



“Persecution and Passion: Faithfulness Under The Cross”

The 41st District Convention of
IOWA DISTRICT EAST
The Lutheran Church Missouri Synod

THE MARRIOTT HOTEL

Cedar Rapids, IA

June 24-25, 2022

CONVENTION WORKBOOK



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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PROPOSED AGENDA

Friday, June 24, 2022

- 7:00 AM Registration begins
- 8:00 AM Floor Committee Meetings (as needed)
New Delegate Orientation (Laura Meade, Parliamentarian)
- 9:00 AM Opening Service
Preacher - Rev. Dr. Brian S. Saunders
- 9:45 AM Call to Order (Rev. Dr. Brian Saunders)
Welcome by Host Congregation
Recognition of Guests - Speakers
Introductions of District Staff
Introductions of Board of Directors
Report of Credentials Committee
Adoption of Convention Agenda
Adoption of Proposed Standing Rules
- 10:15 AM IDE President's Keynote Address
- 10:45 AM Balloting for District President
- 11:00 AM Balloting for District Vice-Presidents (1st VP, 2nd VP)
- 11:15 AM Treasurer's Report
- 11:30 AM Floor Committee
Mission Moment #1 - New Hope Lutheran Church
- 12:00 PM LUNCH
- 1:30 PM Opening Devotions
Mission Moment #2 - Campus Ministry
- 1:45 PM Balloting for Officers, BOD, Committees
Ratify Slate of Circuit Visitors
- 2:00 PM Convention Essayist: Rev. Dr. Peter Scaer
- 3:00 PM Recess/ Break
- 3:15 PM Mission Moment #3 - Camp Io-Dis-E-Ca
Convention Essayist: Rev. Dr. Peter Scaer
- 4:15 PM Salary Guidelines
- 4:35 PM Floor Committee
- 5:30 PM Balloting as Needed
Greetings from LWML, LLL, LCEF, LCMS Foundation
Anniversary Recognitions
- 6:00 PM Announcements and Closing Prayers
Dinner and evening on your own

Saturday, June 25, 2022

- 7:00 AM Breakfast
- 8:00 AM Devotions
- 8:15 AM Convention Essayist: Dr. Peter Scaer
Mission Moment #4 - Deaf Ministry
- 9:00 AM Convention Minutes
- 9:05 AM LCMS President's Report - LCMS 4th VP Rev. Dr. John Wohlrabe
- 10:05 AM Recess/Break
- 10:20 AM LCMS President's Q&A
Mission Moment #5 - St. Silas Lutheran Church
- 11:05 AM LCMS Set Apart To Serve - Rev. Dr. Jim Banek & Jan Doellinger
- 12:10 PM LUNCH
- 1:15 PM Opening Prayer
- 1:20 PM Convention Minutes Committee Report
- 1:25 PM Floor Committee: if needed
- 1:40 PM Mission Moment #6 - U of I Hospital Chaplaincy
Other Missions/LCMS Ministries
- 2:00 PM Closing Business
Adjournment
- 2:15 PM Memorial Service and Installation
Preacher - Rev. Dr. John Wohlrabe
- 3:00 PM Exit the Convention Area

PREFACE

The 41st Convention of Iowa District East of The Lutheran Church Missouri Synod is being held at The Marriott Hotel in Cedar Rapids, Iowa. St. Paul Lutheran Church in Mt. Vernon is serving as the host congregation. Rev. Sean Hansen is the pastor. Lea Snedden is the Host Committee Chair; any needs relating to facilities, equipment, or your physical comfort should be addressed toward her.

YOUR ATTENDANCE AT SESSIONS

So that business of the Convention may be taken care of in good order, it is important to begin all sessions on time. We ask all delegates to be in their seats promptly at the time indicated for the beginning of each session.

CONVENTION PERSONNEL

Host Committee Chair: Lea Snedden
Parliamentarian: Ms. Laura Meade

Chaplain: Rev. Sean Hansen
Press Secretary: Daniel Sanchez

DISTRICT STAFF OFFICIALS

Rev. Dr. Brian S. Saunders, President
Jan Doellinger, Assistant to the President for Education

IOWA DISTRICT EAST BOARD OF DIRECTORS

Rev. Dr. Brian Saunders	<i>President</i>
Rev. W. Max Mons, STM	<i>1st Vice President</i>
Rev. Michael Knox	<i>2nd Vice President</i>
Rev. Mark Brase	<i>Secretary</i>
Mr. Corey Nuehring	<i>Treasurer</i>
Mr. James Swales	
Mr. Chris Balvanz	
Rev. Andrew Gray	
Mr. Roger Zoske	
Mr. Lucas Tanney	

Advisory:
Rev. Peter Hoft, Asst Secretary
Mrs. Jan Doellinger, ATTP Schools
Mr. Zachary Rowley, Asst Treasurer

IDE OFFICE SUPPORT STAFF

Sherry Brendes	<i>Business and Office Manager</i>
Daniel Sanchez	<i>Communications/Technology/Events Coordinator</i>
Pamela Krog	<i>Administrative Assistant / Receptionist</i>

CREDENTIALS, EXCUSES COMMITTEE

Clergy: Rev. David Menet
Layman:

ELECTIONS COMMITTEE

Clergy: Rev. Daniel Redhage
Layman:

COMMITTEE TO REVIEW MINUTES

Clergy: Rev. Jesse Burns
Layman:

SYNODICAL REPRESENTATIVE

Rev. Dr. John C. Wohlrabe Jr.

The Rev. Dr. John C. Wohlrabe Jr. is fourth vice-president and a member of the Praesidium of The Lutheran Church—Missouri Synod (LCMS), a position to which he was elected in 2016. He represents the church's Great Lakes Region.

He also serves as editor-in-chief for the Concordia Historical Institute Quarterly, president of the Concordia Historical Institute Board of Governors, and as an adjunct instructor at Concordia University Wisconsin, Mequon, Wis., and Concordia University Chicago, River Forest, Ill.

Previously, Wohlrabe served as third vice-president of the LCMS (2007-2010) and second vice-president of the LCMS (2010-2016). He also was regional chaplain for Naval District Washington (2007-2009). He retired with the rank of captain in May 2009, having served as an active duty U.S. Navy chaplain for 22 years. Prior to that, he was in the Naval Reserves and served as an enlisted sailor on active duty.

His tours of duty in the Navy included the USS John F. Kennedy (1973-1976); various Naval Reserve units (1976-1987); Naval Mobile Construction Battalion Forty (1987-1990); Naval Construction Battalion Center, Port Hueneme, Calif. (1990-1992); Naval Facility Brawdy, Wales, U.K. (1992-1995); Naval Training Center, Great Lakes, Ill. (1995-1998); USS Blue Ridge and Commander Seventh Fleet (1998-2001); Naval Air Station, Brunswick, Maine (2001- 2004); and First Naval Construction Division and Naval Construction Force (2005-2007). He has received numerous military awards.

In addition, Wohlrabe has served as pastor of Mount Calvary Lutheran Church, Fort Lupton, Colo. (1982-1984); guest instructor at Concordia Seminary, St. Louis (1984-1986); assistant director of Concordia Historical Institute in St. Louis (1986-1987); and pastor of Concordia Lutheran Church, Geneseo, Ill. (2009-2012).

