Mission: The Church in Motion

Acts 8:1

The Thirty-Ninth Convention of

Iowa District East

The Lutheran Church—Missouri Synod

Convention Proceedings

IDE Mission Statement

To serve the congregations of Iowa District East
by assisting them in promoting the unity of the true faith
and in growing in their ministries of proclaiming
the Gospel of our Lord Jesus Christ
to the congregation, community and world.

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Convention Organization
Synod and District Leaders

Host Congregation:	St. John Lutheran Church—Center Point, IA Rev. David Hansen, Pastor (Convention Chair)
Convention Theme:	Witness, Mercy, Life Together Mission: The Church in Motion
Convention Scripture:	Acts 1:8
Synodical Representative:	Rev. Dr. John C. Wohlrabe, Jr., Second Vice President

Officers of Synod

President	Rev. Matthew C. Harrison
First Vice President	Rev. Dr. Herbert C. Mueller, Jr
Second Vice President	Rev. Dr. John C. Wohlrabe, Jr.
Third Vice President	Rev. Daniel Preus
Fourth Vice President	Rev. Dr. Scott R. Murray
Fifth Vice President	Rev. Nabil S. Nour
Sixth Vice President	Rev. Dr. Robert T. Kuhn
Secretary	Rev. Dr. Raymond L. Hartwig
Chief Financial Officer	Mr. Jerald C. Wulf

2015 Election Results

District Officers and Board of Directors

President	Rev. Dr. Brian S. Saunders
First Vice President	Rev. W. Max Mons, S.T.M
Second Vice President	Rev. Dr. Matthew W. Rueger
Secretary	Rev. Mark H. Brase
Treasurer	Mr. Corey Nuehring
Ordained Member	Rev. Michael Knox
Lay Member	Mr. James Swales
Lay Member	Mr. Paul Zoske

Circuit Counselors

#001	Benton	Rev. Mark Leckband—Garisson/Shellsburg
#021	Cedar Rapids N	Rev. David Hansen—St. John, Center Point
#022	Cedar Rapids S	Rev. Dr. Mitch Otto—Prince of Peace, Coralville
#003	Clinton	Rev. Steven Anderson—Immanual, Grand Mound
#004	Davenport	Rev. Michael Vokt—Trinity, Davenport
#005	Dubuque	Rev. Dr. Kristian Kincaid—Our Redeemer, Dubuque
#006	Eldora	Rev. Karl Bollhagen—Trinity, Hampton
#007	Marshalltown	Rev. Fred Berry—Trinity, Marshalltown
#008	Mt. Pleasant	Rev. Dr. Chris Hinkle—St. Paul, Wapello
#009	St. Ansgar	Rev. Dr. Byron Northwick—Immanuel, St. Ansgar
#010	Waterloo	Rev. John Wegener—College Hill, Cedar Falls
#011	Westgate	Rev. Ronnie Koch—St. Paul, Fredericksburg
#012	Williamsburg	Rev. Gary Sears—Trinity, Conroy

Voting Delegates

Congregation	City	Pastoral (non-voting)	Lay Delegate
St. Paul/Saint Paul	Alden / Buckeye	Michael Kearney	Annette Sweeney
St. Stephen's	Atkins	Doug Woltemath	James Kreutner
First	Belle Plaine	Dean Duncan	Nick Palmer
St. Paul/St Paul	Bennett (Stanwood)	Jordan McKinley	Daren Lehrman
Our Savior	Bettendorf	Jack Goldberger	Roger Leese
Grace	Blairstown	David Rempfer	Wayne Newton
Concordia	Burlington	Christopher Roepke	John Graham
College Hill	Cedar Falls	John Wegener	Samuel Kleiss
Our Redeemer (Peace, Christ)	Cedar Falls / Shell Rock / Christ Waterloo	Michael Knox	Tim Koch
Bethany	Cedar Rapids	(Michael Erickson)	David Dohrmann
Concordia	Cedar Rapids	Brad Brown	Kenn Pettit
King of Kings	Cedar Rapids	Mark Halvorson	Lisa Gleason
Trinity	Cedar Rapids	David Renfro	Ron Solsrud
Word of God	Cedar Rapids	Tim Eckert	William Zimmerman
St. John/King of Glory	Center Point (Swisher)	David Hansen	Douglas Singkofer
Trinity	Chariton	Dean Christ	Donald Hall
New Hope	Charles City	(Clarke Frederick)	Mark Melrose
Immanuel	Charlotte	Anthony Dodgers	Marty Jahn
St. John's	Clinton	Daniel Pool	William Ross
Trinity	Clinton	John Preus	Allen Schmid
Trinity	Conroy	Gary Sears	Annie Kephart
Prince of Peace	Coralville	Mitchell Otto	Kevin Samek
Holy Cross	Davenport	David Anderson	Ellen Schuster
Immanuel	Davenport	Chris Lockie	Lorn Fairow
Risen Christ	Davenport	Kurt Larson	Richard Emory
Trinity	Davenport	Merle Warnsholz	Steven Wall
Calvary/Trinity	Deep River (Millersburg)	Paul Nus	Gary Bates
St. Paul's	Delaware	Donald Krause	Robert Wendt
St. John	Denver	Larry Feldt	Mike Gorshe
Grace	DeWitt	Ron Rafferty	DeJe Jensen
Our Redeemer	Dubuque	(Kristian Kincaid)	David Gibson
St. Paul	Dubuque	Jonathan Crawford	Dr. Heyo Tjarks
St. Paul	Eldora	David Splett	Chris Balvanz
Parkview	Eldridge	Peter Hoft	Cy Miller
St. Peter	Elma	Daird Korth	Bill Thies
St Paul/Concordia	Evansdale (Waterloo)		
St. John/Grace	Fairbank (Jesup)	(Roy Berquist)	John Pieters
Immanuel	Fairfield	Mark Brase	David Eastburn
Our Savior/Our Savior	Fort Madison (Keosauqua)	(Steve Rasmussen)	
St. Paul	Fredericksburg	Ronnie Koch	Steve Neuendorf
St. Mark/Zion	Garrison (Shellsburg)	Mark Leckband	Zach Pool
Christ	Gladbrook (Wellsburg)	Bruce Zimmermann	Alan Smith
Immanuel	Grand Mound	Steve Anderson	Daniel Zinda
Immanuel	Grinnell	David Brandt	Denise Cadwell
Trinity	Guttenberg McGregor)	Andrew Preus	Dennis Duwe
Trinity	Hampton	Karl Bollhagen	Alan Fink
Zion	Hiawatha	Daniel Krueger	James Hartwig
St. John	Homestead (Wellman)	Terry Small	Dennis Krueger
St. John's	Hubbard	Matthew Rueger	Jason Zoske
Our Redeemer	Iowa City	(Brent Hartwig)	
St. Paul's Chapel	Iowa City	W. Max Mons	Nathan Black
Immanuel	Iowa Falls	Paul Beisel	Jim Stotser
Messiah	Keokuk	(Lester Dumer-C IL)	
St. John	Keystone	B. Andrew Wright	Richard Oehlerich
Trinity	Knoxville	Joel Picard	James Bacon
St. Paul's	Latimer	Travis Berg	Jim Warwick
Trinity	Lowden	Daniel Redhage	Sammi Scott

St. Paul	Luzerne	Michael Musick	Jeff Rieck
Our Savior	Manchester	David Weber	Wayne Heitshusen
St. John	Marengo	Andrew Gray	Oz Hinrichs
St. Paul's	Marion	(Gregory Williamson)	John T. Mark
Redeemer	Marshalltown	Alex Post	Byron Rhodes
Trinity	Marshalltown	Fred Berry	Brent Schipper
Bethlehem	Mason City	Mark Laverenz	Merle Brockshus
Messiah	Mason City	(Clarke Frederick)	Mark Kroemer
St. John / St. Paul	Melcher (Lacona)	Gregory Hyatt	Don Hawxby
St. John	Monticello	(Reed Stockman)	Steve Rucker
Faith	Mount Pleasant	Michael Scudder	David Lyons
St. Paul	Mount Vernon	Sean Hansen	Gene Freiburger
Our Savior	Muscatine	Jeffrey Pautz	Seth Francis
St. John	Newhall	Steve Rempfer	Russell Werning
Our Savior	Newton	John Moore	Douglas Ringger
St. Silas	North Liberty	Andrew Richard	Kristian Fosse
Peace	Oelwein (Independence)	Michael Holmen	Robert Jensen
Trinity	Osage	Bruce Kaltwasser	Stan Schatz
St. John	Oskaloosa	Samuel Beltz	Larry Boyer
Trinity	Ottumwa	(Kevin Saylor)	Gregory Wetterich
Immanuel/St. Paul	Readlyn	Matt Moss	Eldo Moeller Jr.
St. John's	Reinbeck	Troy Peperkorn	Walt Cheeseman
St. Peter's	Riceville	Christopher Gorshe	Duane Reddel
St Matthew	Sherrill	Carl Richardson	
Immanuel/St. John	St. Ansgar (Osage)	Byron Northwick	Melissa Northwick
St. John	State Center	David Klinge	Allan Armbrecht
Trinity	State Center	Michael Maddick	John Tolson
St. John/St. Paul	Sumner (Sumner)	George Volkert	Thomas Huck
St. Andrew	Van Horne	David Lingard	Brent Hodnefield
Redeemer	Ventura	(Kevin Kosizek)	
St. James	Victor	Michael Kolesar	Nick Cranbaugh
St. Johns	Victor	Stuart Rethwisch	Jeff Bayer
Trinity	Vinton	Stephen Preus	Matthew Salger
St. Paul	Wapello	Chris Hinkle	Tim Knutson
Faith	Waterloo	Edward Killian	Paul Collins
Grace	Waterloo	Randy McHone	David Rowland
Immanuel	Waterloo	Gerald Kapanka	Ron Kelderman
St Paul	Waverly	Keith Brustuen	Darrel Hinrichs
St. John	Waverly	Matthew Versemann	Ronald Stahlberg
St. Peter's	Westgate/Fayette	Herbert Mueller III	Don Albert
St. Paul	Williamsburg	Tom Ogilvie	Richard Wardenburg
Immanuel/Hope	Williamsburg/ Sigourney	(Richard Meyer)	John Gahring
Zion	Wilton	Duncan Sprague	Greg Shuger

Committee Election Results

Committee of Constitutional Review

Ordained	Rev. Andrew Gray
Lay	Cheri Cummings

Nominations Committee

Ordained	Rev. Kris Kincaid
Ordained	Rev. Stephen Preus
Commissioned	Mr. Andy Armbrecht
Lay	Mr. Carl Egger
Lay	Mr. Kurt Flathers

Floor Committees

Floor Committee #1: Administration and Finance

Rev. W. Max Mons (chair)
Rev. Ron Rafferty
Samuel Kleiss
Rev. Mark Leckband
Mary Becker

Floor Committee #2: Theology and Mission

Rev. Ronnie Koch (chair)
Rev. Jeff Pautz
Rev. Steve Anderson
Chris Balvance

Convention Minutes

Session 1: Friday Morning, June 26, 2015

The Thirty-ninth Convention of the Iowa District East at the Marriot Hotel and Convention Center, Cedar Rapids, Iowa opened with Matins Service at 9 a.m. Convention chaplain Rev. David Hansen served as liturgist. District President Rev. Dr. Brian Saunders preached.

Rev. David Hansen, convention chaplain and pastor from the convention host congregation, St John Lutheran Church, Center Point welcomed the delegates and guests to the convention.

Revs. Sean Hansen and Andrew Richards, the Credentials and Excuses Committee, presented their committee's report. As of 9:45 a.m. 84 pastoral delegates and 89 lay delegates were registered for a total of 173 voting delegates with 8 excused ordained and 18 excused commissioned.

Convention Chair District President Rev. Dr. Brian Saunders called the convention to order. He introduced the LCMS 2nd Vice-President Rev. Dr. John Wohlrabe, representative of LCMS President Harrison, and convention essayist Rev. Randall Golter.

Chair Saunders introduced his family and also the district staff: Assistant to the President (ATTP) Rev. Dr. Dean Rothchild, ATTP Jeffrey Pool, Office Manager Sherry Brendes, Administrative Assistant Pam Krog and Communications/Technology Coordinator Jon Kohlmeier.

Chair Saunders also introduced the District Board of Directors: Rev. Dr. Matthew Rueger, board chair and 1st Vice-president, Rev. Dan Krueger, 2nd Vice-president, Rev. Mark Brase, Secretary, Rev. Peter Hoft, Assistant Secretary, Corey Nuehring, Treasurer, Lowell Schroeder, Assistant Treasurer, Rev. Michael Scudder, David Eastburn, Paul Zoske, Dennis Duwe and Ben Venteicher.

The convention chair entertained a motion to adopt the Convention Agenda. Moved and seconded to adopt the Convention Agenda. Convention Agenda was adopted by voice vote. Chair entertained a motion to adopt the Standing Rules. Moved and seconded to adopt Standing Rules. Standing Rules were adopted by voice vote.

In his **Keynote Address** District President Saunders highlighted the work of Wilhelm Loehe and his sending of missionaries to the United States. For Loehe mission was the church in motion. Loehe identified three incentives for missions: lost souls, community and preaching the resurrection. We too seek the blessings of God in missions as the Church in motion. (A full copy of the President's keynote address is included in the Convention Proceedings.)

Elections Committee Chair Rev. Mitch Otto explained to the assembly the electronic voting process. The assembly practiced electronic voting.

He presented the slate for District President: Rev. Dr. Brian S. Saunders. Moved and seconded to elect Rev. Dr. Saunders District President by acclamation. By consensus the assembly agreed. **Rev. Dr. Saunders was elected by acclamation.**

Rev. Otto read the slate of nominees for First Vice-President: W. Max Mons, Daniel Krueger, Michael Knox, Kris Kincaid, Paul Beisel, Karl Bollhagen, Chris Roepke and Terry Small. The first ballot results were W. Max Mons - 42%, Daniel Krueger - 20%, Michael Knox – 1%, Kris Kincaid – 14%, Paul Beisel – 3%, Karl Bollhagen – 8%, Chris Roepke – 3% and Terry Small – 6%. No candidate received a majority.

Those receiving less than 15% were removed. The second ballot included W. Max Mons and Daniel Krueger. Second ballot results were W. Max Mons – 72% and Daniel Krueger – 28%. **Rev. Max Mons was elected as First Vice-president.**

Rev. Otto presented the slate for Second Vice-President: Matthew Rueger, Daniel Krueger and Michael Scudder. First ballot results were Matthew Rueger – 45%, Daniel Krueger – 36% and Michael Scudder – 19%. No candidate received a majority.

The second ballot for Second Vice-president was: Matthew Rueger and Daniel Krueger. The results of the second ballot for Second Vice-President were: Matthew Rueger – 58% and Daniel Krueger – 41%. **Rev. Dr. Matthew Rueger was elected Second Vice-president.**

Chair Saunders recognized District President Emeritus Rev. Gary Arp and Rev. Dr. Jim Baneck, North Dakota District President. He also announced the Supreme Court's decision approving "same-sex marriage."

Corey Nuehring, district treasurer, thanked the district staff for their cooperation and help. He reviewed the Treasurer's Report in the workbook including the Consolidated Statement of Financial Position, Statement of Activities, Statement of Cash Flows, Loans Payable and Annual Salaries.

Rev. Max Mons, chair of Floor Committee 1: Administration and Finance, presented **Overture #1.01: To Make Geographical Adjustment to Circuits.** Rev. Mark Leckband read the overture. The committee moved adoption. With no discussion, the overture was adopted by 99% majority.

The committee presented **Overture #1.02: To Protect IDE representation in LCMS Elections** and moved adoption. With no discussion, the overture was adopted by 89% majority.

The committee presented **Overture #1.03: To Insure That Pastors and Other Workers Have Adequate Compensation and Sufficient Benefits** and moved adoption. With no discussion the overture was adopted by 91% majority.

The committee presented **Overture #1.04: To Reexamine and Increase Direct IDE Financial Support of Synod** and moved adoption. Following discussion, moved and seconded to refer Overture 1.04 back to the committee for rewording from insights of the discussion. The overture was returned to the committee with a 76% majority.

By consensus, the agenda was adjusted and the convention broke at 11:30 a.m. for lunch. Chaplain Hansen offered the meal prayer.

The Ministers of Religion-Commissioned caucused during the break to select an Advisory Delegate-Commissioned and Alternate for the 2016 Synod Convention.

Session 2: Friday afternoon, June 26, 2015

Chaplain Hansen opened the session with Daily Prayer for Noon.

Credentials committee reported 180 delegates for this session.

Balloting continued for Officers, Board of Directors and elected committees. Rev. Otto presented the slate for Secretary: Mark Brase and Jesse Cearlock. The results of the balloting were Mark Brase – 71% and Jesse Cearlock – 29%. **Rev. Mark Brase was elected Secretary.**

Rev. Otto presented the slate for Treasurer: Corey Nuehring. Moved and seconded to elect by acclamation. Motion passed. **Corey Nuehring was elected Treasurer.**

The slate for Board of Directors-Ordained was Andrew Gray, Michael Knox, Steven Rasmussen and Michael Scudder. The first ballot results were Andrew Gray – 15%, Michael Knox – 39%, Steven Rasmussen – 18% and Michael Scudder – 26%. Second ballot results were Michael Knox – 44%, Steven Rasmussen - 19% and Michael Scudder – 36%. Third ballot results were Michael Knox – 52% and Michael Scudder – 47%. **Rev. Michael Knox was elected to the Board of Directors-Ordained.**

The slate for Board of Directors-Lay were Darin Osland, James Swales and Paul Zoske. First ballot results were Darin Osland – 84 votes, James Swales – 119 votes and Paul Zoske – 114 votes. **James Swales and Paul Zoske were elected to the Board of Directors – Lay.**

Rev. Otto presented the slate for the Committee of Constitution Review-Ordained: Travis Berg, Andrew Gray and Troy Peperkorn. First ballot results were Travis Berg – 30%, Andrew Gray – 40% and Troy Peperkorn – 28%. Second ballot results were Travis Berg – 42% and Andrew Gray – 54%. **Rev. Andrew Gray was elected to the Committee of Constitution Review – Ordained.**

The slate for the Committee of Constitution Review – Lay was presented: Cheri Cummings. Moved and seconded to elect by acclamation. **Cheri Cummings was elected to the Committee of Constitution Review – Lay.**

Rev. Otto presented the slate for the Nominations Committee-Ordained: Kris Kincaid, Stephen Preus and Terry Small. Results of balloting were Kris Kincaid – 126 votes, Stephen Preus – 119 votes and Terry Small – 97 votes. **Revs. Kris Kincaid and Stephen Preus were elected to the Nominations Committee– Ordained.**

The slate for Nominations Committee – Commissioned were presented: Andy Armbrecht and Stephen Woolery. Results were Andy Armbrecht – 60% and Stephen Woolery – 40%. **Andy Armbrecht was elected to the Nominations Committee-Commissioned.**

Rev. Otto presented the slate for Nominations Committee - Lay: Carl Egger, Kurt Flathers and Gerald Muench. Results were Carl Egger – 126 votes, Kurt Flathers – 103 votes and Gerald Muench – 98 votes. **Carl Egger and Kurt Flathers were elected to the Nominations Committee-Lay.**

Having completed their work, the Election Committee was dismissed with thanks. Convention chair Saunders introduced convention essayist, Rev. Randy Golter, who serves as Special Assistant to the President, and leads the Synod in the coordination and planning of the 2017 Reformation 500th anniversary celebration and leads the initiative called "Preach the Word." Part One of his presentation ***Witness, Mercy, Life Together: The Church in Motion*** was entitled ***Let's Talk about the Church.*** Rev. Golter highlighted the collapsing culture

and then explored the Spirit's use of the word "Church" in the Bible. The Church is a heavenly creation. It is found where His Voice, Water and Blood are located and gathers a holy people to Himself. The Church exists because God causes it to be so. Jesus lives, so does the Church. How glorious and steeling!

