Publication FY27 Operating Budget)
- Webmaster's Report to the 2026 CLC Convention
- Recruiter to the Public Ministry Report

Committee #2: Immanuel Lutheran College

- Board of Regents' Report: Introduction, Parts I-V:A-D, F-G
- Report of the ILC Gymnasium Building Committee
- CLC Lay Ministry Report
- CLC Lay Ministry Supplemental Report

Committee #3: Missions

- Board of Missions Report—the entire report except for the General Budget for FY27
- Board of Missions Supplemental Report

Committee #4: Doctrine

- Board of Doctrine Report
- 2025 CLC General Pastoral Conference Response to the 2026 CLC Convention

Committee #5: Finance

- Report on CPB Proposal and Recommended FY27 Budget
- Board of Trustees Report
- Equalization Report

Committee #6: Membership

- Applications for Membership in the CLC
- Ratification and Seating of Delegates
- Re-Entry Committee Report
- Discussion of Synodical Vacancy Situation
- Report of CLC Statistician
- Convention Statistical Report
- Thanks

Committee #7: Elections

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

Convention Sessions: Parliamentary Procedures

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

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

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

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

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

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

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

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

Elections: Offices, Boards, and Duties

The election of synodical officers and board members is an important part of Convention's work. Nominations have been received for the various offices and there will be an opportunity to nominate additional candidates on the first day of convention. Please review the following sections from our *CLC Constitution*, so that you are well-prepared to make prayerful and thoughtful decisions when voting. Elections will begin Friday morning.

ARTICLE V: Officers and Their Duties

The four officers of the CLC are: the President, the Vice-President, the Secretary, and the Moderator. These officers shall be elected for a term of two years in a regular convention by a majority of the votes cast. The men elected to the offices of President and Vice-president shall be theologically trained and eligible for the pastoral ministry of the CLC. The men elected to the offices of Secretary and Moderator may be any called servant of the Word or layman. The term of any newly elected officer shall begin immediately after the close of the regular convention at which he is elected. If a newly elected officer does not accept, the incumbent shall continue to hold office until that convention elects or the designated officer appoints a successor. No officer shall hold another elective position.

Duties: President

- a. The President shall submit written reports on the state of the Church of the Lutheran Confession at the regular conventions.
- b. The President shall represent the Church of the Lutheran Confession between conventions and shall see to it that all resolutions are carried out.
- c. Unless otherwise provided, the President shall fill any vacancy that may occur in the office of the Vice-president, Secretary, Conference Visitor or in any board or committee, according to regulations provided in the bylaws.
- d. Authorization for ordinations and installations is to be sought from the President. He is also to receive reports of anniversaries, dedications and similar events, in order to include them in his written reports to the regular conventions.
- e. The President shall be available for counseling when called upon as outlined in Article IX. The President is assisted in this work by the Conference Visitor to whom these particular duties have been entrusted on a conference level.
- f. The President shall be an ex officio member of all boards and committees. The President may call meetings of officers and chairmen of boards when necessary.

Duties: Vice-president

- a. The Vice-president shall assist the President in the administration of his office.
- b. The Vice-president shall substitute as chairman of the convention at the request of the Moderator.
- c. The Vice-president shall serve as acting President whenever the President is prevented from discharging his duties. In the case of a vacancy in the presidency, he shall serve the remainder of the unexpired term.

- d. In case of a vacancy in the office of Moderator, the Vice-president shall appoint a successor.

Duties: Secretary

- a. The Secretary shall keep minutes of the conventions and of the meetings of the Coordinating Council.
- b. The Secretary shall send communications from the Church of the Lutheran Confession or the President as directed.
- c. The Secretary shall announce the time, place and agenda of conventions.

Duties: Moderator

- a. The Moderator shall make the necessary preparations for each convention in consultation with the President and shall transmit the program to him.
- b. The Moderator shall appoint the floor committees which shall be ratified by the convention.
- c. The Moderator shall preside at and conduct conventions in an orderly manner. At the request of the Moderator the Vice-president shall preside.

ARTICLE VI: Boards, Committees and Commissions

- A. The Church of the Lutheran Confession shall elect or appoint whatever boards, committees and commissions it finds necessary to carry out its purpose in an orderly and efficient manner.
- B. The various boards, committees and commissions shall carry out their work according to the directives of the Church of the Lutheran Confession. They shall keep themselves informed on the status of the treasury and conduct their work within the adopted budget.
- C. The various boards, committees and commissions are to effect their own organization and may, subject to the ratification of the convention, make their own regulations.
- D. Each board shall submit written reports to the regular convention, each committee shall report to the board to which it answers, and committees shall also report to the convention as requested.

Bylaw 2: Board of Missions

Composition

The Board of Missions shall be composed of two called male servants of the Word and two laymen. The term of office shall be four years, one called male servant of the Word and one layman to be elected at each regular convention. The members of this board shall not be members of any other elective board.

Duties

1. The Board of Missions shall explore mission fields and may open missions. If necessary, it may terminate its efforts in any field.
2. It shall supervise the congregations and preaching stations receiving subsidy from the Church of the Lutheran Confession.

3. It shall authorize the acquisition of property in mission fields in conjunction with the Board of Trustees.
4. It shall study the needs and conditions in the mission fields and provide counsel and assistance as required.
- 5.

Bylaw 3: Board of Education and Publications

Composition

The Board of Education and Publications shall consist of one pastor, one professor, one teacher, and one layman. The term of office shall be four years, the teacher and layman to be elected in even-numbered conventions, pastor and professor in odd numbered conventions. The members of this board shall not be members of any other elective board.

Duties

1. The Board of Education and Publications shall give assistance in educational matters as requested by congregations, pastoral or teachers' conferences, the Coordinating Council and the Church of the Lutheran Confession.
2. It shall oversee the CLC Book House, the Lutheran Spokesman, the Journal of Theology, and the Ministry by Mail.
3. It shall encourage the establishment and expansion of parochial schools.
4. It shall develop new publications and provide technical support for CLC members wishing to produce new materials.

Bylaw 4: Board of Regents

Composition

The Board of Regents shall consist of two called male servants of the Word and two laymen. The term of office shall be four years, one called male servant of the Word and one layman to be elected at each regular convention. The members of this board shall not be members of any other elective board. The President of the institution shall be an advisory member of the Board of Regents governing that institution.

Duties

1. The Board of Regents shall be responsible for the policy and curriculum of the institution under its care.
2. It shall provide for the general welfare of the faculty, the student body, and other staff members under its care.
3. It shall see to the proper maintenance of the physical plant under its care.

Bylaw 5: Board of Trustees

Composition

The Board of Trustees shall consist of two called male servants of the Word and two laymen. The term of individual members shall be four years, one called male servant of the Word and one layman to be elected at each regular convention. The members of the Board of Trustees shall not be members of any other elective board.

Duties

1. The Board of Trustees shall administer and invest all the monies and funds of the Church of the Lutheran Confession as the Church of the Lutheran Confession shall direct.
2. The administration of the institutions, missions and other departments of the Church of the Lutheran Confession shall be vested in the respective boards and commissions, upon whose instructions the appropriations shall be disbursed by the Board of Trustees unless otherwise directed by the Church of the Lutheran Confession.
3. In the event the monies are not available, the Board of Trustees may borrow the money needed for the adopted budget and for extra-budgetary requests authorized by the President. If the Board of Trustees considers it not feasible to borrow sufficient money to meet all appropriations, the board shall request the President of the Church of the Lutheran Confession to call a meeting of the heads of all boards affected, plus the Secretary of the Board of Trustees. This group shall determine the equitable distribution of available funds.
4. The Chairman and Secretary of the Board of Trustees shall sign all legal documents of the Church of the Lutheran Confession.
5. The Board of Trustees shall keep the Church of the Lutheran Confession informed of the condition of the finances and shall submit a complete biennial report of all their activities to each regular convention.
6. The Board of Trustees shall appoint a Treasurer who need not be a member of said board. He shall not hold any elective office other than the Board of Trustees during his tenure of office. He shall receive and disburse, according to the instructions of the Board of Trustees, all funds for which the Board of Trustees has been made responsible.

Respectfully submitted,

Pastor Paul D. Nolting
CLC Moderator

CLC President's Report

Be Strong and of Good Courage!

“Have I not commanded you? Be strong and of good courage; do not be afraid, nor be dismayed, for the Lord your God is with you wherever you go” (Joshua 1:9).

There I was driving down I-94 in my beat up '76 Chrysler Cordoba, pulling a 4X6 U-Haul trailer stuffed with all my worldly possessions. My destination? Fairfax, VA, just outside of Washington, D.C. Twenty-five years old, just three weeks out of the seminary, still unmarried with no prospects, a small mission congregation was waiting my arrival. What would life be like in the big city for a small-town boy? Was this really what I was meant to do? What had I gotten myself into? What had the Lord gotten me into?

We've all experienced something like this, where we've been filled with trepidation over what lies ahead on that uncharted road we call the future?

As we consider the state of the world today, we may have similar feelings when it comes to the future of the Church? Here we are, the Church of Christ, trying to survive in a culture growing more and more hostile toward Christ and His people. Here we are - a confessional Lutheran church - striving to maintain doctrinal integrity at a time when solid Bible teaching is not very important to so many Christian fellowships. Here we are - an evangelical Lutheran church - proclaiming what to many is an antiquated message of a Savior from sin, death, and hell.

Consider the future the Israelites were facing. It had been a long, difficult forty-year journey. But now it was about to become worse. Or so it may have seemed. Moses, their long-time trusted leader, was taken by the Lord just when they needed him most. Soon the nation, now numbering several million, would have to somehow cross the Jordan River, which was then at flood stage. Then they would be faced with the ominous task of conquering a land dotted from north to south with heavily fortified cities, all manned by strong and deadly warriors.

Put yourself in their shoes. How would you have felt? Nervous? Unsure? Down-right frightened? Joshua, their new leader, may have wondered, “What has the Lord gotten me into?” To be sure, the situation before them was challenging in the extreme. Nevertheless, the Lord commands them to “be strong and of good courage.” He then makes plain why they need not be in the least fearful about their future: “For the Lord your God is with you wherever you go.”

We have the same promise. Jesus says, “I am with you always” – Matthew 28:20. We also have this promise: “He who did not spare His own Son, but delivered Him up for us all, how shall He not with Him also freely give us all things?” – Romans 8:32.

Since God went so far as to give up His own dear Son as the sacrifice for our sins, we can be confident He will help us with all other concerns, even our future. With confidence we commit our future to Him, trusting that every moment of it rests securely under His boundless grace and mercy.

* * * * *

A challenge that continues to face our church body is the growing shortage of called workers. The pastoral shortage is especially concerning. A large percentage of our pastors are over the age of 60, which means there will be a continuous stream of retirements for the next several years. In this year alone, three of our pastors have either retired, or plan to retire soon.

Certain that the Lord truly cares about the Gospel ministry of the CLC, let us offer up fervent prayers to His throne of grace, asking that He would graciously provide pastors for our congregations, as well as teachers for our classrooms. It is projected that come the 2026-2027 school year there will be sixteen young men who will be studying for the pastoral ministry at ILC. Pray that all sixteen will eventually graduate from the seminary and become eligible to receive calls. At the June convention, I will direct the floor committee handling the President's Report to bring recommendations to the convention as to how we might better deal with our congregational vacancies. We thank the Lord for the retired pastors who have been willing to help with vacancies. We also give thanks to the Lord for the pastors who are serving, not only their own congregations, but neighboring congregations who are without a pastor.

A related matter is that of the overwhelming number of calls being extended due to the shortage of pastors. It can be incredibly wearing on a pastor to receive call after call, as has been the case especially with some of our younger pastors. We certainly want our people to be served consistently with the Means of Grace. However, in view of our growing shortage of pastors, congregations, for the present, might consider ways they could be served without issuing a call. The conference visitors, along with nearby pastors, are willing to assist congregations in finding ways to do so. Of course, if congregations wish to continue calling, they are free to do so. Congregations know their own needs, and we certainly respect whatever way they see fit to deal with their vacancies.

There will be some discussion at convention regarding where we are at with respect to the ILC Building Project. It's important for us to remember that the convention has decided to go forward with this project. The first phase of the plan is the construction of the gymnasium. Once that part of the project is complete, we, as planned and approved by convention, will turn our attention to the construction of the fine arts building and chapel. I would most humbly encourage us all to support the decided-on plan with our prayers and offerings. There are always things that we as individuals would prefer to take priority in our synodical work, but, finally, out of Christian love, let us humbly submit to the will of the majority.

I will direct the convention floor committee dealing with constitutional matters to review, and possibly update, our current re-entry policy for former CLC pastors and teachers who wish to become eligible once again for a call into the public ministry of the CLC. Our current policy was formally established by resolution at the 1992 Convention (1992 *Proceedings* page 25).

During the convention the delegates will have the opportunity to listen to a special presentation regarding our CLC mission program. We say it all the time, but it is truly amazing how many doors the Lord continues to open for our little church body for the proclamation of the Gospel, both here at home and around the world. One such example is our work with a group in Pakistan, which calls itself The Pakistan Church of the Lutheran Confession. How many of us twenty years ago would have thought that we would actually be doing mission work in Pakistan? If things go as planned, a colloquy will take place early next year with the leader of the group, Pastor Nadeem Gill. Pray the colloquy goes well so that soon we will be in a position to declare fellowship with that group. Another cause for thanks concerning our mission program is the noticeable increase in the number of our stateside preaching stations. Praise the Lord for these wonderful opportunities to proclaim His Gospel.

Lord willing, Missionary Ohlmann, Board of Missions chairman, Joel Krafft, the CLC President and his lovely wife, will be flying to Nigeria next week. The team plans to join the Nigerian Church of the Lutheran Confession (NCLC) in praising God for 50 years of grace. Please pray for their safe travels and that God would richly bless our brother synod's anniversary celebration.

We are thankful that the Lord led Dr. Dan Sullivan to accept the call to serve as a professor at ILC. We are confident that he will be a blessing to our school. May the Lord be with him as he prepares to begin teaching at Immanuel this coming Fall.

We thank the Lord for this year's ILC teaching graduates, Orrin Hanel and Riley Naumann. Orin has made himself available to receive a call through the Call Committee on Graduates. Riley certainly would like to teach at some point in the future, but she plans to be married this summer to Ethan Sydow, who, after he graduates from ILC's pre-theology program this May, has three years of seminary training to complete.

As I steered that old Chrysler toward Virginia, I was calmed by the Lord's promise that He was with me. As the Israelites made their way into the land of Canaan, the Lord God made good on His promise, and was with them every step of the way. Brothers and sisters, we have the same wonderful assurance. As we turn our hearts and minds toward our Savior-God in humble faith, as we continue to abide in and draw strength from His perfect and powerful Word, we will be enabled to look to the future with resolute courage as we work together in the blessed work the Lord has given us to do. May His grace make it so.

In Christ's service with you,
Pastor Michael Wilke

Board of Education and Publications Report

“All Your works shall praise You, O LORD, And Your saints shall bless You. ¹¹ They shall speak of the glory of Your kingdom, and talk of Your power, ¹² To make known to the sons of men His mighty acts, And the glorious majesty of His kingdom. ¹³ Your kingdom is an everlasting kingdom, And Your dominion endures throughout all generations. ¹⁴ The LORD upholds all who fall, And raises up all who are bowed down” (Psalm 145:10-14).

Once again, the Gospel message of the crucified and risen Christ has renewed our joy and fortified our faith in the Triune God. Our hearts are ruled by our Savior King whose gracious promises of eternal glory move us to happily declare to all people the saving faith that comes through the hearing of God’s Word. Despite our sinful natures that point out life’s shortcomings and revel in selfish pity, the LORD lifts us up by the limitless strength of His powerful Word, enabling us in the blessed work of His everlasting Kingdom.

Prayer: O LORD, through Your Word continue to strengthen us to praise Your name, speak of Your Kingdom, talk of Your power, and make known the mighty acts and glorious majesty of Your Kingdom. Uphold us and raise us up to do the work of Your Kingdom. Bless all our labors and help us to take advantage of every opportunity to tell the generations to come about Your strength and wonderful works that You have done so that our synod, churches, and homes may always praise Your saving name. In the name of Jesus, our living Savior, Amen.

EduK8 Fund

Summary of Fund Transactions

Fund Balance 3/31/26		103,858
Funds disbursed to date:		
Grace, Valentine		10,000
Grace, Valentine		20,000
Peace Thru Christ, Middleton		3,500
		33,500
Funds allocated, but not dispersed:		
Grace, Valentine (2026-2027 AY)		40,000
Peace Thru Christ, Middleton (hold)		7,500
		47,500

Publications

The Catechism Committee (Pastor Wayne Eichstadt (Chairman), Pastor Joe Naumann (Secretary), Pastor Nathanael Mayhew, Mr. David Bernthal, Mr. Neil Bernthal, Mr. Craig Owings) meet every two weeks. Pastor Del Maas has retired and is stepping away from active committee work. We thank him for his faithful service and valuable contributions. The committee has requested the appointment of one to two additional members to support ongoing work. The Board will work with the President to fill that need.

Goals:

1. An Errata for the 2006 Sydow Catechism was completed, sent out via ClergyTalk, and is available in the Book House.
2. Producing a new catechism. The goal is to complete a new version of the catechism that will be published on demand, be available in multiple translations, and have supplemental material including a teacher's edition, digital teaching tools, multiple workbooks, catechetical helps, etc. The working plan is to publish the Catechism in NKJV, ESV, and EHV.
3. The committee will publish an enchiridion as a stand-alone resource in NKJV, EHV, and ESV translations.

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

Children's Christian Doctrine Curriculum Retired CLC teacher Kevin Hulke continues work on a topical Christian doctrine course titled "*Teach Them To Observe All Things*" – *Christian Doctrine for Children*. It is a website created to provide a course consisting of Bible-based topics for helping children understand the teachings of Christianity. If you have not already looked at this, please consider this as a resource for your church and school. Kevin invites CLC pastors and teachers to critique the project lessons and offer edits/suggestions for improvement.

- a. Send suggestions to: kevin.hulke@gmail.com
- b. The project link:
<https://sites.google.com/view/teachthemtoobserveallthings/>

Online Theological Studies The website: www.onlinetheologicalstudies.org continues to be developed by CLC foreign missionaries to teach theology overseas as well as for anyone in our state-side churches interested in learning about Bible teachings. Pastors Todd Ohlmann, Peter Evensen, and Bruce Naumann are organizing and translating the tools found on the site to train students as the LORD opens doors in ever increasing amounts overseas.

Daily Rest devotional, published quarterly by the Church of the Lutheran Confession with devotions supplied by a volunteer staff of CLC pastors and teachers and lay people. Jonah Albrecht has been moved from assistant editor to Senior Editor. Josh Ohlmann has joined

the staff as assistant editor. Senior Editors: David Pfeiffer, Jonah Albrecht, Assistant Editors: Matt Kranz, John Mueller; Josh Ohlmann. Formatting: Jennifer Stockman, Audio Production: Wayne Eichstadt, Website: Frank Radichel. Graphic Designer, Print Production: Jill Tiefel.

We thank the Editor and his staff for their faithful service in this edifying work of God's Kingdom.

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

The Journal of Theology Editor Wayne Eichstadt, Assistant Editor Steve Sippert, and layout artist Tim Schaser continue to work toward a more efficient production of the Journal issues. We thank the Journal staff for their continued labors and look forward to an increased level of publication.

Ministry by Mail Subscriptions Editor Aaron Ude reports that there are currently forty-six subscribers to the free email subscription and only one paid mail subscriber. Sending out sermons a week in advance to help laymen with vacancies has been well received. He has made an offer to the Lay Ministry Committee to publish a weekly bulletin and lay liturgy via Ministry by Mail if that would help vacancy congregations. We thank Editor Aaron Ude and the current writing staff of Pastors Luke Bernthal, Tim Daub, John Klatt, Paul D. Nolting, and Nathan Pfeiffer.

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

CLC Websites

1. We thank our Webmaster, Glenn Oster, for his ongoing work. Below is a list of the various CLC online services, and the people who maintain them. Their efforts are appreciated!
2. **Frank Radichel** and **Annette Kuehne** maintain the "public face" to the world by maintaining the following sites:
 - a. CLClutheran.org
 - b. LutheranSpokesman.org
 - c. JournalofTheology.org
 - d. <https://godshand.clclutheran.org/>
 - e. OnlineTheologicalStudies.org
 - f. breadoflife.CLClutheran.org
 - g. dailyrest.clclutheran.org
 - h. CLCtvbs.org
 - i. www.WhatDoesTheBibleSay.org
 - j. CLClutheran.net website (ensuring that documents and links of interest to CLC members are kept updated).