A native of Mankato, Minn., Wohlrabe earned a bachelor's degree from Concordia College, Ann Arbor in 1978. He also received a Master of Divinity in 1981, a Master of Sacred Theology in 1982 and a Doctor of Theology in 1987, all from Concordia Seminary, St. Louis. He has published numerous articles for theological journals, church and military publications, and books, including *Ministry in Missouri* until 1962 (1992) and *Soli Deo Gloria: Essays on C.F.W. Walther in Memory of August R. Suelflow* (2000).

Wohlrabe and his wife, Julie, live in St. Francis, Wis. They have three grown children: one daughter and two sons.



GENERAL

ESSAYIST

Rev. Dr. Peter P. Scaer

Dr. Peter Scaer joined the Concordia Theological Seminary (CTSFW), Fort Wayne, Exegetical Department in 2000. He serves as professor and chairman of the Exegetical department. His passions include the Gospel of Mark, highlighting the sacramental ministry of Jesus. He loves to show how the life and teachings of Christ anticipates and forms the life of the Church.

He did his undergraduate work in the Classics at Indiana University Bloomington. From there he went on to CTSFW (M.Div., 1992), and to Notre Dame, where he earned his M.A. (1995) and completed his doctoral dissertation on the Lukan Passion Narrative (Ph.D., 2001). From 1996 to 2000 Scaer served as the pastor of Emanuel Lutheran Church in Arcadia, Indiana.

He is deeply involved in life issues and serves as president of Allen County Right to Life. He is a founding member of Shepherds United, an ecumenical Christian group formed to defend life, natural marriage and religious liberty. He speaks out on the issues that affect both our Church and society, always placing the focus on Christ, who gives us life and defines for us what it means to be truly human.

He and his wife, Amy, are blessed with three children.



VOTING DELEGATES

GENERAL

Church/City	Pastoral Delegate	Lay Delegate	Alternate Lay
St Paul, Alden & St Paul-Buckeye, Alden	William Traphagan	Derek Jaeger	Keith Schwandt
St Stephen, Atkins	Doug Woltemath	Brian Wells	Bryan Phipps
First Lutheran, Belle Plaine & St Paul, Luzerne	Dean Duncan	Jeff Rieck	Gerald Muench
Our Savior, Bettendorf	Caleb Weight	Tom Meyer	
Grace, Blirstown	Jeffrey Schanbacher	Daniel Newton	Steve Hacker
Concordia, Burlington & Our Savior, Ft. Madison	Christopher Roepke	John Graham	Donald Fitting
College Hill, Cedar Falls	John Wegener	Samuel Kleiss	Alec Deppe
Immanuel, Cedar Falls	Gerald Kapanka	Dave Koehler	Jessica Bedard
Our Redeemer, Cedar Falls & Peace, Shell Rock	Michael Knox	Tim Koch	Anna Staudinger
Bethany, Cedar Rapids	Michael Erickson	Norman Rutz	Ed Schumacher
Concordia, Cedar Rapids	Brad Brown	Kenn Pettit	
King of Kings, Cedar Rapids	Mark Halvorson	Rad Finch	
Trinity, Cedar Rapids	Theodore Groth	Evan Root	Carl Gloe
Word of God, Cedar Rapids & Davenport	Tim Eckert	Curtis Bethurum	
St John, Center Point	Thomas Van Hemert	Jim Swales	
Trinity, Chariton	Nathan Knaus	Dale Garner	
New Hope, Charles City	Isaac Johnson	Mark Melrose	Sue Ross
Immanuel, Charlotte	Anthony Dodgers	Mark Mahmens	
St John, Clinton	Daniel Pool	Kurt Flathers	James McHugh
Trinity, Clinton	Nathan Wille	Ben Page	Don Thien
Trinity, Conroy	Gary Sears	Tom Wardenburg	Robert Kephart
Prince of Peace, Coralville	Mitchell Otto	Michael Marvin	Dennis Mitchell
Holy Cross, Davenport	Vacant	Ellen Schuster	Wayne Piehl
Immanuel, Davenport	Bradley Ferch	Brad Schofield	David Conger
Risen Christ, Davenport	Brian Licht	Stephen Smith	Mark Iltis
Trinity, Davenport	Randall Golter	Matt Knutsen	Somer Warren
Calvary, Deep River	Jan Horne	Gary Bates	Keith Fisch
St Paul, Delaware	Vacant	Robert Wendt	
St John, Denver & St. Paul, Waverly (Artesian)	Larry Feldt	Mike Gorshe	Roger Traetow
Grace Lutheran, Dewitt	Eric Obermann	Scott Steffens	Clint Albrecht
Our Redeemer, Dubuque & St Matthew, Sherrill	Kristian Kincaid	Dave Gibson	
St Paul, Dubuque	Jonathan Crawford	Kim Weed	Dennis Waugh
St Paul, Eldora	Aaron Hambleton	Steven Robbins	Chris Balvanz
Park View, Eldridge	Peter Hoft	Tim Raleigh	Jim Gruntorad
St Peter, Elma	Bruce Miller	Edward Buls	
St Paul, Evansdale	David Hasselbrook	Bruce Drewelow	
St. John, Fairbank & Grace, Jesup	Jacob Swenson	Dennis Lau	
Immanuel, Fairfield	Mark Brase	Arik Rasmussen	Brad Repp
St Paul, Fredericksburg	Ronnie Koch	Steven Neuendorf	
St Mark, Garrison & Zion, Shellsburg	Adam Baumann	Randy Scheel	Alan Henkle
Immanuel, Grand Mound	Steven Anderson	Daniel Zinda	
Immanuel, Grinnell	Joel Koepp	Joel McDonough	Steven Haase
Trinity, Guttenberg & St Paul, McGregor	Brent Keller	Bill Wessling	David Wesener
Trinity, Hampton	Karl Bollhagen	Lynn Arends	Larry Behn
Zion, Hiawatha	Daniel Krueger	Charles Johnson	Bruce Kloster
St John, Homestead & Good Shepherd, Wellman	Zachary Voss	David Krebs	
St John, Hubbard	Matthew Rueger	Dennis Winter	Roger Zoske
Our Redeemer, Iowa City			

