

37th Convention of the Church of the Lutheran Confession

Proceedings



Preach the word!

Be ready in season and out of season.
Convince, rebuke, exhort, with all
longsuffering and teaching.

2 Timothy 4:2

“The Word of God”

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

June 25-28, 2026

Immanuel Lutheran College, Eau Claire, WI

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Convention Attendance

Convention Roll						
State	City	Congregation	Member Status	First Name	Last Name	2026 Roll
AK	Fairbanks	Grace	Vacancy			
AK	Fairbanks	Grace	No delegates			
AK	Ketchikan	Holy Truth	Vacancy			
AK	Ketchikan	Holy Truth	No delegates			
AZ	Phoenix	Holy Cross	Vacant			
AZ	Phoenix	Holy Cross	Teacher	Ross	Kok	Excused
AZ	Phoenix	Holy Cross	Delegate	John	Abbott	X
AZ	Phoenix	Holy Cross	Delegate	Paul	Blumhardt	X
CA	Mountain View	St. Stephen	Pastor	David	Ude	X
CA	Mountain View	St. Stephen	Delegate	Mark	Gullerud	X
CA	Mountain View	St. Stephen	Delegate	Timothy	Blank	X
CO	Lakewood	St. Paul	Pastor	Thomas	Schuetze	X
CO	Lakewood	St. Paul	Delegate	Ed	Chiappetti	X
CO	Lakewood	St. Paul	Delegate	Mike	Sprengler	X
CO	Loveland	Prince of Peace	Pastor	Samuel	Naumann	X
CO	Loveland	Prince of Peace	Delegate	George	Krafft	X
CO	Loveland	Prince of Peace	Delegate	Kirk	Kesterson	X
FL	Live Oak	Grace	Pastor	Douglas	Priestap	Excused
FL	Live Oak	Grace	Delegate	Robert	Davidson	Excused
FL	Winter Haven	Immanuel	Pastor	Rob	Sauers	X
FL	Winter Haven	Immanuel	Teacher	Neil	Bernthal	X
FL	Winter Haven	Immanuel	Delegate	Joel	Bernthal	X
GA	Loganville	Zion	Pastor	D. Frank	Gantt	X
GA	Loganville	Zion	No Delegates			
ID	Orofino	Peace	Pastor	David	Naumann	Excused
ID	Orofino	Peace	No delegates			
IL	Batavia	Ascension	Pastor	Terrel	Kesterson	X
IL	Batavia	Ascension	Delegate	Dave	Windsor	X
IL	Pana	Word of God	Pastor	Dennis	Rieken	Excused
IL	Pana	Word of God	Delegate	Darrell	Haslett	X
MI	Cadillac	Our Saviour	Pastor	Timothy	Holland	
MI	Cadillac	Our Saviour	No delegates			
MI	Coloma	Faith	Pastor	Jay	Hartman	
MI	Coloma	Faith	No delegates			
MI	Detroit	Mt. Zion	Vacant			
MI	Detroit	Mt. Zion	Delegate	James	Voelzke	X
MI	Detroit	Mt. Zion	Delegate	Carl	Ryan	X
MI	Iron River	St. Peter's	Pastor	Paul	Agenten	X
MI	Iron River	St. Peter's	No delegates			

Convention Roll						
State	City	Congregation	Member Status	First Name	Last Name	2026 Roll
MI	Marquette	Calvary	Pastor	Paul	Agenten	Multi parish
MI	Marquette	Calvary	No delegates			
MI	Saginaw	Gethsemane	Pastor	Michael	Wilke	X
MI	Saginaw	Gethsemane	Teacher	Josh	Ohlmann	X
MI	Saginaw	Gethsemane	Delegate	Anthony	Garibay	X
MI	Sister Lakes	Redeemer	Pastor	Stefan	Sonnenfeld	X
MI	Sister Lakes	Redeemer	No delegates			
MN	Austin	St. Paul's	Pastor	Vacant		
MN	Austin	St. Paul's	Delegate	Ted	Barthels	X
MN	Eagle Lake	Salem	Pastor	George	Dummann	X
MN	Eagle Lake	Salem	Delegate	Karl	Olmanson	X
MN	Eagle Lake	Salem	Delegate	Craig	Ryan	X
MN	Eden Prairie	Living Savior	Pastor	Luke	Willitz	X
MN	Eden Prairie	Living Savior	Delegate	Josh	Fabian	X
MN	Eden Prairie	Living Savior	Delegate	Nick	Naumann	X
MN	Fridley	Grace	Pastor	Thomas	Naumann	PT Excused
MN	Fridley	Grace	Delegate	Bill	Rust	X
MN	Fridley	Grace	Delegate	Benno	Sydow	X
MN	Inver Grove Heights	Berea	Pastor	Nathan	Pfeiffer	X
MN	Inver Grove Heights	Berea	Teacher	Matthew	Kranz	X
MN	Inver Grove Heights	Berea	Delegate	Jamie	Arndt	X
MN	Inver Grove Heights	Berea	Delegate	Kyle	Hulke	X
MN	Mankato	Immanuel	Pastor	Nathanael	Mayhew	X
MN	Mankato	Immanuel	Pastor	Joseph	Naumann	X
MN	Mankato	Immanuel	Teacher	Lane	Fischer	X
MN	Mankato	Immanuel	Teacher	Benjamin	Hanel	X
MN	Mankato	Immanuel	Teacher*	Rick	Mariner	Excused
MN	Mankato	Immanuel	Teacher	Kevin	Schrader	X
MN	Mankato	Immanuel	Teacher	Michael	Wheaton	X
MN	Mankato	Immanuel	Delegate	Paul	Bade	X
MN	Mankato	Immanuel	Delegate	Daniel	Pfeiffer	X
MN	Morris	Bethel	Pastor	Johnathan	Schnose	X
MN	Morris	Bethel	Delegate	Greg	DeGier	X
MN	New Ulm	Faith	Pastor	George	Dummann	Multi parish
MN	New Ulm	Faith	Delegate	Norman	Greve	X
MN	New Ulm	Faith	Delegate	Gordy	Schmidt	X
MN	Okabena	St. John's	Pastor	Samuel	Rodebaugh	X
MN	Okabena	St. John's	Delegate	Christian	Kazemba	X
MN	Okabena	St. John's	Delegate	Phil	Strike	X
MN	Ponsford	St. Paul	Pastor	Vacant		
MN	Ponsford	St. Paul	Delegate	Paul	Pfeiffer	X

Convention Roll						
State	City	Congregation	Member Status	First Name	Last Name	2026 Roll
MN	Red Wing	Our Redeemer's	Pastor	Vacant		
MN	Red Wing	Our Redeemer's	Delegate	Ralph	Fitchen	X
MN	Red Wing	Our Redeemer's	Delegate	Paul	Fleischer	X
MN	Sleepy Eye	Grace	Pastor	Zach	Sippert	X
MN	Sleepy Eye	Grace	Teacher	Nathan	Wales	X
MN	Sleepy Eye	Grace	Delegate	Ron	Geiger	X
MN	Sleepy Eye	Grace	Delegate	Wade	Schlie	X
MO	Manchester	Faith	Pastor	D Frank	Gantt	Multi parish
MO	Manchester	Faith	No delegates			
ND	Bismarck	St. Paul	Pastor	Mike	Roehl	X
ND	Bismarck	St. Paul	Delegate	Mark	Johnson	X
ND	Bismarck	St. Paul	Delegate	Mick	Johnson	X
ND	Jamestown	Our Savior's	Pastor	James	Naumann	X
ND	Jamestown	Our Savior's	No delegates			
ND	Mapleton	Gift of God	Pastor	Vacant		
ND	Mapleton	Gift of God	Delegate	Mike	McEnroe	X
ND	Mapleton	Gift of God	Delegate	Isaac	Schaller	X
NE	Valentine	Grace	Pastor	Caleb	Schaller	X
NE	Valentine	Grace	Teacher	Stephen	Krause	X
NE	Valentine	Grace	Teacher	Andrew	Roehl	X
NE	Valentine	Grace	Teacher*	Noah	Ohlmann	X
NE	Valentine	Grace	Delegate	David	Maas	X
NE	Valentine	Grace	Delegate	Dale	Bernthal	X
NM	Rio Rancho	Holy Spirit	Delegate	Robin	Vogsland	X
SC	West Columbia	Holy Trinity	Pastor	David	Pfeiffer	X
SC	West Columbia	Holy Trinity	Delegate	David	Koenig	X
SC	West Columbia	Holy Trinity	Delegate	Mark	Wales	X
SD	Aberdeen	Zion	Pastor	Timothy	Daub	X
SD	Aberdeen	Zion	Delegate	Neal	Wietgreffe	X
SD	Bowdle	Redeemer	Pastor	Timothy	Daub	Multi parish
SD	Bowdle	Redeemer	No delegates			
SD	Hecla	Prince of Peace	Pastor	Timothy	Daub	Multi parish
SD	Hecla	Prince of Peace	No delegates			
SD	Hidewood Twnshp	Zion	Pastor	Paul	Krause	X
SD	Hidewood Twnshp	Zion	No delegates			
SD	Lemmon	St. Luke's	Pastor	Vacant		
SD	Lemmon	St. Luke's	No delegates			
SD	Mission	Peace	Pastor	Caleb	Schaller	Multi parish
SD	Mission	Peace	No delegates			
SD	Rapid City	Good Shepherd	Pastor	Aaron	Ude	X
SD	Rapid City	Good Shepherd	No delegates			

Convention Roll						
State	City	Congregation	Member Status	First Name	Last Name	2026 Roll
SD	Sioux Falls	Berea	Pastor	Cory	Drehle	X
SD	Sioux Falls	Berea	No delegates			
SD	Watertown	Trinity	Pastor	Paul	Krause	Multi parish
SD	Watertown	Trinity	Delegate	Isaac	Schmitt	X
SD	Watertown	Trinity	Delegate	John	Klatt	X
SD	White River	St. Paul's	Pastor	Caleb	Schaller	Multi parish
SD	White River	St. Paul's	Delegate	Seth	Schoon	X
TX	Conroe	Our Shepherd	Vacancy			
TX	Conroe	Our Shepherd	No delegates			
TX	Corpus Christi	Resurrection	Pastor	David	Baker	X
TX	Corpus Christi	Resurrection	Delegate	Alan	Hovda	Excused
TX	Dallas	St Matthew	Pastor	Matthew	Hanel	X
TX	Dallas	St. Matthew	Delegate	Andrew	Lindahl	X
TX	Dallas	St. Matthew	Delegate	Paul	McGary	X
VA	Fairfax	Gift of God	Pastor	Glenn	Oster	X
VA	Fairfax	Gift of God	No delegates			
WA	Clarkston	St. John's	Pastor	David	Naumann	Multi parish
WA	Clarkston	St. John's	No delegates			
WA	Lynnwood	Redemption	Pastor	Jonah	Albrecht	X
WA	Lynnwood	Redemption	Delegate	Justin	Penwell	X
WA	Lynnwood	Redemption	Delegate	Nathaniel	Gibbs	X
WA	Spokane	Trinity	Pastor	Vacant		
WA	Spokane	Trinity	Delegate	Larry	Graham	X
WA	Spokane	Trinity	Delegate	Ben	Reim	X
WA	Spokane Valley	Gethsemane	Pastor	Wayne	Eichstadt	X
WA	Spokane Valley	Gethsemane	Teacher	Jeffrey	Karnitz	Excused
WA	Spokane Valley	Gethsemane	Delegate	Charles	Maguire	X
WA	Spokane Valley	Gethsemane	Delegate	Bill	Berg	X
WA	Tacoma	Ascension	Pastor	Jonah	Albrecht	Multi parish
WA	Tacoma	Ascension	Delegate	Scott	Radcliffe	X
WA	Tacoma	Ascension	Delegate	Josh	Rodebaugh	X
WI	Appleton	Living Hope	Pastor	Vacant		
WI	Appleton	Living Hope	Delegate	Craig	Youngerberg	X
WI	Cambridge	Faith	Vacancy			
WI	Cambridge	Faith	No delegates			
WI	Eau Claire	ILC	Professor	Joel	Gullerud	X
WI	Eau Claire	ILC	Professor	Joseph	Lau	X
WI	Eau Claire	ILC	Professor	Paul	Naumann	X
WI	Eau Claire	ILC	Professor	David	Rodebaugh	X
WI	Eau Claire	ILC	Professor	Ross	Roehl	X
WI	Eau Claire	ILC	Professor	Daneil	Schierenbeck	X

Convention Roll						
State	City	Congregation	Member Status	First Name	Last Name	2026 Roll
WI	Eau Claire	ILC	Professor	Jeffrey	Schierenbeck	X
WI	Eau Claire	ILC	Professor	Steven	Sippert	X
WI	Eau Claire	ILC	Professor*	Daniel	Sullivan	X
WI	Eau Claire	ILC	Professor	Matthew	Thurrow	X
WI	Eau Claire	ILC	Professor	John	Ude	X
WI	Eau Claire	ILC	Professor	Mark	Weis	X
WI	Eau Claire	Messiah	Pastor	Neal	Radichel	X
WI	Eau Claire	Messiah	Pastor	Drew	Naumann	X
WI	Eau Claire	Messiah	Teacher	Seth	Schaller	X
WI	Eau Claire	Messiah	Delegate	Dennis	Oster	X
WI	Eau Claire	Messiah	Delegate	James	Sydow	X
WI	Fairchild	Morning Star	Pastor	Chad	Seybt	X
WI	Fairchild	Morning Star	No delegates			
WI	Fond du Lac	Luther Memorial	Pastor	Andrew	Schaller	X
WI	Fond du Lac	Luther Memorial	Delegate	Lonnie	Phillips	X
WI	Fond du Lac	Luther Memorial	Delegate	Larry	Youngerberg	X
WI	Hales Corners	Messiah	Pastor	Luke	Bernthal	X
WI	Hales Corners	Messiah	Teacher	Paul	Tiefel III	X
WI	Hales Corners	Messiah	Teacher	Levi	Schaller	X
WI	Hales Corners	Messiah	Delegate	Ted	Quade	X
WI	Hales Corners	Messiah	Delegate	Joel	Gerbitz	X
WI	Markesan	Faith	Pastor	Matthew	Ude	X
WI	Markesan	Faith	Delegate	B.J.	Lillo	X
WI	Markesan	Faith	Delegate	Jared	Swyter	
WI	Melrose	St. Paul's	Pastor	Chad	Seybt	Multi parish
WI	Melrose	St. Paul's	Delegate	Greg	Rand	X
WI	Middleton	Peace Thru Christ	Pastor	Mike	Gurath	X
WI	Middleton	Peace Thru Christ	No Delegates			
WI	Millston	Trinity	Pastor	Chad	Seybt	Multi parish
WI	Millston	Trinity	No delegates			
WI	Onalaska	Peace with God	Pastor	Chad	Seybt	Multi parish
WI	Onalaska	Peace with God	Delegate	Aaron	Youngerberg	X
WY	Cheyenne	Redeemer	Pastor	Benjamin	Libby	X
WY	Cheyenne	Redeemer	Teacher*	Orrin	Hanel	X
WY	Cheyenne	Redeemer	No delegates			
BC	Vernon	St. Paul	Pastor	David	Reim	X
BC	Vernon	St. Paul	No delegates			
Africa		Missionary	Missionary	Peter	Evensen	X
Africa		Missionary	Missionary	Bruce	Naumann	X
Traveling		Missionary	Missionary	Todd	Ohlmann	X

CLC President's Report to the Coordinating Council

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
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Funds disbursed to date:

Grace, Valentine	10,000
Grace, Valentine	20,000
Peace Thru Christ, Middleton	3,500
	<u>33,500</u>

Funds allocated, but not dispersed:

Grace, Valentine (2026-2027 AY)	40,000
Peace Thru Christ, Middleton (hold)	7,500
	<u>47,500</u>

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 Buck 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 Bredehoft 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 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 (Thurrow) Renovation	\$22,000	\$25,447
	505 Ingram (Thurrow) 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
<i>Balance BOY</i>	101,700	68,200	102,100
<i>Revenue:</i>			
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
<i>Expenditure:</i>			
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/GB0	<u>13,200</u>	<u>13,250</u>	<u>14,500</u>
TOTAL:	230,000	216,000	239,600
<i>Balance EOY</i>	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
I. <i>Worship leader</i> distinction) Duties Qualifications Training components	<i>Church deacon</i> (see Note below for Duties Qualifications Training Components: could involve ILC/ILS Courses**
II. <i>Bible study leader</i> Duties Qualifications Training components	<i>Christian education instructor/director</i> Duties Qualifications Training Components: ILC/ILS Courses**
III. <i>Youth catechist</i> Duties Qualifications Training components	<i>Youth and adult catechist</i> Duties Qualifications Training Components: ILC/ILS Courses**
IV. <i>Shut-in chaplain</i> Duties Qualifications Training components	<i>Shut-in & hospital/hospice chaplain</i> Duties Qualifications Training Components: ILC/ILS Courses**
V. <i>Elder</i> Duties Qualifications Training components	<i>Head elder</i> Duties Qualifications Training Components: ILC/ILS Courses**
VI. <i>Local outreach</i> Duties Qualifications Training components	<i>Evangelist</i> Duties Qualifications Training Components: ILC/ILS Courses**

- **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.

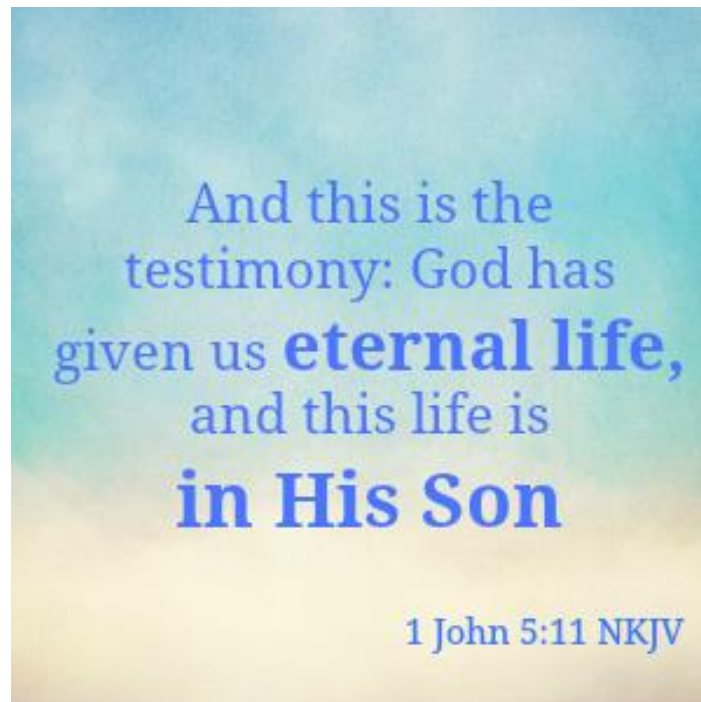
As a long-term objective, would it be possible for lay ministry training to prepare a candidate to serve as an evangelist at a sister congregation, even at large in the CLC? (At present, such training can be done through the Limited Public Ministry program at ILC.) We will not attempt to answer that, 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

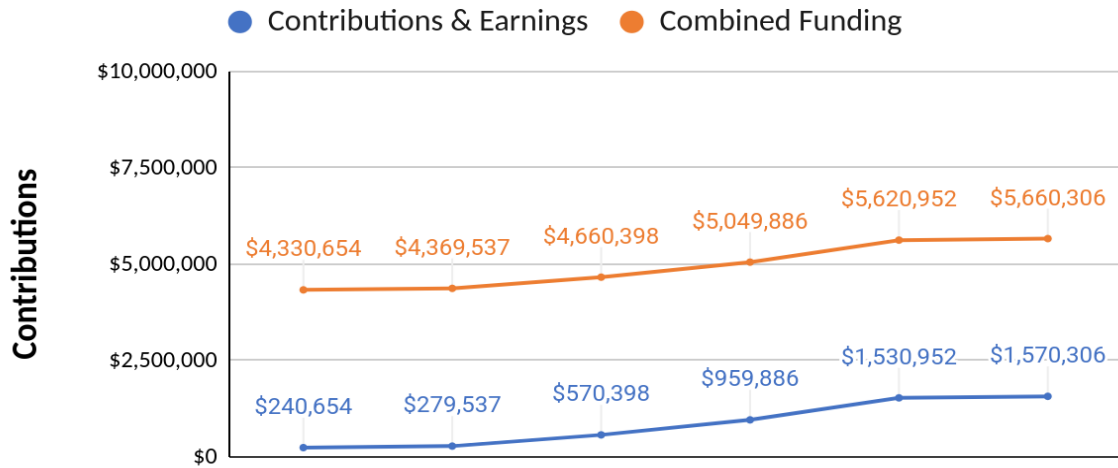
Our general contractor, Market & Johnson, has updated the Gym Project estimate with actual rate of inflation numbers, which came in lower than expected: 1.5% in 2023, 1.6% in 2024, and 4.2% in 2025. The projected “high range” escalation estimate for 2026 is 5.5% and 6.1% for 2027. Since we cannot yet 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.