- k. They also assist several congregations with their websites.
3. Pastor Matt Ude, assisted by our foreign missionaries, continues managing our international outreach through the LutheranMissions.org website. He also assists several congregations with their websites.
 4. Pastor Aaron Ude, Alan Olmanson and Heidi Ludvigson maintain the Ministry by Mail: (www.LutheranSermons.org).
 5. Jessica Lau maintains the CLCBookhouse.org website.
 6. Professor Paul Naumann assists Frank Radichel in maintaining www.ILC.edu as well as posting ILC Chapels on YouTube.
 7. Lydia Strike posts ILC Daily Bulletins

The following is a brief financial report. For a more thorough report, refer to CLC Treasurer Steve Lentz's report in the Board of Trustees

Board of Education/Publications		FY21	FY22	FY23	FY24	FY25	FY26	FY27
		Actual	Actual	Actual	Actual	Actual	Budget	Proposed
Beginning Balance		\$54,637	\$54,933	\$49,164	\$48,870	\$36,321		
Starting Balance Periodicals:		\$54,636	\$54,932	\$49,164	\$48,870	\$36,321		
Receipts:								
	Ed-Pub	\$14,245	\$9,182	\$14,042	\$11,454	\$11,704	\$25,000	\$15,000
	Daily Rest Ministry by Mail	\$15,943	\$16,162	\$15,564	\$12,535	\$15,222	\$16,000	\$16,000
	Lutheran Spokesman	\$0	\$35	\$42	\$219	\$0	\$0	\$0
	Journal of Theology	\$18,504	\$17,630	\$28,208	\$17,746	\$29,665	\$32,000	\$32,000
		\$264	\$320	\$300	\$109	\$127	\$500	\$500
Total Receipts:		\$48,956	\$43,329	\$58,156	\$42,063	\$56,718	\$73,500	\$63,500
Disbursements:								
	Ed-Pub	\$14,245	\$9,182	\$13,384	\$11,744	\$11,704	\$25,000	\$15,000
	Daily Rest Ministry by Mail	\$8,420	\$11,517	\$15,080	\$14,349	\$12,033	\$16,000	\$17,000
	Lutheran Spokesman	\$0	\$259	\$0	\$35	\$0	\$0	\$0
	Journal of Theology	\$25,441	\$27,577	\$29,536	\$27,929	\$34,499	\$37,000	\$37,000
		\$553	\$563	\$450	\$555	\$0	\$1,000	\$1,000
Total Disbursements:		\$48,659	\$49,098	\$58,450	\$54,612	\$58,236	\$79,000	\$70,000
Ending Balance		\$54,933	\$49,164	\$48,870	\$36,321	\$34,803		

Respectfully submitted:

Pastor Dave Naumann, Chairman
 Mr. Craig Ryan
 Prof. Ross Roehl
 Teacher Seth Schaller

Recruiter to the Public Ministry Report

At the 2024 CLC Convention, Pastors Ben Libby and Neal Radichel were appointed by President Mike Wilke to join the existing Recruiter to the Public Ministry, Pastor Sam Rodebaugh, forming the Recruiters to the Public Ministry Committee. Since then, the committee has continued to grow. Teacher Matthew Kranz was appointed by President Wilke to the committee in February 2025, and Teachers Debra Mayhew and Michaela Winters were appointed by President Wilke to the committee in April 2026.

The Recruiters to the Public Ministry Committee now operates through two sub-committees; one sub-committee focuses primarily on students for the preaching ministry, while the other focuses primarily on students for the teaching ministry. Our committee's goal remains twofold: to **recruit** and **retain** individuals for the preaching and teaching ministries.

I. Recruiting

Presentations

In September, Pastor Libby and Pastor Rodebaugh visited both high schools in Eau Claire and Mankato, giving presentations to various age groups at each school.

In October, Pastor Rodebaugh presented at the 2025 CLC Teachers' Conference. His presentation informed teachers throughout the synod about the work of the committee, encouraged ongoing recruitment efforts among their students, and provided an opportunity to gather feedback and suggestions.

In November, Pastor Rodebaugh and Teacher Kranz visited Immanuel Lutheran High School in Eau Claire for ILC Visitor's Day. They presented to multiple groups throughout the day and met individually with students.

This May, Teachers Debra Mayhew and Michaela Winters hope to introduce themselves and give an additional presentation to seniors at ILHS Visitor's Day. We are currently awaiting confirmation of this opportunity.

Website Launch

This year, the committee launched a website (<https://consideringtheministry.org/>) designed to serve as a centralized resource for recruiting prospective students and as an informational tool for current students. The website is hosted by the CLC and will remain in development as additional content and resources are added.

In connection with the website, the committee also established an official email address: recruiters@consideringtheministry.org.

II. Retaining

Shadowing Program Development

The 2024 Convention directed “that the recruiter to the public ministry, the ILC Board of Regents, and the ILC faculty work together to develop a program for pre-theology students to shadow pastors.” (Church of the Lutheran Confession Convention Summary, p. 1)

A program has now been implemented, based on a structured set of shadowing experiences that Pre-Theology students are required to complete before graduating the program. Pastor Radichel and Messiah Chaplain Mark Bernthal have been active in helping ILC get the program going and by taking students along for these shadowing experiences. The response from ILC students has been positive so far, and the program is showing encouraging early results.

Respectfully Submitted,

Pastor Sam Rodebaugh, Chairman

Pastor Ben Libby

Pastor Neal Radichel

Teacher Matthew Kranz

Teacher Debra Mayhew

Teacher Michaela Winters



Board of Regents Report

“Therefore, as through one man’s offense judgment came to all men, resulting in condemnation, even so through one Man’s righteous act the free gift came to all men, resulting in justification of life” (Romans 5:18).

In a recent podcast, Seth Godin, an author, branding and marketing expert, and entrepreneur, kept repeating two questions that he felt that people creating content should always consider about their work: Who’s it for? and What’s it for? Godin emphasized that these questions were especially key for those who were just beginning to share their work with the public. For example, if people are creating a YouTube video or a podcast or working on a book idea, they should keep in mind their audience and their purpose. Those questions, then, would ideally keep people on track through the creative process and help them shape their product for their specific needs. These questions could also be particularly useful during the Lenten and Easter seasons as we meditate on Christ’s suffering, death, and resurrection. Who was Christ’s death and resurrection for? What were they for?

As our text points out, through the inherited sin of Adam (“one man’s offense”), “judgment came to all men, resulting in condemnation.” Because of Adam’s sin, future humankind lost the perfect world of Eden for a world that is sinful, painful, difficult, and full of death. All humans to come would now be born sinful, unable to stand pure and holy before God. Furthermore, all humans who have been born have also committed sins. So, who is Christ’s death for? Through Christ’s “righteous act” – his death and resurrection – the “free gift” of forgiveness and eternal life “came to all men.” Christ died for the whole world, which, of course, includes all of us. What wonderful comfort this is! As we daily look at all the sins we commit – how we fail again and again to love God with all our hearts, souls, and minds and our neighbors as ourselves – it is the greatest relief to know that we are covered by Christ’s sacrifice. The question of what Christ’s death is for is deeply connected with whom His death was for. Christ’s death was the necessary sacrifice for the sins of the world. Since He is holy and righteous, God could not just brush aside or ignore sins. They needed to be paid for. Christ’s death, then, is the propitiation, the sacrifice for our sins. Finally, we can rejoice that God has also brought together the “what” – Christ’s Atoning Sacrifice – with the “who” – believers like us – by creating saving faith in our hearts. Not only has Christ died for the whole world, but the Holy Spirit through Word and Sacrament has brought us to believe that through Jesus’s death and resurrection we stand justified before God, thus receiving forgiveness of sins and eternal life.

These questions can also help us focus on the work of our synod, and, in particular our mission at ILC. Immanuel’s purpose is to continue training our young people in the Word of God and preparing them for a future as lay people, teachers, and pastors. Indeed, we are privileged at Immanuel to provide the education for CLC pastors and teachers. As we continue our work here at Immanuel, and across our synod, we pray that we remain faithful to our purpose in sharing the gospel with all people and answering those questions – who are we for and what are we for – on the basis on what Christ has done for us.

Prof. Daniel Schierenbeck, ILC President

I. ENROLLMENT

High School			College								Seminary			
Class	2025-26	2026-27	Class	2025-26	2026-27	AA 2025-26	AA 2026-27	BS 2025-26	BS 2026-27	BA 2025-26	BA 2026-27	Class	2025-26	2026-27
Fresh.	28	22	Fresh.	8	8	0	1	6	4	2	3			
Soph.	23	28	Soph.	5	9	3	0	0	6	2	3	Junior	0	4
Junior	28	24	Junior	5	2			2	0	3	2	Middler	1	0
Senior	31	28	Senior	6	5			2	2	4	3	Senior	0	1
			Special	1	0									
			Online	3	2									
TOTAL	110	102		28	26	3	1	10	12	11	11		1	5
TOTAL FULL-TIME	110	102		24	24	3	1	10	12	11	11		1	5

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

TOTAL STUDENTS:

- AY 2025-26: **139** (135 full-time, 1 special; 3 online; 3 nonmembers)
- AY 2026-27: **133** (131 full-time, 0 special; 2 online; 3 nonmember)

76 residents in the dormitories for 2025-2026: (72 billed for room and board)

- North Hall (Boys' Dorm) has 30 (28 + 2 RAs)
- South Hall (Girls' Dorm) has 37 (35 + 2 RAs)
- West Hall has 8 (college/seminary males)

66 residents in the dormitories for 2026-2027: (62 estimated for room and board)

II. PERSONNEL

As is noted in the details reported below, there has been a number of personnel changes during the past biennium. In every case, a vacancy was created in a crucial role in the ministry at Immanuel. In every case, the Lord provided a new servant to ably take up the work. In every case we are immensely thankful to the Lord for His providence and we pray for His ongoing blessing for the work at Immanuel and the future endeavors of all who are no longer serving here.

A. Professors

Matthew Thurow was installed as a new professor at ILC's opening service (August 2024). Prof. Thurow's course load in his first year of teaching was reduced to allow him to adjust to teaching new high school and college courses.

Professor David Schaller resigned his call in August 2025. Following the resignation, the Board of Regents reviewed the position requirements, discussed the needs of the faculty as a whole, and implemented the call process.

A plan was implemented to cover Professor Schaller's class load during the 2025-2026 school year. The coverage was accomplished through faculty members shifting and adding responsibilities, enlisting part-time teachers through emeriti and local CLC members, the prayers of many, and the Lord's gracious gifts.

In March 2026, Dr. Daniel Sullivan accepted the call to serve as an ILC professor. Dr. Sullivan anticipates a June arrival on campus and will begin teaching in the 2026-2027 school year.

B. Dormitory Supervisors

Jaqi Bredehoff and Henry Lau began as dormitory supervisors in the 2024-2025 school year in the women's and men's dormitories respectively. Jaqi has resigned from her position--effective at the end of the 2025-2026 school year. Applications have been received to fill this important role, and an interview process will follow.

C. Administrative Assistant Position

Mrs. Jennifer Schaller resigned from her position as Administrative Assistant in spring 2025. She served faithfully in this position for nine years.

Mrs. Lydia Buck was hired as our Administrative Assistant in June 2025. After an initial training and transition period during which Jennifer and Lydia both worked in the role, Lydia has ably served.

D. Female Mentor Position

April Sydow resigned from her position as the called part-time on-campus female mentor in spring 2025. She served faithfully in this position since 2021. April contributed greatly to the success of our on-campus counseling program and as a wonderful resource to many of our students.

Miss Erin Franson received and accepted the call to serve as part-time female mentor. She began this role at the opening of the 2025-26 school year. Erin works closely with the counselor, Mr. Steve Sydow, to help provide for the well-being of all our students on campus.

E. Staff Retirement

Mrs. Karen Johannes has served Immanuel in a variety of ways since 1991. Her most recent duties have been part-time teaching (Algebra I, women's Physical Education, Piano) and serving as Assistant Athletic Director. Mrs. Johannes has announced her retirement from teaching, effective at the end of the 2025-2026 school year. She plans to continue serving as Assistant Athletic Director for two more years. The classes Mrs. Johannes has been teaching will be covered by faculty teaching shifts and enlisting part-time teaching help as needed.

F. Administrative Calls, Appointments, and Ratifications:

The Board of Regents has made the following appointments:

- High School Principal – Prof. Joel Gullerud (continuing term, through May of 2027)
- Dean of Students – Prof. Mark Weis (continuing term, through May of 2027)
- Assistant to the Dean – Prof. Joseph Lau (continuing term, through May of 2027)
- Academic Dean – Prof. Paul Naumann (continuing term, through May of 2027)
- Seminary Dean – Prof. John Ude (continuing term, through May of 2027)

The ILC President has made the following appointments:

- Assistant to the President – Prof. Steve Sippert (new term, through May of 2028)
- Registrar – Prof. Jeffrey Schierenbeck (new term, through May of 2028)
- Athletic Director – Prof. David Rodebaugh (new term, through May of 2028)
- Webmaster – Prof. Paul Naumann (new term, through May of 2028)

III. ACADEMICS AND POLICY

a. College and Seminary Graduates:

We praise our Lord for His mercy in providing us with called workers through the pipeline of our pastor and teacher training system. The table below shows the college and seminary graduates from the last two years. All four pre-theology graduates plan to enter the seminary in AY27.

Year	AA (#)	BS-Education	BA-Pre-Theology	Seminary
2024-25	2	Noah Ohlmann ¹ (Dec. 24) Erica Ohlmann		
2025-26	3	Orrin Hanel ¹ Riley Naumann	Joel Bernthal Daniel Hein Michael Manthe Ethan Sydow	

¹ Currently serving (or, as a 2026 graduate, intending to serve) in the teaching ministry of the CLC

b. Psychology 203:

At the Faculty recommendation, the Regents removed “Psychology 203: Psychology of Growth and Development” from the courses offered to college students. During the review of general education requirements, considerable overlap was discovered between this course and “Education 306: Educational Psychology.” Psych. 203 provided an overview of learning development models, while Ed. 306 introduces these concepts and provides classroom applications.

c. Personal Finance:

At the Faculty recommendation, the Regents changed the name of the high school course “Consumer Economics” to “Personal Finance.” This better reflects the course content.

d. ILC Accreditation:

After receiving an inquiry regarding the possibility of ILC gaining accreditation, President Schierenbeck conducted a feasibility study. The study concludes that, currently, it is not feasible for ILC to pursue regional accreditation. Some reasons include:

- Faculty qualifications such as master’s degrees in multiple fields of study
- Faculty/administration increased workload and complications
- Federal government requirements and non-discrimination policies
- Fellowship issues with religious accrediting agencies
- Significant direct and indirect costs, startup and annual (\$50,000 estimated to begin)

While pursuing regional accreditation does not seem viable, the ILC administration and Board of Regents can gain direction and insight from regional accreditation criteria.

e. Limited Public Ministry (LPM) Change:

As recommended by the 2024 CLC Convention, the minimum age for the Limited Public Ministry (LPM) has been reduced from 35 to 30.

f. Reduction of Course Requirements:

The Board of Regents directed the faculty to reduce the overall number of credits in the BS Education (BSE) program and the BA in Pre-Theological Studies (BAPS) program each to 130 or fewer. To inform their decision, the faculty polled current and former students, interviewed current instructors of courses, and compared our requirements with other Lutheran colleges.

The faculty recommended making Computer Science 101 an elective and removing Music 102 from both programs. For the BAPS program, they also recommended removing Biology 101, the math requirement, and the four elective credits, while adding Religion 407 and 408 and four 1-credit “Intro to Ministry” courses as requirements. The Regents adopted these recommendations. The BSE now requires 129 credits and the BAPS 130.

g. Introduction to Ministry Courses:

This past fall, the faculty implemented the addition of four one-credit “Introduction to Ministry” courses: Intro to Soul Care, Intro to Preaching, Intro to Teaching, and Intro to Counseling. The “Shadow a Pastor” program is also being integrated through these courses. The proposed structure is for the four one-credit “Intro to Ministry” components to be spread over the four years of the pre-theology program. Each course will consist of approximately 25% classroom instruction and 75% practicum, providing hands-on exposure to various aspects of the pastoral ministry. Practical work may be completed with Messiah pastors, area pastors, or home pastors, including during school breaks.

h. Cell Phone-Free School Days:

At the beginning of this school year, ILHS began their new cell phone regulations. Students may not possess, access, or use cell phones or personal electronic devices at ILHS during the school day, i.e., from 7:40 am to 2:50 pm. Thanks to all involved, the implementation has gone smoothly.

i. UWEC Site Visit

ILC’s articulation agreement with UWEC is significant, since it allows our students to transfer credits easily to UWEC and also helps in regard to other colleges and universities. As part of renewing its articulation agreement with us, every seven years a group from UWEC asks to review a sample of ILC syllabi and the course catalog. In addition, they typically set-up a half-day site visit during which the UWEC group meets with the Academic Dean and the ILC President as well as a having a group meeting with the ILC faculty. These site visits have been informational, insightful, and cordial.

j. Seminarian Pastoral Assistance

The seminary faculty has begun looking at making seminary students available to CLC congregations to do pastoral work in their congregations as summer employment. The board approves this concept and looks forward to the results of the faculty’s work.

IV. BUILDINGS AND GROUNDS

a. Water Testing:

We hired Eau Claire City-County Health department to conduct water testing using samples from the three oldest buildings on campus and the newest building, the Academic Center. The testing showed ILC's water is well within guidelines, with little to no lead and copper reported.

b. Academic Center HVAC:

The Academic Center geothermal flush and refill was completed. An inline filter was installed as a preventative measure as well. Once a new heat pump and computer motherboard are installed, the project will reach completion.

c. Immanuel Friends of the Forest:

Commercial logging was necessary nineteen years ago to remove impacts from oak wilt and storm damage. Unfortunately, that left behind land vulnerable to invasive species such as buckthorn and honeysuckle. Today, every part of the forest has been impacted by invasive growth.

The Immanuel Friends of the Forest formed in 2025 to develop a plan to remove and manage these invasive species within the ILC property. Initial focus is only on the North Forest (north of Lowes Creek) because it is readily accessible from the operational areas of the school, has the managed trail system, and provides ready access to Lowes Creek through the entire property.

The Immanuel Friends of the Forest have developed the following 3-phase plan for managing invasive species in the North Forest:

1. RESET= Remove existing invasive species using mechanized means including forest mulchers, along with surgical application of herbicides to RESET the forest to an ecosystem that enables re-growth opportunities for desirable, non-invasive species.
2. RESTORE= Transplant desirable tree species into areas now cleared of invasive species to restore desirable forest growth diversity.
3. RETAIN= Annually monitor for emergent invasive species and surgically apply herbicides to eliminate re-emergence. The intent is to let the North Forest be a true natural area.

In the fall of 2025, a group of volunteers began the RESET phase over a 2-day period. Progress has been made. If efforts on the North Forest bring reasonable success, a goal would be to initiate a similar invasive species management plan for the South Forest.

A submission has been made for a WI DNR grant to help fund this endeavor. The remaining costs will be funded by private donation, at no cost to Immanuel. We praise the Lord for providing willing volunteers and resources to work on campus areas often overlooked.

d. ILC Improvement Fund (IIF) List:

IIF Prioritized Project List		Budget	Spent
1*	Academic Center HVAC	\$32,000	\$16,205
2	Commons Reroof	\$95,000	
3	Bus	\$80,000	
4	15 Passenger Van	\$35,000	
5	15 Passenger Van	\$35,000	
6	507 Ingram (Ude) Flooring	\$11,000	
7	West Hall/Annex Siding & Stairs _???	\$42,000	
8	Administrative Discretionary	\$10,000	
IIF Completed Projects		Budget	Spent
	505 Ingram (Thurow) Renovation	\$22,000	\$25,447
	505 Ingram (Thurow) HVAC Upgrade w/Ducting	\$26,400	\$25,173
	Ambulatory Hallway Roof	\$23,700	\$15,300
	Admin Discretionary – replace salad bar		\$5,346
	517 Ingram (J. Schierenbeck) Kitchen & Flooring	\$18,000	\$18,452
	513 Ingram (Sippert) Flooring Renovation ¹	\$7,000	\$5,736
	521 Ingram (Rodebaugh) Renovation	\$31,000	\$18,988
	Skid steer with Attachments	\$60,500	\$59,937

* Projects that are funded



V. FINANCES

a. Student Aid Fund (SAF):

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

b. Student Aid Fund (SAF) Budget for FY26:

Fiscal Year	FY 2026 Projected EOY	FY 2026 Budget	FY 2027 Budget
Balance BOY	101,700	68,200	102,100
Revenue:			
Contributions	58,000	25,000	25,000
Interest from Endowment	72,400	70,000	70,000 ¹
Loan Repayments	<u>100,000</u>	<u>65,000</u>	<u>65,000</u>
TOTAL:	230,400	160,000	160,000
Expenditure:			
Family Multi-Student Grants	37,800	44,000	44,000
Scholarships	23,200	24,000	24,000
Tutoring Assistance	900	2,000	1,500
High School Tuition Assistance	31,200	34,000	34,000
AA Grants	6,800	8,800	6,600
Loans	116,900	90,000	115,000
Student past due	0	0	0
Other/GBO	<u>13,200</u>	<u>13,250</u>	<u>14,500</u>
TOTAL:	230,000	216,000	239,600
Balance EOY	102,100	12,150	22,500

¹ \$70,000 transferred to the SAF from the \$88,500 available fixed income investment earnings of the SAF Endowment

c. Grants from the Public Ministry Preparation Endowment (PMPE):

The PMPE grant for FY27 is set for \$3,500/student/year, the same amount as FY26.

d. Budget Assumptions for 2026-27:

- Enrollment: High School – 102; College – 24; Seminary – 5; Dormitory – 62
- Student Cost Highlights:
 - High school tuition increased \$100 to \$4,600 per year
 - College tuition increased \$100 to \$6,500 per year
 - Seminary tuition increased \$100 to \$4,800 per year
 - Room & board remains at \$3,700 per year
 - Student Life/Technology fee remains \$600 for ILHS and \$200 for ILC/ILS

- Human Resources: Called worker salaries are increased in accordance with Board of Trustee recommendation. The same increase is used for other ILC staff members. The overall ILC compensation increase is \$17,260. The increase also impacts the GBO allocation to the Regents' budget by \$1,510 for a total compensation impact of \$18,770.
- Other major expenditure increases over FY2026 budget include: Kitchen subsidy (\$14,000), Student Housing (\$5,300) driven by dorm furnishing replacements, and Education (\$5,200).

e. Proposed FY2027 ILC Operations Budget

Description	Actual FY2024	Actual FY 2025	Budget FY2026	Proposed Budget FY2027
Revenues:				
Other Revenue	48,788	50,936	32,000	0 ¹
Student-Paid Revenue	758,429	719,477	843,250	783,100
SAF/PMPE Revenue	143,921	188,424	189,800	206,600
CLC Subsidy	663,704	698,317	710,000	817,300
TOTAL REVENUE	1,614,842	1,657,154	1,775,050	1,807,000
Expenditures:				
Allocation GBO	81,710	86,071	88,090	89,600
Building & Grounds	113,322	127,955	144,500	137,500
Housing	6,129	7,931	9,700	15,000
Administration	6,423	5,531	9,350	8,850
Education	38,439	35,566	43,890	49,085
Human Resources	995,440	1,021,171	1,058,440	1,075,700
Instructional Expense	10,608	9,231	12,480	12,465
Kitchen	147,143	155,725	170,000	184,000
Student Activities	80,252	79,738	86,600	87,300
Transportation	25,532	21,080	23,500	26,000
Utilities	109,844	107,155	128,500	121,500

¹ Revenue received in the "Other Revenue" category is now included in the CLC General Fund.