The Ministers of Religion-Ordained caucused during the break to select an Advisory Delegate and Alternate for the 2016 Synod Convention.

After a short break, Rev. Golter continued his presentation with Part II ***The Church in Motion: Witness***. The Church's witness (in preaching, hymnody and service to the neighbor) is of Christ, as He bears witness to Himself through the use of His Church by the Word and Sacraments, and in sacrificial love to neighbor. The Church's witness must be—and is—seen in her love for and abiding with sinners. The Lord through His Church reigns over the world by the giving of Himself through His Body—the Church—in love through word and deed.

Rev. Ronnie Koch, chair of Floor Committee Two: Theology and Missions presented **Overture #2.01: To Establish Promote and Support the Iowa District East Missions Sunday.** Rev. Jeff Pautz read the overture. A friendly amendment added Lutheran Family Services to the list of IDE missions. The committee moved adoption. Overture was adopted by 85% majority.

The committee presented **Overture #2.02: To Appoint a Task Force to Review and Evaluate the Synod's Dispute Resolution Process** and moved adoption. By friendly amendment, 1993 was changed to 1992. After further discussion, the overture was adopted by a 91% majority.

The committee presented **Overture #2.03: To Publicize and Promote the Triennial Circuit Convocations** and moved adoption. With no discussion, the overture was adopted by 83% majority.

Moved and seconded that the convention consider **Memorial #2.04: Against the Military Draft of Women** as an overture. The motion was discussed. Moved to call the question. Motion passed by 89% majority. The motion to consider Memorial #2.04 carried by 56% majority.

Overture #2.04: Against the Military Draft of Women was read by the committee. Much discussion followed. Moved and seconded to refer the overture to a committee appointed by the chair to review and amend the overture to be returned to the assembly for consideration. Motion passed by 66% majority.

Rev. David Rempfer delivered greetings from the LWML. He read a letter from IED LWML President Joan Berquist in which she reminded the assembly of the LWML's work and support of missions through LWML mites.

Military Chaplain Rev. Michael Moreno, Project Manager, Operation Barnabas showed a video inviting the congregations of IDE to participate in Project Barnabas. He encouraged congregations to attend an upcoming informational meeting.

Dick Hoelz, IDE LLL president, offered greetings to the assembly. He outlined the history of the LLL and their mission work.

Rev. Bob Riggert from LCEF greeted the group. He reviewed some of the LCEF's programs.

Andy Locke, representing Concordia University-Wisconsin, greeted the convention and showed a video promoting the university.

Chaplain Hansen closed the session with the Nunc Dimittis and Luther's Evening Prayer. The convention recessed at 5:41 p.m. and will reconvene at 8:00 a.m.

Session 3: Saturday morning, June 27, 2015

Chaplain Hansen opened the session with Daily Prayer Morning.

Rev. Golter continued the convention essay with Part III ***The Church in Motion*: Mercy.** The justified life of the baptized shows itself in love toward neighbor. Justification is a past and ongoing reality. The justified life of the baptized cannot but be invested in the neighbor, as Christ is in the believer. The Ten Commandments show forth—and are—the shape of baptized life. A freed, cleansed conscience is owned only by the one who is justified by grace through faith in Christ Jesus, worked by the Holy Spirit. Works done with a joyous, selfless spirit ("Spiritual works) cannot but cause an inquiry by some, an aroma of life in the midst of the smell of death in this "present evil age." Selfish works smell foul to God and the neighbor, and bury Christ altogether. Deeds of mercy know not the receiver. Mercy then is not done in order to preach the Gospel; mercy is done and the Gospel is preached, for it is the justified life of the baptized.

The Convention Minutes Review Committee of Revs. Jonathan Crawford and Brad Brown recommended the minutes be accepted. Moved and seconded to approve Session 1 and 2 Minutes as printed. Motion carried.

Convention chair Saunders introduced Second Vice-President Wohlrabe. On behalf of President

Harrison he offered greetings and presented the LCMS President's Report. He led a Bible study on Matthew 16:13-28 entitled *On This Rock* which is the theme for the 2016 LCMS Synod Convention. The assembly viewed a video prepared by the President's Office on the challenges of the world and the Synod's work in many areas of witness, mercy and life together.

After a short break, Vice-President Wohlrabe presented Part 2 of the President's Report. He provided an overview of the LCMS including comments on the restructuring of Synod, the work of the boards, funding challenges, financial progress, demographics, missions, the work with other Lutheran church bodies, District visitations, doctrinal issues of close(d) communion and worship, CCM decisions, and Concordia University System. A question and answer session followed his presentation.

The Salary Study Committee Chair Rev. Paul Nus introduced the committee members: Jim Swales, Bill Sitas and ex-officio Sherry Brendes. He presented the proposed **Salary Guidelines** for Pastors and Teacher/ Parish Workers. Moved and seconded to amend the guidelines to move "Earned PHD" to the "7% of salary" line in the "Advanced Degree" chart. Following discussion, the guidelines were amended by a 73% majority. The committee moved adoption. The guidelines were approved as amended by 88% majority. The committee conducted a straw poll on use of the guidelines: Does your congregation make use of the salary guidelines? 1. At or close to the guidelines – 57%; 2. Below the guidelines – 32%; 3. Don't know – 6%

Secretary Brase presented the **Bylaws Resolution 1: To Amend the IDE Bylaws with Recommended Changes.** Adoption was moved. Following discussion, the resolution was adopted and bylaws amended by 88% majority.

Bylaws Resolution 2: To Amend the IDE Bylaws' Committee Organization was presented. Adoption was moved. Following discussion**,** the resolution was adopted and the bylaws amended by 90% majority.

The Secretary presented **Articles Resolution: To Adopt the Amended and Restated Articles of Incorporation of The Lutheran Church—Missouri Synod—Iowa District East.** Moved and seconded to amend the proposed Articles of Incorporation by striking Article VIII and renumbering the remaining articles. The amendment was declined by 81% majority. Question was called. The assembly chose to end debate by 90% majority. The Articles of Incorporation were revised and amended by 86% majority.

Chaplain Hansen closed with the meal prayer. The convention broke for lunch from 12:05 to 1:30 p.m.

Session 4: Saturday afternoon, June 27, 2015

Chaplain Hansen opened the session with Daily Prayer Noon.

Rev. Golter continued his presentation with Part IV ***The Church in Motion*: Life Together**. Church is a corporate affair, life-together with Him and with those who confess the same thing, and ever seeking those yet to be brought to faith. Isolated individual believers or congregations—determined to remain so—deny their baptismal identity and deprive themselves of the joyful freedom to live sacrificially for others within and outside the church. The Church though hit from all sides—inside and out—remains His own possession and tool for all His work. She's been given—as a pure and ongoing gift—the Holy Scriptures, the Sacraments, and the Preaching Office, for her strength, work and protection. This is all quite stunning and marvelous, as she lives by faith alone in Him even in the midst of threat.

The Convention Minutes Review Committee recommended the approval of the minutes from Session 3. Moved and seconded to approve Session 3 minutes as printed. Motion carried. Having completed their work, they were dismissed with thanks.

Iowa District East supported missions each gave a report. Rev. Andrew Richard from St. Silas, North Liberty reviewed the history of St. Silas and the process of planting a church. The Campus Ministry report was given by Revs. Mons and Wegener, who thanked the district congregations for their support and reviewed their activities. Rev. Tim Eckert reported on Deaf Ministry, why it is important and what it does in communicating the Gospel. He thanked the district congregations for the support. University of Iowa Hospitals and Clinic (UIHC) Chaplain Rev. Michael Musick thanked the assembly for the expansion of the current chaplaincy and spoke of his work at UIHC. The Camp Io-Dis-E-Ca report was given by Daniel Sanchez, executive director, who spoke of the improvements and activities at camp. He encouraged delegates to fill out the IDE Youth Committee – Youth Leader Retreat Survey. He thanked the district congregations for their support. Rev. David Anderson showed pictures and explained the mission of Eastside Mission through summer and after school programs as well as worship. Rev. Dan Johnson from the Office of International Mission brought greetings from Eurasia and shared pictures from his work in the area.

The Chair reviewed the list of **Circuit Visitors** elected at Circuit Forums as follows: BENTON - Rev. Mark Leckband – St. Mark, Garrison; CEDAR RAPIDS North - Rev. David Hansen – St. John, Center Point; CEDAR

RAPIDS South - Rev. Mitch Otto – Prince of Peace, Coralville (elected by caucus); CLINTON - Rev. Steven Anderson – Immanuel, Grand Mound; DAVENPORT - Rev. Michael Vokt - Trinity, Davenport; DUBUQUE - Rev. Dr. Kristian Kincaid - Our Redeemer, Dubuque; ELDORA - Rev. Karl Bollhagen - Trinity, Hampton; MARSHALLTOWN - Rev. Fred Berry – Trinity, Marshalltown; MT. PLEASANT - Rev. Dr. Chris Hinkle - St. Paul, Wapello; ST. ANSGAR - Rev. Byron Northwick – Immanuel/St. John, St. Ansgar/Osage; WATERLOO - Rev. John Wegener - College Hill, Cedar Falls; WESTGATE - Rev. Ronnie Koch - St. Paul, Fredericksburg and WILLIAMSBURG - Rev. Gary Sears - Trinity, Conroy. The assembly voted by voice to ratify the election. Visitors stand elected.

Convention Chair entertained a motion to destroy the Presidium Nominating Ballots. Moved and seconded to destroy the Presidium Nominating Ballots. Motion carried.

Rev. Max Mons, chair of floor committee 1 presented **Overture 1-04A: To Reexamine and Increase Direct IDE Financial Support of Synod.** Rev. Mark Leckband read the overture and moved adoption. With no discussion, the assembly voted electronically. The resolution was adopted by 62% majority. Having completed their work, they were dismissed with thanks.

Rev. Ronnie Koch, chair of floor committee 2 presented **Overture 2-04A To Reaffirm Synod's Position on Women and the Draft.** Rev. Jeff Pautz read the overture and moved adoption. Moved to consider an alternate overture. The assembly voted to consider the alternate. The motion to consider the alternate overture was declined by 57% majority. Discussion continued on Overture 2-04A.

Orders of the day required a vote to continue debate or move on with the orders of the day. The assembly desired to close the debate and voted on Overture 2-04A. The overture did not pass by 1%. Having completed their work, the committee was dismissed with thanks.

Committee on Credentials/Excuses Chair Sean Hansen presented the closing credentials and excuses report. The convention was attended by 180 delegates – 86 pastoral and 94 lay. 8 pastors and 18 commissioned workers were excused.

Daniel Q. Johnson, in absentia, and Gilbert Meseke were recognized for 60 years of service as pastors. Other anniversaries were recognized with certificates.

The closing Vespers Memorial service remembered those church workers of IDE who had been called to eternal glory in the last triennium: Revs. Garland Gotoski, Frederick Wood, Randolph Nord. Chaplain Hansen served as liturgist and Rev. Wohlrabe proclaimed the message. LCMS 2nd Vice-President Rev. Dr. Wohlrabe installed Rev. Dr. Brian Saunders as District President of Iowa District East of The Lutheran Church—Missouri Synod. President Saunders then installed the Vice-Presidents, Circuit Visitors and Board of Directors. The convention concluded at 4:45 p.m.

Session 4 Minutes were reviewed and approved by the IDE Board of Directors on July 21, 2015.

Respectively submitted,

Rev. Mark Brase, Iowa District East Secretary
Rev. Peter Hoft, Assistant Secretary

President's Keynote Address

The Mission Theology of Pastor Wilhelm Loehe

When the Saxon emigration arrived in the U.S. early in 1839 there over 600 laymen and 7 pastors. Within a couple months the clergy force had been depleted by 1 and unrest permeated the Lutherans in the new land. By the time issues were dealt with and conflicts resolved the fledgling community seeking religious freedom from government oppression had been hit hard with wilderness life and argument fatigue. Yet, by 1847, when they officially banded together to form what would become the Lutheran Church Missouri Synod there had been substantial growth in their memberships and a serious need for more clergy loomed. What a blessing, what a challenge. If not for the work, dedication, and commitment of one of the most prolific Lutheran Missionaries it is a legitimate question whether the Missouri Synod would have survived those early years.

The prolific Lutheran Missionary I speak of was a parish pastor in Neuendettelsau, Bavaria Germany. His name was Pastor Wilhelm Loehe. He served the saints of that little congregation his entire ministry. His work in middle 19th century Europe for the sake of Confessional Lutheranism did not allow him to cross the ocean and visit America let alone the Lutheran Church Missouri Synod. Despite his absence from our shores he was critically important to the LCMS with his mission emphasis. In the time the St. Louis seminary was able to graduate and place 5 pastors, Wilhelm Loehe sent 80 pastors and teachers to the U.S. to serve the growing population of Lutherans making the trek from Europe to North America. He guided thousands of immigrants to seek out the LCMS when they arrived in the U.S.

Loehe not only sent pastor's to take care of the arriving Lutherans (inner mission), he also strongly encouraged each congregation to reach out to the unbelievers (outer mission) especially the Native Americans in the Saginaw Valley of Michigan (now known as the Franken territory). His focus on mission was not something he thought needed a specific strategy or dynamic plan. His definition of mission in the Church is so simple it fails to satisfy the pragmatic thinkers of today. It is such a profound definition founded on biblical theology that it transcends time and is beneficial for us today. In his famous work called *Thee Books About the Church* he says:

> *For mission is nothing but the one church of God in motion, the actualization of the one universal, catholic church. Wherever mission enters in, the barriers which separate nation from nation fall down. Wherever it comes it brings together what previously was far off and widely separated. Wherever it takes root it produces that wonderful unity which makes "the people of every tongue" able to understand one another in all things. Mission is the life of the catholic church. Where it stops, blood and breath stop; where it dies, the love which unites heaven and earth also dies. The catholic church and mission- these two no one can separate without killing both, and that is impossible.* [1]

He speaks of the congregation as a group of Saints who gather to receive God's Holy Gifts who then gather more that they may become saints. All this is not accomplished by mans will but by and through God's will.

> *From the very beginning it has pleased God to extend his truth by means of men, to increase his church by means of the church, to make of it not just an assembly of believers but also a place of assembly for those who have come and will come to faith.*[2]

Loehe taught the pastors he trained and the congregation he shepherded that there were three biblical incentives for the Church, and every local congregation, to be in mission. In fact he would say that the Christian Church cannot not be in mission. If it ever is not, it ceases to be the Christian Church. While that is a very strong statement, and some might argue against its validity, it does us well to think about what he said and see if there isn't application for us today.

Loehe was a terrific exegete. He was a man of the Word and studied or taught it every day of his ministry. The Holy Scriptures formed his way of thinking and certainly his theology of missions. While he had a scholarly apprehension of all of Holy Writ, he was most interested in and guided by the First Century Church as recorded in the book of Acts. He believed the Church is the bride of Christ and since Christ is eternal so is the Church. She was formed and sustained by Her Beloved then and will be so until Jesus returns to claim Her for eternal life. For that reason the early chapters of Acts serve as his guide for the three incentives of mission in the Church.

Loehe answered the why of mission with a variety of answers. The first and most obvious answer is that the Gospel of salvation is to be shared with those who might otherwise be condemned to damnation.[3] Acts 2:36-41 records the effect of Peter's preaching. Peter, the lead Apostle, preaches the events leading up to Jesus crucifixion. With the Law he lays guilt and burden upon the hearers. They were "cut to the heart." Complete despair overwhelmed them and they had nothing in themselves they could count on to rescue them from divine judgment. From there Peter directed them to the promise of God in Holy Baptism. Being baptized into the "Name of Jesus Christ" they would receive what He had earned. Jesus merited the Father's forgiveness for the sinner.

In baptism the recipient would receive the gift of the Holy Spirit. Peter "pleaded with them, 'save yourselves from this corrupt generation.'" Loehe took very seriously Jesus words recorded in John's gospel "I am the Way, the Truth, and the Life. No one comes to the Father but by Me." That day about 3000 were added to their number.

Loehe saw the 3000 as a number of those who had not yet repented of their sins. In impenitence and unbelief they would be subject to the rightful condemnation of God upon the sinner. 3000 was not a target number for the Church in mission. It was a revealing number as to the mass number of humanity that apart from faith in Christ Jesus will not benefit from the atoning work of Jesus on the cross. Failing to receive the benefit means one remains a child of perdition and is eternally lost. For Loehe this was not only avoidable, it was unthinkable. Jesus gave His life and suffered the pangs of punishment in order to rescue the sinner from damnation. Eternal misery is a serious matter, it affects the immortal soul.

The second incentive for the Church in mission is the innate human need for community.[4] His view of humanity is that they are not meant to be in isolation but in community. He stated at the outset of *Three Books About the Church* that "as long as a man is alone he cannot even be blessed." Once again Loehe is not short on making strong statements that may be argued against by some, non-the-less this was his view of mankind. It stipulated one of the obvious benefits of the Church to be in mission. The goal of mission was to bring others into fellowship. He was unequivocal in his view that one would live their entire life in isolation apart from the church. Even if a person was surrounded by family and friends, apart from membership in Christ's Church they were all alone.

His influence from the book of Acts was chapter 2:42-47. He marveled at the early church when they gathered for Divine Service to receive God's gracious gift of forgiveness and life. Divine Service then carried over into their daily lives with each other. For him mission is carried out by the means of love for each other. Loehe tied mission and fellowship together. The Church is that place where one can experience the deepest and most sublime of all forms of community. In the Church one experiences- in the celebration of the Lord's Supper- the living presence of the risen Christ. It is on account of this encounter that Christians are so blessed. Loehe was firm on the idea that Word and Sacrament are the fountains of all blessedness and happiness. How can Christians not share their blessed happiness with others? The joy of the rescued is meant to be shared. He said

> Our vocation as priests (the baptized) of the church calls us to be engaged in the activity of the church- reaching out to all those who are not presently part of the community of the baptized, reaching out to all those who do not experience the joy and peace of the Holy Supper.[5]

Simply put Loehe is saying that mission is about sharing the peace of God with others and inviting them into that fellowship where God's peace and love are found. It is about inviting others into the church.