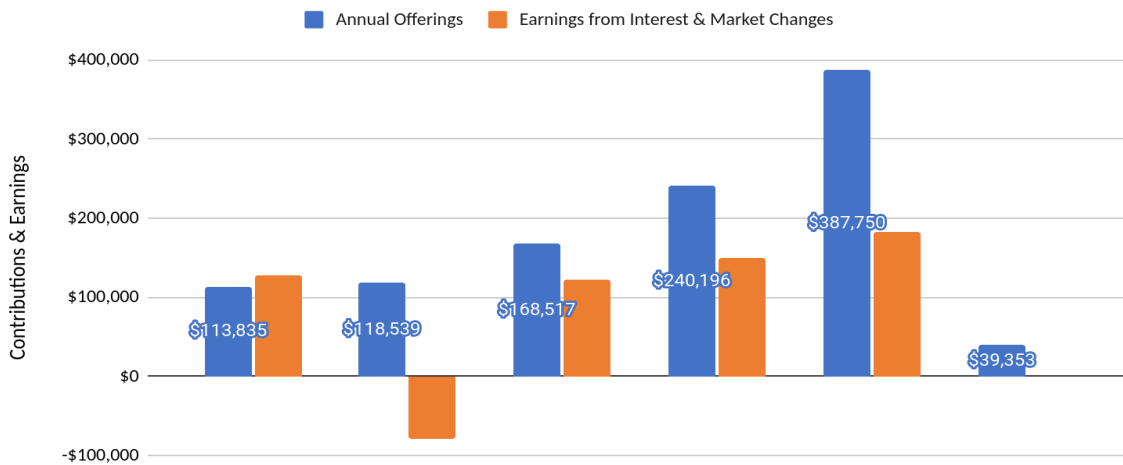
The graphs below demonstrate the steady increase in offerings to the project since approval in 2021. The first line graph shows cumulative offerings in blue and the second bar chart shows annual contributions since 2021. Offerings in 2024 and 2025 demonstrate not only the CLC membership’s increasing 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.

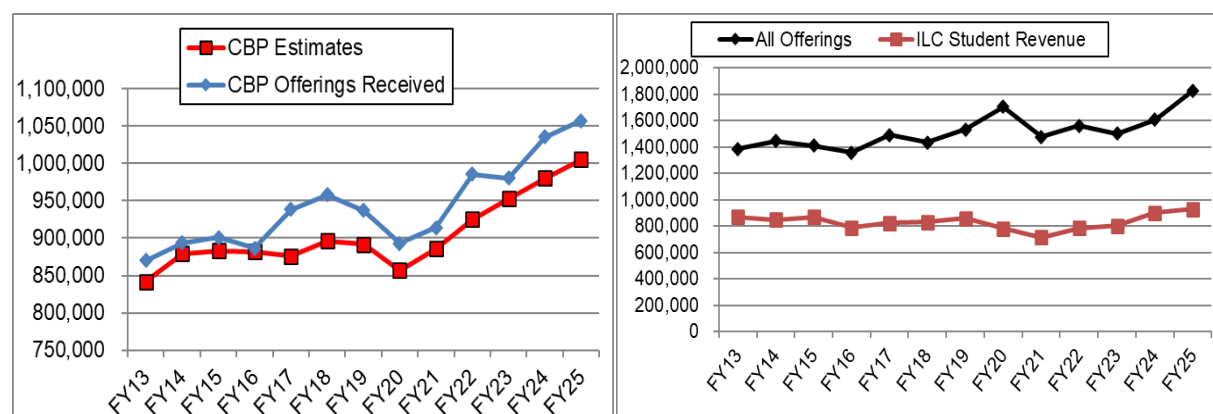
FY27 CBP Estimates – Last fall the General Fund total Cooperative Budget Plan (CBP) request for the congregations’ consideration for the next fiscal year was \$1,361,920. This revenue estimate represents a 7.7% increase over the revenue estimate in the current FY26 budget. The FY27 CBP estimate from 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.

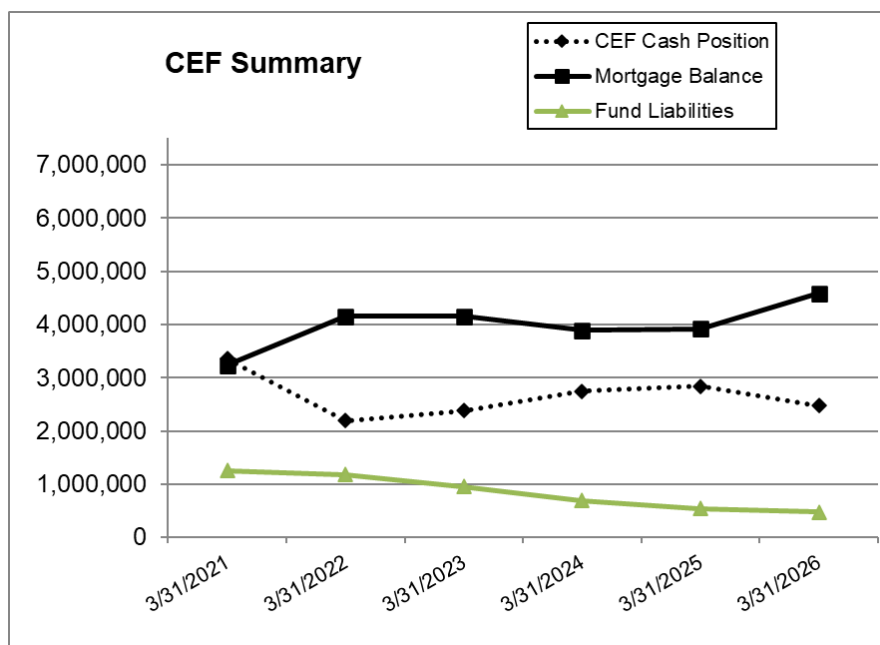


Church Extension Fund (CEF) – The CEF continues to be the major source of capital for building projects in the CLC, providing for church, school and housing projects of CLC congregations and of ILC. The fund cash balance may also be used to manage temporary cash flow needs of the CLC operating account. 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).

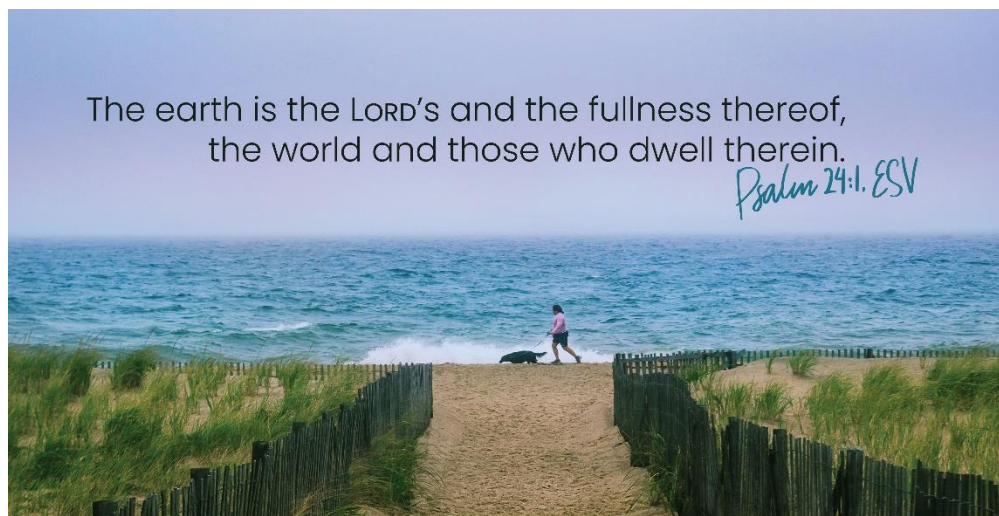
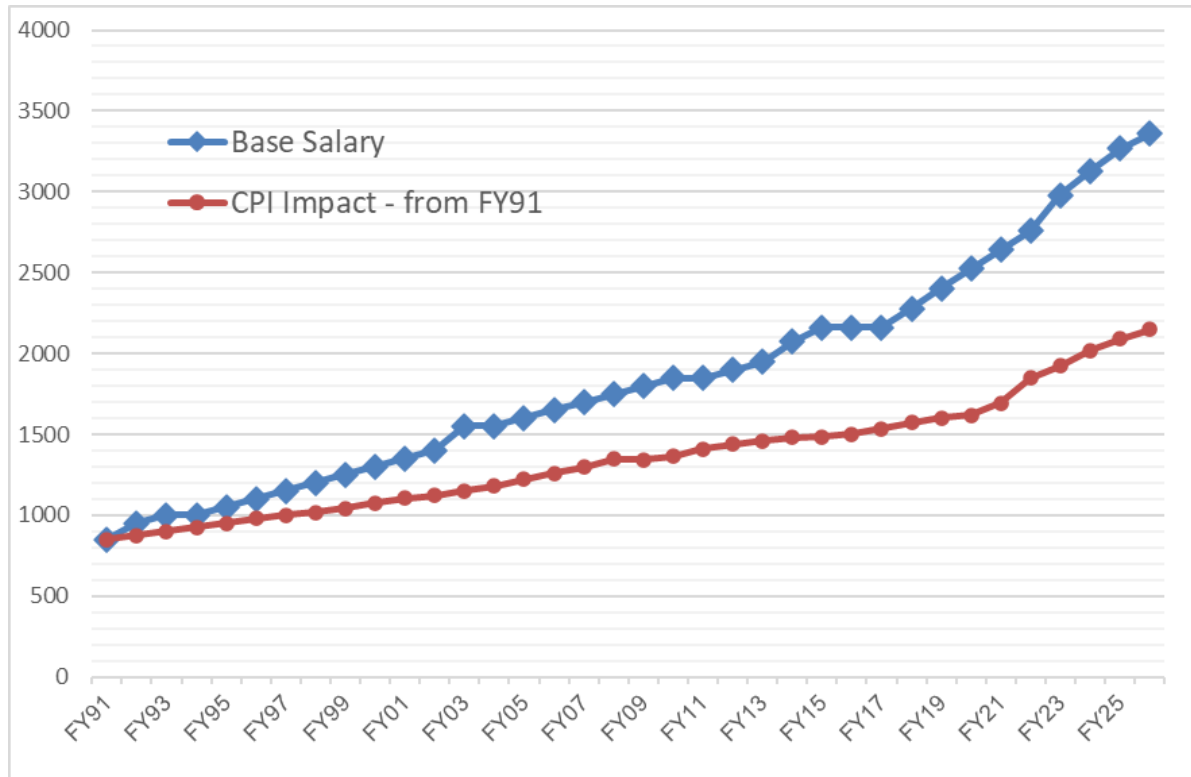
The Board of Trustees is proposing a \$10 per month increase to the standard Retirement Plan contribution, which is currently \$220 per month, effective January 1, 2027.

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.

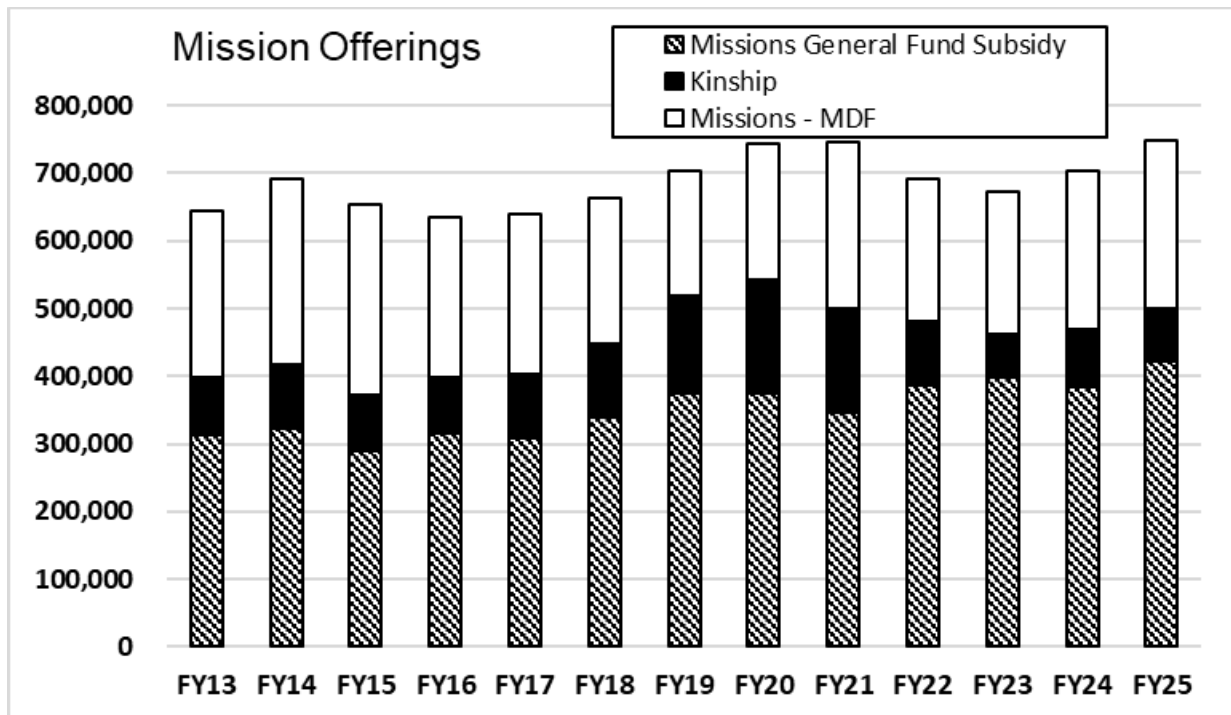
CLC Retirement Plan – The Plan is intended to provide eligible employees with a vehicle to save for their retirement. Contributions are made by congregations on behalf of their eligible called servants and additional contributions may be made via payroll deduction by the participants and congregations, 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

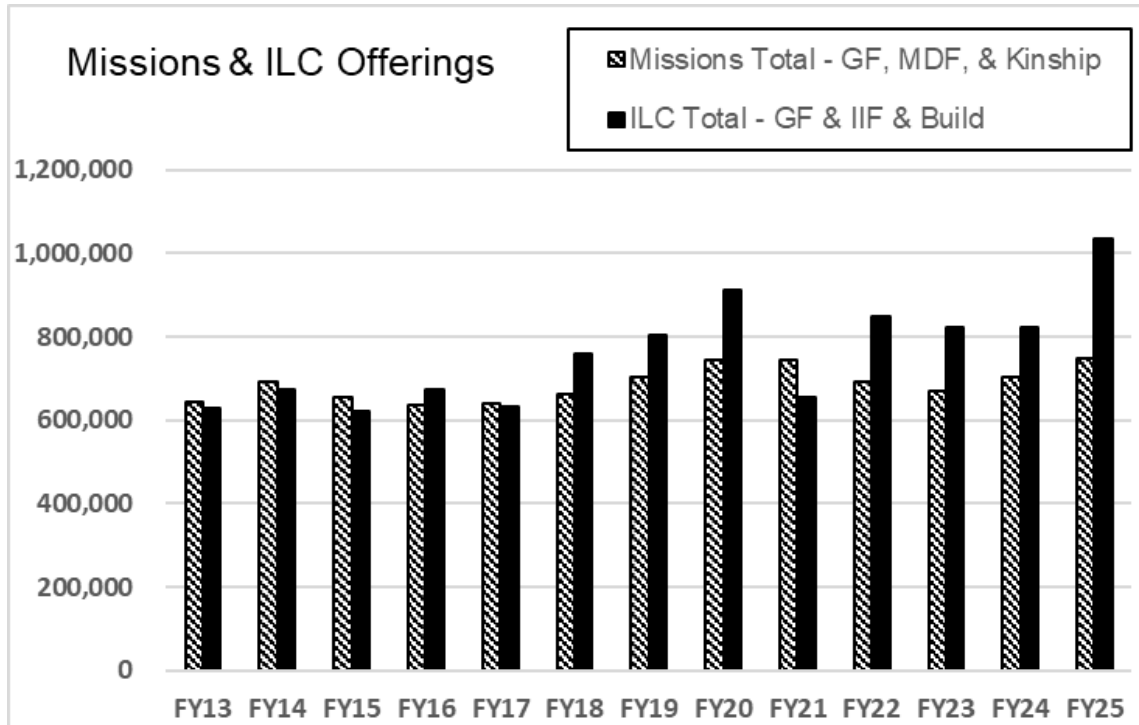
Mission Development Fund Projects: Projects budgeted and expended over the past several years are listed in the table below. The expenditures in the past several years include:

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

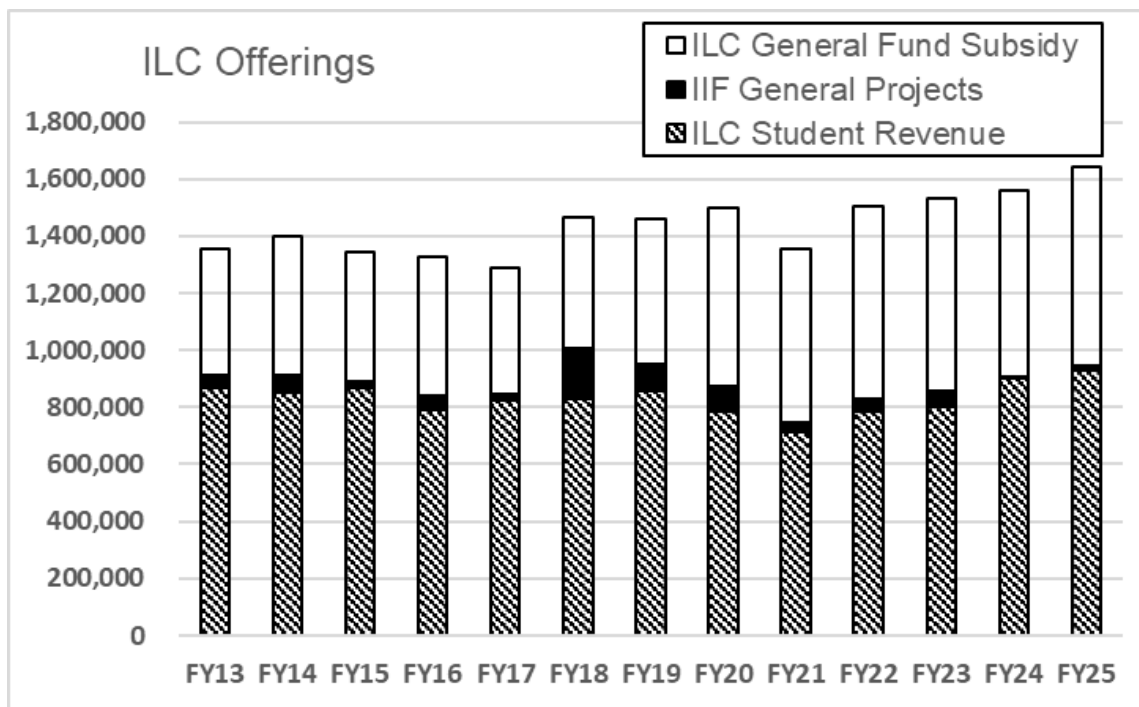
Board of Regents – Immanuel Lutheran Seminary, College, and High School receipts and expenditures include the resources for the operation, the project funds, and the Student Aid Fund.

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.

	2022		2023		2024		2025		2026	
ILC Improvement Fund	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

Statistics

2025 CLC Congregational Statistics

Gunnard Sippert, Statistician (6/26/26)															
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 Confirm	Marriage	Funeral	Local
Holy Truth	vacant	Ketchikan	AK												
Grace	vacant	Fairbanks	AK												
Holy Cross	vacant (M. Eichstadt vac. pastor)	Phoenix	AZ	66	5	20	71	N/A	--	0	2	0	0	0	179,358
St. Paul	D. Reim	Vernon	BC	23	4	3	27	16	4	0	1	0	0	1	51,672
St. Stephen	D. Ude	Mountain View	CA	58	17	19	75	23	15	0	1	1	0	0	144,013
St. Paul	T. Schuetze	Lakewood	CO	59	11	16	70	29	--	0	3	0	0	0	82,867
Prince of Peace	S. Naumann	Loveland	CO	31	6	9	37	17	--	0	0	0	0	0	111,253
Grace	D. Priestap	Live Oak	FL	26	4	6	30	14	--	1	0	0	0	0	39,000
Immanuel	R. Sauers	Winter Haven	FL	82	21	38	103	40	12	0	2	1	2	0	228,922
Zion	D. F. Gantt	Loganville	GA												
Peace	Da. Naumann	Orofino	ID	16	0	4	16	8	--	0	0	0	0	0	19,650
Ascension	T. Kesterson	Batavia	IL	23	6	12	29	17	--	0	1	1	0	1	71,544
Word of God	D. Rieken	Pana	IL	12	1	7	13	12	--	0	0	1	0	0	22,590
Our Saviour	T. Holland	Cadillac	MI	6	3	3	9	8	--	0	0	0	0	0	30,000
Faith	J. Hartmann	Coloma	MI	33	8	8	41	25	250	0	0	0	0	0	40,000
St. Peter's	P. Agenten	Iron River	MI	11	7	3	18	13	--	0	0	0	0	0	28,935
Mount Zion	vacant	Madison Heights	MI	39	12	12	51	32	8	1	1	3	0	2	120,000
Calvary	P. Agenten	Marquette	MI	26	6	12	32	25	--	0	0	0	0	0	40,000
Gethsemane	M. Wilke	Saginaw	MI	118	17	28	135	44	24	1	0	0	0	0	198,578
Redeemer	S. Sonnenfeld	Sister Lakes	MI	63	12	22	75	24	9	0	0	0	1	0	120,000
St. Paul	T. Barthels	Austin	MN	37	7	8	44	14	7	0	0	0	0	3	64,500
Salem	G. Dummann	Eagle Lake	MN	50	12	11	62	23	--	0	0	0	0	0	--
Living Savior	L. Willitz	Eden Prairie	MN	19	7	7	26	23	--	1	0	1	1	0	78,676
Grace	T. Naumann	Fridley	MN	119	18	28	137	80	--	0	0	2	2	1	278,000
Berea	N. Pfeiffer	Inver Grove Hts	MN	263	74	59	337	138	70	0	2	2	4	0	424,232
Immanuel	Jo. Naumann/N. Mayhew	Mankato	MN	591	167	91	758	259	150	2	13	7	12	4	699,480
Bethel	J. Schnose	Morris	MN	29	12	9	41	27	17	--	--	--	--	--	54,088
Faith	G. Dummann	New Ulm	MN	33	5	7	38	19	--	0	0	0	0	1	36,000
St. John's	S. Rodebaugh	Okabena	MN	145	25	43	170	96	71	0	5	0	2	1	219,681
St. Paul	D. Maas (vacancy: J. Schnose)	Ponsford	MN	20	3	10	23	20	--	0	0	0	0	0	31,673
Our Redeemer's	vacant	Red Wing	MN	35	9	10	44	23	--	0	2	0	0	0	--
Grace	Z. Sippert	Sleepy Eye	MN	88	30	15	118	53	--	0	2	2	5	1	189,286
Faith	D. F. Gantt	Manchester	MO												
Grace	C. Schaller	Valentine	NE	79	39	19	118	53	13	0	1	1	0	1	176,671