This led to an offsetting increase in the CLC subsidy.

f. SAF Interest and Statement Changes:

This fall changes to our accounting system were put in place to more accurately display the beginning balance, payments made, interest charged, interest credited (deferred and clergy loans), and the ending balance. This change also saves the GBO significant time in supporting SAF loans.

g. Delinquent SAF Loans:

The Regents and the GBO Manager follow a defined process to address delinquent SAF loans. This process includes issuing a series of letters to contact the responsible parties and establish a repayment plan. These efforts have been successful in receiving some delinquent payments.

WEBSITE: ilc.edu

Respectfully submitted,

The Board of Regents for Immanuel

Mr. Steve Ludvigson, Chairman

Mr. James Burkhardt, Secretary

Pastor Wayne Eichstadt, Coordinating Council Representative

Teacher Nathan Wales, Chaplain

Prof./Dr. Daniel Schierenbeck, Advisory (ILC President)



CLC Lay Ministry Committee Report

Introduction

Our existence as a confessional Lutheran church body has depended entirely on the grace and gifts of our Savior God. These gifts have included faithful pastors and teachers, dedicated laymen, congregations, schools, and opportunities to spread the Gospel of Christ in this country and around the world. As the Lord of the Church has said, “The harvest truly is plentiful, but the laborers are few. Therefore pray the Lord of the harvest to send out laborers into His harvest” (Matt. 9:37-38). With increasing retirements and an aging pastorate in the CLC, we have become more acutely aware of our own need for ministry laborers, which in turn has led to the action of the previous convention bringing the Lay Ministry Committee into existence.

When the Lay Ministry Committee was established at the 2024 CLC Convention, it was given a two-part objective: that we “study the feasibility of a lay minister training program ... and if a lay- minister training program be found feasible, the program would be developed by the committee and presented for review and possible adoption by the 2026 Convention” (2024 *Proceedings*, p. 146). Already at its first meeting, the committee deemed the training program to be feasible and began to develop it from the fall of 2024 to the present, the details of which constitute much of this report. Initially the Lay Ministry Committee appointed by President Wilke had John Gerbitz as lay member representative and committee chairman, Rev. David Ude as pastor representative and committee secretary, and Prof. Steve Sippert as the ILC representative. As of February 2026, the committee has Prof. Sippert as chairman, Pastor Ude as secretary, and Joe Oster (Appleton, WI member) as the lay member representative.

In May and July of 2025 representatives of the committee were able to present the committee’s work completed thus far to the West Central Delegate Conference (John Gerbitz), the Great Lakes Delegate Conference (J. Gerbitz), the Minnesota Delegate Conference (Steve Sippert), and the CLC General Pastoral Conference (Sippert), as well as the April 2025 CLC Coordinating Council at ILC (Sippert).

Guiding principles for developing a lay ministry training program

At the CLC General Pastoral Conference in June 2025, much of the following was presented as the committee’s guiding principles for the envisioned program in general and its potential components:

- The function and objectives of this committee are an application of Ephesians 4:11-12 that “pastors and teachers equip the saints for work of ministry” that edifies “the body of Christ.”
- Constant recognition and respect for the local congregation’s autonomy in whatever comes of the committee’s work and any 2026 convention action;

- Local training would be the norm, on-the-job training included wherever possible, and any courses offered by Immanuel Lutheran College are to be done remotely where the lay ministry candidate lives (i.e., time spent at ILC would not be required);
- Flexibility in what the training would focus on, but not dictating what congregations must do; the congregations would determine what the lay minister would do on their behalf, which would then determine the kind of training to be sought;
- The lay ministry program we envision will not be a pastoral training fast-track (it's still a lay ministry, not a clergy ministry or a clergy ministry substitute); however, the lay ministry would have a public aspect to it as the individual performs specific ministry duties that the church would assign to him.
- The lay ministry efforts, even at a more intensive level, would be limited, similarly to the seminary trained Limited Public Ministry (LPM), as being continually under a pastor's supervision, but not have the same level of training as the LPM program (which is 3 years of college and seminary course work at Immanuel Lutheran College);
- A potential ceiling might be a candidate fully trained to function at the level of an assistant vacancy pastor or pro-tem vacancy pastor, who is still under the supervision of another pastor, such as the conference visitor or the nearest CLC pastor to the vacant congregation.
- "Lay ministry" needs defining so that it is adequately (scripturally) distinguished from the pastoral ministry (i.e., it is public, it is limited, it is done by lay members but under continual clergy oversight); related to this need for adequate definition is the issue of how the lay minister would be addressed by those whom he serves (suggestions include calling him *deacon* or *vicar* or TBD);
- Any prospect of synodical oversight and especially candidate evaluation (vetting) or certification can be thought of as a way to promote helpful accountability and better quality in the training process, and would only be mandatory if the candidate is preparing himself to serve a church in the CLC that is not his own congregation.

A lay ministry training program aimed at six specific areas of ministry and potentially at *two levels of training*

The following six areas of ministry (A. *Worship services*, B. *Bible study classes for groups*, C. *Doctrinal instruction for youth and adults*, D. *Shut-in/hospital ministry*, E. *Elder ministry*, and F. *Evangelism*) are set up so that lay ministry candidates can work on any one of them whenever, wherever, and to whatever degree they are able.

Each area of ministry could have two levels, with the second level having an increase of Bible knowledge focus that would involve ILC course work. A format (spelling out duties, qualifications, and training program components) is outlined below and needs to be fleshed out in detail. This is an ongoing work in progress taking shape in another document mentioned later in this report. Level 2 training could include some type of synodical acknowledgement or certification (see last bullet point above). In part II of this document, there is a combination of most of the lay ministry categories into a more comprehensive lay ministry role to be defined within specified limits.

- I. The first five areas of ministry, sections A-E, have a congregational in-reach focus that funnels into common expectations of what a vacancy pastor might be asked to do. See below for more information and especially the other supplemental report called “Lay Ministry Training Program in six categories.”

Level 1	Level 2
<p>I. <i>Worship leader</i> (distinction)</p> <p style="padding-left: 40px;">Duties</p> <p style="padding-left: 40px;">Qualifications</p> <p style="padding-left: 40px;">Training components</p>	<p><i>Church deacon</i> (see Note below for</p> <p style="padding-left: 40px;">Duties</p> <p style="padding-left: 40px;">Qualifications</p> <p style="padding-left: 40px;">Training Components: could involve ILC/ILS Courses**</p>
<p>II. <i>Bible study leader</i></p> <p style="padding-left: 40px;">Duties</p> <p style="padding-left: 40px;">Qualifications</p> <p style="padding-left: 40px;">Training components</p>	<p><i>Christian education instructor/director</i></p> <p style="padding-left: 40px;">Duties</p> <p style="padding-left: 40px;">Qualifications</p> <p style="padding-left: 40px;">Training Components: ILC/ILS Courses**</p>
<p>III. <i>Youth catechist</i></p> <p style="padding-left: 40px;">Duties</p> <p style="padding-left: 40px;">Qualifications</p> <p style="padding-left: 40px;">Training components</p>	<p><i>Youth and adult catechist</i></p> <p style="padding-left: 40px;">Duties</p> <p style="padding-left: 40px;">Qualifications</p> <p style="padding-left: 40px;">Training Components: ILC/ILS Courses**</p>
<p>IV. <i>Shut-in chaplain</i></p> <p style="padding-left: 40px;">Duties</p> <p style="padding-left: 40px;">Qualifications</p> <p style="padding-left: 40px;">Training components</p>	<p><i>Shut-in & hospital/hospice chaplain</i></p> <p style="padding-left: 40px;">Duties</p> <p style="padding-left: 40px;">Qualifications</p> <p style="padding-left: 40px;">Training Components: ILC/ILS Courses**</p>
<p>V. <i>Elder</i></p> <p style="padding-left: 40px;">Duties</p> <p style="padding-left: 40px;">Qualifications</p> <p style="padding-left: 40px;">Training components</p>	<p><i>Head elder</i></p> <p style="padding-left: 40px;">Duties</p> <p style="padding-left: 40px;">Qualifications</p> <p style="padding-left: 40px;">Training Components: ILC/ILS Courses**</p>
<p>VI. <i>Local outreach</i></p> <p style="padding-left: 40px;">Duties</p> <p style="padding-left: 40px;">Qualifications</p> <p style="padding-left: 40px;">Training components</p>	<p><i>Evangelist</i></p> <p style="padding-left: 40px;">Duties</p> <p style="padding-left: 40px;">Qualifications</p> <p style="padding-left: 40px;">Training Components: ILC/ILS Courses**</p>

- **Note:** The “**Worship Leader**” referred to in section A above might simply be the lay member reading what is provided to him by the vacancy pastor, whereas the “**Church Deacon**” sets up and delivers the service in all its components (though not necessarily writing sermons). The worship leader and the church deacon could both be thought of as capable of every Sunday ministry that might include Communion distribution, but only as determined by the congregation and also having constant oversight of a supervising pastor.

Immanuel Lutheran College courses** would include: Rel. 101-102 (OT Survey), Rel. 203-204 (NT Survey), Rel. 305-306 (Symbolics), Rel. 407-408 (Dogmatics), and Rel. 411 (Law and Gospel), as well as Religion Methods, which is an ILC education course.

Immanuel Lutheran Seminary (ILS) courses** that could be taken, probably as audits, are: Christian Education (all three courses), Liturgics, and Hermeneutics (or a reduced version of it).

Online Theological Studies This online resource of materials, written in English (David Lau) and used in the foreign mission fields, may have good potential as a resource for the training of lay ministry candidates. For example, the Bible Interpretation course would be a good fit and appropriate as a training for many of the above lay ministry duties. We recommend that someone work through what is available and prioritize which materials are the most helpful in CLC lay ministry situations. Consultation with Missionary Naumann and Missionary Ohlmann might be another step to take, especially with any questions that arise when perusing what’s available.

- II. As said above, Level 2 status would involve ILC college religion course work, possibly seminary courses audited, and additional training beyond what happens at the Level 1 status in the same category. The Level 2 candidate would be expected to do more and know more than the Level 1 candidate in the same category (for example, see the Note distinction above re. Level 1 Worship Leader and Level 2 Church Deacon). If a lay ministry candidate did all the Level 1 training for categories A-E above, could he be acknowledged (even certified within the synod?) as a *pastoral assistant*?

The reasons for making an amplified level of training available are both local and synodical. At the local level, a congregation may be in a position to have one of its members take on a more expansive role in assisting the pastor of their large and growing congregation or to cover an extended vacancy. At the synodical level, we acknowledge the possibility of a lay ministry candidate who is available to serve another CLC congregation and as such be both trained and vetted for that kind of work, to which he would be called.

Training components to be developed or utilized can fall under the following:

- Do-it-yourself: The lay ministry candidate would digitally access content that is ready to use on his own with no attempt at someone else overseeing accountability or evaluation of the lay ministry candidate's progress.
- *Online Theological Studies* (see description above) and other curricula to be used digitally and/or remotely by the trainee, whose progress and mastery of the content would be supervised and evaluated by a clergy-trained individual (active or retired). Level 1 training could be handled this way upon request; Level 2 training would ordinarily include it.
- College courses offered by ILC to be audited and *also made available year-round*, but no assignments are made and evaluated; seminary courses could be audited as well, access to which would involve a policy change and Board of Regents approval. Making this happen would probably/mostly involve instructors or facilitators who are not the professor assigned with teaching the course in its scheduled cycle rotation; see next point.
- ILC courses are taken in a way that assignments are given and evaluated, but not by the current ILC instructor. Active or retired clergy or other qualified individuals would serve as facilitators/evaluators and validate the training done as successful. But any of the courses taken this way would not go on an ILC transcript as taken for credit. Access to these courses would be made available year-round and out of cycle too.
- If the lay ministry candidate fulfills all Level 2 training requirements for categories A-E, he could be certified as the equivalent of assistant vacancy minister or possibly even interim minister, either part-time or full-time, with the expectation that he always works under a seminary-trained vacancy pastor or the conference visitor. Pinning down acceptable terminology is acknowledged as a challenge, based on current perceptions among clergy and laity. With that in mind, "pastor" is being reserved for those with Candidate for Reverend Ministry (CRM) seminary training and ordination. If "minister" seems too close in perceived meaning to "pastor," then something like "deacon" or "elder" or "vicar" (or _____) could be used instead.
- Thus, even at this more engaged level of ministry work, the lay ministry candidate would not be regarded as clergy on the CLC roster.
- As mentioned above in the second paragraph of part II, the main reason for certification is for the benefit of other congregations who decide to call a lay minister who is not their own member. The training and certification process would be done in the interest of assuring that the candidate is sufficiently qualified to serve his brethren in the church body in a more expansive role.

Category F (Local Outreach and Evangelism) is added as a viable form of ministry that is very appropriate and applicable to a congregation's outreach ministry. Developing the details of its training would be very worthwhile, but at this point it is

suggested that the completion of such training would not be mandatory in fulfilling either Level 1 or Level 2 status of lay ministry as envisioned above.

III. Further development pending Convention approval of the program and its implementation:

- a. Recruiting CLC clergy (active and retired) as members of the training team who...
 - i. Select and/or develop training component curricula;
 - ii. Actively train lay ministry candidates via a distance-learning platform or in-person instruction or through organized conferences.

- b. Recruiting lay ministry candidates: Can there be an appointed committee or team aimed at...
 - i. Publicizing the Lay Ministry Training Program synod-wide;
 - ii. Gathering names of prospects and contacting them to encourage enrollment and also offer continual support down their chosen path of training;
 - iii. If student expenses emerge, organizing and overseeing ways to gain and distribute funding (such as to pay ILC tuition/fees or cover other expenses).

All of what is suggested above is meant to be a possible course of action, which may require changes or other ideas worth pursuing. This is especially true of the supplementary report (and document) that lists specific duties, qualifications, and training components according to the categories of ministry in sections A-F briefly mentioned in this report. The supplementary report (“Lay Ministry Training Program in six categories”) focuses especially on the first four, with the possibility of a candidate training to do several of them and serve as a lay minister of a sister congregation that is vacant. Reading the supplementary report along with this report will give delegates and other CLC members some idea of what could be done, but like the content of this report, there may be other and better ways to reach the desired goal of the Lord shepherding His flock through the ministers and ministry that He provides.

To Him we look for guidance, strength, resources, and additional manpower as He fulfills His pledge to us in Matthew 16: “On this rock I will build My church and the gates of hell shall not prevail against it.”

CLC Lay Ministry Committee:

Prof. Steve Sippert, Chairman
Pastor David Ude, Secretary
Mr. Joe Oster

CLC Lay Ministry Committee Supplemental Report

A Lay Ministry Training program under **six areas of ministry** and potentially at **two levels**

For introductory remarks and the guiding principles that the training program would conform to, see pages 1-2 of the “CLC Lay Ministry Committee Report to the 2026 CLC Convention.”

The following six areas of ministry (A. *Worship services*, B. *Bible study classes for groups*, C. *Doctrinal instruction for youth and adults*, D. *Shut-in/hospital ministry*, E. *Elder ministry*, and F. *Outreach and Evangelism*) can be set up so that lay ministry candidates can work on any one of them whenever, wherever, and to whatever degree they are able.

Each area of ministry could have two levels, with the second level having an increase of Bible knowledge focus involving ILC courses. Level 2 training could include some type of synodical acknowledgement or certification. In part II of this document, there is a combination of most of the lay ministry categories into a more comprehensive lay ministry role to be defined within specific limits.

What is proposed below has the following assumptions for the lay ministry candidate who participates:

- His training will happen in the place where he lives and can be done on a part-time or a full-time basis.
 - His area of training will be determined by the congregation as it determines what area of ministry or areas of ministry he will fulfill on their behalf (they determine the above via a limited call which they extend).
 - The synod provides guidelines and training curricula in a do-it-yourself format and also an instructor-based format (which can be set up as online or distance learning).
 - The synod provides an evaluation and vetting process to be used upon request locally or in a situation where a lay ministry candidate serves another CLC congregation of which he is not a member. Such situations would naturally include vacant congregations in our church body, especially if the vacancy was prolonged and the nearest pastor was a considerable distance away.
- I. The first five areas of ministry in sections A-E below have a congregational in-reach focus and funnel into common expectations of what a vacancy pastor might be called to do.
- A. *Worship Services*:** This first area of ministry envisions a congregational situation where an ongoing vacancy creates a need for a lay minister to cover weekly worship services throughout the church year.

- Note: The Level 1 “**Worship Leader**” referred to in section A below would be the lay member reading at the worship service what is provided to him by the vacancy pastor or some other clergy, whereas the Level 2 “**Church Deacon,**” as a result of more thorough training and with ongoing pastoral guidance, can set up and deliver each service in all its components (though not ordinarily writing sermons). The worship leader and the church deacon could both be deemed capable of every Sunday ministry, which could include Communion distribution as long as the congregation through pastoral oversight has adequate means to deal with communicant examination issues that may arise (including the need to advise a communicant to postpone his or her communing).
- There is a concern, expressed by seminary faculty members and others, that proper sermon writing requires adequate homiletical training. Offering such training as part of a lay ministry training program may pose obstacles that are difficult to overcome. Therefore, it is our opinion that we should not introduce this goal without addressing and mitigating all the concerns. Those concerns are centered on what is needed for a preacher (clergy or otherwise) to write and deliver full sermons from week to week. One way to meet the concerns is to require that any sermon written by a lay minister is approved by a CLC pastor or pastor emeritus before it is delivered in a worship service.
- Composing shorter devotions, however, may be more manageable and will be addressed in section D on Shut-in/hospital ministry.

Level 1 *Worship leader*

Level 1 Duties as Worship Leader:

- Conduct worship services using a pastor-prepared service each week; tasks would include:
- Conducting liturgy as prepared/chosen by the pastor
- Reading sermons as prepared or chosen by the pastor.
- Coordinate with musicians who play organ/piano or obtain and use recorded music instead.
- Administer the Lord’s Supper per guidelines established by the congregation (alternate: Communion distributed by the vacancy pastor conducting services once a month).
- Make announcements and greet people after the service, especially visitors.
- Coordinate the making and distribution of the service bulletin.
- Coordinate the distribution of bulletin and sermon copies to distant members and shut-in members.

Level 1 Qualifications:

- A male voting member in good standing

- Able to speak fluently (expressively) and confidently
- Good understanding of basic Christian-Lutheran doctrine
- Personable and approachable

Level 1 Training Components (or contents): Having taken a basic speech class (HS level) is preferred.

- Basic liturgical overview, including the church year
- Competency in finding, using, playing digital hymns
- Overview of how to take *Ministry-by-Mail* sermons and plug related elements into the service bulletin (CLC *Ministry By Mail* could send fully prepared services with bulletins ready to print for such situations)
- Law/Gospel proper distinction overview - maybe using the pamphlet “God’s No and God’s Yes”
- Ongoing video-based evaluation of services conducted, with a pastor or retired pastor as mentor to the worship leader.

Level 2 **Church deacon** (see first **Note** above for distinction)

Level 2 Duties (in addition to or instead of Level 1 duties):

- Prepare worship service using a pre-written sermon or on occasion, writing one himself and having it reviewed by a designated supervisory pastor
- Choose hymns for each service
- Prepare each service bulletin
- Same duties as Worship Leader pertaining to musicians, digital hymns, announcements, etc.
- Administer Communion per the same guidelines as Level 1.

Level 2 Qualifications (in addition to the Level 1 qualifications of worship leader):

- Good understanding of the parts of liturgy and the church year, as well as good familiarity with well-known Lutheran hymns
- Thorough knowledge of Christian and Lutheran doctrine (at the Pre-theological college level is recommended)
- If writing sermons, has gone through homiletical training at the same level as pastors in foreign mission fields
- Good grasp of the proper distinction between and the application of Law and Gospel (Rel. 411 course at ILC).

