

Witness, Mercy, Life Together

Scriptures: I John 5:7-8, Mark 10:45, I Corinthians 1:9

I John 5:7-8 "For there are three that testify: the Spirit, the water, and the blood; and the three are in agreement".

Mark 10:45 "For even the Son of Man did not come to be served but to serve and to give his life as a ransom for many".

I Corinthians 1:9 "God who has called you into fellowship with his Son Jesus Christ our Lord is faithful".

# PROCEEDINGS

THIRTY-EIGHTH CONVENTION OF  
IOWA DISTRICT EAST  
THE LUTHERAN CHURCH--MISSOURI SYNOD

MARRIOTT HOTEL AND CONVENTION CENTER  
CEDAR RAPIDS, IOWA  
JUNE 29 - 30, 2012

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<p style="text-align: center;"><b>CONVENTION ORGANIZATION SYNOD AND DISTRICT LEADERS</b></p>
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**HOST CONGREGATION:** Trinity Lutheran Church - Cedar Rapids, Iowa  
Rev. David Miller, Pastor  
Mr. Carl Gloe, Convention Chair

**CONVENTION THEME:** "Witness, Mercy, Life Together"

**CONVENTION SCRIPTURE:** I John 5:7-8; Mark 10:45; I Corinthians 1:9

**SYNODICAL REPRESENTATIVE:** Rev. Daniel O.S. Preus, Fourth Vice-President

**OFFICERS OF SYNOD**

<b>President</b>	<b>Rev. Matthew C. Harrison</b>
<b>First Vice President</b>	<b>Rev. Herbert C. Mueller, Jr.</b>
<b>Second Vice President</b>	<b>Rev. Dr. John C. Wohlrabe, Jr.</b>
<b>Third Vice President</b>	<b>Rev. Dr. Paul L. Maier</b>
<b>Fourth Vice President</b>	<b>Rev. Dr. Daniel Preus</b>
<b>Fifth Vice President</b>	<b>Rev. Scott R. Murray</b>
<b>Secretary</b>	<b>Rev. Dr. Raymond L. Hartwig</b>
<b>Chief Financial Officer</b>	<b>Mr. Jerald C. Wulf</b>

**ELECTION RESULTS 2012**

**DISTRICT OFFICERS and BOARD OF DIRECTORS**

<b>President</b>	<b>Rev. Dr. Brian S. Saunders</b>
<b>First Vice President</b>	<b>Rev. Dr. Matthew W. Rueger</b>
<b>Second Vice President</b>	<b>Rev. Daniel L. Krueger</b>
<b>Secretary</b>	<b>Rev. Mark H. Brase</b>
<b>Treasurer</b>	<b>Mr. Corey Nuehring</b>
<b>Commissioned Member</b>	<b>Mr. Leon Miles</b>
<b>Lay Member</b>	<b>Mr. David Eastburn</b>

**CIRCUIT COUNSELORS**

<b>#001 Benton</b>	<b>Rev. Mark Leckband - Garrison/Shellsburg</b>
<b>#021 Cedar Rapids N</b>	<b>Rev. Jerry Doellinger - Concordia, C.R.</b>
<b>#022 Cedar Rapids S</b>	<b>Rev. W. Max Mons - St. Paul Chapel, Iowa City</b>
<b>#003 Clinton</b>	<b>Rev. Victor Young - Trinity, Lowden</b>
<b>#004 Davenport</b>	<b>Rev. Michael Vokt - Trinity, Davenport</b>
<b>#005 Dubuque</b>	<b>Dr. Kristian Kincaid - Our Redeemer, Dubuque</b>
<b>#006 Eldora</b>	<b>Rev. Karl Bollhagen - Trinity, Hampton</b>
<b>#007 Marshalltown</b>	<b>Rev. Joel Picard - Trinity, Knoxville</b>
<b>#008 Mt. Pleasant</b>	<b>Rev. Chris Hinkle - St. Paul, Wapello</b>
<b>#009 St. Ansgar</b>	<b>Rev. Daird Korth - Redeemer, Ventura</b>
<b>#010 Waterloo</b>	<b>Rev. John Wegener - College Hill, Cedar Falls</b>
<b>#011 Westgate</b>	<b>Rev. Ronnie Koch - St. Paul, Fredericksburg</b>
<b>#012 Williamsburg</b>	<b>Rev. Gary Sears - Trinity, Conroy</b>

<b>Congregation</b>	<b>Pastoral (non-voting)</b>	<b>Lay Delegate</b>
Atkins-St. Stephen	Doug Woltemath	Jim Kreutner
Belle Plaine-First	Dean Duncan	Scott Frank
Bennett (Stanwood)	Jordan McKinley	Gene Schroeder
Bettendorf-Our Savior	Keith Piotter	Mike Beck
Blairstown-Grace	David Rempfer	Don Jensen
Buckeye (Alden)-St. Pauls	Jay Jaeger	Daniel Hoversten
Burlington-Concordia	Chris Roepke	Don Fitting
Cedar Falls-College Hill	John Wegener	Timothy Tjarks
Cedar Falls-Our Redeemer (Shell Rock-Peace/Waterloo-Christ)	Michael Knox	Tim Koch
Cedar Rapids-Bethany	(Randy Nord, vacancy)	Karen Hass
Cedar Rapids-Concordia	Brad Brown	Kenneth Pettit
Cedar Rapids-King of Kings	Mark Halvorson	Doug Goodson
Cedar Rapids-Trinity	(David Miller, Assistant)	Dick Lohse
Cedar Rapids-Word of God	Mark Anderson	Larry Plumb
Center Point-St John (Swisher-KOG)	David Hansen	Jack Mullins
Chariton-Trinity	Dean Christ	Susan Christ
Charles City-New Hope	(Keith Brustuen, vacancy)	Roger Ramthun
Charlotte-Immanuel	(Steve Anderson, vacancy)	Mark Mahmens
Clinton-St. John	Daniel Pool	Kurt Flathers
Clinton-Trinity	John Preus	Allen Schmid
Conroy-Trinity	Gary Sears	Stewart Maas
Coralville-Prince of Peace	Mitchell Otto	Pat Dermody
Davenport-Holy Cross	Chris Neuendorf	Marcia Reints
Davenport-Immanuel	Chris Lockie	Monte Harrington
Davenport-Risen Christ	Kurt Larson	Craig Tannahill
Davenport-Trinity	Michael Vokt	
Davenport-Word of God	(Tim Eckert)	
Delaware-St. Paul	Donald Krause	Randy Kreutner
Denver-St. John	Larry Feldt	Jim Galpin
DeWitt-Grace	Ron Rafferty	Clint Albrecht
Dubuque-Our Redeemer	Kristian Kincaid	John McCorkle
Dubuque-St. Paul	Parker Knoll	Richard Kokemiller
Eldora-St. Paul	David Splett	Christian Balvanz
Eldridge-Park View	Peter Hoft-Associate	Jason Pawloski
Elma-St. Peter	Ryan McDermott	Jason Haeflinger
Fairbank-St. John (Jesup)	Roy Berquist	Lonnie Ross
Fairfield-Immanuel	Mark Brase	Arvin Bogaards
Fredericksburg-St. Paul	Ronnie Koch	Jack Gitch
Grand Mound-Immanuel	(Vacant)	Bill Robinson
Grinnell-Immanuel	David Brandt	Joel McDonough
Guttenberg (McGregor)	(David Zimmer)	David Wesener
Hampton-Trinity	Karl Bollhagen	Alan Fink
Hiawatha-Zion	Dan Krueger	Richard Hoelz
Homestead-St John (Wellman-GdS)	Terry Small	Gerald Schwarting
Hubbard-St. John	Matthew Rueger	Dennis Winter
Independence (Oelwein)	Michael Holmen	Ken Johnson
Iowa City-Our Redeemer	Brent Hartwig	Robinson/Penney
Iowa City-St. Paul Chapel	Max Mons	Daniel Small
Iowa Falls-Immanuel	Paul Beisel	Steve Barhite
Keokuk-Messiah	(Lester Dumer-C IL)	None
Keosauqua (Ft. Madison-Our Savior)	Steve Rasmussen	David Kitzman
Keystone-St. John	(Richard Osslund, vacancy)	Richard Oehlerich
Knoxville-Trinity	Joel Picard	James Bacon
Latimer-St. Paul	Marvin Lorenz	Jim Warwick
Lowden-Trinity	Victor Young	Carlin Burmeister
Luzerne-St. Paul	Michael Musick	Gerald Muench
Manchester-Our Savior	David Weber	Daniel Sunne
Marengo-St. John	Andrew Gray	David Schlak
Marion-St. Paul	Greg Williamson	Tom Mark
Marshalltown-Redeemer	(Fred Berry, Jr., vacancy)	Keith Egger

<u>Congregation</u>	<u>Pastoral (non-voting)</u>	<u>Lay Delegate</u>
Marshalltown-Trinity	Fred Berry, Jr.	Sue Berry
Mason City-Bethlehem	(Mark Lavrenz)	Merle Brockshus
Mason City-Messiah	Bruce Miller	Steven Meyer
Melcher (Lacona)	Kent Peck	Donald Hawxby
Millersburg (Deep River)	Paul Nus	Jesse Axmear
Monticello-St. John	Reed Stockman	Stan Burchichter
Mt. Pleasant-Faith	Michael Scudder	Michael Overton
Mt. Vernon-St. Paul	Sean Hansen	Michael Lacy
Muscatine-Our Savior	Jeffrey Pautz	Carl Egger
Newhall-St. John	Steven Rempfer	Craig Olson
Newton-Our Savior	John Moore	Doug Woebeking
Osage-Trinity	Bruce Kaltwasser	Stan Schatz
Oskaloosa-St. John	Samuel Beltz	Larry Boyer
Ottumwa-Trinity	Mathew Andersen	Bill Ansley
Readlyn-St. Paul (Immanuel)	Roger Sterle	Jeff Schutte
Reinbeck-St. John	(Bruce Boyce)	Duane Woebeking
Riceville-St. Peter	(Mike Parris)	Don Kruger
St. Ansgar-Immanuel (Osage-SJ)	Byron Northwick	C. Schimmelpfennig
Shellsburg (Garrison)	Mark Leckband	Sheila Mason
Sherrill-St. Matthew	(Carl Richardson)	None
State Center-St. John	David Klinge	Allan Armbrecht
State Center-Trinity	Michael Maddick	John Tolson
Sumner-St. John (St. Paul)	George Volkert	Roger Wedemeier
Van Horne-St. Andrew	David Lingard	Keith Hartkemeyer
Ventura-Redeemer	(Daird Korth)	Mark Thompson
Victor-St. James	Michael Kolesar	Gary Hansen
Victor-St. John	Nicholas Huelsman	Jeff Bayer
Vinton-Trinity	(David Lingard, Vacancy)	Dean Schminke
Wapello-St. Paul	Chris Hinkle	Ron Johnston
Waterloo-Concordia (Evansdale)	David Steege	Bruce Drewelow
Waterloo-Faith	Edward Killian	Kenny Maas
Waterloo-Grace	Randy McHone	Scott Parsons
Waterloo-Immanuel	Gerald Kapanka	Myron Piehl
Waverly-St. John	(Matt Versemann)	Ron Stahlberg
Waverly-St. Paul	Keith Brustuen	
Wellsburg (Gladbrook)	Bruce Zimmermann	Keith Balvanz
Westgate (Fayette)	Herb Mueller III	Rudy Shaff
West Union-Good Shepherd	(John Block)	None
Williamsburg-Immanuel (Sigourney-Hope)	Richard A. Meyer	James Heitshusen
Williamsburg-St. Paul	Carl Cloeter	Lynn Evans
Wilton-Zion	Joshua Reimche	Greg Shuger

## IOWA DISTRICT EAST CONVENTION MINUTES

### Session 1: Friday Morning, June 29, 2012

The Thirty-eighth Convention of the Iowa District East opened with Matins celebrating the Feast of Sts. Peter and Paul at 9 a.m. Convention Chaplain Rev. David Miller served as liturgist. District President Rev. Dr. Brian Saunders preached.

Rev. David Miller, convention chaplain and pastor from the convention host congregation, Trinity Lutheran Church, Cedar Rapids welcomed the delegates and guests of the convention.

Chair District President Rev. Dr. Brian Saunders introduced the Fourth Vice-President Rev. Daniel Preus, representative of LCMS President Harrison and convention essayist.

Chair Saunders introduced the Assistants to the President: Rev. Dr. Dean Rothchild, Lois Warnsholz and in absentia Rev. Daird Korth. Chair Saunders also introduced the District Board of Directors.

Chair entertained a motion to adopt the Convention Agenda. Moved and seconded. Convention Agenda was adopted. Chair entertained a motion to adopt the Standing Rules. Moved and seconded. Standing Rules were adopted. There were no supplementary committee appointments.

### President Saunder's Keynote Address

District President Saunders highlighted the emphases of Synod and the theme for our convention "Witness, Mercy, Life Together." Our life together is founded in the blood of Christ shed on the cross. This life together is described by Paul in Ephesians and I Corinthians as unity. This unity in Christ is a spiritual unity which flows from the one faith. This was Paul's message to the congregation of Corinth. Unity of faith is also the unity of doctrine and love. Citing H. C. Schwan, C. F. W. Walther and R. C. H. Lenski, the Missouri Synod is to be a place of this unity of faith. "Together we receive God's Treasures. True and pure doctrine oversees the way we speak to each other...It moves us, in love, to confront issues..."

Rev. David Hansen, chair of the Credentials and Excuses Committee, presented his committee's report. As of 10:05 a.m. 81 pastoral delegates and 95 lay delegates were registered for a total of 176 voting delegates.

Elections Committee Chair Rev. Carl Cloeter presented the slate for Presidential election: Rev. Dr. Chris Hinkle, Rev. Daniel Krueger, Rev. Dr. Rueger and Rev. Dr. Saunders. Moved and seconded to accept District President slate. Carried. The Election Committee distributed and collected ballots.

Floor Committee #1 Administration and Finance presented Overture #1.01 To make geographical adjustments to circuits. Committee moved adoption. Without debate the overture was adopted unanimously.

Floor Committee #1 presented Overture #1.02 To Accept Suggested Salary Guidelines. Committee moved adoption. Without debate the overture was adopted unanimously.

Floor Committee #1 presented Overture #1.03 To Set the Salary and Benefits Scale of Ordained District Office Workers at the Convention-Approved "Salary Guidelines for Professional Workers" ("Called" and "Ordained"). Committee moved adoption.

Moved and seconded to amend the final resolve by striking "at the time of personnel changes" and inserting "January 1, 2013." Amendment declined.

Moved and seconded to amend the last whereas by placing a semi-colon after "personnel" and striking "perhaps inferring that their positions were more valuable than that of Parish pastor." Amendment passed. The amended Overture was adopted unanimously.

Floor Committee #1 presented Overture #1.04 To Allow The IDE President To Be Called To Parish Ministry of Word And Sacrament. Committee moved adoption.

Moved and seconded to amend by adding a final resolve-"be it finally resolved that compensation from the District be adjusted accordingly by the Board of Directors." Amendment carried. The amended overture was adopted.

<p>Election Committee Chair Cloeter announced the results of the District President election: Rev. Dr. Chris Hinkle - 9; Rev. Daniel Krueger - 12; Rev. Dr. Matthew Rueger - 4; Rev. Dr. Brian Saunders - 146 (85%). Rev. Dr. Saunders was declared elected.</p>
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Committee #1 presented Overture 1.05 To Petition the Convention of the LCMS in 2013 to Mandate that Salaries of Employees of The Lutheran Church—Missouri Synod Synodical Office be Made Available to the General Membership of the Synod. Committee moved adoption.

Moved and seconded to amend the final resolve by striking "elected, appointed, contracted and hired" and inserting "rostered." Amendment defeated. Voice vote was indeterminable. Division of the house was called. The overture was adopted. Committee #1 had completed their work. They were dismissed with thanks.

Rev. Cloeter read the slate of nominees for First Vice-President: Rev. Mark Brase, Rev. Dr. Kris Kincaid, Rev. Michael Knox, Rev. Daniel Krueger, Rev. Dr. Matthew Rueger. The Election Committee distributed and collected ballots.

Chair Saunders introduced the pastors new to the district since the previous convention including newly called, ordained and called from the field.

Marshalltown and Westgate circuits will caucus to elect circuit counselors. The convention broke for lunch at 11:45 a.m. Chaplain Miller offered the meal prayer.

### Session 2: Friday afternoon, June 29, 2012

Chaplain Miller opened the session with the afternoon devotion.

Chair Saunders introduced President Emeritus Rev. Gary Arp. Marshalltown and Westgate circuits elected Rev. Joel Picard and Rev. Ronnie Koch as Circuit Counselors, respectively.

Election Chair Cloeter presented the results of the first ballot for First Vice-President: Rev. Mark Brase-10; Rev. Dr. Kris Kincaid-25; Rev. Michael Knox-15; Rev. Daniel Krueger - 34; Rev. Dr. Matthew Rueger-83. No candidate received a majority. The Election Committee distributed and collected a second ballot.

LCMS Fourth Vice-President Rev. Daniel Preus offered greetings from President Harrison. Rev. Preus focused on Witness in three aspects: home, church and world. Witness is confession. If you can't confess your faith in the home, how will you confess it in the world? Rev. Preus expounded on confessing in the home as Luther introduces the catechism as the head of the household should teach the faith. Using the example of the Preus childhood home, the import of teaching God's Word to a confessing life was displayed. Devotions, hymns, reading of the true Word, memorization and the Christo-centric nature of the faith were the foundation of teaching the faith. The work of Christ alone for salvation was at the center. This should be true for Lutheran preaching and teaching. The merits of Christ for sinners is often lacking in current day preaching and teaching. The Gospel needs to be applied in a meaningful way. So also the truth of salvation in Christ needs to be taught and applied in the home. The Preus home had an open-door policy. The members of the family could approach each other. Children could ask father any question and receive a thorough answer. The father would approach the children with any spiritual concern. Family devotions are very important in the home. But the confession in the home cannot be limited to devotions. Opportunities for confessing the faith within the family are all around us. This involves not only the truth but those things which endanger the truth of Christ. Christians don't "get their children some religion," but forgiveness in Christ, Who died for them and prepared heaven for them. Most religions aim to make people good. Christianity brings the truth of sin and the truth of forgiveness and salvation in Christ. False doctrine is condemned because of the spiritual danger of destroying faith. Parents have the responsibility to teach their children these truths. Good teachers never stop learning. Parents cannot teach if they do not learn. Learning, teaching and talking about Jesus with your children is not optional. Confess the faith to get your children to heaven. What are our priorities as parents? Pastor's Adult Bible class is the place to keep learning the faith so that you can teach it to your children and others. Confession of the faith is a way of life for Christians.

The results for the second ballot for First Vice-President were: Rev. Dr. Kris Kincaid-20, Rev. Michael Knox-13, Rev. Daniel Krueger- 37, Rev. Dr. Matthew Rueger-98 (58%). Rev. Dr. Rueger was declared elected First Vice-President.

Rev. Cloeter presented the slate for Second Vice-President: Rev. Mark Brase, Rev. Michael Knox, Rev. Daniel Krueger. The Election Committee distributed and collected ballots.

The convention recessed for a short break from 2:55 p.m. until 3:20 p.m.

Chair Saunders announced the offering for Proclaiming Christ Jesus Capital Campaign from the opening service amounted to \$1,461.00.

The results of the first ballot for Second Vice-President were: Rev. Mark Brase-28; Rev. Michael Knox-62; Rev. Daniel Krueger-77. The Election Committee distributed and collected a second ballot.

Fourth Vice-President Preus continued with part two of the convention essay on witness and confession. The Divine Service is all about confession as we confess sins, faith and praise. Worship as confession in style and substance goes to the core of faith. The work of the Holy Spirit through the external Word creates the Church and makes it grow. It is hard to over-emphasize the importance of the Divine Service. It is the place of Christ and His forgiveness. The struggle of worship style in the LCMS affects confession. Proper confession of the faith is at issue. Our unity is also affected by these struggles. The highest form of Christian worship is to receive forgiveness of sins from Christ. Worship should be focused on Christ and the forgiveness He brings. Worship needs to be Christo-centric. Examination of our liturgies show they are centered in Christ. The liturgy is all about Jesus. Sinners need to see the Savior. The truth of justification in Christ alone is always being attacked. The focal point of the struggle with contemporary worship is, in fact, justification. The main focus of our worship should be on the Second Article because that is where our salvation is located. Liturgy is constructed around justification in Christ. The liturgy is centered on justification. A service can focus on Jesus yet still fail to be centered on justification. Review of our liturgies shows us their repeated emphasis upon justification. Apart from Jesus we have no right to ask God for anything. Through Jesus Christ comes all blessings. The article of justification is front and center in our Lutheran liturgy, just as the focus of Scripture is Christ so also the historic liturgy of worship. The discussion on worship is not about old and new or formal and informal but justification in Christ Jesus. We need to be clear so that people will see Jesus. Hymnody of the church should also confess the truth of the Word with Law and Gospel.

The results of the second ballot for Second Vice-President were: Rev. Michael Knox-73; Rev. Daniel Krueger-93 (56%). Rev. Krueger was declared elected Second Vice-President.

Floor Committee #2 Theology and Mission presented Overture #2.01 To Conduct a Capital Campaign to Help Funding Our New Mission Endeavor in North Liberty. The committee moved adoption. Overture was adopted unanimously.

The convention viewed a video on the planting of a church in North Liberty highlighting its new pastor, the mother church and introducing the "Proclaiming Jesus Christ Capital Campaign". A copy of the DVD will be sent to all IDE congregations.

Floor Committee #2 presented Overture #2.02 To Encourage Congregations To Take Part In and Provide Funding for Operation Barnabas. The committee moved adoption. Overture was adopted unanimously.

Floor Committee #2 presented Overture #2.03 To Address Lay Ministry According to the Lutheran Confessions and the Constitution of the LCMS. The committee moved adoption. Overture was adopted.

Floor Committee #2 presented Overture #2.04 To Reject and Condemn Errant Communion Practices. The committee moved adoption. Moved and seconded to refer the overture back to the committee. Moved and seconded to call the question. Motion carried. The convention proceeded to vote on the motion to refer back to the committee. Motion carried. Overture referred back to the committee.

Kathy Schweer for LWML IDE President Jan Johnston extended greetings on behalf of the IDE LWML and spoke of their work in congregations and the collection of mites. Dick Hoelz IDE LLL treasurer extended greetings on behalf of the IDE LLL and highlighted the work of the Lutheran Hour.

David Lumpp on behalf of University President Ries extended greetings on behalf of Concordia University, St. Paul and affirmed their commitment to the saving Gospel of Christ.

Rev. Keith Brustuen, vacancy pastor of New Hope Lutheran Church, Charles City introduced Roger Ramthun who spoke of the start of a new church and coming to the LCMS to remain faithful to the Word of God with the help of Rev. Bruce Kaltwasser, Trinity, Osage. He thanked a number of congregations for their assistance.

Congregations and pastors were recognized for their years of service. Floor Committee #2 will meet at 7:30 a.m. Saturday morning.

Chaplain Miller closed the session with the Collect of Peace and the Common Table prayer.

The convention recessed at 5:25 p.m. and will reconvene at 8:00 a.m.



### **Session 3: Saturday morning, June 30, 2012**

Chaplain Miller opened the session with Morning Devotions.

The Nominations Committee presented the slate of nominations for the Board of Directors, Nominating Committee, Constitution Review Committee and Committee of Convention Nominations for the 2013 Synod Convention. The Election Committee distributed and collected ballots.

Rev. Preus continued the convention essay with a Bible study on witness, mercy, life together. Starting with the definitions of witness (marturia), mercy (diakonia) and life together (koinonia), he expounded Holy Scriptures on witness, mercy and life together.

Fourth Vice-President Preus on behalf of President Harrison presented the LCMS President's Report. The convention viewed a video prepared by the President's Office on Synod's work of witness, mercy and life together and the opportunities that we have as a synod, districts, congregations and confessing Christians. Vice-President Preus spoke of the work we do together in witness, mercy and life together. A question and answer with Vice-President Preus and District President Saunders followed. They answered questions concerning religious freedom, Koinonia Project, world mission work, Specific Ministry Program, funding pastoral education, Synod's financial situation and Iowa East's support of Synod.

The convention recessed for a short break from 10:05-10:20 a.m. Caucuses were held to elect Synod advisory delegates ordained and commissioned.

Rev. Cloeter announced the results of the remaining elections:

Treasurer: Corey Nuehring-146;

Secretary: Rev. Mark Brase-127, Rev. Josh Reimche-18;

Board of Directors – Commissioned: DCE Leon Miles-94, DCS Jeni Miller-51

Board of Directors – Lay: Matt Kentizer-67, David Eastburn-73

Nominations Committee – Ordained: Rev. Gary Sears-107, Rev. Jeff Pautz-72, Rev. David Miller-101

Nominations Committee – Commissioned: Jon Baumgartel-142

Nominations Committee – Lay: Daniel Sanchez-112, Gerry Peterson-91, Alice Hoffmeier-70

Constitution Review Committee – Ordained: Rev. Sean Hansen-146 Committee for Convention Nominations for the 2013 Synod Convention – Lay: Dr. Carl Egger-93, Daniel Sanchez-51

Nuehring, Brase, Miles, Eastburn, Sears, Miller, Baumgartel, Sanchez, Peterson, Hansen, and Egger stand elected to their respective offices. Having completed their work, the Election Committee was dismissed with thanks.

Floor Committee #2 Theology and Mission presented Overture #2.04A To Reject and Condemn Errant Communion Practices. The committee moved adoption. Moved and seconded to call the question. Question is called. Overture adopted. Having completed their work Committee #2 was dismissed with thanks.

Advisory delegates selected are Ordained: <u>Rev. Tim Eckert</u> and alternate <u>Rev. Gilbert Mueller</u> ; Commissioned: <u>Ben Venteicher</u> and alternate <u>Leon Miles</u> .
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By consensus the assembly amended the agenda and invited Rev. Preus to complete his presentation.

Fourth Vice-President Preus continued with part four of the convention essay and the Bible study on witness. The best evangelism tool is your pastor's Bible class so that confessing witness is a way of life. A proper Christian confession which gives witness is bold and speaks the right word at the right time. This confession comes from study of God's Word. We need to discuss theology and prompt theological questions which inform a Christian way of life. He concluded with the thought God's Word is our great heritage. Let us be the light it makes us.

By consensus the assembly agreed to dismiss early for the lunch break. Chaplain Miller offered the meal prayer.

The convention recessed for the lunch break from 11:30 a.m. - 1:30 p. m.

**Saturday afternoon, June 30, 2012**

**Chaplain Miller opened the session with a devotion.**

**The Convention Minutes Review Committee of Revs. Michael Scudder and Paul Nus reported that they found the minutes for the Sessions 1 & 2 accurate and in order. Moved and seconded to approve Session 1 & 2 Minutes as printed. Motion carried. Having completed their assignment, they were dismissed with thanks.**

**Salary Review Committee Chair Kent Peck informed the delegates of updated salary information apart from the salary guidelines. These are available from Sherry and in a few weeks on the IDE website.**

**Chair Saunders introduced and thanked the administrative assistants Rosanne Mashek, Pam Krog and business manager Sherry Brendes.**

**Secretary Brase presented the bylaws for adoption and explained the process for approval. The committee moved adoption. Revised bylaws were adopted.**

**Pastor-elect Andrew Richards of St. Silas Lutheran Church, North Liberty outlined the work of planting a church in North Liberty.**

**Rev. John Wegener, College Hill Lutheran Church, Cedar Falls offered thanks to the district for their support. He asked that pastors notify campus ministries of students attending in the fall. Rev. Max Mons, St. Paul Chapel and University Center reiterated Pastor Wegener's thanks and request. He displayed a power point of what campus ministry looks like in Iowa City. Pastor Mons introduced Deaconess Jeni Miller who works with the international student program.**

**Rev. Tim Eckert offered thanks for Rev. Mark Anderson and himself. Using sign language he showed the assembly what it is like to be isolated without a way to communicate. Deaf ministry brings Christ in a language they can understand. Rev. Anderson works in Cedar Rapids, Waterloo, and Mason City. Rev. Eckert works in the Quad Cities, Burlington, Dubuque and Muscatine. He also is active in deaf ministry in the Synod.**

**Rev. Steve Rasmussen spoke about prison ministry and thanked the district for their support. Part of his prison ministry is 'Sanctuary'. The Sanctuary Mission is a safe place for released prisoners to help get them back on their feet.**

**Rev. Michael Knox referred the convention to the Camp IoDisECa Report in the workbook. He thanked Sherry Brendes, Rev. Terry Small, in absentia Luke Fischer, interim executive director, and Camp IoDisECa Program Director Daniel Sanchez. Daniel Sanchez reminded the convention of the Summer Festival and the camp's mission. He also thanked Rev. Small, pastors who served as pastor of the week and the camp program committee, DCE Leon Miles and Rev. Paul Beisel. All delegates were invited to visit camp. Rev. Knox also thanked his father for joining him in raising money by running from Cedar Falls to Camp IoDisECa in the 3G runs.**

**Rev. David Anderson from East Side Mission, Davenport introduced his co-worker Jeannie Mirfield who said a few words about the mission and their work as described in their promotional brochure. Eastside Mission is using Lutheran Service Book which has been a blessing. The ministry of Word and Sacrament is ongoing at the mission.**

**LCEF Vice-President Carole White brought greetings from the LCEF and spoke of LCEF's work. She introduced Rev. Bob Riggert who assists her in LCEF education programs. She introduced a video on some of the LCEF's work for the delegates to view.**

**Rev. Allen Konrad, district archivist, reported of his work in recording church records and encouraged congregations to have their records backed-up.**

**Dionne Lovstad-Jones of the Lutheran Malaria Initiative reminded the delegates of malarias impact in Africa and the need for education, prevention and eradication. She requested that congregations get involved in the initiative by praying and giving.**

**Corey Nuehring, district treasurer reviewed the Treasurer's Report in the workbook including the Consolidated Statement of Financial Position, Statement of Activities, Statement of Cash Flow, Loans Payable and Annual Salaries.**

**The Chair entertained a motion to destroy all ballots. Moved and seconded. Motion carried.**

The Chair reviewed the list of Circuit Counselors elected at Circuit Forums as follows: **BENTON**-Rev. Mark Leckband, Garrison/Shellsburg; **CEDAR RAPIDS N**-Rev. Jerry Doellinger, EM, Cedar Rapids; **CEDAR RAPIDS S**- Rev. W. Max Mons, St. Paul Chapel, Iowa City; **CLINTON**-Rev. Victor Young, Trinity, Lowden; **DAVENPORT**-Rev. Michael Vokt, Trinity, Davenport; **DUBUQUE**-Rev. Dr. Kristian Kincaid, Our Redeemer, Dubuque; **ELDORA**-Rev. Karl Bollhagen, Trinity, Hampton; **MARSHALLTOWN**-Rev. Joel Picard, Trinity, Knoxville; **MOUNT PLEASANT**-Rev. Dr. Chris Hinkle, St. Paul, Wapello; **ST. ANSGAR**-Rev. Daird Korth-Redeemer, Ventura; **WATERLOO**- Rev. John Wegener, College Hill, Cedar Falls; **WESTGATE**-Rev. Ronnie Koch, St. Paul, Fredericksburg; **WILLIAMSBURG**-Rev. Gary Sears, Trinity, Conroy. Moved and seconded to ratify the election of the Circuit Counselors. Elections were ratified.