Holy Spirit	vacant (R. Vagland: Lay Pastor)	NM	Rio Rancho	4	0	3	4	3	--	0	0	0	0	0	0	1,500
St Paul	M. Roehl	ND	Bismarck	61	20	18	81	38	15	0	2	0	1	1	1	104,286
Our Savior's	Ja. Naumann	ND	Jamestown	76	12	19	88	36	--	0	2	0	0	1	2	90,239
Gift of God	D. Maas (vacancy: Ja. Naumann)	ND	Mapleton	29	15	18	44	25	--	0	0	0	0	0	0	59,971
Holy Trinity	D. Pfeiffer	SC	W Columbia	147	25	43	172	72	--	0	1	0	7	1	0	236,772
Zion	T. Daub	SD	Aberdeen	25	2	9	27	16	--	0	0	2	0	0	0	--
Redeemer	vacant (T. Daub vac. pastor)	SD	Bowdle	23	1	4	24	10	--	0	0	1	0	0	2	--
Prince of Peace	T. Daub	SD	Hecla	63	29	23	92	55	250	0	4	5	0	1	1	--
Zion	P. Krause	SD	Hidewood Twp.	21	13	10	34	26	--	0	0	0	0	0	1	25,900
St. Luke's	R. Kanzenbach	SD	Lemmon	86	36	22	122	48	--	0	1	0	0	1	2	295,636
Peace	C. Schaller	SD	Mission	16	7	6	23	15	--	0	2	0	0	0	1	7,072
Good Shepherd	A. Ude	SD	Rapid City	32	13	9	45	18	4	0	3	0	0	0	1	78,000
Berea	C. Drehle	SD	Sioux Falls	59	11	11	70	40	--	0	1	0	2	0	0	2,200
Trinity	P. Krause	SD	Watertown	72	24	24	96	48	6	0	4	0	1	1	0	197,000
St Paul's	C. Schaller	SD	White River	20	8	6	28	12	--	0	0	0	0	0	1	7,072
Our Shepherd	vacant	TX	Conroe	11	6	3	17	16	--	0	0	0	0	1	0	--
Resurrection	D. Baker	TX	Corpus Christi	24	0	6	24	14	--	0	0	1	2	0	2	TBD
St Matthew	M. Hanel	TX	Dallas	69	23	21	92	44	27	0	0	0	0	0	1	--
Gift of God	G. Oster	VA	Fairfax	9	1	4	10	8	--	0	0	0	0	0	0	--
St. John's	Da. Naumann	WA	Clarkston	68	14	30	82	48	6	0	0	4	2	0	2	58,763
Redemption	J. Albrecht	WA	Lynnwood	29	5	10	34	20	6	0	0	2	1	1	1	92,559
Trinity	vacant (W. Eichstadt vac. pastor)	WA	Spokane	63	21	18	84	26	--	1	3	1	0	0	3	76,133
Gethsemane	W. Eichstadt	WA	Spokane Valley	161	48	64	209	95	--	0	3	4	4	1	1	253,664
Ascension	J. Albrecht	WA	Tacoma	12	0	5	12	8	2	0	0	0	0	0	0	51,992
Living Hope	vacant (A. Schaller vac. pastor)	WI	Appleton	30	14	13	44	25	--	0	1	0	0	0	0	--
Faith	vacant	WI	Cambridge													
Messiah	N. Radichel/Dr. Naumann/vacant	WI	Eau Claire	675	169	171	844	444	147	1	13	5	14	10	4	1,085,558
Morning Star	C. Seybt	WI	Fairchild	52	22	11	74	29	--	0	2	1	3	1	0	34,596
Luther Memorial	A. Schaller	WI	Fond du Lac	147	29	63	176	67	--	1	0	2	4	0	1	135,751
Messiah	L. Bernthal	WI	Hales Corners	150	47	55	197	120	45	0	7	0	3	1	0	422,976
Faith	M. Ude	WI	Markesan	274	36		310	81	29	0	1	1	4	0	1	281,174
St. Paul's	C. Seybt	WI	Melrose	24	3	4	27	17	--	0	0	1	0	0	1	--
Peace Thru Christ	M. Gurath	WI	Middleton	48	16	16	64	26	8	0	0	1	0	0	0	150,000
Trinity	C. Seybt	WI	Millston	12	1	3	13	5	--	0	0	0	0	0	0	--
Peace with God	C. Seybt	WI	Onalaska	12	3	1	15	11	--	0	1	1	1	0	0	22,755
Redeemer	B. Libby	WY	Cheyenne	43	12	24	55	36	--	0	0	2	0	0	1	5,000
CLC Congregations Total (of 70)				4,847	1,234	1,286	6,081	2,777	1,195	9	87	56	77	33	78	7,557,238
Percent				91.43%	20.29%	21.15%		45.67%	19.65%							

Year	#	Pre-		Total		Avg Sun		Avg Vir		Adult		Child		Adult		Child		Local Contributions
		Com	Com	Voters	Souls	Attend	Attend	Baptism	Baptism	Confirm	Confirm	Marriage	Funeral					
2024	46	4,146	1,078	1,115	5,223	2,354	1,211	6	57	54	60	28	56					7,180,972
2023	56	4,586	1,212	1,183	5,804	2,569	1,061	12	95	63	60	29	56					6,340,955
2022	55	4,817	1,214	1,196	6,031	2,426	980	7	73	43	73	21	66					6,233,709
2021	63	5,367	1,391	1,282	6,758	2,642	1,015	4	91	55	72	23	73					7,841,163
2020	66	5,466	1,492	1,425	6,958			8	84	80	72	43	82					7,105,013
2019	67	5,428	1,442	1,492	6,900	3,254		15	83	95	58	42	82					6,723,281
2018	63	5,401	1,464	1,342	6,865	3,171		9	123	91	86	20	71					5,929,386
2017	57	4,978	1,423	1,293	6,401	3,193		8	93	72	87	32	65					5,808,846
2016	59	5,185	1,521	1,402	6,706	3,157		7	104	36	84	46	70					6,146,071
2015	73	5,645	1,645	1,540	7,290	3,592		20	123	67	71	43	78					6,406,800

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 Conns.	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			3			7	5	0	7
St. Stephen	Mountain View	CA	2	1	3			1						2	1	2	5	0	6
Immanuel	Winter Haven	FL	2	0	2		1	2	3	3	2	1	2	2	2	2	3	0	18
Gethsemane	Saginaw	MI	2	2	4		2	2	1	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	21	2	2	74
Grace	Fridley	MN	2	2	4		4	1	3	3	2	2	3	3	2	15	0	0	26
St. John's	Okabena	MN	2	0	2					1		1	4	2		6	0	0	8
Berea	Inver Grove Heights	MN	2	3	5		4	5	4	3	4	6	2	4	3	10	0	0	38
Grace	Sleepy Eye	MN	2	1	3		2	2	2	2	2	2	2	1	2	1	4	1	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	27	0
Trinity	Watertown	SD	1	0	1			2	1		4			2		1	4		9
Valley Bible Academy	Clarkston	WA	2	0	2		1	4	1	1		2		3	3	5	0	0	15
Redemption	Lynnwood	WA	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-
Gethsemane	Spokane Valley	WA	2	0	2			1	3	1	1	1	2	2	2	4	0	0	16
Messiah	Eau Claire	WI	6	5	11		10	10	6	14	12	15	11	12	15	14	14	3	119
Luther Memorial	Fond du Lac	WI	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-
Messiah	Hales Corners	WI	3	0	3		2	4	3	2	4	1	2	2	2	3	0	0	25
Peace Thru Christ	Middleton	WI	1	0	1		1	1	1	1	1		1	1	1	1	0	0	6
Faith	Markesan	WI	3	1	4		7	1	7	3	4	3	2	6	2	3	17	0	38
Redeemer	Cheyenne	WY	1	0	1			3	1	2						1	0	0	6
Total			45	23	68		46	44	57	53	50	57	48	63	48	65	160	13	531
Percent			66%	34%		9%	8%	11%	10%	9%	11%	9%	12%	9%	12%	9%	30%	2%	2%

High Schools

School Name	City	State	Teachers			Students					Non-Members	Members of Other CLC Conns.	Total Students
			Full-Time	Part-Time	Total	9th	10th	11th	12th				
Immanuel	Winter Haven	FL	2	0	2	4	2	0	0		6	0	6
Immanuel	Mankato	MN	3	2	5	11	5	12	10		6	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%		

President's Address

to the 37th Convention of the Church of the Lutheran Confession

“The Word of our God Stands Forever” (Isaiah 40:8).

Greetings, dear delegates, in the name of our great God and Savior, Jesus Christ, who is the Word from all eternity, the same yesterday, today, and forever.

The theme for this convention is, “The Word of God.” Very simple. Not at all flashy. Yet could there be a better theme? Our chosen theme puts the focus of our convention exactly where it needs to be—squarely upon the inerrant and saving Word of our Triune God. It is the very thing by which the Holy Spirit has created the Church of Christ, and by which He will continue to sustain and build her until He returns in all His glory. Over the next four days, our gracious God will use the gifts and abilities gathered here to do His work. Yet, even when we combine all our talents, they cannot begin to accomplish what only His Word can. In this way, our theme is a call to humility, a needed reminder that it’s not about us and it’s not up to us. We have absolutely nothing to boast of on our own. The sole reason the Church of the Lutheran Confession continues to exist is only because of the Holy Spirit working through the Word. Praise God! What incredible mercy He has shown us: *“Through the Lord’s mercies we are not consumed, Because His compassions fail not. They are new every morning; Great is Your faithfulness” (Lamentations 3:22-23).*

I. The Word of God: Our Confession

“Seeing then that we have a great High Priest who has passed through the heavens, Jesus the Son of God, let us hold fast our confession” (Hebrews 4:14).

We are a confessional church. It is in our very name. What does it mean to be confessional? It means that, by God’s grace, we profess every word of Scripture to be the holy, verbally inspired Word of God, and therefore true in everything it says. We live in a world where people and churches constantly change their beliefs to match the current culture. But the Word of God does not change: *“Forever, O Lord, Your word is settled in heaven” (Psalm 119:89).* Therefore, we do not look to culture or modern trends to determine what we believe and teach. We look to Scripture alone. Scripture determines exactly what we are to hold as true and what we are to reject as false.

We take care not to let human reason falsify or distort what the Bible is actually saying. Instead, we are guided by the principle: the Bible means exactly what it says, and says exactly what it means. To be confessional means we hold nothing back. We openly and unapologetically preach and teach every doctrine of Scripture—in season and out of season, whether it is popular or not.

What is doctrine? To some, it may sound like a stodgy word from a bygone era. However, during the 1989 CLC General Pastoral Conference, Pastor L.D. Redlin shared this memorable definition. He said, “A doctrine is what Jesus says.” The Bible is what Jesus says. If Jesus says it, then we must say it too. In fact, we are commanded to say it: *“Go therefore and make disciples of all the nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age. Amen” (Matthew 28:19–20).*

Yet, a truly confessional church is not one to boast in itself. It does not proudly claim, “God, we thank you that we are not like other churches. We’re confessional. We have all the answers!” Rather, a truly confessional church staunchly refuses to compromise even the smallest jot or tittle of God’s Word, while, at the same time, it exhibits a humble willingness to be corrected if the Bible clearly shows it is in the wrong. The CLC is a clay vessel, held together only by God’s Word of grace. May God instill within us the spirit of young Samuel: *“Speak, Lord, for Your servant hears” (1 Samuel 3:9).*

As a confessional Lutheran church, we subscribe to the Lutheran Confessions in the Book of Concord, along with The Brief Statement of 1932 and our own historical doctrinal statements: Concerning Church Fellowship and Concerning Church and Ministry. Our called workers pledge themselves to preach and teach “in accordance with the inspired Word of God and the Confessions of the Evangelical Lutheran Church as laid down in the Book of Concord of 1580.” The constitutions of our congregations and of our Synod make it clear: nothing is to be taught in our churches and schools that is contrary to the Word of God and these confessional statements.

These confessions are never to be regarded as a supplement or an addition to Scripture. Yet, because they are completely faithful and accurate expositions of the Bible, they carry tremendous value and importance. For one, they make it clear to the world exactly where we stand. As an example, many in the visible church claim to hold a high view of the Bible, but when questioned closely, it may be discovered they treat much of it as mere legend or myth. If someone asks what the CLC believes, we can point them directly to our confessions for a clear answer. In the Brief Statement of 1932, we read: “We reject the doctrine which under the name of science has gained wide popularity in the Church of our day that Holy Scripture is not in all its parts the Word of God, but in part the Word of God and in part the word of man and hence does, or at least, might contain error.” From there, we can take the next step and show them from the Bible why that statement is true. When you read our confessions, you immediately notice how much care is taken to cite the Bible passages upon which the confessional statements are grounded.

It is no secret that the CLC has wrestled with many doctrinal disputes throughout our history. This is not a bad thing. It shows that the Holy Spirit has worked among us a deep respect and love for doctrine—for what Jesus says. Yet, if we are honest, we have often stumbled our way through many of these controversies. Our sinfulness and human weaknesses have been all too apparent in how we handled them. Yet, in spite of ourselves, God has brought us through every single one of those controversies. In His undying mercy, He has preserved the truth among us to this very day. In deep humility, we praise Him for His great goodness to our church body. Without Him, we are incapable of maintaining our doctrinal integrity.

The Board of Doctrine has begun work in developing guidelines for handling talks with other church bodies. I'm directing that the Board of Doctrine complete its work and present it to the 2028 CLC Convention for review and possible adoption.

The 2024 CLC Convention encouraged "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." These concerns have been addressed by the Conference, with the result that the Conference affirms "that we [the pastors of the CLC] 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."

In the Board of Doctrine's 2026 Prospectus Report is the following needed reminder. It was written in the early years of the CLC, but is well worth our prayerful consideration today:

"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." - Winfred Schaller, Jr.

II. The Word of God: Our Commission

“Now then, we are ambassadors for Christ, as though God were pleading through us: we implore you on Christ’s behalf, be reconciled to God” (2 Corinthians 5:20).

The Word of God is not a treasure to be hoarded, but one that we have been commissioned to share with the entire world. Jesus said, *“Go into all the world and preach the gospel to all creation” (Mark 16:15)*. In fact, as the Word brings comfort to our sin-weary souls, it also compels us to reach out and share the wonderful, good news of a Savior who died and rose for all people. The Gospel is simply too good to keep to ourselves.

Though few paid any attention to the message the Lord sent Jeremiah to preach, it did not keep the prophet from proclaiming it. Like a little child who just cannot keep a secret, Jeremiah could not help but speak the Word God sent him to preach. May God give us grace to be like little children—like Jeremiah—so that if we do not share the Word of God with others, we will simply burst: *“His word was in my heart like a burning fire Shut up in my bones; I was weary of holding it back, And I could not.” (Jeremiah 20:9b)*.

God has called us to proclaim His Law and Gospel to a world lost in the darkness of sin and unbelief. We preach the Law to expose human sin, through which the Spirit works to drive people to the realization that they have fallen catastrophically short of keeping God’s commandments and therefore deserve nothing less than eternal death in hell. We preach the Gospel, through which the Spirit brings peace to the afflicted conscience, assuring the sinner that on the cross Christ became our sin, and in exchange, the sinner has been freely given the pure, white robes of our Savior’s perfect righteousness. Our own righteousness could never cover even one tiny speck of our sin. In fact, in God’s eyes, our inherent “goodness” is nothing but a filthy and putrid rag.

What a joyful privilege, then, to proclaim what our Jesus did for this entire world of sinners! He is the Lamb who shed His blood for all, taking away the sin of the world. The message is simple, straightforward, and altogether wonderful: All have sinned! All have been justified! *“Believe on the Lord Jesus Christ, and you shall be saved!” (Acts 16:31)*.

The Holy Spirit has truly been blessing our synodical mission efforts. In recent years, He has helped us become more proactive with respect to domestic missions, resulting in a noticeable increase in the number of preaching stations we are now serving with the Means of Grace. This work has been greatly aided by the creation of the position of Domestic Mission Coordinator. A major catalyst for this uptick in domestic preaching stations has been the Board of Missions’ use of the CLC Diaspora List, through which isolated believers are located and brought together for worship.

Please be greatly encouraged to share the names and addresses of your congregation's diaspora members with the Board of Missions. Pray that, going forward, the Holy Spirit will continue to bless our current preaching stations and enable us to establish even more. Pray, also, that each of these Gospel outposts will one day, Lord willing, become full-fledged, independent CLC congregations.

We continue to be utterly amazed at the many doors God has opened for the spreading of the Gospel in foreign fields. At last count, we are partnering with sixteen church bodies in various places around the world, with the prayer that we will soon establish fellowship ties with the Pakistan Church of the Lutheran Confession. As members of the CLC, may we continue to find joy in supporting our worldwide mission efforts with our monetary blessings. May we continue to pray for its success, as well as for the protection and safety of Missionaries Ohlmann, Evensen, and Naumann. May we also keep in our prayers the spiritual and physical well-being of our sister believers in foreign lands, many of whom are subjected to persecution as well as other types of hardships.

The Church's commission includes the teaching and training of God's lambs in the Word of God. The Lord's mandate to bring up a child in the way he should go is chiefly the responsibility of the home. Yet, in commanding Peter to feed His lambs, Jesus has also called the Church to assist parents in this most important work. The Word of God is the foundation of our CLC schools. From our Sunday schools and day schools to our high schools, our collective aim is to teach every subject through the lens of Scripture. Our commission is to raise children who know their Savior's forgiveness and love, who are equipped for Christian living in this world, and who possess the certainty of spending eternity with their Good Shepherd, Jesus. Currently, we are blessed to have eighteen day schools operating within the CLC, along with two high schools. The Lord has also blessed us with substantial offerings to the EduK8 fund. Lord willing, this fund will be of great help in opening more day schools in the years to come.

Our God-given commission shapes our worker training program at Immanuel Lutheran College and Seminary. Our professors faithfully prepare our education and theology students for a calling into the public ministry. There are sixteen young men who, Lord willing, will be enrolled this coming fall in our pastor training program, five of whom will be in the seminary, and one of whom is scheduled to graduate next spring. There is also a member from Gethsemane Lutheran Church in Saginaw, Michigan, who has been taking Immanuel's online theological courses. He plans to attend ILC within the next few years to complete his pre-theological and seminary training. This is all very good news in itself, but it is especially encouraging in view of our synod's vacancy situation. Pray that all seventeen of these men will eventually graduate from the seminary and become eligible to receive

calls. We are also pleased to report that in the coming school year, Immanuel is projected to have twelve students enrolled in its teacher training program, with two students scheduled to graduate next spring. Perhaps we do not speak of it as often as we should, but presently there is also a shortage of available teachers for our day school classrooms. As we look to the future, a steady stream of teacher graduates will certainly be a great blessing for our congregations with day schools, as well as for those congregations hoping to open a day school.

Because of our growing number of pastoral vacancies, the 2024 CLC Convention “resolved that the President of the CLC be directed to appoint a committee to study the feasibility of a lay-minister training program. It is resolved that 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.” The committee was appointed and has completed its assigned task. It is important to remember that the purpose of the program is not to train pastors, but to train laymen who will serve primarily in their own congregations. The program is designed to help laymen serve more competently and broadly in kingdom work. I believe the program could be of significant help in fulfilling our God-given commission to feed Christ’s sheep with the faith-sustaining power of the Gospel in Word and Sacrament.

While the lay ministry program could be of great benefit to the CLC, of greater importance is our work to recruit and train men and women to serve full-time in the public ministry. We thank God for the diligent work of the Recruiters to the Public Ministry Committee. As noted in the Prospectus, apart from recruitment, retaining those enrolled in ILC’s worker training program is a key objective in the committee’s work. May God continue to bless the work of the RPM Committee, and may we all join in the work of helping our young people see what a noble and good thing it is to spend one’s life serving as one of Christ’s called workers. 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.

III. The Word of God: Our Confidence

“Every word of God is pure; He is a shield to those who put their trust in Him” (Proverbs 30:5).

When the prophet Samuel was sent to anoint the next king of Israel, he looked at Eliab, the oldest son of Jesse. Samuel thought that certainly this tall and strong young man was God’s chosen one to lead Israel. It was then that God taught Samuel a timeless message,

that we do well to take to heart: *"The Lord does not look at the things people look at. People look at the outward appearance, but the Lord looks at the heart"* (1 Samuel 16:7).

Like Samuel, we can be tempted to place far too much emphasis on outward things, such as membership and attendance stats, budgets and offering totals. Then, if the numbers look "good" they may give us a misplaced sense of confidence in our own abilities, rather than a heartfelt thankfulness for what God is doing among us with His Word. On the other hand, when the numbers, from our human point of view, appear less than promising, we may experience doubt and a lack of confidence in the Word. After all, fellowships that aren't such sticklers for doctrine, and which have embraced human strategies to lure people through the front door, are by outward appearances, thriving.

Yet God does not measure the effectiveness or success of His Church by appearances. He bypassed the strong, impressive older brothers and chose David, a young shepherd boy who was out tending the sheep. David was a man after the Lord's own heart, who, with deep humility, understood that the Lord builds His kingdom upon His own words and promises, not human strength. In fact, whatever "success" is gained apart from the Word is – in God's eyes – no success at all. Certainly, we do pray for growth in numbers in our congregations and schools. We pray that in the coming years there will be a great increase in congregations planted at home and abroad. However, we do so not for our own glory, but so that more and more souls will be enabled to share with us the blessings of the pure Word – so that many others may share with us the joyful confidence of what our Crucified and Risen Savior has accomplished for all people.