Level 2 Training Components (in addition to or possibly instead of certain Level 1 Components):

- Take or audit the following college courses offered at ILC:
- Religion 101-102 Old Testament Survey

- Religion 203-204 New Testament Survey
- Religion 305-306 *Symbolics* (survey study of the Christian and Lutheran Confessions)
- Religion 407-408 *Dogmatics* (survey study of Christian Doctrine)
- Religion 411 Proper distinction of *Law and Gospel*
- Audit the seminary Liturgics courses on liturgy and hymnody
- Take the *Online Theological Studies* (OTS) course on Bible Interpretation.

B. This section covers ***Bible study classes for groups*** with two levels designated as Level 1 **Bible study leader** and Level 2 **Christian Education director** (such as a Sunday School superintendent and/or Vacation Bible School coordinator); the Bible study leader would be dependent on Bible study content provided by a pastor but potentially could cover Sunday Bible classes week to week. If developing his own content, it would be done under pastoral supervision and approval.

Level 1 *Bible study leader*

Level 1 Duties: Bible study groups, such as the congregation’s weekly Bible Class, as well as Ladies Aid, youth group, other study groups, for which all content is provided by a CLC pastor or involves a ready-to-use, published format approved by a pastor. Based on this approach, tasks would include:

- Preparing and presenting each topic and its content as chosen or provided by the vacancy pastor or other clergy;
- Gathering challenging questions asked in class and running them by the supervising pastor for response at the next class.

Level 1 Qualifications: (similar to Level 1 Worship Leader)

- A male voting member in good standing
- Able to speak fluently (expressively) and confidently
- Good understanding of basic Christian-Lutheran doctrine
- Personable and approachable
- Also: In keeping with 1 Tim. 3:2, demonstrating some potential as one “able to teach”

Level 1 Training Components:

- Working through available “How-to” Bible instruction resources
- Taking the *OTS* course on Bible Interpretation
- Auditing Immanuel Lutheran Seminary courses on Christian Education (especially the semester on adult instruction)
- Begin auditing the ILC college courses outlined in section A above, Level 2 for Church deacon
- Other: _____

Level 2 Christian Education director of congregation

At this second level the lay ministry candidate would become more capable than the Bible study leader, not only in presenting but also developing Bible study content, as well as overseeing the Christian education efforts of children in the congregation. In a lengthy vacancy or in a large or dual parish, he could serve by overseeing Sunday School and VBS as well as conducting Bible Class. Doing so under pastoral supervision would still be expected. As the congregation's Christian Education director, his role would focus on group studies, not individual instruction that is aimed at confirmation or communicant membership (see section C Doctrinal instruction for youth and adults).

Level 2 Duties:

- Bible Class duties include preparing and presenting weekly content that he could even develop himself
- Consulting with the supervising pastor as needed with difficult questions asked in class
- Sunday School and VBS supervision would include:
- Recruiting teachers and facilitating their training (e.g., remotely through a pastor doing online monthly teacher meetings)
- Organizing classes and obtaining needed student materials
- Organizing VBS promotion in the community
- Organizing other Sunday School or VBS related activities done by the children.

Level 2 Qualifications: Similar qualifications as Level 1 Bible study leader, plus...

- Thorough knowledge of Christian and Lutheran doctrine
- In addition to being "able to teach," having leadership potential and organizational skills.

Level 2 Training Components: (similar to Church Deacon training)

- All ILC religion courses plus Religion Methods if possible
- *Online Theological Studies* Bible Interpretation course
- All three Christian Education courses at seminary level (audits)
- Assisting with TVBS / Practice teaching with a mentor

C. Doctrinal instruction for youth and adults

Unlike section B above covering Bible study instruction for groups, the lay ministry efforts in section C below would focus on the doctrinal instruction of individuals so as to prepare them for communicant membership in the congregation. Youth

confirmation instruction is covered under Level 1. At Level 2 the lay minister would also work with those seeking adult instruction.

It is suggested that with either age group, a facilitation approach could be attempted in which catechetical (youth) or doctrinal (adult) instruction is provided either as pre-recorded video or video conferenced lessons from a pastor at a distance. In either case, youth or adult, the student would work with a local lay “minister” who merely facilitates each lesson done digitally, monitors student assigned work, carries out discussion with the student or group of students after each lesson, while always using material provided by the supervising pastor. This approach is suggested in situations where finding someone local who is “able to teach” per 1 Tim. 3:2 is not likely, but an elder or other male voting member is able to facilitate as described below in part A of Level 1.

We anticipate that the facilitator approach can provide instruction more immediately because of the prolonged time needed to train a lay minister to teach youth confirmation or adult instruction in person.

Level 1 Youth catechetics facilitator (A) or instructor (B)

A) A **youth catechetics facilitator** works under a pastor responsible for supplying the actual weekly instruction in a virtual learning or pre-recorded format, in which the pastor or the congregation chooses the catechism to use, along with other assignment materials such as workbooks or worksheets.

Facilitator Duties: The lay minister (ordinarily a fellow member of the catechumen) is responsible for arranging the sessions (at a location with reliable and available technology), evaluating weekly student assignments done with each lesson, running discussion with the students using Q and A content from the pastor, and with the pastor’s guidance following up on questions and issues that arise with the catechumen. This approach hopefully reduces the qualifications needed as follows.

Qualifications: The facilitator should relate well with youth, be a good role model in the congregation, have a good working knowledge of Bible history and *Luther’s Small Catechism*, as well as audio/visual and digital media. If all of these are the case, training would be minimal as long as he is only facilitating what is provided by the pastor whom the congregation calls to carry out virtual learning instruction on their behalf.

B) If the lay minister is expected to do more than facilitate instruction provided by another, his role increases to that of **youth catechetics instructor**, in which a certain ability to teach youth would be required. But planning the catechetical course would be done by the vacancy pastor, who would also provide materials. As an instructor, the lay minister would teach each catechetical lesson and

evaluate all student assignments. Deciding a catechumen's readiness for confirmation would ordinarily be left to the vacancy pastor and/or the church's elders in consultation with the catechetical instructor.

Qualifications: As youth catechist (instructor) it is recommended that the candidate be an experienced upper-grades Sunday school teacher with thorough knowledge of Bible history and *Luther's Small Catechism* before further training begins.

Training components: Prior to starting the students' instruction, the catechist should work through the Confirmation Instruction content available from *Online Theological Studies*. Additional ongoing training should continue as he makes use of the following available digitally or from Immanuel Lutheran College or Seminary:

- All ILC religion courses plus Religion Methods
- OTS Bible Interpretation course
- Seminary Christian Education catechetics course (as audit)
- Observing confirmation instruction by a CLC pastor
- Potentially do practice teaching with a pastor mentor.

Note: Can retired or part-time clergy be called to provide distant-learning instruction to youth and/or adults as arranged by congregations? This would accentuate the facilitation approach.

Level 2 *Adult instruction facilitator or (possibly) teacher*

A) An **adult instruction facilitator** works under a pastor responsible for supplying and overseeing the actual weekly instruction in an online format, in which he chooses and provides the manual used in class, along with other assignment materials such as workbooks or worksheets, and gets updates on each instructee's progress.

Facilitator Duties: The lay minister on site is responsible for arranging the sessions (at a location with reliable technology, either at church or the person's home), evaluating instructee responses with each lesson, having discussion with students using Q and A content from the pastor, and with the pastor's guidance following up on questions that the person raises. The facilitator approach with adults will require more flexibility and probably more diligent oversight by the facilitator as questions come from a more mature, inquiring mind and may become challenging to handle without sufficient knowledge. With that expectation in mind, it is recommended that the candidate has already demonstrated competency as a youth catechist, or has gained sufficient adult Bible Class teaching experience similar to what is described in section B.

Training Components: Based on assumptions stated above, the candidate can either pursue the same training recommended for youth catechist (Level 1, part B above), or Level 2 Bible study for groups in section B.

Either route would put the candidate on a path to do more than be a facilitator of adult instruction, but more training would probably be needed for him to be the on-site teacher. Possible template of training, then, would be to approximate what a seminary vicar would need to conduct adult instruction during his time of vicaring, such as:

- All ILC pre-theology religion courses as more than audit
- Seminary Christian Ed. course in adult instruction (audit)
- OTS Bible Interpretation course too
- Practice teaching under a pastor as mentor.

Assuming a part-time approach to these classes getting completed one by one, it would take a number of years to achieve competency. Thus the recommended overall approach for adult instruction is that of pastor-led virtual learning with the lay minister serving as the on-site facilitator.

D. Shut-in ministry and hospital/hospice ministry

In larger churches a lay minister conducting shut-in ministry may be helpful to a very busy pastor, along with the outreach done by the church via health care facility services that the lay minister could be involved with in conducting within the church's community. In rather extended vacancies, a well-trained lay minister may be useful also in conducting hospital (and possibly hospice) soul care, especially when the situation is urgent and the vacancy pastor is too far away.

That said, the individualized nature of soul care issues will dictate that the Level 1 chaplain described below is not distributing Communion without the supervising pastor's approval of which shut-in communicants are to be served by the chaplain (with the other shut-in communicants being served by the vacancy pastor).

Like the previous sections above, the Level 2 chaplain undergoes more extensive doctrinal instruction so as to be capable of more personalized soul-care, such as hospital calls and possibly hospice ministry.

Level 1 *Shut-in chaplain*

Level 1 Chaplain Duties:

- Visit shut-in members to converse with them and especially have devotion/hymn/prayer, using content from a published resource or provided by a pastor.

- Visit hospitalized members to read a devotion or Scripture to them but offer no pastoral care or Lord's Supper, to be done in addition to the ministrations of the pastor or Level 2 chaplain.
- Optional: Serve as the worship leader of health-care facility services that are sponsored by the congregation, but the exact details regarding the address (sermonette) and Scriptures to read, liturgy to use, hymns to sing in an abbreviated service setting would be determined by the congregation through its pastor or vacancy pastor.

Level 1 Qualifications: For a shut-in chaplain as defined in the first two bullet points above, desired qualifications are...

- A friendly manner with a compassionate understanding of elderly situations and issues
- Knowledge of basic Christian doctrine
- Basic ability to select (and effectively read aloud) good devotional material, Bible readings, and hymns that are appropriate to the needs and mental acuity of the shut-in
- Able to sing (don't have to be good at it) and pray with them
- A growing awareness of pastoral care toward the elderly and relevant Law/Gospel application
- If offering individuals the Lord's Supper, competency in knowing how to officiate, distribute, etc., but only to whom and as directed by the pastor.

In addition, if the shut-in chaplain is also conducting health-care facility services on behalf of the congregation...

- See pertinent *Level 1 Worship Leader* duties and qualifications in Section A, though not all of these would have to apply to a service conducted in a nursing home.

Level 1 Training Components:

- Shadowing shut-in visits several times with the local pastor
- Becoming familiar with appropriate hymns, Psalms and other Bible readings, prayer books and devotion books, such as:
 - Starck's prayer book
 - *Pastoral Care Companion*
 - *God Grant It*
 - "God's No and God's Yes"
- Optional: Communion distribution training provided by a pastor
- Optional: Worship leader training for nursing home services as determined and provided by the congregation's pastor.

Note: Having the Level 1 shut-in chaplain distribute Communion to designated stable shut-ins could be determined and monitored by the congregation on a case-by-case basis through its pastor (regular or vacancy) and its elders.

Level 2 *Shut-in & hospital/hospice chaplain*

Level 2 Duties: Due to more extensive knowledge and training, the shut-in chaplain at Level 2 is capable of making hospital calls and offering Communion in stable situations. His duties would include...

- Shut-in visitation, like that of Level 1, but devotions used may include addresses that he has written, as well as his own prayers (with a pastor pre-approving content of both);
- Calling on members in the hospital, praying with them for their spiritual needs and medical care, and especially ministering the Gospel to them;
- Hospice visitation may be possible (with closer oversight and supervision by the vacancy pastor, who would himself minister personally to the dying member);
- Conducting health-care facilities services, like the Level 1 chaplain, but with more control of the service elements (in choosing readings and hymns) and the option of writing his own addresses (which are to be pre-approved by a pastor).

Level 2 Qualifications: In addition to the qualifications of Level 1, the Level 2 chaplain should seek to acquire:

- Thorough knowledge Christian doctrine that enables him to respond to questions, pangs of conscience, etc.
- Thorough knowledge of appropriate Bible passages to apply
- Proper distinction of Law and Gospel
- Thorough understanding of the Lord's Supper
- Appropriate understanding of soul-care issues pertaining to the elderly and those facing health crises.

Level 2 Training Components: Based on Level 1 competency already achieved, additional training can include:

- All ILC religion courses listed in previous sections
- Also a future ILC pre-theology course called Introduction to Preaching and/or the *Online Theological Studies* homiletics course
- *OTS* Bible Interpretation course
- Pastoral Theology topics at the seminary level (as covered in specific textbook chapters and other supplementary readings), to be taught by a mentor pastor in person or through distance learning

- Shadowing a mentor pastor as he makes hospital and hospice calls (the number of these is TBD).

Note: The Level 2 chaplain may attempt hospice ministry and also visitation of dying members if his training and his demonstrated knowledge are sufficient as determined by the pastor(s) assisting with the last two training components above.

E. Elder ministry

The ministry of church elders happens in CLC congregations to one degree or another, with the understanding that the pastor not only relies on his elders in various ways but also trains them for their work as assistants to the pastor. The qualifications of an elder in our day is comparable to that of “deacons” in the days of the apostles. In 1 Timothy 3:8-13 Paul lays out qualifications for “deacons,” which seem appropriate and applicable in scripturally setting forth qualifications for church elders today.

May we assume that a lay minister as described in the previous sections above and serving in these multiple roles would also be capable of serving as an elder without additional elder training? Elder ministry training would not be complicated to carry out, centering mainly on continual Bible study, along with a study of useful resources such as *The Shepherd’s Assistants* (by Arthur Clement), “God’s No and God’s Yes,” the *Book of Concord*, to name a few.

As a long-term objective of this committee’s work and recommendations, we see value in having the synod develop, augment, and update such resources as a helpful tool for churches to have in training their own elders through their pastor. This kind of objective would also apply to the next section.

F. Local outreach (Level 1) Evangelist (Level 2)

Our committee will not, at this time, attempt to do much with this section. To serve as a lay minister in a vacant church would not require it, though it still has great value and potential for any church. We recommend that our synod find ways to develop training and resources that congregations can use to assist their own members in carrying out local Gospel outreach.

As a long-term objective, would it be possible for lay ministry training to prepare a candidate to serve as an evangelist at a sister congregation, even at large in the CLC? (At present, such training can be done through the Limited Public Ministry program at ILC.) We will not attempt to answer that, nor at this time flesh out any duties, qualifications, or training requirements, but simply encourage further study of this potential area of ministry.

- II. As said above and in the committee report, Level 2 status would involve ILC college religion (possibly also seminary) course work and additional training beyond what happens at the Level 1 status in the same category. The Level 2 candidate would be expected to do more and know more than the Level 1 candidate in the same category. If a lay ministry candidate did all the Level 1 training for categories A-D or A-E above, could he be acknowledged (even certified?) as a *pastoral assistant* available to any congregation that wishes to call him?

If the lay ministry candidate fulfills all the Level 2 training requirements for categories A-E, could he be certified as the equivalent of assistant vacancy pastor or an interim pastor, with the expectation that he always works under a seminary-trained vacancy pastor or neighboring pastor or the conference visitor? But even at this level, the lay ministry candidate would not be regarded as clergy on the CLC roster. He fills a temporary need while the church he serves continues to call and await its next clergy pastor.

CLC Lay Ministry Committee:

Prof. Steve Sippert, Chairman
Pastor David Ude, Secretary
Mr. Joe Oster

ILC Facility Expansion Committee Report

The ILC Facility Expansion Program Committee met in May 2026 to review what was presented to the 2024 Convention (2024 *Proceedings*, pp. 38). In that report, the committee made the following priority recommendations:

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

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

In service to our Immanuel,

ILC Long Range Facility Expansion Program Committee

Dr. James Sydow (chairman)

Dr. Daniel Schierenbeck

Mr. Paul Heinze

Mr. Dennis Oster



ILC Building Committee Report

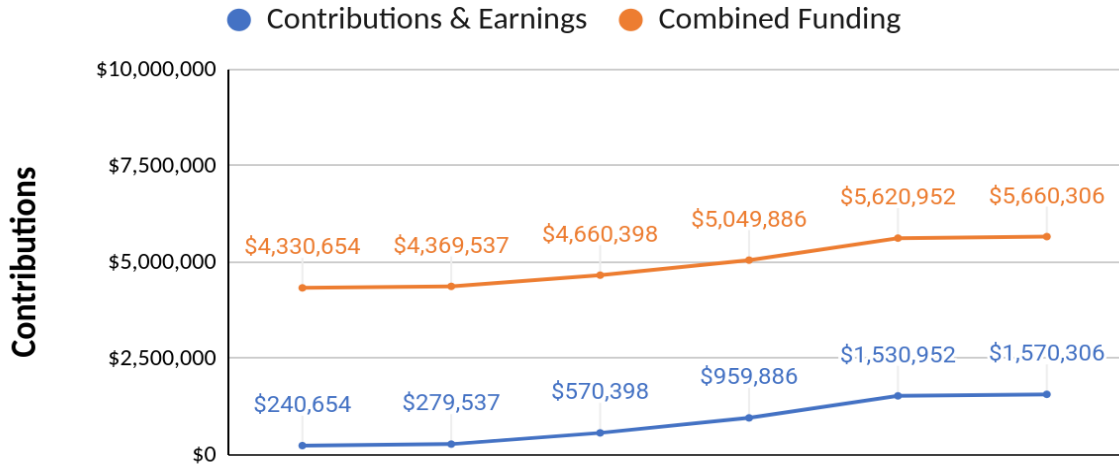
Our general contractor, Market & Johnson, has updated the Gym Project estimate with actual rate of inflation numbers, which came in lower than expected: 1.5% in 2023, 1.6% in 2024, and 4.2% in 2025. The projected “high range” escalation estimate for 2026 is 5.5% and 6.1% for 2027. Since we cannot yet provide a firm start date for construction, Market & Johnson did not ask subcontractors to rebid the project. What all of that means is that \$10M was an accurate estimate, had construction begun in 2026.

Going forward, applying the “high range” escalators would yield a project estimate for 2027 of \$10.5M and \$11M for 2028. However, our general contractor has indicated that we are currently in a very favorable construction cycle, and that total project estimates could potentially be lower than the previous \$10M estimate in that 2-year time frame. We are working with our architects and general contractor to advance Design Development documents to a point where the project can be more accurately bid.

The Building Resilient Infrastructure and Communities (BRIC) grant program has been reinstated by FEMA, and the ILCBC has resumed the “no obligation” application process. The potential grant total for the gym project is \$1,850,000. Approximately \$750,000 of that total would be spent on increased construction costs to bring the project into FEMA storm shelter compliance, for a net project benefit of approximately \$1.1M. In addition to the basic storm shelter protection, the benefits of the additional infrastructure costs would include backup electrical generation, automatic door lock release activated by emergency sirens, and food and potable water storage sufficient for a protracted emergency. Since the reinstated BRIC grant program required that a Notice of Intent to submit an application had to be filed by April 17th, we instructed our grant writer to submit the necessary paperwork while we continue to evaluate both the feasibility and advisability of pursuing the grant. Updated information will be available for the June Convention.

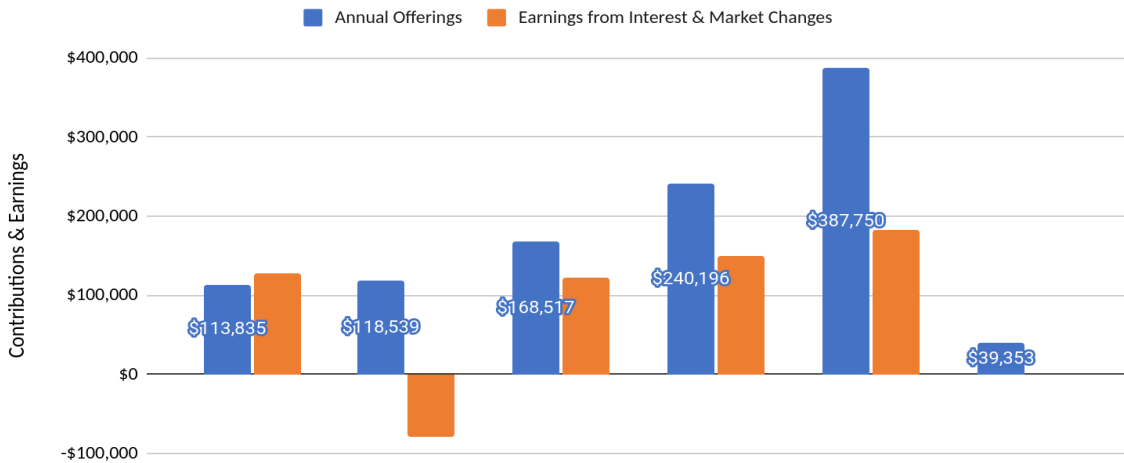
The graphs below demonstrate the steady increase in offerings to the project since approval in 2021. The first line graph shows cumulative offerings in blue and the second bar chart shows annual contributions since 2021. Offerings in 2024 and 2025 demonstrate not only the CLC membership’s increasing support of the project but the ability to service a mortgage greater than \$3M (\$5M in 2024 and \$8.1M in 2025). The earnings and appreciation of market value on the funds in the current ILC Building Fund through the end of 2025 totaled slightly over \$500,000.