His third and final, as well as his most important incentive for the Church to be in mission is "God has commanded us to preach to the people and to testify that he is the one whom God appointed as judge of the living and the dead" (Acts 10:42). Loehe combines that verse with Acts 1:8 "But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth." He also is persuaded by Acts 4:1-20 where Peter and John were preaching the Word of God while also healing a man crippled since birth. They were doing this in the Temple courts of Jerusalem. This angered the priests and the Sadducees who had them arrested and put in jail. The next day Peter and John were called before the court and were "commanded not to speak or teach at all in the name of Jesus." Peter responds "Judge for yourselves whether it is right in God's sight to obey you rather than God. For we cannot help speaking about what we have seen and heard." For Loehe the command of God was not something one does simply because God said so (even though that may be reason enough). The command of God was a command He gave with the promise of being active in the command. In other words, God is not a dictatorial tyrant belting out orders expecting perfect obedience founded on the good will of the servant. When God gives a command He also provides the promise for its implementation and success. This meant that the Christian can speak forth the Gospel of God to any and every person without worrying whether they will accomplish God's will. God's will is in God's hands and the fruit born forth is in His mercy and grace. Just speak! Loehe said

> Who commanded? God has commanded. What has he commanded? To preach. To whom shall one preach? To the people. To which people shall one preach? Perhaps only to the Jewish people? Cornelius and his house-church are indeed heathens, and we and our fathers are also heathens! Thus, as the Scriptures elsewhere say, to all people and all peoples. As the Scriptures also say, "to all creatures."…We know that all of God's commands are accompanied by a promise of success. And we know that the last commandment of the Lord is accompanied by the promise "remember, I am with you always, to the end of the age." Therefore we can lift ourselves up with courage and strength, we can open up our sails with joy and allow our ship to be driven by the power of the command of Christ in quiet confidence to the destination which we desire.[6]

Loehe characterizes mission as "Christian preachers out among the heathen," yet his view is much broader than

that. He never ignores the Office of the Holy Ministry from mission and at the same time never fails to include the congregation in the mission of the Church as well. In its broadest sense, a missionary is nothing more than a Christian living his or her faith among non-Christians.

The reason Loehe always held the two offices (pastor and parishioner) together in mission is for the sake of proper teaching and proper learning. Right doctrine and right belief is important. Right doctrine ensured right belief. For Loehe, right understanding of doctrine ensured that one received the Gospel in its purity and fullness; "one finds ones way better at high noon than by the light of evening stars. The more complete the knowledge, the more complete life can be and will be."[7] Loehe wanted to invite all people into the community of the Church, but false doctrine serves only to lead on to a false sense of community.

For Loehe the Church is a new world. Life is full of broken moments. The Church represents a different world. It is the manifestation of Gods kingdom, of God's world. He said

> The awakening into Christendom opens to a person a world which was previously unknown to that person. An entirely new view of life will usually arise. One no longer seeks the goal of life here, but rather beyond. The world is transformed into an institution for the bliss and salvation of humanity.[8]

It is with this catechesis, preaching and liturgical life that the Lutheran Church Missouri Synod was fed by a Bavarian Pastor. Under his tutelage and resource the LCMS grew exponentially well into the early 20th century. We have not grown as such since. We are not seeing this kind of mission work being done in the Church even today. While our foreign mission field is ever expanding it is more due to their seeking us out rather than us being the Church in motion. We have much to give in terms of theology and resources. We have much work to do right here in our own communities, rural and urban.

What can we take away from this address? What have we learned from a faithful parish pastor in a small village in Bavaria Germany? What has Pastor Loehe taught us? Are his three incentives for the Church to be in mission valid? Are they scriptural? Are they too simple for us? Do they lack the luster of Synodical programs that fit nicely into fancy three ring binders that can be sent out to all congregations and implemented with measurable results? If what Loehe teaches us is scriptural it is then applicable today. If there remains a love for the lost that they may be rescued from the perils of damnation, if there is truth to the view that humanity lives in utter isolation unless brought into the fellowship of the Church, if God has given us the command to "preach to all people" accompanied with his promise to work the work necessary for conversion, then yes, Pastor Loehe has something to teach us.

My prayer is that this convention will bring to light some simple realities. It will be good for us to be reminded who God is and how He comes to us in His Son Jesus. We do well to recollect who we are in the baptismal grace given by the Holy Spirit. It is to our blessing to see that the world is a lost population apart from faith in Jesus Christ. It is gain for the Church to recognize that the Church has been blessed with a meal that is full of God's mercy and grace where His children are fed the forgiveness of sins and strengthening of faith. Mission work is every inhale and exhale of the Child of God. It calls for us to live as the baptized in a world of the unbaptized. It calls for us to be generous in the sending of those who shall go in our place to regions all around the world so that the community can be expanded by the Holy Spirits power. May God bless us this convention that we too may be a Church in motion.

Rev. Dr. Brian Saunders

President of Iowa District East

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1. Loehe, Wilhelm. *Three Books About the Church*, Fortress Press, Philadelphia. 1969. (59)
2. Loehe, Wilhelm. *Three Books About the Church*, Fortress Press, Philadelphia. 1969. (74)
3. Radtke, David. *Confession and Mission, Word and Sacrament*, CPH, St. Louis. 2001. (141)
4. Radtke, David. *Confession and Mission, Word and Sacrament,* CPH, St. Louis. 2001. (142)
5. Loehe, Wilhelm. *Predigt das Evangelium,* Gesemelte Werk, Vol. IV. (115)
6. Ibid. (64), (115)
7. Loehe, Wilhelm. *Die Mission unter den Heiden,* Gesemelte Werks Vol. IV. (55)
8. Ibid. (42)

Convention Overtures (Adopted)

Floor Committee 1: Administration and Finance

Overture #1.01 - To Make Geographical Adjustment to Circuits

WHEREAS, the district has the authority to create circuits (2013 LCMS Handbook, 1.3.2) including visitation circuits according to geographical criteria (2013 LCMS Handbook 5.1.2); and

WHEREAS, The Lutheran Church of the Good Shepherd, Wellman is located closer to the congregations of the Williamsburg Circuit than the congregations of the Cedar Rapids South Circuit; and

WHEREAS, The Lutheran Church of the Good Shepherd, Wellman has requested to be moved to the Williamsburg Circuit; therefore be it resolved,

RESOLVED, to move the Lutheran Church of the Good Shepherd, Wellman from the Cedar Rapids South Circuit to the Williamsburg Circuit.

Adopted 6/26/2015

Overture #1.02 - To Protect IDE Representation in LCMS Elections

WHEREAS, LCMS ByLaw 3.1.2 requires each Electoral Circuit to represent *" from 7 to 20 congregations having an aggregate communicant membership ranging from 1,500 to 10,000"* (although the President of the Synod may make exceptions upon petition by District Boards of Directors), and

WHEREAS, the most recent annual statistical reports indicate that some of our Visitation Circuits are close to falling below this membership range, and

WHEREAS, this could disenfranchise certain of our Circuits or force combinations of circuits that would reduce IDE voting representation at the Synodical level, therefore be it

RESOLVED, that the President, BOD, and Circuit Visitors of IDE work together to monitor congregational and circuit statistics so that we maintain our current level of synodical representation, and be it finally

RESOLVED, that, should a circuit fall below the requirement of LCMS ByLaw 3.1.2, the IDE BOD petition the President of Synod to grant us an exception.

Adopted 6/26/2015

Overture #1.03 - To Insure That Pastors and Other Workers Have Adequate Compensation and Sufficient Benefits

WHEREAS, IDE normally passes, and will likely again pass, a report from the Salary Review Committee regarding recommended salaries and benefits, and

WHEREAS, Scripture counsels us to provide for our servants and masters in Christ, and

WHEREAS Concordia Plans and similar health insurance plans show rapidly rising premiums, and

WHEREAS, in good stewardship, IDE and its congregations and agencies are attempting to mitigate these costs by reexamining and, in many cases, switching plans, and

WHEREAS, less expensive plans tend to have higher copays and deductibles and, in some cases, very high out-of-pocket charges (example: Concordia Plans HDHP family deductible for out-of-network providers is $17,100 and the coinsurance maximum is $33,600), and

WHEREAS, there may be emergency cases where workers cannot seek or find approved network providers (such as after accidents or sudden illnesses while away from home), and

WHEREAS, often these higher costs may not be readily apparent to those making decisions regarding which plans to offer, therefore be it

RESOLVED, that calling and/or employing organizations be encouraged to look closely at potential exposures to unexpected out-of-pocket costs, and be it finally

RESOLVED, that such organizations consider adding some measure of protection (such as an HSA or other plan) for extreme cases, to provide coverage for out-of-pocket expenses incurred by their Pastor and other workers.

Adopted 6/26/2015

Overture #1.04A - To Reexamine and Increase Direct IDE Financial Support to Synod

Whereas, Synod has adopted new methods of fundraising for missions and missionaries, and

Whereas, IDE has a long history of supporting missions and missionaries, both foreign and domestic, as evidenced by the Treasurer's Report to the 2015 ID Convention, be it

Resolved, that congregations prayerfully consider their stewardship obligations to the church at large and to our Lord, and be it further

Resolved, that the congregations continue and increase their current practice of giving to missions and missionaries, both foreign and domestic, and be it further,

Resolved, that IDE congregations be encouraged to increase their contributions to Synod through IDE by 2% a year until such time as, if funds are available, IDE can contribute 20% of its annual budget to Synod, and be it finally

Resolved, that IDE continue the practice of submitting surplus funds to Synod on an annual basis.

Adopted 6/27/2015

Floor Committee 2: Theology and Mission

Overture #2.01 - To Establish Promote and Support the Iowa District East Missions Sunday

WHEREAS the Iowa District East has been blessed with the following district missions:
Camp Io-Dis-E-Ca
St. Paul's Lutheran Chapel and University Center (campus ministry at the University of Iowa)
College Hill Lutheran (campus ministry at the University of Northern Iowa)
Deaf Ministry
Chaplaincy at the University of Iowa Hospitals and Clinics
Eastside Mission, Davenport
St. Silas Lutheran Church, North Liberty
New Hope Lutheran Church, Charles City,
Lutheran Family Services and

WHEREAS these missions proclaim the Gospel of Jesus Christ to people from many nations and to those in difficult circumstances, and

WHEREAS these missions are in constant need of funds to carry out their daily work, and

WHEREAS the endowments for Camp Io-Dis-E-Ca, St. Paul's Lutheran Chapel and University Center, and Chaplaincy at the University of Iowa Hospitals and Clinics have a need for continuing support, therefore be it

RESOLVED that, over the next triennium, the Iowa District East, under the direction of the Mission Committee and in consultation with the pastors and boards of each mission, establish, promote, and support an Iowa District East Missions Sunday during the month of April in each year. On these Sundays the congregations of Iowa District East will be encouraged to support district missions through prayers and special offerings that are above and beyond budgeted congregational and district support. Funds may be designated to a particular mission or left undesignated. Undesignated funds will be divided among the missions of the district as decided by the Board of Directors.

Adopted as amended 6/26/15

Overture #2.02 - To Appoint a Task Force to Review and Evaluate the Synod's Dispute Resolution Process

WHEREAS, the 1992 Dispute Resolution Process brought needed and new elements to Synod's Reconciliation Process; and

WHEREAS, the process has been amended over time; and

WHEREAS, there is currently potential for weakness involving conflict of interest and lack of objectivity in evaluating the need for formal proceedings to resolve conflict; therefore be it

RESOLVED, that the President of Synod convene a task force to identify weaknesses in the Dispute Resolution Process and offer suggestions for change to the process, if necessary; and be it further

RESOLVED, that the President of Synod appoint members to this task force comprised of one representative from each seminary, one member of The Council of Presidents, one member of The Commission on Theology and Church Relations, one member from The Commission on Constitutional Matters (CCM), one ordained minister, one commissioned minister, and two laymen; and be it further

RESOLVED, that the task force present its findings, prior to the 2019 Synod Convention to the CCM for review; and be it finally

RESOLVED, that the task force bring its reports and recommendations to the 2019 Synod Convention for action.

Adopted as amended 6/26/2015

Overture #2.03 - To Publicize and Promote the Triennial Circuit Convocations

WHEREAS IDE ByLaw 13.4 states *" 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)"*, and

WHEREAS, it is good that we should jointly gather around The Word and discuss the concerns of the church, therefore be it

RESOLVED, that each Circuit, led by the Circuit Visitor, widely publicize, vigorously promote, and make maximum use of the Convocation as an instrument to enrich our appreciation of the marvelous gifts from our Lord and Savior.

Adopted 6/26/2015

Report of the District President

In the last triennium there have been a few changes to the District Office staff as well as in the district itself. Most of which are a blessing to the Church and at the same time some that present challenges to us. God has been kind to us over our many years of existence as a district. He is ever true to His promises to hear us when we pray and to supply us our every need. His wisdom is beyond our understanding which is why some of the challenges we face are perplexing. We desire for the Word of God to grow in every place and for the Holy Spirit to add to our numbers according to our bidding. While we may expect this it is not up to our bidding to determine who, where, and how many. This the Lord does when and where He chooses. As Jesus taught in John 4:37-38 "Thus the saying 'One sows and another reaps' is true. I sent you to reap what you have not worked for. Others have done the hard work, and you have reaped the benefits of their labor." It is our focus to continue the sowing of the seed, doing the hard work whether we see the harvest or not. Our task, in the district office, is to assist our Called Workers and Congregations to sow the seed of the Gospel in their localities. The District Board of Directors is elected by the district in convention to carry out this task with prayer, planning and faithfulness to the Word of God as it has been exhibited to us in the Lutheran Confessions.

Changes in the District Office

A plan for restructuring the district office staff was implemented in 2013. Some responsibilities were added to current workers and an additional staff member was brought on board.

Rosanne Mashek had faithfully served IDE for 30 years. We are very grateful for the skill and consistency she brought to this district. With the restructuring proposal Rosanne decided to retire at the end of 2013.

Pam Krog had been responsible for maintaining the Commissioned Roster as well as publication and receptionist. The new restructure has brought the oversight of the Ordained Roster and Commissioned Roster under one position. Pam attends to this as well as is the voice you hear when you call the district office. She has relinquished publication so that she can also be the president's administrative assistant.

Sherry Brendes has and continues to be the business manager but has had her duties expanded. She also serves as office manager taking care of the day to day operations of the facility. The rationale for this changes was to have more local, on-sight oversight of personal and schedules. It has increased efficiency and productivity at the district office as well as allowing the district president to go out into the district more often.

Rev. Dean Rothchild has been responsible for many duties in the district over his many years. His position as assistant to the president is mostly occupied with the "Proclaiming Christ Jesus" campaign. This campaign supplies the budget line the district uses for congregational planting and mission starts. With the blessing of this work we have been able to supply St. Silas Lutheran Church in North Liberty with funding to do mission work there. We are also looking at assisting New Hope Lutheran Church in Charles City with the ability to Call their own pastor and further the mission work in that area. Dean continues to assist with committees, conferences and convention preparation.

The newest addition to the staff is Jonathan Kohlmeier. Jonathan came to us after a thorough search and interview process. We are deeply blessed to have had him led to us for service in the Church.

Jonathan is our technology expert and had taken over the responsibilities of publication and resources. Some of the most noticeable contributions he is making are in the upgrades to our district website. He has also advanced our resources to the Church with the organization and publication of the district devotionals that are for use during the seasons of Advent and Lent. He also oversees the hardware and software used here in the district office computers and office machines. He is able to step in and lend a hand when needed for any of the office positions.

The other new name on our staff is Jeff Pool. With the retirement of Lois Warnshultz from assistant to the president in charge of education we looked at filling the position with a person qualified to fill both the elementary and pre-school duties. Jeff had recently retired after many years as a Lutheran School principal and graciously accepted our offer to come to IDE and serve here as our education executive for all our education needs.

District Changes

There was one change in the district over the past three years. It is one change we wish we would not see but none-the-less does happen all across the Synod. One of our congregations voted to disband and the membership be assimilated into neighboring LCMS congregations. Good Shepherd Lutheran Church in West Union, Iowa held its last Divine Service in January of 2013. They had worked hard to sow the seed in that community for over twenty years. To no fault of their own the membership was not able to support the cost of a pastor and facilities. The Holy Furnishings of the chancel were collected and are now in use at St. Silas Lutheran Church in North Liberty. It was a sad day for the faithful membership when they bid farewell to the gatherings in that place. Their joy comes in knowing that the seeds they sowed will be harvested by the Lord of the Church when and where He chooses. They also know that the Holy Vessels of their Sanctuary are still in use among God's Holy People.

The Synod is reporting the same challenges we are beginning to experience in IDE. What used to be many family farms twenty years ago is now becoming one or two corporate farms. The demographics are showing a decline in rural population. The causes are multiplex. There are fewer children being born to families. Younger families are not moving to rural areas. The labor force is becoming more and more technologically based. Employment for such work is moving population to the urban centers of the country. As our congregations age without new births to replace those who have been transferred to the Church Triumphant we face more challenges. The cost of upkeep of facilities, personal (salary and benefits) are ever on the rise. The Synod Council of Presidents are not ignoring these issues. They meet and discuss ways in which we may maintain a presence where our churches exist. We wish to see our congregations feed the faithful as well as seek and save the lost rather than disband. We are willing to work with our congregations within reason to support and supply their needs that we not lose our presence.

Blessings

I wish not to give the indication that the challenges set before us are insurmountable. Our Lord is a gracious God who never takes His eye off of us and will never abandon us. He knows our needs, He knows our supply, He does not delight in the death of the wicked. It is His will that "all men come to know the knowledge of the Truth and be saved." We lean on Him, count on Him and remain faithful to what he gives us for the sake of sowing His seed in our communities. We have many blessings for which to give thanks. IDE has very few vacancies. At the writing of this report we have two and they both have Calls sent out being deliberated upon. Our Pastors are well trained, solid preaching, care takers of your souls. They shepherd faithful and conscientious congregations who gather each week to receive God's precious Gifts in Divine Service.

We are blessed to reflect the very face of Christ in and through our own faces. We do this to our fellow members, our neighbors living around us, to the friends who recreate with us and our co-workers who see us every day. To all who cross our path we are the face of Christ to them for the sake of the Kingdom of God. We are blessed to invite anyone to “Come and See”. Come and see the assembly of the faithful. Come and hear the Word of Truth. Come and be, along with us, the righteous of God through faith in the Blood of His Son Jesus Christ.

Report of the First Vice-President

It is with a sense of thankfulness that I have served as the first V.P. of the IDE. As first V.P. my duties are to assist the District President as he desires and act as his representative in the event that he cannot be present. During my tenure I have been asked to represent the D.P. by conducting call meetings and installation services. I have accompanied the D.P. as an advisor at meetings with congregations and offered counsel to help resolve certain conflicted situations. Now that my service as 1st V.P. has reached the maximum 4 terms, I can leave this position knowing that we are headed in a positive direction. God has blessed our district with faithful pastors and devoted laymen who care about right doctrine and practice and who show the love of Christ to the world. I have been extremely pleased with the leadership and direction offered by our District President. He places God’s Word first and foremost in his duties. He is a theologian, not a politician. I leave my position as Pres. Saunders’ first V.P. confident that God will continue to enrich our district with His Word of life and gracious sacramental blessings.

In Christ,
Rev. Matthew Rueger Ph.D.

Report of the Second Vice-President

It has been my privilege to serve the District since the 2009 convention as 2nd Vice President, having been re-elected in 2012. Duties of the 2nd VP have included attendance at the regular Board meetings, serving as the liaison and attending meetings of the Board for Congregational Services, and occasional duties at official events such as installations. Reflecting on the issues of my first term in office versus my second term, one of the most noticeable changes is the improvement of our financial picture over the last six years. Our District has made great financial progress since my 2012 report with the Camp on much more secure financial footing, the paying off of some District loans, and the anticipation that all but one small outstanding debt will be paid off by 2017. District meetings have been shorter, with more time for mission and ministry issues, including the new mission in North Liberty. 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.