The Apostle Paul exhorts the Church of all time to simply *"Preach the Word!"* (2 Timothy 4:20). Brethren, let us continue to find our confidence in the Word alone. Let us keep scattering the seed, trusting the Holy Spirit to make it germinate and grow. Let us be confident that as we preach, teach and share the Word, God the Holy Spirit is working to build and spread His kingdom. Our congregations may be small, our budgets may be tight, and our called workers may be few in number, but we are blessed to possess the greatest treasure of all: the living Word of the living God! "Lord keep us steadfast in Thy Word!"

One Other Matter:

While a date for beginning construction of the ILC gymnasium may seem several years away, we can be heartened that the 2026 Prospectus report of the ILC Building Committee shows "not only the CLC membership's increasing support of the project but the ability to service a mortgage greater than \$3M..." It's also worth noting that it did take a while to get the building of the Academic Center underway, the point being that we really are not in entirely new territory with the gymnasium project as far as how long it's been taking to

begin building. Please remind your congregations of this project. May God enable us to see this project through to the end.

Conclusion

As we open this convention, let us find comfort that the future of the Church and of the CLC does not ultimately depend on us. It depends on the Lord, Who has already won the victory. Let us commit ourselves once again to the study, the defense, and the proclamation of the Holy Scriptures. Let us support one another, pray for one another, and encourage one another with the mighty Word of God. The Word is our anchor, our shield, our unerring, unshakable confidence. May the Lord bless our work, our worship, and our shared ministry during this convention, to the glory of His holy and saving name. *“The grass withers, the flower fades, But the word of our God stands forever” (Isaiah 40:8).* Amen.

Lord, Keep us Steadfast in Thy Word

Hymn 261 of the Lutheran Hymnal

1. Lord, keep us steadfast in Thy Word;
Curb those who fain by craft and sword
Would wrest the kingdom from Thy Son
And set at naught all He hath done.
2. Lord Jesus Christ, Thy pow'r make known,
For Thou art Lord of lords alone;
Defend Thy Christendom that we
May evermore sing praise to Thee.
3. O Comforter, of priceless worth,
Send peace and unity on earth;
Support us in our final strife,
And lead us out of death to life.

Installations

- July 1, 2024 - Pastor Paul Agenten was installed at Calvary Lutheran Church, Marquette, MI, by Pastor Andrew Schaller.
- August 4, 2024 - Pastor Paul Agenten was installed at Saint Peter Lutheran Church, Iron River, MI, by Pastor Norman Greve.
- July 14, 2024 - Mr. Mark Wales was installed as the Principal of Holy Trinity Lutheran Church, West Columbia, SC, by Pastor David Pfeiffer. This one-year call has continued to be renewed.
- July 14, 2024 - Ms. Blair Sydow was installed as the upper grade teacher of Holy Trinity Lutheran Church, West Columbia, SC, by Pastor David Pfeiffer. This one-year call has continued to be renewed.
- July 21, 2024 - Mr. Matthew Kranz was installed as the Principal of Berea Lutheran Church, Inver Grove Heights, MN, by Pastor Nathan Pfeiffer.
- July 28, 2024 - Mrs. Laura Wales was installed as part-time kindergarten teacher of Grace Lutheran Church, Fridley, MN, by Pastor John Hein.
- August 11, 2024 - Mr. Joshua Ohlmann was installed as Principal of Gethsemane Evangelical Lutheran Church, Saginaw, MI, by Pastor Michael Wilke.
- August 18, 2024 - Mr. Rick Mariner was installed as a high school teacher at Immanuel Evangelical Lutheran Church, Mankato, MN, by Pastor Joe Naumann.
- August 25, 2024 - Mr. Matthew Thurow was installed as a professor of Immanuel Lutheran High School, College, and Seminary, Eau Claire, WI, by Pastor John Hein, Chairman of the ILC Board of Regents.
- September 29, 2024 - Pastor Zachary Sippert was installed at Grace Ev. Lutheran Church, Sleepy Eye, MN, by Pastor Nathan Pfeiffer.
- October 20, 2024 - Pastor Luke Bernthal was installed at Messiah Lutheran Church, Hales Corners, WI, by Pastor Mark Bernthal.
- November 10, 2024 - Pastor Sam Rodebaugh was installed at St. John's Lutheran Church, Okabena, MN, by Pastor John Hein.
- March 30, 2025 - Pastor George Dummann was installed at Faith Lutheran Church, New Ulm, MN, by Pastor Nathan Pfeiffer.
- May 25, 2025 - Pastor Sam Naumann was installed at Prince of Peace Lutheran Church, Loveland, CO, by Pastor Tom Naumann.
- July 6, 2025 - Christine Starland and Deborah Owens, were installed as teachers at Berea Lutheran School, Inver Grove Heights, MN, by Pastor Nathan Pfeiffer. Mrs. Starland will be teaching part-time in the lower grade classroom, along with helping in Berea's preschool and kindergarten classrooms. Mrs. Owens will be teaching music.
- July 13, 2025 - Pastor Caleb Schaller was installed at Grace Lutheran Church, Valentine, NE, Peace Lutheran Church, Mission, SD, and St. Paul's Lutheran Church, White River, SD, by Pastor Michael Roehl.
- July 27, 2025 - Teacher Mikkela Schmitt was installed at Trinity Lutheran School, Watertown, SD, by Pastor Paul Krause.

- August 17, 2025 - Mr. Rick Mariner was installed as Principal with a 1-year call, Mr. Michael Wheaton was installed as Assistant Principal with a 1-year call, Mrs. Debra Mayhew was installed as 1-2 Grade Teacher with a 1-year call, Pastor Emeritus Paul Nolting was installed as a part-time Religion Teacher with a 1-year call, Mr. Bob Heller was installed as part-time Teacher and Teacher's Aide, and Mrs. Jackie Friedrichs was installed as Music Teacher at Immanuel Lutheran Church and School, Mankato, MN, by Pastor Joe Naumann.
- August 24, 2025 - Mary Albrecht and Lori Ruthenbeck were installed as part-time, one-year teachers at St. John's Lutheran School, Okabena, MN, by Pastor Sam Rodebaugh.
- August 24, 2025 - Vanessa Wales and Danielle Sippert were installed as part-time teachers at Grace Ev. Lutheran School, Sleepy Eye, MN, by Pastor Zachary Sippert.
- September 14, 2025 - Pastor David Ude was installed at St. Stephen Lutheran Church, Mountain View, CA, by Pastor Mark Gullerud.
- October 25-26, 2025 - Pastor Drew Naumann was installed at Messiah Lutheran Church, Eau Claire, WI, by Pastor Neal Radichel.
- December 21, 2025 - Pastor Michael Gurath was installed at Peace Thru Christ Lutheran Church, Middleton, WI, by Pastor John Schierenbeck.
- February 22, 2026 - Pastor David Schierenbeck was installed as assistant pastor at Berea Ev. Lutheran Church, Inver Grove Heights, MN, by Pastor Nathan Pfeiffer .
- April 26, 2026 - Pastor Tom Naumann was installed at Grace Lutheran Church, Fridley, MN, by Pastor Nathan Pfeiffer.

Retirements

- August 4, 2024 - Pastor Norman Greve - St. Peter's Ev. Lutheran Church, Iron River, MI.
- September 8, 2024 - Pastor Michael Eichstadt - Messiah Lutheran Church, Hales Corners, WI.
- September 29, 2024 - Pastor Timothy Wheaton - Prince of Peace Lutheran Church, Loveland, CO.
- October 27, 2024 - Pastor Jim Albrecht - St. John's Lutheran Church, Okabena, MN.
- May 2025 - Mrs. Collette Krause - Trinity Ev. Lutheran School, Watertown, SD.
- May 2025 - Mrs. Cathy Augustin - Berea Ev. Lutheran School, Inver Grove Heights, MN.
- June 22, 2025 - Pastor Paul Nolting - Grace Lutheran Church, Valentine, NE.
- September 6-7, 2025 - Pastor Paul Tiefel - Messiah Lutheran Church, Eau Claire, WI.
- January 31, 2026 - Pastor John Hein - Grace Lutheran Church, Fridley, MN.
- March 29, 2026 - Pastor Del Maas - Gift of God Lutheran Church, Mapleton, ND, and St. Paul's Lutheran Church, Ponsford, MN.
- April 30, 2026 - Pastor Ted Barthels - St. Paul's Ev. Lutheran Church, Austin, MN.
- June 21, 2026 - Pastor Richard Kanzenbach - St. Luke's Ev. Lutheran Church, Lemmon, SD.

In Memoriam

- August 23, 2022 - Jonathan Schaller
- November 24, 2022 - Marilyn Greening
- January 16, 2023 - Lee Krueger
- June 6, 2024 - Roxanne Fuerstenau
- November 3, 2024 - Walter Priebe
- November 25, 2024 - Jack Mayhew
- December 9, 2024 - Melvin Eichstadt
- January 16, 2025 - Daniel Hanel
- March 11, 2025 - Phyllis Skinner
- April 23, 2025 - Robert Rehm
- May 10, 2025 - Mary Schierenbeck
- May 24, 2025 - Susan Lau
- June 12, 2025 - Dorine Nohrenberg
- July 6, 2025 - L. Dale Redlin
- November 28, 2025 - Walter Romberg
- January 7, 2026 - Alice Naumann
- February 7, 2026 - John Hein
- February 15, 2026 - Eugene (Butch) Lang
- April 27, 2026 - Timothy Wheaton
- May 24, 2026 - Dennis Ahrens

Anniversaries

- September 22, 2024 - Trinity Ev. Lutheran Church, Spokane, WA, celebrated their 80th anniversary. Pastor Terrel Kesterson was the guest speaker.
- October 13, 2024 - Zion Lutheran Church, Hidewood, SD, celebrated their 125th anniversary. Pastor Andrew Schaller was the guest speaker.
- June 21, 2025 - Peace with God Ev. Lutheran Church, Onalaska, WI, celebrated their 25th anniversary as an organized congregation.
- June 22, 2025 - Morning Star Lutheran Church, Fairchild, WI, celebrated their 25th anniversary as an organized congregation.
- June 29, 2025 - Berea Ev. Lutheran Church, Inver Grove Heights, MN, celebrated their 65th anniversary.
- June 29, 2025 - St. Paul's Lutheran Church, Austin, MN, celebrated Pastor Ted Barthel's 50th anniversary in the pastoral ministry.
- August 17, 2025 - St. Stephen Lutheran Church, Mountain View, CA, observed Pastor Mark Gullerud's 50th year since his ordination.

Dedications

- September 14, 2025 - Mt. Zion Lutheran Church, Madison Heights, MI, dedicated a new church building at 510 W. Girard Ave., Madison Heights, MI, 48071.
- October 26, 2025 - Zion Lutheran Church (formerly of Ipswich, SD) dedicated a new church building at 1223 4th Ave SW, Aberdeen, SD, 57401.
- February 20, 2026 - Holy Trinity Ev. Lutheran Church, West Columbia, SC, dedicated their complete school renovation.

Resignations

- May 2025 - Teacher Debra Mayhew - Grace Ev. Lutheran School, Sleepy Eye, MN.
- May 2025 - Teacher Brandan Heinze - Immanuel Ev. Lutheran School, Mankato, MN.
- June 2025 - Pastor Ed Starkey - Our Redeemer's Lutheran Church, Red Wing, MN.
- July 2025 - Pastor Mark Tiefel - Peace Thru Christ Lutheran Church, Middleton, WI.
- August 2025 - Professor David Schaller - Immanuel Lutheran High School, College and Seminary, Eau Claire, WI.
- May 2026 - Teacher Karen Swyter - Faith Lutheran School, Markesan, WI.
- May 2026 – Teacher Dawn Mayhew - Redeemer Lutheran Church, Cheyenne, WY.
- May 2026 – Teacher Rebecca Buck - Messiah Lutheran Church, Eau Claire, WI.

Congregational Applications for Membership

- Our Saviour's Lutheran Church, Cadillac, MI.

Congregational Dissolutions

- December 31, 2024 - St. Stephen Lutheran Church of the East Bay resolved to dissolve their congregation.

Floor Committee #1

President's Report / Board of Education and Publications

Response to President's Address and President's Report (*Prospectus* p. 17-19)

We are thankful for President Wilke's report and address to the 2026 Convention highlighting our orthodox Lutheran confession, our commission to proclaim the Law and the Gospel to the world, and our confidence that God will spread and grow His Kingdom as we share His Gospel.

We especially appreciate President Wilke's encouragement to pray that the Lord of the harvest would provide workers for His Kingdom. The Harvest is indeed plentiful. Move, O gracious Lord, the hearts of our youth to enter the preaching and teaching ministries.

We also encourage our members and congregations to "humbly submit to the will of the majority" and support the ILC Building Project with their prayers and offerings.

Response to Board of Education and Publications Report (*Prospectus* p. 20-23)

We give thanks for the Board of Education and Publications' faithful and ongoing work in the Lord's Kingdom. We rejoice in the Lord who has graciously moved His people to give to the EduK8 fund. This fund can be used by congregations to help support or start CLC schools. We encourage existing and prospective schools to make use of this gift from the Lord.

We note with thanks the ongoing work on the catechism, the Children's Christian Doctrine Curriculum and the Online Theological Studies website. We give thanks for all those working on our ongoing synodical periodicals: The Lutheran Spokesman, Daily Rest, The Journal of Theology, and Ministry by Mail. We give thanks for Jessica Lau's faithful, ongoing work in the CLC Book House.

We give thanks for the many volunteers who work to upgrade and maintain our online presence including CLC Webmaster, Pastor Glenn Oster.

We thank outgoing chairman of the Board of Education and Publications, Pastor David Naumann for his years of service as well as Barbara Pfeiffer as she concludes her many years of service in the General Business Office.

Response to Recruiter to the Public Ministry (RPM) Report (*Prospectus* p. 24-25)

We thank the Lord for the Recruiters to the Public Ministry committee and their ongoing work.

Whereas we are thankful that the Holy Spirit has answered prayers by stirring interest in the public ministry, and

- Whereas we also want to support and retain students who have entered public ministry preparation programs, encouraging them to persevere and complete their training so they may faithfully serve where the Lord calls them, and
- Whereas we recognize that since the last convention two years ago 10 pastors have concluded their public ministry, and that over the last 10 years a majority of pastoral students did not enter the ministry, and
- Whereas our Lord Jesus tells us that “the harvest is great but the laborers are few” (Matt 9:37) and “He who desires the office of a bishop desires a good work” (1 Timothy 3:1), therefore be it
- RESOLVED** that we direct the recruiters to continue focusing on recruiting and retaining students training for the preaching and teaching ministries, and
- Whereas the aforementioned passages encourage us all to value the public ministry, therefore be it further
- RESOLVED** that we urge our congregations, pastors, teachers, and members, especially parents, to take an active role in encouraging our youths to actively and prayerfully consider serving in the public ministry.
- Whereas we thank the Lord for and recognize the benefits of the shadowing program in providing hands-on experience at Messiah Lutheran Church, therefore be it
- RESOLVED** that we direct the RPM committee to canvas additional congregations to gauge interest and implement the shadowing program as the committee and the congregations are able.

Retainment of Called Workers

- Whereas the retainment of existing called servants does not fall under the purview of the RPM, and
- Whereas retainment of current workers is critically important, and
- Whereas we look first and foremost to the LORD in this area as our help always comes from the LORD (Psalm 121:1-2 “I will lift up my eyes to the hills — From whence comes my help? My help comes from the LORD, Who made heaven and earth.”), and
- Whereas congregations are called by the Word to take an active role in supporting their called workers (I Thessalonians 5:12-13 “And we urge you, brethren, to recognize those who labor among you, and are over you in the Lord and admonish you, and to esteem them very highly in love for their work’s sake. Be at peace among yourselves.”); and

- Whereas** the pressures and challenges of the public ministry, including the current worker shortage, place significant demands upon called workers, affecting their physical, mental, and spiritual well-being; and
- Whereas** a congregation's support of its called workers strengthens the bond of fellowship (1 Thessalonians 5:11 "Therefore comfort each other and edify one another, just as you also are doing.") and helps sustain the workers for the work the Lord has called them to perform; therefore be it
- RESOLVED** that we encourage the leadership of congregations to formulate and/or review a plan to regularly assess the financial, physical, mental, and spiritual well-being of their called workers, and be it further
- RESOLVED** that we direct the president and conference visitors to address this critical need and report their progress back to the 2028 CLC Convention.

Standing Worship Committee

- Whereas** the Standing Worship Committee has served its purpose and has not been given any further duties, therefore be it
- RESOLVED** that the Standing Worship Committee be dissolved, and therefore be it further
- RESOLVED** that we thank them for their work.

Floor Committee #1 - President's Report / Board of Education and Publications

Prof. Matthew Thurow, ILC, Eau Claire, WI, **Chairman, Reporter**
 Ben Hanel, Immanuel, Mankato, MN, **Vice-Chairman**
 Pastor David Ude, St. Stephen, Mountain View, CA, **Chaplain**
 Teacher Neil Bernthal, Immanuel, Winter Haven, FL, **Secretary**
 Bill Berg, Gethsemane, Spokane Valley, WA
 Ed Chiapetti, St. Paul, Lakewood, CO
 Cory Drehle, Berea, Sioux Falls, SD
 Joel Gerbitz, Messiah, Hales Corners, WI
 Pastor Emeritus Norman Greve, Faith, New Ulm, MN
 Christian Kazemba, St. John's, Okabena, MN
 Pastor Benjamin Libby, Redeemer, Cheyenne, WY
 Mike McEnroe, Gift of God, Mapleton, ND
 Pastor Samuel Naumann, Prince of Peace, Loveland, CO
 Pastor Thomas Naumann, Grace, Fridley, MN
 Teacher, Noah Ohlmann, Grace, Valentine, NE
 Teacher Emeritus Karl Olmanson, Salem, Eagle Lake, MN
 Justin Penwell, Redemption, Lynnwood, WA
 Pastor Neal Radichel, Messiah, Eau Claire, WI
 Pastor Michael Roehl, St. Paul, Bismarck, ND
 Isaac Schmitt, Trinity, Watertown, SD
 Pastor Luke Willitz, Living Savior, Eden Prairie, MN
 David Windsor, Ascension, Batavia, IL

Floor Committee #2

Immanuel Lutheran College

Introduction (*Prospectus*, p. 26)

As we consider the purpose of Immanuel Lutheran High School, College, and Seminary, we are thankful for President Schierenbeck's encouragement to remember "who are we for and what are we for - on the basis of what Christ has done for us."

We pray that the Lord continues to bless the teaching of the Word of God at Immanuel so that future lay people, teachers, and pastors may go out and share the message of Christ's atoning sacrifice for the sins of the whole world.

Enrollment (*Prospectus*, p. 27)

We praise the Lord for the gift of a Christian education at Immanuel. We especially thank the Lord for the encouraging number of students we see in the forecast to be in the preaching and teaching programs in the next few years and for providing five seminary students this upcoming school year, including four incoming juniors.

Personnel (*Prospectus*, pp. 27-29)

We acknowledge with thanks the service of Professor David Schaller.

We thank the Lord for providing ILC with Professors Matthew Thurow and Dr. Daniel Sullivan.

We are grateful to the Lord for the service of girls' dorm supervisor Jaqi Bredehoft. We also thank the Lord for the new girls' dorm supervisor Heather Williams.

We acknowledge with thanks the faithful service of Karen Johannes, who served ILC in various capacities since 1991, and who has retired from teaching. We are thankful that she will continue to serve as Assistant Athletic Director for two more years.

We are grateful to the Lord for the service of April Sydow as Female Mentor since 2021 and thankful for the call accepted by Erin Franson to fill her position.

We thank the Lord for the nine years of service of Jennifer Schaller and the one year of service of Lydia Buck as Administrative Assistants.

Academics and Policy (*Prospectus*, pp. 29-30)

We thank the Lord for the four teaching graduates over the past biennium. We pray that the Lord will bless these teachers in their ministries and provide strength and encouragement to those continuing in the teaching and theological programs.

We concur with the Board of Regents regarding the removal and renaming of courses as well as the reduction of credits for the Bachelor of Science in Education (BSE) and Bachelor of Arts in Pre-Theological Studies (BAPS) programs.

We thank President Schierenbeck for conducting a feasibility study of ILC gaining regional accreditation. We concur with President Schierenbeck's recommendation that accreditation is not viable for ILC at this time.

We thank the Lord for providing an agreement with UWEC for another seven years to allow easy transfer of credits with them and other colleges.

We concur with the Board of Regents' action of implementing the recommendation from the 2024 CLC Convention that the minimum age for the Limited Public Ministry Program (LPM) be reduced from 35 to 30.

We support the implementation of the four new "Introduction to Ministry" courses. These courses will provide students with a more hands-on approach to the kingdom work they will be doing upon completion of their training.

We support the seminary faculty's plan to provide an orderly process for congregations to call a seminary student for the summer months, normally as an extension of the vicaring program. We encourage congregations to submit requests for seminary pastoral assistance to Seminary Dean Professor John Ude by early January. We pray that this program aids congregations during this time of pastoral vacancies.

Buildings and Grounds (*Prospectus*, pp. 31-32)

We thank the Lord for providing the beautiful ILC campus our synod enjoys. As with any facility, repair and upkeep is required. We are grateful for those who have kept our campus safe and up to date.

We recognize with thanks those who have taken the initiative to clear the forested area of invasive species and restore it to its original state.

We are thankful for being able to do the ILC Improvement Fund (IIF) projects to this date and are prayerful that the Lord will enable us to complete the items still on the list.