Committee on Credentials/Excuses Chair David Hansen presented the closing credentials and excuses report. The convention was attended by 178 delegates - 83 pastoral and 95 lay. Six pastors and seventy commissioned workers were excused.

The closing Vespers Memorial service remembered those church workers of IDE who had been called to eternal glory in the last triennium. Chaplain Miller served as liturgist and Rev. Preus proclaimed the message.

LCMS 4th Vice-President Rev. Daniel Preus installed President Rev. Dr. Brian Saunders. President Saunders then installed the Vice-Presidents, Circuit Counselors and Board of Directors.

President Saunders declared the convention adjourned at 4:30 p.m.

Session 1 and 2 Minutes approved by the convention during Session 3, June 30, 2012.  
Session 3 and 4 Minutes approved by the district Board of Directors on July 24, 2012.

Respectively submitted,  
Rev. Mark Brase, Iowa District East Secretary

## COMMITTEE ELECTION RESULTS

### NOMINATIONS COMMITTEE (2012-2015)

**Pastors:** Rev. Gary Sears (Trinity, Conroy)  
Rev. David Miller (Trinity, Cedar Rapids)  
**Lay:** Mr. Daniel Sanchez, Solon (St. Paul Chapel, Iowa City)  
Mr. Gerry Peterson (Our Redeemer, Cedar Falls)  
**Commissioned:** Mr. Jon Baumgartel (Trinity Lutheran School, Cedar Rapids)

### BOARD FOR CONSTITUTION REVIEW (2012-2018)

**Pastor:** Sean Hansen, St. Paul, Mt Vernon

### COMMITTEE FOR CONVENTION NOMINATIONS FOR THE 2013 SYNOD CONVENTION

**Lay:** Dr. Carl Egger, Our Savior, Muscatine

### FLOOR COMMITTEES 2012

#### COMMITTEE #1 - ADMINISTRATION AND FINANCE

**Chair -** Rev. Dr. Kristian Kincaid, Our Redeemer, Dubuque  
Rev. John Wegener, College Hill, Cedar Falls  
Rev. Brent Hartwig, Our Redeemer, Iowa City  
Rev. Mark Leckband, Garrison/Shellsburg  
Lynn Evans, St. Paul, Williamsburg  
Dick Lohse, Trinity, Cedar Rapids  
Jack Mullins, St. John, Center Point

## **COMMITTEE #2 - THEOLOGY AND MISSIONS**

Chair Rev. Karl Bollhagen, Trinity, Hampton  
Rev. Peter Hoft, Park View, Eldridge  
Rev. Edward Killian, Faith, Waterloo  
Richard Hoelz, Zion, Hiawatha  
David Schlak, St. John, Marengo  
Dennis Winter, Trinity, Hubbard  
Rev. Victor Young, Trinity, Lowden

## **ELECTIONS COMMITTEE**

Chair - Rev. Carl Cloeter, St. Paul, Williamsburg  
Rev. Keith Brustuen, St. Paul, Waverly  
Rev. Sean Hansen, St. Paul, Mt. Vernon  
Christian Balvanz, St. Paul, Eldora  
Sheila Mason, Zion, Shellsburg

## **CREDENTIALS AND EXCUSES COMMITTEE**

Chair - Rev. David Hansen, St. John, Center Point  
Rev. Terry Small, Homestead/Wellman

## **MINUTES CHECKERS**

Rev. Paul Nus  
Rev. Michael Scudder

# **CONVENTION SUMMARY AND RESOLUTIONS**

## **RESOLUTION SUMMARY**

For the District President to notify Secretary Hartwig/Rosters & Statistics

#1.01 To Make Geographical Adjustments To Circuits

For the District Secretary to send to Office of the Synod President

#1.05 To Petition the Convention of the LCMS in 2013 to Mandate that Salaries of Employees of The Lutheran Church Missouri Synod Synodical Office be Made Available to the General Membership of the Synod.

#2.03 To Address Lay Ministry according to the Lutheran Confessions and the Constitution of the LCMS

#2.04a To Reject and Condemn Errant Communion Practices

For the District Board of Directors - follow in annual budgeting.

#1.03 To Set the Salary and Benefits Scale of Ordained District Office Workers at the Convention-Approved "Salary Guidelines for Professional Workers" ("Called" and "Ordained").

For the District President and Board of Directors - implement when needed.

#1.04 To Allow The IDE President To Be Called To Parish Ministry of Word and Sacrament

Those not assigned to the BOD are distributed through these Convention Proceedings for the consideration of or encouragement to congregations and pastors of IDE:

#1.02 To Accept Suggested Salary Guidelines

#2.02 To Encourage Congregations To Take Part In and Provide Funding for Operation Barnabas

For ATP Rev. Dr. Dean Rothchild for implementation.

#2.01 To conduct a capital campaign to help funding our new mission endeavor in North Liberty.

## **OVERTURES**

### **COMMITTEE NAME: ADMINISTRATION AND FINANCE**

#### **Overture #1.01**

##### **Subject: To Make Geographical Adjustments To Circuits**

**WHEREAS**, a district has the authority to create circuits (2010 LCMS Handbook, 1.3.2) including visitation circuits according to geographical criteria (2010 LCMS Handbook, 5.1.2); and

**WHEREAS** congregations have requested moving to another circuit; be it therefore

**RESOLVED** to move Trinity, Ottumwa from the Williamsburg Circuit to the Mount Pleasant Circuit; and be it further

**RESOLVED** to move Our Saviour, Keosauqua from the Williamsburg Circuit to the Mount Pleasant Circuit; and be it further

**RESOLVED**, to move Peace, Shell Rock from the Westgate Circuit to the Waterloo Circuit; and be it finally

**RESOLVED**, to move Grace, Jesup from the Waterloo Circuit to the Westgate Circuit.

**Adopted June 29, 2012**

### **COMMITTEE NAME: ADMINISTRATION AND FINANCE**

#### **Overture #1.02**

##### **Subject: To Accept Suggested Salary Guidelines**

**WHEREAS**, the 2009 District Convention updated the suggested salary guidelines for Ordained Ministers and Commissioned Ministers in the Iowa District East: and

**WHEREAS**, the Salary Committee has examined the current economic trends (giving significant weight to the Regional Consumer Price Index) and surveying the surrounding Districts' salary schedules; and

**WHEREAS**, the compelling concern for this matter rests above all in God's gracious reminder to His people: "In the same way, the Lord commanded that those who proclaim the gospel should get their living by the gospel" (I Cor. 9:14, ESV); therefore be it

**RESOLVED**, that those congregations which have not considered the District Salary Guidelines be urged to do so; and be it further

**RESOLVED**, that the following salary guidelines, which includes a 2% increase to the previous base, for Ordained and Commissioned Ministers be adopted as printed on Section III, Pages 26-35; and be it further

**RESOLVED**, that the Salary Study Committee make appropriate recommendations to the next Convention of the Iowa District East.

**Adopted June 29, 2012**

### **COMMITTEE NAME: ADMINISTRATION AND FINANCE**

#### **Overture #1.03**

##### **Subject: To Set The Salary and Benefits Scale of Ordained District Office Workers at the Convention-Approved "Salary Guidelines For Professional Workers" ("Called" and "Ordained")**

**WHEREAS**, at each Convention of the District, "Salary Guidelines for Professional Workers" ("Salaried" and "Ordained") are established for the next triennium for workers in Iowa District East; and

**WHEREAS**, the most important service that an ordained man can provide, and the most important office in the church, is pulpit and altar ministry to Christ's sheep; and

**WHEREAS**, it seems inappropriate to compensate administrative personnel to a higher degree than those faithfully serving in the parish; and

**WHEREAS**, the Board of Directors in times past have seen fit to add as much as 50% above Salary Guidelines to the compensation for office personnel; therefore be it

**RESOLVED**, that the salaries and benefits for ordained or commissioned ministers elected or employed by the District be compensated in accordance with said Salary Guidelines; and finally be it

**RESOLVED**, that this provision be adopted and implemented at the time of personnel changes.

**Adopted as amended June 29, 2012**

**COMMITTEE NAME: ADMINISTRATION AND FINANCE**

**Overture #1.04**

**Subject: To Allow The IDE President To Be Called To Parish Ministry of Word and Sacrament**

**WHEREAS**, The District President oversees the doctrine and practice of all pastors and congregations of the IDE; and

**WHEREAS**, such oversight is best done by those actually engaged in the hands on Word and Sacrament ministry of the local congregation and not by those removed from this ministry; and

**WHEREAS**, a District President who also served as a pastor in a parish was standard practice in the LCMS up until the 1970s and such an arrangement served our Church well for over 100 years; and

**WHEREAS**, our Synodical President Matthew Harrison currently holds a call to a local parish, with limited responsibilities, precisely to keep himself involved in the hands on care of souls and has publicly stated that he believes this makes him a better Synodical President more in tune with the real needs of those in the pews; therefore be it

**RESOLVED**, that the IDE in convention allow our District President to hold a call to serve as a parish pastor, with the consensus of the calling congregation, district Board of Directors and the District President; and finally be it

**RESOLVED**, that compensation from the District be adjusted accordingly by the Board of Directors.

**Adopted as amended June 29, 2012**

**COMMITTEE NAME: ADMINISTRATION AND FINANCE**

**Overture #1.05**

**Subject: To Petition the Convention of the LCMS in 2013 to Mandate that Salaries of Employees of The Lutheran Church--Missouri Synod Synodical Office be Made Available to the General Membership of the Synod**

**WHEREAS**, the preponderance of the monies made available to Synod are provided by the stewardship of its members; and

**WHEREAS**, the membership of the Synod has a right and stewardship obligation to have a voice in the administration of such funds; and

**WHEREAS**, the representative of the Synod has stated that such information except for a very few of the top officers of the Synod will not be disclosed to the membership; and

**WHEREAS**, Synod has severe budgetary shortfalls necessitating stringent budget cuts that affect the mission and ministry of the Synod; and

**WHEREAS**, We understand that overtures to the 2013 Convention of Synod must come from District Conventions; therefore be it

**RESOLVED**, that the Iowa District East in Convention petition the 2013 Convention of the LCMS to direct that the salaries and benefits of the elected, appointed, contracted and hired employees of the Synodical Office be made available to the general membership of the Synod.

**Adopted June 29, 2012**

**Floor Committee Name: THEOLOGY AND MISSION**

**Overture #2.01**

**Subject: To Conduct A Capital Campaign To Help Funding Our New Mission Endeavor In North Liberty**

**WHEREAS**, Christ Jesus gave us the command to proclaim the Gospel throughout the world, Luke 24:46-7; and

**WHEREAS**, St. Paul Chapel in Iowa City has called an assistant Pastor to serve as the church planter of a new mission start in North Liberty, Iowa; and

**WHEREAS**, the Iowa District Board of Directors and Mission Committee have agreed to support this new mission for the next seven years to give this mission start help in its early stages; and

**WHEREAS**, new gifts beyond our current District budget will be required; be it therefore

**RESOLVED**, that Iowa District East conduct a capital campaign to raise a minimum of \$600,000 over the next 5-7 years.

**Adopted June 29, 2012**

**Floor Committee Name: THEOLOGY AND MISSION**

**Overture #2.02**

**Subject: To Encourage Congregations To Take Part In and Provide Funding for Operation Barnabas** (Memorials #2.06 and #2.07 have been combined.)

**WHEREAS**, Members of the armed forces of our nation have been given the vocation to protect our nation; and

**WHEREAS**, in the past ten years many members of the armed forces have deployed multiple times; and

**WHEREAS**, these deployments place our service members in significant danger; and

**WHEREAS**, families of these members face stressors unknown to their civilian counterparts; and

**WHEREAS**, the current conflict serves to shed light on all veterans of wars and conflicts past and their service and difficulties encountered upon their return to their communities; and

**WHEREAS**, The Lutheran Church--Missouri Synod in its 2010 Convention urged its members to pray for our armed forces and reach out to those who serve; therefore be it

**RESOLVED**, That our congregations be encouraged to pray for our servicemen and women who are currently in harm's way and those who have returned home; and be it further

**RESOLVED**, That the convention urge congregations and their members to take part in Operation Barnabas and to establish standing committees for military concerns so that they can be prepared to respond to the needs of deployed and returning servicemen and women and their families; and be it further

**RESOLVED**, That the convention urge congregations to make use of resources that provide training and help to those suffering from Post-Trauma Syndrome Disorder; and be it finally

**RESOLVED**, that Operation Barnabas submit a subsidy request to the IDE Missions Committee for consideration in the 2013 budget.

**Adopted June 29, 2012**

**Floor Committee Name: THEOLOGY AND MISSION**

**Overture #2.03**

**Subject: To Address Lay Ministry according to the Lutheran Confessions and the Constitution of the LCMS**

**WHEREAS**, the LCMS Constitution states that "The Synod and every member of Synod accepts without reservation... All the Symbolical books of the Evangelical Lutheran Church as a true and unadulterated statement and exposition of the Word of God" (Art. II.2) which are otherwise known as The Lutheran Confessions; and

**WHEREAS**, the Constitution of the LCMS is also the constitution of each district of the Synod (Art. XII.2); and

**WHEREAS**, each individual pastor of the LCMS has vowed to perform the duties of his office in accordance with the Holy Scriptures and these Lutheran Confessions; and

**WHEREAS**, "The Lutheran Church—Missouri Synod requires that its member congregations accept the confessional standard of the Synod" (Guidelines for Constitutions and Bylaws of Lutheran Congregations May 2006 pg. 5 online at [www.lcms.org/Document.fdoc?src=lcm&id=1193](http://www.lcms.org/Document.fdoc?src=lcm&id=1193) accessed Aug. 5, 2011); and

**WHEREAS**, the original German of Article 5 of the Augsburg Confession of the Lutheran Confessions says that God established the preaching office (Predigtamt) for teaching the Gospel and administering the Sacraments (AC V:1, Concordia Triglotta ed, Northwestern Publishing House, 1927, pp. 44-45); and

**WHEREAS**, the original Latin of Article 14 of the same Augsburg Confession says no one should publicly teach in the Church or administer the Sacraments unless he be called by the public ceremony (*nisi rite vocatus*) which was historically understood as referring only to the pastoral office (AC XIV, Triglotta, pp. 48-49); and

**WHEREAS**, the 1989 Synod in convention at Wichita, Kansas resolution 3-05B allowed for lay people to preach and administer Sacraments publicly in LCMS congregations at worship though this is contrary to Scripture and the Lutheran Confessions; and

**WHEREAS**, later conventions of the LCMS have tried to resolve this issue with overtures/ resolutions both in favor and opposed to allowing lay people to publicly preach and administer the Sacraments; and

**WHEREAS**, the Constitution of the LCMS says "All matters of doctrine and of conscience shall be decided only by the Word of God" (Art. VIII.C); therefore, be it

**RESOLVED**, that the Synod (*in convention*) charge the Joint Seminary Faculties to prepare an evaluation of the 1989 Wichita resolution 3-05B and prepare a recommendation for the next Synod Convention.

**Adopted June 29, 2012**

**Floor Committee Name: THEOLOGY AND MISSION**

**Overture #2.04A**

**Subject: To Reject and Condemn Errant Communion Practices**

**WHEREAS**, "open communion" is not consistent with, nor faithful to, our Synod's official practice of "closed communion" by which only members in good standing of LCMS congregations or members of those churches with whom the LCMS is in altar and pulpit fellowship are to commune; and

**WHEREAS**, the practice of "open communion" offends against Holy Scripture, the Lutheran Confessions, our historic practice and the members of our Synod congregations; and

**WHEREAS**, it is the duty of the Synod as pastors and congregations above all to promote sound doctrine, including calling the erring to repentance and disciplining those who will not turn from their errors all for the sake of the salvation of sinners; therefore be it

**RESOLVED**, that the IDE in convention publicly reject and condemn all such errant communion practices as mentioned above; and be it further

**RESOLVED**, that the District President of IDE visit or contact every congregation during their elected time in office (by-law 4.4.4 - The district president shall in accordance with the Constitution of the Synod in his ministry of ecclesiastical supervision visit the congregations of the district.) to make sure the communion practice of each congregation is in accord with the official teaching of the synod; and be it finally

**RESOLVED**, that the president of the Synod be urged to counsel the District Presidents toward faithfulness in our official communion practice and to exercise discipline against errant practice when appropriate and necessary.

**Adopted June 30, 2012**



## 2012 Iowa District East Convention President's Keynote Address

Under the leadership of President Harrison the Synod is focusing on the theme of "Witness, Mercy, and Life Together." Vice-President Preus will make presentations throughout this convention that reveal what is meant by that theme. He will emphasize witness and mercy while I will talk this morning about life together.

Life together is not an effort on our part. It is not a condition that we bring into existence. Life together is an already accomplished fact. The heart of life together is in the heart of God. It is in the heart that stopped beating on the cross for the redemption of a fallen world. Life together is what Christ creates and sustains with His resurrected and living Body. His shed blood is the gathering power that cleanses mankind and brings us into unity with He and His Father along with the Holy Spirit. St. Paul speaks of this kind of unity, or life together, when he writes to the church in Ephesus, the 4th chapter, verses 1-16 (the same is said in I Corinthians 12:12-26). The Apostle points out that the unity worked by the Holy Spirit must be guarded. He anchors his admonitions by mentioning the most important things that create unity. By the working of the Holy Spirit, Christians form one spiritual body. They have, just as they share one hope of eternal life, one Lord, one faith, one baptism. The spiritual fellowship that is divinely willed is thus only present among Christians when all have the very same faith, the same Word and Sacrament. According to the context of this passage, the Apostle declares that which shall be obtained among Christians as the ascended Savior has given to His Church the gifts of apostles, prophets, evangelists, shepherds and teachers. These bring it about that Christians all have one faith and understanding, as they do not allow themselves like children to be swayed by every wind of false doctrine, but, like mature adults, stand firmly upon one and the same revealed doctrine.

St. Paul has the same message for the Corinthian congregation (I Cor. 1:10). Here it is said, as clearly as is possible, according to God's will, all Christians should be completely united in the faith. One Christian should not advocate this view and another that view. All should speak in the same manner with the same understanding and meaning. Among Christians who are strewn over the entire earth, there can and must be many differences. They are different with respect to their languages and customs. Their worship may take forms that are externally quite different. But in one matter there should be no difference. Here complete similarity rules: all Christians in the entire world should be united in doctrine.

St. Paul's message articulated the Gospel of the Crucified Christ and His relationship to His bride and was therefore the purpose for the Book of Concord, the symbols of our Lutheran Confession. In the Preface to the Book of Concord (1580) the Lutheran Father's write:

*"As indicated above, our disposition and intention has always been directed toward the goal that no other doctrine be treated and taught in our lands, territories, schools, and churches than that alone which is based on the holy Scriptures of God and is embodied in the Augsburg Confession and its Apology, correctly understood, and that no doctrine be permitted entrance which is contrary to these."*

*The editors of the Book of Concord were merely echoing the intent of Luther and the Reformers when they wrote in the Preface to the Apology of the Augsburg Confession (1531),*

*"In these controversies I have always made it a point to stick as closely as possible to traditional doctrinal formulas in order to foster the attainment of harmony.... We take no pleasure in discord, nor are we indifferent to our danger; its extent is evident from the bitter hatred inflaming our opponents. But we cannot surrender truth that is so clear and necessary for the church."*

According to the Lutheran Confessions, to which the pastors and congregations have all ascribed, life together is not only created by the Word of God but is also sustained in the orthodox confession of the Faith through right doctrine. This applies to clergy and laymen alike. In the major article of Christian doctrine, the article on Justification by grace through faith, love is a tool used by right doctrine to maintain our life together

**(Apology IV). The article says:**

*"In the same way, Paul commands that there be love in the church to preserve harmony, to bear, if need be, with the crude behavior of the brethren, to cover up minor mistakes, lest the church disintegrate into various schisms in the hatreds, factions, and heresies that arise from such schisms. For harmony will inevitably disintegrate if bishops impose heavy burdens on the people or have no regard for their weakness. Dissensions also arise when the people judge their clergy's behavior too strictly or despise them because of some minor fault and then seek after some other kinds of doctrine and other clergy. On the other hand, perfection is preserved when the strong bear with the weak, when the people put the best construction on the faults of their clergy, when the bishops take into account the weakness of the people."*

**Life apart is the fault of man, not of Christ and His Church. When schism occurs it is our responsibility to acknowledge what has happened, repent of the sin that caused it, and work together (face-to-face) to resolve whatever issues may arise. This is not new to the Church. The Preface to the Augsburg Confession (1530) details the heart of dealing with life apart so that we may walk in life together. Even though there were major concerns for the Lutheran Reformers against the Roman leadership, there maintained a spirit of reconciliation on behalf of Luther as is stated,**

*"The desire was so expressed for deliberation on what might be done about the dissension concerning our holy faith in the Christian religion, and to this end it was proposed to employ all diligence amicably and charitably to hear, understand, and way the judgments, opinions, and beliefs of the several parties among us, to unite the same in agreement on one Christian truth, to put aside whatever may not have been rightly interpreted or treated by either side, to have all of us embrace and adhere to a single, true religion and live together in unity and in one fellowship and church, even as we are all enlisted under one Christ."*

**In the summer of 1879 the Iowa District was constituted into the German Evangelical Lutheran Synod of Missouri, Ohio and other States. The president of Synod, H.C. Schwan, delivered a sermon for the convention based on Ephesians 4:3-6. He preached on the relationship between unity in doctrine and love. He emphasized that one without the other is neither. He set the stage for how the Iowa District would maintain its unity in the church and carry out the mission of the church. He said:**

*"St. Paul admonishes us to humility, gentleness, patience, and finally – and in sum – to love. And this alone is the correct means, my brothers. Where God by grace has given unity that flows from the one faith, there one should – if this unity is to be maintained – be diligent to practice the virtues out of which the bond is woven. Next to faith, they hold together the children of God in peace and most surely. No one should elevate himself over the other. In humility, everyone ought to regard his neighbor more highly than himself. One should not seek the splinter in his neighbor's eye, not judge and condemn, but rather help each other up with a gentle spirit. One should not force and control, but wait in patience and bear up the weak. In short, love should rule, as the apostle describes it in I Corinthians 13, the love that is patient and kind, is not jealous, not arrogant, not puffed up, which bears all things, believes all things, hopes all things, endures all things things. This love is the bond of perfection. And so it is also the bond that holds believers together in peace. Indeed, it has a tender hand. But it holds fast. What no law, no matter how strong, can preserve, love has the power to maintain."*

**In a sermon delivered by C. F. W. Walther on I Corinthians 1:4-5, he brings to our attention the purpose conventions serve in promoting life together. He says:**

*"To this end we must also ever more carefully and readily make use of our pastors conferences as well as district and synod conventions. To this end we must use our publications and in general the means of the press that stand at our disposal, in greater conscientiousness. Our readers should be introduced in our publications not to interesting and entertaining spiritual lectures. They should do nothing else but seek purity, solid grounding, and decisiveness in doctrine and defense. There should be no whoring with the spirit of the times, no ogling at false doctrine, no respecting of persons. Our Synod officers, our presidents of districts, must continue not so much as protectors of human ordinances but much more as men who watch over the purity of doctrine and knowledge."*

**In 1922, the great commentator of the Ohio Synod, R. C. H. Lenski wrote the following concerning the LCMS:**

*"If there ever was a strictly conservative body, it surely is the Missouri Synod. Nevertheless, this growth! Here is a historical fact that refutes all talk trying to persuade us that we must be liberal, accommodate ourselves to the spirit of the time, etc., in order to win men and grow externally. The very opposite is seen in the Missouri Synod. Missouri has at all times been unyielding; it is so still. In this body the Scriptures and the Confessions have been, and still are, valued to their full import. There was no disposition to surrender any part of them. With this asset Missouri has been working in free America, abounding in sects and religious confusion, and now exhibits its enormous achievements. What so many regard as Missouri's weakness has in reality been her strength. This fact we might write down for our own remembrance. It is a mark of the pastors and leaders of The Missouri Synod that they never, aye, never, tire of discussing doctrine on the basis of Scripture and the Confessions. That is one trait that may be called the spirit of Missouri. People who thus cling to doctrine and content for its purity are of an entirely different nature from the superficial unionists who in the critical moment will declare five to be an even number. God will bless all who value His Word so highly. Gratitude towards God, who has granted to this division of American Lutheranism so much glorious blessing, and through Missouri has communicated this blessing also to other parts of the Lutheran Church, will be the basic note of this festival celebration. May God keep Missouri and us and all Lutheran Christians faithful in the doctrine and confession of his Word and grant us His blessing for our external growth and prosperity." (Theodore Laetsch, ed., The Abiding Word, St. Louis: Concordia Publishing House, 1947, vol. 2, p. 515-516.)*

*If we want to preserve unity in the faith, and walk in life together, (and as Christians this is what we must do) we can never give up any part of revealed doctrine. It is, however, well to note that the apostle in Ephesians 4:3 says, "be eager to maintain the unity of the Spirit in the bond of peace." The unity in the spirit can only continue to be maintained through the bond of peace. If those standing in the unity of the faith are not truly peaceable but are quarrelsome, if they don't allow love to govern their behavior, then unity in the faith will not last long. Luther said, "There, where love is not, neither can doctrine remain pure."*

**Together we receive God's Holy Treasures. True and pure doctrine oversees the way we speak to each other. It guides the way we put the best construction on everything. It moves us, in love, to confront issues in the church with an attitude of grace and peace toward each other. True doctrine doesn't participate in sinful talk or behavior toward pastor or parishioner. Together we confess the Faith in our communities and in our homes. Together we bring the Gospel to prisons, universities, campers, the deaf, mission starts and schools. Together we are the Body of Christ. Soli Deo Gloria.**

**Rev. Dr. Brian S. Saunders, President of Iowa District East**

## **REPORT OF THE DISTRICT PRESIDENT**

**The June, 2009 Iowa District East Convention changed my vocation from parish pastor to District President. Coming into the office was an honor and privilege on behalf of the pastors and congregations of this beloved district. It remains an honorable vocation and one I take quite seriously. At the first Board of Directors meeting the chairman asked me what I would like to focus on these three years. I broke it down into three areas of emphasis. I wished to address catechesis, non-calling vacancies and missions at home as well as overseas.**

**As far as catechesis is concerned we implemented Circuit Counselors' Catechesis meetings three times a year. We meet in the Fall, Winter and Spring. Those asked to attend extended beyond the Circuit Counselors. It also included the clergy reconcilers and presidium. The day was spent in devotion and prayer for the Church. We also had presentations where doctrine and practice were studied and discussed from the Scriptures and the Lutheran Confessions. Topics covered include:**

- the elements of reconciliation
- preaching
- communion statements
- what to do when someone comes to you with a complaint
- worship
- reverence and ceremony
- the pastor and his family

The goal of each meeting was theological growth as well as a stronger walk together in our church body. The topics studied could serve as resources for the Circuit Counselors' meetings held in each circuit throughout the year. The Circuit Counselors' Catechesis have been well attended and well received. We plan on continuing them in the future.

A number of years ago the Council of Presidents of the LCMS created a new congregational category called "non-calling" vacancies. These were congregations who were of such a size that they could not sustain a full salary for a pastor and were being served by a neighboring clergy. The term non-calling vacancy really does not coincide with our doctrine of Church and Ministry. Where there is a congregation there is also an Office of the Ministry. When the Office is vacant, the Office still remains and is intended to be filled.

Many visits were made to our congregations in this category and we discussed our doctrine and practice. All of the meetings were a blessing to the congregation and myself. We agreed that our practice needed to be reflective of our doctrine. The congregations called the man serving them and now have a called pastor serving them God's Heavenly Treasures. We were a bit of a trend setter with our approach. The 2010 Synod in Convention changed the structure of the LCMS and have eliminated the non-calling vacancy category. All congregations being served by a pastor with Word and Sacrament are considered to have called the pastor to the Office. This was a good decision by our synod.

At the 2003 IDE Convention our district partnered with LCMS Human Care and World Relief to construct a diaconal center in Palanga, Lithuania. Great excitement over the effort launched a district-wide campaign to support this mission. As construction was taking place, the economy of Europe took a drastic change. The cost of material and labor sky rocketed and also the cost of completing the project. As a result IDE accepted a bigger responsibility than originally intended. Through grace, love, concern and dedicated commitment by IDE clergy and laity, the project kept going. This year the diaconal center will be finished and dedicated at a special service in but a few weeks. We rejoice with one another and fervently thank our Lord for supplying our needs and assisting our brothers and sisters in the Lithuanian Lutheran Church. The Word will be preached, the Sacraments administered, souls and bodies cared for through this mission effort. Praise be to God!

In the summer of 2010 a group of Lutherans from Charles City contacted us and asked about starting a mission congregation in that city. We met with them and commended their care to the pastors of the Westgate and St. Ansgar Circuits. Under the capable leadership of Pastor Brustuen and his brother clergy God's Word has planted another congregation in IDE. The congregation is named New Hope Lutheran Church. Divine Services and community outreach are taking place on a regular basis. We are so grateful to the men and women of this congregation for their steadfast faithfulness to God's Holy Word and its exhibition through the Lutheran Confessions. May the Lord of the Church continue to bless our newly received family in Charles City.

Attention has been focused for a few years on areas in IDE where population is growing. One such site is North Liberty. The Board for Missions as well as the Board of Directors have given due attention to a mission start in that ever burgeoning city. This spring the Board of Directors agreed to support a mission start in North Liberty under the direction of St. Pauls Lutheran Chapel in Iowa City. The congregation at St. Pauls has extended the call and will have oversight of the mission. It is our prayer that the pastor called to this mission will be blessed with the desire and the zeal to seek and save the lost in that community as well as feed the faithful. With district commitment and congregational oversight this allows for the entire district to be involved with North Liberty. We look forward to the work, service and challenges ahead as the Word is preached and Sacraments administered in a community who will receive God's mercy and grace.

We unite and bond with one another in the Word and the Confessions of the Church. As the leadership continues to study and discuss the Word we can only unite even more. When Pastors preach and teach the pure Word we can only be strengthened in our resolve to walk together. When we work together we can serve this district beyond our own congregations. Together we can be caretakers for people in our own backyard as well as around the world.

Soli Deo Gloria, President Saunders

**ADVISORY PASTORS:**

Anderson, David C.	Brumwell, Tyrone	Cearlock, Jesse	Fay, Karl
Eckert, Timothy	Hoft, Peter	Goldberger, Arthur	
Henderson, Stephen	Polzin, Joseph	Warnsholz, Merle	

**EMERITI PASTORS:**

Anderson, David L.	Arndt, Dennis A.	Arp, Gary M.
Doellinger, Jerry W.	Eckhardt, Wilfred E.	Frederick, Clarke E.
Gotoski, Garland E.	Hauser, Leon E.	Hedtke, Thomas E.
Illian, Donald C.	Johnson, Daniel Q.	Loesch, Donald D.
Lutz, Donald A.	Marquardt, Martin J.	Mueller, Gilbert E.
Mueller, Howard W.	Pannier, Clarence W.	Rall, E. Eugene
Riley, William R.	Saylor, Kevin K.	Scheer, Harold A.
Schmidt, Lawrence A.	Walker, John R.	Wegener, Thomas C.
Wood, Frederick J.	Zimmermann, Timothy J.	