A Servant of Christ,
Rev. Daniel Krueger

District Secretary's Report for the Board of Directors

During the last Triennium the Board of Directors (BOD) 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 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 our theme of "Mission: The Church in Motion" through the doctrine and practice of various District entities. The BOD's 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, liaison to the Worship Committee
- Rev. Dr. Matthew Rueger, First Vice President and Chairman of the BOD
- Rev. Daniel Krueger, Second Vice President, liaison to Stewardship and Congregational Services Committee
- Rev. Mark Brase, District Secretary, District Bylaw Committee Chair
- Mr. Corey Nuehring, District Treasurer, Investment Committee Chair
- Mr. Dennis Duwe, lay member, liaison to the Mission Committee
- Mr. David Eastburn, lay member, Office Committee Chair
- Rev. Michael Scudder, pastor at-large member, liaison to the Camp Board
- Mr. Ben Venteicher, commissioned member, liaison to Youth Committee
- Mr. Paul Zoske, lay member, liaison to the Schools Committee

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

- July 2012 – Review 2012 District Convention Resolutions
- October 2012 – Appointed Peter Hoft as Assistant Secretary
- January 2013 – Approved the electronic publication Theological Journal for the Church
    - Submit the memorial "To Fund Missionaries Fully" to 2013 LCMS Convention
- April 2013 – Approved District office reorganization
- October 2013 – Recognized Rosanne Mashek for many years of service in the District Office
- July 2014 – Approved expanded hours for UIHC Chaplain Michael Musick
- October 2014 – Approved the 2015 budget including direct support for LCMS missionaries Rev. Dan Johnson, Rev. Arthur Rickman, Rev. Michael Parris and Rev. David Warner, as well as committing to support the newly formed Lutheran Church of Spain.

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 "Mission: The Church in Action" for and through each of us. To Christ alone be the glory!

Respectfully submitted, Rev. Mark Brase, IDE District Secretary

Report of the Assistant to the President

Our convention sub- theme is Mission: The Church in Action. The Bible passage which was chosen is Acts 1:8, “but you shall receive power when the Holy Spirit has come upon you; and you shall be My witnesses both in Jerusalem, and in all Judea, and Samaria, and even to the remotest part of the earth.” All of the witnesses are gone but the Church and her mission remains. The Church is sent to proclaim the message of Christ Jesus, crucified and risen for the justification of the world. The Church never has to wonder what her mission is but must be faithful in engaging the world with the Gospel and thus be “The Church in Action.”

So what does that look like in your location? How does Christ’s mission flow from the altar and pulpit where His people are fed and sent out into the world? It has a unique look in every place where God’s people are gathered as a church throughout our District. It is the same Word and Sacraments which forgive sins and then sends God’s people out into the world where the gifts have their fruition.

As a District there are certain things that we have committed to do together. While it was in the planning stages at our last convention, St. Silas Lutheran Church was formed and received into Synod in January of 2014. They have a good location in North Liberty and Pastor Andy Richard continues to faithfully preach God’s Word and administer the Lord’s Supper each Sunday. They are receiving subsidy from the District to help them get established.

Our last convention authorized the Proclaiming Christ Jesus capital campaign to help with new church starts in the District. The goal was a minimum of $600,000 over 5-7 years. As of this writing we have received a total of $501,000 in gifts and future intentions. We thank God for the generosity of congregations and individual donors who have contributed to this. The District mission committee continues to look at other possible new mission starts.

Mission: The Church in Action shows itself in a variety of missions that we do together. On Saturday of the convention our District missions will each be giving a short report of the work which they are doing. I will give a brief summation of each of them at this time.

Lutheran East Side mission is being served by Pastor Dave Anderson and by Jeannie Mirfield. The mission also has a whole host of volunteers who help in the many tasks. The mission gathers for the Divine Service each week. Other activities include: Ladies Bible Study, the after school program, Junior/Senior High School Youth Program, The ESL program, in the Spring they host a Spanish Bible study. They also host and eight week Children’s summer program. They have a food pantry which is open the fourth Sunday of the month. They also operate a clothing closet. This is a faithful mission which exhibits The Church in Action, in areas of Witness, Mercy, and Life Together.

College Hill Lutheran in Cedar Falls is a congregation which serves the students attending UNI. Rev. John Wegener will be celebrating 8 years of service shortly after our convention ends. They have been blessed with good student leaders. Not only does the permanent congregation receive the gifts of God on Sunday mornings but also those who are students at UNI. For the past number of years some of the students have engaged in some sort of mission service event over their spring break.

Rev. Max Mons has served at St. Paul’s Chapel in Iowa City since July of 2001. They have excellent student leadership as well. I had opportunity to teach a Bible Class at the Chapel back in December. I was informed that three of the young men in attendance were planning on attending the seminary.

Our two campus ministries have been fertile grounds for encouraging young men to attend the seminary. I can think of three pastor’s serving in our district who were active in our campus ministries while in college: Rev. Chris Gorshe and Rev. Chris Lockie are products of College Hill Lutheran and Rev. Troy Peperkorn was involved at St. Paul’s Chapel. God be praised for our campus ministries!

We are blessed to have Camp Io-Dis-E-Ca sitting in the middle of our District. This is a solid Lutheran Camp which has excellent leadership and a committed Camp Board. Many physical improvements have been made over the last years and the Camp usually serves as the meeting place for our Fall Pastor’s Conference. Hats off to Camp Director Daniel Sanchez and Site Manager, Mr. Paul Moritz. The Pastor of the week program continues to provide excellent spiritual guidance each week. Consider having your Pastor serve in that capacity as it is a wonderful opportunity to interact with the youth of our district.

We rejoice that Our Redeemer Lutheran Church in Independence celebrated their 25th Anniversary this past November. I was privileged to be able to preach at that service. Our Redeemer had been receiving subsidy for a number of years to help with their cash flow for the loan on their building but they decided that was no longer necessary at the end of 2013. We rejoice with them and thank God for the shepherd they have in Rev. Michael Holmen who also serves Peace Lutheran in Oelwein.

Due to the lack of access to the prison in Fort Madison we no longer have any district sponsored ministry to the prisons in Iowa East. We thank God for the ministry that Pastor Steve Rasmussen was able to provide over the years. Pastor Rasmussen and DeEtta are still operating "The Sanctuary" which is a transitional setting for those transitioning from prison life back into society.

Rev. Michael Musick of Luzerne has been providing visitation at the UI hospitals for a number of years. He is putting in 20 hours a week. We are grateful that LCMS people can be served by an LCMS chaplain.

It is a wonderful service that we can provide but is no substitute for the calls on members by their own Pastor. Our members need to be sure that they register as LCMS when they enter the hospital.

New to our District budget in 2015 was a line item to help provide worship space for the Lutheran congregation in Saville Spain. We are also providing direct missionary support for four missionaries, three of whom were called by the Office of International Mission from congregations in our District to serve in other places: Rev. Dan Johnson, Catechist to Russia and the Baltics, Rev. Mike Paris, Macau, and Rev. Arthur Rickman, Latin America and the Caribbean. Rev. David Warner is now serving as a missionary to Spain and will be working with all of the congregations in Spain.

We have also developed a new workshop called Caring for the Absent Saints which I have been able to present in a number of congregations and circuits. I have been privileged to serve here in the District since 2002. We never lose sight of the promise of Jesus. "And I say to you that you are Peter, and upon this rock I will build My church; and the gate of Hades shall not over power it." Matthew 16:18. It is with that promise that Mission: The Church in Action goes forth until Christ's return on the last day.

Rev. Dr. Dean F. Rothchild,
Assistant to the President and Director of Proclaiming Christ Jesus Campaign.

Report of the Part-time Assistant to the President for Schools

Christian Education: Who we are!

The history of the LCMS is dotted with the reports of how our school at all levels have contributed to spreading the gospel throughout this country. From our Zion on the Mississippi days to church / home / school partnerships of the early 2000's, The Lord has blessed and changed lives through Gospel ministry led by teachers and principals from the preschool to college level. And many of our current leaders of the church come to us as a result of their grounding in this process. LCMS Christian education agencies also develop good stewards of God's Kingdom through developing good family, church, community and governmental leaders. Our prayers go out to the Lord to continue to provide both quality leaders and teachers to raising an educated laity in the church to carry out the Great Commission. As I travel throughout IED schools at all our levels and receive called leaders from our colleges to serve our congregations, I am impressed by several aspects of ministry that are common throughout our schools. Faithfulness to the calling to teach the Gospel and Doctrines of our faith in their full and unaltered state provides a shining "City on a Hill" example in this day of so much false teaching in our world. When our Lord Jesus said "I am the way, the truth and the Life", that promise set the stage for His day and ours – for Christians in every age. We can thank the Lord that our teachers and leaders in 2015 are still engaged in teaching God's true Gospel message, and I can verify they are deep into this task. As our National Lutheran School Accreditation process results

show, we are succeeding in giving a n excellent God-based education in secular endeavors as well. That is where teaching and mentoring church and community leaders is so crucial. “Blessed is the nation whose God is the LORD” is as true today as in Old Testament times, and “Raise up a child in the way he should go and when he is old, he will not depart from it” is a promise valid for all time, and which will be fulfilled through parents, teachers and other Christians. May God continue to bless our IDE education efforts to remain true to God’s Call.

About Jeffrey Pool

Who is this guy? I am happy to serve Iowa East as ATTP (Assistant to the President) in education. I come to you from Texas, where I served congregations and schools in Colleyville (DFW) and McAllen (South Border), In my 40 years of service , I was blessed to serve as teacher, principal. congregational and pastoral assistant and camp director in Missouri, Wisconsin, Minnesota, Ohio and now Iowa in many functions. My wife Karen and I worked in many schools and preschools together. She is teacher trained and is now caring for 2 of our 6 grandchildren in our home in Vinton. Our sons (3) live in Haltom City and Hurst, Texas and Vinton. We enjoy travel and outdoor activity, and I may show up at your site on my motorcycle in good weather. I stand ready to assist your congregation in all aspects of Christian Education, including the development of new schools and preschools. We are members of St. Mark, Garrison.

What’s he doing? Pursuant to my role in education, much of my time is spent in support of the schools of our District. I have visited or will be visiting all the schools and preschools of the District to verify their mission to serve the Lord. I try to answer their questions on school procedure and attend Synod and Iowa Association of Christian Education and Lutheran Education Association meetings, meet with other education directors of other Districts and with worker placement directors in our colleges. I work out of a home office in Vinton 319-784-7636 And dcejeff@yahoo.com or through the District Office with very capable assistance of Pam Krog and the other staff.

Please call or email if I can assist you. I also serve on the Professional Worker Fall Conference, Principal’s Conference, and Preschool Worker Conference Committees to plan and offer quality training for Iowa East and West District Workers each year. I will be searching for new opportunities to assist schools and workers, and appreciate your prayers for the work of our preschools and schools.

Circuit Reports

Benton Circuit #001

The ten IDE congregations within Benton County make up our circuit. We give thanks to God as He continues to bless our people with forgiveness, life, and salvation, given in His Word and Sacraments within our churches, and for the blessings He brings through Christian education at Central Lutheran School in Newhall, and in preschools at Trinity, Vinton, and First, Belle Plaine. During the summer of 2012, two churches in our circuit welcomed new pastors, both of them recent graduates of Concordia Theological Seminary in Fort Wayne. B. Andy Wright was installed at St. John, Keystone, on July 29, 2012, and Stephen Preus was installed at Trinity, Vinton, on August 5, 2012. Churches observing anniversaries in the past triennium include: Trinity, Vinton—90 years, celebrated on June 8, 2014; Zion, Shellsburg—75 years, celebrated on September 28, 2014; and Grace, Blairstown—100 years, celebrated on October 26, 2014, with Rev. Dr. Dale Meyer as their guest preacher. During the current year, both St. John, Keystone, and St. Andrew, Van Horne, plan to observe their 120th anniversaries. In 2012, Grace, Blairstown, celebrated Rev. David Rempfer’s 25th anniversary as their pastor. Likewise, in 2014, St. John, Newhall, celebrated Rev. Steve Rempfer’s 25th anniversary as their pastor. Significant milestones were also reached by some of our churches’ musicians. In 2012, Joan Offt celebrated 50 years as choir director at Grace, Blairstown. In 2013, organist Jolene Blanchard celebrated 50 years of service

at First, Belle Plaine. St. Stephen's, Atkins, underwent a building expansion project in 2014, breaking ground on June 15 for a fellowship hall, multi-use room, canopy, and parking lot. The new addition was dedicated on November 30. Zion, Shellsburg, added a wheelchair ramp and entrance to their building in 2013.

Respectfully submitted, Rev. Mark Leckband, Circuit Visitor

Cedar Rapids Circuit—North #021

The Cedar Rapids North Circuit continues to joyfully serve the LCMS members and the surrounding community with the precious message of the Gospel of our Lord and Savior Jesus Christ. The Circuit consists of several congregations in Cedar Rapids as well as the surrounding communities of Mt. Vernon, Hiawatha, Marion, and Center Point. The congregations and their pastors are: Concordia, Cedar Rapids(Brad Brown), King of Kings, Cedar Rapids-Robins(Mark Halvorson), St. John, Center Point (David Hansen), St. Paul's, Marion (Greg Williamson), St. Paul's, Mt. Vernon(Sean Hansen), Word of God, Cedar Rapids(Tim Eckert) and Zion, Hiawatha (Dan Krueger and Pat Kane). Tim Eckert was installed as pastor of Word of God in 2014, and Pat Kane as assistant pastor at Zion in 2014 after fulfilling requirements of the SMP program. Rich Balvanz at King of Kings is also part of the SMP program. In addition to our pastors, including many emeriti who assist at several of the congregations, we are blessed with several commissioned and other fulltime church workers, including several DCEs, Directors of Outreach and others. Several of our congregations operate thriving pre-schools. During the past three years several congregations have made significant improvements to their physical facilities, and one is in the planning stages of a major addition.

The Circuit continues its practice of meeting seven times a year with the pastors and workers of the Cedar Rapids South Circuit for worship, Bible study, topical study and casuistry discussions. These Circuit Conferences continue to be a source of great blessing to as we are strengthened in our various ministries.

Respectfully submitted, David L. Hansen, Circuit Visitor

Cedar Rapids Circuit—South #022

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

2012

- In May of 2012, Candidate Andrew Richard (CTS) was called to St. Paul's Lutheran Chapel to serve as Assistant Pastor for Church Planting in North Liberty. He was ordained and installed on July 1, 2012.
- The planting of St. Silas Lutheran Church, North Liberty began in July of 2012.
- Dcs. Jennifer Miller was granted a peaceful release from her call at St. Paul's Lutheran Chapel in order to pursue more full-time motherhood in August of 2012.
- In August 2012 Rev. Michael Erikson was installed as pastor of Bethany Lutheran, Cedar Rapids.

2013

- In August of 2013 Rev. David Renfro was installed as senior pastor of Trinity, Cedar Rapids.
- In September of 2013 Rev. David Miller, assistant pastor of Trinity, Cedar Rapids, accepted a call to The Lutheran Church of the Ascension in Atlanta, Georgia.
- In the fall of 2013 St. Silas Lutheran Church, North Liberty was welcomed as a congregation of synod.
- In December of 2013, Rev. Andrew Richard, assistant pastor for church planting, St. Paul's, Iowa City, accepted a call to serve as pastor of St. Silas Lutheran Church, North Liberty.
- In 2013 the circuit studied scriptures from the lectionary and Christian apologetics.

2014

- In January of 2014, St. Silas Lutheran Church was dedicated and Rev. Andrew Richard was installed as pastor.
- The circuit continued its study of scriptures from the lectionary, Christian apologetics, Holy Communion practices and policies.

Respectfully submitted, Rev. W. Max Mons, S.T.M., Cedar Rapids South Circuit Visitor

Clinton Circuit #003

No report submitted at time of printing.

Davenport Circuit #004

The congregations of the Davenport Circuit have experienced very little change in the pastors who have served them since our last district convention. Rev. Karl Fay from Trinity, Davenport accepted a call to the Northern Illinois District. Rev. Chris Lockie, who had served both Immanuel, Davenport and the Davenport Lutheran Home, now serves full-time at Immanuel. Rev. Chris Neuendorf has taken on the responsibilities of serving the Lutheran Home as well as serving Holy Cross, Davenport. Rev. Tim Eckert, Word of God, Davenport is now also serving Word of God, Cedar Rapids. Rev. Bob Bartel, who had been serving as senior pastor at Parkview, Eldridge stepped into the associate pastor role and Rev. Peter Hoft was recently installed as senior pastor. Trinity, Davenport welcomed Tony Dixon, DCE and Our Savior, Bettendorf bid farewell and Godspeed to Larry Yockum, DCE and recently installed Eric Brei, DCE. Since our last convention, Risen Christ completed an addition to their facility and Parkview approved a project to renovate and expand their facility. Trinity recognized 145 years of God's blessings and is currently in the process of determining how to provide additional space for their school ministry. Lutheran East Side Mission celebrated their 25th anniversary in 2014. Pastor Dominguez from the Rock Island Circuit is doing some work with Hispanics at the East Side Mission in Davenport. Our circuit meets on the second Tuesday from September to May and usually follows the traditional outline of worship, exegetical study, doctrinal or topical study, casuistry, and lunch. The Davenport and Clinton circuits have also joined together to meet at St. Paul, Bennett the past couple of years and invited President Saunders to lead us in our doctrinal study. Other guests to the Davenport Circuit have included: Rev. Robert Riggert, representing LCEF, Dr. James Lamb, Lutherans for Life, and Rev. Peter Mueller, an active duty chaplain stationed at the Rock Island Arsenal. Finally, at our most recent gathering, discussion began on how together we could celebrate the 500th anniversary of the Reformation

Respectfully submitted, Rev. Michael Vokt, Circuit Visitor

Dubuque Circuit #005

The congregations of the Dubuque circuit thank our merciful Triune God for the rich and abundant blessings He bestows through Word and Sacrament. Our circuit is comprised of two congregations in Dubuque, and one each in Monticello, Delaware, Manchester, Sherrill, Guttenburg and McGregor. During the last triennium Candidate Jon Crawford was installed as Pastor at St. Paul, Dubuque, and Candidate Andrew Preus was installed as Pastor of Trinity, Guttenburg and St. Paul, McGregor. We thank the Lord for the gift of pastors who tend the flock entrusted to their care by proclaiming His Holy Word in all its truth and purity and by the right administration of His Holy Sacraments.

Our Winkels have included an ongoing study of Dr. Walther's "Law and Gospel", an exegetical study on the Gospel reading for the coming Sunday, and casuistry issues. The pastors and congregations of the Dubuque

circuit readily acknowledge the Lord's unmerited goodness to us and 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 Visitor

Eldora Circuit #006

The last three years have been very active for the Eldora Circuit. Two new pastors were ordained and installed into congregations within the circuit; Pastor Travis Berg at St. Paul Lutheran Church in Latimer in 2013 and Michael Kearney at St. Paul Lutheran Church in Alden and St. Paul Lutheran Church in Buckeye. Immanuel Lutheran Church in Iowa Falls and Trinity Lutheran Church in Hampton have continued participating in the vicarage program. The circuit has begun having circuit forums twice a year to discuss theology and its practice as an attempt to continue to reflect the unity we have in Christ Jesus, to encourage faithfulness to the scriptures and Lutheran confessions. So far two have taken place, one of them discussing worship, and the other one discussing premarital cohabitation. These forums have been well attended by pastors and elders and have provided good discussion. I am blessed to be a part of such a wonderful circuit.