Funding Summary



For the Years 2021-2026 (3 Months)

Building Fund Status



For Years 2021- 2026 (3 months)

The ILC Building Committee

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

Board of Missions Report

“But to each one of us grace was given according to the measure of Christ’s gift. ⁸ Therefore He says: ‘When He ascended on high, He led captivity captive, and gave gifts to men.’” (Ephesians 4:7-8)

Each morning, I wake up to a wide assortment of amazing offers, all having arrived overnight from overseas in my e-mail inbox. Thousands upon thousands of dollars are mine, unbelievable amounts, free for the taking. These e-mails, each of them written in broken English, claim all I need to do is to trust the kind benefactor writing to me with my bank account information, and it’s all mine.

You’d be a fool to respond. Yet in chasing the worldly dream, someone must.

You may never have fallen for a Nigerian e-mail scam, but you have come to chase after your own share of too-good-to-be-true offers, been tempted to sin from the driving interest to serve first yourself, and withheld from others what you knew they needed for fear of personal impact. The get-rich-quick fancies of the human heart are the cause of much distrust both within families and between former friends.

But there’s one deal the Scriptures declare you’d be a fool not to accept: “Command those who are rich in this present age not to be haughty, nor to trust in uncertain riches but in the living God, who gives us richly all things to enjoy” (I Tim. 6:17).

God sent His Son to secure for you the eternal treasures of life and salvation: “In Him we have redemption through His blood, the forgiveness of sins, according to the riches of His grace” (Eph. 1:7). Purchased and won for you in full by every drop of blood Jesus shed on a cross, His righteousness makes yours a place in heaven above, and a lavish life under grace here below. Publicly certified through the tomb He left empty, this deal is a stranded asset of sorts, in that the justification of a world of lost sinners is absolutely inaccessible apart from faith in Him.

This is why, now ascended back on high, Jesus is committed to distribute this life-giving wealth. First thing Pentecost morning, a flurry of messages went out in all sorts of languages. But unlike the jumbled-up grammar of e-mail scams, those disciples spoke by verbal inspiration as if each language were his own native tongue.

The Lord continues to distribute the goods today through disciples like me and you. To be honest, first thing in the morning, your English might not be the best. Even after your morning coffee, you might fear you can’t get the words quite right. Trust the Spirit’s power and promise in the Gospel, not your crafting of convincing language.

Send some, any offer to those you know feel spiritually bankrupt. A golden Bible verse, a simple offer to listen, or a genuine apology for where you’ve let them down. Ask whether your pastor can’t add them to his weekly e-mail list, or just like and share your church’s last Sunday sermon yourself not knowing whose dark death-scrolling you might interrupt with true light and life.

Swipe and click, with everything now at your fingertips, domestic missions couldn’t be easier! In contrast to everything else in your inbox, the good news of Jesus your Savior is no scam. Wake up each morning, trusting Him with your daily breath, and watch the Gospel spread from there.

Domestic Mission Fields

In the history of our church body, we have never had so few formally subsidized mission congregations. This apparent stagnation, together with last convention's directive and feedback from across the synod, has signaled to the Board of Missions the need for a significant shift in how we approach the domestic mission field. Instead of sitting and waiting for applications, the Board has dedicated itself this past biennium to a far more concerted effort at making the most of two indispensable – yet sadly atrophied – mission-muscles at our disposal: the Diaspora List and Traveling VBS.

Board members Mr. Jeff Radichel and Pastor Tim Daub have presented on this new approach at over a dozen congregations, incorporating feedback from each place. This “Domestic Roadmap” presentation will be offered during the Friday evening session of this summer’s convention.

Appleton, Wisconsin (Living Hope)

Living Hope is currently our only subsidized mission congregation. Pastor Andrew Schaller faithfully serves as vacancy pastor for the congregation's 30 communicant and 14 pre-communicant members. The congregation is financially stable, even as they undertake a necessary roof replacement project. They continue weekly worship services and regular outreach efforts through adult instruction classes, visits with prospective contacts, and faithful service to shut-ins. We pray that the Lord provide them with a new resident pastor soon.

Traveling Vacation Bible School (TVBS)

The Traveling VBS program has experienced a revitalizing surge in recent years. Last summer, teams supported programs in places like Mapleton, Morris, Cheyenne, Marquette, Mountain View, and Valentine. So far, nine locations have requested assistance or consultation for the summer of 2026 (Marquette, San Francisco, Mapleton, Melrose, Cheyenne, Morris, Eden Prairie, and Middleton), including a team to help canvass the area of the new preaching station in North Carolina. Afterschool information sessions at Immanuel Lutheran College have garnered impressive interest from willing kingdom workers eager to spend a week or two of their summers sharing the Gospel.

Diaspora List

Over the past four years, a renewed effort at gathering contact information of long-distance members across the synod has identified several exciting domestic mission hotspots. Follow-through on these data on the part of area pastors and laymen has resulted in new preaching stations in areas like Lincoln, NE, Pittsboro, NC, Brainerd, MN, and most recently, Des Moines, IA.

Participation in the project has been sparse. Only 29 congregations submitted contributions to the 2025 Diaspora List. Only 9 congregations have contributed

updated information for the 2026 Diaspora List. Even with limited data, hearsay and informal contributions still help identify new hotspots. The Board of Missions is convinced that full participation and more orderly management cannot help but bear a more fruitful harvest: “He who is faithful in what is least is faithful also in much” (Luke 16:10).

To address concerns and encourage participation in the Diaspora project, the Board of Missions has adopted official Diaspora List guidelines. We offer the following summary of how this list will be managed:

Diaspora Guidelines

These guidelines establish a clear, consistent process for gathering diaspora information, assessing domestic mission opportunities, and coordinating communication among congregations, conferences, and the Board of Missions.

1 Annual Collection of Diaspora Information

- Each year, in early January, the Domestic Mission Coordinator will request updated diaspora information from congregations via ClergyTalk.
- Because the term diaspora varies by geography, congregations are encouraged to share a full membership list so the Board of Missions can identify potential outreach opportunities.
- Information to be collected shall consist of:
 - Household names
 - Address
 - City and state
 - Contact information

2 Alternative Reporting for Congregations Unable to Share Full Lists

If a congregation is hesitant to provide a complete membership list, the following minimal information is requested:

- City and state
- Number of adults and children in each household

This allows the Board of Missions to identify general population clusters without requiring personal contact details.

3 Management and Access to Diaspora Information

- The Domestic Mission Coordinator shall maintain the diaspora contact list.
- Access to the full list is restricted to members of the Board of Missions.

4 Board of Missions Review

- Each Fall and Spring, the Board of Missions will:
 - Review domestic mission “hotspots”
 - Discuss updates on active preaching stations
 - Identify areas where pastoral or congregational support may be needed

5 **Conference Liaisons**

- Each conference shall appoint a conference liaison to serve as the primary point of communication.
- When the Board identifies a hotspot, the information shall be forwarded to the appropriate liaison.
- The liaison then:
 - Shares the number of individuals in the area with nearby congregations and study clubs
 - Helps determine whether local interest or support exists

6 **Communication**

- When a lead pastor is identified for a potential outreach area, the Domestic Mission Coordinator will contact the relevant home pastors to facilitate the transfer of information.
- The Domestic Mission Coordinator shall maintain ongoing communication with the conference liaison to ensure updates, needs, and opportunities are addressed promptly.

Domestic Mission Coordinator

Convinced that proper structure is essential to manage these growing fruits in good and faithful stewardship, the Board of Missions has created the position of Domestic Mission Coordinator. Pastor Tim Daub has been appointed to this role. Functioning analogous to the current Foreign Mission Coordinator, the Domestic Mission Coordinator is tasked with the following duties:

1. Manage a CLC Diaspora List.
 - Collect and organize congregational data.
 - Identify hotspots for the Board and local leadership to review
 - Communicate with area pastors to facilitate preaching station startups
2. Traveling VBS
 - Match willing workers with congregational needs
 - Consult with congregations on overcoming hurdles
3. Domestic mission subsidy point
 - Communicate with current Domestic Mission congregations
 - Serve as contact for domestic groups applying for subsidy
 - Converse with current preaching station leadership about future goals
 - Conduct annual in-person visitation and encouragement
 - Facilitate reporting to Fall and Spring Board meetings
 - Manage and publish preaching station list
 - Function as MDF Domestic grant request coordinator

4. Domestic missions publicity, news, and prayer requests
 - Three Spokesman highlights per year
 - Regular bulletin announcements

CDF and CFF

The Domestic Mission Coordinator will replace the current functions of the Committee on Domestic Fields. As concrete opportunities arise under this new direction, the Board of Missions plans to propose a new organizational structure to help follow through on domestic opportunities on the conference and study-club levels. In this same vein, the Board recognizes that the Foreign Mission Coordinator role, together with the men who serve as leaders of our Foreign Mission Helper Trips, now carry out the duties of the former Committee on Foreign Fields.

Foreign Mission Fields

Personnel

Missionary Peter Evensen continues his work at the Mount Horeb Seminary in Togo, where he recently celebrated the graduation of three pastoral students. Having completed the initial French translation of the Online Theological Studies (OTS) courses, he is now dedicating his time to extensive revising and editing of these materials while working to shift more of the day-to-day teaching responsibilities to local leaders.

Missionary Todd Ohlmann continues to serve as our Foreign Mission Coordinator. His extensive duties include meeting regularly with contacts, filtering financial requests, and coordinating Kinship, MDF, and General budget disbursements. In addition to recent and upcoming visits to Zambia, Nigeria, and the D.R. Congo, he has recently assumed oversight responsibilities in Liberia and India. He is also transitioning out of his 25-year role organizing the Mission Helper Trips.

Missionary Bruce Naumann continues to reside in Arusha, Tanzania. His duties include instructing classes at the Wittenberg Seminary, where he has been instrumental in helping the local church body navigate their official government registration. He has also taken on the oversight and regular visitation of our sister church bodies and schools in Kenya and Uganda.

Pastor John Hein faithfully served as our Part-time Missionary to Liberia before resigning from this role last year due to declining health. We give thanks for his years of dedicated service. The LORD richly blessed his labors by opening doors and establishing strong contacts. Missionary Ohlmann is now overseeing this work.

Pastor Emeritus Paul Nolting continues to serve as a Part-time Seminary Instructor. He recently traveled to Arusha, TZ, where he was privileged to substitute teach classes at the Wittenberg Seminary for ten days and present papers at the local pastoral conference.

Teacher Emeritus Ted Quade faithfully served as the Christian School Instructor Supervisor (CSIS) over the past few years. We thank him for his dedication to this role, which has now been eliminated as Missionary Bruce Naumann assumed direct oversight of our affiliated schools in Kenya and Uganda. He continues to serve as chairman of the Kinship Committee.

Africa

Liberia Church of the Lutheran Confession (LCLC)

The LCLC continues outreach in Grand Gedeh and Margibi Counties. A regular schedule of pastor training seminars continues in three locations for pastors who are interested in joining the LCLC. The church body reports **2 ordained pastors, 8 pastors in training, 16 lay leaders in training, and 3 congregations**, serving **56 adults and 85 youth and children**. Local instruction supports future leaders.

- **Short-term goals:** strengthen doctrinal teaching, expand youth evangelism, and improve worship facilities.
- **Long-term goals:** purchase land, establish a Bible institute, and host seminars for pastors.
- **Challenges:** rented worship spaces, influence of false teaching churches luring LCLC members, limited coordination, low membership, and financial hardship.
- **Prayer requests:** establishment of a Bible institute, strong leaders, financial provision, and progress on long-term plans.

Nigeria Church of the Lutheran Confession (NCLC)

The NCLC continues ministry through programs for children, youth, women, and men. Evangelism remains active in new churches and preaching stations. As the members of the NCLC joyfully celebrate their 50th anniversary as a church body this year, they also give thanks for the recent completion of a major building project, funded by a grant from the CLC Mission Development Fund (MDF), which will serve as offices for the NCLC and an academic building for the seminary. The NCLC reports **16 ordained pastors, 3 preparing for training, 6 seminary students, 23 congregations, and 3 preaching stations**, serving **633 adults and 483 youth and children**.

- **Short-term goals:** pastoral seminars, evangelism, and expanded training for leaders.
- **Long-term goals:** a two year strategy for pastoral development, evangelism, discipleship, leadership training, and community engagement.
- **Challenges:** pastor shortage, high transportation costs, and salaries at only 54% of the required national minimum wage.
- **Prayer requests:** unified vision, wisdom, and safety.

Église Évangélique Luthérienne de Confession du Togo (EELCT)

The EELCT continues outreach through a weekly radio program, neighborhood canvassing, follow-up visits, and ministry to a local soccer team. The church has **4 ordained pastors, 3 pastors in training, 4 congregations, and 4 preaching stations**, serving **80 adults and over 150 youth and children**. A new seminary cohort is planned for fall.

- **Short-term goals:** open-air evangelism meeting, building improvements, youth choir, continued radio outreach.
- **Long-term goals:** develop preaching stations into congregations and launch another seminary class.
- **Challenges:** limited finances, resistance to the Gospel, false teachers that prey on EELCT members, and difficulty staffing the church farm.
- **Prayer requests:** evangelism opportunities and a productive farm.

Congrégation Confessionnelle Luthérienne au Congo (CCLC)

The CCLC continues evangelism in rural and urban areas through visits, pamphlet distribution, and youth and women's teaching. Although the Holy Trinity Lutheran Seminary building is not yet complete, they already utilize its classrooms, offices, and dormitories for their training and administrative needs. The CCLC has **11 ordained pastors, 15 pastors in training, 22 lay leaders in training, 15 seminary students, 27 congregations, and 49 preaching stations**, serving **576 adults and 838 youth and children**.

- **Short-term goals:** district seminars and printing teaching materials.
- **Long-term goals:** on-going Lutheran ministry, leadership development, and completing construction of the seminary facility for training and research.
- **Challenges:** possible forced relocation of the seminary.
- **Prayer requests:** blessings on the seminary, stable government, peace and continued protection.

Eglise Confessionnelle Lutherienne Sainte Famille au Congo (ECLSAFACO)

The ECLSAFACO continues ministry through Bible teaching and regular worship. Recent evangelism includes seminars on faith, Law and Gospel, and Easter; youth studies; evening services; and prayer meetings. The ECLSAFACO reports **1 ordained pastor, 1 congregation**, serving **70 adults and 85 youth and children**.

- **Short-term goals:** seminars, youth studies, prayer retreats, and vigils.
- **Long-term goals:** expanded teaching programs, youth camp, Reformation week, Nativity week, and establishing a Bible institute.
- **Challenges:** financial means to purchase land and construct a permanent church building for worship and Bible institute.
- **Prayer requests:** parish growth and the ability to establish sub-parishes.

Zambian Church of the Lutheran Confession (ZCLC)

The ZCLC continues mission work through door-to-door evangelism, home Bible studies, and outreach seminars in both rural and urban areas. Pastor and lay-leader training seminars continue on a rotating schedule in four different areas of Zambia. The ZCLC is close to completing government registration that is required for continuing ministry and outreach without government interference. The church has **1 ordained pastor, 4 pastors in training, 13 lay leaders in training, 5 congregations, and 13 preaching stations**, serving **100 adults and nearly 50 youth and children**.

- **Short-term goals:** rotating Gospel outreach and Lutheran training seminars in four districts, and complete government registration.
- **Long-term goals:** expand outreach through printed materials and rural evangelism and establish a pastor and lay-leader training Bible school.
- **Challenges:** church registration delays, and balancing ministry with organizational needs.
- **Prayer requests:** successful church registration, faithful church workers, and progress toward developing a Bible school.

Augsburg Evangelical Church in Tanzania (AECT)

The AECT, formerly Tanzania-CLC (TZCLC), continues outreach among the Maasai and surrounding regions through satellite preaching stations. Wittenberg Lutheran Seminary supports pastoral training and continuing education. The church has **30 ordained pastors, 14 pastors in training, 2 lay leaders in training, 14 seminary students, 32 congregations, and 4 preaching stations**, serving **901 adults and over 1,400 youth and children**.

- **Short-term goals:** ongoing seminary instruction, pastoral visits, and Gospel outreach.
- **Long-term goals:** prepare the seminary for self-sufficiency and strengthen organizational structures.
- **Challenges:** geographic isolation, limited continuing education, and lack of permanent church buildings.
- **Prayer requests:** qualified leaders and future instructors.

Kenyan Church of the Lutheran Confession (KCLC)

The KCLC continues outreach in the Kitale region and has recently established two new congregations. Support includes conferences, online training, and regular communication. The KCLC has **7 ordained pastors, 3 pastors in training, 1 lay leader in training, 3 seminary students, 7 congregations, and 8 preaching stations**, serving over **300 adults and 177 youth and children**.

- **Short-term goals:** strengthen Christian instruction in two elementary schools, update registration, expand synodical organization, Gospel outreach, and engage interested pastors.
- **Long-term goals:** plant additional preaching stations and congregations.
- **Challenges:** no Kenyan seminary, limited continuing education, and lack of permanent church buildings.
- **Prayer requests:** success in planting new congregations and expanded pastor and lay- leader training opportunities.

Confessional Church of the Reformation in Uganda (CCRU)

The CCRU continues to establish preaching stations and satellite congregations. Our support is provided for conferences, online training, and regular communication. The church has **6 ordained pastors, 1 pastor in training, 1 seminary student, 6 congregations, and 2 preaching stations**, serving **210 adults and 220 youth and children**.

- **Short-term goals:** strengthen local support for pastors and continued Gospel outreach.
- **Long-term goals:** improve continuing education and exploration of a future seminary.
- **Challenges:** no seminary, lack of permanent church buildings, and pastors facing poverty and medical issues.
- **Prayer requests:** provision for pastors and improved health.

Asia

Church of the Lutheran Confession of India (CLCI)

The CLCI continues broad ministry under increasing persecution. It has become necessary for evangelism efforts to shift more toward digital platforms (Facebook, WhatsApp, YouTube, Zoom) while small congregational gatherings and village outreach remain active. The CLCI has **418 ordained pastors, 148 pastors in training, 250 lay leaders in training, 539 congregations, and 363 preaching stations**, serving **over 12,000 adults and 18,000 youth and children**. Pastoral training continues through a three-year seminary program, monthly distance seminars, and online instruction.

- **Short-term goals:** additional rural Gospel outreach, new preaching stations, expanded digital outreach, and a medical camp.
- **Long-term goals:** plant 25 congregations, 50 preaching stations, print theological books, and improve or build church facilities.
- **Challenges:** persecution, anti-conversion laws, legal pressure, and financial strain.
- **Prayer requests:** protection, legal support, and essential ministry resources.

Berea Evangelical Lutheran Church of India (BELC)

The BELC continues a large-scale ministry across many villages despite persecution and restrictive laws. Evangelism includes personal witnessing, community outreach meetings, women and youth ministries, and a film ministry that reaches hundreds of villages each year. The BELC reports **1,099 ordained pastors, 163 pastors in training, 199 lay leaders in training, 25 seminary students, 1,196 congregations, and 415 preaching stations**, serving **nearly 64,000 adults and over 57,000 youth and children**. Pastoral training continues through monthly seminars, regional cohorts, and practical ministry instruction.

- **Short-term goals:** organized evangelism events, expanded leadership training, strengthened cell group ministry.
- **Long-term goals:** unified outreach planning to incorporate more volunteers, and more Lutheran education across all age groups.
- **Challenges:** violent persecution, vandalism, mob attacks, misuse of anti-conversion laws, caste discrimination, and regulatory barriers.
- **Prayer requests:** protection, strength for pastors, and support for outreach.

Bangladesh Lutheran Church Mission (BLCM)

The BLCM continues its ministry in rural areas where there are very few or no Christians. The Lord has blessed the BLCM with growth through personal evangelism and outreach efforts leading to several recent baptisms of former Hindus and Muslims. Outreach focuses on door-to-door evangelism and children's education. With assistance from the CLC Mission Development Fund (MDF), the BLCM recently completed a major building project that will serve as a residence, offices for the BLCM, worship space, and classroom and dormitory for pastor training Bible school. The BLCM has **1 ordained pastor, 14 pastors in training, 19 congregations, and 14 preaching stations**, serving **1,175 adults, 130 youth, and 410 children** across **10 districts**.

- **Short-term goals:** continue door-to-door evangelism and Jesus Film outreach, Bible distribution, and VBS.
- **Long-term goals:** establish a seminary program, purchase land and build permanent churches, expand lay leader training and Lutheran education, and start an orphanage.
- **Challenges:** lack of permanent worship places that cause problems with the government, persecution of new believers, and pressure from false teaching groups.
- **Prayer requests:** wisdom, organization, and financial means to begin a seminary program, transportation for workers, land and places to worship, and support for Jesus Film outreach, Bible distribution, Lutheran education, VBS, lay training, translation work, an orphanage, scholarships, and humanitarian aid.

Church of the Lutheran Confession of Myanmar (CLCM)

The CLCM continues ministry under severe disruption caused by the civil war that began in early 2021. Most work is limited to small, local efforts in rural areas when it is safe to travel. Humanitarian care made possible by CLC Kinship has been a great blessing to the members of the CLCM. Pastoral training has been “suspended... for five years.” The church has **9 ordained pastors, 36 lay leaders in training, 36 congregations, and 36 preaching stations**, serving **324 adults and 165 youth and children**.