**VICARS DURING LAST 3 YEARS:**

Berquist, Roy W. - Trinity, Hampton (2010-11)  
Callahan, Phillip J. - Trinity, Hampton (2009-10)  
Christ, Dean E. - Trinity, Knoxville (2009-10)  
Drehman, Arthur J. - Trinity, Hampton (2011-12)  
Kane, Patrick - Zion, Hiawatha (2012-2014)  
Wagnitz, Michael G. - Trinity, Lowden (2011-12)

**OTHERS:**

Finch, Radcliffe - V.P. for Institutional Advancement, CTS, Ft Wayne, IN  
Fischer, Luke - Site Manager, Camp Io-Dis-E-CA  
Konrad, Rev. Allen - Former Missionary to Botswana, S Africa/Archives Committee  
Sanchez, Daniel - Program Director, Camp Io-Dis-E-Ca  
White, Carole - LCEF District Vice-President, Storm Lake

**ORDAINED**

**ENTERED THE DISTRICT:**

Anderson, David C.-LCEM, Davenport 4.3.11  
Dumer, Lester-Keokuk 9.26.10 (C IL District)  
Lockie, Christopher-Immanuel, Davenport 1.24.10  
Miller, Bruce H. to Messiah, Mason City 2.7.10  
Mueller, Herb-Westgate/Fayette 4.10.11  
Pautz, Jeffrey L.-Our Savior, Muscatine 11.8.09  
Rafferty, C. Ronald to Grace, DeWitt 12.5.10  
Saylor, Kevin K., EM Ottumwa 5.1.11

**TRANSFERRED TO OTHER DISTRICTS:**

Betke, Norman E., EM to Gladwin, MI 7.12.11  
Carr, Timothy J. from Grace, DeWitt to Toledo, OH 1.15.10  
Eggert, James F. from St. John, Keystone to Ft. Myers, FL 3.31.11  
Fairrow, Gregory L. from Iowa City to Campus Pastor, Concordia U, Portland, OR 6.1.09  
Flanscha, Marvin-Rocky Mt. District 9.23.09  
Gerke, David K. from Holy Cross, Davenport to Kewanee, IL 11.30.10  
Hedtke, Robert C., EM from Atkins to Fort Wayne, IN 8.17.10  
Holm, Michael H. from Trinity, Clinton to Cody, WY 1.30.11  
Jones, Timothy A. from Bennett/Stanwood to Jefferson, IA 2.19.12

Lane, Stephen S. from St. John, Oskaloosa to Lecanto, FL 12.13.10  
Mac Kain, David E. from St. John, Victor to Tupelo, MS 6.20.10  
Parker, Edwin-Ft. Wayne, IN 8.31.09  
Roland, Ronald B. from St. Paul, Evansdale/Grace, Jesup to MI 6.27.11  
Russell, Randall S. from Oelwein/Independence to Cass City, MI 4.12.10  
Scheidt, Paul A., EM from Cedar Rapids to MO 1.21.11  
Schumacher, Thomas-Topeka, KS 8.1.09  
Woolery, Wayne N. from Homestead/Wellman to Rocky Mt. District 7.1.11

**CHANGES WITHIN THE DISTRICT:**

Beisel, Paul L., Keokuk to Immanuel, Iowa Falls 11.15.09  
Morton, Douglas V., St. John, Marengo to candidate status 3.19.12  
Polzin, Joseph M., Bethany, Cedar Rapids to candidate status 7.1.11  
Small, Terry S. from Camp IoDisECa to Homestead/Wellman 11.6.11

**CALLED TO GLORY**

Ellis, Terrance K. - Charlotte 10.20.11	Hischke, Roland N. - Marion 7.22.11
Lueders, Carl E. - Marshalltown 12.26.10	Poock, Donald F. - Cedar Falls 5.8.11
Stuempfig, Ewald L. - Vinton 3.20.11	Wilcken, Robert S. - Oelwein 12.25.10
Zimmermann, John C. - Vinton 12.7.10	

**NEWLY ORDAINED/INSTALLATIONS:**

Beltz, Samuel - St. John, Oskaloosa 7.24.11  
Berquist, Roy W. - St. John, Fairbank/Peace, Jesup 9.4.11  
Christ, Dean E. - Trinity, Chariton 6.13.10  
Fay, Karl - Trinity, Davenport 7.12.09  
Gray, Andrew W. - St John, Marengo 6.24.12  
Hansen, Sean D. - St. Paul, Mt. Vernon 6.26.11  
Hartwig, Brent - Our Redeemer, Iowa City 6.21.09  
Holmen, Michael G. - Oelwein, Independence 6.27.10  
Huelsman, Nicholas M. - St. John, Victor 8.8.10  
Klinge, David - St. John, State Center 6.14.09  
Krause, Donald R. - St. Paul, Delaware 1.24.10  
Lockie, Christopher K. - Immanuel, Davenport 1.24.10  
McDermott, Ryan M. - St. Peter, Elma 6.20.10  
McKinley, Jordan J. - St Pauls, Bennett and Stanwood 6.24.12  
Miller, David V. - Trinity, Cedar Rapids 8.22.10  
Mueller, Herbert (Bert) - St. Peter, Westgate 4.10.11  
Neuendorf, Christopher - Holy Cross, Davenport 8.28.11  
Nus, Paul - Millersburg/Deep River 4.8.10  
Preus, John C. - Trinity, Clinton 7.17.11

**EM/RETIRED**

Doellinger, Jerry - Concordia, Cedar Rapids 9.4.11  
Frederick, Clarke - Trinity, Vinton 5.20.12  
Zimmermann, Timothy J. - Our Redeemer, Iowa City 5.1.10

**REMOVED/RESIGNED FROM ROSTER**

Gefaller, Mark A. - St. Paul, Mt. Vernon  
Offt, Jonathan L. - Trinity, Cedar Rapids  
Parker, Timothy E. - St. Peter, Westgate

## **COMMISSIONED - 2012**

### **DCEs:**

Miles, Leon	St John, Marengo
Mueller, Kaja	Our Redeemer, Iowa City
Petrik, Randi	Bethany, Cedar Rapids
Venteicher, Benjamin	Zion, Hiawatha
Welter, Leah	Concordia, Cedar Rapids
Yochum, Lawrence	Our Savior, Bettendorf
Dougan, Kody	Immanuel, Iowa Falls Intern
Heirigs, Joshua	Trinity, Davenport DCE Intern (11-12)
Illich, Seth	Our Redeemer, Iowa City DCE Intern (12-13)

### **DEACONESSES: 2012**

Barkley, Sarah - St John, Clinton  
Miller, Jennifer - St Paul Chapel, Iowa City

## **ADVISORY DELEGATES**

### Rostered Teachers:

Armbrecht, Andy	21	Holtzman, Chad	8	Richter, Nathan	13
Baumgartel, Jonathan	15	Hussong, Andrea	15	Roberts, Cara	9
Baker, Jodene	11	Jensen, Deje	20	Rollins, Glenn	31
Becker, Mary	31	Klinge, Jennifer	7	Rudzinski, Kevin	15
Berry, Kay	36	Klinge, Brian	2	Runge, Dave	16
Besel, Brittnie	1	Koenig, Amy	7	Schaefer, Robyn	33
Block, Denise	16	Limback, Sharon	26	Schardt, Tyler	1
Bremer, Janet	20	Maddick, Melanie	24	Schneiderman, Kathy	11
Buescher, Barbara	26	McKinney, Rebecca	7	Schumacher, JoAnn	21
Burmeister, Justin	9	Menke, Joshua	1	Shaffer, Shelly	9
Burns, Rebecca	16	Mester, Kim	15	Shoumaker, Lisa	18
Carolus, Holly	12	Meyer, Carol	31	Tanney, Lucas	1
Cattau, Jessica	6	Meyer, Kristin	8	Tietz, Joan	24
Dehning, Tana	2	Meyer, William	31	Ullman, James	5
Doellinger, Janet	38	Mueller, Mark	33	Ullman, Laura	6
Drees, Leslie	3	Mueller, Kristen	9	Utech, Nicholas	8
Fahrman, Marilyn	26	Newton, Brittany	2	Vanness, Melinda	26
Grewe, Mark	30	Nimmer, Joshua	1	Wetjen, Tamara	26
Grimm, Peggy	34	Nimmer, Sarah	1	Wilde, Elyse	17
Heggemeier, Melanie	2	Nord, Lois	36	Wille, Linda	10
Hester, Joezette	10	Peterson, La Donna	15	Williamson, Pam	25
Hillman, Laura	3	Pfantz, Lynne	32	Woolery, Stephen	2
Holste, Richard	28	Powell, Connie	32	Zimmerman, Aaron	1

## **CHANGES WITHIN THE DISTRICT**

Durr, Marna - LIS, Williamsburg to inactive (8.10)  
Gomez, Linda - Immanuel, Waterloo to retired (8.10)  
Kroemer, Karen - Trinity, Cedar Rapids to retired (7.11)  
Rafson, Christy - Trinity, Cedar Rapids to inactive (7.11)  
Rector, Abby - Trinity, Davenport to inactive (7.09)  
Sitas, William - LIS, Williamsburg to inactive (8.10)  
Welch, Donna - Trinity, Davenport to retired (7.10)

## **New Commissioned Members of Synod 2009 - 2012**

Besel, Brittnie - Concordia Seward to Trinity, Davenport (8.10)  
Heggemeier, Melanie - Concordia Seward to Trinity, Davenport (8.10)  
Hillman, Laura - Concordia St Paul to Central, Newhall (8.10)  
Klinge, Brian - Concordia Seward to Lutheran Interparish School, Williamsburg (8.10)  
Barkley, Sarah - Concordia Theological Seminary, Fort Wayne (8.10)  
Miller, Jennifer - Concordia Seminary, St Louis (7.11)  
Menke, Josh - Concordia Seward to Trinity, Davenport (8.11)  
Newton, Brittany - Concordia Chicago to Valley Lutheran School, Cedar Falls (9.10)  
Nimmer, Joshua - Concordia Mequon to Trinity, Cedar Rapids (8.11)  
Nimmer, Sarah - Concordia Mequon to Trinity, Cedar Rapids (8.11)  
Schardt, Tyler - Concordia Seward to Trinity, Davenport (8.11)  
Schutt, Megan - Concordia St Paul Colloquy to Immanuel, Waterloo (2010)  
Zimmerman, Aaron - Concordia St Paul to Dubuque LS, Dubuque (8.11)  
Tanney, Lucas - Concordia Seward to Valley Lutheran School (9.11)



## ANNIVERSARIES

### ORDAINED:

<u>2010</u>		<u>2011</u>		<u>2012</u>	
Mark Halvorson	25	Mark A. Anderson	25	Kristian Kincaid	25
Michael Maddick	25	Richard Meyer	25	Michael Knox	25
Joseph Polzin	25	John Moore	25	Michael Parris	25
George Volkert	30	Steve Rempfer	25	David Brandt	30
Carl Richardson	40	Reed Stockman	25	Daniel Krueger	30
Harold Scheer	40	Michael Vokt	25	Randolph Nord	30
Timothy Zimmermann	40	David Hansen	30	David Rempfer	30
Donald Loesch	50	Chris Hinkle	30	Dean Rothchild	30
Donald Q. Johnson	55	Daird Korth	30	Victor Young	30
		Kevin Saylor	30	Parker Knoll	35
		Robert Bartel	35	Marvin Lorenz	35
		Roger Sterle	35	David Splett	35
		Arthur Goldberger	35	Jerry Doellinger	40
		Frederick Wood	40	Thomas Hedtke	40
		Gary Arp	45	David L. Anderson	45
		Howard Mueller	50	Thomas Wegener	45
		Lawrence Schmidt	55	Clarence Pannier	50
		Garland Gotoski	60		

### COMMISSIONED:

<u>2010</u>		<u>2011</u>		<u>2012</u>	
		Marilyn Fahrman	25	Pam Williamson	25
		Sharon Limback	25	Mark Grewe	30
		Tammy Wetjen	25		
		Mary Becker	30		
		Bill Meyer	30		
		Carol Meyer	30		
		Glenn Rollins	30		
		Kay Berry	35		

### CONGREGATIONAL:

<u>2010</u>		<u>2011</u>		<u>2012</u>	
Risen Christ, Davenport	25	Our Redeemer, Dubuque	50	Our Redeemer, Cedar Falls	50
Our Savior, Fort Madison	50	Our Savior, Newton	50	Our Savior, Muscatine	50
St Paul, Bennett	75	Peace, Oelwein	50	Grace, Blairstown	100
Trinity, Millersburg	75				
St James, Victor	100				
St Peter, Westgate	125				
St John, Marengo	125				
Good Shepherd, Wellman	150				

**RETIRED- TEACHERS/DEACONESS/DCES/DCO:**

Acord, Deanna  
Batchelor, James  
Berrey, Bonnie  
Bluhm, Gerald  
Connors, Diane  
Drumm, Deborah  
Elmshaeuser, Orville  
Frank, Donald D  
Frank, Sherry

Freymark, Robert C.  
Gomez, Carlos  
Gomez, Linda  
Kelderman, Laverne  
Killen, James  
Kramer, Connie  
Kroemer, Karen J.  
LeFevere, Verlyn  
Loesch, Carol

Marolf, Shirley  
Muhlenbruck, Marvin  
Piering, Vernon  
Popenhagen, Margie  
Rowsell, David  
Sandersfeld, LaVonne  
Schrage, Patricia  
Welch, Donna  
Wenz, Richard  
Werning, Kathy

**CALLED TO GLORY**

Frese, Rosetta 12/09  
Schmidt, Mabel 12/10  
Kruse, Kathryn W 1/11  
Goldfish, Carol 12/11

**ENTERED DISTRICT**

Baker, Jodene – South Eastern District to Bethlehem, Mason City (2009)  
Baumgartel, Jon – Trinity, Cedar Rapids from IDW (7.09)  
Baumgartel, Jill – IDE from IDW – Non-Candidate Status (5.10)  
Besel, Brittnie – Trinity, Davenport - graduate (8.10)  
Bordsen, Kimberly – Gladbrook – candidate status (2012)  
Burmeister, Justin – MNS to Community, Readlyn (7.11)  
Crow, Melinda – Cedar Rapids – candidate status (2011)  
Dehning, Tana – SID to Community, Readlyn (7.11)  
Duetsch, Rachel –Iowa City – non candidate  
Grewe, Mark – PSW to LIS, Williamsburg (9.11)  
Heggemeier, Melanie – Trinity, Davenport - graduate (8.10)  
Mueller, Kristen – Peace Lutheran Preschool, Oelwein (12.11)  
Newton, Brittany – Valley, Cedar Falls – graduate (6.10)  
Petersen, Hannah – Dubuque – candidate status (2011)  
Rollins, Glenn – Valley, Cedar Falls – Principal (4.12)  
Woolery, Stephen – Valley, Cedar Falls from IDW (6.10)  
Zimmerman, Aaron – Dubuque LS, Dubuque – graduate (8.11)

**TRANSFERRED FROM THE DISTRICT**

Carriker, Angela, DCS, St Paul, Chapel, IC to FL/GA 2010  
Dedor (Payne), Tracie – Trinity, CR to IDW 2011  
Gavrun, Andrew – Immanuel, Waterloo to IN 2011  
Gavrun, Jessica – Immanuel, Waterloo to IN 2011  
Schutt, Megan – Immanuel, Waterloo to IDW 2011

**RESIGNED/ REMOVED FROM THE ROSTER**

Arndt, Jacquelyn  
Hrdlicka, Rhonda

Bohl, Greg  
Schneiderman, Daniel G.

Duetsch, Rachel

**NEW PRESCHOOL**

St John, Waverly – Director Melissa Haugo – opened 2011

**CLOSED PRESCHOOLS**

Noah's Ark Christian, Davenport – closed 2011      Wee Ones, Hampton – closed 2010  
Trinity, Knoxville – closed 2011                      Sunshine, Fairbank – closed 2010

**INACTIVE - TEACHERS/DEACONESS/DCE/DCO: 2012**

Armbrecht, Deanna  
 Armbrecht, Donna  
 Baumgartel, Jill  
 Behr, Jana  
 Carlson, Karen  
 Crow, Melinda  
 Diercks, Michelle  
 Doehrmann, Lynne  
 Dougan, Kody  
 Durr, Marna

Hoft, Bethany  
 Koehn, Barb  
 Luecke, Audrey  
 Mildred, Erika  
 O'Brien, Carmen  
 Peterson, Hannah  
 Pfeiffer, Sara  
 Piering, Donette  
 Pownell, Jana  
 Rafson, Christy

Rector, Abby  
 Rickman, Eva  
 Sitas, Bill  
 Smith, Kari  
 Stoelting, Lucille  
 Swales, Rachel  
 Wemlinger, Thomas  
 Wolf, Diane  
 Woolery, Pamela

**SCHOOLS AND PRINCIPALS  
 of Iowa District East**

**PRESCHOOLS  
 of Iowa District East**

Valley, Cedar Falls:  
 Glenn Rollins

Trinity, Cedar Rapids:  
 Jonathan Baumgartel

Clemons, Clemons:  
 Melanie Maddick

Trinity, Davenport: Bill Meyer

Dubuque, Dubuque: Linda Nudd

St Paul, Latimer:  
 Pam Tyrrell/Marilyn Fahrman

Central, Newhall:  
 Janet Doellinger

Community, Readlyn:  
 Kim Blakesley

Immanuel, Waterloo:  
 Barb Buescher

LIS, Williamsburg: Mark Grewe

Belle Plaine-  
 First Lutheran

Bettendorf- Our Savior

Burlington-  
 Good Shepherd

Cedar Rapids:  
 Bethany-Share & Care  
 Trinity

Clemons- Clemons  
 Clinton- St John

Coralville-  
 Prince of Peace

Davenport-  
 Immanuel  
 Risen Christ  
 Trinity

DeWitt- Grace

Dubuque-  
 Our Redeemer

Eldora- Good Shepherd  
 Eldridge- Share & Care

Fairfield-  
 Mother's Day Out

Fredericksburg-  
 Fun in the Sun

Hiawatha- Little Lambs

Iowa City-  
 Our Redeemer

Marengo- St John

Mason City-  
 Sunbeam Voyages

Monticello- St John

Mount Pleasant-  
 Son Shine

Newhall- Central  
 Oelwein- Peace  
 Ottumwa- Trinity  
 Readlyn- Community  
 Ventura- Redeemer  
 Vinton- TLC  
 Waterloo- Immanuel  
 Waverly- St John  
 Williamsburg- LIS  
 Wilton- Zion

## REPORT OF THE FIRST VICE-PRESIDENT

This past triennium marks the completion of my 3rd term as 1st VP. During this term I was privileged to serve under President Saunders during his first term. In my capacity as 1st VP I have been called upon for counsel with various matters of casuistry, for theological advice and have helped President Saunders as an academic sounding board. I have been very pleased with the theological leadership President Saunders has shown both within the district and on the Council of Presidents. He has worked tirelessly to promote practice within the Church that reflects the truth of the doctrine we confess. May God continue to bless our district with strong theological leadership.

Respectfully Submitted, 1st VP Rev. Matt Rueger

## REPORT OF THE SECOND VICE-PRESIDENT

It has been my privilege to serve the District since the 2009 convention as 2nd Vice President. Duties of the 2nd VP have included attendance at the regular Board meetings, serving as liaison and attending meetings of the Board for Congregational Services and attending meetings of the Circuit Counselors. In addition to these meetings I have served on two additional committees dealing with Camp finances and reviewing District finances. The Camp financial review resulted in a recommendation to the Camp Board that they reduce staff. The Camp Board with regrets and after several months of seeking alternative options adopted this strategy and the Camp is now on more secure financial footing.

The second committee reviewed the District's use of funds. Recommendations were made to the BOD that were adopted and had the net effect of lowering our indebtedness and our yearly budgetary needs. I also have had the privilege of conducting an installation and represented the District at several funerals when District Staff were unable to present. I have enjoyed my service to the District and working with other dedicated Christians in the ongoing work of building God's Kingdom and caring for His flock.

Rev. Daniel L. Krueger, Zion, Hiawatha 2nd Vice-President

## REPORT OF THE CIRCUIT COUNSELORS

### BENTON CIRCUIT # 001

Ten congregations within the borders of Benton County make up our circuit. Gathered around Word and Sacrament we are blessed to receive and proclaim God's saving message in Christ. Our pastors gather monthly for the study of Scripture, a doctrinal topic, worship and casuistry. During the past three years we bid farewell to Rev. Jim and Liz Eggert at St. John, Keystone. Central Lutheran School in Newhall brings the blessing of Christian education to our circuit and our county. We rejoiced with them as God blessed them with an addition of a new gym in 2010. Trinity, Vinton gave thanks to God in 2011 as they dedicated new furnishings after strong wind and rain caused major damage to their nave. Trinity, Vinton and First, Belle Plaine operate preschools for their communities and First also provides room for Lutheran Family Service to maintain a satellite office for counseling in our area.

Rev. David Rempfer, Circuit Counselor

### CEDAR RAPIDS CIRCUIT - NORTH #021

The seven congregations included in the Cedar Rapids North Circuit #021 are Concordia, Cedar Rapids, King of Kings, Cedar Rapids, Word of God, Cedar Rapids (Deaf), St. John, Center Point, St. Paul, Mount Vernon, St. Paul's, Marion and Zion, Hiawatha. Two of our churches have preschools-Concordia and Zion-and one church is a subsidized ministry of our IDE - the deaf ministry at Word of God, Cedar Rapids. We rejoice with our brothers and sisters of King of Kings as they sold their church and moved into a new house of worship in the last triennium.

Our Circuit Conferences continue to be meaningful gatherings for the pastors and professional staffs of our congregations. Our circuit meets with the Cedar Rapids South Circuit monthly through the school year. Our agenda includes worship with the celebration of Holy Communion, Bible study, a topic study and a time when pastors can

share unique ministry challenges with their brother pastors discussing how others would handle such situations. As we meet for these "casuistry" sessions the group is divided into three groups, Northern Pastors, Southern Pastors and other church professionals.

Staff changes include Rev. Mark Gefaller (St. Paul, Mt. Vernon) who resigned his call to further his ministry in a different vocation. We rejoice that the Lord has supplied Mt. Vernon with Pastor Sean Hansen. Rev. Jerry Doellinger (Concordia, Cedar Rapids) retired in September of 2011. At the writing of this report this congregation continues to be served by a vacancy pastor.

I would like to thank the congregations of the Cedar Rapids North Circuit for the honor of serving for the past three years.

Rev. Jerry W. Doellinger, Counselor

### CEDAR RAPIDS SOUTH #022

Over the past triennium it has been my privilege to serve as the Cedar Rapids South Circuit counselor. What follows is a summary of the activities of our circuit.

#### **2009-2010**

- In June of 2009 Rev. Brent Hartwig was ordained and installed as associate pastor of Our Redeemer, Iowa City.
- In August of 2009 Angela Carriker was commissioned and installed as Deaconess of St. Paul Chapel, Iowa City.
- In December of 2009 Rev. David Hansen was installed as pastor of King of Glory, Swisher.

#### **2010-2011**

- April 25, 2010 brought the retirement of Rev. Timothy Zimmermann who had served as pastor of Our Redeemer, Iowa City.
- In May of 2010 Rev. Brent Hartwig was installed as senior pastor of Our Redeemer, Iowa City.
- In June of 2010 Rev. David Miller was ordained and installed as assistant pastor of Trinity, Cedar Rapids.
- In October of 2010 Rev. Wayne Woolery was installed as pastor of Good Shepherd, Wellman.

#### **2011-2012**

- January 2011 Rev. Greg Fairrow departed Iowa East to serve as campus pastor at Concordia University, Portland, Oregon.
- April 2011 Deaconess Angela Carriker of St. Paul Chapel, Iowa City was granted a peaceful release from her call. In May of 2011 she married and moved to Florida.
- In May of 2011 Rev. Joe Polzin was released from his Call at Bethany, Cedar Rapids and took a position with Marion Cares, Marion.
- In June of 2011 Rev. Wayne Woolery retired as pastor of St. John, Homestead and Good Shepherd, Wellman.
- In July of 2011 Jennifer Miller was commissioned and installed as Deaconess and Director of International Student Ministry at St. Paul Chapel, Iowa City.
- In November of 2011 Rev. Terry Small was installed as pastor of St. John, Homestead and Good Shepherd, Wellman.

Respectfully Submitted,

Rev. W. Max Mons, S.T.M. Cedar Rapids South Circuit Counselor

### CLINTON CIRCUIT #003

Seven congregations make up the Clinton Circuit: St. John and Trinity in Clinton, Immanuel in Charlotte, Grace in DeWitt, Immanuel in Grand Mound, Trinity in Lowden and St. Paul in Stanwood. Many changes have happened in the Circuit during the past triennium.

Since the last Convention Report was written Rev. Wayne Brinkman retired and Rev. Daniel Pool was ordained and installed June 7, 2009 as pastor of St. John in Clinton. Shortly after our last Convention our Circuit Counselor, Rev. Timothy Carr, accepted a call to Ohio and gave his farewell to Grace, DeWitt. At that time I was appointed Circuit Counselor by President Saunders. Rev. "Ron" Rafferty was called to be the senior pastor of Grace, DeWitt. He was installed December 5, 2010. Rev. Michael Holm accepted a call to Christ the King in Cody, Wyoming and said his farewell to Trinity, Clinton on January 30, 2011. Rev. John Preus was ordained and installed as pastor of Trinity, Clinton July 17,

2011. On Thursday, October 20, 2011 Rev. Terrence Ellis, who was battling cancer, died suddenly and entered into his eternal rest. He served Immanuel in Charlotte for about twenty years. In addition he put many years in as our Circuit Counselor. We remember Jesus Christ, risen from the dead (2 Tim. 2:8). Immanuel, Charlotte is still vacant at this time. Rev. Steve Anderson is serving as the vacancy pastor.

During the past triennium Vicar Nicholas Huelsman completed his vicarage at Trinity, Lowden. A year later he was called to serve as pastor of St. John in rural Victor, Iowa. Currently Rev. Michael Wagnitz, a German citizen, is serving his colloquy vicarage at Trinity, Lowden in preparation of his certification as a pastor in The Lutheran Church--Missouri Synod.

The Circuit pastors continue to gather during the school year in our monthly Winkel. We met with the Davenport Circuit a few times over the past triennium. Our monthly gathering of pastors follows this schedule: After a half hour of social time we assemble for the Order of Matins. That office is followed by an exegetical study. We then turn our attention to a study of a book. During the triennium we completed our study of "The Seduction of Extremes" by Rev. Dr. Peter Kurowski. At this time we are engaged in a study of the new edition of C.F.W. Walther's "Law and Gospel." After this we discuss casuistry and any other matters the pastors wish to bring up. Our Winkel concludes with dinner together at a local restaurant.

Many of the congregations of the Clinton Circuit participate in the annual Round Dove Preaching Rotation during the season of Lent.

I thank the congregations of the Clinton Circuit for the honor of serving them as Circuit Counselor. I am impressed by the theological integrity of our pastors and their faithfulness in shepherding the people of God in their parishes. We are blessed by the mutual conversation and consolation of the saints as we walk together in the orthodox Lutheran faith and its practice.

Respectfully submitted, Rev. Victor P. Young Circuit Counselor

#### **DAVENPORT CIRCUIT #004**

Departures from our circuit: Rev. Les Dumer (Immanuel), David Gerke (Holy Cross) and Rev. Tim Jones (St. Paul(s), Bennett/Stanwood). New arrivals to our circuit: Rev. Chris Lockie (Immanuel), Rev. Karl Fay (Trinity), Rev. David Anderson (LCESM) and Rev. Christopher Neuendorf (Holy Cross).

During the past 3 years we normally held 7 circuit conferences annually. We followed an agenda that included opening worship or devotion led by host pastor, exegetical study, topical or confessional study and a time for casuistry and circuit business. A sampling of topics studied included: *Render Unto Caesar...and Unto God. A Lutheran View of Church and State, Why Go to Church?* (Dr. Dale Meyer, Concordia Journal article), *The Toxic Congregation, Walther's Understanding of the Office of the Keys* and *Christ Have Mercy: How to Put Your Faith in Action.*

Annually our Davenport Circuit meets with the Clinton and Rock Island Circuits. Other guests and topic presenters included our district president and representatives from Lutherans for Life and LFS.

The majority of our circuit congregations continue to provide financial support and/or volunteers to the ministry led by Rev. David C. Anderson at the Lutheran Church-Eastside Mission. Divine worship, Sunday school, after school program and a women's Bible study are a number of ways the Mission seeks to fulfill the Great Commission in urban/inner city Davenport. Soli Deo Gloria!

Submitted by Rev. Michael Vokt, Davenport Circuit Counselor

#### **DUBUQUE CIRCUIT #005**

The eight congregations of the Dubuque Circuit give thanks to our merciful Triune God for His rich and abundant blessings bestowed through Word and Sacrament. Our circuit consists of two congregations in Dubuque and one each in Monticello, Delaware, Manchester, Sherrill, Guttenberg and McGregor. During this triennium Don Krause, a candidate from Fort Wayne Seminary was installed as Pastor at St. Paul, Delaware. We thank our Lord for the gift of faithful pastors. Our Winkels have included an ongoing study of Dr. Walther's "Law and Gospel", an exegetical study and casuistry issues. The pastors and congregations of the Dubuque Circuit acknowledge the mercy and grace of our Lord.

We thank God that He has established, nurtured and blessed the congregations of our circuit through the years. His Word does not return empty. We join the psalmist in declaring, "O give thanks unto the Lord, for He is good; for His mercy endures forever," (Psalm 106:1).

Respectfully submitted, Rev. Dr. Kristian Kincaid, Circuit Counselor

### **ELDORA CIRCUIT #006**

The pastors of the Eldora Circuit continue to meet on the second Tuesday of each month September through May; two of the meetings are held jointly with the pastors of the St. Ansgar Circuit. These meetings include an exegetical study, a study of the Lutheran confessions and timely discussions of synodical and local importance.

Some highlights of the last three years include Pastor Paul Beisel being installed at Immanuel, Iowa Falls November 15, 2009, the continuation of Spanish services at St. Paul in Latimer, the continuation of the vicarage program at Trinity, Hampton and jointly held Reformation festivals.

The pastors and congregations of the Eldora Circuit are dedicated to Scriptures and the Lutheran confessions and it is a joy to serve as circuit counselor.

Pastor Karl Bollhagen, Trinity, Hampton

### **MARSHALLTOWN CIRCUIT #007**

The Marshalltown Circuit of the LCMS, Iowa District East continues to provide Word and Sacrament ministry to the baptized in Christ through her various congregations. A circuit forum was held in the fall of 2009 to elect a pastoral and lay delegate for the synodical convention held in Houston in 2010. In December of 2010 Circuit Counselor Stephen Lane of St. John, Oskaloosa accepted a call out of the district. President Brian Saunders appointed the former Circuit Counselor, Daniel Johnson of Redeemer, Marshalltown as Circuit Counselor to complete the elected term.