Church/City	Pastoral Delegate	Lay Delegate	Alternate Lay
St Paul's, Iowa City	W. Max Mons	Trevor Magness	Jacob Vogts
Immanuel, Iowa Falls	Paul Beisel	Scott Wosepka	
Our Savior, Keosauqua	Vacant		
St John, Keystone	B. Andrew Wright	Richard Oehlerich	
Trinity, Knoxville	Joel Picard	Roger Todd	
St Paul, Latimer	Vacant	Ryan Meyer	
Trinity, Lowden	Daniel Redhage	Sammi Scott	
Our Savior, Manchester	David Weber	Joel Eckman	
St John's, Marengo	Andrew Gray	Corey Wilkerson	David Schlak
St Paul's, Marion	Andrew Noble	William Wickham	
Redeemer, Marshalltown	Alex Post	Bruce Johnson	Steve Runge
Trinity, Marshalltown (Dillon) & Christ, Gladbrook	Fred Berry	Brent Schipper	Sue Berry
Messiah, Mason City & St. John, Osage	Clarke E Frederick	Louis Althof	Steven Meyer
Bethlehem, Mason City	Sean Smith	George Mortimer	
St John, Melcher-Dallas & St Paul, Lacona	Gregory Hyatt	Paul Hyatt	Mary Hyatt
St John's, Monticello	Caleb Schewe	Kevin Weideman	Sheri Lampe
Faith, Mount Pleasant	Michael Scudder	Robert Eldridge	Dana Koster
St Paul, Mount Vernon	Sean D. Hansen	Joshua Randall	Terry Klooster
Our Savior, Muscatine	Jeff Pautz	Rex Krueger	John Buttke
St John, Newhall	Steven Rempfer	Justin Gorsh	Doug Anderson
Our Savior, Newton	Daniel Provost	Doug Woebbeking	
St Silas, North Liberty	Terry Small	Thomas Schwartz	Caleb Koch
Peace, Oelwein & Our Redeemer, Independence	Michael Holmen	Ed Miller	Harry Munson
Trinity, Osage	Bruce Kaltwasser	Jerald Philipp	
St John, Oskaloosa	Samuel Beltz	John Haack	Ben Vanderwilt
Trinity, Ottumwa	James Preus	Josh Graeve	Chris Matthiesen
St Paul, Readlyn & Immanuel, Readlyn (Klinger)	Philip Girardin	Rick Huebner	
St John, Reinbeck	Kevin Richter	Duane Woebbeking	
St Peter, Riceville	Matthias Wollberg	David Stansfield Jr.	Duane Reddel
Immanuel, St Ansgar	Mark Squire	Kary (Mick) Schweiger	
St Paul, Stanwood & St Paul, Bennett	Andrew Watkins	Tim Petersen	
Trinity, State Center	Robert Ricard	Michael Mack	Jeff VonAhnen
St Paul, Sumner & St John, Sumner (Spring Fountain)	Tanner Post	Thomas Huck	Kevin Rasing
King of Glory, Swisher	Vacant	Lynne Oberbroeckling	Don Hawxby
St Andrew, Van Horne	David Lingard	Rick Ransom	Keith Hartkemeyer
Redeemer, Ventura	Jesse Burns	Mark Nessen	Scott Grummer
St James, Victor	Michael Kolesar	Ryan Kupka	Dustin Westerdale
St Johns, Victor	Stuart Rethwisch	Joel Bayer	Jeff Bayer
Trinity, Vinton	Stephen Preus	Brett Caspers	
St Paul, Wapello	Chris Hinkle	Tim Knutson	William Niebuhr
Faith, Waterloo	David Menet	Jeff Elbert	John Dalluge
Grace, Waterloo	Justin Kane	Barb Gregersen	
St John, Waverly	Jonathan Ellingworth	Craig Smith	Jason Gaede
St John, Wellsburg	Bruce Zimmermann	Keith Balvanz	
St Peter, Westgate & Grace, Fayette	Kent Peck		
Immanuel, Williamsburg & Hope, Sigourney	Richard Meyer	Lynda Krueger	Ken Krueger
St Paul, Williamsburg	Tomas Ogilvie	Mellissa Zuber	
Zion, Wilton	Daniel Ognoskie	Thomas Moeller	Robert Jipp

PASTORS

ENTERED THE DISTRICT

	FROM	TO	DATE
Peck, Kent Rev.	Candidate Status - KS District	Fayette/ Westgate	4.2.2022
Rinehart, Royce Rev.	Neb District - Emeritus Status	Emeritus Status - Danville	12.10.2021
Noble, Andrew Rev.	Kennewick, WA (NOW D)	St Paul, Marion	11.21.2021
Richter, Kevin Rev.	Hermantown, MN	St John's, Reinbeck and Immanuel, Cedar Falls	1.10.2021
Hambleton, Aaron Rev.	Lisbon, ND	St Paul, Eldora	9.20.2020
Watkins, Andrew Rev.	Vestal, NY - Eastern District	Trinity LS, Cedar Rapids - teacher	9.20.2020
Groth, Theodore 'Ted' Rev.	Broomfield, CO - RMD	Trinity LC and LS, Cedar Rapids	10.27.2019
Obermann, Eric Rev.	Custer/Hill City, SD	Grace, DeWitt	8.18.2019
Schewe, Caleb Rev.	Corona, Wilmot, SD	St John's, Monticello	6.9.2019
Licht, Brian Rev.	St Paul, Carroll	Risen Christ, Davenport	6.9.2019
Jacob, David Rev	Davenport - Armed Forces Chaplain	Texas - Armed Forces Chaplain	5.31.2019
Jaeger, Jay Rev.	IDW - Emeritus Status	Emeritus Status - Alden	5.29.2019
Lemke, Larry Rev.	Emeritus Status - Aurelia IA IW	Trinity, Cedar Rapids	2.24.2019
Swenson, Jacob Rev.	Hillsboro, ND	St Johns, Fairbank and Grace, Jesup	8.19.2018
Schanbacher, Jeffrey Rev.	Immanuel, Jefferson City, MO	Grace, Blainstown	8.12.2018
Girardin, Philip Rev.	Our Shepherd, Searcy AR (Mid S)	St Paul and Immanuel, Readlyn	5.20.2018
Provost, Daniel Rev.	Immanuel, Lakefield MN (MNS)	Our Savior, Newton	4.15.2018
Keller, Michael "Brent" Rev.	Alcester, SD	Trinity, Guttenberg and St Paul, McGregor	2.13.2022

CHANGES WITHIN THE DISTRICT

	FROM	TO	DATE
Hansen, David Rev.	St. John, Center Point	Emeritus Status - Center Point	9.1.2021
Rasmussen, Steven Rev.	Our Savior & Our Saviour/ Ft Madison, Keosauqua	Emeritus Status - Ft Madison	6.1.2021
Watkins, Andrew Rev.	Teacher- Trinity LS Cedar Rapids	St Paul - Bennett/ St Paul Stanwood - call also	5.29.2021
Renfro, David Rev.	Trinity, Cedar Rapids	Emeritus Status - Cedar Rapids IA	3.16.2021
Lavrenz, Mark Rev.	Bethlehem, Mason City	Emeritus Status - Steamboat Rock IA	1.1.2021
Rothchild, Dean Rev. Dr.	District Office, Marion	Emeritus Status - Cedar Rapids, IA	1.1.2021
Johnson, Isaac Rev.	Candidate Status	New Hope, Charles City, IA	12.12.2020
Leckband, Mark Rev.	St Mark/Zion - Garrison/Shellsburg	Candidate - Ventura IA	8.17.2020
Volkert, George Rev.	St Paul/St John - Sumner	Emeritus Status - Sumner	7.27.2020
Williamson, Gregory Rev.	St Paul, Marion	Emeritus Status - Marion	7.1.2020
Traphagan, William Rev.	St Paul Bennett/Stanwood	St Paul, Alden/ Buckeye	3.19.2020
Hasselbrook, David Rev.	Candidate Status - Waverly IA	St Paul, Evansdale	12.1.2019
Lemke, Larry Rev.	Trinity, Cedar Rapids	Emeritus Status - Solon	11.1.2019
Small, Terry Rev.	Emeritus Status - Amana	St Silas, North Liberty	11.10.2019
Francik, Douglas Rev.	Trinity, Cedar Rapids	Emeritus Status - Marion, IA	10.29.2019
Francik, Douglas Rev.	Emeritus Status - Marion	Trinity, Cedar Rapids	2.24.2019
Johnson, Isaac Rev.	Risen Christ, Davenport	Candidate Status	1.3.2019
Buchmueller, B. Ryan Rev.	Candidate Status - Marion	St Paul, Mt Vernon	11.18.2018
Larson, Kurt Rev.	Risen Christ, Davenport	Candidate Status - Davenport	6.1.2018