Respectfully submitted, Karl Bollhagen, Circuit Visitor

Marshalltown Circuit #007

The Marshalltown circuit of the Iowa District East and its eleven member congregations enjoyed relative stability during the past triennium. Two pastors joined our circuit; Rev. Alex Post of Redeemer, Marshalltown and Rev. Greg Hyatt of St. John, Melcher-Dallas/St. Paul, rural Lacona. The circuit pastors continued to meet monthly to study scriptures and Christian doctrine. In May of 2014 Clemons Lutheran Day School brought to a close its years of ministry to the community and Lutheran families in the area. Trinity Lutheran Church of Knoxville, likewise, at the completion of the 2013/14 school year discontinued its preschool program.

Respectfully submitted, Rev. Joel T. Picard, Circuit Visitor

Mt. Pleasant Circuit #008

The Mt. Pleasant Circuit of Iowa District East remains solidly grounded in Word and Sacraments and its pastors and lay people continue to provide leadership to our district. The circuit currently consists of nine congregations, seven active pastors, and two retired pastors. One congregation, Messiah, Keokuk is served by a pastor who is a member of the Central Illinois District. Trinity, Ottumwa is vacant. Four of our congregations operate preschools: Zion in Wilton, Concordia in Burlington, Faith in Mt. Pleasant, and Immanuel in Fairfield.

The following have occurred in the past three years: Trinity, Ottumwa was transferred to our circuit during the previous convention. Their pastor, Mathew Andersen, resigned last summer and they have been busy updating their constitution and parsonage as they wait for a new graduate. Immanuel, Fairfield had their facility damaged by fire. It has since been restored. Pastor Josh Reimche of Wilton took a call to North Dakota. He was replaced by Pastor Duncan Sprague who came to us from the Rocky Mountain District. Rev. Dennis Arndt, a retired pastor, transferred to the Davenport Circuit. Two of our congregations, Faith in Mt. Pleasant and St. Paul in Wapello, celebrated their 75th anniversaries in 2014.

The Mt. Pleasant Circuit is likely to fall below the threshold for an electoral circuit in the near future. The circuit’s pastors hope that, should this occur, they can be paired with another, rural circuit for representation at the next convention of the Synod.

Respectfully submitted, Rev. Dr. Chris N. Hinkle, Circuit Visitor

St. Ansgar Circuit #009

God continues to shower His blessings upon the nine congregations of the St. Ansgar Circuit. A number of significant changes have occurred in our circuit since the last convention. We are pleased to welcome a new congregation into the LCMS and our circuit. New Hope Lutheran Church in Charles City was formed during this past triennium. They are currently being served by Pastors Daird Korth and Clarke Frederick. Rev. Michael Parris accepted a call to serve as a missionary to China. St. Peter, Riceville, called Rev. Christopher Gorshe to succeed Pastor Parris. Rev. Bruce Miller retired from Messiah Lutheran Church in Mason City. Rev. Clarke Frederick serves Messiah as their vacancy pastor. Rev. Ryan McDermott, who was the pastor of St. Peter, Elma, was called to be a missionary to Ghana. Rev. Daird Korth came out of retirement and accepted the call to St. Peter, Elma. Ronda Dedor is the new director of Sunbeam Christian Childcare and Preschool at Bethlehem. The brothers of the circuit continue to meet monthly to study and encourage one another.

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

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 a topical study related to the Lutheran Confessions.

These last three years have seen a few changes to the circuit. The Rev. Edward Killian and the members of Faith, Waterloo dedicated their new nave and sanctuary on October 19, 2014. Rev. Gerald Kapanka and the members of Immanuel, Waterloo have changed locations. Groundbreaking for their new building took place in Cedar Falls on October 26, 2014.

Respectfully submitted, Reverend John H. Wegener, Circuit Visitor

Westgate Circuit #011

Called by God to one faith and one baptism, and led by the Confessions of the Lutheran Church to one expression and proclamation of that faith, the churches of the Westgate Circuit dwell in and enjoy brotherly unity, making life in the Westgate Circuit pleasant like “the precious oil on the head, running down on the beard, on the beard of Aaron, running down on the collar of his robes” (Psalm 133). Monthly conferences of the Circuit pastors are marked by fruitful study of God’s Word and the correct interpretation of the same, resulting in the blessed mutual conversation and consolation of the brethren.

Annual Circuit Reformation Festivals draw capacity crowds and have allowed us in recent years to hear the word of God preached by such dignitaries as LCMS Vice-President, Rev. Herbert Mueller, II and our District President, Dr. Brian Saunders.

Participating in the mission of our Lord, we operate several campus ministries for the college students within our circuit: at Wartburg College in Waverly, Upper Iowa University in Fayette, and Luther College, in Decorah. Internationally, we keep informed and involved and will be especially active in supporting the Church in South Sudan when our Pastor Michael Holmen of Oelwein and Independence travels there in October, 2015 to teach at the Lutheran Seminary.

God’s grace continues to be manifest among us and we will celebrate that by observing significant anniversaries this year: St. John, Spring Fountain - 140th; St. Peter, Westgate – 130th; St. Paul, Fredericksburg – 125th; and St. Paul, Sumner 100th;

Members of Good Shepherd Lutheran Church have joined other nearby congregations, so the congregation was disbanded in this last triennium.

Respectfully submitted, Pastor Ronnie Koch, Circuit Visitor

Williamsburg Circuit #012

The Williamsburg Circuit consists of ten congregations with eight pastors serving. During this past triennium, Rev. Nicholas Huelsman resigned from the ministry and Rev. Carl Cloeter retired. Graciously, the Lord added to our circuit Rev. Andrew Gray in June 2012, Rev. Stuart Rethwisch in March 2014, and Rev. Thomas Ogilvie in December 2014. We give thanks to the Lord of the church that each congregation in our circuit is now served by her own rightfully called pastor and thus we have no vacancies in the circuit.

On the second Tuesday of the month, the pastors of the circuit gather for theological study, casuistry, and circuit business. Our theological study consists of a topic, a confessional writing, and an exegetical study. Our topic has consisted of Werner Elert's Eucharist and Church Fellowship in the First Four Centuries and Hermann Sasse's Letters to Lutheran Pastors. Our confessional study has been an examination of the Augsburg Confession while, at the same time, studying the response from the Roman Catholic Confutation and then the Lutheran reply from the Apology of the Augsburg Confession.

Each year our circuit hosts two special services. On Good Friday, the circuit hosts the three hour service called Tre Ore with all of the pastors participating. The circuit has also maintained the tradition of hosting a Reformation Service on the last Sunday in October. During Lent, many of the pastors participate in a Lenten rotation.

The circuit sponsored a Day of Theological of Reflection in September 2012. The topic was First Communion prior to Confirmation. The pastors of the circuit served as the presenters. In addition, the circuit has hosted convocations each year with the Marshalltown circuit. Rev. James Strawn speaking on Fatherhood, and Professors Okamoto and Lewis from Concordia Seminary lecturing on preaching, have been our presenters.

In 2001 the circuit adopted a mission outreach, Seeds of Faith, to local migrant Hispanic workers and their families. This outreach includes VBS activities for the children and conversation among the adults. Anyone fluent in Spanish is welcome to assist us with this mission.

We give thanks to God for the many blessings that He has showered upon our circuit: for His continued promise to remain among us through His word and sacrament; for the faithful pastors serving the congregations of the circuit; for the dedicated teachers of Lutheran Interparish School; and for the saints of this circuit. Thanks be to God.

Respectfully submitted, Rev. Gary Sears, Williamsburg Circuit Visitor

Reports of IDE Committees

Archives Committee

During the 2012 District Convention, 12 congregations took advantage of an offer by the archivist to have their church records photographed, images burned to a compact disc (CD), and a CD copy presented to the participating congregation. Since our district has a history of congregations experiencing facility fires (St. John-Clinton 1939; Messiah-Keokuk 1944; St. John-State Center 1945; St. John-Osage 1946; St. Paul-Luzerne 2001; Immanuel-Fairfield 2013) I encourage IDE congregations to take advantage of having their records (Baptisms, Marriages, Deaths, Official Minutes of Council & Voters' Meetings) duplicated and stored in a location separate from where the originals are kept.

A reading library has been established on the ground floor of the District Headquarters. The following periodicals are on the shelves: Der Lutheraner (Vol. 1-1884 to Vol. 93-1937 complete; and some issues from 1938 to 1974); Lehre und Wehre (Vol. 1-1855 to Vol. 61-1915 complete; and some issues from 1922 to 1928); The Lutheran Witness (Vol. 14-1895 to the present); Quarterly of Concordia Historical Institute (Vol. 1-1928 to Vol. 82-2009).

With a goal of writing a history of disbanded IDE congregations, the following have been completed: Center Grove Lutheran (1861-1921) in Center Township of Clinton County; Immanuel Lutheran (1900-1965) in Olive Township of Clinton County and can be viewed at the History Section of the IDE Web-site.

Shortly after the 2012 District Convention, a project was started in collecting a photo of both the exterior and the sanctuary of each IDE congregation. A “slide” show of those photos will be shown at the IDE Archives display table during this convention.

An index has been compiled of the articles found in the Concordia Historical Institute Quarterlies located in our Headquarters Reading Room Library. An Index of District Resolutions recorded in all available Convention Proceedings was compiled. Old congregation constitutions were transferred from the Office of the Secretary to the District President to the congregation files kept in the Archives. Some projects in progress are: Creating a photo gallery of every pastor who served an IDE congregation; Collecting pictures of IDE congregation facilities prior to the present day. The list of LCMS clergy obituaries continues to be up-dated for Concordia Historical Institute and obituary notices of Ordained and Commissioned Church Workers are being filed in our Archives. Four boxes of Lehre und Wehre were donated to our Archives by Concordia-River Forest, Illinois, in 2014. With the encouragement of Concordia Historical Institute in St. Louis, your archivist has taken up the task of indexing all volumes of Der Lutheraner, a job that will take many months.

When I began serving as archivist in 2005, there was an Archives Committee with serving term limits. At present, there are no members on this committee due to no urgent need for assistance. The Board of Directors has done away with limited archivist terms and now leaves renewal open-ended according to the archivist’s willingness and ability to serve.

Submitted by: Allen E. Konrad, Iowa District East Archivist

Stewardship and Congregational Services Committee

During the past triennium the Board for Stewardship and Congregational Services have continued to focus primarily on developing yearly conferences that are designed to help the congregations of Iowa District East.

In 2013 no conference was held. Rev. Michael Holmen was appointed as chairman to replace Rev. Joshua Reimche, the former chairman, who took a call in the North Dakota District.

On April 26, 2014 a “Church Leader Conference” was hosted by Bethany Lutheran Church, Cedar Rapids. This conference covered many different topics that are relevant to the many different leaders in our congregations and schools. There were presentations on health insurance, retirement plans for church workers, accounting procedures for congregational treasurers and an attorney addressed legal precautions congregations may wish to undertake. The conference was well attended and received mostly positive reviews for the attendees.

The Board is currently organizing a “Family Life Issues” conference that will be hosted by Zion Lutheran Church, Hiawatha on April 25, 2015. This conference will address child abuse, domestic violence, and other related topics.

The Board seeks to help the District’s congregations with these areas of congregational life: human care, parish education, stewardship education, and communications.

Members of the Board are: Rev. Michael Holmen (chairman), Rhonda Anderson, Rev. Donald Krause, Rev. Merle Warnsholz, Rev. Daniel Krueger, and Rev. Dean Rothchild.

Constitution Review Committee

During the past triennium, our constitutional committee has examined thirteen congregational constitutions. Of these, four were approved outright, four were approved after making revisions mandated by our committee, and four were given conditional approval. As of November 2014, one constitution was still undergoing revisions before it could be approved.

Our committee consists of: Rev. Tim Eckert, Word of God Lutheran Church for the Deaf, Cedar Rapids, committee chair; Rev. Sean Hansen, St. Paul Lutheran Church, Mount Vernon; and Cheri Cummings, St. Paul Lutheran 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 Constitution Committee (Bylaw 2.2.1). This is equally true of every congregation revising its constitution or bylaws (Bylaw 2.4.1). The Synod's Handbook mandates this action so that the constitutions and bylaws of every congregation may be in harmony with the Scriptures, the Lutheran Confessions, and the practice of the Synod and may not be in violation of Iowa state law.

Congregations should be aware of two significant issues when considering amending their constitution. First, it was recommended in the past that constitutions should protect doctrinal articles by declaring them "unalterable." However, declaring an article to be unalterable is not legally possible. The recommendation now is that amendments to such articles require a three-fourths or unanimous vote instead of the typical two-thirds. This will be a mandatory change for every constitution the committee receives that still uses the "unalterable" terminology.

The other issue is the changing definition of marriage in today's culture. The Synod has recommended that congregations add an article to their constitutions defining marriage as being between one man and one woman. The judicial order that instituted "gay marriage" in Iowa stated that a church's right to define marriage would not be infringed. However, given the number and types of lawsuits on this issue, clearly expressing the Biblical definition of marriage in your constitution would be prudent. Congregations may contact the committee for more information about these issues.

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

1. The Commission on Constitutional Matters of the Synod has published "Guidelines for the Constitution and Bylaws of a Lutheran Congregation" to assist congregations in updating their constitution and bylaws. It may be found at www.lcms.org/ccm under the tab, "Helpful Documents."
2. After the constitution has been amended and has been approved by the voters' assembly, please contact the district office to get the address of the current committee chairman. The committee prefers that the constitution is e-mailed in Microsoft Word format, although a hardcopy may be mailed, also.
3. Our committee will examine not only the amended changes, but also the entire constitution. We will return the constitution with suggestions to improve the format, clarity and meaning of the document. If we identify mandatory changes, the constitution is not approved for use until those changes have been made.
4. Please allow eight to ten weeks for our committee to return each constitution.
5. After our committee has approved the constitution and has returned it to the congregation, the congregation will be given directions regarding submitting an approved copy of the constitution for the district office to keep on file.

Rev. Tim Eckert

Chairman, Constitutional Review Committee

Professional Church Worker Student Aid Committee

The purpose of the Student Aid Committee shall be: “To allocate available financial aid to students from the Iowa District East who are preparing for church vocations in the Lutheran Church-Missouri Synod. To provide assistance to congregations who request help regarding student aid.” The necessary information, eligibility requirements, and application for financial aid can be found online on the Iowa District East website (lcmside.org). Go to the “Resources” tab, scroll down and click “Student Aid and Resources.” New applicants and previous recipients must apply every year. Applications and all necessary paperwork (especially two letters of recommendation for 1st time applicants) must be received no later than June 1st of each year.

During the 2013-2014 academic year, 28 students - who attended 2 seminaries and 5 Concordia Universities - received financial aid. Currently in the 2014-2015 academic year, 20 students -who are attending 2 seminaries and 4 Concordia Universities - receive financial aid. Thank-you to every church and individual in the district who makes this needed financial aid possible.

The funds the district distributes each year come from a variety of sources, but the bulk of the money comes from the yearly operating budget of Iowa District East. Students in Iowa District East are very blessed to have a district that is dedicated to helping defray the ever increasing costs of higher education. In order to continue preparing students for service in the church, I am asking two things. First, if you or your church is currently giving specifically to Student Aid would you please consider increasing the amount you give. Second, if you or your church are not currently giving to Student Aid would you prayerfully consider adding Student Aid to your yearly budget or other special fund-raising events (i.e. monthly door offering, a dinner, etc.). Thank-you.

Please keep the students from Iowa District East, the seminaries, and universities in your prayers. Soli Deo Gloria!

Respectfully Submitted, Rev. David C. Lingard, Chairman

Schools Committee

The Iowa District East Schools Committee meets up to three times each year at one of the district’s eight schools or thirty one preschools to identify and meet the common needs of our Lutheran schools and promote the establishment, development, and maintenance of full-time education agencies (preschools, elementary schools and high schools). The members of this committee are appointed by the Board of Directors and include a principal, pastor, district early-childhood education consultant, layperson, and synodically trained teacher(s). Currently serving on this committee are Mark Grewe (principal), Elyse Wilde (eighth grade Lutheran school teacher), Becky McKinney (preschool director), and Rev. Terry Small (chairman). Mr. Jeffrey Pool serves the committee as the IDE Assistant to the President - Schools and Paul Zoske as the IDE Board of Directors liaison. We thank the others who served during the triennium: Rev. Daird Korth (IDE Assistant to the President - Pre-Schools), the late Peggy Seeber (early childhood consultant), Jon Baumgartel (principal), Chad Holtzman (Lutheran teacher), Deb Pegump (layperson), and Lois Warnholz (former IDE Assistant to the President - Schools).

During the triennium the committee planned summer teacher workshops such as the 2014 “iPad” conference at Trinity, Cedar Rapids to provide teachers an opportunity to earn relicensure credits as well as the early childhood conferences including the 2013 conference with Kim Marxhausen at TLC Preschool in Vinton. The committee also supports the principals conference with Iowa District West, recognizes significant teachers’ anniversaries at their conferences, and gives the faculty of each of our schools a gift at their annual conference. The committee worked with the District Communications and Technology Coordinator, Jon Kohlmeier to find ways to promote our schools and preschools in a variety of digital media.

Respectfully submitted, Rev. Terry Small, Chairman, Schools Committee

Youth Committee

As stated in our newly revised committee policy, "the objective of the Youth Committee is three-fold: To help the youth of the Iowa District East grow in the grace and knowledge of our Lord and Savior Jesus Christ; To assist these youth and those who work with them to understand and rejoice in their participation in the catholic Church; And to help these youth learn, as members of the Body of Christ, to serve the Church, their communities, and the world."

In pursuit of this objective, the committee has worked hard over the last three years to streamline and strengthen district youth events including annual Confirmation, Senior High, and Junior High retreats, as well as a 5th and 6th Grade Gathering and a Lutheran Day at Adventureland. We have worked with pastors from around the district to present clear, Lutheran teaching regarding relevant issues for our youth including apologetics, love and sexuality, and the importance of prayer and the Sacraments in the life of every Christian. From Snolympics to the hotly-contested Spoons Tournament, we encourage fun and fellowship with our fellow believers. The committee is also working on providing online resources for youth and their leaders for use in their congregations and communities.

We continue to seek ways to make our activities accessible to the entire district and welcome your suggestions. And thank you to all who help make our vision into a reality: to Leon Kroemer for his work in coordinating IDE youth attendance at the National Youth Gathering; to Daniel Sanchez and Camp Io-Dis-E-Ca for hosting our retreats; and to all the youth leaders and parents who lead and support our district's youth.

In Christ,

Pastor Hansen

Worship Committee

"The I.D.E. 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… 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." These words from Pastor David Hansen's committee report of three years ago still apply. Much of our effort for the early part of this triennium was taken up in rebuilding after losing a number of excellent people due to rotation out, retirement, and moves out of the district. We have since produced a position paper on "The Use of Screens in Worship," which is available on the district web site. We are currently working on a similar paper on "choirs and instrumentalists." We are also in the process of putting together a workshop for organists, choir directors, and other persons involved in church music and art, to take place this August. We also continue to stand ready to address questions and topics about worship submitted by pastors and congregations, and to provide advice and counsel.