In June of 2010 Dean Christ from Concordia Theological Seminary, Ft. Wayne was called and ordained as the pastor of Trinity, Chariton.

In the summer of 2011 candidate Samuel Beltz of Concordia Seminary, St. Louis was called and ordained as pastor of St. John, Oskaloosa.

The circuit continues to hold regular circuit meetings where exegesis and the Lutheran Confessions are studied and casuistry is discussed. There are no vacancies in the circuit as of the date this report is submitted.

Respectfully submitted, Daniel S. Johnson, Circuit Counselor, Marshalltown Circuit

### **MT. PLEASANT CIRCUIT #008**

The Mt. Pleasant Circuit of Iowa District East includes 8 congregations and one voting congregation served by 8 Pastors and 1 retired Pastor: Concordia, Burlington (Rev. Chris Roepke); Immanuel, Fairfield (Rev. Mark Brase); Our Savior, Fort Madison (Rev. Steve Rasmussen); Messiah, Keokuk (Rev. Lester Dumer); Faith, Mt. Pleasant (Rev. Mike Scudder); Our Savior, Muscatine (Rev. Jeffery Pautz); St. Paul, Wapello (Rev. Dr. Chris Hinkle); Zion, Wilton (Revs. Joshua Reimche/Dennis Arndt, retired); and Trinity, Ottumwa as a voting congregation (Rev. Mathew Andersen). We also have 4 day schools in the Circuit at Burlington, Fairfield, Mt. Pleasant and Muscatine.

Three vacancies were filled in the Circuit this triennium, Our Savior, Muscatine, Pastor Jeffrey Pautz; Messiah, Keokuk, Pastor Lester Dumer; and myself at Our Savior, Keosauqua.

In my first term as Circuit Counselor I visited each congregation to preach and lead the members through a Bible study on the Office of Gospel. I also answered questions the members had, especially regarding Synod. In my visitation this term my goal was to visit each of the Pastors in the Circuit that they and I might be encouraged in the Preaching Office. Hopefully, by Convention, I will have visited each Pastor.

The Pastors continue to meet for Circuit Winkles usually on the 2nd Tuesday of each month. The agenda begins with Confession and Absolution (when desired by individual Pastors) followed by Matins or other suitable Liturgy, Greek exegetical studies for the Sunday following, a theological paper presentation by one of the Pastors, lunch together and casuistry.

It has been an honor to serve the Mt. Pleasant Circuit as Circuit Counselor. It has also been a real joy to call her Pastors, not only colleagues, but also dear friends. They are, without exception, confessional, faithful, orthodox Shepherds in their vocations as Preachers and Teachers and administrators of the Sacraments given us in Jesus Christ and handed down to us by His holy Apostles. I can think of no greater privilege than to serve in this beloved District and Church Christ has given us to serve.

Respectfully submitted in Christ, Rev. Steve Rasmussen, Mt. Pleasant Circuit

### **ST. ANSGAR CIRCUIT #009**

We have been blessed during this past triennium to have all the vacancies in our circuit filled. Messiah, Mason City called its first resident pastor, Rev. Bruce Miller. Rev. Ryan McDermott was called to St. Peter, Elma. St. John, Osage called their long time vacancy pastor, Rev. Byron Northwick of Immanuel, St. Ansgar to be their pastor.

Jodene Baker was installed as director of Sunbeam Christian Childcare and Preschool at Bethlehem, Mason City. Rev. Michael Parris was granted a one year sabbatical by St. Peter, Riceville. He is serving as a missionary in Jiangmen on mainland China.

Many of the congregations in our circuit have adopted him as a mission project. In his absence St. Peter has asked the venerable and perennial Pastor Tom Wegener to serve them. We are happy and blessed to have him in our circuit again. He had served the vacancy at Messiah, Mason City. Immanuel, St. Ansgar is planning to have a DCE intern in the near future.

Rev. Bruce Kaltwasser of Trinity, Osage began working with a group of Lutherans in Charles City to start a Missouri Synod congregation there. With the help of Rev. Keith Brustuen of Waverly this has become a reality. Immanuel, St. Ansgar refurbished the inside of their sanctuary and expanded their after school program with outreach to the community. Redeemer, Ventura finished a second building project which remodeled the day care and added an elevator. We gather monthly for circuit meetings to study together and encourage one another. We include the families for Christmas parties and boating on Clear Lake. The brothers of the circuit are a like-minded group committed to Christ and His Church.

Respectfully submitted, Rev. Daird W. Korth, Circuit Counselor

### **WATERLOO CIRCUIT #010**

The Waterloo Circuit meets monthly on the second Tuesday of months that do not have a District conference from September through May. The day includes Matins, an exegetical study and study in the Lutheran Confessions.

These last three years have seen a few changes to the circuit. The Reverend Donald Pook, a member of Grace, Waterloo was called to his eternal home. The Reverend Ronald Roland retired from his call at St. Paul, Evansdale and Grace, Jesup. These congregations dissolved their joint parish agreement allowing for the subsequent joint parish agreement between St. Paul, Evansdale and Concordia, Waterloo while Grace, Jesup joined with St. John, Fairbank (Westgate Circuit). The Reverend Roy Berquist accepted the call to serve Fairbank and Jesup. The Reverend David Steege accepted the call to serve Concordia, Waterloo and St. Paul, Evansdale. The Reverend Michael Knox accepted the call to serve Peace, Shell Rock in addition to his call at Our Redeemer, Cedar Falls and Christ, Waterloo.

Reverend John H. Wegener, Circuit Counselor

### **WESTGATE CIRCUIT #011**

The Westgate Circuit is made up of congregations in the following communities: Independence, Oelwein, Fairbank, Readlyn, Klinger, Artesian, Waverly, Shell Rock, Spring Fountain, Sumner, Westgate, Fayette, Fredericksburg and West Union.

The past triennium saw opportunities for our circuit's pastors and congregations to demonstrate God's unconditional love for each other when one of our pastors pled guilty to a felony offense. This dear friend who served alongside us is now in prison. Please remember Tim Parker and his family in your prayers. Our congregations at Westgate and Fayette admirably demonstrated their God-given love for their pastor and his family during this process. The circuit congregations' outpouring of love and concern for their fellow saints was encouraging.



Pastor Randall Russell accepted a call to serve in Michigan. Reverend Rob Wilken was called to glory. Of course every congregation is a little patch of paradise. We are pleased to welcome into our circuit Pastors Mike Holmen serving Oelwein and Independence, Roy Berquist serving Fairbank and Jesup, Bert Mueller serving Westgate and Fayette, John Block serving Good Shepherd in West Union once a month. These men and their families are great additions to our circuit.

As indicated above, Fairbank and Jesup are now a dual parish.

Campus ministry continues among us with weekly services and Bible studies being held at Luther College in Decorah and weekly Bible studies at Upper Iowa in Fayette. Work with students from Wartburg in Waverly has slowed down some but not due to a lack of enthusiasm and concern at St. John.

A new preschool opened at St. John in Waverly. We also welcomed the birth of a new congregation, New Hope Lutheran Church in Charles City. While New Hope is actually located in the St. Ansgar Circuit St. Paul, Artesian and St. John in Waverly are providing a great deal of support.

Our monthly studies have included the book of Daniel using Steinmann's commentary, The Formula of Concord, Harrison's "It's Time" essay, Galatians using Luther's commentary and Luther's Large Catechism.

Pastor Keith Brustuen, Circuit Counselor

### **WILLIAMSBURG CIRCUIT #012**

The Williamsburg Circuit continues to meet every second Tuesday of each month, September through May. Meetings consist of an opening devotion, an exegetical study, a study from the Lutheran Confessions and this year's topic study has been the book, "Eucharist & Church Fellowship in the First Four Centuries," by Werner Elert.

Since our last convention Pastors Paul Nus was installed at Trinity, Millersburg/Calvary, Deep River, Nicholas Huelsman was installed at St. John, Victor and Terry Small was installed at St. John, Homestead/Good Shepherd, Wellman. We rejoice that Hope, Sigourney and Good Shepherd, Wellman congregations are no longer vacancies but have called Pastors Richard Meyer and Terry Small to serve, respectively.

A circuit-sponsored Tre Ore service was held at St. Paul, Williamsburg on Good Friday of this past year with circuit pastors serving as preachers and members of various congregations offering their musical talents as organists, instrumentalists and vocalists. Our circuit-wide Reformation Service was held October 30th with Pastor Gary Sears serving as preacher.

Mr. Mark Grewe was installed as principal at Lutheran Interparish School, Williamsburg this past September. LIS continues to offer the blessing of a fine Lutheran Education to students in Williamsburg and the surrounding area for which we give thanks to God.

The pastors and congregations of the Williamsburg Circuit thank God for His great mercy and many blessings in Christ as we continue to "Lift High the Cross, the Love of Christ Proclaim." With the Psalmist we say, "Praise the Lord! O give thanks to the Lord, for He is good, for His mercy endures forever." (Psalm 106:1)

Rev. Carl Cloeter, Williamsburg Circuit Counselor

### **REPORT OF THE ASSISTANT TO THE PRESIDENT**

Witness, Mercy and Life Together is the theme which has been chosen for the 38<sup>th</sup> Convention of Iowa District East. Our theme comes from the emphasis which was put forth by Rev. Dr. Matthew Harrison following his election as President of the LCMS at the 2010 Synodical Convention. Rev. Dr. Albert B. Collver wrote:

In brief summary, witness (*martyria*) in Scriptures refers to the testimony that Jesus is the Christ, the Son of the living God, who has come to save his people. Witness (*martyria*) is the proclamation of the gospel and the bestowal of Christ's forgiving gifts. Another aspect of witness (*martyria*) is confession. The Gospel of John uses the word *martyria* in both ways-to describe the testimony of witness given and as a synonym for *homologeîn*, to confess. Witness and confession, mission and confession, mission and doctrine go hand in hand. Mercy (*diakonia*) is compassion and service for those inside and outside the church in their physical needs. Throughout the Gospels Jesus had compassion on people in need (Mark 6:34). Before Jesus was crucified he prayed that the church would be one (John 17:11, 21, 23). He desired for his church to be in fellowship to have a life together

(*koinonia*) with his Father. Jesus' ministry on earth involved *martyria* (witness), *diakonia* (mercy), *koinonia* (life together).<sup>1</sup>

As we embark upon this convention and look back upon the past triennium we can briefly review some of the things which occurred in our district and the challenges which lie ahead based upon our theme. Our theme for the last convention was: "Proclaiming Christ Jesus in Your Fields of Opportunity." That is something which each of our 119 congregations had opportunity to do and by God's grace that has happened and the Church has grown through baptisms, adult confirmations, transfers and reaffirmation of faith.

Recently a new congregation, New Hope Lutheran Church, was formed in Charles City, Iowa. In June of 2011 Rev. Bruce Kaltwasser of Trinity in Osage began meeting with a group of interested people in Charles City. This group of people organized and held their first formal worship service October 1st. They are meeting on Saturday evenings for worship and instruction and are being served by Rev. Keith Brustuen, Pastor of St. Paul, Artesian. They submitted a constitution and by-laws for approval. This congregation will be part of the St. Ansgar Circuit and is now the 120th congregation in Iowa District East.

The Mission Committee has also been looking very intently into a new mission start in the community of North Liberty which is just north of the Iowa City/Coralville area. St. Paul Chapel has expressed a willingness to be the mother congregation and we are working at procuring the necessary finances so this mission can be started. Johnson County is 62.8% unclaimed. We have at least 80 families from existing congregations who have a North Liberty address.

Congregational members continue to be equipped in the area of Witness through the Witness Workshop which I developed. Some congregations have also taken the opportunity to engage in strategic planning under the theme of "Focusing on Christ's Mission" which is also offered through the District Office.

One question which President Saunders has emphasized when visiting congregations is "What are you doing about the absent saints?" This is a body of Christ concern as we read in I Corinthians 12:11-26. A training module has been developed in this area and is available to our congregations. Our witness of Christ Jesus often needs to begin right in the midst of our own congregations.

During this past triennium work has continued on the Diaconal and Worship Center in Palanga, Lithuania. St. John, Hubbard again sent a work crew to work on the facility. In May of 2011 LCMS Human Care sent a consultant to Lithuania to review the work which had been done. Things were in order and the project has been properly managed by Rev. Dr. Darius Petkunas. A recommendation was made that an onsite building coordinator be hired to oversee the remaining work. This person was hired by LCMS Human Care. Human Care also agreed to contribute the final \$200,000 to finish the project.

This "mercy center" will hopefully be completed and dedicated in July of this year. We are in the process of raising funds to furnish the 10 sleeping rooms. Cost per room is \$800 and 4 rooms have already been paid for. Tables and chairs to furnish the diaconal center will cost around \$6,200. These are projects which we will complete through the generous support of people here in Iowa District East.

As our 120 congregations continue to gather as the Church in their particular location there will be ongoing opportunities for witness, mercy and life together. We witness to God's grace and mercy as shown in Christ Jesus. We show the mercy (compassion) of Christ Jesus to those both within the body of Christ and also to those outside the church through a variety of acts of kindness. These acts can include meals to people in need, food banks, clothing banks, quilts made for others and a whole host of activities.

Our life together is reflected in a common confession and hopefully expressed in practices which are faithfully demonstrated. The congregations within our district are not islands unto themselves but have agreed to walk together as part of the LCMS here in Iowa District East. It is my privilege to serve you and your congregation in whatever way possible so that our life of witness, mercy and life together is enhanced.

Rev. Dr. Dean F. Rothchild, Assistant to the President, Iowa District East

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<sup>1</sup> Albert B. Collver, "Mission in Walther and the First Fathers of Missouri", Concordia Theological Quarterly, Volume 75, Number 3-4, July/October 2011, 282.

## **REPORT OF THE PART-TIME ASSISTANT TO THE PRESIDENT FOR SCHOOLS**

After becoming the assistant to the president for schools in July 2011 my immediate goal was to become acquainted with the staffs, challenges and celebrations at each school. My predecessor Rev. Wayne Woolery who retired and moved to Colorado had seen the district educators and schools work hard on growing and staying alive. While accomplishing this there was also the work of ensuring that one of the ways our schools stayed alive was meeting state standards which in Iowa is usually more difficult than in most states. Iowa District East can celebrate the educators who are committed Christians, love their students and provide great learning experiences for our students.

### **Iowa Lutheran Schools Challenges include:**

- Calling LCMS trained principals-the licensing standards for administrators are difficult
- Calling LCMS trained teachers who can also meet the licensing standards for the grades called
- Finding new ways to finance our schools
- Meeting the standards of the Iowa Core Curriculum
- Keeping up with the reporting system to the state

**Iowa District East Schools:** Enrollment has the schools divided into 2 groups - large and small schools. There are four small schools with a population of K-8 with fewer than 40 students. We thank God that these schools and congregations are committed to continuing this Christian education opportunity in their communities. Very difficult for these small schools is having qualified LCMS trained principals.

In the spring, 2011 a decision was made to sell the property of Immanuel Lutheran Church and School, Waterloo. Immanuel Lutheran School's 6-8th grades are now attending Valley Lutheran Jr. High/High School to begin the transition from Immanuel to Valley. The school year 2011-12 is the last for Immanuel Lutheran School, Waterloo but many of its students will be seen at Valley Lutheran School which will have grades K-12 beginning in the 2012-13 school year. Thanks to Barbara Buescher and her staff at Immanuel for their determination to provide a great last year for the students.

The **Iowa Lutheran School Tuition Organization** continues to be a blessing for many families in our schools. There were 607 students receiving financial aid assistance to all Iowa Lutheran schools this last school year and each year for the past 2 years have been able to utilize over \$400,000. In 2012 the ILSTO is able to raise more than \$550,000. Donors to this program receive a 65% Iowa tax credit.

**National Lutheran School Accreditation** - At present there are five schools in Iowa East that are accredited through NLSA (Trinity, Cedar Rapids; Trinity, Davenport; Central, Newhall; Immanuel, Waterloo; Lutheran Interparish, Williamsburg). Central, Newhall just went through the re-accreditation process and is awaiting the outcome. This is an on-going process that assists these schools in identifying their weaknesses and strengths and encourages them to improve. It is my pleasure to serve the district in this position as my passion is Lutheran education. I thank my Lord that He has allowed me this opportunity to use my gifts.

Lois Warnsholz, Assistant to the President - Schools

## **REPORT OF THE PART-TIME ASSISTANT TO THE PRESIDENT FOR PRESCHOOLS**

As the part-time assistant to the president for preschools I serve the 32 preschools of the District as a consultant and resource person. I visit the centers and observe their activities. I meet with directors, teachers, boards and congregations. I advise congregations on the feasibility of new or expanded programs. I also provide assistance in understanding and meeting the requirements of the Department of Human Services and the Department of Education. I am assisted by Peggy Seeber who is our District Early Childhood Consultant. Peggy and I both serve on the District Schools Committee.

Several of our preschools are partnering with public school districts in the state Pre-K grant program. This partnership requires that our preschools meet the requirements of the Department of Education. The State of Iowa has changed the requirements for child care training. This impacts the continuing education credit that we give at our District Early Childhood Conference. The new content areas are the Child Development Associate (CDA) content areas.

All of the aides that help in our preschools receiving the state Pre-K grants must be certified as CDA's.

Peggy Seeber and I plan the District Early Childhood Conference each year. In 2010 our conference was held March 20 at Mother's Day Out Preschool in Fairfield. The snowstorm limited attendance to 27. Our keynote speaker, Dr. Sue Starks from Concordia University, St. Paul presented "Keeping Play Alive for Young Children!" Sue Kienta, AEA Instructional Technology Coach, discussed digital dossiers. Our third presenter was Paula Renard, AEA Occupational Therapist. She presented "Handwriting Without Tears."

The 2011 Conference was held April 30 at Zion, Hiawatha. Dr. Sue Starks returned as our presenter. The morning session was "The Pyramid Model for Promoting Social Emotional Competence". The afternoon session was "Connecting Literacy to Life!" Concordia, St. Paul provided certificates giving participants 6 hours of continuing education. It was attended by 27 directors, teachers and aides.

In 2012 the Early Childhood Conference will be Saturday, March 17. It will be hosted by Becky McKinney and the good people of Central Lutheran School in Newhall. Our speaker is Annette Oliver, Assistant Professor of Education and Director of the Early Childhood Program at Concordia University, Seward, NE. This conference will connect Approaches to Learning, Art and Literacy and Parents as Partners as valuable tools for building successful communities of young learners.

During the past three years I have enjoyed travelling around the District and meeting the teachers and staffs of our early childhood programs. Two events especially stand out. I had the privilege to preach at the installation service of Jodene Baker as the Director of Sunbeam Christian Preschool and Day Care at Bethlehem, Mason City. I also participated in the opening ceremony of the new preschool at St. John, Waverly. Early childhood education is a growing mission of our District and Synod. God has blessed us as we share the Gospel with these little lambs and their families.

Respectfully Submitted, Rev. Daird W. Korth  
Assistant to the President for Preschools

#### **LUTHERAN CHURCH EXTENSION FUND IN IOWA DISTRICT EAST:**



I have been privileged to serve the congregations and families of IDE since July 2005 in various ways. I meet with individuals, organizations and endowment committees to answer their questions and help them identify the LCEF investment(s) and services that best suit their needs. I have enjoyed sharing demographic information and outreach ideas with several congregations and schools. Capital Funding Services helps congregations with large building projects or significant debt reduction. Laborers for Christ is a valuable service to help congregations not only save on construction costs but also unify and excite the members about their common cause. The Architectural Advisory Committee with volunteer Gary Landhauser in Cedar Rapids (Novak Design Group) remains available for facility questions or challenges. Another blessing of LCEF is the help available for rostered church workers in the form of loans for housing, debt consolidation and home equity. As always, loans to finance church and school operations, expansion, new mission starts and many other ministry purposes are available through our church's financial organization. The LCEF and I consider it a joy to meet

with committees and individuals interested in furthering the Lord's work in their communities. To God be the glory!

Carole L. White,  
LCEF Vice President for Iowa District East and Iowa District West

## MISSION REPORTS

### CAMP IO-DIS-E-CA

The morning and evening are particularly beautiful times especially at Camp. In the morning, as the sun rises and light first appears on the eastern horizon, one is filled with great hope and optimism. It is the dawning of a new day which is overflowing with opportunities and challenges. Sunsets are so beautiful. The western sky can be illumined by a wide array of colors that bring peace and tranquility as you marvel at the wonder of God's creation. It is a time to reflect and remember the day just past. Sunsets bring opportunity for rest and relaxation. Sunrises and sunsets mark the passing of time and are both a part of wonderful moments spent at Camp Io-Dis-E-Ca.

"Sunrise, Sunset" is the title of a song from the Broadway musical Fiddler on the Roof. It is a song about how quickly things change. As I prepare this Convention Report on Camp Io-Dis-E-Ca in early 2012 one can't help but be amazed at the changes that have taken place. "Sunrise, Sunset" is also a metaphor for how I view the past and the future of Camp.

For several years now I have been saying to the District Board of Directors that there is light on the horizon for Camp Io-Dis-E-Ca. The question that needed to be asked was which horizon we were looking at—was it a sunrise or sunset? Was the light on the horizon a signal to reflect on the past and remember better days gone by or was it a beacon urging us to prepare for the day soon to be upon us filled with opportunity and challenge?

I have repeatedly made the case that the light we were seeing was in fact a sunrise and not a sunset. I must confess at times I have doubted my own words wondering if I had my directions mixed up. Camp Io-Dis-E-Ca has endured some challenging times.

I am happy to tell you that the sun *is rising* at Camp Io-Dis-E-Ca. The Camp is regaining a strong financial footing. This has not been easy. The Board implemented several cost cutting measures while seeking to increase funding through donations, grants and user fees.

In 2011 the Camp enjoyed one of its best years in recent history. Final 2011 summer camp registration numbers show an increase of 13.7%. User group registrations were also strong. Camp remained a busy place all through the Fall of 2011 and usage of Camp in the Spring of 2012 has been equally strong. In 2011 Camp Io-Dis-E-Ca had a balanced budget! This was accomplished by the hard work of the staff, our volunteer Development Committee headed by Greg Gerjerts and the ongoing support of congregations and individuals from throughout the District and beyond. We have worked diligently to seek direct support from the congregations and leaders of the District. Their response has been good and it is getting better. We are adding more congregations to the list of those that include the Camp in their annual budgets. As we thank you for your support we really are thanking God who leads His people to use their time, treasures and talents in support of the mission of Camp Io-Dis-E-Ca.

The Capital Campaign, "Building on the Foundations" though not as successful as we would have liked has allowed the Camp to go forward with several major projects. Commitments surpass \$100,000. The first and most noticeable project funded by the campaign will be the new climbing tower with exciting new features and should be in place by the time summer campers begin arriving in June. We also will begin renovations and improvements to the pool as well as replacing the air conditioning unit in the Alpha Lodge.

Securing the future of Camp was not made without tremendous effort and sacrifice. It was with great sadness that the Camp Board made the difficult decision to relieve Rev. Terry Small of his position as Executive Director. The Camp Board is thankful for the leadership which Rev. Small provided to the Camp during the time he served as Executive Director. We are equally thankful the Lord has provided Rev. Small with a place to serve in His church as pastor of St. John-Homestead and Good Shepherd-Wellman. Camp Io-Dis-E-Ca would not be in the strong position it now enjoys without the faithful guidance Rev. Small provided. We remain indebted to him.

At the present time the Executive Director's position remains vacant. Luke Fischer is serving as Interim Director while Daniel Sanchez continues to serve as Program Director. These two men have done an outstanding job of effectively managing the day-to-day activities at Camp and for all practical purposes doing what three men used to do.

They are to be commended. The Board is confident in their leadership. There is great harmony among them and there is a true unity in spirit and purpose. We are blessed by God to have these two men and their families as part of the leadership at camp. At the present time the Board plans to move forward with only the two full-time staff. To do this the Board is in the process of rewriting several job descriptions as well as modifying bylaws and policy handbooks to reflect this change in staffing.

Earlier this year the Camp Board produced the third major iteration of its Strategic Plan first published in 2006. The Plan will help the Board make decisions and shape the future of the camp. With thoughtful, careful planning the Board hopes to ensure the upcoming years will be days spent living in the light of a new day.

As I said earlier sunsets are beautiful at Camp. As the setting sun provides opportunity to reflect on a day gone by and to thank God for His many blessings, so the sunset metaphor carries over into our review of Camp. Next year the sun will be setting on 50 years of Camp Io-Dis-E-Ca history. My how the time has gone by! God truly has blessed the Camp and those who have made use of the services provided there. In the teaching of the Scriptures, in worship, in rest and relaxation, in friendships made, God has always provided. We will enjoy this anniversary sunset remembering the past while anticipating the sunrise of new and varied blessings from our faithful God!

The Board thanks the congregations and individuals of the Iowa District East for their support. We renew our commitment to leading and managing the Camp in accordance with the Vision Statement from the Camp's Strategic Plan:

Leveraging a best-in-class outdoor recreational and camping environment, Camp Io-Dis-E-Ca offers year-round, Christ-centered programs that are distinctively Lutheran in doctrine and in practice-thereby supporting the ministries of IDE congregations, nurturing the faith of individuals and families and motivating patrons toward congregational involvement and positive vocational choices.

Sincerely, Rev. Michael Knox, Chairman - Camp Board

#### **COLLEGE HILL LUTHERAN, CEDAR FALLS**

Thank you to all the congregations of IDE for continuing to provide for the ongoing soul care for collegians who attend College Hill Lutheran Church. By God's grace, she remains a faithful congregation joyfully welcoming college students into the household of faith to receive the gifts of forgiveness and life that our Triune God brings through His means of grace.

In addition to the Sunday Divine Service we provide the opportunity to pray Matins daily Monday through Friday and Vespers every Wednesday.

The Brammer Student Center provides a place of refuge for students with adequate space for catechesis, Bible study, quiet academic study, a library, game room, laundry room and much more. Most recently the congregation began a community chest that provides dry and canned foods, paper products and other items free to the college students and those in need.

In the last three years students have traveled to Houston, Texas, Charleston, South Carolina and Alabama for their annual Spring break servant event trip. They have also volunteered their time and energy to Camp Io-Dis-E-Ca, Habitat for Humanity and other local service projects.

We continue to provide students with the opportunity to hear from great theologians from the seminaries and churches at our annual Fall study weekend. Over the last three years we have hosted Dr. Lawrence Rast (CTS, Ft. Wayne); Dr. James Bushur (CTS, Ft. Wayne); and Rev. Jonathan Fisk (Bethany Lutheran Church, Naperville, IL).

Thank you again for your ongoing support.

Respectfully Submitted, Rev. John Wegener, Pastor

#### **LUTHERAN CHURCH EASTSIDE MISSION, DAVENPORT**

The Lutheran Church East Side Mission in Davenport continues to provide for the spiritual and physical needs of people in the urban sections of the city.

In the last triennium Rev. Fritz Schmidt moved out of the area and in April 2011 Rev. David C. Anderson was installed as the Mission's pastor. The Lutheran Service Book and the Concordia Organist have been well received. Divine Service, Bible Study, Sunday School and Confirmation Classes are offered regularly.

Jeannie Mirfield, Mission Coordinator, leads the After School Program. She also oversees the Mission's efforts to feed and clothe those in need of assistance.

By the grace of God in the next triennium the Mission hopes to maintain or expand its current programs. We also hope to construct a new sanctuary since our current one is occasionally overflowing with souls.

Respectfully Submitted, Rev. David C. Anderson

### **PEACE, INDEPENDENCE**

The members of Our Redeemer Lutheran Church would like to thank the other 118 congregations in Iowa District East for their continued support of our congregation. This congregation was organized in the late 1980's through the efforts of many local clergy and laity in order that it may serve the people of Independence and the surrounding area of Buchanan County.

For over a decade our congregation met in a store-front in downtown Independence. In 2005 ground was broken for our current building on the east side of town. Therefore for the last seven years we have been able to meet in our own facility which has been a great blessing for us. Since the last convention we have been able to reduce the amount of subsidy we asked for from Iowa District East and it is our hope that we will be able to continue that until we become a fully self-supporting congregation even as we continue to send 10% of our offerings to the district.

Over the last three years there have been some changes within our congregation. We have had a couple families move out but we have also had some families move in and join our congregation. Our current roster shows that we have 69 baptized members and 57 communicant members. Our Sunday School was recently enlarged with the addition of a young family. In the Spring of 2010 our then Pastor, Randall Russell, received and accepted a call to serve Good Shepherd in Cass City, Michigan. On June 27, 2010 our current pastor, Michael Holmen, was ordained and installed. We share Pastor Holmen in a dual-parish agreement with Peace, Oelwein.

As we continue our life together with Christ, His Word and His Sacraments, it is our hope and prayer that God will continue to bless our efforts. We plant and water but the Lord gives the increase (1 Cor. 3:6). Thank you for all your support in money and in prayers.

Rev. Michael Holmen, Pastor

### **ST. PAUL CHAPEL, IOWA CITY**

Over the past three years the Lord has continued to bless St. Paul Chapel.

The Lord has blessed us with opportunities to receive his gifts. On Sunday we gather around Word and Sacraments. This includes an Adult Bible class and Sunday school which take place at 9:15 a.m. The 10:30 a.m. Divine Service welcomes American students, international students and a small permanent congregation. We also hold Wednesday evening vespers service and Bible study.

The Lord has blessed us with new staff. In August of 2009 Angela Carriker was commissioned and installed as Deaconess and Director of International Student Ministry. In May of 2011 the Lord blessed Deaconess Carriker with a husband and a subsequent move to Florida. She was granted a peaceful release at our April 2011 voters' meeting. In July of 2011 Jennifer Miller was commissioned and installed as Deaconess and Director of International Student Ministry.

The Lord has blessed us with opportunities to speak of His salvation from day to day. Our Student Leadership Team is active in making calls upon those who visit the chapel and in reaching out to the university community. Instruction classes take place every semester. Our International Student Ministry continues to serve the international community through large group and one on one conversation classes, Bible studies, social events and instruction classes. Our International Student Ministry program is blessed to be staffed by volunteers from our two sister congregations-Prince of Peace, Coralville and Our Redeemer, Iowa City. In August of 2011 seven students traveled to South Korea. This provided an opportunity for our students to immerse themselves in the South Korean culture and reconnect with some of the students who have gone through our International Student Ministry Program.

The trip also allowed our students to serve our sister congregations in South Korea by providing their members and neighbors a chance to practice English with Americans via a vacation Bible school at Luther Seminary.

Finally, the Lord has blessed us with you. Much of what we do at St. Paul's is made possible through the generous support we receive from the congregations of Iowa District East. For that we give thanks to you and to the Triune God from whom all blessings flow.

Respectfully submitted, Rev. W. Max Mons, S.T.M. Campus Pastor-University of Iowa

#### **WORD OF GOD, CEDAR RAPIDS - DEAF MISSIONARY-AT-LARGE**

As reported from my last report I am still working to ensure that they have been taught true and correct biblical and Lutheran positions in response to heterodox and secular teachings on Holy Baptism, Holy Communion, living together, illicit affairs, old infightings (deaf "family" feuds), not deeming necessary to coming to church, living by and under grace rather than legalistic.