Finances (*Prospectus*, pp. 33-34)

We thank the Lord for the Student Aid Fund (SAF), which provides loans, scholarships, and grants to students at Immanuel. We pray that the day soon approaches when the SAF will become self-sustaining.

We are grateful for the Public Ministry Preparation Endowment (PMPE), which has been a great blessing to assist students to cover the cost of their tuition as they study to become pastors and teachers. We continue to encourage congregations in the CLC to remember this option as they give their offerings to the Lord for the work of the Church.

We encourage the continued use of the Partners in Ministry Program, which matches called workers who still have student loan debt with anonymous donors. We encourage congregations to let their called workers know that this is an option.

Response to the CLC Lay Ministry Committee's Report and Supplemental Report

(*Prospectus*, pp. 36-53)

- Whereas there is a serious current need for pastoral services in many CLC congregations that are experiencing vacancies; and
- Whereas congregations are at liberty to call laymen from within their congregations to provide certain pastoral services, such as conducting worship and reading sermons, and have been doing so for a long time; and
- Whereas congregations could benefit from a program better to educate the laymen who they call to serve in this limited capacity; and
- Whereas the CLC Lay Ministry Committee has identified various areas of lay ministry, and has suggested resources for self-study or guided study to facilitate education in these areas; and
- Whereas the impetus for seeking such lay ministry services should come from the congregation; and
- Whereas both Level One and Level Two programs are described in the report, with the main difference being that Level One is designed for a local layman to serve his own congregation in a temporary capacity, while Level Two would qualify a man to be available to serve a vacancy in other congregations as well; and
- Whereas the Level Two program is less well defined, and overlaps in many areas with ILC's current Limited Public Ministry Program; and
- Whereas the Committee provides valuable recommendations for coursework and procedures, but the program will need to be customized for individual candidates and situations; and
- Whereas the program seeks to provide education for qualified laymen to serve in a temporary capacity, while offering the guidance of a CLC clergy member; therefore be it
- RESOLVED** that the name of the program will be the Lay Ministry Training Program, which indicates that the goal will be to provide the designated layman with education so as to carry out, under the supervision of a regular pastor, specific functions of the public ministry as needed in a congregation; and be it further
- RESOLVED** that the CLC President will appoint a Lay Ministry Training Program Committee, which will serve to A) Promote the program to CLC congregations, who will be responsible to ask a suitable layman or laymen to participate in the program in order to serve them in the specific areas that they desire; B) Recruit CLC clergy members to serve as mentors for a given layman or laymen; C) Review and offer course curriculum from the sources

described in the Committee report (Prospectus, p. 39) for the areas of service that are needed; D) Receive reports from the pastor/mentor upon the successful completion of a given course, and provide a certificate of completion; and be it further

RESOLVED that the report of the CLC Lay Ministry Committee will serve as a working guide for the direction and content of the program, but can be customized for individual participants and their congregations as individual needs require; and be it further

RESOLVED that, at present, the Lay Ministry Training Program Committee will confine itself to the Level One program, and will offer its report on the program and a recommendation whether also to offer a Level Two program to the 2028 Convention; and be it further

RESOLVED that we affirm that the calling authority for who will serve the congregation, and in what capacity, lies with the calling congregation, yet the distinction between a clergy member of the CLC and a Lay Minister must be maintained; and be it finally

RESOLVED that we thank the members of the CLC Lay Ministry Committee for their extensive work on their report.

Response to the ILC Facility Expansion Committee's Report (*Prospectus*, p. 54)

We support the findings and priority recommendations of the ILC Facility Expansion Committee. We thank them for their continued work.

Response to the ILC Building Committee's Report (*Prospectus*, p. 55)

Whereas expanded gymnasium space will support the needs of the school; and

Whereas the current estimated cost as of 6/24/26 to construct a new gymnasium is \$10.6 million; and

Whereas the building fund offerings have increased to a balance of \$2,565,586 as of 5/31/26; and

Whereas the FEMA funding is no longer being pursued due to complexity, timing, and low probability of being awarded these funds; and

Whereas the longer we wait, the more expensive the project becomes. A conservative estimated average increase of 3% a year would put the projected building project price at \$11.25 million by next convention; and

Whereas FY25 contributions to the ILC Building Fund would have covered the monthly mortgage payment of \$27,658 for a \$7 million, 30 year loan; and

- Whereas historically our synod has shown strong support for our large building projects and has allowed us to make advance principal payments (Academic Center); and
- Whereas approximately \$8 million in additional funding is required to complete the project; therefore, be it
- RESOLVED** that the Convention directs the Board of Trustees to open the Church Extension Fund (CEF) for additional promissory notes to raise \$7 million; and be it further
- RESOLVED** that the Convention approves a loan of up to \$7 million from the CEF for the ILC Gymnasium, once the Board of Trustees has determined that the funds are available; and be it further
- RESOLVED** that the ILC Gymnasium Publicity Committee will actively make these needs known to the church body to achieve the level of funding needed to begin construction; and be it finally
- RESOLVED** that we reaffirm that the ILC Building Committee should proceed with construction as soon as possible, once the necessary funding is secured.

Floor Committee #2 - Immanuel Lutheran College

Teacher Josh Ohlmann, Gethsemane – Saginaw, MI, **Chairman**
 Mr. Carl Ryan, Mt. Zion – Detroit, MI, **Vice Chairman, Secretary**
 Pastor Zach Sippert, Grace – Sleepy Eye, MN, **Chaplain**
 Missionary Bruce Naumann, Arusha, Tanzania, **Reporter**
 Mr. John Abbott, Holy Cross – Phoenix, AZ
 Pastor David Baker, Resurrection – Corpus Christi, TX
 Mr. Joel Bernthal, Immanuel – Winter Haven, FL
 Mr. Josh Fabian, Living Savior – Eden Prairie, MN
 Professor Joel Gullerud, ILC
 Mr. Kirk Kesterson, Prince of Peace – Loveland, CO
 Pastor Paul Krause, Trinity – Watertown, SD and Zion – Hidewood Township, SD
 Teacher Em. Ted Quade, Messiah – Hales Corners, WI
 Mr. Scott Radcliffe, Ascension – Tacoma, WA
 Mr. Ben Reim, Trinity – Spokane, WA
 Mr. Craig Ryan, Salem – Eagle Lake, MN
 Pastor Caleb Schaller, Grace – Valentine, NE
 Mr. Gordy Schmidt, Faith – New Ulm, MN
 Mr. Seth Schoon, St. Paul's – White River, SD
 Mr. Philip Strike, St. John's – Okabena, MN
 Mr. Craig Youngerberg, Living Hope – Appleton, WI

Floor Committee #3

Missions

“Let Your work appear to Your servants, and Your glory to their children. And let the beauty of the Lord our God be upon us, and establish the work of our hands for us; Yes, establish the work of our hands.” (Psalm 90:16-17)

Domestic Mission Fields (Prospectus, pp. 58-60)

We thank the Board of Missions for their report and for their efforts to shift the approach toward domestic mission work through the concerted use of the Diaspora List and Traveling VBS.

We thank the Lord for the work of the Traveling VBS program and for the Board's efforts to match willing workers with the needs of various congregations. We pray that the Lord bless the future efforts of this program.

We acknowledge with thanks the faithful service of Pastor Andrew Schaller at Living Hope in Appleton, WI, and we join the Board in praying that the Lord would provide them with a resident pastor.

Diaspora List and Guidelines (Prospectus, pp. 58-60)

- | | |
|---------|--|
| Whereas | a renewed effort at gathering contact information for long-distance members has successfully identified domestic mission “hotspots” and resulted in the establishment of new preaching stations in Lincoln, NE; Pittsboro, NC; Brainerd, MN; and Des Moines, IA; and |
| Whereas | participation in this important project has remained sparse, with only 11 congregations submitting updated information for the 2026 Diaspora List; and |
| Whereas | we concur with the Board of Missions that more orderly management and full participation across the synod will, Lord willing, bear a more fruitful harvest of souls; and |
| Whereas | the Board has adopted official Diaspora Guidelines to establish processes for the annual collection of data, alternative reporting options for hesitant congregations, restricted management of personal information, and review of “hotspots” twice a year; and |
| Whereas | these guidelines provide a framework for coordinating communication among pastors, congregations, conferences, and the Board of Missions; therefore be it |

RESOLVED that the 2026 CLC Convention approves the Diaspora Guidelines as presented in the Board of Missions Report (pp. 59, 60).

Domestic Mission Coordinator (Prospectus, pp. 60, 61)

We thank the Committee on Domestic Fields for its past work in domestic mission endeavors. We acknowledge the Board's efforts to establish the Domestic Mission Coordinator position to manage the Diaspora List, the Traveling VBS program, and to be the point of contact and promoter for our domestic missions efforts. We thank Pastor Tim Daub for his acceptance of the appointment to this role.

Foreign Mission Fields (Prospectus, pp. 61-69)

We give thanks to our Heavenly Father for the abundant harvest in our foreign fields and for the dedication of those serving in India, Bangladesh, Myanmar, the Philippines, Nepal, Mexico, Tanzania, Liberia, Congo, Nigeria, Togo, Zambia, Kenya, and Uganda.

We offer our thanks to the Lord for Missionary Ohlmann's 25 years of dedicated leadership of the Mission Helper Program, and request His same grace and favor moving forward for Pastor Tom Naumann leading the East Africa Mission Helper teams and Pastor Sam Rodebaugh leading the Nepal Mission Helper teams.

We thank the Lord for Pastor John Hein's faithful service as part-time missionary to Liberia and praise God for delivering to Pastor Hein the crown of eternal life. We also thank the Lord for the continued blessing of our three full time missionaries, Peter Evensen, Bruce Naumann, and Todd Ohlmann, as well as part-time missionary Paul Nolting and Ted Quade for his service as CSIS.

We ask for the Lord's blessings on the colloquy process with the pastor from the Pakistan Church of the Lutheran Confession in 2027.

We pray for the Lord's continued protection and strength for our many brothers and sisters in foreign mission fields who are facing persecution and economic hardship.

We pray that the Lord will continue opening doors for our foreign outreach efforts.

Kinship (Prospectus, p. 69)

We praise the Lord and acknowledge with thanks the work of the Kinship Committee and its vital role in providing support for orphans, widows, seminary students, as well as disaster relief efforts, such as the cyclone relief for believers in Bangladesh and the Cheli Project in Nepal.

Floor Committee #3 - Missions

Pastor Luke Bernthal, Messiah, Hales Corners, WI, **Chairman**
Mr. Nicholas Naumann, Living Savior, Eden Prairie, MN, **Vice-Chairman**
Mr. Josh Rodebaugh, Ascension, Tacoma, WA, **Secretary**
Mr. Neal Wietgreffe, Zion, Aberdeen, SD, **Reporter**
Mr. Dale Bernthal, Grace, Valentine, NE
Mr. Paul Blumhardt, Holy Cross, Phoenix, AZ
Mr. Greg DeGier, Bethel, Morris, MN
Teacher Lane Fischer, Immanuel, Mankato, MN
Mr. Mark Johnson, St Paul, Bismarck, ND
Mr. George Krafft, Prince of Peace, Loveland, CO
Mr. Andrew Lindahl, St. Matthew, Dallas, TX
Pastor Drew Naumann, Messiah, Eau Claire, WI
Professor Paul Naumann, ILC, Eau Claire, WI
Mr. Bill Rust, Grace, Fridley, MN
Teacher Seth Schaller, Messiah, Eau Claire, WI
Pastor Thomas Schuetze, St Paul, Lakewood, CO
Teacher Nathan Wales, Grace, Sleepy Eye, MN
Professor Mark Weis, ILC, Eau Claire, WI
Mr. Aaron Youngerberg, Peace with God, Onalaska, WI
Mr. Larry Youngerberg, Luther Memorial, Fond du Lac, WI

Floor Committee #4

Doctrine

Response to the Board of Doctrine Report (*Prospectus* p. 70-71)

- Whereas the Church of the Lutheran Confession (CLC) exists primarily to proclaim the Gospel for the salvation of souls; and
- Whereas the report from the Board of Doctrine emphasizes the centrality of the Gospel in all doctrinal and fellowship matters; and
- Whereas the Board continues to serve the CLC through doctrinal review, colloquies, and its other constitutional duties; therefore be it
- RESOLVED** that we receive the report of the Board of Doctrine with gratitude to the Lord for the faithful labors of board members past and present; and be it further
- RESOLVED** that we encourage the Board in its work in service to the Gospel and the doctrinal integrity of the CLC.

Response to 2025 General Pastoral Conference Report (*Prospectus* p. 72)

We thank the General Pastoral Conference for addressing “any remaining concerns regarding previous studies on church fellowship” and give glory to God for the doctrinal unity He has given to our fellowship as expressed by its report.

Floor Committee #4 - Doctrine

Pastor James Naumann, Our Savior’s—Jamestown, ND, **Chairman**
Pastor Em. Theodore Barthels, St. Paul’s—Austin, MN, **Vice Chairman**
Pastor Frank Gantt, Faith—Manchester, MO, Zion - GA **Chaplain**
David Maas, Grace—Valentine, NE, **Secretary**
Pastor Nathan Pfeiffer, Berea—Inver Grove Heights, MN **Reporter**
Pastor Paul Agenten, Calvary—Marquette, MI, and St. Peter’s—Iron River, MI
Pastor Emeritus Paul Fleischer, Our Redeemer – Red Wing, MN
Larry Graham, Trinity – Spokane, WA
Pastor Emeritus Mark Gullerud, St. Stephen – Mountain View, CA
Kyle Hulke, Berea – Inver Grove Heights, MN
Darrell Haslett, Word of God – Pana, IL
Mick Johnson, St. Paul – Bismarck, ND
Pastor Emeritus John Klatt, Trinity – Watertown, SD
Daniel Pfeiffer, Immanuel – Mankato, MN
Paul Pfeiffer, St. Paul’s – Ponsford, MN
Lonnie Phillips, Luther Memorial – Fond du Lac, WI
Pastor David Reim, St. Paul – Vernon, BC
Pastor Johnathan Schnose – Bethel, Morris, MN
Professor Steven Sippert – ILC, Eau Claire, WI
Teacher Paul Tiefel III – Messiah, Hales Corners, WI
Teacher Michael Wheaton – Immanuel, Mankato, MN

Floor Committee #5

Finance

FY27 CBP Budget Proposal (*Prospectus*, p. 74)

We praise the Lord for richly and graciously blessing the CLC by providing for our needs for the work in His kingdom. We thank the Board of Trustees for their diligent and wise management of the funds entrusted to their care. Finally, we recognize and thank the various individuals and committees who have assisted the Trustees in their work.

Whereas the Board of Trustees has coordinated with the other boards of the CLC in proposing a recommended budget, and

Whereas the Board of Trustees continues to use the annual CBP estimate data from the congregations as a component of the revenue budgeting process, and

Whereas the Board of Trustees has proposed the following overall CLC operating budget for FY27¹:

Education	\$15,000
Trustees	\$69,120
Missions	\$492,500
Regents (subsidy)	\$817,300
Regents (student revenue)	\$989,700
Total CLC Operating Budget	\$2,383,620

Therefore be it

RESOLVED that the overall CLC operating budget for FY27 be accepted as presented (subject to revisions during the course of this convention).

¹ The proposed budget includes the Board of Trustees recommended actions from page 84 of the *Prospectus*, including a \$10 increase to the monthly Retirement Plan contribution, a \$20 per month increase to the Old Retirement Plan for remaining participants, the Mission Board budget fully assuming the funding for the 3rd Foreign Missionary, and the 2.8% COLA of \$94 per month increase for code salary workers.

CLC Retirement Plan Contributions (*Prospectus*, p. 84)

Whereas the Board of Trustees is recommending a \$10 monthly increase to the Retirement Plan contribution, therefore be it

RESOLVED that the monthly Retirement Plan contributions be increased \$10 (to \$230 per month) effective January 1, 2027.

Whereas the Board of Trustees is recommending a \$20 monthly increase to the Old Retirement Plan, therefore be it

RESOLVED that the Old Retirement Plan distributions be increased \$20 per month effective July 1, 2026.

Funding of Third Foreign Missionary (*Prospectus*, p. 84)

Whereas the general budget for the Board of Missions is used to fund salaries for our missionaries, and

Whereas the 2021 Convention directed that the Third Foreign Missionary be partially funded by the MDF, and

Whereas the Board of Missions has included full funding of the Third Foreign Missionary in their FY27 budget; therefore be it

RESOLVED that beginning in FY27 the Third Foreign Missionary be fully funded by the Board of Missions budget.

CLC Convention Resolution to Increase the Base Salary for Code Salary Workers (*Prospectus*, p. 84)

Whereas the 2024 CLC Convention resolved “that, going forward, annual COLA increases and base salary increases will depend on the current rate of inflation and overall budget considerations,” and

Whereas the Board of Trustees recommends a salary increase of \$94 per month, which is a 2.8% Cost of Living Adjustment, therefore be it

RESOLVED that the base salary for Code Compensation be increased \$94 per month, effective July 1, 2026.

CLC Legal Considerations (*Prospectus*, p. 84)

Whereas congregations operating as unincorporated entities may expose the CLC, individual congregation members, council/board members, and clergy to financial and legal liability; and

Whereas formal incorporation under state law establishes the congregation as a separate legal entity, thereby helping to shield the CLC, individual members and leaders of the congregation from liability, and providing a clear

- framework for holding property, entering into contracts, and managing risk; and
- Whereas there may be some congregations that mistakenly assume they are incorporated, or may have allowed their corporate status to lapse by failing to file required annual reports with the state; therefore be it
- RESOLVED** that the CLC urges all member congregations to review their current legal status (via their respective Secretary of State website) and ensure that they are properly and actively incorporated under the laws of their respective states.
- RESOLVED** that the CLC Board of Trustees maintain a list of CLC congregations and their incorporation status and report on this matter to the Coordinating Council.
- RESOLVED** that the CLC Standing Constitution Committee in conjunction with the Board of Trustees review the Constitution and Bylaws of the CLC in consultation with an attorney to determine if changes should be made to protect the synod at large and its member congregations from legal liability.
- Whereas each individual congregation within the CLC is an autonomous legal and financial entity; and
- Whereas newly enacted Internal Revenue Service (IRS) regulations introduce complications in maintaining a Group Exemption; therefore be it
- RESOLVED** that all individual congregations are disallowed from using the CLC's Group Exemption or corporate tax identity (FEIN) for any purpose.

Equalization Proposal (*Prospectus*, p. 86)

- Whereas disparities in Convention Equalization were identified in 1992 and have not yet been resolved (*Prospectus*, pg. 86); 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 for the purpose of equalization each congregation submit the number of pastors, male teachers, and delegates to the CLC Vice-President at least 60 days before the Convention; and be it further

RESOLVED that the Vice President 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 less the cost of travel based on the congregation's mileage and number of delegates, ensuring that every member of the fellowship shares the burden of travel equally.

Floor Committee #5 - Finance

Dr. James Sydow, Messiah, Eau Claire, WI, **Chairman**

Pastor Andrew Schaller, Luther Memorial, Fond Du Lac, WI, **Vice-Chairman, Chaplain**

Pastor Chad Seybt, Western Wisconsin Quad Parish, **Secretary**

Pastor Samuel Rodebaugh, St. John's, Okabena, MN, **Reporter**

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

Mr. Timothy Blank, St. Stephen, Mountain View, CA

Pastor Wayne Eichstadt, Gethsemane, Spokane Valley, WA

Mr. Ralph Fitschen, Our Redeemer's, Red Wing, MN

Mr. Ron Geiger, Grace, Sleepy Eye, MN

Pastor Michael Gurath, Peace Thru Christ, Middleton, WI

Pastor Terrel Kesterson, Ascension, Batavia, IL

Teacher Stephen Krause, Grace, Valentine, NE

Missionary Todd Ohlmann

Professor Jeffrey Schierenbeck, ILC, Eau Claire, WI

Mr. Benno Sydow, Grace, Fridley, MN

Professor John Ude, ILC, Eau Claire, WI

Mr. Robin Vogsland, Holy Spirit, Albuquerque, NM

Mr. Mark Wales, Holy Trinity, West Columbia, SC

June 1, 2026

Board of Trustees

Church of the Lutheran Confession

We have performed an internal inspection of the financial records of the Church of the Lutheran Confession. Our procedures included an informal analysis of expenditure documentation, income reporting, and bank account reconciliation. The period covered was July 1, 2023 – June 30, 2025. No material misstatements were found during the inspection.

Signed: Linda Feirn Dated: 3/12/26
Linda Feirn

Signed: Aaron Thompson Dated: 3/19/26
Aaron Thompson

Floor Committee #6

Membership/Constitution

Applications for Membership (Congregation)

Whereas the following congregation has submitted its constitution and declared its agreement with the doctrinal position set forth in the constitution of the Church of the Lutheran Confession (CLC), and with the order established by it, therefore be it

RESOLVED that Our Saviour Evangelical Lutheran Church, Cadillac, MI, be accepted as a member congregation of the CLC. (Though the congregation has been listed on the official synodical roll call, there is no record of a formal application for membership).

Applications for Membership (Individual)

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

RESOLVED that

Teacher Orrin Hanel, Redeemer, Cheyenne, WY
Teacher Noah Ohlmann, Grace, Valentine, NE
Professor Daniel Sullivan, Immanuel Lutheran College, Eau Claire, WI
Pastor Samuel Naumann, Prince of Peace, Loveland, CO

be accepted as voting members of the CLC.

Seating of Delegates

Whereas the roll for the 37th Convention of the CLC was called by the Secretary on the convention floor, and

Whereas there were no objections or protests to the roll, therefore be it

RESOLVED that we seat the called workers and delegates who responded to the roll call and absentees who have submitted excuses for being late.

Dissolution of Congregation

We acknowledge with regret that St. Stephen Lutheran Church, Hayward, CA, has dissolved.