NEWLY ORDAINED

	SEMINARY	CONGREGATION	DATE
Post, Tanner	Concordia, Ft Wayne	St Paul/ St John, Sumner	7.25.2021
Wille, Nathan	Concordia, Ft Wayne	Clinton, Trinity	6.21.2020
Van Hemert, Thomas	Concordia, Ft Wayne	Center Point, St John	6.7.2020
Weight, Caleb	Concordia, St Louis	Our Savior, Bettendorf	6.30.2019
Wollberg, Matthias	Concordia, Ft Wayne	St Peter, Riceville	7.28.2019
Knaus, Nathan	Concordia, Ft Wayne	Trinity, Chariton	6.23.2019
Ricard, Robert	Concordia, Ft Wayne	Trinity, State Center	7.14.2019

REMOVED/RESIGNED FROM ROSTER

NONE

TRANSFERRED TO OTHER DISTRICTS

	PREVIOUS	TO	DATE
Berg, Travis Rev.	Latimer, St Paul	Trinity, Cheyenne WY	2.28.2022
Renfro, David Rev.	Cedar Rapids - Emeritus Status	Emeritus Status - Joliet, IL- (N IL)	9.1.2021
Hansen, David Rev.	Center Point - Emeritus Status	Delray Beach, FL - FG - Emeritus	9.2.2021
Preus, Andrew Rev.	Guttenberg/ Mc Gregor	Trinity, New Haven, MO	7.12.2021
Krause, Donald Rev.	St Paul, Delaware	Candidate Status - New Holstein (S Wis)	7.2.2021
Mueller, Herbert "Bert" Rev.	Westgate/Fayette	Immanuel, Lewiston, MN (MNS)	6.1.2021
Buchmueller, Barrett "Ryan" Rev.	St Paul, Mt Vernon - Candidate Status	Candidate Status - MO	5.13.2021
Klinge, David Rev.	State Center - Emeritus Status	Emeritus Status - Auburn, NE (NEB District)	10.1.2020
Larson, Kurt Rev.	Davenport - Candidate Status	St Matthew, Milan IL (CID)	9.21.2020
Christ, Dean Rev.	Chariton - Emeritus Status	Emeritus Status - Kansas	7.11.2020
Meseke, Gilbert Rev.	Emeritus Status - Hiawatha	Emeritus Status - New Haven, IN	6.5.2020
Sprague, Duncan Rev.	Candidate Status - Wilton	Candidate Status - Modesto, CA - (CNH)	6.1.2020
Peperkorn, Troy Rev.	St John, Reinbeck	Faith, Silver Bay, MN	2.17.2020
Steege, David Rev.	St Paul/Concordia Evansdale/Waterloo	Emeritus Status - Monticello, MN (MNS)	11.1.2019
Saylor, Kevin Rev.	Emeritus Status - Ottumwa	Emeritus Status, English District	11.17.2019
Kearney, Michael Rev.	St Pauls - Alden/Buckeye	Office of International Missions - Chaplain	10.6.2019
Splett, David Rev.	St Paul, Eldora - Emeritus Status	Emeritus Status - Ames, IA (IDW)	8.1.2019
Licht, Brian Rev.	St Paul, Carroll	Risen Christ, Davenport	6.9.2019
Richard, Andrew Rev.	St Silas, North Liberty	Mt Hope, Casper, WY	5.27.2019
Preus, John Rev.	Trinity, Clinton	Trinity, Cheyenne WY	4.29.2019
Gorshe, Christopher Rev.	St Peter, Riceville	Bella Vista LC, Bella Vista AR (Mid S District)	2.16.2019
Rafferty, C. Ronald Rev.	Grace, DeWitt	LC of Our Redeemer, Cushing OK	12.31.2018
Stockman, Reed Rev.	St John's, Monticello	Zion, Morris, MN (MNN)	9.17.2018
Goldberger, Arthur (Jack) Rev.	Our Savior, Bettendorf - Emeritus Status	Emeritus Status - San Antonio, TX	7.1.2018
Berquist, Roy Rev.	St John, Fairbank/ Grace, Jesup	Trinity Hayward WI (N WIS)	4.13.2018

CALLED TO GLORY

Arp, Gary Rev.	Emeritus Status - Marion, IA	3.12.2020
Illian, Donald Rev.	Emeritus Status, Cedar Falls, IA	6.13.2021
Jeske, Alvin Rev.	Emeritus Status - Sumner, IA	10.11.2021
Korth, Daird Rev.	St Peter, Elma, IA	12.12.2021
Lorenz, Marvin Rev.	Emeritus Status - Luzerne, IA	4.12.2021
Lutz, Donald Rev.	Emeritus Status - Williamsburg, IA	7.1.2020
Maddick, Michael Rev.	Trinity, State Center IA	10.10.2018
McHone, Randolph Rev.	Emeritus Status - Waterloo IA	11.8.2018
Pannier, Clarence Rev.	Emeritus Status - Davenport, IA	12.4.2021
Rall, Eugene Rev.	Emeritus Status - Davenport, IA	7.18.2021
Richardson, Carl Rev.	Emeritus Status - Cedar Rapids, IA	11.2.2021
Riley, William Rev.	Emeritus Status - Cedar Rapids, IA	5.17.2021
Vokt, Michael Rev.	Trinity, Davenport, IA	1.25.2021

VICARS

2018	Joshua Otterman	Iowa City, Our Redeemer
2018	Nathan Wille	Cedar Falls, Our Redeemer
2018	Patrick Baldwin	Hampton, Trinity
2019	Cory Kroonblawd	Hampton, Trinity
2019	Miguel Gonzalez-Feliciano	Iowa City, Our Redeemer
2019	Tanner Post	Cedar Falls, Our Redeemer
2020	Adam Baumann	Hampton, Trinity
2020	Donald Stein	Iowa City, Our Redeemer
2020	Emmett Bartens	Cedar Falls, Our Redeemer
2021	Micah Brooks	Hampton, Trinity
2021	Kyle Lewis	Iowa City, Our Redeemer
2021	Mark Zieroth	Cedar Falls, Our Redeemer

PASTORS

ORDINATION ANNIVERSARIES

2019		2020		2021		2022	
Jacob Swenson	5	Richard Balvanz	5	Bradley Ferch	5	Philip Girardin	5
William Traphagan	5	Aaron Hambleton	5	Isaac Johnson	5	Zachary Voss	5
Brent Hartwig	10	Andrew Noble	5	Eric Obermann	5	Anthony Dodgers	10
Daniel Pool	10	James Preus	5	Samuel Beltz	10	Andrew Gray	10
Daniel Provost	15	Kevin Richter	5	Sean Hansen	10	Stephen Preus	10
John Wegener	15	Jesse Burns	10	Sean Smith	10	Caleb Schewe	10
Gregory Hyatt	25	Harrison Goodman	10	Jesse Cearlock	15	Mark Squire	10
Michael Scudder	25	Michael Holmen	10	Brian Licht	15	B. Andrew Wright	10
Gerald Kapanka	30	Joel Koepf	10	David Menet	15	David Hasselbrook	15
Christopher Roepke	30	Jeffery Schanbacher	15	Daniel Redhage	15	Mark Brase	20
Douglas Woltemath	20	Paul Beisel	20	Tim Eckert	25	Jon Ellingworth	20
		Peter Hoft	20	Ronnie Koch	25	Michael Erickson	20
		Michael Kolesar	20	W. Max Mons	25	Theodore Groth	20
		Tom Ogilvie	25	Mitchell Otto	25	Jeffery Pautz	20
		Terry Small	25	Dean Duncan	30	Joel Picard	25
		Fred Berry	30	Keith Piotter	30	Kristian Kincaid	35
		Matthew Rueger	30	David Weber	30	Michael Knox	35
		Brian Saunders	30	Richard Meyer	35	Dan Krueger	40
		Steven Anderson	35	Steven Rempfer	35	Jan Horne	55
		Randall Golter	35	Chris Hinkle	40		
		Mark Halvorson	35				
		Daniel Ognoskie	45				