Furthermore, I am still leading a series of "walk-through" Old Testament lessons in terms of the faithfulness of the Lord God for the promised Savior (Emmanuel). At first the reason for this is that a very large proportion of deaf Christians, both Lutheran and non-Lutherans, see the OT as either a guide for living right on their part or just a more detailed information having no bearing or relevance to the NT. Today more and more of them are seeing this relevance to their daily life activities in terms of witnessing their faith in Christ in the general deaf community. Even more and more from the deaf community are asking our church members about the importance of their faith.

Right now all churches at Cedar Rapids, Waterloo and Mason City are getting older as more and more members are becoming shut-ins. There is one thing I have always been thankful for is the usage of a Video phone (VP-specifically for the deaf) now in my own church office. I would go visit in person whenever they request communion. I also have my personal VP at home available for them to contact me if needed. Now I can communicate directly with Rev. Eckert via VP.

As always before we still take turns at exchanging pulpits once a year, mostly in summertime. We also have an annual tri-church picnic involving both IDE and IDW deaf churches.

As for the future of the deaf LCMS ministry, internationally, nationally and district, Tim is more familiar and is very able to provide you some keen insights in terms of feeding the sheep of the Good Shepherd and reaching out to the unchurched.

Finally, the revised church constitution as prepared solely by Rev. Eckert is nearly done and ready for vote not just by the Cedar Rapids congregation but also by all deaf confirmed members throughout the IDE. Tim can provide further explanations for the necessity of revising the constitution.

Thank you with all richest blessings from the Lord God.

Rev. Mark Anderson, Word of God-Cedar Rapids, Waterloo, Mason City

#### **WORD OF GOD, DAVENPORT- DEAF MISSIONARY-AT-LARGE**

Rev. Tim Eckert serves as one of two Missionaries-at-Large to the Deaf in the District. His areas of work are currently the Quad Cities, Muscatine, Burlington and Dubuque.

The Quad Cities continues to be the primary area of this ministry. Weekly Bible study and worship is held at Trinity, Davenport in a room they have graciously allowed us to use and call our own. Activities held during the week include a Senior Citizens group, a mid-week Bible study and occasional sign language classes for hearing people. The church also hosts several community events (usually dinners) and a number of movie nights throughout the year. The movie nights provide an opportunity for the community to watch a captioned movie and discuss relevant themes that relate to Christian faith and life.

Rev. Eckert has three preaching stations-Burlington, Dubuque and Muscatine. Burlington has Bible study one Sunday a month and worship one Sunday a month at Concordia. The Dubuque group meets for Bible study once a month at Our Redeemer. The Muscatine group began in 2007 as a Bible study at Our Savior. Monthly worship services began in May, 2011 with the confirmation of three new members.

Word of God, Davenport maintains close ties with our fellow deaf congregations, especially Word of God, Cedar Rapids. We are in the process of amending the constitution to clarify the fact that deaf ministry in the district is actually one congregation with distributed worship sites.



An annual worship and picnic event is held in Conroy, Iowa for the deaf ministries of both Iowa East and Iowa West. Our congregation participates in the International Lutheran Deaf Association, a Deaf LCMS organization for fellowship and mission support. Rev. Eckert is also active in the Lutheran Deaf Mission Society (LDMS), a Recognized Service Organization of the LCMS that has taken over leadership of Deaf ministry in Synod. Rev. Eckert is the LDMS Project Leader for the Deaf Institute of Theology (DIT) and thus works closely with Concordia Seminary, St. Louis on their DIT program to train deaf pastors and deaconesses.

Deaf ministry continues to have its joys and challenges. The joys include outreach to the unchurched community and watching our members grow in faith and maturity. The challenges include a large number of unchurched deaf, by some estimates 95-98% of the deaf community, aging members and significant changes in Deaf culture in terms of community relationships, education, and technology. These challenges also present opportunities, especially the opportunity to share the gospel with so many unbelieving deaf, and new video technologies that allow God's word to be proclaimed through new avenues to many people. Our mission remains clear: to bring God's message of salvation to all the deaf in a way they can clearly understand so that they may belong to Him and serve Him in His kingdom.

Rev. Tim Eckert,  
Missionary-at-Large to the Deaf, Davenport, Iowa

## REPORT OF INSTITUTIONAL MINISTRIES

### PRISON CHAPLAINCY REPORT

After a few very difficult years the prison work we do as a District in eastern Iowa has made positive strides. Rev. Michael Scudder at Faith, Mt. Pleasant began serving as a visitation Pastor in the Mt. Pleasant Correctional this year. An eventual goal for Pastor Scudder might include a state approved Voluntary Chaplaincy in which he will offer a worship Service and Bible studies.

Sanctuary has four clients at present and is almost self supporting. Another inmate has requested to stay with us as soon as he is paroled. He has skills in contracting and the knowledge needed for the possibility of establishing our own company to employ inmates ourselves. It is extremely difficult for them to find employment in the current economy at Fort Madison.

Sanctuary is in need of a new roof and remodeling in the basement for 3 more rooms for inmates. The roof will cost approximately \$3,000-the remodeling approximately \$1,000. Please pray those funds become available!

Prison work is difficult and extremely complex. Our hope is that the Gospel we offer will be of help to those who so desperately need it. The reality is that not all of them are yet ready for help. There will always be failures. However, since its conception Sanctuary, by God's grace, has had a small part in helping approximately 25 former inmates in Iowa's prison system. To my knowledge so far only 2 of them have returned to prison. The state with all their programs sees a return rate of approximately 70%. God is good and His promises sure.

This is what the prison work we do together means. One of the former residents of Sanctuary (who is also one of the 2 who "failed" 2 times) came to visit me last fall. He came with two beers and suggested I provide the cigars. I did. Several years earlier I asked John if he ever thought about having a home of his own some day and maybe a family, a good job, things most of us take for granted. His response was simply: "Too overwhelming!". John and I drank our beers, smoked our cigars, talked about the good old days and about our Christ, too and how good He is. He now has that job. He has a nice home and friends who truly are friends. When He left he gave me a hug and said: "Thanks Pastor for not giving up on me!" There is nothing in the entire world more fulfilling for this Pastor than that! My thanks to all of IDE and to Christ for allowing me to serve as Chaplain for the District.

Respectfully submitted in Christ, Rev. Steve Rasmussen  
Pastor, Our Savior, Fort Madison/Our Savior, Keosauqua, Prison Chaplain

## **IDE CHAPLAINCY MINISTRY AT UNIVERSITY OF IOWA HOSPITALS AND CLINICS**

I generally serve as U of I Hospitals Chaplain from the first through the fifteenth of each month. Rev. Michael Musick serves from the sixteenth to the end of the month. However, we do accommodate each other's schedule for vacations and travel. We visit twice a month, usually on Tuesday and Thursday. We are also on call for emergencies. Since I live closer to the hospital it is usually more convenient for me to take the emergency calls; however please telephone both of us to make certain one of us is available.

The hospital supplies us with the names of those who register as LCMS. The number of registered LCMS patients usually ranges from three to about fourteen.

We ask that Pastors do two things: 1.) urge your members to register as LCMS, 2.) contact us when you know a member is entering the U of I Hospitals. We have an email that both Pastor Musick and I check the days we are on duty - ideuchaplain@live.com

Rev. Dr. Gary Arp

## **REPORT OF THE BOARD OF DIRECTORS**

During the last Triennium the Board of Directors has endeavored to faithfully labor for the Gospel of Jesus Christ in "Witness, Mercy, and Life Together" among the pastors and parishes in the Iowa District East. The Board of Directors (BOD) is vested with the general management and supervision of the District's business affairs between conventions including setting budgets and overseeing expenditures. Various committees appointed by the BOD assist in carrying out this work. Iowa District East is "Synod in this place." To that end the BOD is attentive to the doctrine and practice of various District entities.

The work is not always "visible" but is important and carried out with a fervent desire to serve our Lord and His Church.

The voting members of the IDE Board of Directors these last three years were:

Rev. Dr. Brian Saunders, District President  
Rev. Dr. Matthew Rueger, 1st Vice President  
Rev. Daniel Krueger, 2nd Vice President, liaison to Board for Congregational Services  
Rev. Mark Brase, District Secretary, liaison to the Worship Committee  
Rev. Michael Scudder, pastoral at-large member, liaison to the Youth Committee  
Dr. Carl Egger, chairman, liaison to the Camp Board of Directors  
Mr. Corey Nuehring, District Treasurer  
Mr. Dennis Duwe, lay member, liaison to the Mission Committee  
Mr. Paul Zoske, lay member, liaison to the Schools Committee  
Mrs. Andrea Hussong, commissioned member

The Board of Directors met regularly during the last triennium. Highlights from the BOD minutes are as follows:

- July 2009 - Elected Rev. Josh Reimche to serve as Assistant Secretary and Lowell Schroeder to serve as Assistant Treasurer. Assigned convention resolutions passed at the 2009 IDE Convention.
- September 2009 - Appointed District committees to serve for the triennium.
- January 2010 - Returned \$7,303.46 from LCMS WRHC for disaster relief to WRHC for Haiti earthquake relief. Began a review of the District's Policy Manual.
- June 2010 - Appointed a Task Force for Camp Io-Dis-E-Ca to explore all aspects of the Camp's financial situation and explore program and financial alternatives in cooperation with the Camp Board.
- September 2010 - Work began by the Mission Committee for a church plant in the North Liberty area with the BOD's support.

- **November 2010 - Approved the revised IDE Employee Handbook.**
- **March 2011 - Met with Mr. Ron Schultz, LCMS CAO concerning a variety of Synod issues. Received a financial accounting of the Palanga, Lithuania project.**
- **June 2011 - Appointed an "IDE ad hoc Financial Review Committee" to review IDE investments and their purpose.**
- **September 2011 - Approved an agreement with LCMS WRHC to bring the Palanga Project to completion.**
- **November 2011 - Approved the pay off of two non-property based loans from investment funds per the recommendation of the "IDE ad hoc Financial Review Committee."**

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The BOD thanks all committee members for their willing service and all the members of IDE for their support. Through the bountiful grace of our Lord Jesus Christ the IDE will be a place of "Witness, Mercy, Life Together" for and through each of us. To Christ alone be the glory!

Respectfully submitted,  
Rev. Mark Brase, IDE Secretary

**IOWA DISTRICT EAST - LCMS  
CONSOLIDATED STATEMENT OF FINANCIAL POSITION  
FOR THE YEARS ENDED DECEMBER 31, 2011, 2010 and 2009**

	2011	2010	2009
<b>ASSETS:</b>			
Cash and Cash Equivalents	\$ 240,973	\$ 66,009	\$ 105,870
Receivables	3,070	-	4,393
Prepaid Expenses	27,401	28,036	35,465
Contributions Receivable	132,490	106,651	122,521
Loan Receivable	21,289	22,424	23,397
Due from Lutheran Church Extension Fund	109,362	110,243	213,920
Property and Equipment - Net	2,265,739	2,353,859	2,446,124
Long-Term Investments	1,516,687	2,001,314	1,873,597
Funds Held by Third-Party Trustee	132,020	132,136	125,146
	<b>\$ 4,449,031</b>	<b>\$ 4,820,672</b>	<b>\$ 4,950,433</b>
<b>TOTAL ASSETS</b>			
<b>LIABILITIES:</b>			
Account Payable and Accrued Expenses	\$ 15,261	\$ 16,554	\$ 16,054
Grants Payable	19,040	15,053	34,527
Deferred Revenue	49,702	1,950	37,897
Due to Investors in District Church Extension Fund	109,362	110,243	213,920
Loans Payable - Lutheran Church Extension Fund	1,078,941	1,543,259	1,512,812
	<b>\$ 1,272,306</b>	<b>\$ 1,687,059</b>	<b>\$ 1,815,210</b>
<b>Total Liabilities</b>			
<b>NET ASSETS:</b>			
Undesignated	\$ 1,143,614	\$ 1,099,160	\$ 1,076,337
Net Investment in Property and Equipment Board Designated	1,289,729	1,343,589	1,403,522
	41,411	41,411	41,411
Total Unrestricted	2,474,754	2,484,160	2,521,270
Temporarily Restricted	114,989	55,120	66,929
Permanently Restricted	586,982	594,333	547,024
	<b>3,176,725</b>	<b>3,133,613</b>	<b>3,135,223</b>
<b>Total Net Assets</b>			
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 4,449,031</b>	<b>\$ 4,820,672</b>	<b>\$ 4,950,433</b>

**TREASURER REPORT**

**IOWA DISTRICT EAST - LCMS  
STATEMENT OF ACTIVITIES - UNRESTRICTED  
FOR THE YEARS ENDED DECEMBER 31, 2011, 2010 and 2009**

	2011	2010	2009
<b>SUPPORT, REVENUES, GAINS &amp; OTHER ADDITIONS:</b>			
<b>Support -</b>			
District Congregations	\$ 1,241,096	\$ 1,172,124	\$ 1,204,700
Other	134,663	103,342	62,678
<b>Revenues -</b>			
Conventions, Conferences and Workshops	19,448	136,415	60,317
Income on Cash and Cash Equivalents	-	-	3,836
Income on Long-Term Investments	12,215	21,263	22,197
Camp Program Fees	243,859	224,196	278,527
Other	41,837	9,228	13,687
Net Gains (Losses) on Investments	(54,223)	137,212	271,250
Net Assets Released from Restrictions	28,376	75,683	163,404
<b>TOTAL SUPPORT REVENUES, GAINS &amp; OTHER ADDITIONS</b>	<b>\$ 1,667,271</b>	<b>\$ 1,879,463</b>	<b>\$ 2,080,596</b>
<b>EXPENSES AND LOSSES</b>			
Synodical Budget	\$ 147,733	\$ 164,345	\$ 162,723
<b>Program Services -</b>			
World and National Missions	618,723	635,743	668,655
Preparing Church Workers	64,200	60,730	59,447
Congregational Services	425,368	508,261	540,330
<b>Support Services -</b>			
Mission and Ministry Support Services	296,782	402,280	320,654
Ecclesiastical and Program Administration	122,747	116,808	130,888
Fund-Raising	1,124	28,406	-
<b>TOTAL EXPENSES</b>	<b>1,676,677</b>	<b>1,916,573</b>	<b>1,882,697</b>
Changes in Net Assets	(9,406)	(37,110)	197,899
Net Assets - Beginning of the Year	2,484,160	2,521,270	2,323,371
<b>Net Assets - End of the Year</b>	<b>\$ 2,474,754</b>	<b>\$ 2,484,160</b>	<b>\$ 2,521,270</b>

**TREASURER REPORT**

**IOWA DISTRICT EAST - LCMS  
STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED DECEMBER 31, 2011**

**Cash Flows from Operating Activities:**

Change in Net Assets	\$	43,112
Adjustments to Reconcile Change in Net Assets to Net Cash Provided (Used) by Operating Activities:		
Depreciation Expense		88,120
Net (Gain) Loss on Investments		73,099
Other Adjustments to Net Assets		(48,882)
(Increase) Decrease in Current Assets:		(28,070)
Increase (Decrease) in Current Liabilities:		50,446
Net Cash Provided (Used) by Operating Activities:	\$	177,825

**Cash Flows from Investing Activities:** 414,724

**Cash Flows from Financing Activities:** (417,585)

Net Increase in Cash \$ 174,964

Cash - Beginning of the Year 66,009

Cash - End of the Year 240,973

**TREASURER REPORT**

**IOWA DISTRICT EAST - LCMS  
LOANS PAYABLE  
AS OF DECEMBER 31, 2011**

	Balance 12/31/2011	Interest Rate	Monthly Payment	Due Date of Final Payment
Cedar Falls College Hill Loan	\$ 147,123	4.75	\$ 1,079.35	4/1/2028
Cedar Falls College Hill Loan	633,892	5.00	4,631.32	11/1/2028
Camp Buildings	223,443	5.75	1,448.79	5/1/2035
Iowa City St Paul Chapel Loan	52,793	4.75	387.31	4/1/2028
Fort Madison Sanctuary	21,690	5.00	189.56	11/17/2024
	<u>\$ 1,078,941</u>		<u>\$ 7,736.33</u>	

**CONVENTION REPORT  
ANNUAL SALARIES  
AS REQUIRED BY RESOLUTION #7-04**

	2012 Budgeted	2011	2010	2009
District President	71,549	69,049	67,376	81,383
Assistant to the President - Missions	79,905	75,427	77,842	76,109
St. Paul's Campus Ministry	62,230	61,264	59,133	57,276
Davenport Deaf Ministry	60,561	58,964	57,073	53,226
Cedar Rapids Deaf Ministry	70,928	72,543	70,755	64,806
Chaplain	6,360	6,900	5,678	4,591
Office Staff (3 employees)	96,924	101,815	100,296	97,414

**Notes:**

- (1) District Salary guidelines were followed to determine salaries for called staff. Amounts reported above also includes a location adjustments.
- (2) Office staff salary guidelines followed annual cost of living increases.

**TREASURER REPORT**

## **IDE TODAY EDITOR**

The **IDE TODAY**, newsletter of the Iowa District East, was printed and distributed to the congregations over the past three years fulfilling its role of sharing the work and ministry of the District among the members of the District. Due to financial concerns over the past few years the number of editions printed each year has declined from 6 to 5 and in 2011 to 4. The blog site and internet site have continued to provide color pictures and articles for free with content going back to 2006. The IDE TODAY relies upon the congregations and those active in the work of the District to record and report the activities shared in the publication. Articles and pictures are received by email at **IDETODAY@lcmiside.org** and at 1701 8th Street, Coralville, IA 52241.

Thank you to everyone who has sent in contributions.

Color Blog site: <http://idetoday.blogspot.com>

Color Edition Site: <https://sites.google.com/site/idetoday>

Rev. Dr. Mitchell Otto, Editor

## **REPORTS OF THE IDE COMMITTEES**

### **ARCHIVES COMMITTEE**

**Historical Background of IDE Archives:** By resolution of the 31st Iowa District Convention– Hampton, IA in 1925 an historical archive and the office of an archivist were created for the purpose of preserving things of historical value to the District. President Wolfram and Superintendent C. H. Seltz were appointed a committee of two to appoint the archivist. At the 32<sup>nd</sup> Iowa District Convention-Charter Oak, IA in 1927 it was reported that the Iowa City Chapel was chosen as the repository for the records already gathered and the student pastor, Rev. Julius A. Friedrich, will serve as District archivist. The 34th Iowa District Convention-Fort Dodge, IA in 1930 resolved that all documents of historical value be sent to the Historical Society in Iowa City and Des Moines and that the conferences of the District send their filled minute books to the archivist. With the dividing of Iowa District into Iowa East and Iowa West, the 38th Iowa District Convention- Waterloo, IA in 1936 resolved that the archives at Iowa City be used by both Districts and Rev. Friedrich was thanked for his faithful services rendered as archivist since 1926. The 1st Iowa District East Convention-Cedar Rapids, IA in 1937 resolved that one report be made to both Districts since both Districts were working as a unit in this matter. Rev. Friedrich resigned as pastor and archivist in 1938 due to his wife's ill health and, at the 2nd Iowa District East Convention- Waterloo, IA in 1939 Rev. Leonard C. Wuerffel, pastor at St. Paul Chapel-Iowa City, reported as the new District archivist. At the 6th Iowa District East Convention-Atkins, IA in 1945 it was requested to convert the "Tower Room" of the Chapel into the archive room of the District. It was Rev. John F. Choitz, serving as pastor of St. Paul Chapel-Iowa City, who gave the archives report at the 10th Iowa District East Convention-Cedar Rapids, IA in 1951. He reported that the District archives are being kept in a cabinet in the vestry of the chapel at Iowa City. The retirement of Pastor Choitz as District Archivist was acknowledged at this Convention and resolved to transfer the office of archivist from the hands of the student pastor at Iowa City to the care of the District Secretary. At the 11th Iowa District East Convention-St. Ansgar, IA in 1952 District Secretary and Archivist Rev. Otto C. Schultz noted that the archives material was formerly stored in the student chapel vestry at Iowa City in a wooden cabinet and in cardboard boxes in a corner and under the table. The Convention approved his request to purchase a storage cabinet used solely for District archives. It was at this Convention that each congregation was encouraged to establish its own congregation archivist. During the 18th Iowa District East Convention-Davenport, IA in 1963 Rev. Schultz noted that much of the material of the archives was being stored in the attic of the parsonage (Trinity-Guttenberg) for lack of space. He suggested to the Convention that thought should be given to the idea of having the archives eventually stored in a permanent central office. Rev. Otto C. Schultz asked to be relieved of his duties as Secretary and Archivist. At the 19th Iowa District East Convention-Waterloo, IA in 1964 the new archivist and District Secretary, Rev. Ewald L. Stuempfig, reported that Our Redeemer, Cedar Falls offered for free use its fireproof walk-in vault as a place to



keep the material of the District Archives. It was Rev. Stuempfig's suggestion at the 20th Iowa District East Convention-Wilton Junction, IA in 1966 that the District seriously consider storing its archives in the District Office. At this same convention, the assembly adopted a resolution that every congregation in the Iowa District East be advised and urged at its first opportunity to appoint a congregational archivist. At the 22nd Iowa District East Convention-Cedar Rapids, IA in 1970 the delegates voted that the position of District Archivist & Historian be a separate, appointive position. Said appointment to be made biennially by the Board of Directors. The proceedings of the 23rd Iowa District East Convention-Cedar Rapids, IA in 1972 indicate that Rev. Walter S. Wendt had been appointed to the position of District Archivist. The Archivist Report at the 24th Iowa District East Convention-Amana Holiday Inn, IA in 1974 reveals that the Iowa District East Archives are at present located at Holy Cross Lutheran Church in Davenport. This all changed when at the 25th Iowa District East Convention-Waterloo Ramada Inn, IA in 1976 it was reported that the archives have been shifted from Holy Cross Lutheran Church, Davenport to the District Office during the past biennium. The District Archives Report at the 29th Iowa District East Convention-Stouffer's Five Seasons Hotel of Cedar Rapids, IA in 1985 reveals that Rev. Ewald L. Stuempfig is once again serving as archivist. At the 32nd Iowa District East Convention-5 Seasons Hotel, Cedar Rapids, IA in 1994 the archives report reveals that the Board of Directors formed an Archives Committee in June of 1993 consisting of three members plus Judy Westergren serving as Chairman. With the construction of a new IDE Office Building in Marion, IA in 1995 a room was identified on the second floor for the District Archives. The report from the Archives Committee at the 36th Iowa District East Convention-Marriott Hotel, Cedar Rapids, IA in 2006 shows that there were two archivists serving: Mr. Gerald L. Peterson and Rev. Allen E. Konrad. In October of 2009 Mr. Peterson withdrew from the Archives Committee and so as of December, 2011 as this report is being written, the IDE Archives Committee consists of Rev. Allen E. Konrad (archivist), Mary Lu Konrad, Arthur Taschner and Bonnie Voss. Archives in Action: The format for reporting on the activities of the IDE Archives Committee will be to use the Specific Duties section of the IDE Policies and Procedures for the District Archives as adopted by the IDE Board of Directors on July 21, 1998.

*A. Supervise and direct the archives and historical library at the District Office building.* The archivist tries to be in the library one day a week (Wednesdays) to work on projects, answer inquiries and be available to anyone wishing to make personal contact with archival material. Since the IDE District Archives is presently structured as a committee it was agreed upon by the Archives Committee not to spend too much time in Committee Meetings. The committee makes use of e-mail to keep in touch. The committee members have been challenged to deal with the many unidentified photos in boxes. Assuming these photos were used in printing the periodical IDE TODAY, past issues will be examined to try and identify places, events and individuals.

*B. Collect and preserve the records of the District, particularly copies of official documents, such as articles of incorporation, constitutions, by-laws, convention proceedings, conference minutes and essays.* An effort has been on the way since the last District Convention to gather the Articles of Incorporation, Constitutions and Bylaws from all active IDE congregations. Recently it was discovered that all congregations had already submitted such documents to the Constitution Committee. We are now trying to determine where these documents should be placed for safe-keeping. No Conference Minutes and Essays have ever been presented to the District Archives since this archivist has been on duty. If you are someone who is in possession of such documentation (no matter how many years it might go back), this is a request that a copy be submitted to the IDE District Archives with notations as to when the essay was presented, where it was presented and by whom.

*C. Collect and preserve records of interest from the congregations of the District, such as histories of the congregations, biographies of pastors and officials, dedication and anniversary booklets, special service folders, newspaper clippings and any item that will help to tell and preserve the history of our congregations and District.* A concerted effort was made prior to the 2006 District Convention to contact every congregation and ask them to bring to the Convention the Anniversary Histories printed down through the years but not submitted to the Archives. A list of everything that was on file for each congregation was made available to the IDE congregations. This resulted in a few more

histories being filed in the District Archives. Since this report is available for reading before the 2012 District Convention, may this serve as a reminder to those congregations who have not yet submitted all their histories to bring them to the Convention and hand over to the Archivist. An on-going project for your archivist has been to go through the history booklets already submitted by congregations and creating a file on each pastor who has ever served in IDE. These files will contain Biographies, obituaries or any other significant information referring to the clergy. Hopefully one day the same kind of files can be created for the teachers who have been called to serve in the IDE parochial schools. There is a plan in the making to actively collect and preserve Church Records in 2012. In the last decade fires have destroyed LCMS congregations in Iowa, North Carolina and South Dakota. Tornadoes have lifted documents from places like Joplin, Missouri and dumped them as far off as Texas. To microfilm church records the company that provides this service out of Cedar Rapids is requiring that such records to be sent out of State for filming. This may be unacceptable to many congregations that fear their records might get lost. So your District Archivist would agree to come to your congregation, set up a camera copy stand and take digital images of your church records. Another option might be that church records are brought to the IDE Office and your archivist would then take pictures of each page on site.

**D. Receive from the president, vice-president executives and other officers of the District, the District boards, commissions and committees, all relevant records from their respective offices when they are no longer of current operational value.** The IDE Archives has no relevant records on file from any District President or Vice-President that has served IDE other than the three-ring binders of Convention Proceedings. Attempts have been made to locate such records at Concordia Historical Institute in St. Louis, MO but none are filed there either. So a discussion has been initiated with past-President Arp to see what might be submitted to the IDE Archives. There were several days set aside by the District Office in 2010 where staff cleaned out shelves, drawers and files. What resulted was a lot of duplicated material ending up on the archivist's desk. Board of Directors minutes from 1933 to 2003 have been sorted and filed. It might be that past chairmen of Boards and Commissions and Committees were not aware that their relevant records should be forwarded to the District Archives. May this report serve as a reminder to gather those materials and deliver them to the District Archives.

**E. Receive the records of temporary committees upon completion of their assignments; also of all congregations that have permanently disbanded.** What has been mentioned in Section D above can hold true here also. If you have served on such a Temporary Committee and are in possession of the official records, please gather those records together and submit them to your District Archives. As for Permanently Disbanded Congregations that has not happened in the past triennium. What would be of help to the District Archives is to know which congregations are responsible for the safe-keeping of the church records of congregations which may have shut down in years gone by or assimilated/merged with a congregation in the neighborhood. If your congregation possesses such records, please make a list containing the name of that previous congregation, the kinds of records you are in charge of and what dates those records cover. With such information available to the archivist it could help re-direct inquiries to the right community and congregation.

**F. Urge congregations, institutions, organizations and individuals within the District to deposit archival-historical materials in the archives and acquaint all clergymen entering the District of its archivist program.** Probably the closest the District Archives can come to meeting this specific duty has been by making use of the Professional Packet sent out on a regular basis from the District Office. A series on the History of Iowa District East has been featured in the Packet and in November 2011 was again posted on the IDE website on the home page under History at [www.lcmside.org](http://www.lcmside.org) after the site was lost through a change in the LCMS web-site system. Letters written by some of our pioneering pastors and mission outreach reports from the old periodical *The Iowa District News* are being featured in the Packet. Two tables were set up at the 2009 IDE District Convention to catch the eye of convention delegates. Photos of original church buildings of early Iowa District LCMS congregations were on display. A bound copy of the first issues of *Der Lutheraner* was there. A huge blue three-ring binder containing sheet protected pages of

individual congregation listings of all items on file at the District Archives was provided for delegates to check and see what might yet need to be submitted. Take time to check it out again at this 2012 Convention and see if all the Anniversary History books from your congregation have been submitted.

**G.** *Establish that all records transferred to the archives become the property of the Iowa District East Archives. Exception may be made in the case of individual loans when an agreement has been reached by the lender and the archivist. When something is donated to the IDE Archives a form is provided for the one making the donation to state what is being submitted, whether the item is to be returned to the one donating it if a time comes when it is deemed no longer appropriate to keep or whether it can be dealt with at the discretion of the District Archives.*

**H.** *Make available the contents of the District archives to bonafide researchers and encourage the use of the historical library. Sometimes one wonders what the value is of storing all kinds of books and papers in an era of internet search engines and so much material being scanned and digitized. There is an argument for keeping hard-copies of information. Computer software programs keep changing and computer hardware comes and goes. This then calls for up-dating previously stored information. Your District Archives has a majority of the issues of the LCMS periodical/newspaper *Der Lutheraner* from 1844 on. There are copies of the LCMS periodical *Lutheran Witness* on the shelf beginning with 1895. As this report is being written, the District Archives is waiting for a shipment from St. Louis of issues of the *Concordia Historical Institute's Quarterly* from Volume 1 (1928) up to about Volume 65 (1992). These three periodicals have not yet been digitized so anyone who wants to research them can save a trip to St. Louis and just browse them at the District Archives. Table and chairs are available in the open area outside the archive room to use in your research. If you wish to make use of library material open to the public make arrangements with the archivist before you come to the District Office.*

**I.** *Urge all congregations of the District to establish congregational archives with a responsible archivist-historian in charge. As you noticed in the above Historical section of this report congregations have been urged in both the 1952 and 1966 District Conventions to create an archivist/historian position within each IDE congregation. Your Archives Committee has not addressed this issue over the past triennium. Take this report as your challenge to come up with some people within your congregation (if you have not already done so) who have a passion for preserving documents and mementos of the past. If your congregation has such an archivist/historian your Archives Committee would appreciate a note from you informing us of who those people are and how we would be able to contact them if the need were to arise.*

**J.** *Transmit to Synod's archives all official publications of the District and copies of official documents such as articles of incorporation, constitutions, by-laws and convention proceedings. Having just attended a conference at Synod's archives and having heard about more material submitted to them than there is room to store properly it is for that reason that the above mentioned documents will be kept in the IDE Archives until such a time that Synod's archives gives the green light for inundating them with such materials.*

**K.** *Function as the regional representative of Synods Historical Institute and as an intermediary between the District and Synodical archives and attend Synodical archivist-historians workshops and conferences at District expense as the Board of Directors shall direct. Your archivist and his wife attended the most recent Concordia Historical Institute's LCMS District Archivists Conference in St. Louis, 24-25 October, 2011. This conference is held every two years. A word of gratitude to IDE for covering the expense for registration, transportation, lodging and meals. The first day was spent in listening to District Archivists from across the States tell of what they are doing and the successes and problems they have in carrying out their specific duties. The second day was filled with heritage events since it was the official beginning of Concordia Seminary's focus on the 200th birthday of Pastor C.F.W. Walther. This involved a tour of the Concordia Historical Institute Museum at the LCMS headquarter building. Then a visit to Concordia Cemetery in the south part of St. Louis where Walther and many other notable LCMS figures are buried. Next was a tour of Trinity Lutheran Church in down-town St. Louis*

where C.F.W. Walther served as pastor. The afternoon was spent in an assembly viewing the seminary produced video: Walther. The evening provided an assembly on campus at Werner Hall where the presidents of the LCMS and Concordia Seminary spoke followed by a social gathering.