The current members of the committee are: Donna Armbrecht, Anthony Birnbaum (secretary), Rev. John E. Block (chairman), Rev. Jonathan Crawford, Rev. Anthony Dodgers, Karen Godecke, Marilyn Paetz, President Brian Saunders, and Rev. Andrew Wright.

Submitted by Rev. John E. Block

Chairman, I.D.E. Worship Committee

Report of the Staffing Review Committee

Purpose: The purpose of the Staffing Review Committee is to provide a report to the District Convention on the staffing needs of the District Office as well as on any staffing changes that can be made to improve effectiveness. Additionally, the Staffing Review Committee is to examine the historical funding levels that support the District Office.

Recommendations of the 2012 District Convention: The 2012 report of the Staffing Review Committee made several recommendations outlining a series of improvements to the District Convention. These improvements were addressed by the Board of Directors and its Office Committee in the following manner:

1. Historical Funding Analysis: The Board of Directors continually assesses the staffing of the District Office in relation to the budget of the District. Attachment (1) is a three year summary of revenue and expenses of Iowa District East. This budget summary indicates a positive trend line in revenues with congregational

support being essentially flat while assets released from restricted status adds to the revenue expansion over the period. It should be noted that the District Office has been significantly re organized and the expenses associated with the staff have averaged 10.42% of revenues from 2012 to 2014. The expenses affiliated with the Assistant to the President/Mission Executive have averaged 7.32% of revenues over the period. Although Synodical Support payments have not gone beyond $150,000.00 since 2012, the amounts afforded Mission Services within the District have maintained a positive trend and overall debt service has declined markedly. Total debt has gone from $819,410.00 in 2012 to $175,500.00 in 2014. Finally, the use and costs of the District Office building has been analyzed in relation to its value and location. Rooms and space in the building do remain underutilized; however, it has been noted that the location of the headquarters allows access to transportation hubs and better connection to all congregations of the District. The land on which the headquarters building is located is a restricted asset to the District which does not allow for easy deposal and the costs aligned with renting in the Cedar Rapids/Marion environment has a significant impact on the District's budget. In sum, the Staffing Review Committee believes that the present staff organization and level is appropriate in relation to budget expenses and revenues of the District, and that the District should retain the current headquarters building.

2. Staffing: The District Office has undergone a significant reorganization using many of the recommendations outlined in the 2012 Staffing Review Committee Report. Attachment (2) shows the new organizational chart for the District Office. In line with the 2012 Staffing Review Committee recommendations, the District President's secretarial spot was eliminated and an administrative assistant post was created consolidating the tasks handled by two positions in the past. The most serious change was the establishment of an office business manager who is in charge of the District Office thereby freeing the District President from many local duties and allowing him to work for the congregations of the entire district. Finally, a new position has been incorporated into the staff. This is the communication coordinator and webmaster. This post allows for efficiency in communications and better use of technology. In the process of designing this new organization, the Office Committee of the Board of Directors analyzed the position of Assistant to the President-Mission Executive. Several considerations were made:

1. The budget impact for this post is sizeable and can this position better be done by a part time assistant?

2. What exactly do we expect out of the job?

3. What impact would eliminating this spot have on the District, the current incumbent, and the District Office?

In answering these questions, the Office Committee found that the impact on the District and its Proclaiming Christ Jesus capital campaign in particular and the other giving opportunities in general would be significant if this spot was eliminated or made only a part time job. The budget impact of retaining this post is low when balanced against the value of full time fund raising for future church plantings and mission congregation support. Therefore, the Board of Directors accepted the Office Committee recommendation to retain the Assistant to the President-Missions and to expand the portfolio of responsibilities to include human care, disaster recovery, evangelism, and the Proclaiming Christ Jesus capital campaign.

Attachment (1)

SUMMARY OF REVENUE AND EXPENSES

	2012	2013	2014
REVENUES			
Congregational Support	1,221,911	1,185,816	1,274,753
Assets Released from Restriction	85,651	136,650	195,640
Other Revenue	104,432	*207,063	112,825
TOTAL REVENUE	**1,411,994**	**1,529,529**	**1,583,218**
EXPENSES			
Synodical Support	150,000	150,000	150,000
District Mission Services	518,620	589,327	526,763
Mission Executive	109,940	108,462	114,481
District Support Staff	151,666	165,298	154,339
District President	114,006	116,640	123,066
Debt Service	39,362	13,847	*8,622
Other Expenses	241,197	298,913	252,105
TOTAL EXPENSES	**1,324,791**	**1,442,487**	**1,329,376**
TOTAL DEBT	819,410	237,807	175,500

* District hosted conference s and workshops.

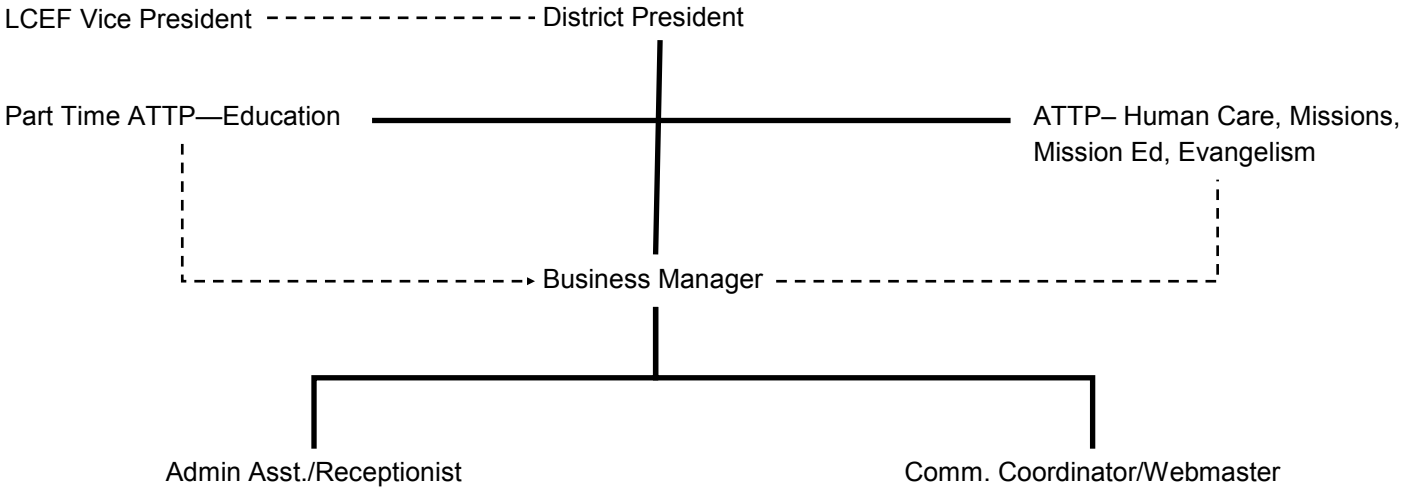
*Paid off Cedar Falls College Hill Student Center/ 2 yr debt payoff program.

Mission Executive 3 year average per cent of total revenue: 7.36%
District Support Staff 3 year average per cent of total revenue: 10.42%

Mission Executive % of Revenue	7.79%	7.09%	7.21%
District Support Staff % of Rev	10.74%	10.81%	9.75%

Attachment (2)

Organizational Chart—IDE District Office



Additions to Job Descriptions:
Admin Asst/Receptionist: Salary Level I, Reports to Business Manager
Comm Coordinator/Webmaster: Salary Level 1, Reports to Business Manager
Business Manager: Salary Level II, Office Manager responsibilities (performance reviews, approval of sick days and vacation days, organize and manage time and tasks in the office in response to the District President.
Notes:
Solid lines are direct reports and lines of authority
Dotted lines are points of coordination in order to complete tasks given by the District President.

Camp Io-Dis-E-Ca

The mission of Camp Io-Dis-E-Ca has never had the opportunity to be more impactful than in this moment. A recent study shows that youth ages 8-18 spend 7.5 hours per day on electronic media devices. From TVs to computers to smart phones, young people are frequently plugged into unchristian media that shapes their worldviews. In addition, youth are spending less time outdoors and even less time with their families. The average kid spends just 4 minutes, electively, playing outside and not much more in meaningful conversation with their parents.

For most youth who now attend, camp is an unmatched outdoor experience filled with opportunities and activities that spark imaginations, foster creativity, and develop friendships. But there is a whole lot more to Lutheran camping than mere fun and games and friendship. Camp is a place where kids can get away from the challenges of the digital world and the temptations and lifestyles that come with it. The internet and TV never stop. But at camp, we stop. We stop what we are doing to pray to God and to learn His Word. We stop so that we thank Him for each meal. We stop, and each time we do, God blesses us with His Word. At Camp Io-Dis-E-Ca, we teach campers to live a life surrounded by and connected to God's Word and to take that life with them to their families and into the world.

The facilities of Camp Io-Dis-E-Ca have continued to improve. With the goal of being a best-in-class facility, our efforts of late have focused on incremental upgrades to our two main lodges. Using funds from both the Building on the Foundation Capital Campaign and a retreat experience improvements grant, the Alpha Lodge has seen dozens of meaningful improvements from new tables and chairs, to installed sound and projection and improved WIFI connectivity is available throughout our main site. Over the next year, new beds and mattresses will make their way into the rooms. Camp Io-Dis-E-Ca is a retreat facility all year long and we feel these improvements will usher in a new age of retreat usage.

The finances of Camp Io-Dis-E-Ca have continued their rebound over the past three years. Camp Io-Dis-E-Ca has proven itself to be a feasible mission of the Iowa District East. Camp Io-Dis-E-Ca has settled into a responsible and manageable financial status. In the time since the last convention, debt has been reduced and reserves have been built up, which is key for a 50 year old facility needing frequent and unexpected repairs. As is the case with any non-profit, Camp Io-Dis-E-Ca is dependent on donations. It will always need financial support, especially from the congregations of the IDE and from individuals who value its mission.

On the staffing front, there have been a few changes. Mr. Daniel Sanchez is now the Camp Director, having been the Program Director since 2006. Mr. Luke Fischer departed Camp Io-Dis-E-Ca after 9 years of service as the Camp's Site Manager in 2013 for a position at a camp in Kansas City, MO, and Mr. Paul Moritz was brought on to be the Camp's Site Manager in May of 2014.

Camp Io-Dis-E-Ca celebrated its 50th Anniversary on July 13, 2013. This is no small milestone, especially in an age when many camps are closing or mulling closure. Over those 50 years, thousands of people from across the Iowa District East and beyond have contributed time, effort, money, and service in order that the mission of providing Christ-centered education, recreation, and inspiration to young people, families, and congregations is met and continues. Though we certainly hope for your continued support for and contributions towards the mission of Camp Io-Dis-E-Ca, we hope even more that you will be participants in the opportunities and services that Camp Io-Dis-E-Ca offers you, your congregation, and its members.

Submitted by

Daniel Sanchez
Camp Director

Chris Swales
Camp Board Chairman

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, quiet academic study, a library, game room, laundry room, community chest and much more.

In the last three years students have traveled to Philadelphia, PA; Morrilton, AR and La Grange, TX for their annual Spring break mercy 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 Rev. Mark Pierson (California); Rev. Bryan Wolfmueller (Colorado); and Rev. John Dreyer (Concordia Theological Seminary, Ft. Wayne).

Thank you again for your ongoing support.

Respectfully Submitted,

Rev. John Wegener, Pastor

Lutheran East Side Mission

The East Side Mission continues to be a safe place for families to gather in this neighborhood east of downtown Davenport. Divine Service, Sunday school, baptism, confirmation class, the after school program, ladies group, and a food pantry are some of the ways people are cared for here in body, mind, and soul.

During the last triennium:

- We've been blessed with renewed opportunities to reach out to the Spanish-speaking members of our community. Rev. Pablo Dominguez of Iglesia Evangelica Luterana Christo Rey, East Moline, Illinois, has been making weekly visits to the East Side Mission to assist us in our efforts to reach out to the Hispanic population.
- We were also pleased to welcome on separate occasions our city alderman and our U.S. Congressman for a tour of the mission. We appreciate the time they took to visit and the interest they showed in the work being done here.
- Rev. Paul Landgraf, a former pastor of the mission, returned to be our guest preacher as we celebrated our 25th Anniversary. Everyone was delighted to see him again. He touched many souls during his time as a missionary here.

A major goal for us in the future is to continue with the programs listed above. And although by now it's been talked about for years, we still hope to eventually see good things happen with the abandoned property next door to us. Perhaps one day it could become in some way a part of the East Side Mission.

We thank you for your ongoing thoughts, prayers, and financial support.

Rev. David C. Anderson

St. Paul's Chapel, Iowa City

Over the past three years the Lord has continued to bless St. Paul's Lutheran 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 AM. The 10:30 AM Divine Service welcomes American students, international students, and a small permanent congregation. We also hold a Wednesday evening service and Bible study.

The Lord has blessed us with new staff. In May of 2012, after eleven years of serving as campus pastor, I accepted the call to serve as pastor of St. Paul's Lutheran Chapel. Also, in May of 2012, Candidate Andrew Richard (CTS) was called to St. Paul's Lutheran Chapel to serve as Assistant Pastor for Church Planting in North Liberty. He was ordained and installed on July 1, 2012. In December of 2013 he was called to be pastor of St. Silas Lutheran Church, North Liberty. In August of 2012 Dcs. Jennifer Miller was granted a peaceful release from her call at St. Paul's Lutheran Chapel in order to pursue more full-time motherhood. Since that time we have staffed the Director of International Student Ministry with student workers.

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. Since the last convention three international students have been baptized and confirmed at St. Paul's.

In January of 2013 and again in January 2015, our students attended the LCMSU National Campus Ministry Conferences, which were held in St. Louis, Mo.

In 2016 our building will turn ninety years old. In 2013 St. Paul's was named a contributing property in the Jefferson Street historic district. As such, any repairs or changes to the building must be approved the Iowa City board for historic preservation. In 2014 we completed a major restoration project in which the coping stones were replaced.

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.

Pastor – St. Paul's Lutheran Chapel and University Center, Iowa City, Iowa.

St. Silas, North Liberty

Since the last convention Candidate Andrew Richard was ordained and work began on basic infrastructure for St. Silas such as articles of incorporation, website, etc. Pastor Richard traveled to roughly 25 congregations in IDE presenting on the church plant. People who were interested in being founding members began to present themselves. Through a connection at the local North Liberty Living Center (senior apartment complex) we were able to use their chapel free of charge and have our first Divine Service on February 3rd, 2013, one week before the anticipated date on the commemoration of St. Silas. A group of fifteen founding members emerged. Bible class was added soon after services began, followed by Wednesday evening catechesis. The Lord has added to our number through the preaching of the Gospel and the sacraments administered according to the Gospel.

The search began even before the first service looking for a place to call our own. We moved into a storefront location just before Christmas 2013 after meeting at the Living Center for about 10 months. Since then we have begun a Sunday School and added midweek services during Advent and Lent.

Outreach has included a great many contacts passed along by members of other LCMS congregations, typically family that moved to North Liberty and didn't have a congregation. Calls were made, letters written, and follow-up visits made with visitors. Our contact list continues to expand. Ongoing Ambassadors for Christ held a canvass in North Liberty in May 2014. We offer rides from the Living Center and Jefferson Point Apartments (low income housing) and serve meals at the Living Center once a month. In the summer of 2014 St. Silas teamed up with Camp Io-Dis-E-Ca to reach out to families at the camp closing programs who might be looking for a Lutheran congregation in the area. The website was revised in 2014 and is the avenue through which many of our visitors have come to us. Facebook and Google ads were launched at the same time the website was revised.

We continue to have visitors on a regular basis, many of whom come to us quite apart from our efforts. The congregation stands at thirty-seven members as of February 2015: twenty-three communicant and fourteen baptized, a nice blend of ages. We are already beginning the search for a larger space and have had to order more chairs.

Goals for 2015 were/are 1) be active in community outreach by proclaiming the Gospel and doing acts of mercy, 2) start a Sunday School (we got a jump on that one), and 3) promote the reception of God's Word in the home in addition to Sunday morning. The mission of St. Silas Lutheran Church is to receive forgiveness of sins, life, and salvation through Jesus Christ our Lord.

Pastor Richard

Word of God, Lutheran Church for the Deaf

Rev. Tim Eckert serves as the pastor and missionary to the deaf in the district. The congregation is based in Cedar Rapids with additional ministry locations in Davenport, Waterloo, Muscatine, Burlington, Dubuque, and Mason City.

At the time of the 2012 Convention, the district had two full-time pastors. Rev. Mark Anderson served until Oct. 2013 when he had to go on disability. The district Board of Directors and Mission Committee recommended that he not be replaced and that Rev. Eckert should be the sole full-time pastor for the deaf. He was called by Word of God and was installed on Nov. 9, 2014. Rev. Ryan McDermott was asked to assist in serving the preaching stations of Waterloo and Mason City on a part-time basis. He fulfilled that role until January, 2015, at which time Rev. Byron Northwick began serving Mason City and Rev. Eckert took over Waterloo.

Each location served is unique. The group in Cedar Rapids have their own building in which they meet weekly for worship, Bible study, and community events throughout the year. Trinity, Davenport, has allowed the group there to set up a room as their own chapel, which they use for weekly worship and Bible study. They also have several community events during the year. The Waterloo group has been meeting weekly for worship or Bible study at Christ, Waterloo, but with the departure of Rev. McDermott, that schedule may change. The Dubuque group meets once a month for Bible study at Our Redeemer. Concordia, Burlington, is the host for the group that meets monthly there. The Muscatine group has a combined worship and Bible study every month at Our Savior. The Mason City members are currently meeting twice a month in a home in Charles City. We are very thankful to these congregations that have opened their doors and allow us to meet in their facilities!

Word of God is connected with the church at large through the International Lutheran Deaf Association, a Deaf LCMS organization whose purpose is fellowship and mission support. Rev. Eckert is also active in the Lutheran Deaf Mission Society (LDMS), a Recognized Service Organization of the LCMS that oversees Deaf ministry in Synod. In November, 2014, he was installed as the executive director of LDMS.

The greatest challenge in deaf ministry continues to be evangelism. An oft-cited statistic says that 95% (or 98%) of the deaf are unchurched. Although there is no study to substantiate this number, personal experience suggests it is true or at least very close. The harvest is plentiful and the deaf workers in Synod are fewer than ever. We thank the district very much for your continued support of deaf ministry and ask that you continue to support outreach to the deaf with your gifts and prayers.

IDE Chaplaincy at University of Iowa Hospitals and Clinics

In the last triennium there has been significant progress made to the district mission work at the University of Iowa Hospitals and Clinics. We have increased the frequency of our presence to five days a week for four hours a day. I am also on call 24/7 for emergencies.

The University of Iowa Hospitals and Clinics is the only Level One Trauma hospital in the area serving several states. The Mayo Clinic flies their trauma patients to the UI Hospital for treatment. Over 80% of the patients admitted to the UI Hospital come from other hospitals that cannot help them. The reality is that these patients either leave cured to the highest degree possible or they die there.