PASTORS EMERITI ANNIVERSARIES

2019		2020		2021		2022	
Bruce Miller	20	Steven Rasmussen	20	Mark Lavrenz	30	Merle T. Warnsholz	15
Michael Holm	35	John F. Walker	25	Barry G. Warpness	35	Jay A. Jaeger	25
Leon E. Hauser	50	George A Volkert	40	Mark A. Anderson	35	Michael Parris	35
Dennis Arndt	50	Larry G. Lemke	45	Bruce A. Boyce	40	Dean F. Rothchild	40
Martin J. Marquardt	60	Timothy J Zimmerman	50	Larry I. Geyer	40	David T. Brandt	40
		Harold A Scheer	50	Robert H. Bartel	45	Thomas E. Hedtke	50
		Donald D. Loesch	60	John E. Block	50	Jerry W. Doellinger	50
		Daniel Q. Johnson	65	Lawrence A. Schmidt	65	Leonard H. Aurich	55
						Thomas C. Wegener	55

NON-VOTING ADVISORY PASTORS

Tyrone Brumwell	<i>Candidate Status</i>
Daniel S. Johnson	<i>Candidate Status</i>
Mark Leckband	<i>Candidate Status</i>
Keith Piotter	<i>Our Savior, Bettendorf</i>
Jesse Cearlock	<i>Our Redeemer, Dubuque</i>
Michael Musick	<i>U of I Hospital Chaplaincy, Price of Peace, Coralville</i>
Harrison Goodman	<i>Higher Things</i>
Rich Balvanz	<i>SMP, King of Kings, Cedar Rapids</i>

COMMISSIONED

ROSTERED TEACHERS

Years of Service

Melinda L. Crow	Little Lambs Preschool, Hiawatha	12
Kaja Mueller	Our Redeemer Preschool, Iowa City	18
Denise R. Carley	Central Lutheran School, Newhall	26
Jessica J. Fry	Central Lutheran School, Newhall	16
Allison J. Getka	Central Lutheran School, Newhall	8
Michelle C. Hines	Central Lutheran School, Newhall	16
Melanie K. Maddick	Central Lutheran School, Newhall	32
Rebecca S. McKinney	Central Lutheran School, Newhall	21
Kristin M. Meyer	Central Lutheran School, Newhall	16
Franklin O. Parris	Central Lutheran School, Newhall	21
David K. Runge	Central Lutheran School, Newhall	27
Pamela A. Williamson	Central Lutheran School, Newhall	35
Andy P. Armbrrecht	Lutheran Interparish School, Williamsburg	33
Mark J. Grewe	Lutheran Interparish School, Williamsburg	40
Peggy L. Grimm	Lutheran Interparish School, Williamsburg	44
Jennifer Rethwisch	Lutheran Interparish School, Williamsburg	12
Robyn R. Schaefer	Lutheran Interparish School, Williamsburg	44
Shelly S. Shaffer	Lutheran Interparish School, Williamsburg	19
William J. Sitas	Lutheran Interparish School, Williamsburg	15
Rebecca L. Sitas	Lutheran Interparish School, Williamsburg	20
Jodi Van Etten	Lutheran Interparish School, Williamsburg	20
Elyse A. Wilde	Lutheran Interparish School, Williamsburg	27
Linda J. Wille	Lutheran Interparish School, Williamsburg	28
Marilyn L. Fahrman	St. Paul Lutheran School, Latimer	41
Charlene R. Stortz	St. Paul Lutheran School, Latimer	26
Melinda A. Vanness	St. Paul Lutheran School, Latimer	36
April R. Lenhart	Trinity Lutheran School, Cedar Rapids	14
Mark S. Mueller	Trinity Lutheran School, Cedar Rapids	44
Connie S. Powell	Trinity Lutheran School, Cedar Rapids	20
Emily M. Root	Trinity Lutheran School, Cedar Rapids	6
Rev. Andrew C. Watkins	Trinity Lutheran School, Cedar Rapids	2
Richard W. Holste	Trinity Lutheran School, Davenport	39
Andrea D. Husson	Trinity Lutheran School, Davenport	25
Deje K. Jensen	Trinity Lutheran School, Davenport	30
Amy J. Koenig	Trinity Lutheran School, Davenport	17
Kim M. Mester	Trinity Lutheran School, Davenport	26
Rachel Meyer	Trinity Lutheran School, Davenport	18
William C. Meyer	Trinity Lutheran School, Davenport	41
Michael A. Paulsen	Trinity Lutheran School, Davenport	6
Joni R. Rebarcak	Trinity Lutheran School, Davenport	7
Jill A. Schmitzer	Trinity Lutheran School, Davenport	12
Lisa K. Shoumaker	Trinity Lutheran School, Davenport	30
Megan E. Stansbury	Trinity Lutheran School, Davenport	7
James L. Ullman	Trinity Lutheran School, Davenport	17
Laura J. Ullman	Trinity Lutheran School, Davenport	19
Nickolas A. Utech	Trinity Lutheran School, Davenport	18
Chad M. Holtzman	Valley Lutheran School, Cedar Falls	24
Amanda L. Kratz	Valley Lutheran School, Cedar Falls	9
Brian T. L'Heureux	Valley Lutheran School, Cedar Falls	24
Martha B. Reinking	Valley Lutheran School, Cedar Falls	10
Erin E. Roth	Valley Lutheran School, Cedar Falls	10
Lydia J. Rusch	Valley Lutheran School, Cedar Falls	4
Lucas R. Tanney	Valley Lutheran School, Cedar Falls	13
Emily M Woodall	Valley Lutheran School, Cedar Falls	4
Stephen J. Woolery	Valley Lutheran School, Cedar Falls	17

COMMISSIONED

NEW COMMISSIONED MEMBERS OF SYNOD (2018-2021)

	From	To	Date
Rethwisch, Jennifer	Concordia, Irvine - Colloquy Teacher	Lutheran Interparish LS, Williamsburg	10.10.2021
Van Etten, Jodi	Concordia - Colloquy Teacher	Lutheran Interparish LS, Williamsburg	8.29.2021
Russell, Darci	Concordia, Irvine - DCE	Zion, Hiawatha	9.12.2021
Gerhold, Matthew	Concordia, Neb - Teacher	Valley LS, Cedar Falls	9.21.2021
Cross, Elizabeth	Concordia Mequon - Teacher	Trinity Davenport	8.26.2018
Colangelo, Charlene	Concordia, Bronxville NY	St Paul's Latimer	8.26.2018
Woodall, Emily	Concordia, Neb - Teacher	Trinity Cedar Rapids	8.20.2018
Wallace, Lydia	Concordia, Mequon - Teacher	Trinity Cedar Rapids	8.20.2018
Hopf, Kinsey	Concordia, Mequon - Teacher	Valley LS, Cedar Falls	8.14.2018
Rusch, Lydia	Concordia, Mequon - Teacher	Valley LS, Cedar Falls	8.14.2018