L. *Report annually to the Board of Directors, present an annual budget, request and render a triennial report of the condition of the District Archives to the District Convention and promote the support and use of the archives at conferences, conventions and other gatherings within the District and send a copy of this report to the Synodical archivist.* This Archives Committee is a department under the District President. Every three months a report is submitted which indicates how many hours were spent at work on archival activities, what the activity was and what expenses were encountered that quarter.

Request from the Convention Assembly:

(1) That IDE congregations be encouraged to accept the offer of the IDE Archives Committee to come to their congregation in order to photograph their church records (Baptism, Confirmation, Marriage, Death, Congregation Business Minutes), a compact disc copy of JPEG images to be given to the congregation and a copy stored at the District Archives.

(2) That signed copies of the previous year's Minutes of Boards & Committees be deposited in the IDE District Archives 6 months into a new year.

(3) That the most recent Articles of Incorporation and Constitution and Bylaws of each IDE congregation be deposited and preserved in the IDE Archives.

Submitted by Rev. Allen E. Konrad – IDE Archivist

## **BOARD FOR CONGREGATIONAL SERVICES**

During the past triennium, the Board for Congregational Services (BCS) has taken some time to clarify its role within Iowa District East (IDE) that we might better serve the congregations of our district. We have refocused our efforts from producing preconceived resources which are then offered to the district with seemingly sparse utilization by our congregations to responding to the needs of our congregations and producing the resources they have requested primarily through organizing events within IDE. Although this is a fine line of distinction this alteration has enabled the BCS to offer some well received events and resources for IDE over the last three years. An updated and clarified outline of the four main areas of responsibility and the purpose of the BCS is included at the end of this report for your review.

Between the 2009 and the 2012 conventions the BCS has endeavored to achieve various goals in each of our four areas of responsibility. Some of these efforts are new. Some are ongoing and continue to serve the district faithfully and are well received by our congregations. A summary report of these areas follows.

### **Human Care**

The BCS explored the possibility of organizing synod's *Project Barnabas*, a program to minister to the families of deployed National Guardsmen throughout the district. It was decided however not to undertake *Project Barnabas* as a district action but to encourage those congregations with connections to such families to carry out this ministry according to their own circumstances. The BCS also explored the possibility of organizing relief teams to provide assistance during times of natural disaster. It was decided however, that this project was better carried out under the guidance of synod primarily due to regulations governing aid workers. Opportunities abound for the members of IDE to participate in relief work carried out by LCMS World Relief and Human Care.

### **Parish Education**

In 2009 the BCS undertook to collect various catechetical resources from pastors and church workers in order to create a clearing house of educational resources and methods which could then be shared among congregations to help with confirmation and Biblical catechesis. We did not receive any submissions and thus the effort was abandoned due to lack of interest. Currently the BCS is pursuing the possibility of organizing a district event that would familiarize our congregations with many of the new resources offered by Concordia Publishing House for use in parish education programs, ie. Sunday School, Confirmation, etc.

### **Stewardship Education**

A series of "Did You Know..." bulletin inserts were produced and distributed through the professional packet which highlighted the district's mission efforts within Iowa East. Our intention was for these inserts to be published by our congregations in order to highlight the faithful stewardship of offerings to the district. Most notably in the area of stewardship a "Financial Summit" was held at Zion in Hiawatha in February of 2010. The high attendance and many positive comments signaled a warm and appreciative reception of this event by the congregations of IDE who participated. The area of Stewardship is predominantly represented by the Rev. Dr. Dean Rothchild who has developed a number of presentations which he conducts for congregations upon their invitation.

### **Communications**

The BCS continues to oversee the *IDE Today*, which serves as the district newsletter to the congregations of IDE. In order to be faithful stewards of the district's resources, the BCS recommended that the *IDE Today* be reduced from five issues, to only four issues per year. For 2012, the BCS budget estimates the cost of producing a paper edition of the *IDE Today* to be \$9,600, an expense which in the future may be decreased dramatically by exclusive use of an electronic format. However, since there are many who are not yet comfortable with the electronic format, Christian love dictates great care regarding changes to this long standing means of district communication. Most notably in the area of communications, the BCS organized a workshop on website development for congregations in May of 2011. The workshop was well received and some congregations in attendance have developed their own website. The Board for Congregational Services is served by the following: Rev. Joshua D. Reimche, Chairman, Mrs. Christy Leckband, Secretary, Rev. Merle Warnsholz, Mrs. Ronda Anderson, RN, Rev. Michael Holmen, Rev. Timothy Jones.

Respectfully Submitted, Rev. Joshua D. Reimche Chairman, BCS

### **Responsibilities and Duties:**

**Purpose:** To provide resources, assistance and encouragement to the congregations of Iowa District East in the areas of Stewardship, Human Care, Parish Education and Communications.

#### **Human Care**

- Resources for ministry to older adults
- Human care ministry consultants
- Parish nursing program assistance
- World Relief helps and resources
- Resources for family life issues
- Guidance in Deaconess and Stephen Ministries

#### **Parish Education**

- Provide assistance with adult Bible study programs
- Parish education programs, VBS, Sunday School, Mid-Week
- Resources for ministry in small groups
- Fostering positive attitudes toward continuing education among congregations and professional workers

#### **Stewardship Education**

- Serve as a resource for assistance in stewardship matters as the need arises.
- Work with congregational stewardship committees to evaluate and develop on-going stewardship emphases and materials.

#### **Communications**

- Assist congregations in website development and other areas of communication
- Oversee the IDE Today

### **CONSTITUTION REVIEW COMMITTEE**

During the past triennium the Board of Constitution Review has examined 16 congregational constitutions. Of those constitutions only 2 were returned to the congregation for further revisions mandated by our committee. With the exception of 4 constitutions still before us-as of February 2012-our committee has approved all 16 constitutions which have been submitted to us.

Our committee consists of Rev. Gary Sears, Trinity, Conroy, committee chair; Rev. Timothy Eckert, Word of God for the Deaf, Davenport; and Cheri Cummings (our resident lawyer), St. Paul Chapel, Iowa City.

The Bylaws of The Lutheran Church--Missouri Synod state that each congregation applying for membership in the Synod must submit her constitution to the District's Board of Constitution Review (Bylaw 2.2.1). This is equally true of every congregation revising its constitution or bylaws (Bylaw 2.4.1). Synod's Handbook mandates this action so that the constitutions and bylaws of every congregation may be in harmony with the Scriptures, Lutheran Confessions and the theological practice of the Synod. Submission of congregational constitutions to the District's Board of Constitution Review also assists congregations so that they may not be in violation of Iowa state laws for not-for-profit charitable organizations. While the internal structure of each congregation is a matter of self-determination within the confines of the Scriptures, Confessions, practice of the Synod and Iowa state law, we do encourage the use of the wording from the Synod's constitution for the sake of demonstrating our unity with one another existing already in "the teaching of the Gospel and the administration of the sacraments" (Augsburg Confession Article VII).

In order to assist congregations of the District in preparing constitutional changes our committee offers the following suggestions:

1. Our committee recommends the Arabic/Decimal form for the overall layout of the constitution rather than an outline form. A copy of this Arabic/Decimal form may be found on the Synod's website [www.lcms.org](http://www.lcms.org) under the section entitled "Commission on Constitutional Matters". The PDF entitled "Guidelines for Congregations" is most helpful.
2. After the constitution has been amended with the final changes and has been approved by the voters' assembly, please do the following:
  - a. Submit the entire constitution and bylaws to Rev. Timothy Eckert [deافلutheran@q.com](mailto:deافلutheran@q.com).
  - b. Include a copy of the old constitution.
  - c. Identify what and where the changes are in the amended constitution.
  - d. Please include the date of acceptance by the congregation on the constitution.
3. Our committee will examine not only the amended changes, but also the entire constitution. We will review the document according to form, spelling, grammar, syntax, punctuation, clarity and theological content. We will return the constitution with up to three different types of changes.
  - a. **Friendly Changes.** These are changes that our committee offers which we believe the congregation will accept at face value and thus not object to them. These changes address the following: underlining, punctuation, margin alignment, capitalization, spelling, grammar, syntax, spacing, indentation, addition of omitted words, deletion of double words, corrections on vertical and enumerated lists, consistency of the same form throughout the entire document, improper numbering or sequencing, etc. These friendly changes are obvious mistakes that need to be changed according to the standard rules of English and style (we use *The Chicago Manual of Style* as our standard). Our committee offers them to enhance the professional nature of the constitution as a written document.
  - b. **Suggested Changes.** These are changes that our committee offers but which the congregation must decide to either accept or reject. These changes include, but are not limited to, the following: the format of the entire constitution, and better grammatical or syntactical expressions than what is currently written in the text. The purpose of these changes, like the above, is to enhance the professional nature of the constitution as a written document.
  - c. **Mandatory Changes.** These changes address the theology and practice of the LCMS, legalities and semantic clarity. The purpose of these changes is threefold: (1) to keep the constitution in line with our confession of faith; (2) to protect the congregation, District or Synod from any possible lawsuits; (3) to clarify any ambiguous language that may give the wrong impression. If any constitution receives a Mandatory Change the congregation must amend the constitution before the constitution can be approved by our committee and thus put into practice in the congregation-hence the title "mandatory".

4. Please allow eight to ten weeks (sometimes less, but during the holy seasons of the year more time may be required) for our committee to return each constitution.
5. After our committee has approved the constitution and has returned it to the congregation, please send/email the District a copy of the amended constitution with all of the friendly and/or suggested changes implemented. In this way the District has a copy of the congregation's final and most recent edition. *The constitution in the District's file is both the official copy before the Synod and the legal copy before the state.* It is imperative that the District have the most recent edited constitution from each congregation.

Rev. Gary Sears, Chairman, Board of Constitution Review

### **MISSION COMMITTEE**

The Iowa District East Missions Committee pursues the mission work and evangelization assigned to it by the congregations of Iowa District East in Convention and by the IDE Board of Directors. We rejoice when the Lord of the Church extends His reign in and through the missions and ministries which the congregations, pastors and teachers of Iowa District East support. We rejoice over every opportunity for the Word of God to be preached in its truth and purity and the sacraments to be administered according to Christ's institution.

We see how the label "synod" is played out in our witness, mercy and life together as The Lutheran Church-Missouri Synod. The term "synod" is composed of two Greek words which mean "to walk with." Being united in a common confession of faith which has been entrusted to us, we endeavor to make together a truthful and bold confession before our world. It is fallen in the bondage of sin, the curse of death and the sentence of damnation. Our neighbors need to hear the gospel of our Lord Jesus Christ in whom we have forgiveness of sins, life and salvation. In Christ Jesus we have the Savior who has rescued us from hell for the real, new, abundant and eternal life given in the forgiveness of sins. As a synod we undertake to do together what would be very difficult for any single congregation or pastor to do and we do this to the end that the Lord Jesus Christ be glorified in us and we in Him (2 Thess. 1:12).

Currently the Missions Committee is composed of Mrs. Carol Meyer, Revs. Daniel S. Johnson, Parker Knoll, Arthur Rickman and me. Mr. Dennis Duwe is our liaison with the IDE Board of Directors (BOD). Mrs. Carole White, LCEF Regional Vice President, and the Rev. Dr. Dean Rothchild, Assistant to the District President, serve as ex-officio members. We appreciate their service and counsel. We are looking for laymen and laywomen to serve on this committee.

The Missions Committee is mandated to review the annual requests for financial District subsidy from various congregations, missions and ministries and make recommendations to the BOD. The BOD determines the amount of subsidy given. In this year of 2012 IDE is providing support for Io-Dis-E-Ca, Campus Ministries at the University of Iowa (St. Paul's Lutheran Chapel) and the University of Northern Iowa (College Hill Lutheran Church), Davenport Eastside Mission, Our Redeemer Lutheran Church in Independence, Prison Ministry in Fort Madison, UIHC Chaplaincy, Word of God Lutheran Churches (Cedar Rapids and Quad Cities), the Palanga Project and the mission start in North Liberty. These missions and ministries are supported by the offerings given by God's people in our congregations. Therefore you are participants in our mutual work of the kingdom of God. Our BOD has also assigned the Missions Committee the task of researching, studying and planning the start of new mission congregations in Eastern Iowa. We realize this work is best done by local congregations and circuits, not by a District committee. Nevertheless, we hope to act as a catalyst in the process of church planting and the birthing of new congregations in eastern Iowa.

For over two years, under direction of the BOD, the Missions Committee has been studying the prospect of a new mission start in North Liberty, Iowa. Currently North Liberty is the second fastest growing community in the state of Iowa. We are convinced by the Word of God and the demographics of North Liberty that "the harvest is plentiful" (Matt. 9:37) in this community with 62% of the population unchurched. Now is the time to plant a church in this community. We confess that our Lord is the one who adds to those who believe and are being saved (Acts 2:41, 47) but we also know that the Holy Spirit has

chosen to perform this loving work through His Word and sacraments (Rom. 10:17; 1 Tim. 4:2; John 3:5; John 20:21-23). Therefore we hope and pray that a pastor will be called within the year to proclaim God's Word and administer His sacraments in this community. While this pastor will have to be called through a mother congregation he and the mission will require the support of the congregations and pastors of IDE. We will present our plan of support to the 2012 District Convention and ask our delegates, congregations and pastors for their blessing and financial support for this new church mission. This field of opportunity lies before us. God help us to enter it with the seed of His Holy Word.

Knowing that "missions" is all about "evangelization" and "evangelization" is all about "missions," "Evangelism" is also a major part of our responsibility. We are always looking for evangelism resources that we can recommend to our pastors and congregations. We and the Rev. Dr. Dean Rothchild, Assistant to the District President, are available for consultation as you and your congregation reaches out to others with the gospel of our Lord Jesus Christ.

The Church has been called out of the world to work in the world in the greatest rescue mission of all. Our Lord Jesus Christ came into the world to save sinners, like us, from sin, death, Satan and hell for the new, real, abundant and eternal life in heaven. Christ Jesus, the incarnate Son of the Father, is the only Savior. He has done everything necessary to deliver us. What He did for all in His suffering, death and resurrection will do no one any good unless the gospel is preached to them. Knowing how vital it is to proclaim the message of our Lord Jesus Christ as well as administer the sacraments we do what we do in service of the gospel. Everything we do is done with the thought and prayer "Not for my good, Lord, but for the extension and growth of Your kingdom."

Thank you for giving us the opportunity to serve the Kingdom and you in the name of the Father and of the Son and of the Holy Spirit. + *Soli Deo Gloria!* +

Respectfully submitted, The Rev. Victor P. Young, Chairman January 21, 2012

#### **REPORT OF THE DISTRICT OFFICE COMMITTEE**

The Office Committee of the IDE is responsible for the district office facility and staff. We make recommendations to the BOD on salary and benefit matters for the district staff and mission personnel as well. There have not been any major changes within the district personnel during the past triennium. One of the secretarial positions in the District Office (Rosanne) has voluntarily cut back on her hours. There was an agreement that the demands of her position could be met with fewer hours. In general I believe we have a good staff in place whose work reflects the highest standards of excellence.

Our committee anticipates some minor repairs to the district office over the next triennium. There is a leak in the roof into which we are looking, some cracking in the walls that will need repairing, possible repainting and carpet cleaning. We anticipate these maintenance issues will amount to less than \$10,000. As of the writing of this report these are the only unusual expenses we anticipate in the next triennium. As always, we continue to examine the workload of the district staff to see if there are ways to streamline things and keep expenses down. Our goal is to run the administrative aspect of the district as efficiently and cost effectively as we can so that the maximum amount funds possible are available for the Mission work of the Church.

Respectfully Submitted,

Rev. Matthew Rueger, Chairman of the Office Committee

#### **PROFESSIONAL CHURCH WORK STUDENT AID COMMITTEE**

It is the function of this committee to oversee and coordinate the distribution of financial aid to the sons and daughters of the Iowa East District pursuing *full time church work* vocations. The committee is also further blessed to be able to give financial assistance to those teachers in the Iowa East District who are participating in the Teacher Colloquy Program through CUENET.

Thanks to the continuing work of Pam Krog in the District Office all of the requirements, instructions and applications forms are consistently updated and are available online on the Iowa East District website. Simply go to the District website, highlight "Resources" and click on the drop down tab for "Student Resources" and everything you need is just a click away. Applicants must apply every year and the deadline for all applications is May 1st.



With the average amount of indebtedness attributed to student loans passing the \$60,000 mark per student, the aid provided by the congregations and individuals that make up the Iowa East District is becoming a make or break issue for many students desiring to go into full time church work. Working together through the generous donations from the congregations and individuals of the Iowa East District we can substantially aid the future Teachers, Musicians, DCEs, Deaconesses and Pastors from our District.

Respectfully Submitted, Rev. Michael Musick, Chairman

### **SCHOOLS COMMITTEE**

The Iowa District East Schools Committee aims to provide a structure for identifying and meeting common needs of Lutheran schools-preschools, elementary, middle and high schools. It exists to promote the establishment, development and maintenance of full-time education agencies. To that end the Schools Committee provides encouragement, support and guidance to congregations having schools and stands ready to encourage and assist congregations and groups interested in Lutheran schools.

Comprised of synodically trained teachers and principals, early childhood teachers and directors, lay persons, pastors and staff appointed by the Board of Directors, the Schools Committee meets two or three times per year in one of our district's 9 elementary schools, 1 middle/high school or 35 preschools. In addition to discussing issues related to Lutheran schools the committee plans the summer teacher workshops and the early childhood conferences; supports the principals' conferences with Iowa District West; recognizes teachers on certain anniversaries and at the teachers' conferences; and encourages congregations and schools to celebrate National Lutheran Schools Week the first Sunday/week in March. During this triennium the committee decided to forego the recognition of an "outstanding educator" and instead recognize all of our quality teachers with a gift for the school staffs at their conferences.

Thanks to the committee members for their hard work and dedication. Those currently serving on the Schools Committee are: Lois Warnsholz, assistant to the president-elementary and secondary schools; Rev. Daird Korth, assistant to the president-preschools; Peggy Seeber, early childhood consultant; Chuck Gomez, former principal; Elyse Wilde, teacher; Chad Holtzman, teacher; Becky McKinney, preschool teacher; Deb Pegump, layperson; Revs. George Volkert and Doug Woltemath, chairman. Rev. Wayne Woolery also served on the committee during the triennium. Our thanks to Pam Krog, District Office Secretary, for the support and assistance she provides to the committee and for keeping the chairman on task.

Respectfully Submitted, Doug Woltemath, Chairman

### **REPORT OF THE STAFFING REVIEW COMMITTEE**

Committee Members: Rev. Dan Johnson (Chairman), Rev. Mike Knox, Rev. Matt Rueger, Dr. Carl Egger, Mr. Dennis Duwe, Mrs. Sheila Mason.

**PURPOSE:** The purpose of the Staffing Review Committee is to examine the District staff and facilities to determine if our staffing needs are being met and/or how they might be improved if necessary to be more effective. After our evaluation we are to report our findings and make recommendations to the District Convention.

**METHODOLOGY:** The Staffing Review Committee pursued several paths to determine the most effective use of District personnel and funding:

A. Face to face interviews with office personnel: Mrs. Sheila Mason interviewed each of the IDE staff in private to determine their needs and duties and assess the inter-office effectiveness of the staff. Her report is included as Appendix 1.

B. Historical analysis of funding: Dr. Carl Egger prepared a detailed examination of District expenses and income from 1965 to present. He identified trends in giving and spending showing a consistent movement toward more spending within the District and less financial support of Synod. One spreadsheet and two of his prepared graphs are attached as Appendix 2. He supplemented his historical research with his 12 years of experience on the Board of Directors explaining how the BOD has worked to keep staffing expenses at manageable levels. He also reported his findings on operational expenses for the District office building.

**C. Research of past structure committee findings:** Rev. Knox presented the findings of the structure committee from the last triennium and examined ways their findings can be weighed in light of the IDE's current staffing needs.

**D. Research of current facility values:** Mr. Dennis Duwe compared past assessor valuations with current property values to determine a realistic value profile for the IDE building and property. A 2000 assessment placed the value of the District property at \$141,941 and the building at \$321,675. Commercial realtors suggested to him current land values of \$320,000 and the building at \$480,000. After weighing all his research his estimate was that a realistic value in today's dollars, should we want to sell, would be in the neighborhood of \$400,000.

**E. Report on observations from the District Office Committee about staffing needs:** Dr. Rueger who chairs the District Office Committee relayed the insights of the Office Committee which deals with salary, benefits and office needs of all District personnel on a regular basis. The Office Committee is of the opinion that the District staffing needs have changed over the past several years. Better communications technology and different needs in the area of tech support and webhosting have affected our staffing needs. The secretarial staff could be restructured to be more efficient and cost effective. Access to someone more versed with tech trouble shooting would also benefit the staff. Duties of the position of Assistant to the President were also reviewed and discussed.

#### **RECOMMENDATIONS TO THE CONVENTION:**

**A. DISTRICT SECRETARIAL STAFF:** The Staffing Review Committee wishes to note its appreciation for the diligent work of all our office staff over their many years of service. Due to changing technology we note that secretarial needs have shifted focus. Our recommendation is that the District Board of Directors seek to combine the two secretarial positions into a single office secretary. The workload of the two secretaries no longer justifies two full time positions and we believe they can be combined into one position without the loss of production.

**B. THE POSITION OF THE ASSISTANT TO THE PRESIDENT:** Again the Staffing Review Committee wishes to thank Dr. Rothchild for his years of service as the Assistant to the President. We recommend however that the position of Assistant to the President be eliminated and the necessary duties of that position be distributed to other part time assistants following the model currently in use within the IDE for the two Assistants to the President in areas of education. We believe this model is much more cost effective and has proven capable of fulfilling the needed work.

Appendix 3 provides a visual reference for possible changes with cost estimates for the District staff. This Appendix includes 2 Columns titled "Proposal 1" and "Proposal 2."

Proposal 1 includes a part-time assistant staff member who will be responsible for Information Technology support for the entire District and some organizational help to the District staff. This staff member is modeled after our current part-time assistants serving in the area of Education.

Proposal 2 includes a non-ordained full-time assistant staff member who will provide Information Technology support for the entire District and who will assume a leadership role in organizing District conferences, retreats and meetings.

**C. THE DISTRICT OFFICE BUILDING AND PROPERTY:** The District Office was built for a staff which at the time was more than double the size of our current staff. At present there are a number of rooms that stand empty and are not in use. Those rooms must be heated in winter and cooled in summer and require maintenance. While the Staffing Review Committee does not feel it is within our purview to recommend a definite course of action with regard to keeping the District Office property or selling it, we do believe it is in the best interests of the IDE to allow the Board of Directors of the IDE to research this issue. There is no question the office building far exceeds our needs now and is likely to exceed them for the foreseeable future. Renting out the empty rooms is not an option since it would change the District tax status. We believe the IDE BOD should research other possible office sites and if it determines there is a place to relocate the District Office for a significant cost savings that it should be allowed to do so.

**D. THE OFFICE OF THE DISTRICT PRESIDENT:** After taking office Synodical President Matthew Harrison accepted a call from a congregation to serve them as one of their pastors. He has publicly stated his belief that keeping his hands in the parish ministry and

**“changing bedpans” (as President Harrison put it) will help him to be a better Synodical President. Being out of the parish ministry can make it difficult for District and synod leaders to understand the genuine daily needs of parish life. The Staffing Review Committee recommends that the IDE in convention allow our District President to hold a call to the parish ministry if he so desires. Details of this arrangement can be worked out among the man, his congregation and the District Board of Directors. (For additional rationale and models by which this arrangement can be effectively worked out see the Report of the Task Force on Structure to the 2009 IDE Convention.) We believe this will make him a better District President more in touch with the daily needs of all our congregations. We also believe there is more than adequate structure in place to alleviate any extra workload this might entail (such as trained reconcilers, assistants to the President, elected Circuit Counselors, 1st and 2nd Vice Presidents, up to date communication technology and efficient office staffing).**

**This concludes the report of the 2012 Staffing Review Committee.**

**Respectfully submitted,  
Rev. Matthew Rueger, Ph.D. 5/02/2012**

### **APPENDIX 1**

**Reports on Interviews with Office Staff: On April 17, 2012 I interviewed Rosanne, Pam, Dr. Rothchild and Sherry of the Iowa District East District Office. These are the findings:**

**The interview with Rosanne and Pam revealed everything is running smoothly. Each has their own duties to carry out. Rosanne takes care of the Pastors and churches and Pam oversees the Lutheran Schools and all of their needs. They would like to see the purchase of a new collator as there are no new parts for their old one. I mentioned that I didn't know they still make collators as new copy machines do copying and collating in one step. Some discussion was made about moving the office to Camp Io-Dis-E-Ca. They are not in favor of that move and would like to stay in the current building.**

**The interview with Dr. Rothchild was very enjoyable. I asked his opinion about moving to Camp Io-Dis-E-Ca which he said everyone in the office has the same feeling-to stay in the same location. He would like to have a new laptop if at all possible.**

**The interview with Sherry was most enlightening. She would like to see the District Office staff responsibilities restructured to allow better communication with the Churches they serve. She is currently serving as the Business Manager, Human Resources Manager and IT Manager for the District and Camp Io-Dis-E-Ca. Maintaining the District server, network, hardware and software IT needs are growing. Restructuring would include combining the secretarial positions as one and redefining an IT Manager leaving the Business and Human Resources job as one. I asked her about the idea of moving the District Office to Camp and she thought that was not a good idea but was not opposed to moving to a smaller office space as there are some rooms in this building not being used. Sherry also mentioned the need for an office manager to oversee the supervision of all office staff.**

**Sincerely, Sheila Mason**

**Table II - IDE Fin Hist 1967-2012 (B)  
CONVERSION TO CONSTANT 2011 DOLLARS**

CTE #2208  
Rev 6/21/11 post-2008 added  
for Figure 3A

for Figure 2A

(\$1000s)

Year	Cong Rpts Pre-IDEs	Expenses	Synod	w/Chaplain	IDE Used	Year	% Syn/Exp	% non-Syn	IDE Congs	Year	Baptized	Confirmed	Total \$	Home \$	Cas% B	\$(Tot-H)
1967		5272		5299	3953	1973			1967		75%	25%	1967			1967
1968		5248		5506	4117				1968		75%	25%	1968			1968
1969		5086		5166	3855				1969		75%	25%	1969			1969
1970		4828		4811	3629				1970		25%	75%	1970			36357
1971		4742		4531	3471				1971		23%	77%	1971			36715
1972			1972		1061		1972				52353					36976
1973	4437	4533	3206		1973	71%	29%	1973		52232	37329		Year			36976
1974	4124	4069	2929	1440	28%	110	1974	52156	37909	4943847	3794747	72.7%	1449100	-2975	1974	595
1975	4151	4017	2621	1396	35%	109	1975	52646	38320	5277319	4073584	72.8%	1203735	-2947	1975	576
1976	3751	3917	2743	1174	30%	111	1976	52592	38846	5659138	4455807	73.9%	1203331	-2548	1976	576
1977	3477	3682	2412	1269	34%	111	1977	52650	39124	6068217	4874850	74.3%	1193367	-2284	1977	576
1978	3787	3674	2225	1449	39%	112	1978	52630	39435	6522968	5256156	74.9%	1266812	-2521	1978	571
1979	3751	3646	2122	1524	42%	112	1979	52478	39200	6842305	5389676	74.7%	1452629	-2299	1979	541
1980	3466	3611	2039	1572	44%	113	1980	52592	39500	7665428	6169664	75.1%	1495764	-1971	1980	530
1981	3367	3486	1942	1544	44%	114	1981	52537	39740	9273153	7220123	75.6%	2053030	-1314	1981	577
1982	3177	3254	1856	1398	43%	115	1982	52417	39654	9871613	8202305	75.7%	1669308	-1508	1982	562
1983	3201	3217	1864	1353	42%	115	1983	52417	39654	9871613	8202305	75.7%	1669308	-1508	1983	562
1984	3037	3256	1745	1511	46%	115	1984	51811	39365	10798128	9029525	76.0%	1768603	-1268	1984	506
1985	2887	3166	1674	1492	47%	114	1985	51271	38999	11640977	9672582	76.1%	1968395	-919	1985	573
1986	2843	2900	1649	1251	43%	115	1986	51268	38853	11469275	9785880	75.8%	1683395	-1160	1986	613
1987	2715	2757	1574	1182	43%	115	1987	50992	38461	11711845	10073011	75.4%	1638834	-1076	1987	579
1988	2575	2661	1493	1168	44%	116	1988	50951	38412	12085859	10397171	75.4%	1688688	-887	1988	571
1989	2459	2485	1377	1108	45%	116	1989	50911	38364	12459873	10721331	75.4%	1738542	-720	1989	559
1990	2272	2379	1255	1125	47%	117	1990	50870	38315	12833887	11045491	75.3%	1788396	-484	1990	553
1991	2233	2419	1246	1173	49%	118	1991	50829	38266	13207901	11369651	75.3%	1838250	-395	1991	553
1992	2036	2095	1041	1054	50%	119	1992	50861	38435	13420676	11357702	75.6%	2062974	27	1992	53
1993	1999	2161	970	1191	55%	119	1993	50702	38334	13634897	11548894	75.6%	2086003	87	1993	543
1994							1994									52

**APPENDIX 2**

Figure 3 - IDE Finances 1965-2011 + 2012(B)