As a Research and Teaching Hospital, the Doctors on staff have the equipment necessary and cutting edge medical advancements to perform procedures that most hospitals cannot. For example, several months ago the Cardiology Research team developed a technique that enables a heart valve to be replaced without opening the patients, chest, but by going in through the leg. As a result we have had successful heart valve replacements on patients that were 93 and 99 years old. Today this procedure is being used in many hospitals not only in the United States but several other countries as well.

The new Children's Hospital set to open in 2017 will be the largest and tallest building in Iowa City, providing pediatric care that will be unparalleled anywhere in the region. The advancements that are being made in pediatric care at the hospital are nothing short of amazing in the number of lives saved and children being physically cured and trained to live with what just a few years ago were certain death situations.

US News and World Report ranked the top 144 hospitals in the world and the UI Hospital came in 4th. To make the list a hospital had to be number one in a given area of medical expertise. UI Hospital was rated number One in fourteen different areas of expertise.

The most amazing aspect of the mission work we are doing there goes well beyond the ministry of God's Word when the patient is needing it the most. A surprising number of patients, though they register as being LC-MS will admit that they have not been to church in 20 years or more. Being in a hospital with a life threatening medical condition forces and individual to face their own mortality, often for the first time. As they do, they begin

to reassess their relationship with their Lord and Savior Jesus Christ. I will often ask these patients if they would like to be contacted by the local pastor in the area. The overwhelming response is, “Yes, I would really like that.” Through the ministry at UI Hospital we are connecting untold numbers of absent saints with their Lord and Savior and the Church once again. Praise be to God that He uses these situations to return His sheep to His fold.

Due to a district wide increased awareness about how to register as an LC-MS member and not just as a “Lutheran” we are now averaging 15 people a day. In 2014 I dealt with 41 end-of-life cases. Interestingly 37% of the LC-MS people visited are from areas outside of IDE. Thus, we are serving not only the sheep of IDE, but the sheep of the Church at large.

One of the most critical things for the patient to do is when they are registering and they are asked what their religious preference is that they answer, “Lutheran Church-Missouri Synod” and not merely “Lutheran,” If they answer Lutheran they will go on the ELCA list of patients and be visited by one of their chaplains. By answering “Lutheran Church-Missouri Synod” they go on the LC-MS list and I am able to visit them and provide pastoral care in the stead of their home shepherd.

As the UI Hospital continues to grow, and as “Baby Boomers” become “Senior Boomers” through the ministry of the IDE Chaplaincy at the University of Iowa Hospitals and Clinics, by God’s grace we will continue to reach more and more people, helping them in what is often the most critical situation they will face in this life, as we either strengthen their faith or reconnect with once again with their Lord and Savior, Jesus Christ and His Church. To God alone be the glory.

Respectively submitted,

Rev. Michael Musick

Pastor—St. Paul’s Lutheran Church, Luzerne, Iowa

Chaplain—University of Iowa Hospitals and Clinics, Iowa City, Iowa

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. LCEF provides a unique financial stewardship tool for younger members of our churches and schools through the Young Investors Club. 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 right 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, home equity, and education loan repayment. 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!

IDE Today Editor

Through the last triennium the IDE Today has continued it quarterly publication schedule. This fulfilled the goal of being the official publication of Iowa District East to the members of district congregations. Beginning with the February 2014 Issue, there was a change in editorship from Rev. Dr. Mitchell Otto to Jonathan Kohlmeier. It is with much thanks and appreciation for Rev. Dr. Otto’s diligence as editor that the IDE Today continues in its current form.

With a new editor IDE has had some minor changes with the look and feel of the publication, the most notable being a change to being printed on glossy paper in 2015.

The IDE Today relies upon congregations and church workers recording and reporting activities to be shared in the publication. Articles and pictures are received by email at jon@Lcmside.org and mail sent to the District Office at 1100 Blairs Ferry Rd, Marion, IA 52302.

Jonathan Kohlmeier
Communications / Technology Coordinator

IOWA DISTRICT EAST - LCMS
CONSOLIDATED STATEMENT OF FINANCIAL POSITION
FOR THE YEARS ENDED DECEMBER 31, 2014, 2013 and 2012

	2014	2013	2012
ASSETS:			
Cash and Cash Equivalents	$ 681,140	$ 471,101	$ 361,361
Receivables	4,578	700	539
Prepaid Expenses	29,712	29,250	28,852
Contributions Receivable	114,831	138,151	170,874
Loan Receivable	17,087	18,596	20,010
Due from Lutheran Church Extension Fund	-	521	108,918
Property and Equipment - Net	2,122,884	2,163,172	2,222,814
Long-Term Investments	1,298,769	1,293,222	1,662,539
Funds Held by Third-Party Trustee	142,390	141,309	138,891
TOTAL ASSETS	$ 4,411,391	$ 4,256,022	$ 4,714,798
LIABILITIES:			
Account Payable and Accrued Expenses	$ 11,705	$ 9,134	$ 18,286
Grants Payable	12,500	12,500	12,500
Deferred Revenue	43,330	3,175	83,884
Due to Investors in District Church Extension Fund	-	521	108,918
Loans Payable - Lutheran Church Extension Fund	383,251	451,475	1,038,193
Total Liabilities	$ 450,786	$ 476,805	$ 1,261,781
NET ASSETS:			
Undesignated	$ 1,120,385	$ 939,616	$ 1,331,252
Net Investment in Property and Equipment	1,838,488	1,812,062	1,286,399
Board Designated	-	34,200	41,411
Total Unrestricted	2,958,873	2,785,878	2,659,062
Temporarily Restricted	311,362	318,436	167,627
Permanently Restricted	690,370	674,903	626,328
Total Net Assets	3,960,605	3,779,217	3,453,017
TOTAL LIABILITIES AND NET ASSETS	$ 4,411,391	$ 4,256,022	$ 4,714,798

IOWA DISTRICT EAST - LCMS
STATEMENT OF ACTIVITIES - UNRESTRICTED
FOR THE YEARS ENDED DECEMBER 31, 2014, 2013 and 2012

	2014	2013	2012
SUPPORT, REVENUES, GAINS & OTHER ADDITIONS:			
Support -			
District Congregations	$ 1,274,753	$ 1,185,816	$ 1,221,911
Distribution of LCEF Operating Results	31,115	28,446	27,703
Other	272,778	380,882	267,180
Revenues -			
Conventions, Conferences and Workshops	15,833	151,859	50,779
Income on Long-Term Investments	61,280	43,486	26,624
Camp Program Fees	207,392	213,573	246,598
Other	26,400	61,504	30,872
Net Gains (Losses) on Investments	(20,262)	116,184	127,672
Net Assets Released from Restrictions	-	-	-
TOTAL SUPPORT REVENUES, GAINS & OTHER ADDITIONS	$ 1,869,289	$ 2,181,750	$ 1,999,339
EXPENSES AND LOSSES			
Synodical Budget	$ 150,000	$ 150,000	$ 150,000
Program Services -			
World and National Missions	587,524	655,007	610,696
Preparing Church Workers	90,332	68,791	68,474
Congregational Services	377,878	432,990	389,476
Support Services -			
Mission and Ministry Support Services	294,985	369,633	320,970
Ecclesiastical and Program Administration	133,159	128,144	124,486
Fund-Raising	54,023	50,985	58,945
TOTAL EXPENSES	1,687,901	1,855,550	1,723,047
Changes in Net Assets	181,388	326,200	276,292
Net Assets - Beginning of the Year	3,779,217	3,453,017	3,176,725
Net Assets - End of the Year	$ 3,960,605	$ 3,779,217	$ 3,453,017

IOWA DISTRICT EAST - LCMS
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2014

Cash Flows from Operating Activities:		
Change in Net Assets	**$**	**181,388**
Adjustments to Reconcile Change in Net Assets to Net Cash Provided (Used) by Operating Activities:		
Depreciation Expense		**91,731**
Net (Gain) Loss on Investments		**20,262**
Other Adjustments to Net Assets		**(34,426)**
(Increase) Decrease in Current Assets:		**19,045**
Increase (Decrease) in Current Liabilities:		**42,726**
Net Cash Provided (Used) by Operating Activities:	**$**	**320,726**
Cash Flows from Investing Activities:		**(74,544)**
Cash Flows from Financing Activities:		**(36,143)**
Net Increase in Cash	**$**	**210,039**
Cash - Beginning of the Year		**471,101**
Cash - End of the Year	**$**	**681,140**

IOWA DISTRICT EAST - LCMS

LOANS PAYABLE
AS OF DECEMBER 31, 2014

	Balance 12/31/2014	Interest Rate	Monthly Payment	Due Date of Final Payment
Cedar Falls College Hill Loan	$ 112,603	3.875	$ 5,710.67	9/1/2016
Camp Buildings	207,751	4.875	1,350.14	2/11/2035
Iowa City St Paul Chapel Loan	45,409	3.875	387.31	4/1/2028
Fort Madison Sanctuary	17,488	4.125	189.56	11/17/2024
	$ 383,251		$ 7,637.68	

CONVENTION REPORT

ANNUAL SALARIES
AS REQUIRED BY RESOLUTION #7-04

	2015 Budgeted	2014	2013	2012
District President	76,941	76,102	74,278	72,046
Assistant to the President - Missions	85,584	84,648	79,538	79,871
St. Paul's Campus Ministry	0	0	0	62,566
Davenport Deaf Ministry	65,665	64,473	62,757	60,912
Cedar Rapids Deaf Ministry	0	4,116	77,616	74,378
Chaplain	15,360	11,472	8,580	6,909
Administrative Staff (3 employees)	106,669	100,502	109,146	97,406

Notes: (1) District Salary guidelines were followed to determine salaries for called staff. Amounts reported above also include a location adjustment.
(2) Administrative staff salary guidelines followed annual cost of living increases.

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). These delegates shall be credentialed for the district convention in accord with bylaw 11.4.

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 (elected from the clergy roster of the Synod), first vice-president, second vice-president, circuit visitors, and secretary (elected from the clergy roster of the district), 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 and bylaws of member congregations and shall advise the district president accordingly. The district president shall then submit the new and revised constitutions and bylaws 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 visitor 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 visitors 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 visitors 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 visitors 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:

Supervising doctrine and life.

Attending conferences.

Advising congregations relative to calls.

Giving counsel as requested.

Arranging official visits through proper channels as needed.

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:

Representing the Synod within the district.

Making official reports to the district convention.

Maintaining the official roster of ordained and commissioned ministers.

Preparing the board of directors' agendas in consultation with the assistants to the president and the board chairman.

In general seeing to it as an overseer that all areas of the work of the District are being carried out.

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.

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.

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.

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:

Record the proceedings of the district convention.

Serve as secretary of the board of directors.

Prepare and sign official papers and documents of the district.

Prepare and arrange for the publication of the district convention proceedings.

Perform such other duties as the district may enjoin upon him through its bylaws or by special resolution.

5.5 The assistant secretary shall:

Assist the secretary with recording the proceedings of the district conventions.

Perform such other duties as may be assigned to him by the president of the district.

5.6 The treasurer shall:

Be the custodian of all monies and all financial documents of the district—however this duty may be delegated to an assistant treasurer.

Be responsible for an exact record of all monies received and expended.

Administer the district's financial affairs according to its instructions.

Sign or execute all documents required of him.

Be ex officio trust officer of the district.

Interpret financial activity and position of all funds to the board of directors.

Scrutinize budgets of the general fund prior to board reviews and approval.

Make certain the district operating expenditures are within the approved budget.

Review the general ledger periodically to determine that transactions are properly recorded such as investments, real estate purchases and sales, contracts, contingent liabilities, etc.

Participate with the investment committee in the supervision of the investment of cash reserves of all funds.

Be assured that titles, deeds, etc. are on file in support of land, buildings and equipment owned by the district.

Maintain adequate insurance coverage on all district properties.

Review internal control periodically to be certain that weaknesses have not developed.

Carry out other various responsibilities as assigned by the board of directors.

5.7 The assistant treasurer shall:

Work under the direction of the treasurer.

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:

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.

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.

Serve as resource persons to the committees and arrange committee agendas in consultation with the committee chairman.

Relate Synod's programs to the congregations of the district.

Attend all board of directors' meetings in an advisory capacity.

Recommend an ample number of candidates for committee personnel for the board of directors' selection.

6. BOARD OF DIRECTOR'S 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:

Be vested with the general management and supervision of the district's business affairs.

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.

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.

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.

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.

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.

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.

Have charge of all district finances and make emergency appropriations as needed for all financial requirements not provided for by specific resolution.

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.

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.

Review regularly the salaries of the employees of the district.

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.

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. District Committees serving the work of IDE and its members:

1. Mission Committee

2. Professional Church Worker Student Aid Committee

3. Schools Committee

4. Stewardship and Congregational Services Committee

5. Youth Committee

b. Committees serving under the district president and assisting him in carrying out his responsibilities:

1. Archives Committee

2. Lutheran Church Extension Fund Committee

3. Salary Study Committee

4. Worship Committee

c. Committees of the board of directors assisting them in carrying out their responsibilities:

1. Audit Committee

2. Bylaws Committee

3. Investment and Endowment Committee

4. Office 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 board of director's committees and the LCEF Committee whose members may serve 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:

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.

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.

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.

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.

The board shall appoint members to serve on the Lutheran Church Extension Fund Committee.

10.2 Loans from the Lutheran Church Extension Fund:

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.

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.

The loans are approved by Iowa District East and are written in accordance with Lutheran Church Extension Fund—Missouri Synod underwriting guidelines.

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.

Notes and Support Dollars Payable:

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.

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.

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.

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.

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.

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.

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 mail printed copies of the convention workbook to registered delegates (voting and advisory), officers, boards and committees 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 presented to the district secretary at the district convention to verify attendance.

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 pastoral delegate, lay delegate, or an advisory 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 visitor 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 visitors, 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 and Bylaws 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, 36th Convention, Iowa District East 2006); June 30, 2012 (Proceedings, 38th Convention, Iowa District East 2012); and last amended June 27, 2015 (Proceedings, 39th Convention, Iowa District East 2015).

Compensation and Benefit Recommendations

for

Professional Church Workers

ORDAINED PASTOR SALARY SCHEDULE

2016 - 2018

GENERAL SALARY GUIDELINES - ORDAINED

Introduction

This section includes specific guidelines for pastors as congregations seek to offer an objective salary and benefit package. The first part of this guideline deals with what is considered a basic salary and benefit package (salary, housing & utilities, benefits, vacation) followed by additional compensation considerations. For convenience, a worksheet for calculating compensation and expenses is provided at the end of this guideline.

Treasurer's Manual

The Lutheran Church – Missouri Synod releases a Congregational Treasurer's Manual annually. It is a helpful tool for understanding the complexities of housing, benefits, and other payroll issues. It also covers congregational accounting and financial reporting. The manual & CD is available for purchase from the District Office and on the LCMS website at www.lcms.org/ctm.

Salary

The base salary can be determined by consulting the 2016-2018 Ordained Ministers Salary Schedule found at the end of this document. 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. For pastors who have previous secular or church work experience before being ordained (e.g. LCMS Christian Day School Teachers, DCEs, or directors of Evangelism), it is recommended that at least one-half of those years of previous experience be added to their service year on the salary scale.

In addition, each congregation is encouraged to recognize such factors as congregational size and adjust the senior pastor's compensation as the situation warrants. Those situational adjustments are as follows:

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

An adjustment for advance degrees is also recommended and is shown in the table below:

ADVANCED DEGREE	SALARY ADJUST PER YEAR
STM	3% of salary
DMin	5% of salary
Earned PhD, Earned ThD	7% of salary

Housing & Utilities

Each congregation is encouraged to provide an appropriate housing and utilities package for a pastor where church-owned housing is not provided. An appropriate housing and utilities allowance which reflects the value of homes in that community should be offered.

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. The IRS does not limit the amount of housing allowance established by a congregation or claimed by a worker.

A housing allowance should be designated also for workers who live in church-owned housing because it provides tax free money for the purchase of furniture, appliances, lawn care, etc. Refer to the Congregational Treasurer's Manual, Chapter 2.

Benefits

Concordia Plan Services is the LCMS benefits provider of choice for all LCMS entities. Concordia Plan Services offers an employer the opportunity to join The Church's Plan, a comprehensive package of benefits. The Church's Plan includes: 1) the Concordia Health Plan-CHP; 2) the Concordia Retirement Plan-CRP; 3) the Concordia Disability and Survivor Plan-CDSP; and 4) the Concordia Retirement Savings Plan-CRSP. More information can be found on their website: www.concordiaplans.org. Whatever benefit package is offered, it must be applied consistently to all workers within Concordia Plans guidelines.

Each congregation is encouraged to provide for full payment of premiums for the Concordia Health and Retirement Benefit Plans for full-time workers.

403(b) Retirement Plans

Congregations are encouraged to offer a tax-deferred savings plan to the worker. It should be the worker's election to determine what portion of the before-tax compensation is to be made. Congregations are encouraged to provide this benefit and the optional match. To view the complete information about the 403(b) plans, regulations, and other benefit information, go to www.concordiaplans.org.

Vacation

Congregations are encouraged to establish a definite policy to grant full-time workers annual vacations. The following serves as a guide:

SERVICE YEARS	VACATION WEEKS
1 to 10	3
11 to 20	4
21+	5

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.

ADDITIONAL SALARY CONSIDERATIONS

Annual Review

Congregations are encouraged to review and discuss compensation issues with all workers on an annual basis.

Mileage Reimbursement / Professional Expenses

Expenses for business use of a personal car, travel for the church, conferences, conventions, etc. are the cost of doing business for the congregation and are not considered as salary or a benefit. They should be budgeted separately as a business expense. Congregations are encouraged to adopt the standard mileage rate set forth by the Internal Revenue Service for mileage expense reimbursement. See the Congregational Treasurer's Manual, Chapter 6, section 6.110 for more detailed information.

Continuing Education

Congregations are 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 also encouraged to develop a policy of granting their pastor a paid sabbatical after serving the congregation for a period of years.

Conventions / Retreats Expense

Congregations are urged to provide workers funds to cover all required Convention and Conference expenses to include registration, travel, housing, and meals. Appropriate time should be granted to attend these functions.

Vacancy Pastor

Vacant congregations should adequately compensate a vacancy pastor for services to them. A recommended level of compensation would be 50% of the "Year 0" salary amount and should be prorated for the period served. Travel expenses, round-trip mileage, telephone calls, and other reasonable expenses should be reimbursed by the vacant congregation as well.

Pulpit Supply

The recommended pulpit supply remuneration is as follows:

Service	Amount
One Service	$ 150
Two Services	$ 200
Sunday Bible Class	$ 75
Saturday Evening w/Bible Class in addition to Sunday Service	$ 150

Round-trip Mileage for each trip should always be paid.

Moving Expenses

When a congregation calls a professional church worker, it should pay all necessary and reasonable moving expenses for the worker and family.