Resignations

With thanks for their service in God's kingdom, we acknowledge the resignations and peaceful releases of:

Teacher Debra Mayhew - Grace, Sleepy Eye, MN
Teacher Brandan Heinze - Immanuel, Mankato, MN
Pastor Ed Starkey - Our Redeemer's, Red Wing, MN
Pastor Mark Tiefel - Peace Thru Christ, Middleton, WI
Professor David Schaller - Immanuel, Eau Claire, WI
Teacher Karen Swyter - Faith, Markesan, WI
Teacher Dawn Mayhew - Redeemer, Cheyenne, WY
Teacher Rebecca Buck - Messiah, Eau Claire, WI

In Memoriam

We rejoice that the Lord, in His grace and wisdom, has received into glory:

Dennis Ahrens (teacher); Melvin Eichstadt (Board of Doctrine); Roxanne Fuerstenau (wife of Pastor David Fuerstenau); Marilyn Greening (teacher); Dan Hanel (pastor); John Hein (pastor); Lee Krueger (Board of Missions); Eugene (Butch) Lang (Board of Trustees); Susan Lau (wife of Pastor David Lau); Jack Mayhew (Board of Missions); Alice Naumann (wife of Pastor Bertram Naumann); Dorine Nohrenberg (teacher); Walter Priebe (teacher, ILC cook); L. Dale Redlin (pastor); Robert Rehm (teacher); Walter Romberg (Board of Trustees); Jonathan Schaller (pastor); Mary Schierenbeck (wife of Pastor David Schierenbeck); Phyllis Skinner (ILC dorm mother); Timothy Wheaton (pastor).

Synodical Vacancies

We encourage the several CLC congregations that have, in the Lord's good grace, navigated extended pastoral vacancies to share their best practices at their area delegate conferences, and we encourage our pastors to recognize the need and to discuss at their area pastoral conferences best practices in equipping the laymen of their congregations to serve their members through extended pastoral vacancies. We also encourage congregations experiencing a vacancy to take advantage of the newly-established Lay Ministry Training Program.

Ministry Re-entry Policy (see Addendum p. 6)

Whereas	President Michael Wilke has directed our committee to review the 1992 Re-Entry Policy for former CLC pastors and teachers, and
Whereas	concerns have been expressed regarding the current process and the consistency of its implementation, and

- Whereas Article IX of the CLC Constitution states that in the case of a vacancy, a congregation “shall request the counsel of the President so that he may make recommendations for the proper care of the congregation during the vacancy and propose suitable candidates for consideration”, and
- Whereas Article VIII of the CLC Constitution states the Conference Visitor shall “counsel and encourage pastors” and “counsel with the President in matters affecting the common welfare of the Church of the Lutheran Confession”, and
- Whereas the experience of the CLC Conference Visitors in handling situations like this would be valuable in the review and further development of this policy, therefore be it
- RESOLVED** that the CLC Conference Visitors, along with the Presidium, study the current 1992 Re-Entry Policy and, if necessary, bring an updated policy to the 2028 CLC Convention for approval.

37th Convention Statistics

Total Delegates: 71

Present: 69

Excused full-time: 2

Excused part-time: 1

Pastors: 40

Missionaries: 3

Professors: 12

Teachers: 15

Called servants present: 70

Excused full-time: 3

Excused part-time: 1

Total Present: 139

2026 Congregational Summary

Congregations with two delegates: 28

Congregations with one delegate: 15

Congregations with zero delegates: 26

Emeriti

We recognize and appreciate the attendance of the following emeriti:

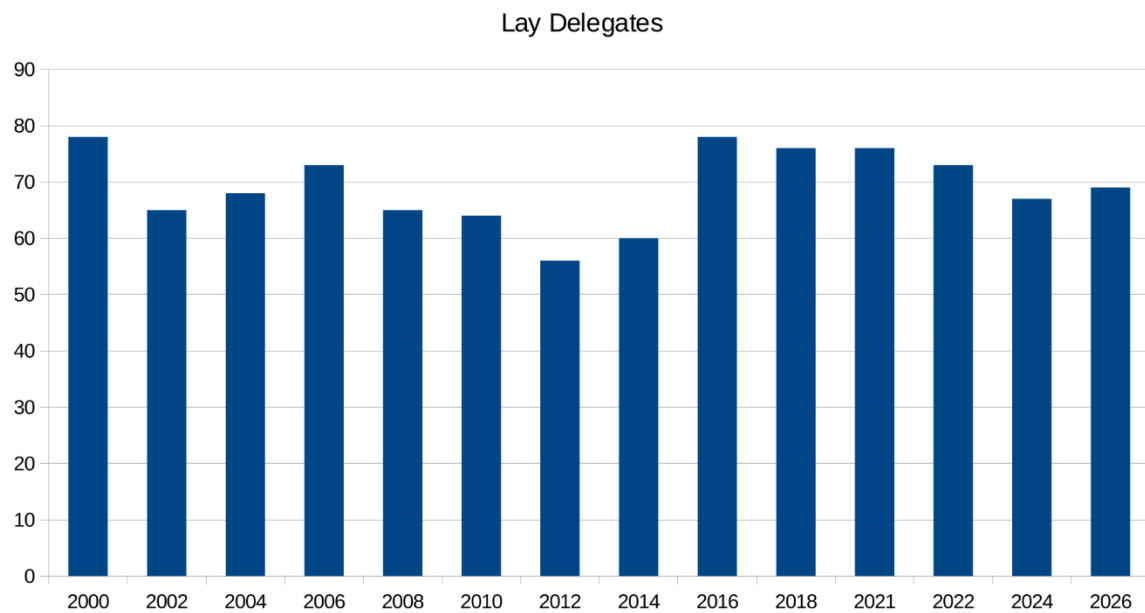
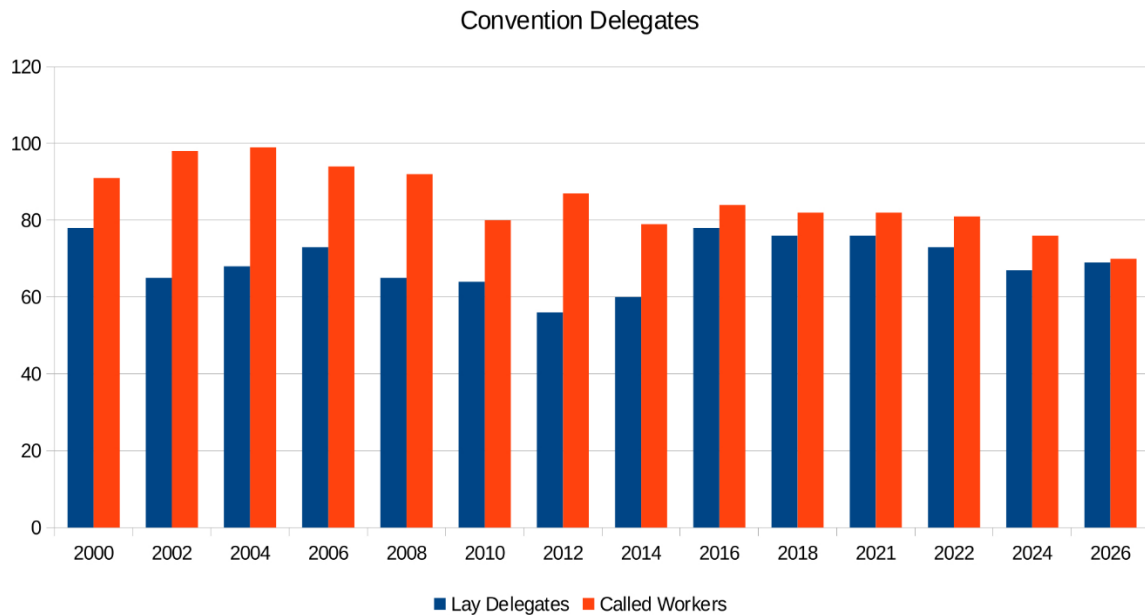
Delegates: Ted Barthels, Paul Fleischer, Norman Greve, Mark Gullerud, John Klatt, David Koenig, Karl Olmanson, Ted Quade

Non-Delegates: Mark Bernthal, Daniel Fleischer, Vance Fossum, David Fuerstenau, Paul Koch, Peter Reim, James Sandeen, David Schierenbeck, John Schierenbeck, Paul Tiefel Jr.

Convention Attendance (2000-2026)

2000 - 2010 Conventions were Monday through Friday
 2012 & 2014 Conventions were Monday through Thursday
 2016 - 2026 Conventions were Thursday through Sunday

	2000	2002	2004	2006	2008	2010	2012	2014	2016	2018	2021	2022	2024	2026
Lay Delegates	78	65	68	73	65	64	56	60	78	76	76	73	67	69
Called Workers	91	98	99	94	92	80	87	79	84	82	82	81	76	70
Total	169	163	167	167	157	144	143	139	162	158	158	154	143	139



CLC Statistics

We thank Gunnard Sippert for his work in compiling the statistics on CLC congregations included on *Prospectus* pages 88-91.

Thanks

We express our great appreciation for the dedicated efforts of those who have served this Convention: the faculty and staff of Immanuel Lutheran High School, College, and Seminary, kitchen staff, instrumentalists, choir, the officers of the various boards, floor committees and their chairmen, chaplains, reporters, and secretaries, and the countless others who worked behind the scenes in a variety of ways, including the prayers of our brethren not present at the Convention.

We thank Messiah Lutheran Church for hosting our Convention Communion Service.

We also thank the outgoing members for their dedicated service to the Lord in the following synodical positions:

- **CLC Secretary:** Pastor Wayne Eichstadt, Pastor Nathanael Mayhew
- **Board of Regents:** Pastor John Hein
- **Board of Missions:** Pastor Robert Sauers
- **Board of Education & Publications:** Pastor David Naumann
- **Board of Doctrine:** Pastor Emeritus David Schierenbeck, Pastor Mark Tiefel
- **Journal of Theology Editor:** Pastor Wayne Eichstadt
- **Journal of Theology Assistant Editor:** Professor Steven Sippert

We thank the following for serving in their respective capacities during this Convention:

- **Praesidium:** Pastor Michael Wilke, Pastor Joe Naumann
- **Secretary:** Pastor Nathanael Mayhew
- **Moderator:** Pastor Emeritus Paul Nolting
- **Essayists:** Pastor Nathan Pfeiffer, Mr. James Arndt
- **Convention Chaplain:** Pastor Jonah Albrecht
- **Convention Music Coordinator:** Pastor Paul Krause
- **Convention Technology Coordinator:** Professor Ross Roehl
- **Convention Voting Software:** Mr. Jon Oster
- **Convention Choir Director:** Mr. Philip Strike
- **Convention Memorial Speaker:** Pastor Emeritus Paul Nolting
- **Convention Reporter:** Professor Joseph Lau
- **Convention Communion Service Liturgist:** Pastor Samuel Naumann
- **Convention Communion Service Speaker:** Pastor Benjamin Libby
- **Convention Communion Service Organist:** Dr. Daniel Sullivan
- **Livestream:** Professor David Rodebaugh

Addendum: 1992 Re-Entry Policy (1992 CLC Convention *Proceedings* p. 25)

Persons Desiring to Re-enter the Public Ministry

- Whereas the President has found it useful to appoint a committee to meet with CLC pastors and teachers seeking to re-enter the public ministry, and,
- Whereas such a review can benefit the applicant by informing the applicant if any circumstances would hinder the applicant's being called into the public ministry, and,
- Whereas such a discussion can further benefit the applicant by also providing brotherly counsel that may help the applicant return to service, and,
- Whereas the committee could provide insights to assist the President in evaluating the qualifications of the applicant as a candidate, therefore, be it
- RESOLVED** that when a CLC pastor or teacher desires to re-enter the public ministry, the president shall appoint a committee to meet with the applicant, and be it further
- RESOLVED** that the committee have available all pertinent information regarding the conditions of the applicant's resignation, and be it further
- RESOLVED** that this committee shall submit a written report of review to the President.

Floor Committee #6 - Membership

Pastor Rob Sauers - Immanuel, Winter Haven, FL, **Chairman, Reporter**
Pastor Glenn Oster - Gift of God, Fairfax, VA, **Vice Chairman, Chaplain**
Pastor Stefan Sonnenfeld - Redeemer, Sister Lakes, MI, **Secretary**
Pastor Timothy Daub - Prince of Peace, Hecla, SC
Pastor Emeritus David Koenig - Holy Trinity, West Colombia, SC
Pastor Joe Naumann - Immanuel, Mankato, MN
Mr. Charles Maguire - Gethsemane, Spokane Valley, WA
Mr. Paul McGary - St. Matthew's, Dallas, TX
Mr. Dennis Oster - Messiah, Eau Claire, WI
Mr. Greg Rand - St. Paul's, Melrose, WI
Professor David Rodebaugh - Immanuel, Eau Claire, WI
Mr. Isaac Schaller - Gift of God, Mapleton, ND
Teacher Levi Schaller - Messiah, Hales Corners, WI
Mr. Wade Schlie - Grace, Sleepy Eye, MN
Mr. Michael Sprengeler - St. Paul, Lakewood, CO
Pastor Matthew Ude - Faith, Markesan, WI

Floor Committee #7

Elections

Convention Dates

The 2028 CLC Convention will be held June 22-25, 2028.

Convention Communion Service Offering

The Convention decided by motion that the offering from the Convention Communion Service be designated to the ILC Building Fund.

2026 Elections (Bold type indicates the results of 2026 elections)

CLC Officers

President: Pastor Michael Wilke (2028)

Vice President: Pastor Joseph Naumann (2028)

Secretary: Pastor David Ude (2028)

Moderator: Pastor Em. Paul Nolting (2028)

Board of Missions

Pastor Timothy Daub (2028)

Mr. Jeff Radichel (2028)

Pastor Michael Gurath (2030)

Mr. Joel Krafft (2030)

Board of Regents

Teacher Nathan Wales (2028)

Mr. Steve Ludvigson (2028)

Mr. James Burkhardt (2030)

Pastor Wayne Eichstadt (2030)

Board of Trustees

Pastor Michael Roehl (2028)

Mr. Neal Wietgreffe (2028)

Mr. Tom Lentz (2030)

Professor Jeff Schierenbeck (2030)

Board of Education & Publications

Teacher Seth Schaller (2028)

Mr. Craig Ryan (2028)

Pastor Zachary Sippert (2030)

Professor Ross Roehl (2030)

Conference Visitors (Elected by respective conferences, ratified by Convention)

Great Lakes: Pastor Andrew Schaller

Minnesota: Pastor Nathan Pfeiffer

Pacific Coast: Pastor David Naumann

South Eastern: Pastor Matthew Hanel

West Central: Pastor Michael Roehl

2026 Presidential Appointments

Archivist (Appointed by President)

Professor Em. Paul Schaller

Board of Doctrine (Appointed by Praesidium and Visitors – Ratified by Convention)

Pastor Em. James Albrecht

Pastor D. Frank Gantt

Mr. Peter Krafft

Pastor Thomas Naumann

Pastor David Reim

Pastor Andrew Schaller

Pastor Thomas Schuetze

CLC Webmaster (Appointed by President)

Pastor Glenn Oster

Clergytalk Moderator (Appointed by President)

Professor Paul Naumann

Constitution Committee (Appointed by President)

Teacher Ross Kok

Mr. Joel Krafft

Mr. Peter Sydow

Daily Rest Staff (Appointed by President-Ratified by Convention)

Editor: Pastor Jonah Albrecht

Asst. Editors:

Teacher Matthew Kranz

Mr. John Mueller

Teacher Joshua Ohlmann

Audio: Pastor Wayne Eichstadt

Formatting: Mrs. Jennifer Stockman

Layout: Mrs. Jill Tiefel

Website: Mr. Frank Radichel

Finances Inspection Committee (Appointed by President)

Mr. David Maas
Mrs. Linda Feirn
Mr. Aaron Thompson

ILC Building Committee (Appointed by President)

Mr. David Albrecht
Mr. Paul Heinze
Mr. Steve Ludvigson
Mr. Tim Noeldner
Mr. Philip Reim
Pastor Michael Roehl
Professor Ross Roehl
Professor Daniel Schierenbeck
Professor Jeff Schierenbeck

ILC Building Planning Publicity (Appointed by President)

Professor Ross Roehl
Mr. Ethan Sydow
Mr. Noah Sydow

ILC Facility Expansion Committee (Appointed by President)

Mr. Paul Heinze
Mr. Dennis Oster
Dr. James Sydow

Advisory: Professor Daniel Schierenbeck

Journal of Theology Staff (Appointed by Praesidium, Secretary, Visitors – Ratified by Convention)

Editor: Pastor David Pfeiffer

Asst. Editor: Pastor Paul Agenten

Business Manager: Mr. Steve Lentz

Contributors:

Pastor D. Frank Gantt
Pastor Em. Michael Eichstadt
Professor Em. Vance Fossum
Professor Paul Naumann
Pastor Em. Paul Nolting
Pastor David Pfeiffer
Professor Em. John Pfeiffer
Pastor David Reim
Pastor Thomas Schuetze
Pastor Em. Paul Tiefel, Jr.

Lutheran Spokesman Staff (Appointed by Praesidium, Secretary, Visitors – Ratified by Convention)

Editor: Professor Paul Naumann

Asst. Editor: Teacher Em. Craig Owings

Business Manager: Mr. Steve Lentz

Contributors:

Pastor Em. James Albrecht

Teacher Em. David Bernthal

Pastor Timothy Daub

Pastor Em. Michael Eichstadt

Pastor Wayne Eichstadt

Missionary Peter Evensen

Pastor Em. Vance Fossum

Pastor Em. David Fuerstenau

Pastor Em. Mark Gullerud

Pastor Em. Richard Kanzenbach

Pastor Em. John Klatt

Professor Joseph Lau

Pastor Em. Delwyn Maas

Pastor Nathanael Mayhew

Missionary Bruce Naumann

Pastor Drew Naumann

Missionary Todd Ohlmann

Teacher Em. Karl Olmanson

Professor Em. John Pfeiffer

Pastor Nathan Pfeiffer

Pastor David Reim

Mr. Peter Reim

Pastor Michael Roehl

Pastor Robert Sauers

Pastor Em. David Schierenbeck

Pastor Chad Seybt

Professor Mark Weis

Ministry by Mail (Appointed by Praesidium, Secretary, Visitors – Ratified by Convention)

Editor: Pastor Aaron Ude

Website: Mr. Alan Olmanson

Contributors:

Pastor Luke Bernthal

Pastor Timothy Daub

Pastor Em. John Klatt

Pastor Em. Paul Nolting

Pastor Nathan Pfeiffer

Pastor Aaron Ude

Recruiters to the Public Ministry Committee (Appointed by President)

Teacher Matthew Kranz

Pastor Ben Libby

Teacher Debra Mayhew

Pastor Neal Radichel

Pastor Samuel Rodebaugh

Mrs. Michaela Winters

Statistician (Appointed by Praesidium)

Mr. Gunnard Sippert

Election Procedure Resolution

- Whereas the CLC Convention uses Roberts Rules of Order while in session, and
- Whereas a question has arisen regarding the appropriateness of disallowing verbal nominations from the floor, and
- Whereas Robert's Rules of Order 12th edition (46:6) states, "Unless the bylaws or a special rule of order provides otherwise, the chair must call for further nominations at the session at which the election is held even if nominations were called for at a previous session."
- Whereas the 2016 CLC Convention adopted a special rule of order: "Additional nominations may be accepted from the floor of the Convention", and "Those nominating from the floor must provide the completed nomination form." (2016 CLC Proceedings, page 74)
- Whereas the 2021 CLC Convention further specified: "We resolve that nominations be made before convention or through the written nomination as the primary method. We further resolve that nominations from the floor be allowed if a bio has been provided and willingness to serve has been verified." (2021 CLC Proceedings, page 136)
- Whereas the deadline for the submission of the nomination form is ambiguous in the 2021 language. Therefore, be it
- RESOLVED** that, starting at the 2028 CLC Convention, nomination forms with completed bios must be submitted before the end of the first day of convention (as recommended in the 2016 Convention Proceedings, page 48, step 7). Only individuals whose nomination form has been submitted on time may be nominated from the floor for any election.