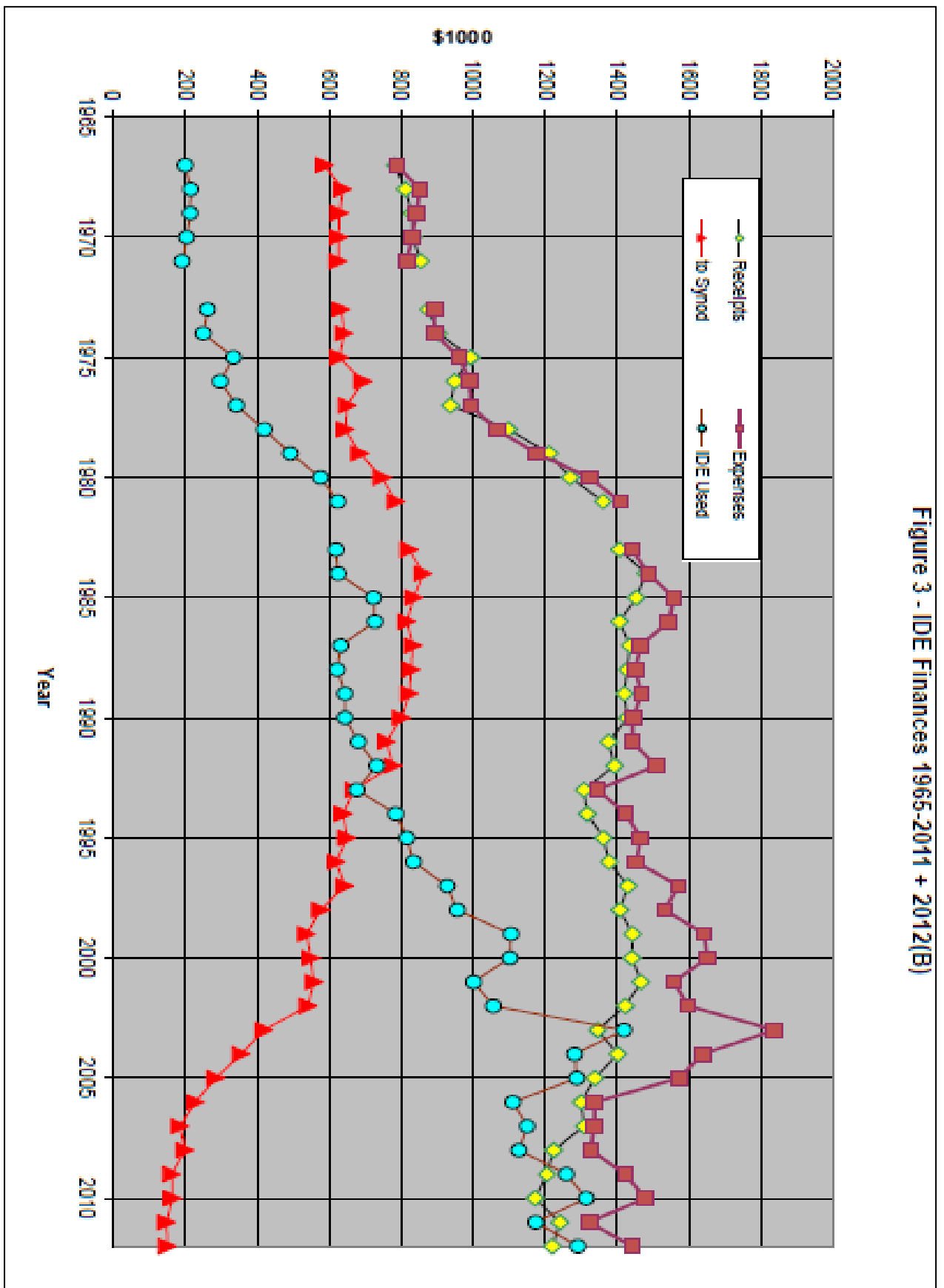
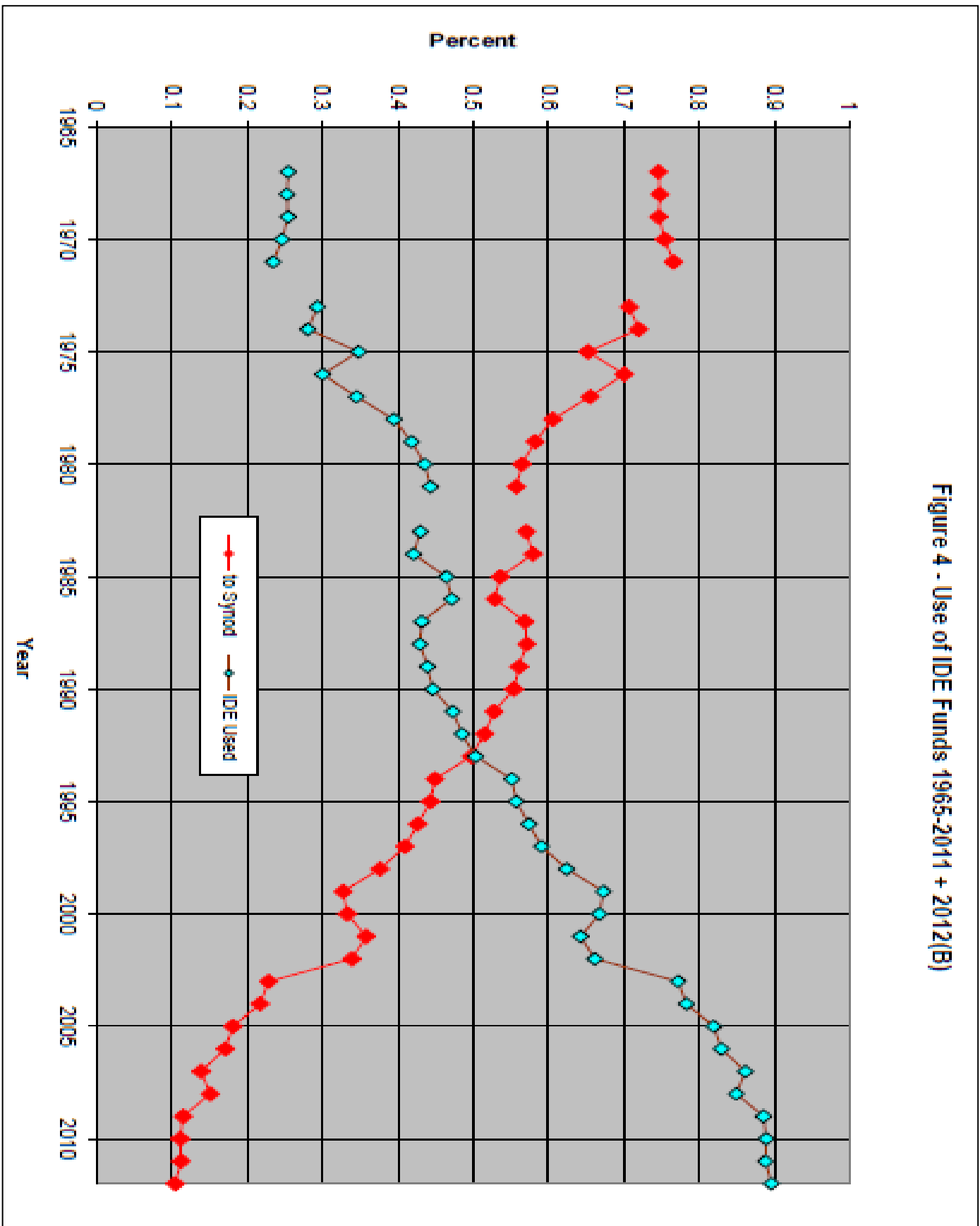


Figure 4 - Use of IDE Funds 1965-2011 + 2012(B)



	<b>CURRENT</b>	<b>PROPOSAL 1</b>	<b>PROPOSAL 2</b>
<b>Administrative Assistant</b>			
Compensation*	\$86,018	\$0	\$0
Benefits	\$23,233	\$0	\$0
<b>Secretary 1</b>			
Salary #	\$30,895	\$30,895	\$30,895
Concordia Plans ##	\$17,626	\$17,626	\$17,626
<b>Secretary 2</b>			
(4 day work week)	\$31,283	\$0	\$0
Salary #			
Concordia Plans ##	\$14,078	\$0	\$0
<b>Business Manager</b>			
(4 day work week)	\$39,163	\$39,163	\$39,163
Salary #			
Concordia Plans ##	\$15,184	\$15,184	\$15,184
<b>Additional Health</b>	\$20,000	\$10,000	\$15,000
<b>Care Cost**</b>			
<b>Part Time Assistant***</b>			
Salary #	\$0	\$6,459	\$0
<b>Full Time Assistant****</b>			
Salary #	\$0	\$0	\$30,895
Concordia Plans ##	\$0	\$0	\$17,626
<b>TOTAL</b>	\$277,480	\$119,327	\$148,763
<b>Available for Mission</b>		<b>\$158,153</b>	<b>\$128,717</b>

\* Compensation includes: Salary, Housing, Executive Bonus and Self-Employment Compensation

# Salary includes District paid SS

## Concordia Plans includes Health, Disability, Retirement

\*\*Additional Health Care Cost includes \$5,000 per employee to compensate for High Deductible Health Plan

\*\*\* Part Time Assistant is based on 40 weeks, 10 hours per week @ \$15/hr.

\*\*\*\*For comparison purpose the full time assistant is based on salary of current Secretary 1 position.

## **WORSHIP COMMITTEE**

The IDE Worship Committee under the direction of the District President exists to promote, encourage and support excellent worship practice among the congregations of the Iowa District East. The Committee especially supports a Scripturally-based theology of worship and practice which appreciates the historic liturgy of the Christian Church and works to apply that practice to the church today. The use of Lutheran Service Book (LSB) with its many options for Word and Sacrament ministry as well as the prayer offices and occasional services contained in it, along with its companion volumes such as the Agenda, Pastoral Care Companion and Hymn and Liturgy Accompaniment editions, are highly commended to IDE congregations. The Committee seeks to support pastors and their congregations by offering guidelines for weddings and funerals and commending weekly celebration of the Lord's Supper.

The Committee also stands ready to address questions and topics about worship practice submitted by pastors and congregations and to provide its advice and counsel. A recent project by the Committee (2011) produced background information on seven hymns from LSB which may be used as bulletin inserts or even as teaching devices.

Current members of the Committee are Anthony Birnbaum (secretary), Revs. John Block, Karl Bollhagen, Mark Brase (liaison to IDE Board of Directors), David Miller, David Hansen (chairman), IDE President Brian Saunders; Brad Hall and Marie Korth. The Committee always invites input from IDE pastors and congregations as to how it can continue to carry out its mission. Inquiries may be directed to Rev. David Hansen at [dchansen@cedar-rapids.net](mailto:dchansen@cedar-rapids.net)

Submitted by Rev. David Hansen,  
Chairman, IDE Worship Committee

## **YOUTH COMMITTEE**

The Youth Committee continues to serve with this goal in mind: "to provide opportunities and resources continually to the congregations of Iowa District East in the development of local programs."

Throughout these last three years the committee has planned and executed annual events such as Jr. High retreat, St. High Retreat, 5th and 6th Grade Retreat, Confirmation Retreat, Youth Leaders' Retreat and Lutheran Day at Adventureland. These events provided time for fun, fellowship, worship and studies. We continue to discover that there are many talented laypeople and pastors in our district who can prepare and present engaging, Gospel-centered retreats for young people.

Our committee serves as a liaison between Synod-wide youth programs and local congregations, especially in years when there is a National Youth Gathering. In 2010 Iowa District East was well represented at the Youth Gathering in New Orleans. Plans are already underway for the next Youth Gathering in San Antonio, Texas, July 1-5, 2013 ([www.lcmsgathering.com](http://www.lcmsgathering.com)).

The committee gives thanks to God for all those He has raised up in our district to serve youth. We are also especially appreciative of the beautiful facility and tremendous resources we have in our Camp IoDisECa. In the coming years we want to continue to listen to the pastors, other church worker, lay volunteers and youth around the district for their constructive criticism and advice on how we may best meet our stated goal. Please direct any questions or comments in this area to the undersigned.

Dr. C.F.W Walther once told his seminary class, "You cannot use your time to a better advantage than by serving well the young people of the congregation."

Pastor Ronnie Koch, Chairman  
Iowa District East Youth Committee



**BYLAWS**  
**IOWA DISTRICT EAST**  
**The Lutheran Church—Missouri Synod**

These are the bylaws of the Iowa District East, Lutheran Church—Missouri Synod. Iowa District East is Synod in this place and as such this district operates under the Constitution and bylaws of Synod. Iowa District East and its staff “shall administer their assigned areas of responsibility as provided and authorized by the Constitution and applicable bylaws” (the Synod’s *Handbook*, Bylaws 1.4.5 & 1.4.6).

**1. MEMBERSHIP**

- 1.1 The membership of this district consists of all those members of The Lutheran Church—Missouri Synod (congregations, ministers of religion-ordained, and ministers of religion-commissioned [the Synod’s *Handbook*, Article V]) who have been received into the district at the time of joining the Synod, who have been transferred from another district, or who have been assigned to the district by the Synod. Termination of membership in the Synod terminates membership in this district (the Synod’s *Handbook*, Bylaws 4.1.2 & 4.1.2.1).
- 1.2 Each parish including individual congregations or multiple-congregation parishes belonging to this district shall be entitled to two votes, one of which is cast by the ordained, called and installed clergy of the congregation, and one by the duly selected lay delegate of the congregation (the Synod’s *Handbook*, Article V A).
- 1.2.1 Each congregation’s lay delegate and alternate lay delegate shall be duly elected at a congregational meeting held during the first month of the district convention year. The names of the lay delegate and the alternate shall be reported to the district office no later than the date set by the board of directors.

**2. DISTRICT OFFICE**

- 2.1 The district office shall be at the address selected by the Iowa District East (IDE) board of directors.
- 2.2 The district office shall be staffed by such personnel as the IDE board of directors shall deem appropriate.

**3. LEGAL ACTS**

- 3.1 The district president shall be empowered to sign all official papers and documents of the district (the Synod’s *Handbook*, Article XII 9[d]). When any act or duty required in Article VI of the Articles of Incorporation requires two signatures it shall be sufficient if the president and secretary of the district sign, or one of the two vice presidents in the president’s absence, or the assistant secretary in the secretary’s absence.

**4. DISTRICT OFFICERS, ELECTED BOARD & COMMITTEES**

- 4.1 The elected officers of the district shall be the president, first vice-president, second vice-president, circuit counselors, and secretary all of whom shall be members of the clergy roster of the Synod, and the treasurer who shall be a layperson. The president, first vice-president, second vice-president, secretary and treasurer shall serve as voting members of the board of directors (the Synod’s *Handbook*, Bylaw 4.3).
- 4.1.1 Elected officers shall serve a three year term and be limited to four successive elected terms in the same office with the exception of the district president who may stand for election without limitation to the number of terms (the Synod’s *Handbook*, Bylaws 4.7.4-4.7.5).
- 4.2 The elected members of the board of directors shall be five members-at-large. These five members-at-large shall be three laypersons, one parish pastor and one called, installed commissioned minister. These five at large members and the five elected officers make up the ten member board of directors.
- 4.2.1 Elected members of the board of directors shall serve a six year term and be limited to two successive elected terms in the same office (the Synod’s *Handbook*, Bylaws 4.7.4-4.7.5).
- 4.2.2 The duties of the board of directors shall be those outlined within these bylaws.
- 4.3 The nominating committee shall consist of five members—two parish pastors, two laymen, and one commissioned minister. The past chairman shall serve as advisory to the newly elected committee. The committee shall be guided by the Synod’s *Handbook* where

- relevant (the Synod's *Handbook*, Bylaw 4.7).
- 4.3.1 Elected members of the nominating committee shall serve one term of three years and shall not succeed themselves.
- 4.4 The constitution review committee shall consist of three members—two parish pastors and one layman. They shall review all new and revised constitutions of member congregations and shall advise the district president accordingly. The district president shall then submit the new and revised constitutions to the district board of directors for approval (the Synod's *Handbook*, Bylaws 2.2.1 & 2.4.1[c]).
- 4.4.1 Elected members of the constitution review committee shall serve a six year term and be limited to two successive elected terms in the same office (the Synod's *Handbook*, Bylaws 4.7.4-4.7.5).
- 4.4.2 In the event of a conflict of interest the district president shall be empowered to appoint a temporary alternate.
- 4.5 The circuit counselor is the principal officer of the circuit and serves under the direction of and is accountable to the district president. The district convention shall ratify the slate of circuit counselors elected by the circuits of the district according to the election process of the Synod bylaws. Convention ratification shall constitute election. The duties of the circuit counselors shall be those outlined in the Synod's *Handbook* (the Synod's *Handbook*, Bylaws 5.2).
- 4.6 District reconcilers shall be appointed within three months after the Synod's convention. The district board of directors shall appoint a roster of four reconcilers no more than two of whom shall be pastors from a list supplied by the circuit counselors of the district. The term of service shall be six years renewable without limit. Their duties shall be those as outlined in the Synod's *Handbook* (the Synod's *Handbook*, Bylaw 1.10.10).
- 4.7 The board of directors subsequent to the district convention may select an assistant secretary and an assistant treasurer to serve between the regular district conventions.
- 4.8 In the event an elected office or position becomes vacant, the following guidelines relative to succession to office shall apply.
- 4.8.1 Vice-presidents shall normally succeed to the next highest office.
- 4.8.2 Unless otherwise specified in these bylaws or the bylaws of the Synod the board of directors shall fill vacancies by appointment. Such vacancy appointment shall be for the remainder of the unexpired term.
- 4.8.3 One-half or more of a term shall be regarded as a full term under limited tenure rules (the Synod's *Handbook*, Bylaw 3.2.4.2b).

## **5. DUTIES OF OFFICERS**

- 5.1 Duties of the district president shall be those ecclesiastical and administrative responsibilities as prescribed in the current *Handbook* of The Lutheran Church—Missouri Synod (the Synod's *Handbook*, Article XII & Bylaw section 4.4).
- 5.1.1 Examples of the manner in which the district president may fulfill his ecclesiastical role in the district include but are not limited to the following:
- a. Supervising doctrine and life.
  - b. Attending conferences.
  - c. Advising congregations relative to calls.
  - d. Giving counsel as requested.
  - e. Arranging official visits through proper channels as needed.
  - f. In general nourishing the Christian faith and life of the membership of the district and giving strong personal support and leadership to the mission of the district.
- 5.1.2 Examples of the manner in which the district president may serve as the chief executive of the district include but are not limited to the following:
- a. Representing the Synod within the district.
  - b. Making official reports to the district convention.
  - c. Maintaining the official roster of ordained and commissioned ministers.
  - d. Preparing the board of directors' agendas in consultation with the assistants to the president and the board chairman.
  - e. In general seeing to it as an overseer that all areas of the work of the District are being carried out.
  - f. Overseeing the work of the committees serving directly under his office as specified in bylaw 8.1.

- 5.1.3 Upon the conclusion of the district president's service, the following appropriate salary adjustments will apply.
- a. If the president is not re-elected, he shall continue to receive full salary plus benefits for a period not to exceed six months. If he accepts other permanent employment before the end of six months, his salary shall cease by the first of the following month. Payment shall also be made for any unused vacation time for that year plus severance pay of one week for each year he has served as president.
  - b. If the president resigns or retires while in office, he shall be paid full salary to include the last day of the calendar month in which the resignation or retirement is effective. Payment shall also be made for any unused vacation time for that year plus severance pay of one week for each year served as President.
  - c. If the president dies while in office, full salary shall be paid to his surviving spouse or estate for six months past his death. Also paid to his surviving spouse or estate shall be his accrued vacation time for that year and severance pay of one week for each year served as president.
- 5.2 The first vice-president shall assist the president as requested by the president and shall act in the absence and/or disability of the president as to all his functions and duties.
- 5.3 The second vice-president shall assist the first vice-president as requested by the president and shall act in the absence and/or disability of the first vice-president as to all his functions and duties.
- 5.4 The secretary shall:
- a. Record the proceedings of the district convention.
  - b. Serve as secretary of the board of directors.
  - c. Prepare and sign official papers and documents of the district.
  - d. Prepare and arrange for the publication of the district convention proceedings.
  - e. Perform such other duties as the district may enjoin upon him through its bylaws or by special resolution.
- 5.5 The assistant secretary shall:
- a. Assist the secretary with recording the proceedings of the district conventions.
  - b. Perform such other duties as may be assigned to him by the president of the district.
- 5.6 The treasurer shall:
- a. Be the custodian of all monies and all financial documents of the district—however this duty may be delegated to an assistant treasurer.
  - b. Be responsible for an exact record of all monies received and expended.
  - c. Administer the district's financial affairs according to its instructions.
  - d. Sign or execute all documents required of him.
  - e. Be ex officio trust officer of the district.
  - f. Interpret financial activity and position of all funds to the board of directors.
  - g. Scrutinize budgets of the general fund prior to board reviews and approval.
  - h. Make certain the district operating expenditures are within the approved budget.
  - i. Review the general ledger periodically to determine that transactions are properly recorded such as investments, real estate purchases and sales, contracts, contingent liabilities, etc.
  - j. Participate with the investment committee in the supervision of the investment of cash reserves of all funds.
  - k. Be assured that titles, deeds, etc. are on file in support of land, buildings and equipment owned by the district.
  - l. Maintain adequate insurance coverage on all district properties.
  - m. Review internal control periodically to be certain that weaknesses have not developed.
  - n. Carry out other various responsibilities as assigned by the board of directors.
- 5.7 The assistant treasurer shall:
- a. Work under the direction of the treasurer.
  - b. Be empowered to sign checks in case of an emergency or as directed by the treasurer or the board of directors.

- 5.8 The assistants to the president shall:
- a. Carry out the areas of responsibility assigned to each including: stewardship and finance, missions, evangelism, parish education, human care, youth, schools, and early childhood education.
  - b. Devise, create, initiate, adapt, and implement programs to achieve the objectives and goals of the district in conjunction with the committees of the board of directors and with their brothers in ministry in the entire district.
  - c. Serve as resource persons to the committees and arrange committee agendas in consultation with the committee chairman.
  - d. Relate Synod's programs to the congregations of the district.
  - e. Attend all board of directors' meetings in an advisory capacity.
  - f. Recommend an ample number of candidates for committee personnel for the board of directors' selection.

## **6. BOARD OF DIRECTORS DUTIES**

- 6.1 The board of directors shall carry out the district convention resolutions and shall manage the business affairs of the Iowa District East between conventions. The main function of its members is to make sound judgments in considering and adopting plans and policies. Hence, board of director's members including the secretary and treasurer, are to be elected for this over-riding qualification. The board shall have such powers and duties as are accorded it by the Constitution, bylaws, articles of incorporation, resolutions, and policies of the Synod as well as those of the district. With this authority and responsibility the board of directors shall:
- a. Be vested with the general management and supervision of the district's business affairs.
  - b. Be the legal representative of the district and the custodian of the district's property. It shall be the custodian of and keep on file an accurate inventory of all properties, legacies, and valuable documents.
  - c. Be allowed to appoint a qualified legal counsel for the district with said appointment to be reviewed on an annual basis by the district office committee which shall report its recommendation to the board each July.
  - d. Have authority to borrow money and to issue, sell, or pledge not its own but the corporation's obligations and evidence of indebtedness, and to mortgage and pledge the corporation's property to secure payment therefore in this state and out of this state.
  - e. With consideration given to the changing sociological make-up of the district appoint a committee to begin functioning ninety days before the convention to review the district's executive staffing needs, financial resources, and ministry needs and to submit its reports and recommendations to the next convention of the district for action.
  - f. Appoint assistants to the president as required by the district convention and appoint and employ staff assistants as needed. Congregations of the district shall have an opportunity to nominate candidates to serve as assistants to the president.
  - g. Place the treasurer, staff, and staff assistants under bond as necessary in an adequate amount and cause regular audits to be made of the treasurer's books by a reputable auditing firm.
  - h. Have charge of all district finances and make emergency appropriations as needed for all financial requirements not provided for by specific resolution.
  - i. Prepare an annual budget for its examination, revision, and approval and in convention years include the current budget and the previous three years' statement of activities in the convention workbook.
  - j. Establish liaison from its membership with all committees elected by the district and all committees appointed by the board of directors. Such liaison member of the board of directors shall be an advisory member of the committee to which he or she is appointed in order to assure the board of directors that the work of the district is conducted efficiently.
  - k. Review regularly the salaries of the employees of the district.

- l. Do all things necessary, convenient, or expedient for the proper carrying out of the district's total program in accordance with its bylaws and regulations as these are adopted by the district convention.
- m. Be accountable to the convention of the district for the discharge of its duties.

## **7. BOARD OF DIRECTOR MEETINGS**

- 7.1 The district board of directors shall hold an organization meeting at a time selected at the close of the district convention.
- 7.2 An annual meeting shall be held each year no later than thirty days after the closing of the district's books to hear reports from all committees, standing and special, and from the various officers of the board in regard to their functions and duties performed during the prior year.
- 7.3 There shall be such other and further meetings as the board itself shall decide upon when in session.
- 7.4 Special meetings may be called by the president or by any three members of the board on a five-day notice. Notices may be by ordinary mail or electronic mail.
- 7.5 A quorum shall consist of one-half of the voting membership of the board of directors plus one. Business may be conducted at meetings that have a quorum present. Corporate business conducted at meetings with less than a quorum present shall have to be ratified at the next meeting having a quorum present.

## **8. APPOINTED COMMITTEES**

- 8.1 The board of directors after taking office subsequent to the district convention shall appoint the standing committees in accordance with these bylaws, Synod bylaws, or as directed by the district convention (the Synod's *Handbook*, Bylaw 1.5.3.4). Standing committees appointed by the board shall be:
  - a. Archives Committee (under president's office)
  - b. Audit Committee (under president's office)
  - c. Stewardship and Congregational Services Committee
  - d. Bylaws Committee (under president's office)
  - e. Endowment Fund Committee
  - f. Investment Committee (under president's office)
  - g. Lutheran Church Extension Fund Committee (under president's office)
  - h. Mission Committee
  - i. Office Committee (under President's office)
  - j. Professional Church Worker Student Aid Committee
  - k. Salary Study Committee (under President's office)
  - l. Schools Committee
  - m. Worship Committee (under President's office)
  - n. Youth Committee
- 8.2 The board of directors shall appoint sub-committees and/or special committees deemed necessary by the board and/or the district convention to carry out the district's business.
- 8.3 The regular terms of office shall be for three years from date of July 30 of the year of the district convention or until a successor is appointed and qualified. Committee members shall not be appointed for more than three successive full terms on the same committee with the exception of the LCEF Committee which shall have an unlimited number of terms.
- 8.4 A vacancy on a committee shall be filled by appointment by the district board of directors. One-half or more of a term shall be regarded as a full term.
- 8.5 The number of members on each committee of the board shall be determined by the board of directors. Each committee will consist of a proportion of pastors, commissioned ministers, and laymen most appropriate to the work of the individual committee.

## **9. AUDIT AND FISCAL AFFAIRS**

- 9.1 An audit of the treasurer's office shall be made annually by a certified public accountant and the original copy of the audit shall be made available upon request to the convention.
- 9.2 This district shall operate on a calendar year basis.
- 9.3 The board of directors shall specify the bank or banks constituting the district's depository.

## 10. CHURCH EXTENSION

### 10.1 Objectives:

- a. The Lutheran Church Extension Fund—Missouri Synod for Iowa District East is established to assist in financing the acquisition of sites, construction and renovation of facilities, and provisions for professional church worker loans so that the effective programs of the ministry, witness, outreach, and service of the congregations and schools of Iowa District East may be maintained and expanded. On January 1, 2004, the Iowa District East transferred the assets of its district Church Extension Fund, subject to the liabilities, to the Lutheran Church Extension Fund—Missouri Synod. Iowa District East now conducts its church extension fund activity through the Iowa District East program of the Lutheran Church Extension Fund—Missouri Synod in accordance with Lutheran Church Extension Fund—Missouri Synod's policies and procedures.
- b. Iowa District East acting through its board of directors nominates and the Lutheran Church Extension Fund—Missouri Synod elects an individual to serve as vice president of the Iowa District East program of the Lutheran Church Extension Fund—Missouri Synod.
- c. The vice president of the Lutheran Church Extension Fund—Missouri Synod for the Iowa District East program shall be a member of the missions committee of the board of directors.
- d. The vice president of the Lutheran Church Extension Fund—Missouri Synod for the Iowa District East program shall fulfill his/her duties according to the expectations provided by Iowa District East and the Lutheran Church Extension Fund—Missouri Synod.
- e. The board shall appoint members to serve on the Lutheran Church Extension Fund Committee.

### 10.2 Loans from the Lutheran Church Extension Fund:

- a. Loans are made to provide the financing for operations, real estate acquisition, construction, renovation, and relocation. Lutheran Church Extension Fund—Missouri Synod also finances new ministry opportunities by providing eligible borrowers lines of credit and short-term loans for project start-up and soft-cost expenses.
- b. Applications for loans or correspondence regarding church extension loans should be directed to the vice president of the Iowa District East program of the Lutheran Church Extension Fund—Missouri Synod.
- c. The loans are approved by Iowa District East and are written in accordance with Lutheran Church Extension Fund—Missouri Synod underwriting guidelines.
- d. Iowa District East shall be authorized by its board of directors to borrow funds from Lutheran Church Extension Fund—Missouri Synod or from individuals, groups, or congregations.

### 10.3 Notes and Support Dollars Payable:

- a. The vice president of the Iowa District East program of the Lutheran Church Extension Fund—Missouri Synod is responsible for marketing and coordinating the promotion of Lutheran Church Extension Fund—Missouri Synod investments within the district. Iowa District East investors may invest in any of the investments offered by the Lutheran Church Extension Fund—Missouri Synod. All such investments are credited to the Iowa District East program and provide funds for loans to churches within Iowa District East and throughout Synod.
- b. Interest paid to investors and charged to borrowers within Iowa District East is determined by the Lutheran Church Extension Fund—Missouri Synod in accordance with the Lutheran Church Extension Fund—Missouri Synod procedures.

### 10.4 Church Extension Fund Related Expenses:

The Lutheran Church Extension Fund—Missouri Synod and Iowa District East sign an annual agreement to provide for the reimbursement of expenses (primarily salaries, travel, and promotion expenses) required to carry out church extension activity within Iowa District East.

- 10.5 District Representation:  
The affairs of the Lutheran Church Extension Fund—Missouri Synod are governed by its Articles of Incorporation and bylaws which provide for district representation through the election of district members. Iowa District East acting through an appropriate board appoints in accordance with a formula identified in the bylaws of the Lutheran Church Extension Fund—Missouri Synod one or more individuals (excluding Iowa District East vice president for the Iowa District East program of the Lutheran Church Extension Fund—Missouri Synod) within the district to serve as members of the Lutheran Church Extension Fund—Missouri Synod. The members attend an annual meeting, elect the Lutheran Church Extension Fund—Missouri Synod's board of directors, and vote on amendments to the Lutheran Church Extension Fund—Missouri Synod's Articles of Incorporation and bylaws.
- 10.6 Funds Available for Lending:  
The amount of funds available for lending within Iowa District East is determined by a formula which takes into consideration Iowa District East's investments, its outstanding loans and loan commitments, liquidity, and operating reserves. There may be opportunity for Iowa District East to borrow excess funds from other districts within the Lutheran Church Extension Fund—Missouri Synod should there not be sufficient funds available based on this formula.
- 10.7 Distribution of Operating Results:  
Distribution of the previous year's operating income will be made available to Iowa District East in accordance with Lutheran Church Extension Fund—Missouri Synod's policies and procedures. The distributions if made occur in the following year as grants for activities related to church extension.
- 10.8 Reporting of Church Extension Activity:  
A report summarizing church extension activities shall be submitted by the Iowa District East vice president for the Iowa District East program of the Lutheran Church Extension Fund—Missouri Synod to the Iowa District East board of directors at each of their regularly scheduled meetings.