CHANGES WITHIN THE DISTRICT

	From	To	Date
Wemlinger, Thomas	Candidate Status	Emeritus Status - Waterloo, IA	1.8.2022
Lenhart, April	Candidate Status	Trinity, Cedar Rapids	11.21.2021
Wall, Elizabeth	Trinity LS, Davenport	Candidate Status - Eldridge	8.1.2021
Nord, Lois	Trinity LS, Cedar Rapids	Emeritus Status - Marion	8.1.2021
Stoelting, Lucille	Inactive teacher	Emeritus Status - Marion	8.18.2021
Pfantz, Lynne	Candidate Status	Emeritus Status - State Center	6.3.2021
Melinda Crow	Candidate Status - Cedar Rapids	Zion- Little Lambs Preschool, Hiawatha	12.17.2020
Maddick, Melanie	Candidate Status - State Center	Central LS, Newhall	8.23.2020
Sitas, William	Candidate Status - Williamsburg	Lutheran Interparish School, Williamsburg	8.23.2020
Bremer, Janet	Trinity LS, Davenport	Emeritus Status - Davenport	8.1.2020
Swenson, Faith	Candidate Status - Fairbank	College Hill, Cedar Falls - Deaconess	7.5.2020
Meyer, Carol	Lutheran Interparish S, Williamsburg	Emeritus Status - Ladora	7.1.2020
Berry, Kay	Trinity LS, Davenport	Emeritus Status - Davenport	7.1.2020
Piering, Donette	Candidate Status - Walford	Emeritus Status - Walford	1.8.2020
Dedor, Rhonda	Bethlehem, Sunbeam Preschool, Mason City	Emeritus Status - Mason City	9.16.2019
Armbrecht, Deanna	Community LS, Readlyn	Candidate Status - Readlyn	8.1.2019
Dvorak, Jessica	Concordia, Cedar Rapids	Candidate Status - Cedar Rapids	11.1.2019
Woodall, Emily	Trinity LS, Cedar Rapids	Valley LS, Cedar Falls	8.18.2019
Sitas, Rebecca	Candidate Status - Williamsburg	Lutheran Interparish School, Williamsburg	8.25.2019
Wetjen, Tamara	Lutheran Interparish S, Williamsburg	Candidate Status - Williamsburg	7.1.2019
Wall, Julie	Trinity LS, Davenport	Candidate Status - Eldridge	6.15.2019
Hedrick, Jessica	Trinity LS, Davenport	LS Association of Anchorage Anchor Lutheran,	6.15.2019
Weinlaeder, Kenneth	Candidate Status - Marion	Emeritus Status - Marion	1.11.2019
Jensen, DeJe	Grace Preschool, DeWitt	Trinity LS, Davenport	8.26.2018
Armbrecht, Deanna	Candidate Status - Readlyn	Community LS, Readlyn	8.26.2018
Mueller, Kristen	Community LS, Readlyn	Candidate Status - Westgate	8.1.2018

CALLED TO GLORY

	Date
Waterman, David	12.9.2020
Gomez, Carlos	1.12.2021
Elmshaeuser, Orville	6.16.2021
Stortz, Steven	12.19.2021
Colangelo, Charlene	1.11.2022
Loesch, Carol	4.15.2022

ENTERED THE DISTRICT

	From	To	Date
Darling, Tara	Immanuel, Wis Rapids (Nwis)	St Paul, Mt Vernon, IA -DCE	4.9.2022
Netherton, Karen	Emeritus Status - TX District	Emeritus Status - Davenport	3.1.2022
Larson, Philip	Wausau, WI (NW)	Emeritus Status - Oelwein	10.27.2021
Lenhart, April	Candidate Status - SE District	Marion IA	8.30.2021
Meyer, Rachel	Missionary - OIM - St Louis	Trinity LS, Davenport - teacher	8.22.2021
Utech, Nickolas	Candidate Status - FG District	Trinity LS, Davenport - teacher	8.22.2021
Wacker, Daniel	MNS - Emeritus Status	Emeritus Status - Albion	3.16.2021
Wacker, Sara	MNS - Candidate Status	Candidate Status - Albion	3.04.2021
Glandorf, Brenda	N IL District	Emeritus Status - Williamsburg	4.7.2020
Groth, Dawn	Broomfield, CO - RMD	Candidate Status - Cedar Rapids	10.1.2019
Lavrenz, Ruth	IN District	Emeritus Status - Cedar Rapids	10.10.2019
Stansbury (McMullen), Megan	Anchorage, AK (NW District)	Trinity LS, Davenport - teacher	9.8.2019
Haase, Pamela	Emeritus Status - C IL	Emeritus Status - Grinnell	8.30.2019
Stortz, Steven	Norfolk, NE	St Pauls, Latimer	8.25.2019
Stortz, Charlene	Norfolk, NE	St Pauls, Latimer	8.25.2019
Schewe, Sarah	Corona, SD - Candidate Status	Monticello - Candidate Status	5.3.2019
Crawford, Kathryn	Mt Olive, Rockford IL	Candidate Status - Dubuque	4.18.2019
Hedrick, Jessica	Our Savior Arlington VA (SE District)	Trinity LS, Davenport - teacher	8.26.2018
Schnuell-Ruth, Karen	St Peter, St Johns MI	Community LS, Readlyn	8.26.2018
Matson, Rebecca	Grace, Sandy UT (RMD)	Trinity, Cedar Rapids	8.19.2018
Root, Emily	Redeemer, Verona, PA (English)	Trinity, Cedar Rapids	8.19.2018
Parris, Frank	Asheville, NC - SE District	Central LS, Newhall - Principal	8.19.2018
Hines, Michelle	St John's Red Bud, IL (S IL)	Central LS, Newhall	8.12.2018
Swenson, Faith DCNS	Candidate Status - Hillsboro, ND	Candidate Status - Fairbank, IA	7.31.2018

TRANSFERRED FROM THE DISTRICT

	From	To	Date
Pauling, Melissa	Trinity LS, Davenport	St Paul LS, Des Peres, MO	7.31.2021
Hopf, Kinsey	Valley LS, Cedar Falls	St John Lutheran, Plymouth, WI (SW)	7.1.2021
Mueller, Kristen	Westgate - Candidate Status	Candidate Status - MN S	5.17.2021
Weinlaeder, Kenneth	Marion - Emeritus Status	Emeritus Status - Pac SW	2.15.2021
Buescher, Barbara	Waterloo - Emeritus Status	Emeritus Status - Stevensville, MI	1.15.2021
Petersen, Hannah	Dubuque - Candidate Status	Candidate Status - S Wisconsin	11.30.2020
Matson, Rebecca	Trinity LS, Cedar Rapids - Candidate Status	Candidate Status - Seattle, WA - (NOW)	8.1.2020
Auger, Emma	Candidate Status - St Paul, Marion	Candidate Status - MO district	7.1.2020
Gray, Robyn	Trinity LS, Davenport	St John LS, Alma, KS	7.1.2020
Auger, Chris	Central LS, Newhall	Calvary LS, Kansas City, MO	7.1.2020
Schnuell-Ruth, Karen	Candidate Status - Community LS, Readlyn	Candidate Status - Redford Township, MI (MI)	1.29.2020
Wallace, Lydia	Trinity LS, Cedar Rapids	United in Christ LS, Frohna MO	8.1.2019
Kuske, Kevin	Dubuque LS, Dubuque	Bethany Ch & LS, Overland Park, KS	7.26.2019
Bushre, Julie	Trinity LS, Davenport	Christ the Life LS, Waukesha, WI (SW)	11.1.2018
Krenz, Hannah	Valley LS, Cedar Falls	Sierra LS, Carson City, AZ (CNH)	6.5.2018
Drees, Leslie	Trinity, Cedar Rapids - Candidate Status	Candidate Status - NEB District	8.1.2018
Wegener, Rachel	Valley LS, Cedar Falls	LHSA of Greater Milwaukee, West Allis, WI (SW)	7.2.2018
Wilds, Jade	Valley LS, Cedar Falls	Good Shepherd L, Watertown, WI (SW)	7.1.2018
Keuning, Hannah	Central LS, Newhall	Trinity LS, Utica, MI	7.1.2018
Beaver-Perez, Nichole	Central LS, Newhall	St Paul LS, McAllen TX	6.25.2018