Floor Committee #7 - Elections

Pastor Aaron Ude, Good Shepherd, Rapid City, SD, **Chairman, Chaplain**
Teacher Andrew Roehl, Grace, Valentine, NE, **Vice-Chairman**
Mr. BJ Lillo, Faith, Markesan, WI, **Reporter**
Teacher Kevin Schrader, Immanuel, Mankato, MN, **Secretary**
Mr. Paul Bade, Immanuel, Mankato, MN
Missionary Peter Evensen, EELCT, Lomé, Togo, Africa
Mr. Anthony Garibay, Gethsemane, Saginaw, MI
Mr. Nathaniel Gibbs, Redemption, Lynwood, WA
Pastor Matthew Hanel, St. Matthew, Dallas, TX
Teacher Orrin Hanel, Redeemer, Cheyenne, WY
Teacher Matthew Kranz, Berea, Inver Grove Heights, MN
Pastor David Pfeiffer, Holy Trinity, West Columbia, SC
Professor Dan Sullivan, ILC, Eau Claire, WI
Mr. James Voelzke, Mt. Zion, Madison Heights, MI

CLC Biennial Financial Report

Fiscal Years 2025 & 2026

INTRODUCTION: Following is the CLC financial report for the biennium, including all funds and accounts.
A brief definition and purpose for each help explain the management of the CLC finances:

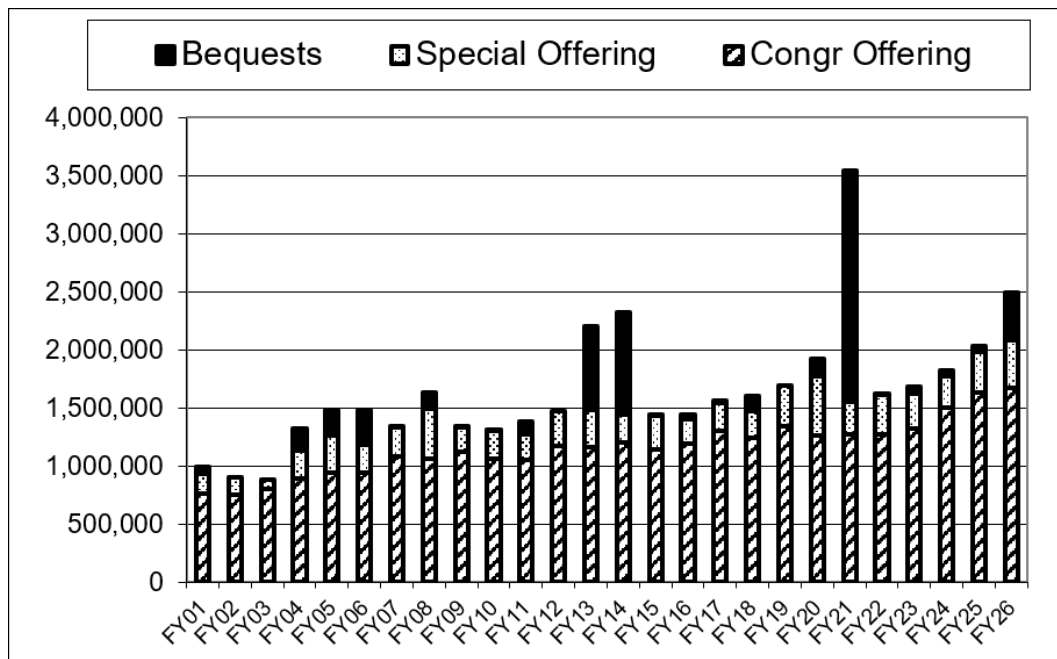
General Fund/ILC Operations	The annual operating budget of the CLC is managed within these 2 accounts.
Mission Development Fund (MDF)	Used for special mission projects of a non-recurring nature.
Kinship Project	Provides for the support of orphans and students in foreign seminaries.
ILC Improvement Fund (IIF)	Used for special ILC projects of a non-recurring nature.
ILC Building Projects	Future projects: Gymnasium & chapel.
Student Aid Fund (SAF)	Provides scholarships, grants, and loans to ILC students.
Church Extension Fund (CEF)	The revolving mortgage fund for property purchases within the CLC.
Ed & Pubs/Book House	Board of Education & Publications and the CLC Book House.
EduK8	To assist congregations in the establishment and ongoing support of schools.
ILC Scholarships	Nine special scholarships have been established for students.
CLC Reserve	Cash reserve for the operating budget.
Endowments	CLC Endowment accounts: Student Aid; Public Ministry Preparation; General Fund.

Financial Report	FY25 Ending 6/30/25			FY26 Ending 6/30/26			
Item/Project	Bal 7/1/24	Receipt	Disburse	Bal 7/1/25	Receipt	Disburse	Bal 6/30/26
General Fund	0	1,191,481	1,191,481	0	1,153,563	1,153,563	0
CLC Reserves	79,964	81,500	57,835	103,629	39,962	0	143,591
ILC Operations							
Account Total	(7,820)	1,679,290	1,657,154	14,316	1,700,216	1,711,205	3,327
Tuition, Rm & BD		930,037			1,045,344		
Misc Receipts		50,936			39,018		
CLC Subsidy		698,317			615,854		
Mission Development							
General Projects	120,784	272,028	244,410	148,402	327,504	261,543	214,363
Kinship Project	169,883	189,795	190,207	169,471	220,572	222,817	167,226
Fund Total	290,667	461,823	434,617	317,873	548,076	484,360	381,589
ILC Improvement							
General Projects	110,980	49,408	61,245	99,143	37,415	91,982	44,576
Building Project	1,560,281	508,274	1,842	2,066,713	539,428	340	2,605,801
Fund Total	1,671,261	557,682	63,087	2,165,856		92,322	2,650,377
Student Aid	117,318	187,416	203,044	101,690	239,551	228,107	113,134
Church Extension	2,684,208	536,797	717,209	2,503,796	1,041,483	1,052,210	2,493,069
Education&Publications	36,321	56,718	58,236	34,803	57,916	67,331	25,388
EduK8	47,692	26,118	3,500	70,310	71,002	30,000	111,312
Book House	49,962	29,067	25,531	53,498	31,233	24,794	59,937
ILC Scholarships*	174,048	24,710	16,000	182,758	30,653	16,000	197,411
Endowments							
Student Aid	1,813,160	205,614	70,000	1,948,774	280,160	70,000	2,158,934
Public Ministry	1,995,110	172,048	66,500	2,100,658	268,121	85,250	2,283,529
General Fund	4,386	1,600	0	5,986	363,878	11,859	358,005
* Includes investment returns for the several different scholarships.							

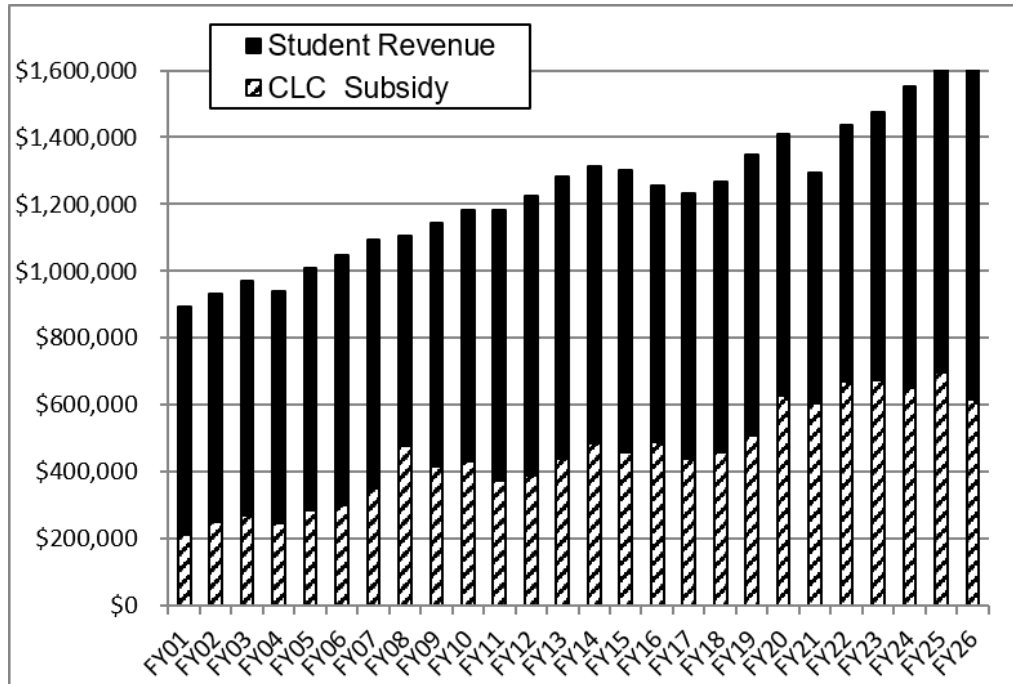
Biennial Receipts Summaries: Offerings and special gifts, investment income, and the total of all other revenues are contained in the table below. The investment income includes the returns from the cash invested in various financial instruments and the interest income from CEF mortgages and SAF loans.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

	FY25				FY26			
	Offerings	Invest	Other		Offerings	Invest	Other	
Fund/Account	& Gifts	Income	Revenue	Total	& Gifts	Income	Revenue	Total
General Fund	1,132,685	961		1,133,646	1,140,486	1,217	11,859	1,153,562
ILC Operations	32,232	0	948,741	980,973	22,291	0	1,062,071	1,084,362
MDF	247,627	5,926	18,475	272,028	300,415	5,559	21,530	327,504
Project Kinship	79,675	6,895	103,225	189,795	136,366	5,650	78,555	220,571
CEF	1,226	379,592	155,980	536,798	685	413,572	627,225	1,041,482
IIF	45,638	3,770		49,408	35,038	2,377		37,415
Partners In Ministry	11,499			11,499	4,600			4,600
IIF Building	348,429		159,843	508,272	311,573	227,854		539,427
ILC Scholarships	14,760	9,950		24,710	10,320	20,333		30,653
SAF	28,228	2,804	156,384	187,416	58,139	2,436	178,977	239,552
Education & Publications		1,659	43,355	45,014		577	45,227	45,804
EduK8	23,509	2609		26,118	67,953	3048		71,001
CLC Reserves		6,216	75,284	81,500		3,798	36,164	39,962
SAF Endow	55,720	149,594	0	205,314	44,287	235,873	0	280,160
Public Ministry Endow	12,771	159,277	0	172,048	19,646	248,475	0	268,121
General Fund Endow	1,400	200		1,600	334,562	29,316	0	363,878
Totals:	2,035,399	729,453	1,661,287	4,426,139	2,486,361	1,200,085	2,061,608	5,748,054

Offering and Gifts Breakdown: The following chart provides a breakdown of offerings and gifts received. The special offerings and the bequests are not part of the congregational offerings but have been received directly by the CLC business office.



ILC Receipts: In addition to the offerings, the other major operational revenue comes from the students at ILC. Enrollment drives subsidy changes to ILC from the General Fund to support operations. The following chart shows the student revenue and the General Fund support over the past years.



Biennial Disbursements Summaries: The disbursement totals for the past few years and the current year-to-date are displayed below. The data is a total of all funds for the purpose listed. From this data the total spending for all of the CLC programs can be compared.

	FY23	FY24	FY25	FY26
Purpose	Disbursements	Disbursements	Disbursements	Disbursements
Home Missions	\$39,800	\$22,700	\$19,900	\$4,429
Home Mission Projects	\$12,327	\$0	\$4,500	\$0
Foreign Missions	\$339,360	\$337,843	\$380,785	\$411,480
Foreign Mission Projects	\$252,385	\$212,999	\$214,959	\$228,259
Kinship	\$172,220	\$174,880	\$184,843	\$218,914
ILC Personnel	\$962,070	\$995,440	\$1,021,171	\$1,029,903
ILC Physical Plant	\$219,563	\$229,295	\$243,040	\$249,946
ILC Education	\$49,829	\$49,046	\$44,796	\$51,089
ILC Student Activities	\$64,150	\$80,252	\$79,738	\$82,617
ILC Kitchen & Transportation	\$144,400	\$172,675	\$176,805	\$207,731
ILC Improvements	\$212,808	\$98,136	\$61,245	\$91,982
ILC Building - Gym/Chapel Planning	\$39,964	\$71,931	\$1,842	\$340
Student Aid	\$122,606	\$156,266	\$189,799	\$214,868
Retirement Benefits - Old Plan	\$42,040	\$38,055	\$33,600	\$24,570
CEF Mortgages Written	\$370,000	\$270,000	\$602,701	\$959,000
Debt Service (AC Payoff + CEF Notes)	\$425,219	\$294,816	\$61,988	\$43,066
CLC Publishing/BookHouse	\$62,633	\$63,267	\$65,477	\$73,989
Administration	\$223,717	\$262,957	\$252,858	\$257,629
Totals:	\$3,755,091	\$3,530,558	\$3,640,047	\$4,149,812

Cash Assets and Liabilities: The summary of assets and liabilities below is an indicator of the overall financial status of the CLC.

	FY21	FY22	FY23	FY24	FY25	FY26
Item	6/30/21	6/30/22	6/30/23	6/30/24	6/30/25	6/30/26
Cash & Investments:	9,385,523	8,488,019	8,079,585	9,081,318	9,693,078	11,065,061
Receivables:						
Student Loans	623,111	614,026	598,300	606,816	622,560	545,218
CEF Mortgages	3,185,196	4,100,675	4,116,291	3,852,561	4,304,283	4,666,458
Totals:	3,808,306	4,714,701	4,714,591	4,459,377	4,926,843	5,211,676
Total Assets:	13,193,830	13,202,720	12,794,177	13,540,695	14,619,921	16,276,737
Liabilities:						
CEF Notes	1,218,635	1,171,080	823,483	559,155	513,210	479,705
Totals:	1,218,635	1,171,080	823,483	559,155	513,210	479,705
Assets Minus Liabilities	11,975,195	12,031,640	11,970,694	12,981,540	14,106,711	15,797,032

FY27 Budget: Following is the General Fund and ILC Operating Budget proposal for FY27. The budget proposal for FY27 totals \$2,383,620.

General Fund					
Fiscal Year	Actual	Actual	Actual	Actual	FY27
Operations Receipts	FY23	FY24	FY25	FY26	Budget
CBP Estimates	952,700	980,000	1,005,000	1,043,353	1,031,845
CBP Offerings Received	980,500	1,035,336	1,057,086	1,087,715	1,361,920
Special Offerings & Receipts	68,569	59,994	76,560	65,848	0
Reserves Used / (Surplus)	101,148	21,527	57,835	(36,164)	0
ILC Other Revenue					32,000
ILC Student Revenue	832,484	963,292	958,837	1,095,352	989,700
Total	1,982,701	2,080,149	2,150,318	2,212,751	2,383,620
Operations Spending					
Extra Budgetary	0	0	0		0
Education - Total	14,042	11,744	11,704	12,067	15,000
Trustees - Total	64,904	68,834	60,521	50,410	69,120
Missions - Total	398,946	384,729	420,939	439,068	492,500
Regents - Gen Fund Subsidy	672,325	651,550	698,317	615,854	817,300
Regents - Student Revenue	832,484	963,292	958,837	1,095,352	989,700
Total	1,982,701	2,080,149	2,150,318	2,212,751	2,383,620

Detailed Financial Reports for All Funds Follow in the Next Pages

Board of Education and Publications: The Board of Education and Publications accounts are as follows.

Board of Education/Publications		FY23	FY24	FY25	FY26	FY27
		Actual	Actual	Actual	Actual	Budget
Receipts:	Ed-Pub	\$14,042	\$11,454	\$11,704	\$12,067	\$15,000
	Daily Rest	\$15,564	\$12,535	\$15,222	\$15,884	\$16,000
	Ministry by Mail	\$42	\$219	\$0	\$0	\$0
	Lutheran Spokesman	\$28,208	\$17,746	\$29,665	\$29,921	\$32,000
	Journal of Theology	\$300	\$109	\$127	\$44	\$500
Total Receipts:		\$58,156	\$42,063	\$56,718	\$57,916	\$63,500
Disbursements:						
	Ed-Pub	\$13,384	\$11,744	\$11,704	\$12,067	\$15,000
	Daily Rest	\$15,080	\$14,349	\$12,033	\$19,434	\$17,000
	Ministry by Mail	\$0	\$35	\$0	\$0	\$0
	Lutheran Spokesman	\$29,536	\$27,929	\$34,499	\$35,279	\$37,000
	Journal of Theology	\$450	\$555	\$0	\$551	\$1,000
Total Disbursements:		\$58,450	\$54,612	\$58,236	\$67,331	\$70,000

The Board of Regents: The Regents' responsibilities include all ILC operations. Support for ILC includes the General Fund subsidy, student payments of tuition and room & board, and income from other activities, such as athletic events.

ILC Operations	FY23	FY24	FY25	FY26	FY27
	Actual	Actual	Actual	Actual	Budget
Beginning Balance	\$20,835	\$4,333	(\$7,820)	\$14,317	\$3,326
Receipts					
Student Revenue	\$801,876	\$902,350	\$930,037	\$1,045,344	\$989,700
Other Income	\$30,608	\$48,788	\$50,936	\$39,018	\$0
CLC Subsidy	\$672,325	\$651,551	\$698,317	\$615,854	\$817,300
Total Receipts	\$1,504,809	\$1,602,689	\$1,679,290	\$1,700,216	\$1,807,000
Total Operating Cash	\$1,525,644	\$1,607,022	\$1,671,470	\$1,714,533	\$1,810,326
Disbursements					
Building and Grounds	\$95,346	\$113,322	\$127,955	\$131,924	\$137,500
Utilities	\$114,616	\$109,844	\$107,155	\$106,654	\$121,500
Administration	\$4,757	\$6,423	\$5,531	\$4,566	\$8,850
Instructional Expense	\$10,300	\$10,608	\$9,231	\$10,968	\$12,465
Education	\$39,529	\$38,439	\$35,566	\$40,121	\$49,085
GB0 Allocation	\$76,543	\$81,710	\$86,071	\$85,355	\$89,600
Human Resources	\$962,070	\$995,440	\$1,021,171	\$1,029,903	\$1,075,700
Student Housing	\$9,601	\$6,129	\$7,930	\$11,368	\$15,000
Kitchen	\$125,605	\$147,143	\$155,725	\$184,089	\$184,000
Transportation	\$18,794	\$25,532	\$21,080	\$23,642	\$26,000
Student Activities	\$64,150	\$80,252	\$79,738	\$82,617	\$87,300
Total Disbursements	\$1,521,311	\$1,614,842	\$1,657,153	\$1,711,207	\$1,807,000
Balance	\$4,333	-\$7,820	\$14,317	\$3,326	\$3,326

ILC Student Aid Fund: Grants, scholarships, and loans are made to students from this fund.

SAF Budget		FY23	FY24	FY25	FY26	FY27
		Actual	Actual	Actual	Actual	Budget
Beginning Balance		\$127,406	\$145,399	\$117,318	\$101,689	\$113,134
Receipts						
	Contributions	\$27,141	\$19,607	\$28,228	\$38,139	\$25,000
	Bequest/Gift/Foundation	\$3,050	\$0	\$0	\$20,000	
	Endowment Earnings Transfer	\$60,000	\$40,000	\$70,000	\$70,000	\$70,000
	Investment Income	\$0	\$2,110	\$2,803	\$2,436	
	Student Loan Repayments	\$62,176	\$79,005	\$86,384	\$108,977	\$65,000
Total Receipts		\$152,367	\$140,722	\$187,415	\$239,552	\$160,000
Balance & Receipts		\$279,773	\$286,121	\$304,733	\$341,241	\$273,134
Disbursements						
	Administraton	\$267	\$281	\$334	\$435	\$0
	GB0 Allocation	\$11,501	\$12,256	\$12,911	\$12,804	\$14,500
	Tutoring Assistance	\$661	\$1,430	\$1,375	\$870	\$1,500
	Multi-Student Grants	\$32,925	\$18,260	\$40,500	\$37,800	\$44,000
	High School Tuition Asst	\$26,670	\$32,048	\$30,755	\$31,185	\$34,000
	Student Grants (AA)	\$6,000	\$5,000	\$9,900	\$6,600	\$6,600
	Student Loans	\$36,650	\$79,428	\$85,569	\$115,213	\$115,000
	Student Scholarships	\$19,700	\$20,100	\$21,700	\$23,200	\$24,000
Total Disbursements		\$134,374	\$168,803	\$203,044	\$228,107	\$239,600
Ending Balance		\$145,399	\$117,318	\$101,689	\$113,134	\$33,534

ILC Student Endowment Accounts: The endowment accounts provide income for the student aid programs of the CLC. The Student Aid Endowment and the Public Ministry Preparation Endowment have realized substantial returns during the past biennium. The returns in the following table include interest from fixed investments & stock dividends but also show capital gains and (losses) from stock equities in the portfolio. The following summary is the activity in the account over the past two years.

Endow ments	FY25					
Account	Balance 7/1/24	Gifts	Dividends & Interest	Market Gains	Withdraw al	Balance 6/30/25
Student Aid	1,813,160	55,720	83,355	66,539	70,000	1,948,774
Public Ministry	1,995,110	12,771	90,920	68,357	66,500	2,100,658
Totals:	3,808,270	68,491	174,275	134,896	136,500	4,049,432
Endow ments	FY26					
Account	Balance 7/1/25	Gifts	Dividends & Interest	Market Gains	Withdraw al	6/30/2026
Student Aid	1,948,774	44,287	92,952	142,921	70,000	2,158,934
Public Ministry	2,100,658	19,646	97,210	151,265	85,250	2,283,529
Totals:	4,049,432	63,933	190,162	294,186	155,250	4,442,463

Immanuel Lutheran College Improvement Fund: Used for general projects on the ILC campus.