Salary Planning Worksheet

Base Salary	$
Situation Adjustment	$
Housing & Utilities	$
Advanced Degree	$
Sub-Total	**$**
50% of Social Security/Medicare	$
Total	**$**
Concordia Plans	$
403(b) Optional Match	$
Auto Allowance / Mileage Reimbursement	$
IRS Housing Declaration @ _____%	*Designation for tax purposes (no cost to congregation)*
Continuing Education	$
Convention / Retreats Expense	$
Total Compensation (Salary & Benefits)	**$**

IDE Pastor Salary Guidelines
2016 - 2018

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

Base	$ 36,251	$ 36,976	$ 37,715		
Service Year	**2016**	**2017**	**2018**		**Factor**
0	$ 36,251	$ 36,976	$ 37,715		1
1	$ 37,339	$ 38,085	$ 38,846		1.03
2	$ 38,426	$ 39,195	$ 39,978		1.06
3	$ 39,514	$ 40,304	$ 41,109		1.09
4	$ 40,601	$ 41,413	$ 42,241		1.12
5	$ 41,689	$ 42,522	$ 43,372		1.15
6	$ 42,776	$ 43,632	$ 44,504		1.18
7	$ 43,864	$ 44,741	$ 45,635		1.21
8	$ 44,951	$ 45,850	$ 46,767		1.24
9	$ 46,039	$ 46,960	$ 47,898		1.27
10	$ 47,126	$ 48,069	$ 49,030		1.3
11	$ 48,214	$ 49,178	$ 50,161		1.33
12	$ 49,301	$ 50,287	$ 51,292		1.36
13	$ 50,389	$ 51,397	$ 52,424		1.39
14	$ 51,476	$ 52,506	$ 53,555		1.42
15	$ 52,564	$ 53,615	$ 54,687		1.45
16	$ 53,289	$ 54,355	$ 55,441		1.47
17	$ 54,014	$ 55,094	$ 56,195		1.49
18	$ 54,739	$ 55,834	$ 56,950		1.51
19	$ 55,464	$ 56,573	$ 57,704		1.53
20	$ 56,189	$ 57,313	$ 58,458		1.55
21	$ 56,914	$ 58,052	$ 59,213		1.57
22	$ 57,639	$ 58,792	$ 59,967		1.59
23	$ 58,364	$ 59,531	$ 60,721		1.61
24	$ 59,089	$ 60,271	$ 61,475		1.63
25	$ 59,814	$ 61,010	$ 62,230		1.65
26	$ 60,539	$ 61,750	$ 62,984		1.67
27	$ 61,264	$ 62,489	$ 63,738		1.69
28	$ 61,989	$ 63,229	$ 64,493		1.71
29	$ 62,714	$ 63,968	$ 65,247		1.73
30	$ 63,439	$ 64,708	$ 66,001		1.75

Compensation and Benefit Recommendations

for

Professional Church Workers

COMMISSIONED WORKER SALARY SCHEDULE

2016 - 2018

GENERAL SALARY GUIDELINES - COMMISSIONED

Introduction

This section includes specific guidelines for commissioned church workers as congregations/schools seek to offer an objective salary and benefit package. The first part of this guideline deals with what is considered a basic salary and benefit package (salary, benefits, vacation) followed by additional compensation considerations. For convenience, a worksheet for calculating compensation and expenses is provided at the end of this guideline.

Treasurer's Manual

The Lutheran Church – Missouri Synod releases a Congregational Treasurer's Manual annually. It is a helpful tool for understanding the complexities of salary, benefits, and other payroll issues. It also covers congregational accounting and financial reporting. The manual & CD is available for purchase from the District Office and on the LCMS website at www.lcms.org/ctm.

Salary

This section includes specific guidelines for teachers in addition to the general salary guidelines for professional church workers. The base salary can be determined by consulting the 2016-2018 Commissioned Salary Schedule found at the end of this document. 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. It is recommended at least one-half of prior years work experience in another career be added to their service year on the salary scale. In addition,

> ***Preschool Teachers*** – those congregations with Preschools are encouraged to use this salary guideline for all certified teachers. Salary adjustments may be made to accommodate part-time classroom hours.

Housing and utilities are included in the scheduled salaries for the full year of service. If congregation-owned or leased housing and/or utilities are provided, appropriate adjustments to the applicable guideline salary should be made.

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:

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

In addition, annual compensation increase is built into the guideline to accommodate experiential growth. The year-to-year increase factor is as follows: 1-15 years = 3% of the base salary; 16+ years = 2% of base salary (see factor column on schedule pages).

Benefits

Concordia Plan Services is the LCMS benefits provider of choice for all LCMS entities. Concordia Plan Services offers an employer the opportunity to join The Church's Plan, a comprehensive package of benefits. The Church's Plan includes: 1) the Concordia Health Plan-CHP; 2) the Concordia Retirement Plan-CRP; 3) the Concordia Disability and Survivor Plan-CDSP; and 4) the Concordia Retirement Savings Plan-CRSP. More information can be found on their website: www.concordiaplans.org. Whatever benefit package is offered, it must be applied consistently to all workers within Concordia Plans guidelines.

Each congregation is encouraged to provide for full payment of premiums for the Concordia Health and Retirement Benefit Plans for full-time workers.

403(b) Retirement Plans

A tax-deferred savings plan should be an option available to the worker. It should be the worker's election to determine what portion of the before-tax compensation is to be made. Congregations are encouraged to provide this benefit and the optional match. To view the complete information about the 403(b) plans, regulations, and other benefit information, go to www.concordiaplans.org.

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. The following table is the suggested vacation for all other commissioned workers:

SERVICE YEARS	VACATION WEEKS
1 to 10	3
11 to 20	4
21+	5

Please note that "years of service" is to be determined by the fiscal year of the congregation/school and not by anniversary date of when the church worker began ministry.

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

Social Security Tax

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

ADDITIONAL SALARY CONSIDERATIONS

Annual Review

Congregations are encouraged to review and discuss compensation issues with all workers on an annual basis.

Professional Expenses

Expenses for business use of a personal car, travel for the school, meetings, conferences, conventions, retreats, classroom allowance, library, etc. are the cost of doing business for the congregation/school and are not considered as salary or a benefit. They should be budgeted separately as a business expense of the congregation. Appropriate time should be granted to attend these functions. The congregation/school should adopt an accountable plan for expense reimbursement to meet the requirements of the Internal Revenue Code. Each congregation/school is encouraged to adopt the standard mileage rate set forth by the Internal Revenue Service for miles driven for church/school-related work. For more detailed information, consult the Congregational Treasurer's Manual, Chapter 6, section 6.110.

Continuing Education

Each congregation is encouraged to support the Continuing Education of all full-time church workers by granting financial support and appropriate time to attend workshops, conferences, and other educational opportunities. Contracted teachers are encouraged to seek their colloquy education; whereby the congregation, individual, and District would contribute 1/3 each to the education cost.

Church Worker Gifts

The congregation/school may provide gifts to its workers such as Christmas bonus. Such gifts are taxable to the worker if paid from the church treasury, even if paid only from designated receipts. Direct gifts from the parishioner to the worker are not taxable to the worker, but are not deductible for the donor.

Moving Expenses

When a congregation calls a professional church worker, it should pay all necessary and reasonable moving expenses for the worker and family.

Salary Planning Worksheet for Commissioned Ministers

Base Salary	$
Principal	$
DCE/DCO/Music/Athletic	$
Sub-Total	**$**
50% of Social Security/Medicare	$
Total	**$**
Concordia Plans	$
403(b) Optional Match	$
IRS Housing Declaration @ _____%	*Designation for tax purposes (no cost to congregation)*
Professional Expenses	*Reimbursed by accountable expense plan*
Total Compensation (Salary & Benefits)	**$**

IDE Teacher / Parish Worker Salary Guideline Schedule

Annual % Increase		Advanced Degree Increment
1 - 10 years	3.0%	5.0% of base salary
11 -15 years	3.0%	
16+ years	2.0%	

BA Base	$ 34,285	For year:	2016

Service Year	BA	BA+18 hrs	MA	MA+18 hrs	MA+36 hrs	PHD		Factor
0	$ 34,285	$ 35,999	$ 37,714	$ 39,428	$ 41,142	$ 42,856		1
1	$ 35,314	$ 37,028	$ 38,742	$ 40,456	$ 42,171	$ 43,885		1.03
2	$ 36,342	$ 38,056	$ 39,771	$ 41,485	$ 43,199	$ 44,913		1.06
3	$ 37,371	$ 39,085	$ 40,799	$ 42,513	$ 44,228	$ 45,942		1.09
4	$ 38,399	$ 40,113	$ 41,828	$ 43,542	$ 45,256	$ 46,970		1.12
5	$ 39,428	$ 41,142	$ 42,856	$ 44,571	$ 46,285	$ 47,999		1.15
6	$ 40,456	$ 42,171	$ 43,885	$ 45,599	$ 47,313	$ 49,028		1.18
7	$ 41,485	$ 43,199	$ 44,913	$ 46,628	$ 48,342	$ 50,056		1.21
8	$ 42,513	$ 44,228	$ 45,942	$ 47,656	$ 49,370	$ 51,085		1.24
9	$ 43,542	$ 45,256	$ 46,970	$ 48,685	$ 50,399	$ 52,113		1.27
10	$ 44,571	$ 46,285	$ 47,999	$ 49,713	$ 51,428	$ 53,142		1.3
11	$ 45,599	$ 47,313	$ 49,028	$ 50,742	$ 52,456	$ 54,170		1.33
12	$ 46,628	$ 48,342	$ 50,056	$ 51,770	$ 53,485	$ 55,199		1.36
13	$ 47,656	$ 49,370	$ 51,085	$ 52,799	$ 54,513	$ 56,227		1.39
14	$ 48,685	$ 50,399	$ 52,113	$ 53,827	$ 55,542	$ 57,256		1.42
15	$ 49,713	$ 51,428	$ 53,142	$ 54,856	$ 56,570	$ 58,285		1.45
16	$ 50,399	$ 52,113	$ 53,827	$ 55,542	$ 57,256	$ 58,970		1.47
17	$ 51,085	$ 52,799	$ 54,513	$ 56,227	$ 57,942	$ 59,656		1.49
18	$ 51,770	$ 53,485	$ 55,199	$ 56,913	$ 58,627	$ 60,342		1.51
19	$ 52,456	$ 54,170	$ 55,885	$ 57,599	$ 59,313	$ 61,027		1.53
20	$ 53,142	$ 54,856	$ 56,570	$ 58,285	$ 59,999	$ 61,713		1.55
21	$ 53,827	$ 55,542	$ 57,256	$ 58,970	$ 60,684	$ 62,399		1.57
22	$ 54,513	$ 56,227	$ 57,942	$ 59,656	$ 61,370	$ 63,084		1.59
23	$ 55,199	$ 56,913	$ 58,627	$ 60,342	$ 62,056	$ 63,770		1.61
24	$ 55,885	$ 57,599	$ 59,313	$ 61,027	$ 62,742	$ 64,456		1.63
25	$ 56,570	$ 58,285	$ 59,999	$ 61,713	$ 63,427	$ 65,142		1.65
26	$ 57,256	$ 58,970	$ 60,684	$ 62,399	$ 64,113	$ 65,827		1.67
27	$ 57,942	$ 59,656	$ 61,370	$ 63,084	$ 64,799	$ 66,513		1.69
28	$ 58,627	$ 60,342	$ 62,056	$ 63,770	$ 65,484	$ 67,199		1.71
29	$ 59,313	$ 61,027	$ 62,742	$ 64,456	$ 66,170	$ 67,884		1.73
30	$ 59,999	$ 61,713	$ 63,427	$ 65,142	$ 66,856	$ 68,570		1.75

YEAR 2016

IDE Teacher / Parish Worker Salary Guideline Schedule

Annual % Increase		Advanced Degree Increment
1 - 10 years	3.0%	5.0% of base salary
11 -15 years	3.0%	
16+ years	2.0%	

BA Base	$ 34,971	For year:	2017

Service Year	BA	BA+18 hrs	MA	MA+18 hrs	MA+36 hrs	PHD		Factor
0	$ 34,971	$ 36,719	$ 38,468	$ 40,216	$ 41,965	$ 43,713		1
1	$ 36,020	$ 37,768	$ 39,517	$ 41,265	$ 43,014	$ 44,762		1.03
2	$ 37,069	$ 38,817	$ 40,566	$ 42,315	$ 44,063	$ 45,812		1.06
3	$ 38,118	$ 39,867	$ 41,615	$ 43,364	$ 45,112	$ 46,861		1.09
4	$ 39,167	$ 40,916	$ 42,664	$ 44,413	$ 46,161	$ 47,910		1.12
5	$ 40,216	$ 41,965	$ 43,713	$ 45,462	$ 47,210	$ 48,959		1.15
6	$ 41,265	$ 43,014	$ 44,762	$ 46,511	$ 48,260	$ 50,008		1.18
7	$ 42,315	$ 44,063	$ 45,812	$ 47,560	$ 49,309	$ 51,057		1.21
8	$ 43,364	$ 45,112	$ 46,861	$ 48,609	$ 50,358	$ 52,106		1.24
9	$ 44,413	$ 46,161	$ 47,910	$ 49,658	$ 51,407	$ 53,155		1.27
10	$ 45,462	$ 47,210	$ 48,959	$ 50,708	$ 52,456	$ 54,205		1.3
11	$ 46,511	$ 48,260	$ 50,008	$ 51,757	$ 53,505	$ 55,254		1.33
12	$ 47,560	$ 49,309	$ 51,057	$ 52,806	$ 54,554	$ 56,303		1.36
13	$ 48,609	$ 50,358	$ 52,106	$ 53,855	$ 55,603	$ 57,352		1.39
14	$ 49,658	$ 51,407	$ 53,155	$ 54,904	$ 56,653	$ 58,401		1.42
15	$ 50,708	$ 52,456	$ 54,205	$ 55,953	$ 57,702	$ 59,450		1.45
16	$ 51,407	$ 53,155	$ 54,904	$ 56,653	$ 58,401	$ 60,150		1.47
17	$ 52,106	$ 53,855	$ 55,603	$ 57,352	$ 59,100	$ 60,849		1.49
18	$ 52,806	$ 54,554	$ 56,303	$ 58,051	$ 59,800	$ 61,548		1.51
19	$ 53,505	$ 55,254	$ 57,002	$ 58,751	$ 60,499	$ 62,248		1.53
20	$ 54,205	$ 55,953	$ 57,702	$ 59,450	$ 61,199	$ 62,947		1.55
21	$ 54,904	$ 56,653	$ 58,401	$ 60,150	$ 61,898	$ 63,647		1.57
22	$ 55,603	$ 57,352	$ 59,100	$ 60,849	$ 62,598	$ 64,346		1.59
23	$ 56,303	$ 58,051	$ 59,800	$ 61,548	$ 63,297	$ 65,046		1.61
24	$ 57,002	$ 58,751	$ 60,499	$ 62,248	$ 63,996	$ 65,745		1.63
25	$ 57,702	$ 59,450	$ 61,199	$ 62,947	$ 64,696	$ 66,444		1.65
26	$ 58,401	$ 60,150	$ 61,898	$ 63,647	$ 65,395	$ 67,144		1.67
27	$ 59,100	$ 60,849	$ 62,598	$ 64,346	$ 66,095	$ 67,843		1.69
28	$ 59,800	$ 61,548	$ 63,297	$ 65,046	$ 66,794	$ 68,543		1.71
29	$ 60,499	$ 62,248	$ 63,996	$ 65,745	$ 67,493	$ 69,242		1.73
30	$ 61,199	$ 62,947	$ 64,696	$ 66,444	$ 68,193	$ 69,941		1.75

YEAR 2017

IDE Teacher / Parish Worker Salary Guideline Schedule

Annual % Increase		Advanced Degree Increment
1 - 10 years	3.0%	5.0% of base salary
11 -15 years	3.0%	
16+ years	2.0%	

BA Base	$ 35,670	For year:	2018

Service Year	BA	BA+18 hrs	MA	MA+18 hrs	MA+36 hrs	PHD		Factor
0	$ 35,670	$ 37,454	$ 39,237	$ 41,021	$ 42,804	$ 44,588		1
1	$ 36,740	$ 38,524	$ 40,307	$ 42,091	$ 43,874	$ 45,658		1.03
2	$ 37,810	$ 39,594	$ 41,377	$ 43,161	$ 44,944	$ 46,728		1.06
3	$ 38,880	$ 40,664	$ 42,447	$ 44,231	$ 46,014	$ 47,798		1.09
4	$ 39,951	$ 41,734	$ 43,518	$ 45,301	$ 47,085	$ 48,868		1.12
5	$ 41,021	$ 42,804	$ 44,588	$ 46,371	$ 48,155	$ 49,938		1.15
6	$ 42,091	$ 43,874	$ 45,658	$ 47,441	$ 49,225	$ 51,008		1.18
7	$ 43,161	$ 44,944	$ 46,728	$ 48,511	$ 50,295	$ 52,078		1.21
8	$ 44,231	$ 46,014	$ 47,798	$ 49,581	$ 51,365	$ 53,148		1.24
9	$ 45,301	$ 47,085	$ 48,868	$ 50,652	$ 52,435	$ 54,219		1.27
10	$ 46,371	$ 48,155	$ 49,938	$ 51,722	$ 53,505	$ 55,289		1.3
11	$ 47,441	$ 49,225	$ 51,008	$ 52,792	$ 54,575	$ 56,359		1.33
12	$ 48,511	$ 50,295	$ 52,078	$ 53,862	$ 55,645	$ 57,429		1.36
13	$ 49,581	$ 51,365	$ 53,148	$ 54,932	$ 56,715	$ 58,499		1.39
14	$ 50,652	$ 52,435	$ 54,219	$ 56,002	$ 57,786	$ 59,569		1.42
15	$ 51,722	$ 53,505	$ 55,289	$ 57,072	$ 58,856	$ 60,639		1.45
16	$ 52,435	$ 54,219	$ 56,002	$ 57,786	$ 59,569	$ 61,353		1.47
17	$ 53,148	$ 54,932	$ 56,715	$ 58,499	$ 60,282	$ 62,066		1.49
18	$ 53,862	$ 55,645	$ 57,429	$ 59,212	$ 60,996	$ 62,779		1.51
19	$ 54,575	$ 56,359	$ 58,142	$ 59,926	$ 61,709	$ 63,493		1.53
20	$ 55,289	$ 57,072	$ 58,856	$ 60,639	$ 62,423	$ 64,206		1.55
21	$ 56,002	$ 57,786	$ 59,569	$ 61,353	$ 63,136	$ 64,920		1.57
22	$ 56,715	$ 58,499	$ 60,282	$ 62,066	$ 63,850	$ 65,633		1.59
23	$ 57,429	$ 59,212	$ 60,996	$ 62,779	$ 64,563	$ 66,346		1.61
24	$ 58,142	$ 59,926	$ 61,709	$ 63,493	$ 65,276	$ 67,060		1.63
25	$ 58,856	$ 60,639	$ 62,423	$ 64,206	$ 65,990	$ 67,773		1.65
26	$ 59,569	$ 61,353	$ 63,136	$ 64,920	$ 66,703	$ 68,487		1.67
27	$ 60,282	$ 62,066	$ 63,850	$ 65,633	$ 67,417	$ 69,200		1.69
28	$ 60,996	$ 62,779	$ 64,563	$ 66,346	$ 68,130	$ 69,913		1.71
29	$ 61,709	$ 63,493	$ 65,276	$ 67,060	$ 68,843	$ 70,627		1.73
30	$ 62,423	$ 64,206	$ 65,990	$ 67,773	$ 69,557	$ 71,340		1.75

YEAR 2018