DCEs, DEACONESSES, OTHER**Years of Service**

Tara Darling	<i>St. Paul, Mt. Vernon</i>	10
Eric Brei	<i>Our Savior Bettendorf</i>	25
Tony Dixon	<i>King of Kings, CR</i>	13
Darci Russell	<i>Zion, Hiawatha</i>	1
Mark Sperry	<i>Grace Dewitt</i>	27
Faith Swenson	<i>College Hill, Cedar Falls</i>	6
Eva Rickman	<i>Missionary</i>	

INACTIVE TEACHERS / DEACONESS / DCE

Deanna J Armbrecht	Readlyn
Donna J Armbrecht	Williamsburg
Jana L Behr	Bryant
Kathryn L. Crawford	Dubuque
Jessica Dvorak	Cedar Rapids
Dawn Groth	Cedar Rapids
Bethany C Hoft	Eldridge
Dianne S Marti	Le Claire
Sara L Pfeiffer	Bettendorf
Sarah Schewe	Monticello
Rachel A Swales	Denver
Sara Wacker	Albion
Elizabeth Wall	Eldridge
Julie Wall	Eldridge
Pamela J Woolery	Waterloo
Danna N Wuestenberg	Davenport

RETIRED TEACHERS / DEACONESS / DCE

Deanna Acord	Cedar Rapids
James Batchelor	Wilton
Mary Becker	Cedar Rapids
Kathryn Behnke	Readlyn
Bonnie Berrey	Albion
Kay Berry	Davenport
Janet Bremer	Davenport
Rebecca Burns	Cedar Falls
Diane Connors	Bettendorf
Rhonda Dedor	Mason City
Janet Doellinger	Cedar Rapids
Deborah Drumm	Davenport
Janane Ebert	Nora Springs
Robert Freymark	Marion
Brenda Glandorf	Williamsburg
Linda Gomez	Waterloo
Pamela Haase	Grinnell
Laverne Kelderman	Cedar Falls
Constance Kramer	Waterloo
Karen Kroemer	Marion
Philip Larson	Oelwein
Ruth Lavrenz	Marion
Verlyn LeFevere	Cedar Rapids
Sharon Limback	Dunkerton
Carol Loesch	Cedar Rapids
Shirley Marolf	Davenport
Carol Meyer	Ladora
Marvin Muhlebruck	Williamsburg
Karen Netherton	Davenport
Lois Nord	Marion
Lynne Pfantz	State Center
Donette Piering	Walford
Vernon Piering	Walford
Margie Popenhagen	Cedar Rapids
David Roswell	Cedar Rapids
Lavonne Sandersfeld	Williamsburg
JoAnn Schumacher	Cedar Rapids
Lucille Stoelting	Marion
Daniel Wacker	Albion
Donna Welch	Davenport
Thomas Wemlinger	Waterloo
Kathy Werning	Vinton
Tamara Wetjen	Williamsburg

SCHOOLS

Valley Lutheran	Cedar Falls	Mr. Brian L'Heureux
Trinity Lutheran	Cedar Rapids	Mr. Mark Mueller
Trinity Lutheran	Davenport	Mr. Bill Meyer
St Paul Lutheran	Latimer	Mrs. Marilyn Fahrman
Central Lutheran	Newhall	Mr. Frank Parris
Community Lutheran	Readlyn	Mrs. Shari Ambrose
Lutheran Interparish	Williamsburg	Mr. Mark Grewe

PRESCHOOLS

Kid's Kingdom	Belle Plaine
Our Savior	Bettendorf
Immanuel Preschool	Cedar Falls
Share & Care	Cedar Rapids
Trinity Lutheran School	Cedar Rapids
St. John	Clinton
Prince of Peace	Coralville
Risen Christ Little Blessings	Davenport
Trinity Lutheran School	Davenport
Grace	Dewitt
Our Redeemer	Dubuque
Good Shepherd	Eldora
Share & Care	Eldridge
Mothers' Day Out	Fairfield
Fun in the Son	Fredericksburg
Little Lambs	Hiawatha
Our Redeemer	Iowa City
Sunbeam Christian Childcare and Preschool	Mason City
Son Shine Academy	Mt Pleasant
Central Lutheran School	Newhall
Community Lutheran School	Readlyn
Redeemer	Ventura
Trinity Lutheran Church Preschool	Vinton
Lutheran Interparish School	Williamsburg
Zion Lutheran	Wilton

COMMISSIONED ANNIVERSARIES

2020		Years of Service
Martha B Reinking	Valley Lutheran School, Cedar Falls	10
Erin E. Roth	Valley Lutheran School, Cedar Falls	10
William J Sitas	Lutheran Interparish School, Williamsburg	15
Rebecca L Sitas	Lutheran Interparish School, Williamsburg	20
Jodi Van Etten	Lutheran Interparish School, Williamsburg	20
Connie S. Powell	Trinity Lutheran School, Cedar Rapids	20
Andrea D. Hussong	Trinity Lutheran School, Davenport	25
Mark Sperry	Grace Lutheran Church, DeWitt	25
Deje K Jensen	Trinity Lutheran School, Davenport	30
Lisa K Shoumaker	Trinity Lutheran School, Davenport	30

2021		Years of Service
Faith Swenson	College Hill Lutheran Church	5
Tonya Schanbacher	Central Lutheran School, Newhall	5
Emily M Root	Trinity Lutheran School, Cedar Rapids	5
Michael A Paulsen	Trinity Lutheran School, Davenport	5
Jessica J Fry	Central Lutheran School, Newhall	15
Michelle C Hines	Central Lutheran School, Newhall	15
Kristin M Meyer	Central Lutheran School, Newhall	15
Rebecca S McKinney	Central Lutheran School, Newhall	20
Denise R. Carley	Central Lutheran School, Newhall	25
Charlene R. Colangelo	St Paul Lutheran School, Latimer	25
Kim M Mester	Trinity Lutheran School, Davenport	25
Eric Brei	Our Savior Lutheran Church, Bettendorf	25
Steven B Stortz	St Paul Lutheran School, Latimer	35
Melinda A Vanness	St Paul Lutheran School, Latimer	35
Marilyn L Fahrman	St Paul Lutheran School, Latimer	40
William C. Meyer	Trinity Lutheran School, Davenport	40

2022		Years of Service
Joni R Rebarcak	Trinity Lutheran School, Davenport	5
Megan E Stansbury	Trinity Lutheran School, Davenport	5
Jennifer Rethwisch	Lutheran Interparish School, Williamsburg	10
Jill A Schmitzer	Trinity Lutheran School, Davenport	10
Tara Darling	St. Paul Lutheran Church, Mt. Vernon	10
Amy J Koenig	Trinity Lutheran School, Davenport	15
James L Ullman	Trinity Lutheran School, Davenport	15
Stephen J Woolery	Valley Lutheran School, Cedar Falls	15
David K Runge	Central Lutheran School, Newhall	25
Elyse A Wilde	Lutheran Interparish School, Williamsburg	25
Melanie K Maddick	Central Lutheran School, Newhall	30
Franklin O Parris	Central Lutheran School, Newhall	30
Linda J Wille	Lutheran Interparish School, Williamsburg	30