IIF Budget	FY23	FY24	FY25	FY26	FY27
Receipts	Actual	Actual	Actual	Actual	Budget
Beginning Balance	\$223,343	\$133,350	\$110,980	\$99,143	\$44,576
Contributions					
Congregational Offerings	\$4,547	\$4,641	\$5,160	\$5,600	\$6,000
Special Offerings/Gifts	\$50,872	\$1,715	\$11,040	\$0	\$10,000
Bequests	\$33,959	\$29,438	\$29,438	\$29,438	\$5,000
Hail Insurance	\$32,620	\$36,885	\$0	\$0	\$0
Investment Income	\$816	\$3,087	\$3,770	\$2,377	\$2,000
Total Receipts:	\$122,814	\$75,766	\$49,408	\$37,415	\$23,000
Balance and Receipts:	\$346,157	\$209,116	\$160,388	\$136,558	\$67,576
Project Disbursements					
Administration					
Admin Discretionary	\$0	\$0	\$5,346	\$0	\$10,000
Admin Total:	\$0	\$0	\$5,346	\$0	\$10,000
Commons/Gym					
Commons Reroof	\$0	\$0	\$0	\$0	\$95,000
Commons/Gym Total:	\$0	\$0	\$0	\$0	\$95,000
Dormitories					
Ambulatory Hallway Roof	\$0	\$5,000	\$10,300	\$0	\$0
South Hall Water Heater	\$37,814	\$0	\$0	\$0	\$0
West Hall / Annex Siding	\$0	\$0	\$0	\$0	\$42,000
Dormitories Total:	\$37,814	\$5,000	\$10,300	\$0	\$42,000
Equipment & Grounds					
Upper Parking Lot Drain	\$10,700	\$0	\$0	\$0	\$0
Academic Center HVAC	\$0	\$0	\$0	\$17,751	\$15,000
Hail Repairs Campus	\$117,912	\$61,547	\$0	\$0	\$0
Equipment - 15-Passenger Van	\$0	\$0	\$0	\$0	\$35,000
Equipment - 15-Passenger Van	\$0	\$0	\$0	\$0	\$35,000
Equipment - Bus Replacement	\$0	\$0	\$0	\$0	\$80,000
Equipment - Tractor & Attachments	\$0	\$0	\$0	\$59,937	\$0
Network Servers & Hardware/Software	\$1,056	\$2,655	\$0	\$0	\$0
Equipment & Grounds Total:	\$129,668	\$64,202	\$0	\$77,688	\$165,000
Staff Housing					
400 Professorage (Sullivan)	\$0	\$0	\$0	\$0	\$0
503 Professorage (Weis)	\$0	\$0	\$0	\$0	\$0
505 Professorage (Thurrow)	\$15,440	\$19,601	\$31,019	\$0	\$0
507 Professorage (Ude)	\$9,003	\$0	\$0	\$0	\$11,000
509 Professorage (Roehl)	\$8,592	\$0	\$0	\$0	\$0
511 Professorage (Lau)	\$0	\$0	\$0	\$0	\$0
513 Professorage (Sippert)	\$956	\$5,426	\$0	\$0	\$0
515 Professorage (Gullerud)	\$11,334	\$35	\$0	\$0	\$0
517 Professorage (J Schierenbeck)	\$0	\$3,872	\$14,580	\$0	\$0
519 Professorage (D. Schierenbeck)	\$0	\$0	\$0	\$0	\$0
521 Professorage (Rodebaugh)	\$0	\$0	\$0	\$14,294	\$0
3732 Professorage (Naumann)	\$0	\$0	\$0	\$0	\$0
Staff Housing Total:	\$45,325	\$28,934	\$45,599	\$14,294	\$11,000
Total Disbursements	\$212,807	\$98,136	\$61,245	\$91,982	\$323,000
Ending Balance	\$133,350	\$110,980	\$99,143	\$44,576	

ILC Scholarships: There are nine scholarships maintained for students in the seminary, college, and high school departments. The receipts and grants for each of the scholarships during the past biennium are listed with the remaining balances.

ILC Scholarships		7/1/2024			7/1/2025			6/30/2026
		Balance	Receipts	Grants	Balance	Receipts	Grants	Balance
Scholarship	Burkhardt	\$14,002	\$4,357	\$3,000	\$15,359	\$5,366	\$3,000	\$17,725
	Drafts	\$8,306	\$429	\$1,500	\$7,235	\$6,054	\$1,000	\$12,289
	Nauman	\$5,228	\$269	\$1,000	\$4,497	\$464	\$1,000	\$3,961
	Rutz	\$2,027	\$113	\$0	\$2,140	\$170	\$2,000	\$310
	Sippert	\$46,167	\$2,509	\$3,000	\$45,676	\$5,030	\$500	\$50,206
	Snell	\$25,101	\$1,783	\$1,500	\$25,384	\$3,528	\$3,000	\$25,912
	Sydow	\$21,617	\$12,469	\$1,000	\$33,086	\$4,791	\$2,000	\$35,877
	Tiefel	\$40,634	\$2,179	\$4,500	\$38,313	\$4,044	\$3,000	\$39,357
	Wheaton	\$10,966	\$602	\$500	\$11,068	\$1,206	\$500	\$11,774
Total:		\$174,048	\$24,710	\$16,000	\$182,758	\$30,653	\$16,000	\$197,411

ILC Building Project: A new gymnasium is the next planned project, followed by a chapel. The data below provides the financial information on the building fund for the past few years.

ILC Building Projects		FY23	FY24	FY25	FY26
		Actual	Actual	Actual	Actual
Beginning Balance:		\$1,164,730	\$1,279,814	\$1,560,281	\$2,066,713
	Congregation Contributions	\$29,039	\$56,496	\$204,596	\$131,546
	Special Contributions	\$64,219	\$107,503	\$116,849	\$150,590
	Bequests	\$26,985	\$26,985	\$26,985	\$29,438
	Investment Income/Market Gains(Losses)	\$34,805	\$161,413	\$159,844	\$227,854
	Total Receipts:	\$155,048	\$352,397	\$508,274	\$539,428
	Total Cash Available:	\$1,319,778	\$1,632,211	\$2,068,555	\$2,606,141
	Building Project				
	Construction Plan & Publicity	\$39,964	\$71,930	\$1,842	\$340
Ending Balance:		\$1,279,814	\$1,560,281	\$2,066,713	\$2,605,801

Board of Missions: The Board of Missions' budget covers the support to missions at home and abroad. These funds come from the CLC General Fund's operational budget, which provides the major funding for all the CLC Boards: Trustees, Regents, Missions, and Education/Publications.

Missions Budget	FY23	FY24	FY25	FY26	FY27
	Actual	Actual	Actual	Actual	Budget
Administration					
Admin - Board Expenses	\$855	\$5,813	-\$729	\$155	\$2,600
Travel Expense	\$5,536	\$4,073	\$5,920	\$4,867	\$6,000
General Business Office	\$13,395	\$14,299	\$15,063	\$18,138	\$19,040
Administration Total:	\$19,786	\$24,185	\$20,254	\$23,160	\$27,640
Foreign Missions					
Foreign Missions Total:	\$176,150	\$178,844	\$180,995	\$181,899	\$187,405
Human Resources					
Mission Helper Trip Coordinator	\$2,204	\$0	\$0	\$0	\$0
Missionary Retirement	\$5,160	\$5,280	\$6,600	\$6,996	\$8,100
Missionary Salaries	\$100,776	\$105,222	\$137,543	\$148,959	\$172,230
Tanzania Missionary Expenses	\$0	\$0	\$97	\$1,931	\$2,000
Tanzania Missionary Housing	\$0	\$0	\$2,718	\$3,984	\$6,500
Tanzania Missionary Travel	\$0	\$0	\$5,538	\$3,710	\$10,000
Togo Missionary Expenses	\$1,886	\$3,051	\$4,720	\$3,153	\$5,000
Togo Missionary Housing	\$2,357	\$3,381	\$3,007	\$3,298	\$4,000
Togo Missionary Travel	\$5,035	\$2,106	\$2,768	\$4,648	\$5,000
Visting Missionary Expenses	\$16,892	\$13,220	\$5,720	\$13,193	\$7,000
Visting Missionary Housing	\$13,200	\$13,200	\$13,200	\$13,200	\$13,200
Visting Missionary Travel	\$15,700	\$13,539	\$14,754	\$23,363	\$24,000
Workman's Comp Insurance	\$0	\$0	\$3,125	\$3,147	\$3,125
Human Resources Total:	\$163,210	\$158,999	\$199,790	\$229,582	\$260,155
Home Missions					
Appleton, WI	\$22,500	\$20,700	\$18,900	\$3,000	\$15,300
Atlanta, GA	\$6,600	\$0	\$0	\$0	\$0
Detroit, MI	\$6,000	\$0	\$0	\$0	\$0
Tacoma, WA	\$2,700	\$0	\$0	\$0	\$0
TVBS	\$2,000	\$2,000	\$1,000	\$1,429	\$2,000
Home Missions Total:	\$39,800	\$22,700	\$19,900	\$4,429	\$17,300
Total Disbursements	\$398,946	\$384,728	\$420,939	\$439,070	\$492,500

Project Kinship: Project Kinship is supported by special offerings from congregations and individuals, used mainly for the support of orphans and widows in our foreign mission fields and for the sponsorship of seminary students in our foreign affiliate church seminaries.

MDF Kinship Project		FY23	FY24	FY25	FY26	FY27
		Actual	Actual	Actual	Actual	Budget
Beginning Balance		\$194,438	\$168,287	\$169,884	\$169,472	\$167,226
	Orphan & Seminary Support	\$88,907	\$90,912	\$103,225	\$78,555	\$80,000
	Contributions	\$51,614	\$66,209	\$62,679	\$82,435	\$80,000
	Special offerings	\$10,978	\$19,518	\$16,996	\$53,931	\$20,000
	Investment Income	\$0	\$3,326	\$6,895	\$5,650	\$5,000
	Total Balance and Receipts:	\$345,937	\$348,252	\$359,679	\$390,043	\$352,226
Disbursements						
	Administration					
	General Admn/Online Fees	\$5,430	\$3,487	\$5,364	\$3,903	\$6,000
	Gifts-Christmas/Graduation	\$2,835	\$2,165	\$2,626	\$2,050	\$4,000
	Medical Aid	\$16,830	\$1,429	\$9,372	\$13,288	\$20,000
	Leprosy Aid		\$875	\$0	\$0	\$1,200
	Disaster Relief	\$27,000	\$35,024	\$14,418	\$49,770	\$30,000
	Widow Support	\$12,125	\$12,968	\$14,125	\$13,805	\$15,000
	Administration Total:	\$64,220	\$55,948	\$45,905	\$82,816	\$76,200
	Seminary Sponsorships					
	Sponsorships Total:	\$59,550	\$57,060	\$68,157	\$66,754	\$70,520
	Orphanages					
	Orphanages Total:	\$53,880	\$65,360	\$76,145	\$73,247	\$81,710
	Total Disbursements:	\$177,650	\$178,368	\$190,207	\$222,817	\$228,430
Kinship Ending Balance		\$168,287	\$169,884	\$169,472	\$167,226	\$123,796

Mission Development Fund: In addition to the funds in the preceding chart, the MDF supplies funding for various projects in the mission fields of the CLC.

MDF Budget	FY23	FY24	FY25	FY26	FY27
	Actual	Actual	Actual	Actual	Budget
General Beginning Balance	\$168,734	\$95,622	\$120,784	\$148,402	\$142,363
Contributions					
Bequests	\$0	\$0	\$0	\$0	\$0
Undesignated MDF Offerings	\$124,497	\$170,427	\$153,825	\$216,399	\$175,000
Special Offerings	\$85,559	\$62,232	\$93,802	\$84,016	\$80,000
Mission Helper Program	\$0	\$38,000	\$18,475	\$21,530	\$0
Investment Income	\$0	\$2,886	\$5,926	\$5,559	\$5,000
Total Balance and Receipts:	\$378,790	\$369,167	\$392,812	\$475,906	\$402,363
Disbursements					
Administration					
Administration	\$290	\$0	\$0	\$8	\$3,200
CDF Evangelism Work	\$0	\$4,760	\$3,173	\$2,488	\$10,000
Mission BD Foreign Visitation	\$4,541	\$14,113	\$6,427	\$15,396	\$8,000
Admin - Mission Discretionary	\$230	\$2,211	\$0	\$455	\$6,000
GBO Allocation	\$13,395	\$14,299	\$15,351	\$14,937	\$15,500
Administration Total:	\$18,456	\$35,383	\$24,951	\$33,284	\$42,700
Equipment & Gifts					
Bicycles/Motorcycles	\$3,800	\$6,607	\$1,637	\$3,100	\$8,000
Equipment - Computer & Copier	\$3,654	\$3,356	\$309	\$1,031	\$4,000
Vehicle and Repair	\$10,000	\$24,027	\$2,591	\$3,543	\$20,000
Equipment & Gifts Total:	\$17,454	\$33,990	\$4,537	\$7,674	\$32,000
Exploratory					
Exploratory - Africa Outreach	\$23,063	\$19,732	\$21,186	\$11,254	\$35,000
Exploratory - Germany/ Europe	\$0	\$0	\$0	\$0	\$1,000
Exploratory - India/Asia Outreach	\$9,850	\$6,570	\$4,697	\$7,200	\$10,000
Exploratory - Latin/South America	\$0	\$1,745	\$2,000	\$500	\$3,000
Exploratory - US	\$12,327	\$0	\$4,500	\$0	\$10,000
Exploratory - Visitations	\$5,655	\$0	\$0	\$0	\$6,000
Exploratory Total:	\$50,895	\$28,047	\$32,383	\$18,954	\$65,000
Church Land & Buildings					
Church Land & Buildings Total:	\$107,545	\$13,800	\$95,321	\$103,082	\$80,000
Missionaries & Education					
Bibles, Catechisms, Hymnals	\$7,681	\$1,576	\$2,737	\$6,749	\$15,000
Mission Helper Program Expenses	\$0	\$50,888	\$24,472	\$27,033	\$0
Mission Helper Coordinator Expense	\$0	\$0	\$0	\$5,249	\$7,000
Part-time Visiting Missionaries	\$27,705	\$1,735	\$2,594	\$1,842	\$15,000
Pastoral Conferences	\$22,252	\$10,847	\$19,885	\$31,757	\$28,000
3rd Foreign Missionary Expenses	\$0	\$4,346	\$97	\$1,046	\$0
3rd Foreign Missionary Salary	\$17,341	\$53,811	\$27,734	\$91,813	\$0
3rd Foreign Missionary Housing	\$0	\$3,848	\$2,728	\$2,138	\$0
3rd Foreign Missionary Retirement	\$880	\$2,640	\$1,320	\$924	\$0
3rd Foreign Missionary Travel	\$12,959	\$7,472	\$5,651	\$1,998	\$0
Missionaries & Education Total:	\$88,818	\$137,163	\$87,218	\$170,549	\$65,000
Total Disbursements:	\$283,168	\$248,383	\$244,410	\$333,543	\$284,700
Ending Balance	\$95,622	\$120,784	\$148,402	\$142,363	\$117,663

Board of Trustees: The Board of Trustees' responsibilities are the general financial & legal administration of the CLC, including the debt service for the CEF, obligations of the General Fund, and the subsidy for the Old Retirement Plan.

Trustees Budget		FY23	FY24	FY25	FY26	FY27
Administration		Actual	Actual	Actual	Actual	Budget
	General Business Office	12,429	13,278	13,987	13,870	14,560
	Board/Admin Expenses	298	962	432	454	1,000
	Liability Insurance	1,268	946	912	1,829	1,200
	Travel Expenses	9,394	15,593	11,590	9,686	22,000
	Total:	23,389	30,779	26,921	25,839	38,760
Retirement (Old Plan)						
	Monthly Payments Singles (10)	26,440	31,125	30,450	24,570	30,360
	Total:	42,040	38,055	33,600	24,570	30,360
Total Disbursements		65,429	68,834	60,521	50,409	69,120

Church Extension Fund: This fund supplies the capital for building projects in the CLC. The financial data shows several loans granted over the past few years to various CLC congregations.

Church Extension Fund		FY22	FY23	FY24	FY25	FY26
		Actual	Actual	Actual	Actual	Actual
	Opening Balance	\$3,527,886	\$2,539,155	\$2,323,177	\$2,684,208	\$2,503,796
Receipts						
	Contributions & Bequests	\$1,145	\$2,500	\$2,900	\$1,226	\$685
	Investment Income/Market Gains(Losses)	(\$86,254)	\$62,836	\$301,423	\$242,603	\$253,466
	Mortgage Loan Interest	\$137,248	\$142,427	\$138,883	\$136,989	\$160,261
	Mortgage Loan Principal	\$190,776	\$354,384	\$533,729	\$150,979	\$597,070
	Promissory Notes	\$0	\$64,951	\$0	\$5,000	\$30,000
	Total Receipts	\$242,915	\$627,098	\$976,935	\$536,797	\$1,041,482
Disbursements						
	Administration	\$4,434	\$18	\$19	\$0	\$0
	Allocation From the GBO	\$47,108	\$47,839	\$51,069	\$52,520	\$50,145
	Debt Service	\$74,237	\$425,219	\$294,816	\$61,988	\$43,065
	Mortgage Loans:					
	Aberdeen	\$0	\$0	\$0	\$100,000	\$0
	Atlanta	\$0	\$0	\$270,000	\$0	\$0
	Eau Claire	\$1,105,866	\$0	\$0	\$0	\$0
	Loveland, CO	\$0	\$200,000	\$0	\$0	\$0
	Mankato, MN	\$0	\$0	\$0	\$0	\$400,000
	Middleton, WI	\$0	\$70,000	\$0	\$0	\$0
	Sleepy Eye, MN	\$0	\$100,000	\$0	\$0	\$0
	St Louis	\$0	\$0	\$0	\$32,701	\$0
	Valentine	\$0	\$0	\$0	\$150,000	\$0
	West Columbia	\$0	\$0	\$0	\$0	\$559,000
	Total Mortgages:	\$1,105,866	\$370,000	\$270,000	\$602,701	\$959,000
	Total Disbursements	\$1,231,645	\$843,076	\$615,904	\$717,209	\$1,052,210
	Balance	\$2,539,155	\$2,323,177	\$2,684,208	\$2,503,796	\$2,493,068

Stephen R. Lentz
CLC Treasurer

Action Items Directed by the 2026 Convention

CLC President

It was resolved that the CLC President will appoint a Lay Ministry Training Program Committee, which will serve to A) Promote the program to CLC congregations, who will be responsible to ask a suitable layman or laymen to participate in the program in order to serve them [the calling congregations] in the specific areas that they desire; B) Recruit CLC clergy members to serve as mentors for a given layman or laymen; C) Review and offer course curriculum from the sources described in the Committee report (Prospectus, p. 39) for the areas of service that are needed; D) Receive reports from the pastor/mentor upon the successful completion of a given course, and provide a certificate of completion. **[Committee 2]**

President / Lay Ministry Committee

It was resolved that the name of the program will be the Lay Ministry Training Program, which indicates that the goal will be to provide the designated layman with education so as to carry out, under the supervision of a regular pastor, the specific functions of the public ministry as needed in a congregation. **[Committee 2]**

It was resolved that the report of the CLC Lay Ministry Committee will serve as a working guide for the direction and content of the program, but can be customized for individual participants and their congregations as individual needs require. **[Committee 2]**

It was resolved that, at present, the Lay Ministry Training Program Committee will confine itself to the Level One program, and will offer its report on the program and a recommendation whether to also offer a Level Two program to the 2028 Convention. **[Committee 2]**

Vice President

It was resolved that for the purpose of future CLC conventions, the CLC adopt a model of full equalization based on a uniform synod-wide average. **[Committee 5]**

It was resolved that, for the purpose of equalization, each congregation submit the number of pastors, male teachers, and delegates to the CLC Vice-President at least 60 days before the Convention. **[Committee 5]**

It was resolved that the CLC Vice-President 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. **[Committee 5]**

It was resolved that each congregation be assessed an amount equal to that average cost per communicant member multiplied by its own number of communicants less the cost of travel based on the congregation's mileage and number of delegates, ensuring that every member of the fellowship shares the burden of travel equally. **[Committee 5]**

Presidium / Conference Visitors

We direct the president and Conference Visitors to address this critical need [the retention of called workers] and report their progress to the 2028 CLC Convention. **[Committee 1]**

It was resolved that the CLC Conference Visitors, along with the Presidium, study the current 1992 Re-Entry Policy and, if necessary, bring an updated policy to the 2028 CLC Convention for approval. **[Committee 6]**

Recruiters

We direct the recruiters to continue focusing on recruiting and retaining students training for the preaching and teaching ministries. **[Committee 1]**

We direct the RPM committee to canvas additional congregations to gauge interest and implement the shadowing program as the committee and the congregations are able. **[Committee 1]**

Board of Regents

It was resolved that the base salary for Code Compensation be increased \$94 per month, effective July 1, 2026. **[Committee 5]**

Board of Missions

It was resolved that beginning in FY27 the Third Foreign Missionary be fully funded by the Board of Missions budget. **[Committee 5]**

It was resolved that the base salary for Code Compensation be increased \$94 per month, effective July 1, 2026. **[Committee 5]**

Board of Trustees

It was resolved that the Convention directs the Board of Trustees to open the Church Extension Fund (CEF) for additional promissory notes to raise \$7 million. **[Committee 2]**

It was resolved that the monthly Retirement Plan contributions be increased \$10 (to \$230 per month) effective January 1, 2027. **[Committee 5]**

It was resolved that the Old Retirement Plan distributions be increased \$20 per month effective July 1, 2026. **[Committee 5]**

It was resolved that the base salary for Code Compensation be increased \$94 per month, effective July 1, 2026. **[Committee 5]**

It was resolved that the CLC Board of Trustees maintain a list of CLC congregations and their incorporation status and report on this matter to the CLC Coordinating Council. **[Committee 5]**

Board of Trustees / Standing Constitution Committee

Resolved that the CLC Standing Constitution Committee in conjunction with the Board of Trustees review the CLC Constitution and Bylaws of the CLC, in consultation with an attorney, to determine if changes should be made to protect the synod at large and its member congregations from legal liability. **[Committee 5]**

Board of Trustees / ILC Building Committee

It was resolved that the Convention approves a loan up to \$7 million from the CEF for the ILC Gymnasium, once the Board of Trustees has determined that the funds are available. **[Committee 2]**

It was resolved that we reaffirm that the ILC Building Committee should proceed with construction as soon as possible, once the necessary funding is secured. **[Committee 2]**

ILC Gymnasium Publicity Committee

It was resolved that the ILC Gymnasium Publicity Committee will actively make these needs known to the church body to achieve the level of funding needed to begin construction. **[Committee 2]**

Congregations

We urge our congregations, pastors, teachers, and members, especially parents, to take an active role in encouraging our youths to actively and prayerfully consider serving in the public ministry. **[Committee 1]**

We encourage the leadership of congregations to formulate and/or review a plan to regularly assess the financial, physical, mental, and spiritual well-being of their called workers. **[Committee 1]**

It was resolved that the CLC urges all member congregations to review their current legal status (via their respective Secretary of State website) and ensure that they are properly and actively incorporated under the laws of their respective states. **[Committee 5]**

Resolved that all individual congregations are disallowed from using the CLC's Group Exemption or corporate tax identity (FEIN) for any purpose. **[Committee 5]**

Elections / Moderator

Starting at the 2028 CLC Convention, nomination forms with completed bios must be submitted before the end of the first day of convention (as recommended in the 2016 Convention Proceedings, page 48, step 7). Only individuals whose nomination form has been submitted on time may be nominated from the floor for any election. **[Committee 7]**

Next Convention: June 22-25, 2028