- **Short-term goals:** sustaining congregations through prayer, mutual support, and small gatherings when safe.
- **Long-term goals:** resume pastoral training and expand evangelism when conditions allow.
- **Challenges:** displacement, insecurity, loss of livelihood, and ongoing danger from the military junta, including the risk of forced military conscription.
- **Prayer requests:** peace, protection, strengthened faith, and the ability to resume ministry and evangelism.

Himalayan Church of the Lutheran Confession of Nepal (HCLCN)

The HCLCN works under anti-conversion laws, political instability, and significant emigration with many youth members moving to other countries for employment opportunities. Public evangelism is prohibited, so outreach relies on personal relationships, mission trips, visitations, and digital platforms. Pastoral training resumed in March. The HCLCN reports **32 ordained pastors, 9 pastors in training, 6 lay leaders in training, 15 seminary students, 35 congregations, and 9 preaching stations**, serving **about 2,700 adults and 1,100 youth and children**.

- **Short-term goals:** district outreach and Bible training seminars, on-going leadership training, congregational visits, and online outreach.
- **Long-term goals:** build five churches, and support pastoral families through vocational programs.
- **Challenges:** restrictive laws, shifting policies, membership decline due to emigration, financial hardship, and false teaching churches that try to lure HCLCN members.
- **Prayer requests:** stable government, future workers, and renewed growth.

Lutheran Autonomous Mission of the Philippines (LAMP)

LAMP continues personal evangelism and community ministry in rural areas. Recent work includes two small chapels (“still unfinished but usable”), seminars, Bible studies, youth counseling, and family gatherings. LAMP reports **1 ordained pastor, 2 lay leaders, 4 pastors in training, 2 congregations, and 2 small preaching stations**, serving **35 adults and 30 youth and children**.

- **Short-term goals:** seminars, couples' retreats, youth counseling, and family based outreach.
- **Long-term goals:** lay-leader training, Sunday school development, and a more formal pastor training program.
- **Challenges:** spiritual opposition and the need to complete chapel construction before the rainy season.
- **Prayer requests:** health for workers and families, and timely completion of the chapel.

Latin America

Iglesia Luterana Confesional de Mexico (ILC)

The ILC continues a small but steady ministry through, weekly worship, home Bible studies and personal Gospel outreach. The ILC has **1 ordained pastor, 1 congregation, 1 preaching station, 6 adults and 8 youth and children.** Two individuals are interested in ministry training.

- **Short-term goals:** contact new families, increase visibility, distribute Gospel outreach leaflets.
- **Long-term goals:** re-engage ministry students and begin a pre-seminary program.
- **Challenges:** balancing ministry with secular employment.
- **Prayer requests:** economic stability and ministry opportunities and growth.

Opportunities

Pakistan Church of the Lutheran Confession (PCLC)

The PCLC serves in a predominantly Muslim community with routine discrimination. Evangelism includes Sunday services, home visits, private instruction, and personal witnessing. Following four years of online instruction and encouragement and a visit by CLC representatives, the formal colloquy process via email has begun. A declaration of fellowship following another visit in early 2027 is expected. The PCLC reports 1 ordained pastor, 2 pastors in training, 5 lay leaders in training, 1 congregation, and 2 preaching stations, serving 15 adults and 22 youth and children.

- **Short-term goals:** strengthen doctrinal foundation and complete the colloquy process.
- **Long-term goals:** additional preaching stations and outreach in Lahore.
- **Challenges:** discrimination against Christians, economic hardship, and unreliable electricity.
- **Prayer requests:** guidance, Christian wisdom, perseverance, and fruitful outreach.

Kinship

Kinship continues to fulfill its vital role by providing support for orphans, widows, seminary students, and disaster relief efforts. Currently, Kinship supports 125 seminarians, 71 orphans, and 64 widows across our foreign fields, along with hundreds of elementary students in two schools in Kenya. Ongoing humanitarian efforts include disaster relief for displaced members in Myanmar and recent cyclone relief for believers in Bangladesh. The Cheli Project in Nepal, designed to support at-risk young women, is now in the second year of its three-year pilot program, and the committee is currently reviewing a new Women's Empowerment Project proposed by leaders in Nepal.

CLC MISSION HELPER PROGRAM

2026 marks the 25th anniversary of organized Mission Helper Trips! Over the past quarter-century, 180 CLC members have participated, reaching over 40,000 children with the Gospel in India, Nepal, Tanzania, Kenya, Uganda, and Zambia. We praise the Lord for this ongoing privilege and opportunity to participate in His Great Commission. The planned transition in leadership continues successfully, with Pastor Tom Naumann coordinating an eleven-volunteer team traveling to East Africa (Kenya, Uganda, Tanzania, and Zambia) this July. Next summer, Pastor Sam Rodebaugh will take the lead in organizing the Nepal trip, marking Missionary Ohlmann's final year assisting with these specific trips as he focuses his efforts on other fields.

FINANCES

Proposed FY27 Budgets – We are proposing a General budget of \$492,500, an MDF project list of \$284,700, and a Kinship assistance list of \$228,430.

The **General budget** is used to fund projects and efforts that are ongoing in nature. This includes subsidies for domestic congregations, subsidies for church bodies to help fund regular pastoral training efforts, salaries for our missionaries, travel, and other expenses of an ongoing nature. The **Mission Development Fund (MDF)** is intended to provide funds for projects and efforts that are in an exploratory or developmental stage. Most of the projects funded through the MDF have been for the construction or purchase of buildings, property, and vehicles. Other opportunities have involved the funding of exploratory efforts in new areas in both domestic and foreign fields. **Kinship** is used to fund humanitarian efforts such as orphan, Bible school student, and widow support. Emergency medical aid and disaster relief also come from this fund.

Respectfully submitted, the CLC Board of Missions:

Mr. Joel Krafft, Chairman
Mr. Jeff Radichel

Pastor Rob Sauers, Secretary
Pastor Tim Daub

Board of Doctrine Report

Our Lutheran Spokesman series, **“Voices From The Past”** has been a striking reminder of the unity we share and blessings we have inherited from our CLC fathers. As we thank our Lord for their legacy of faith as evident in their confessional commitment, courage and sacrifices in establishing the Church of the Lutheran Confession, we also remember their cautions for future generations. One such was published by the first Spokesman editor *Pastor Winfred Schaller* in one of his earliest 1961 editorials entitled **“Organized For What?”**:

“We were dissenters and now we are organized. But woe to us if we are organized dissenters... Yes, we have the unhappy role of pointing out the sad state of modern Christianity, but that dare not be the reason or purpose of our existence. We are to preach the Gospel which embraces all men in the forgiveness of sins in Jesus Christ. Each time we attack error, point out false teachers and trends, we are providing necessary information, but it saves no one.”

“We are here to make known the love, mercy and forgiveness of God, which we miserable sinners have experienced in undeserved measure. Our energy is to be used for boasting of the sacrifice of Christ, not of the piddling sacrifice we made for Christ... We do not glory in our wisdom or might, but only in this that we have tasted the goodness and righteousness of Christ. And by His grace, may we all – officers, boards, pastors, teachers, laymen – dedicate ourselves to our one task: To set before all men their Consolation, their Shield when they must die.”

These comments, echoed down through the ages by faithful confessors of Christ, do not minimize the importance of following Jesus’ command *“to observe all things that I have commanded you” (Matthew 28:20, NKJV)* and to *“note those who cause divisions and offenses, contrary to the doctrine which you learned, and avoid them (Romans 16:17, NKJV).”* We do so out of love for God and His Word and for the well-being of our own souls and those of others. But our ultimate concern is for the Gospel itself. Our CLC was not established nor should it be preserved for its own sake nor even for the cause of doctrinal orthodoxy in itself, but for the sake of the Gospel.

Our **2024 CLC Convention** acknowledged with regret that the WELS/ELS found unacceptable the three requisites for settlement of doctrinal differences on fellowship adopted by the 2022 CLC Convention. We encourage the rereading of *“A Brief History Of The CLC Discussions With The WELS/ELS”* (2024 CLC Convention Prospectus/Proceedings, Pages 59-60). The last Convention also responded to two other Board of Doctrine documents, The 1990 *“Theses On The Role Of Admonition In The Termination Of Church Fellowship”* (TARA) and the 2024 *“What Scripture Teaches Regarding Admonition and Termination of Fellowship.”* While neither is an official CLC confession, both were accepted as *“Scriptural presentations that can be used profitably.”* We also give thanks for our 2024 Convention’s adoption of the **“Document**

Classification Report” and its encouragement to pursue the **“Digital Registry of CLC Documents.”**

Doctrinal Review: As requested, the Board of Doctrine continues to assist in the doctrinal review of documents submitted to them. Currently, we are reviewing *“Test The Spirits: A Reference Chart Of Doctrinal Differences”* as well as an adult instruction course by Pastor Thomas Naumann entitled, “Life In His Name.”

Overseas Colloquies: Upon request the Board of Doctrine has also provided assistance in several overseas colloquies, either online or with in-person visitations. We share in the joy over the wonderful opportunities to share the Gospel and to assist our overseas fellowships in their mission and ministry efforts. Pastor David Reim, a member of the Board of Doctrine, is involved in the colloquy with Pakistan.

Domestic Colloquies: At this, there are no formal colloquy requests. With the blessings of a number of CLC pastors, past and present, who previously left former fellowships for doctrinal reasons and joined the CLC, we continue to pray the Lord will continue to use the colloquy process to provide much-needed faithful called servants for our fellowship.

Personnel: We give thanks for the faithful service of *Pastors Thomas Schuetze, Vance Fossum and Mark Tiefel* and ask the Lord’s blessings on our new Board members, *Pastor Thomas Naumann and Pastor Emeritus James Albrecht*. We give thanks for the service of *Pastor Emeritus David Schierenbeck*, who recently announced his retirement from the Board of Doctrine.

Respectfully Submitted,
The CLC Board of Doctrine

Chairman–Emeritus Pastor David Schierenbeck
Pastor Emeritus James Albrecht
Pastor Frank Gantt
Layman Peter Krafft
Pastor Thomas Naumann
Pastor David Reim
Secretary, Pastor Andrew Schaller

2025 CLC General Pastoral Conference Response to the 2026 CLC Convention

Convention Directive (2024 *Proceedings*, p. 117)

- Whereas the most important issue at hand is what Scripture teaches; and
- Whereas the 2023 General Pastoral Conference document, *What Scripture Teaches Regarding Admonition and Termination of Fellowship*²⁰²³ was accepted by that conference “as a scriptural presentation of God’s will” and can be used profitably; therefore be it
- RESOLVED** that we encourage the General Pastoral Conference to address any remaining concerns regarding previous studies on church fellowship and its termination on the basis of God’s Word.

2025 General Pastoral Conference Report to the 2026 Convention

The General Pastoral Conference was directed by the 2024 CLC Convention “to address any remaining concerns regarding previous studies on church fellowship and its termination on the basis of God’s Word. These concerns have been addressed by the Conference.

We affirm that we are in doctrinal agreement concerning the Bible’s teaching on church fellowship. This scriptural teaching is faithfully presented in our official confessional statement, “*Concerning Church Fellowship*.”

The 2025 General Pastoral Conference acknowledged that “What Scripture teaches Regarding Admonition and Termination of Fellowship²⁰²³ is a study document no longer needed.

Board of Trustees Report

“...if there is no resurrection of the dead, then not even Christ has been raised. ¹⁴ And if Christ has not been raised, then our preaching is in vain and your faith is in vain... ²⁰ But in fact Christ has been raised from the dead, the firstfruits of those who have fallen asleep. ²¹ For as by a man came death, by a man has come also the resurrection of the dead” (1 Corinthians 15:13-14, 20-21).

Christ has been raised. His promises are certain. He has provided for our greatest need. We can trust him to provide for all of our lesser needs.

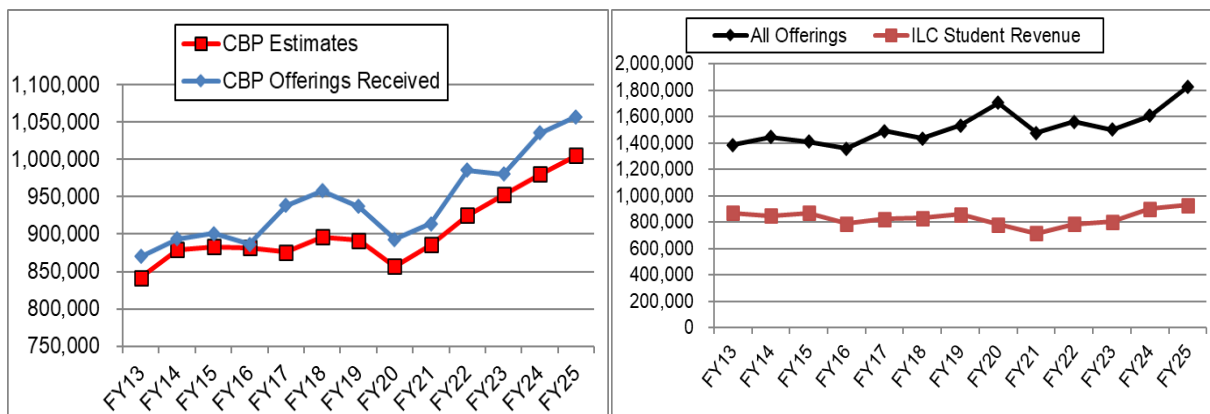
FY27 CBP Estimates – Last fall the General Fund total Cooperative Budget Plan (CBP) request for the congregations’ consideration for the next fiscal year was \$1,361,920. This revenue estimate represents a 7.7% increase over the revenue estimate in the current FY26 budget. The FY27 CBP estimate from CLC congregations is \$1,031,845. The Board of Trustees continues to use the annual CBP estimate data from the congregations as a component of the revenue budgeting process. To set the General Fund offerings estimate for the following fiscal year, the aggregate CBP congregational estimate is compared with the actual General Fund contributions from both the previous fiscal year and the previous calendar year, together with special General Fund contributions from individuals. The total CBP estimate from the congregations has historically been significantly less than the actual General Fund offerings. In the past, had we budgeted anticipated revenue only according to congregational estimates, the various CLC Boards would have been required to make substantial and unnecessary cuts to their budgets. A new component that has been added to the budgeting process in the biennium is the balance in the General Fund Endowment and the additional earnings that will result.

<u>Fiscal Year</u>	<u>CBP Estimate</u>	<u>Actual General Fund Contribution</u> <u>(Congregational and Special)</u>	<u>Difference</u>	<u>% Over CBP</u>
2013	840,000	871,000	31,000	3.7%
2014	878,000	893,000	15,000	1.7%
2015	883,000	901,000	18,000	2.0%
2016	882,000	904,000	22,000	2.5%
2017	876,000	964,000	88,000	10.0%
2018	896,000	996,000	100,000	11.2%
2019	892,000	946,000	88,000	9.9%
2020	857,000	1,090,272	233,272	27.2%
2021	886,000	998,765	112,765	12.7%
2022	925,000	1,049,265	124,265	13.4%
2023	952,700	1,049,069	96,369	11.3%
2024	980,000	1,095,330	115,330	11.8%
2025	1,005,000	1,132,685	127,685	12.7%
2026	1,043,353	1,265,097 (projected)	221,744	21.3%
2027	1,031,845	1,361,920 (projected)	330,075	32.0%

FY27 CBP Budget Proposal – Following is the General Fund budget and the proposal for the next fiscal year.

General Fund Budget					
Fiscal Year	FY23	FY24	FY25	FY26	FY27
Operations Receipts	Actual	Actual	Actual	Approved	Proposed
CBP Estimates	952,700	980,000	1,005,000	1,043,353	1,031,845
CBP Offerings Received/Budgeted	980,500	1,035,336	1,057,086	1,265,097	1,361,920
Special Offerings & Receipts	68,569	59,994	76,560	0	0
Reserves Used / (Surplus)	101,148	21,527	57,835	0	0
ILC Other Revenue					32,000
ILC Student Revenue	832,484	963,292	990,519	1,065,050	989,700
Total	1,982,701	2,080,149	2,182,000	2,330,147	2,383,620
Operations Spending					
Extra Budgetary	0	0	0	0	0
Education - Total	14,042	11,744	11,704	25,000	15,000
Trustees - Total	64,904	68,834	60,521	68,575	69,120
Missions - Total	398,946	384,729	420,939	461,522	492,500
Regents - Gen Fund Subsidy	672,325	651,550	698,317	710,000	817,300
Regents - Student Revenue	832,484	963,292	990,519	1,065,050	989,700
Total	1,982,701	2,080,149	2,182,000	2,330,147	2,383,620
Year End Reserves	95,555	79,964	103,629		

- Enrollment and dorm occupancy are less than projected in the fall budget
- ILC Other Revenue includes ticket sales, Tour Choir offerings, Birch Hall rental and other similar items. This change provides for better accounting of several income streams.

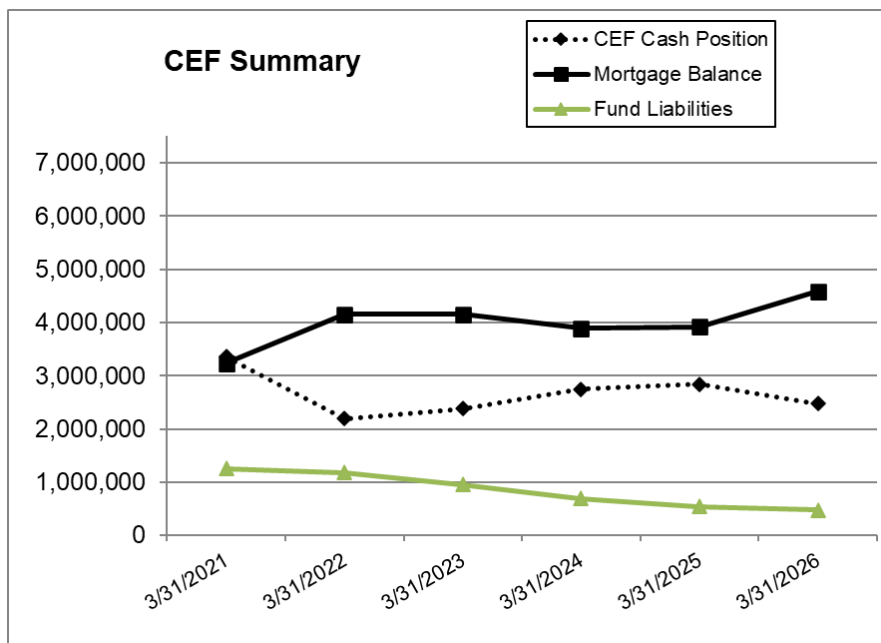


Church Extension Fund (CEF) – The CEF continues to be the major source of capital for building projects in the CLC, providing for church, school and housing projects of CLC congregations and of ILC. The fund cash balance may also be used to manage temporary cash flow needs of the CLC operating account.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

As of 3/31/2026 the liquid cash and investments of \$2,477,005 exceed the promissory note liabilities of \$479,705 by \$1,997,300. At this time the fund has adequate cash and is continuing the policy of not writing new promissory notes to the fund. In keeping with our past direction, the board is continuing to reduce the fund liability by paying off existing notes. However, upon request of the note holder, existing notes are being renewed.

The CEF historical summary (see graph and the data below) help illustrates the fund’s performance from March 2021 to March 2026:

	3/31/2021	3/31/2022	3/31/2023	3/31/2024	3/31/2025	3/31/2026
CEF Cash Position	3,354,021	2,190,832	2,384,216	2,742,516	2,840,340	2,477,005
Mortgage Balance	3,232,029	4,149,406	4,152,329	3,893,280	3,919,959	4,581,900
Total Assets	6,586,050	6,340,238	6,536,545	6,635,796	6,760,299	7,058,905
Fund Liabilities	1,257,518	1,175,528	959,392	693,989	544,749	479,705
Net Worth	5,328,532	5,164,710	5,577,153	5,941,807	6,215,550	6,579,200



- Net worth increased \$363,650 from March 2025 to March 2026 reflecting market value appreciation of investments, realized investment income and mortgage interest received less administration cost and interest paid on promissory notes.
- Assets (cash, investment and outstanding mortgage balances) increased \$298,606.
- Promissory note liabilities owed to individuals and congregations of the CLC declined by \$65,044.
- Monthly mortgage payments currently total \$26,263.

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

The intent is not to grow the net worth from net interest income. Accordingly, the 1% interest spread between the 2.5% paid on promissory notes and the 3.5% received from mortgage notes is maintained to cover administrative costs and provide a modest allowance for risk of repayment.

CEF Mortgage loan activity since fiscal year end June 30, 2024:

Applications pending:

Several congregations have expressed interest in obtaining a CEF mortgage loan; however, there are currently no unapproved loan applications pending.

Approved pending funding:

- \$325,000 Messiah, Eau Claire to purchase parsonage
- \$400,000 Immanuel, Mankato, MN for purchase of real estate for potential future expansion of the school & church.
- \$3,000,000 ILC for 2022 CLC Convention approved 30-year loan from the CEF at 2.5% interest rate to be used in conjunction with the ILC Building project.