## **11. DISTRICT CONVENTIONS**

- 11.1 The district convention shall be held in the last full week in June if possible every three years in the year preceding the Synod convention.
- 11.2 Convention sites shall be selected and designated at the prior convention or by the board of directors.
- 11.3 The board of directors shall prepare a convention workbook which is to contain the calendar of business, all floor committee appointments, the reports of the board of directors and its committees, all overtures and memorials which have been submitted on or before the cut-off date set by the board of directors.
- 11.3.1 The district office shall make the convention workbook available to registered delegates (voting and advisory) of the district four weeks before the convention.
- 11.4 The secretary of the district shall send or cause to be sent a credential card for each voting delegate who is to attend the convention. The card is to serve as the credential of the delegate and shall be duly filled out, signed by two officers of the congregation and returned to the district office with the convention registration materials.
- 11.4.1 The delegates of each and every congregation throughout the district shall forward the following information to the district office no later than the date set by the board of directors: name, age, occupation and any previous convention experience. This information shall be used in assigning convention floor committees.
- 11.4.2 Every delegate shall be supplied upon registering at the convention with an official name badge or card, showing whether the delegate is a pastor or lay delegate.
- 11.5 The district president may call convention floor committees into pre-convention session.
- 11.6 The district president shall appoint a credentials committee to serve for the district convention. This committee shall have charge of all registrations, tabulate the registrations in time for the first business session of the convention, and report to the convention in its first business session.
- 11.7 The district president shall appoint a committee on excuses to serve for the district convention. This committee shall at the close of the convention, immediately before roll call, report on attendance, and on excuses.

- 11.8 A registration fee determined by the board of directors shall be paid by each delegate to the convention. This registration fee shall be sent to the district office in advance of the convention.
- 11.9 The district president shall conduct the sessions of the convention according to accepted parliamentary rules in the most recent edition of Roberts' Rules of Order and Christian principles.
- 11.10 Brief daily minutes shall be printed, distributed, and approved at the district convention.
- 11.10.1 The minutes of the last two sessions shall be submitted to the board of directors for approval in their first meeting after the convention.
- 11.10.2 The proceedings of the district convention including the official resolutions shall be published. Any other reports or essays may be published at the discretion of the convention, the presidium, or the board of directors. The secretary shall make the convention proceedings available as follows: one hard copy for each congregation and electronically for all other interested parties.
- 11.10.3 A condensed report of the business proceedings of the convention shall be printed in the official district publication.

## **12. SYNOD CONVENTION DELEGATES**

- 12.1 Elections of voting delegates for the Synod conventions shall take place in accordance with established policy and procedure as outlined in the current *Handbook* of the Synod (the *Synod's Handbook*, Bylaws 3.1.2-3.1.2.1).
- 12.2 The cost for sending the delegates of our district to the conventions of the Synod shall be assessed each congregation on a per communicant basis.
- 12.3 The district shall send advisory representative(s) to the Synod convention, said representatives to be selected according to procedures outlined by the current *Handbook* of Synod (the *Synod's Handbook*, Bylaws 3.1.3 & 3.1.4).

## **13. CIRCUIT FORUM AND CONVOCATION**

- 13.1 Each visitation circuit shall be structured in accord with the current *Handbook* of the Synod (the *Synod's Handbook*, Bylaw 5.1).
- 13.2 The circuit counselor as the principal officer of each circuit together with such other officers as the circuit may select has the responsibility for preparing the agenda for the circuit forum and convocation (the *Synod's Handbook*, Bylaws 5.3.2b & 5.4.2c).
- 13.3 The circuit forum consisting of the pastor of each congregation and one lay member of each congregation designated by the congregation shall meet to study Scripture and the Confessions, to develop policies and/or programs, to elect circuit counselors, to discuss and forward triennial mission and ministry emphases, and to review or respond to resolutions or other programs in the Synod (the *Synod's Handbook*, Bylaws 5.3.1, 5.3.4 & 5.3.5).
- 13.4 The circuit convocation is a larger gathering of members from circuit congregations during a year there is no national or district convention. The convocation's emphasis should be inspiration, education, mission, and theological discourse (the *Synod's Handbook*, Bylaw 5.4).

## **14. POLICIES**

- 14.1 The board of directors shall establish policies for carrying out the district's business and implementing the work of the district's committees. All policies shall carry a trailer designating the date (month, day and year) adopted by the district board of directors and/or the district convention.
- 14.2 The bylaws committee shall evaluate, and revise if necessary, all policies and procedures every three years.

## **15. BYLAWS AMENDMENTS**

- 15.1 These bylaws may be changed only by a majority vote at a district convention provided they are not contrary to the Constitution of the Synod.
- 15.1.1 Any amendments to these bylaws shall be approved by the Synod's Commission on Constitutional Matters prior to the district convention (the *Synod's Handbook*, Bylaw 3.9.2.2.3). Any additional amendments from the floor of the convention become effective only upon approval of the Synod's Commission on Constitutional Matters.



15.2 Each triennium the bylaws committee shall make any necessary revisions to the district bylaws in order to bring them into conformity with any changes made by the Synod in convention that will affect the district.

These bylaws were adopted at the Iowa District East Convention, Cedar Rapids, August 16, 1968 (Proceedings, 21st Convention, Iowa District East, pp. 136-143). They were subsequently amended as contained in this draft on: June 24, 1972 (Proceedings, 23rd Convention, Iowa District East 1972); June 22, 1974 (Proceedings, 24th Convention, Iowa District East 1974); June 27, 1976 (Proceedings, 25th Convention, Iowa District East 1976); June 25, 1978 (Proceedings, 26th Convention, Iowa District East 1978); June 26, 1982 (Proceedings, 28th Convention, Iowa District East 1982); June 29, 1985 (Proceedings, 29th Convention, Iowa District East 1985); June 25, 1988 (Proceedings, 30th Convention, Iowa District East 1988); June 29, 1991 (Proceedings, 31st Convention, Iowa District East 1991); June 26, 1994 (Proceedings, 32nd Convention, Iowa District East 1994); June 28, 1997 (Proceedings, 33rd Convention, Iowa District East 1997); June 24, 2000 (Proceedings, 34th Convention, Iowa District East 2000); June 28, 2003 (Proceedings, 35th Convention, Iowa District East 2003), June 24, 2006 (Proceedings, 36<sup>th</sup> Convention, Iowa District East 2006) and last amended June 30, 2012 (Proceedings, 38<sup>th</sup> Convention, Iowa District East 2012).



**2013 2014 2015**

**Salary Guidelines for  
Professional Workers**

**PASTOR  
SCHEDULE**

**Iowa District East - LCMS**

**June, 2012**

## **1.0 GENERAL SALARY GUIDELINES**

### **1.1 Annual Review**

Each congregation is encouraged to review workers' salaries and benefits on an annual basis.

### **1.2 Tax Implications**

Each congregation is encouraged to obtain and become familiar with the Lutheran Church-Missouri Synod, "*Congregational Treasurer's Manual*". This manual is available from the District Office.

### **1.3 Social Security Tax**

Each congregation is encouraged to provide for 50% of payment of the Federal Social Security Tax applicable to the self-employment program.

### **1.4 Mileage Reimbursement**

Each congregation is encouraged to use the standard mileage rate set forth by the U.S. Internal Revenue Service for miles actually driven in church-related work as a reimbursement guideline.

### **1.5 Vacation**

Congregations are encouraged to grant full-time workers annual vacations.

**Table I: Suggested Vacation (Minimum)**

<b>SERVICE YEARS</b>	<b>VACATION WEEKS</b>
1 to 10	3
11 to 20	4
21+	5

### **1.6 Convention/Retreat Expense**

Each congregation is encouraged to provide workers funds to cover all required Convention and Conference expenses (registration, travel, housing, and meals). Appropriate "time-off" should be granted to attend these functions.

### **1.7 Continuing Education**

Each congregation is encouraged to support the Continuing Education of all pastors by granting financial support and appropriate time to attend workshops, conferences and other educational

opportunities. Congregations are encouraged to investigate the feasibility of granting their pastor a paid sabbatical after serving the congregation for a period of years.

### **1.8 Concordia Plans**

Each congregation is encouraged to provide for full payment of premiums for the Concordia Health and Retirement Benefit Plans for full-time workers. For CHP definition of full-time worker, see: <http://www.concordiaplans.org/graphics/assets/documents/11128.pdf>.

### **1.9 Tax Sheltered Annuities**

Professional church workers may be eligible to establish Tax Sheltered Annuities for retirement purposes. Congregations are encouraged to assist workers desiring to establish TSA's. Tax-deferred savings plans also known as 403(b) plans are available to workers under federal tax laws. It may be advantageous for a worker to contribute to a 403(b) plan as a before-tax deduction from their paycheck. The congregation is encouraged to provide this as a no-cost benefit to the worker. 403(b) plans regulations have changed the employers' responsibilities regarding record keeping. Due to these changes, it is recommended that any 403(b) plans offered be through Concordia Plan Services' CRSP plan.

## **2.0 PASTOR SALARY GUIDELINES**

### **2.1 Salary Guideline Schedule**

The salary guideline for all ordained ministers is presented in Table II. The guideline provides for recognition of years of experience.

Entry level salary (year 0) assumes an ordained minister with a Seminary Degree and no related work experience.

**Housing and utilities are not included in the scheduled full-year salaries.** Each congregation is encouraged to provide an appropriate housing and utilities package for the pastor not in a parsonage. As a suggestion, our District's guidelines for Mission and Subsidized Ministries for housing and utilities are an additional \$12,000.

Salaries for pastors who have been previously rostered as Christian day school teachers, DCEs or

directors of Evangelism should be given credit for 50% of previous years of experience. Appropriate consideration should also be given to pastors who have had prior work experience outside full-time church work.

An annual compensation increase is built into the guideline to accommodate experiential growth. The year-to-year increase is as follows: years 0-15 = 3% of previous year's schedule salary, and 2% thereafter (see factor column on schedule page.) This is not inclusive of any increases to the base.

**2.2 Situation Compensation**

Pastoral responsibility increases with the size of congregation. Each congregation is encouraged to recognize this factor and adjust the senior pastor's compensation as the situation warrants. A guideline for consideration is included in Table II.

**Table II: Situation Adjustment**

COMMUNICANT MEMBERSHIP	SALARY ADJUST PER YEAR
300 to 500	\$600 to \$1,200
500 to 1,000	\$1,200 to \$1,800
1,000+	\$1,800 to \$2,400
Dual Parish	\$1,800 to \$2,400
Advanced Degree: STM	\$1,000
Earned PhD	\$1,500
Earned ThD	\$2,000

**2.3 Housing Declaration**

To comply with IRS guidelines, each congregation must pass an annual resolution before the end of the year to set the housing allowing for all ministers of religion. Refer to the *LCMS Congregational Treasurer's Manual* Section 2.800 for clarification of the reporting requirements and to Section 2.900 for sample resolutions that may be used by the congregation.

**2.4 Housing Equity Fund**

In the past, a congregation could provide a Home Equity Plan (HEP) when a home was provided for the worker. Significant changes in the federal law made this illegal and all congregations had to stop this practice as of December 31, 2004. The congregation may still provide additional annual compensation to the worker that can be deposited into a tax-sheltered annuity, traditional IRA, or a Roth IRA. **Any such additional income given to the pastor is taxable income.**

**2.5 Vacancy and Pulpit Supply**

Congregations being served by a "vacancy pastor" are encouraged to use a minimum of 50% of the "Year 0" salary amount as a guideline for determining compensation. This annual amount should be prorated for the period served.

Congregations are also encouraged to provide for reasonable expenses (e.g. travel, etc.) as the situation warrants.

Pulpit Supply recommendations as approved by the IDE BOD (9/21/10) are as follows:

- One Service: \$100
- Two Services: \$150
- Bible Class: \$50

Mileage is always paid for the round trip.

A Saturday evening service in addition to the Sunday service(s) and Bible class constitutes a separate service and should be compensated at \$100 plus mileage.

**2.6 Salary Planning Worksheet**

Base Salary \_\_\_\_\_

Situation Adjustment \_\_\_\_\_

Housing & Utilities \_\_\_\_\_

**Sub-Total** \_\_\_\_\_

50% of Social Security \_\_\_\_\_

**Total** \_\_\_\_\_

Concordia Plans \_\_\_\_\_

Auto Allowance \_\_\_\_\_

IRS Housing Declaration @ \_\_\_\_\_  
% of \_\_\_\_\_

Continuing Education \_\_\_\_\_

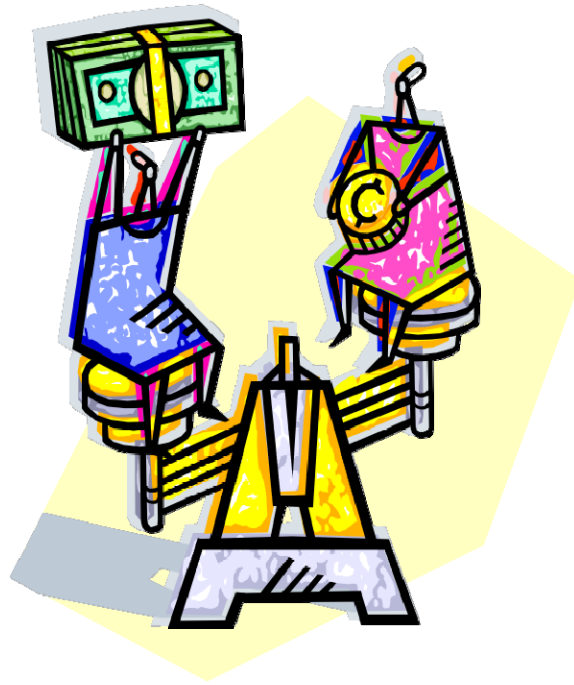
Convention/Retreats \_\_\_\_\_

**Total \$** \_\_\_\_\_

**IDE Pastor Salary Guideline Schedule  
2013-2015**

Annual Percentage Increase	
1-10 Years	3.0%
11-15 Years	3.0%
16+ Years	2.0%

Base:	\$34,160	\$34,843	\$35,540	
Service Year	2013	2014	2015	Factor
Base 0	\$34,160	\$34,843	\$35,540	1.00
1	\$35,185	\$35,888	\$36,606	1.03
2	\$36,209	\$36,934	\$37,672	1.06
3	\$37,234	\$37,979	\$38,738	1.09
4	\$38,259	\$39,024	\$39,805	1.12
5	\$39,284	\$40,069	\$40,871	1.15
6	\$40,309	\$41,115	\$41,937	1.18
7	\$41,333	\$42,160	\$43,003	1.21
8	\$42,358	\$43,205	\$44,069	1.24
9	\$43,383	\$44,251	\$45,136	1.27
10	\$44,408	\$45,296	\$46,202	1.30
11	\$45,433	\$46,341	\$47,268	1.33
12	\$46,457	\$47,386	\$48,334	1.36
13	\$47,482	\$48,432	\$49,400	1.39
14	\$48,507	\$49,477	\$50,467	1.42
15	\$49,532	\$50,522	\$51,533	1.45
16	\$50,215	\$51,219	\$52,244	1.47
17	\$50,898	\$51,916	\$52,954	1.49
18	\$51,581	\$52,613	\$53,665	1.51
19	\$52,264	\$53,310	\$54,376	1.53
20	\$52,948	\$54,007	\$55,087	1.55
21	\$53,631	\$54,704	\$55,798	1.57
22	\$54,314	\$55,400	\$56,508	1.59
23	\$54,997	\$56,097	\$57,219	1.61
24	\$55,680	\$56,794	\$57,930	1.63
25	\$56,364	\$57,491	\$58,641	1.65
26	\$57,047	\$58,188	\$59,352	1.67
27	\$57,730	\$58,885	\$60,062	1.69
28	\$58,413	\$59,582	\$60,773	1.71
29	\$59,096	\$60,278	\$61,484	1.73
30	\$59,780	\$60,975	\$62,195	1.75



**2013    2014    2015**

## **Salary Guidelines for Professional Workers**

### **COMMISSIONED SCHEDULE**

**Iowa District East - LCMS  
June, 2012**

## **1.0 GENERAL SALARY GUIDELINES**

### **1.1 Annual Review**

Each congregation is encouraged to review workers' salaries and benefits on an annual basis.

### **1.2 Tax Implications**

Each congregation is encouraged to obtain and become familiar with The Lutheran Church-Missouri Synod, "*Congregational Treasurer's Manual*". This manual is available from the District Office.

### **1.3 Social Security Tax**

Each congregation is encouraged to provide for 50% of payment of the Federal Social Security Tax applicable to the self-employment program.

### **1.4 Mileage Reimbursement**

Each congregation is encouraged to use the standard mileage rate set forth by the U.S. Internal Revenue Service for miles actually driven in church-related work as a reimbursement guideline.

### **1.5 Vacation**

Congregations are encouraged to grant full-time workers annual vacations. Teacher vacation times are determined by the school calendar and no recommendations are suggested.

**Table I: Suggested Vacation for All Other Commissioned Workers (Minimum)**

<b>SERVICE YEARS</b>	<b>VACATION WEEKS</b>
1 to 10	3
11 to 20	4
21+	5

### **1.6 Convention/Retreat Expense**

Each congregation is encouraged to provide workers funds to cover required Convention and Conference expenses (registration, travel, housing, and meals). Appropriate "time-off" should be granted to attend these functions.

## **1.7 Continuing Education**

Each congregation is encouraged to support the Continuing Education of all church workers by granting financial support and appropriate time to attend workshops, conferences and other educational opportunities.

### **1.8 Concordia Plans**

Each congregation is encouraged to provide for full payment of premiums for the Concordia Health and Retirement Benefit Plans for full-time workers. For CHP definition of full-time worker, see: <http://www.concordiaplans.org/graphics/assets/documents/11128.pdf>.

### **1.9 Tax Sheltered Annuities**

Professional church workers may be eligible to establish Tax Sheltered Annuities for retirement purposes. Congregations are encouraged to assist workers desiring to establish TSA's. Tax-deferred savings plans also known as 403(b) plans are available to workers under federal tax laws. It may be advantageous for a worker to contribute to a 403(b) plan as a before-tax deduction from their paycheck. The congregation is encouraged to provide this as a no-cost benefit to the worker. 403(b) plans regulations have changed the employers' responsibilities regarding record keeping. Due to these changes, it is recommended that any 403(b) plans offered be through Concordia Plan Services' CRSP plan.

## **2.0 TEACHER SALARY GUIDELINES**

### **2.1 Introduction**

This section includes specific guidelines for teachers in addition to the general salary guidelines for professional church workers.

### **2.2 Salary Guideline Schedule**

The salary guideline for all (men and women) full-time teachers provides for recognition of years of experience and personal educational achievement.

Entry level salary (year 0) assumes a commissioned church worker with a Baccalaureate Degree ("4 year") and no related work experience.

Housing and utilities are included in the scheduled salaries for the full year of service. Health Plan benefits are NOT included. If congregation owned or leased housing and/or utilities are provided, appropriate adjustments to the applicable guideline salary may be made.

An annual compensation increase is built into the guideline to accommodate experiential growth. The year-to-year increase is as follows: years 0-15 = 3% of previous year's schedule salary, and 2% thereafter (see factor column on schedule page). This is not inclusive of any increases to the base.

**2.3 Situation Compensation**

Teachers may be requested to serve in other areas of responsibility in addition to their normal duties. Each congregation is encouraged to recognize this factor when applicable and adjust the worker's compensation as the situation warrants. A guideline for consideration is included in the following table:

**Table II: Situation Adjustment**

<b>RESPONSIBILITY</b>	<b>SALARY ADJUST BASE "0" PLUS</b>
<b>Principal</b>	<b>20%</b>
<b>DCE</b>	<b>10%</b>
<b>Music Director</b>	<b>7%</b>
<b>Athletic Director</b>	<b>5%</b>

**2.4 Housing Declaration**

To comply with IRS guidelines, each congregation must pass an annual resolution before the end of the year to set the housing allowance for all ministers of religion. Refer to the *LCMS Congregational Treasurer's Manual* Section 2.800 for clarification of the reporting requirements and to Section 2.900 for sample resolutions that may be used by the congregation.

**2.5 Housing Equity Fund**

In the past, a congregation could provide a Home Equity Plan (HEP) when a home was provided for the worker. Significant changes in the federal law made this illegal and all congregations had to stop this practice as of December 31, 2004. The congregation may still provide additional annual compensation to the worker that can be deposited into a tax-sheltered annuity, traditional IRA, or a Roth IRA. **Any such additional income given to the worker is taxable income.**

**2.6 Time Off Policy**

Congregations are encouraged to develop a policy for worker time-off (e.g. personal days, professional days, funeral leave, sick leave, etc.). The policy for sick leave should be consistent with the applicable Concordia Plans.

**2.7 Preschool Teachers**

Those congregations with Pre-Schools are encouraged to use this salary guideline for all certified teachers. Salary adjustments may be made to accommodate part-time classroom hours.



## IDE Teacher Salary Guideline Schedule

Annual Percentage Increase		Advanced Degree Increment	
1-10 Years	3.0%	5.0%	of base zero
11-15 Years	3.0%		
16+ Years	2.0%		

<b>BA Base:</b>	<b>\$31,384</b>	<b>For Year:</b>	<b>2013</b>
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Service Year	BA	BA+18 Hrs	MA	MA+18 Hrs	MA+36 Hrs	PHD	
Base 0	\$31,384	\$32,954	\$34,523	\$36,092	\$37,661	\$39,230	1.00
1	\$32,326	\$33,895	\$35,464	\$37,034	\$38,603	\$40,172	1.03
2	\$33,267	\$34,837	\$36,406	\$37,975	\$39,544	\$41,114	1.06
3	\$34,209	\$35,778	\$37,347	\$38,917	\$40,486	\$42,055	1.09
4	\$35,151	\$36,720	\$38,289	\$39,858	\$41,427	\$42,997	1.12
5	\$36,092	\$37,661	\$39,230	\$40,800	\$42,369	\$43,938	1.15
6	\$37,034	\$38,603	\$40,172	\$41,741	\$43,310	\$44,880	1.18
7	\$37,975	\$39,544	\$41,114	\$42,683	\$44,252	\$45,821	1.21
8	\$38,917	\$40,486	\$42,055	\$43,624	\$45,194	\$46,763	1.24
9	\$39,858	\$41,427	\$42,997	\$44,566	\$46,135	\$47,704	1.27
10	\$40,800	\$42,369	\$43,938	\$45,507	\$47,077	\$48,646	1.30
11	\$41,741	\$43,310	\$44,880	\$46,449	\$48,018	\$49,587	1.33
12	\$42,683	\$44,252	\$45,821	\$47,390	\$48,960	\$50,529	1.36
13	\$43,624	\$45,194	\$46,763	\$48,332	\$49,901	\$51,470	1.39
14	\$44,566	\$46,135	\$47,704	\$49,273	\$50,843	\$52,412	1.42
15	\$45,507	\$47,077	\$48,646	\$50,215	\$51,784	\$53,353	1.45
16	\$46,135	\$47,704	\$49,273	\$50,843	\$52,412	\$53,981	1.47
17	\$46,763	\$48,332	\$49,901	\$51,470	\$53,040	\$54,609	1.49
18	\$47,390	\$48,960	\$50,529	\$52,098	\$53,667	\$55,237	1.51
19	\$48,018	\$49,587	\$51,157	\$52,726	\$54,295	\$55,864	1.53
20	\$48,646	\$50,215	\$51,784	\$53,353	\$54,923	\$56,492	1.55
21	\$49,273	\$50,843	\$52,412	\$53,981	\$55,550	\$57,120	1.57
22	\$49,901	\$51,470	\$53,040	\$54,609	\$56,178	\$57,747	1.59
23	\$50,529	\$52,098	\$53,667	\$55,237	\$56,806	\$58,375	1.61
24	\$51,157	\$52,726	\$54,295	\$55,864	\$57,433	\$59,003	1.63
25	\$51,784	\$53,353	\$54,923	\$56,492	\$58,061	\$59,630	1.65
26	\$52,412	\$53,981	\$55,550	\$57,120	\$58,689	\$60,258	1.67
27	\$53,040	\$54,609	\$56,178	\$57,747	\$59,316	\$60,886	1.69
28	\$53,667	\$55,237	\$56,806	\$58,375	\$59,944	\$61,513	1.71
29	\$54,295	\$55,864	\$57,433	\$59,003	\$60,572	\$62,141	1.73
30	\$54,923	\$56,492	\$58,061	\$59,630	\$61,200	\$62,769	1.75

**YEAR 2013**

## IDE Teacher Salary Guideline Schedule

Annual Percentage Increase		Advanced Degree Increment	
1-10 Years	3.0%	5.0%	of base zero
11-15 Years	3.0%		
16+ Years	2.0%		

<b>BA Base:</b>	<b>\$32,012</b>	<b>For Year:</b>	<b>2014</b>
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Service Year	BA	BA+18 Hrs	MA	MA+18 Hrs	MA+36 Hrs	PHD	
Base 0	\$32,012	\$33,613	\$35,213	\$36,814	\$38,414	\$40,015	1.00
1	\$32,972	\$34,573	\$36,174	\$37,774	\$39,375	\$40,975	1.03
2	\$33,933	\$35,533	\$37,134	\$38,735	\$40,335	\$41,936	1.06
3	\$34,893	\$36,494	\$38,094	\$39,695	\$41,296	\$42,896	1.09
4	\$35,854	\$37,454	\$39,055	\$40,655	\$42,256	\$43,857	1.12
5	\$36,814	\$38,414	\$40,015	\$41,616	\$43,216	\$44,817	1.15
6	\$37,774	\$39,375	\$40,975	\$42,576	\$44,177	\$45,777	1.18
7	\$38,735	\$40,335	\$41,936	\$43,536	\$45,137	\$46,738	1.21
8	\$39,695	\$41,296	\$42,896	\$44,497	\$46,097	\$47,698	1.24
9	\$40,655	\$42,256	\$43,857	\$45,457	\$47,058	\$48,658	1.27
10	\$41,616	\$43,216	\$44,817	\$46,417	\$48,018	\$49,619	1.30
11	\$42,576	\$44,177	\$45,777	\$47,378	\$48,978	\$50,579	1.33
12	\$43,536	\$45,137	\$46,738	\$48,338	\$49,939	\$51,539	1.36
13	\$44,497	\$46,097	\$47,698	\$49,299	\$50,899	\$52,500	1.39
14	\$45,457	\$47,058	\$48,658	\$50,259	\$51,860	\$53,460	1.42
15	\$46,417	\$48,018	\$49,619	\$51,219	\$52,820	\$54,421	1.45
16	\$47,058	\$48,658	\$50,259	\$51,860	\$53,460	\$55,061	1.47
17	\$47,698	\$49,299	\$50,899	\$52,500	\$54,100	\$55,701	1.49
18	\$48,338	\$49,939	\$51,539	\$53,140	\$54,741	\$56,341	1.51
19	\$48,978	\$50,579	\$52,180	\$53,780	\$55,381	\$56,981	1.53
20	\$49,619	\$51,219	\$52,820	\$54,421	\$56,021	\$57,622	1.55
21	\$50,259	\$51,860	\$53,460	\$55,061	\$56,661	\$58,262	1.57
22	\$50,899	\$52,500	\$54,100	\$55,701	\$57,302	\$58,902	1.59
23	\$51,539	\$53,140	\$54,741	\$56,341	\$57,942	\$59,542	1.61
24	\$52,180	\$53,780	\$55,381	\$56,981	\$58,582	\$60,183	1.63
25	\$52,820	\$54,421	\$56,021	\$57,622	\$59,222	\$60,823	1.65
26	\$53,460	\$55,061	\$56,661	\$58,262	\$59,863	\$61,463	1.67
27	\$54,100	\$55,701	\$57,302	\$58,902	\$60,503	\$62,103	1.69
28	\$54,741	\$56,341	\$57,942	\$59,542	\$61,143	\$62,744	1.71
29	\$55,381	\$56,981	\$58,582	\$60,183	\$61,783	\$63,384	1.73
30	\$56,021	\$57,622	\$59,222	\$60,823	\$62,424	\$64,024	1.75

**YEAR 2014**

## IDE Teacher Salary Guideline Schedule

Annual Percentage Increase		Advanced Degree Increment	
1-10 Years	3.0%	5.0%	of base zero
11-15 Years	3.0%		
16+ Years	2.0%		

<b>BA Base:</b>	<b>\$32,652</b>	<b>For Year:</b>	<b>2015</b>				
<b>Service Year</b>	<b>BA</b>	<b>BA+18 Hrs</b>	<b>MA</b>	<b>MA+18 Hrs</b>	<b>MA+36 Hrs</b>	<b>PHD</b>	
Base 0	\$32,652	\$34,285	\$35,918	\$37,550	\$39,183	\$40,815	1.00
1	\$33,632	\$35,264	\$36,897	\$38,530	\$40,162	\$41,795	1.03
2	\$34,611	\$36,244	\$37,877	\$39,509	\$41,142	\$42,775	1.06
3	\$35,591	\$37,224	\$38,856	\$40,489	\$42,121	\$43,754	1.09
4	\$36,571	\$38,203	\$39,836	\$41,468	\$43,101	\$44,734	1.12
5	\$37,550	\$39,183	\$40,815	\$42,448	\$44,081	\$45,713	1.15
6	\$38,530	\$40,162	\$41,795	\$43,428	\$45,060	\$46,693	1.18
7	\$39,509	\$41,142	\$42,775	\$44,407	\$46,040	\$47,672	1.21
8	\$40,489	\$42,121	\$43,754	\$45,387	\$47,019	\$48,652	1.24
9	\$41,468	\$43,101	\$44,734	\$46,366	\$47,999	\$49,632	1.27
10	\$42,448	\$44,081	\$45,713	\$47,346	\$48,978	\$50,611	1.30
11	\$43,428	\$45,060	\$46,693	\$48,325	\$49,958	\$51,591	1.33
12	\$44,407	\$46,040	\$47,672	\$49,305	\$50,938	\$52,570	1.36
13	\$45,387	\$47,019	\$48,652	\$50,285	\$51,917	\$53,550	1.39
14	\$46,366	\$47,999	\$49,632	\$51,264	\$52,897	\$54,529	1.42
15	\$47,346	\$48,978	\$50,611	\$52,244	\$53,876	\$55,509	1.45
16	\$47,999	\$49,632	\$51,264	\$52,897	\$54,529	\$56,162	1.47
17	\$48,652	\$50,285	\$51,917	\$53,550	\$55,182	\$56,815	1.49
18	\$49,305	\$50,938	\$52,570	\$54,203	\$55,835	\$57,468	1.51
19	\$49,958	\$51,591	\$53,223	\$54,856	\$56,488	\$58,121	1.53
20	\$50,611	\$52,244	\$53,876	\$55,509	\$57,142	\$58,774	1.55
21	\$51,264	\$52,897	\$54,529	\$56,162	\$57,795	\$59,427	1.57
22	\$51,917	\$53,550	\$55,182	\$56,815	\$58,448	\$60,080	1.59
23	\$52,570	\$54,203	\$55,835	\$57,468	\$59,101	\$60,733	1.61
24	\$53,223	\$54,856	\$56,488	\$58,121	\$59,754	\$61,386	1.63
25	\$53,876	\$55,509	\$57,142	\$58,774	\$60,407	\$62,039	1.65
26	\$54,529	\$56,162	\$57,795	\$59,427	\$61,060	\$62,692	1.67
27	\$55,182	\$56,815	\$58,448	\$60,080	\$61,713	\$63,345	1.69
28	\$55,835	\$57,468	\$59,101	\$60,733	\$62,366	\$63,999	1.71
29	\$56,488	\$58,121	\$59,754	\$61,386	\$63,019	\$64,652	1.73
30	\$57,142	\$58,774	\$60,407	\$62,039	\$63,672	\$65,305	1.75

**YEAR 2015**