Newly funded mortgage loans:

- \$ 40,000 - Faith, St. Louis, MO for repair damage to church building caused by storm.
- \$ 150,000 - Grace, Valentine, NE for purchase of teacherage.
- \$ 320,000 - Mt. Zion, Madison Heights, MI to purchase existing church property.
- \$ 100,000 - Zion, Ipswich, SD to purchase existing church property in Aberdeen, SD.
- \$ 559,000 - Holy Trinity, West Columbia, SC to remodel school building.
- \$1,169,000 - Total new mortgage loans

Paid mortgage loans:

- Zion, Loganville, GA
- Faith, Coloma MI

CLC Code Compensation – The proposed FY27 budget includes a salary increase of the COLA adjustment of 2.8% or \$94 per month. This would result in a proposed Tier 1 base salary of \$3,455 (\$4,455 Tier 2).

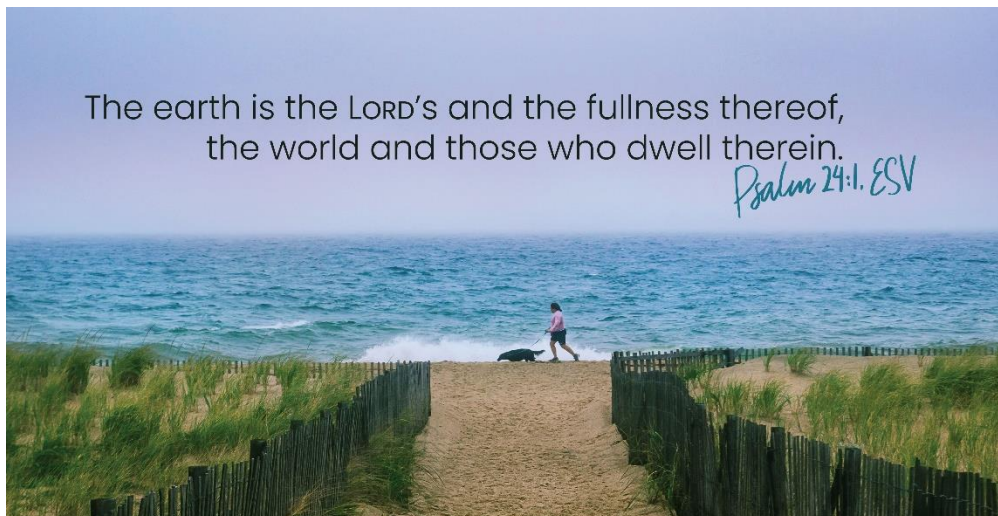
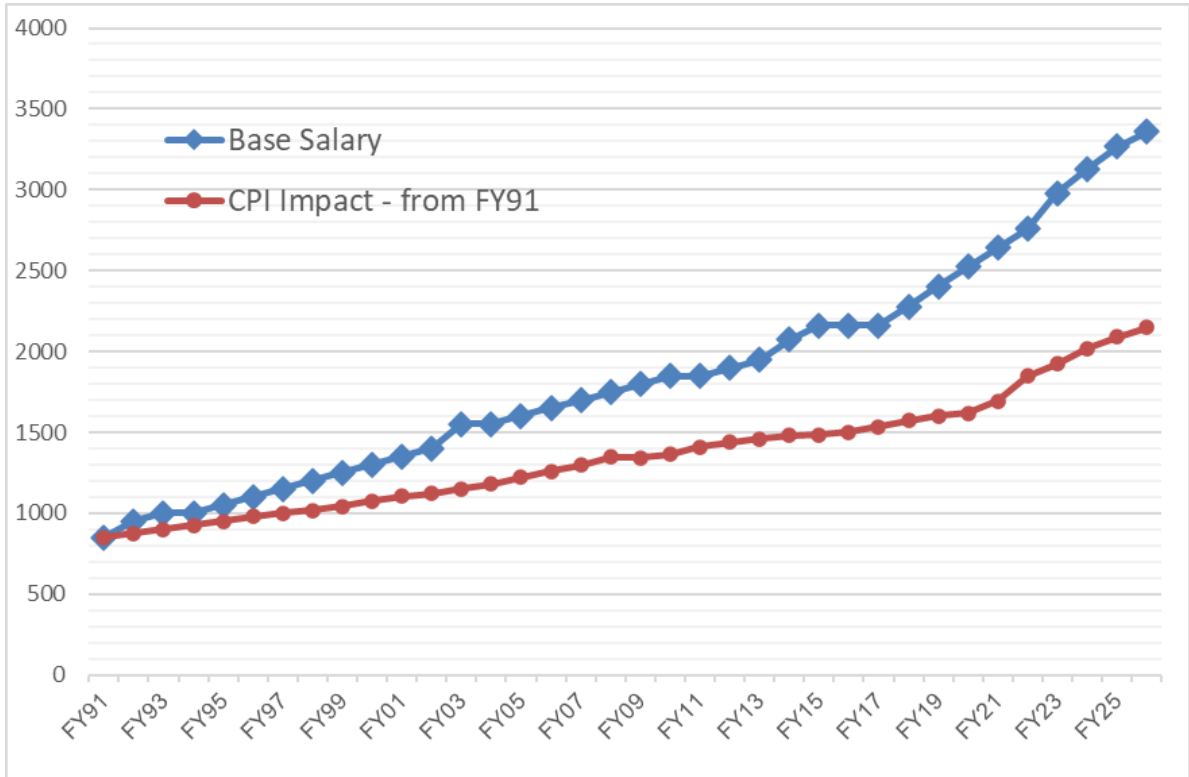
The Board of Trustees is proposing a \$10 per month increase to the standard Retirement Plan contribution, which is currently \$220 per month, effective January 1, 2027.

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

Fiscal Year	FY22	FY23	FY24	FY25	FY26	FY27 (proposed)
Previous year Actual	\$ 2,642.00	\$ 2,759.00	\$ 2,980.00	\$ 3,128.00	\$3,266.00	\$3,361.00
Annual Increase	\$ 75.00	\$ 0.00	\$ 0.00	\$ 32.00	\$ 0.00	\$ 0.00
COLA	\$ 42.00	\$ 221.00	\$ 148.00	\$ 106.00	\$ 95.00	\$ 94.00
Tier 1 Base Actual	\$2,759.00	\$2,980.00	\$3,128.00	\$ 3,266.00	\$3,361.00	\$3,455.00

In addition to base salary, code compensation also includes:

- Mileage compensation at the government rate (\$0.725 per mile in 2026)
- Housing and utilities
- \$6.25 per month per year of service (max 20 years)
- Consideration of medical insurance
- Moving expenses (now considered taxable income)
- CLC Retirement (proposed \$10 increase from \$220 to \$230 per month on 1/1/2027)



FY27 Trustees Budget Proposal – Following is the Board of Trustees’ portion of the General Fund Budget, reflecting past years’ actuals, current year approved and next year’s proposed figures.

- Liability insurance premiums are well under previous expected cost.
- The total payout under the Old Retirement Plan continues to decline, but we are recommending a \$20 per month increase for the remaining participants.
- Travel expenses have been increased to reflect inflation and the work of the Recruitment Committee.

Trustees Budget	FY23	FY24	FY25	FY26	FY27
Administration	Actual	Actual	Actual	Approved	Proposed
General Business Office	12,429	13,278	13,987	14,315	14,560
Board/Admin Expenses	298	962	432	1,500	1,000
Liability Insurance	1,268	946	912	4,000	1,200
All CLC Travel Expenses	9,394	15,593	11,590	16,000	22,000
Total:	23,659	30,779	26,921	35,815	38,760
Debt Service					
Retirement (Old Plan)					
Monthly Payments Families	15,600	6,930	3,150	0	0
Monthly Payments Singles	26,440	31,125	30,450	32,760	30,360
Total:	42,040	38,055	33,600	32,760	30,360
Total Disbursements	65,429	68,834	60,521	68,575	69,120

Investment Management – The CLC has several investment accounts, each of which serves a distinct purpose for specific funds owned by the church body. The following presentation is designed to provide a simplified recap of what we are trying to accomplish with each of the investment accounts: Investment Pool, SAF and PMP Endowment Accounts and the General Fund Endowment. During the current fiscal year the Trustees opened a money market account, which we use to manage market risk to avoid loss of funds. The Reserve Account would be an example of this kind of fund. The Retirement Plan is structured so that each participant can choose funds that meet their own risk tolerance and retirement time horizon. Balances listed below are from 3/31/26.

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

ILC Improvement Fund (IIF) - Current balance of \$37,855.

Reserve Account - Current balance of \$106,552.

ILC Building Fund - Current balance of \$2,488,033. The funds are from a combination of bequests, contributions, and investment income.

Endowment Accounts – These accounts shall receive, hold and invest endowment gifts and donations. The primary account contains assets from, the Student Aid Fund Endowment (SAF), the Public Ministry Preparation Endowment (PMP), the ILC Scholarship Fund and the General Fund Endowment. The account is managed more conservatively than the Investment Pool as the time horizon for the need is shorter. The General Fund Endowment is in a standalone investment account, the income from which will be used to support the synod’s General Fund account.

SAF Endowment and Progress toward the Self-Supporting Goal – Previous conventions have established the goal of making the SAF self-supporting. Defining and quantifying "self-supporting" is contingent on several factors, including the establishment of desired support levels for each of the three departments at ILC (high school, college, and seminary). A major component of this plan is to increase the SAF endowment principal to the point where investment income plus annual loan repayments will provide sufficient operating capital without the need for additional contributions. The current balance is \$2,141,086. The 2006 convention resolved that the church body make the SAF Endowment a top priority of our undesignated special gifts and bequests. A total of \$110,000 was distributed to the qualifying students over the school years of FY24 and FY25. The FY26 disbursement will be made prior to the end of the fiscal year.

PMP Endowment – The Public Ministry Preparation Endowment (PMPE) has also emerged as a significant resource to help reduce costs for those students at ILC who are preparing for the teaching or preaching ministries. The current balance is \$2,210,637. Income is distributed semiannually to the corresponding college and seminary students. A total of \$219,700 was distributed to the qualifying students over the school years of FY24, FY25 and FY26.

ILC Scholarship Fund – ILC Scholarship Fund is made up of funds provided from specific donors to fund their established scholarships. These scholarships are distributed each year per the donors’ instructions. There is currently \$203,531 in the fund. A total of \$28,500 was distributed to the qualifying students over the school years of FY24, FY25 and FY26, although additional scholarships will be paid out prior to the end of the fiscal year.

General Fund Endowment - The General Fund Endowment was established by the 2021 CLC Convention and is funded through direct contributions and undesignated bequests. The investment account for this fund has been established. The March balance of \$357,472 has grown significantly, due to undesignated bequests. Earnings from this endowment will be added as a revenue line item for the General Fund, in addition to offerings. We estimate that the figure for FY26 will be \$10,000.

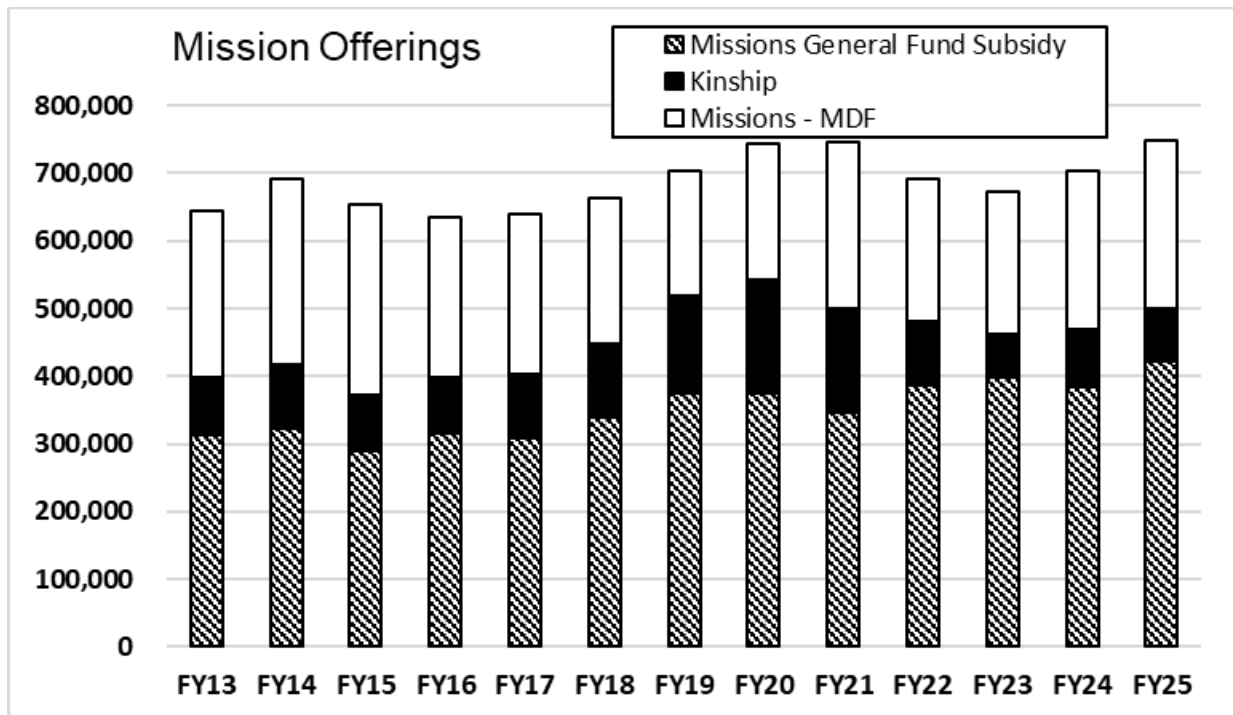
CLC Retirement Plan – The Plan is intended to provide eligible employees with a vehicle to save for their retirement. Contributions are made by congregations on behalf of their eligible called servants and additional contributions may be made via payroll deduction by the participants and congregations, both pre-tax and after-tax (Roth) contributions. The congregational contribution increased to \$220 on 1/1/2023. The Board of Trustees is proposing an increase to \$230 per month effective January 1, 2027. The Trustees continue to have Alerus focus on employee training and education as it pertains to retirement savings.

Summary of All Resources to the Programs

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

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

Board of Missions		Balance			Balance			FY26 Bal
Account:	Item/Project	7/1/2024	Received	Disbursed	7/1/2025	Received	Disbursed Thru 3/31	
Missions General Fund		0	420,939	420,939	0	331,975	331,975	0
Mission	General Projects	120,784	272,028	244,410	148,402	263,352	182,427	229,327
Development	Kinship Project	169,884	189,795	190,207	169,472	180,095	161,491	188,076
	Missions Total	290,668	882,762	855,556	317,874	775,422	675,893	417,403



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

MDF Project Kinship	2022		2023		2024		2025		2026	
Accounts	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Thru 3/31
Administration & Assistance	38,620	41,180	38,620	64,220	38,000	55,948	52,200	45,905	52,200	58,557
Orphanages	60,380	70,937	60,380	53,880	74,640	65,360	82,900	76,145	82,900	52,890
Seminary Sponsorship	55,800	57,060	55,800	59,550	59,960	57,060	70,100	68,157	70,100	50,044
Totals	154,800	169,177	154,800	177,650	172,600	178,368	205,200	190,207	205,200	161,491

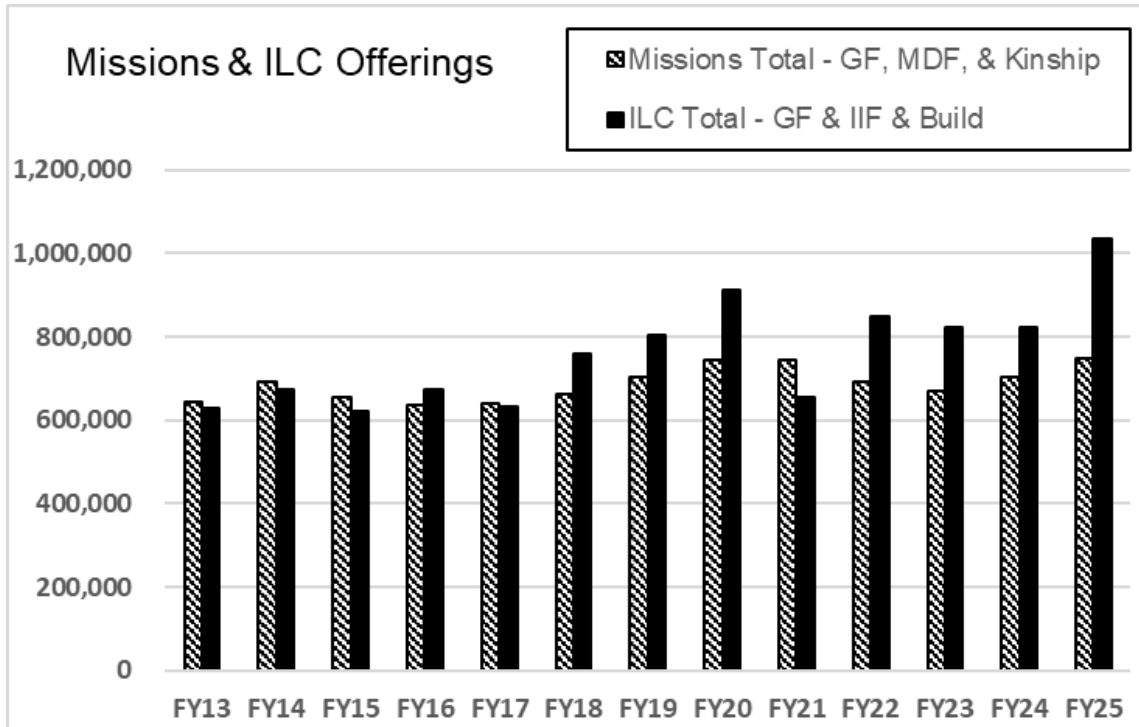
Mission Development Fund Projects: Projects budgeted and expended over the past several years are listed in the table below. The expenditures in the past several years include:

Mission Development Fund	2022		2023		2024		2025		2026	
Account	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Thru 3/31
Administration	31,200	15,654	31,200	18,456	41,200	35,383	42,200	24,950	42,700	29,097
Equipment & Gifts	19,500	12,818	19,500	17,454	27,000	33,990	32,000	4,538	32,000	6,325
Exploratory	58,000	38,693	58,000	50,895	62,000	28,047	67,000	32,384	67,000	10,461
Church Land & Buildings	45,000	62,555	45,000	107,545	100,000	13,800	320,000	95,321	130,000	90,345
Missionaries & Education	60,000	46,040	60,000	88,818	143,142	137,162	104,726	87,217	93,951	46,199
Totals	213,700	175,760	213,700	283,168	373,342	248,382	565,926	244,410	365,651	182,427

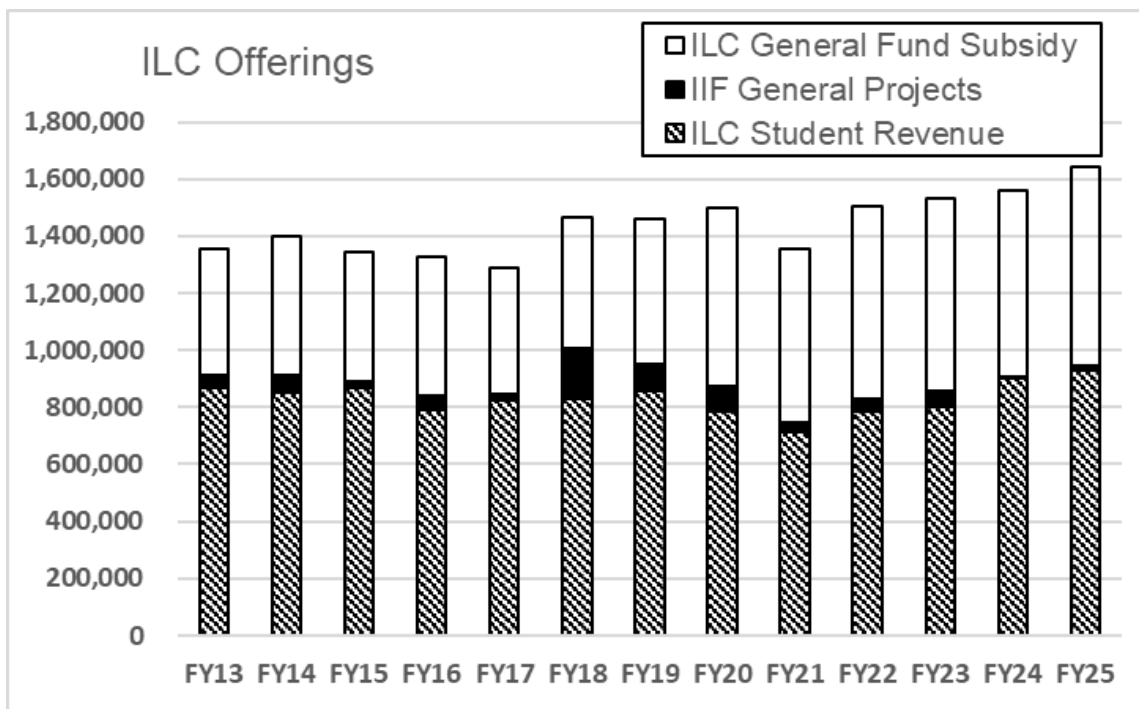
Board of Regents – Immanuel Lutheran Seminary, College, and High School receipts and expenditures include the resources for the operation, the project funds, and the Student Aid Fund.

Board of Regents		Balance			Balance			FY26 Bal
Account:	Item/Project	7/1/2024	Received	Disbursed	7/1/2025	Received	Disbursed	Thru 3/31
ILC	Tuition, Rn & BD	(7,820)	930,037	907,900	14,317	900,951	709,208	206,060
Operations	Misc Receipts	-	50,936	50,936	-	29,041	29,041	-
	CLC General Fund	-	698,317	698,317	-	532,503	532,503	-
ILC Operations Total		(7,820)	1,679,290	1,657,153	14,317	1,462,495	1,270,752	206,060
Student Aid Fund		117,317	187,416	203,044	101,689	138,656	196,858	43,487
ILC Improvement Fund		110,980	49,408	61,245	99,143	29,148	90,436	37,855
ILC Building Fund		1,560,282	508,273	1,842	2,066,713	421,660	340	2,488,033
Regents Total:		1,788,579	745,097	266,131	2,267,545	589,464	287,634	2,569,375

Total Board of Missions and Board of Regents Contributions:



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



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

ILC Improvement Fund	2022		2023		2024		2025		2026	
	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Actual	Budget	Thru 3/31
Administration Discretionary	10,000	0	10,000	0	10,000	0	10,000	5,346	10,000	0
Network servers			9,427	1,056	9,427	2,655				
Tractor and Attachments	55,000	0	55,000	0	55,000	0	60,500	0	60,500	59,937
Hail Repairs Campus	0	225,178	366,576	117,912	28,000	61,547				
Hail Repairs Profs	0	52,005	38,745	0	38,745	0				
Academic Center HVAC									32,000	16,205
Upper Parking Lot Drain			11,000	10,700	11,000	0				
Commons Reroof			95,000	0	95,000	0	95,000	0	95,000	0
Ambulatory Roof					0	5,000	18,700	10,300		
Professorage 503	22,500	12,247	8,500	0	8,500	0				
Professorage 505			10,000	15,440	0	19,601	28,799	31,018		
Professorage 507	12,000	12,626	20,000	9,003	0	0	11,000	0	11,000	0
Professorage 509	0	1,015	11,000	8,592		0				
Professorage 513	17,000	7,276	7,500	956	7,500	5,426	7,000	0		
Professorage 515	12,000	0	15,000	11,334	0	35				
Professorage 517			16,000	0	16,000	3,872	14,128	14,580		
Professorage 521	12,000	4,693	28,500	0	28,500	0	31,000	0	31,000	14,294
School Bus									80,000	0
15 Passenger Van(1)									15,000	0
15 Passenger Van(2)									15,000	0
Totals	222,500	315,039	786,248	212,807	349,672	98,136	318,127	61,244	391,500	90,436

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

Bd of Education & Publications	Balance			Balance			FY26 Bal
Account:	7/1/2024	Received	Disbursed	7/1/2025	Received	Disbursed	Thru 3/31
EduK-8	47692	26,118	3,500	70,310	63,547	30,000	103,857
Publications	36,321	56,718	58,236	34,803	40,771	51,949	23,625
Book House	49,962	29,067	25,531	53,498	20,985	20,479	54,004
Education & Publications Total:	133,975	111,903	87,267	158,611	125,303	102,428	181,486

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

Board of Trustees	Balance			Balance			FY26 Bal
Account:	7/1/2024	Received	Disbursed	7/1/2025	Received	Disbursed	Thru 3/31
Trustees General Fund	0	60,521	60,521	-	34,502	34,502	-
Church Extension	2,684,208	536,797	717,209	2,503,796	612,733	639,525	2,477,004
Operations Reserve	79,964	81,500	57,835	103,629	2,923	0	106,552
Trustees Total	2,764,172	678,818	835,565	2,607,425	650,158	674,027	2,583,556
General Fund Endowment	4,386	1,600	0	5,986	351,486	0	357,472
SAF Endowment	1,813,160	205,614	70,000	1,948,774	192,312	0	2,141,086
ILC Scholarships	174,048	24,710	16,000	182,758	23,773	3,000	203,531
Public Ministry Preparation	1,995,110	172,048	66,500	2,100,658	192,229	82,250	2,210,637
Total:	3,986,704	403,972	152,500	4,238,176	759,800	85,250	4,912,726

Resolutions and Board Actions for the 2026 Convention Consideration:

- The Trustees are recommending a \$10 increase to the monthly Retirement Plan contribution. This increase, from \$220 to \$230 per month, would be effective January 1, 2027.
- The Trustees are recommending a \$20 per month increase to the Old Retirement Plan for remaining participants, effective July 1, 2026.
- The Mission Board budget includes the full funding of the 3rd Foreign Missionary, even though another small portion could have been delayed until FY28.
- The salary increase recommendation for FY27 is a 2.8% cost of living adjustment, which translates to a \$94 per month increase.
- The Trustees are reviewing the requirements for a Group Tax Exemption, in view of IRS changes that become effective in January of 2027. The Trustees are recommending that all congregations be required to be legally incorporated and obtain their own Federal Employee Identification Number (EIN).

CLC Board of Trustees,

Mr. Thomas Lentz, Chairman
 Pastor Michael Roehl, Secretary
 Prof. Jeff Schierenbeck
 Mr. Neal Wietgreffe

GBO Budget	FY23	FY24	FY25	FY26	FY27
	Actual	Actual	Actual	Approved	Proposed
Technology Services	13,593	14,643	14,770	15,450	15,700
Human Resources	167,354	176,431	181,383	187,045	191,285
Office Expenses	10,411	13,201	17,750	17,730	17,015
Total Disbursements	191,358	204,275	213,903	220,225	224,000

GBO Budget	FY23	FY24	FY25	FY26	FY27
	Actual	Actual	Actual	Approved	Proposed
Receipts					
Missions	13,395	14,299	15,062	18,719	19,040
MDF	13,395	14,299	15,062	15,416	15,680
Trustees	12,429	13,278	13,987	14,315	14,560
CEF	47,839	51,069	52,520	51,752	52,639
Book House	8,601	9,192	9,683	9,910	10,080
Ed & Publications	7,654	8,171	8,607	8,809	8,960
SAF	11,501	12,257	12,911	13,214	13,441
Regents	76,543	81,710	86,071	88,090	89,600
Total Receipts:	191,357	204,275	213,903	220,225	224,000
Disbursements					
Staff Salaries	148,715	156,656	161,049	166,400	170,000
Staff SS	10,899	11,855	12,414	12,725	13,005
Staff Retirement	7,740	7,920	7,920	7,920	8,280
SubTotal:	167,354	176,431	181,383	187,045	191,285
Hdw & SW Maint	140	151	570	250	500
Contract Services	2,200	1,200	1,000	2,000	2,000
Copy Machine Lease	2,700	2,700	2,700	3,000	3,000
Payroll Service	3,565	4,225	4,645	4,800	5,200
Banking Service	-4	2,044	6,417	5,050	3,600
Telecom Network/Contract	11,253	13,292	13,200	13,200	13,200
Misc Expenses/Travel	1,160	573	221	380	715
Supplies	2,306	2,815	3,090	3,500	3,500
Postage	684	844	677	1,000	1,000
SubTotal:	24,004	27,844	32,520	33,180	32,715
Total Disbursements	191,358	204,275	213,903	220,225	224,000

Equalization Proposal

FOR REVISION OF CONVENTION TRAVEL EXPENSES

WHEREAS the 1976 Convention resolved that “we adopt some form of equalization” (1976 CLC Proceedings p. 62); and

WHEREAS the 1976 Convention resolved that “this equalization be financed on a per-communicant basis” (1976 CLC Proceedings p. 63); and

WHEREAS the 1992 memorial from Vice President Elton Hallauer identified that the combination of the "500-mile stipulation" and "graduated assessments" created "gross disparities" in the actual costs congregations paid for convention travel (1992 CLC Proceedings pp. 25-26); and

WHEREAS the 1992 Convention directed an Equalization Committee to develop a plan for the 1994 Convention to resolve these inequities (1992 CLC Proceedings p. 26); and

WHEREAS the appointed Equalization Committee’s work to establish a truly uniform per-communicant system was never completed; and

WHEREAS the CLC currently continues to use the same 500-mile stipulation and graduated assessment scales that Pastor Hallauer critiqued as being unequal; and

WHEREAS a current analysis based upon the 2024 CLC Convention demonstrates that these disparities continue today with assessments ranging from \$1.39 to \$34.44 in per-communicant cost; and

WHEREAS the current Equalization Plan still “puts an unfair and unequal burden of expenses upon outlying congregations” (1976 CLC Proceedings p. 62); therefore be it

RESOLVED that for the purpose of future CLC conventions, the CLC adopt a model of full equalization based on a uniform synod-wide average; and be it further

RESOLVED that each congregation submit the number of delegates (pastors, male teachers, and congregational representatives) to the CLC Vice-President at least 60 days before the Convention; and be it further

RESOLVED that administrator use the IRS Charitable Mileage Rate (which has remained at \$0.14 since 1998) to compute the total cost of travel for all official attendees and divide that total by the total number of communicants listed in the latest available statistical report to determine a single average cost per communicant member; and be it finally

RESOLVED that each congregation be assessed an amount equal to that average cost per communicant member multiplied by its own number of communicants, ensuring that every member of the fellowship shares the burden of travel equally.

Respectfully submitted,

Pastor Joe Naumann
CLC Vice President
Administrator of the Equalization Plan

Intentionally Blank

Statistics

2024 CLC Congregational Statistics

2/3/2026

Gunnard Sippert, Statistician		Membership				Ministrations				Contributions				
Congregation	Pastor	City	State	Com	Pre-Com	Total Souls	Avg Sun Atten	Avg Vir Atten	Adult Baptis	Child Baptis	Adult Confirm	Child Marriage	Funeral	Local
Holy Truth	vacant	Ketchikan	AK											
Grace	vacant	Fairbanks	AK											120,000
Holy Cross	M. Gurath	Phoenix	AZ	68	6	74	20	36	8	0	2	0	0	2
St. Paul	D. Reim	Vernon	BC	30	3	33	3	18	3	0	0	0	0	2
St. Stephen (MBay)	M. Guilerud, vacancy pastor	Mountain View	CA	72	15	87	21	22	--	0	1	2	0	0
St. Paul	T. Schuetze	Lakewood	CO	59	7	66	12	28	N/A	1	0	0	0	0
Prince of Peace	T. Wheaton	Loveland	CO	30	2	32	8	17	N/A	0	0	0	0	0
Grace	D. Priestap	Live Oak	FL	24	4	28	5	14	--	0	0	0	0	0
Immanuel	R. Sauters	Winter Haven	FL	86	23	109	40	40	10	0	0	0	2	0
Zion	F. Gantt	Loganville	GA	16	0	18	9	9	22	0	0	0	1	0
Peace	Da. Naumann	Orofino	ID											63,000
Ascension	T. Kesterson	Batavia	IL	25	7	32	12	17	--	0	0	1	0	0
Word of God	D. Rieken	Pana	IL	12	2	14	7	11	--	0	0	0	0	0
Our Saviour	T. Holland	Cadillac	MI											
Faith	J. Hartmann	Coloma	MI	39	7	46	10	25	200	0	1	0	0	1
St. Peter's	N. Greve (P. Agenten)	Iron River	MI											28,749
Mount Zion	T. Naumann	Madison Heights	MI	40	11	51	12	31	10	0	1	5	0	1
Calvary	vacant (P. Agenten)	Marquette	MI											114,000
Gethsemane	M. Wilke	Saginaw	MI	131	19	150	28	40	260	0	2	1	0	1
Redeemer	S. Sonnenfeld	Sister Lakes	MI	69	6	75	22	25	10	0	0	0	0	3
St. Paul	T. Barthels	Austin	MN	40	7	47	9	14	4	0	0	0	0	1
Salem	G. Dummann	Eagle Lake	MN											57,816
Living Savior	L. Willitz	Eden Prairie	MN	20	9	29	6	21	--	0	1	0	1	0
Grace	J. Hein	Fridley	MN	114	19	133	26	78	63	0	3	0	3	1
Berea	N. Pfeiffer	Inver Grove Hts	MN	275	82	357	66	141	--	0	1	2	3	3
Immanuel	Jo. Naumann/N. Mayhew	Mankato	MN	637	164	801	87	259	115	2	10	12	11	5
Bethel	J. Schnose	Morris	MN	30	13	43	9	25	18	0	0	0	0	0
Faith	vacant	New Ulm	MN											50,450
St. John's	S. Rodebaugh	Okabena	MN	147	33	180	39	90	58	0	1	2	1	2
St. Paul	D. Maas	Ponsford	MN											201,462
Our Redeemer's	E. Starkey	Red Wing	MN											
Grace	Z. Sippert	Sleepy Eye	MN	92	32	124	19	52	15	0	4	4	6	1
Faith	vacant	Manchester	MO											177,001
Grace	P. Nolting	Valentine	NE	74	38	112	18	52	13	0	0	0	2	0
														3
														186,602

St Paul	M. Roehl	Bismarck	ND	63	21	84	18	40	12	0	1	2	2	3	1	101,600	
Our Savior's	Ja. Naumann	Jamestown	ND														
Gift of God	D. Maas	Mapleton	ND														
Holy Trinity	D. Pfeiffer	W Columbia	SC	142	32	174	43	76	N/A	0	1	0	6	1	0	226,327	
Redeemer	vacant	Bowdle	SD														
Prince of Peace	T. Daub	Hecla	SD														
Zion	P. Krause	Hidewood	SD	22	13	35	10	27	--	0	0	0	0	0	1	27,000	
Zion	vacant	Ipswich	SD														
St. Luke's	R. Kanzenbach	Lemmon	SD	89	33	122	32	45	--	0	2	0	0	0	0	60,641	
Peace	P. Nolting	Mission	SD	19	5	24	7	13	N/A	0	0	0	0	1	1	29,915	
Good Shepherd	A. Ude	Rapid City	SD	37	13	50	13	17	10	0	0	0	0	0	0	90,000	
Berea	C. Drehle	Sioux Falls	SD														
Trinity	P. Krause	Watertown	SD	67	21	88	21	48	4	0	0	0	0	0	2	148,000	
St Paul's	P. Nolting	White River	SD	20	8	28	6	18	N/A	0	0	0	0	0	0	9,495	
Our Shepherd	vacant	Conroe	TX														
Resurrection	D. Baker	Corpus Christi	TX														
St Matthew	M. Hanel	Dallas	TX	79	23	102	21	47	55	0	2	2	1	1	1	4,000	
Gift of God	G. Oster	Fairfax	VA														
St. John's	Da. Naumann	Clarkston	WA														
Redemption	Jo. Albrecht	Lynnwood	WA	36	4	40	14	20	8	0	1	1	0	1	0	96,753	
Trinity	Dr. Naumann	Spokane	WA	73	18	91	12	25	--	0	2	4	0	0	2	70,500	
Gethsemane	W. Eichstadt	Spokane Valley	WA	156	46	202	62	87	N/A	0	1	1	1	0	4	246,580	
Ascension	Jo. Albrecht	Tacoma	WA	12	0	12	6	10	71	0	0	0	0	0	0	42,100	
Living Hope	D. Ude	Appleton	WI	32	17	49	11	27	15	0	2	2	1	0	1	70,456	
Faith	vacant	Cambridge	WI														
Messiah	P. Triefel/Ca. Schaller/N. Radtchel	Eau Claire	WI	678	179	857	173	461	147	2	10	5	14	4	4	1,164,521	
Morning Star	C. Seybt	Fairchild	WI	51	23	74	13	25	--	0	0	0	0	0	1	44,034	
Luther Memorial	A. Schaller	Fond du Lac	WI	149	31	180	64	75	25	0	4	2	4	1	3	144,000	
Messiah	L. Bernthal	Hales Corners	WI	151	44	195	52	121	45	0	3	2	0	1	3	420,418	
Faith	M. Ude	Markesan	WI														
St. Paul's	C. Seybt	Melrose	WI	26	4	30	4	15	--	1	0	2	0	0	4	27,486	
Peace Thru Christ	M. Triefel	Middleton	WI	49	19	65	17	39	10	0	1	1	0	1	0	182,000	
Trinity	C. Seybt	Millston	WI	12	1	13	3	6	--	0	0	0	0	0	0	0	
Peace with God	C. Seybt	Onalaska	WI	12	2	14	3	11	--	0	0	0	0	0	0	20,780	
Redeemer	B. Libby	Cheyenne	WY	41	12	53	22	36	--	0	0	2	0	0	0	78,707	
CLC Congregations Total																7,180,972	
				4,146	1,078	5,223	1,115	2,354	1,211	6	57	54	60	28	56		
				64.79%	79.38%	20.64%	21.35%	45.07%	23.19%								
				Percent													

Year	#	Pre-Com		Total		Ave Sun Attend		Ave Vfr Attend		Adult Baptism		Child Baptism		Adult Confirm		Child Confirm		Marriage		Funeral		Local
		Com	Com	Souls	Voters	Attend	Attend	Baptism	Baptism	Confirm	Confirm	Confirm	Confirm	Marriage	Marriage	Funeral	Funeral					
2023	56	4,586	1,212	5,804	1,183	2,569	1,061	12	95	63	60	29	56	6,340,955								
2022	55	4,817	1,214	6,031	1,196	2,426	980	7	73	43	73	21	66	6,233,709								
2021	63	5,367	1,391	6,758	1,282	2,642	1,015	4	91	55	72	23	73	7,841,163								
2020	66	5,466	1,492	6,958	1,425			8	84	80	72	43	82	7,105,013								
2019	67	5,428	1,442	6,900	1,492	3,254		15	83	95	58	42	82	6,723,281								
2018	63	5,401	1,464	6,865	1,342	3,171		9	123	91	86	20	71	5,929,386								
2017	57	4,978	1,423	6,401	1,283	3,183		8	93	72	87	32	65	5,808,846								
2016	59	5,185	1,521	6,706	1,402	3,157		7	104	36	84	46	70	6,146,071								
2015	73	5,645	1,645	7,290	1,540	3,592		20	123	67	71	43	78	6,406,800								
2014	69	5,604	1,693	7,299	1,488	3,587		8	115	55	66	41	88	6,111,240								

2024-25 CLC School Enrollments
(Data as of 10/1/24)

Elementary/Middle Schools

School Name	City	State	Teachers			Students										Non-Members	Members of Other CLC Comms	Total Students	
			Full-Time	Part-Time	Total	Pre-K	K	1st	2nd	3rd	4th	5th	6th	7th	8th				
Holy Cross	Phoenix	AZ	1	0	1	1	2	1	1	1	3	2	2	2	2	3	5	0	7
St. Stephen	Mountain View	CA	2	1	3	1	1	2	3	2	2	2	2	2	2	2	5	0	6
Immanuel	Winter Haven	FL	2	0	2	1	2	3	3	2	2	2	2	2	2	3	0	0	18
Gethsemane	Saginaw	MI	2	2	4	2	2	2	2	3	2	2	2	2	2	7	0	16	
Immanuel	Mankato	MN	5	4	9	3	9	8	5	6	8	14	5	16	2	21	2	74	
Grace	Fridley	MN	2	2	4	4	3	3	2	2	3	3	3	2	15	0	26		
St. John's	Okabena	MN	2	0	2	4	1	3	1	1	4	2	2	2	6	0	8		
Berea	Inver Grove Heights	MN	2	3	5	4	4	3	4	6	2	4	3	3	10	0	38		
Grace	Sleepy Eye	MN	2	1	3	2	2	2	2	2	2	2	1	2	1	4	4	11	
Grace	Valentine	NE	4	0	4	17	7	8	5	7	7	8	2	3	2	44	0	66	
Holy Trinity	West Columbia	SC	2	4	6	2	2	2	2	5	4	2	2	6	5	0	0	27	
Trinity	Watertown	SD	1	0	1	2	2	1	1	4	2	2	2	2	1	4	1	9	
Valley Bible Academy	Clarkston	WA	2	0	2	1	4	1	1	1	2	3	3	3	5	0	15		
Redemption	Lynnwood	WA	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Gethsemane	Spokane Valley	WA	2	0	2	1	3	1	1	1	2	2	2	4	0	0	0	16	
Messiah	Eau Claire	WI	6	5	11	10	10	10	12	15	11	12	15	14	14	3	3	119	
Luther Memorial	Fond du Lac	WI	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Messiah	Hales Corners	WI	3	0	3	2	4	3	2	4	1	2	2	3	0	0	0	25	
Peace Thru Christ	Middleton	WI	1	0	1	1	1	1	1	1	1	1	1	1	0	0	0	6	
Faith	Markesan	WI	3	1	4	7	1	7	3	4	3	2	6	2	3	17	0	38	
Redeemer	Chevenne	WY	1	0	1	3	1	2	2	2	2	2	2	3	1	0	0	6	
Total	Percent	19	45	23	68	46	57	53	50	57	48	63	48	65	160	13	531		
			66%	34%		9%	11%	10%	9%	11%	9%	12%	9%	12%	30%	2%			

High Schools

School Name	City	State	Teachers			Students					Non-Members	Members of Other CLC Comms	Total Students
			Full-Time	Part-Time	Total	9th	10th	11th	12th				
Immanuel	Winter Haven	FL	2	0	2	4	2	0	0	0	6	0	6
Immanuel	Mankato	MN	3	2	5	11	5	12	10	6	0	0	38
Immanuel	Eau Claire	WI	12	4	16	25	28	29	20	2	N/A	102	
Total	Percent	3	17	6	23	40	35	41	30	14		146	
			74%	26%		27%	24%	28%	21%	10%			