CONGREGATIONS

CONGREGATIONAL ANNIVERSARIES

2019	
Word of God, Cedar Rapids	50
Bethlehem, Mason City	100
St. Stephen's, Atkins	150

2020	
Trinity, State Center	75
St John, Keystone	125
St. Andrew, Van Horne	125
St Paul, Latimer	125
Trinity, Davenport	150
Trinity, Lowden	150
Trinity - Dillon, Marshalltown	150
St Peter, Riceville	150

2021	
Redeemer, Ventura	75
St John, Denver	100
St John, Melcher-Dallas	100
St John, Reinbeck	125
Immanuel, Grand Mound	150
St Paul, Waverly (Artesian)	150
St. John, Newhall	150

2022	
St John, Center Point	75

PROPOSED STANDING RULES

1. The chair will see that the agenda is followed as closely as possible.
2. Resolutions of each floor committee will be prioritized by number and will normally be presented in the numerical sequence published.
3. Each Delegate to the Convention, when recognized by the chair, will state his or her name and the name of that Congregation, Board, or committee he or she is representing.
4. The two-minute rule will apply for all who speak from the floor.
5. While any voting delegates may call the question at any time, after every thirty minutes of debate on any one motion, there will be an automatic call of the question by the chair.
6. Instead of only a voice vote on motions before the Convention, the chair will ordinarily also call for the raising of the right hand.
7. If a substitute motion is offered, the Convention will first decide by majority vote whether or not to consider the substitute. If the decision is in the affirmative and the substitute's motion does not receive favorable action either to consider or to adopt, the original motion is again before the house. (This is the so-called "Behnken rule" for dealing with substitute motions).
8. Questions of privilege will be addressed in writing to the chair, or its appointee, instead of consuming Convention time.
9. In the closing session of the Convention, the President will have the privilege of calling up for action resolutions which in his judgement must be acted upon by the Convention before adjournment.
10. Resolutions prepared by the floor committees which are not acted upon by the Convention before an adjournment die. The subject matter may be reintroduced at the next Convention by means of an Overture.
11. The first item of business in the afternoon sessions will be the formal approval of the Secretary's minutes.
12. The preface, preamble, and WHEREAS sections will be considered an integral part of the resolution or overture and as such subject to the same serious consideration and adoption in all its parts as the main motion itself.
13. Unless covered by these standing rules of the Convention, parliamentary procedure will be governed by the latest edition of Robert's Rules of Order, newly revised. Above all, the rule of the Christian love and behavior will always apply.

PRESIDIUM NOMINATIONS

PRESIDIUM NOMINATIONS REPORT

These are the men nominated by IDE congregations and who are willing to serve in the following offices. They are listed alphabetically. Their biographies follow.

District President: Samuel Beltz, Jesse Burns, Michael Holmen, Max Mons, Brian Saunders

1st Vice President: Karl Bollhagen, Jesse Burns, Michael Knox, Joel Koepp, Max Mons, Stephen Preus

2nd Vice President: Karl Bollhagen, Jesse Burns, Andrew Gray, Michael Knox, Joel Koepp, Max Mons, Stephen Preus

DISTRICT PRESIDENT

Samuel George Beltz

City: Oskaloosa

Birthdate: January 21, 1982 Age: 40

Wife's maiden name: Cassie (Casey) Diane Thomas Number of children: 5

College and year of graduation: Concordia TX, 2004

Seminary and year of graduation: Concordia, St. Louis 2011

Other degrees: MA.T.L. (Gonzaga 2018)

Year of ordination: 2011

Present position: Pastor, St. John Ev. Lutheran of Oskaloosa

Number of years as a member of a congregation in the Synod: 40

Number of years as a rostered member of Synod: 11

List all District/Synodical positions held (Position/Dates):

IDE Conference Planning Committee	October 2012 - October 2015
Marshalltown Circuit Visitor	September 2018 - Present
Synodical Convention Delegate	July 2019
IDE Theological Symposium Organizer	May 2022
Guest Lecturer- IDE PALS	

List your pastorates and the years of service at each:

St. John Ev. Lutheran of Oskaloosa	July 24, 2011---Present
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List other Full-time positions:

Position:	Employer:	Years
Adjunct Professor	Indian Hill Community College	2018---Present

List involvement in civic and non-parish activities:

School Board Candidate-2021
Mahaska County Conservative Political Action Committee Chair-2021---Present

List any other specific experience that you think might qualify you for this office:

Geospecific Missionary- LCMS OIM	September 2005—2007
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DISTRICT PRESIDENT

Jesse A. Burns

City: Ventura

Birthdate: June 20, 1984

Age: 38

Wife's maiden name: Christal Leckband

Number of children: 5

College and year of graduation: Concordia University, Nebraska (2006)

Seminary and year of graduation: Concordia Theological Seminary (2010)

Other degrees:

Year of ordination: 2010

Present position: Pastor, Redeemer Lutheran Church - Ventura, IA

Number of years as a member of a congregation in the Synod: 38

Number of years as a rostered member of Synod: 12

List all District/Synodical positions held:

Circuit Visitor, Northwest Circuit IDW Dates: 2012-2015

List your pastorates and the years of service at each:

St. John's Lutheran Church - Sanborn, IA 2010-2015

Redeemer Lutheran Church - Ventura, IA 2015-Present

List other Full-time positions:

List involvement in civic and non-parish activities:

Vice President, Saint Philip Lutheran Mission Society (RSO) 2013-2020

President, Saint Philip Lutheran Mission Society (RSO) 2020-Present

Michael Gary Holmen

City: Oelwein

Birthdate: August 23, 1980

Age: 41

Wife's maiden name: Kom

Number of children: 1

College and year of graduation: Bethany Lutheran College 2003

Seminary and year of graduation: Concordia Theological Seminary 2010

Other degrees:

Year of ordination: 2010

Present position: Pastor at Peace, Oelwein & Our Redeemer, Independence

Number of years as a member of a congregation in the Synod: 17

Number of years as a rostered member of Synod: 12

List all District/Synodical positions held:

Westgate Circuit Secretary 2013-Present

District Board for Stewardship and Congregational Services 2010-2015

District Board for Constitutional Review 2018-Present

District Conference Planning Committee 2018-2021

List your pastorates and the years of service at each:

Peace, Oelwein & Our Redeemer, Independence 2010-Present

List other Full-time positions:

List involvement in civic and non-parish activities:

Board of Directors NE13A 2020-Present

W. Max Mons

City: Iowa City

Birthdate: February 6, 1966 Age: 56

Wife's maiden name: Christine Grace Parish Number of children: 4

College and year of graduation: The University of Michigan 1988

Seminary and year of graduation: Concordia Seminary, St. Louis, 1996

Other degrees: Master of Sacred Theology, (Concordia Seminary, St. Louis, 2005)

Year of ordination: 1996

Present position: Pastor, St. Paul's Lutheran Chapel, Iowa City

Number of years as a member of a congregation in the Synod: 37

Number of years as a rostered member of Synod: 25

List all District/Synodical positions held:

District

Continuing Education Subcommittee (Member) 1997-1999

Parish Education and Services Committee (Member, Vice Chairman, Chairman) 1999-2003

Nomination Committee (2003 (Member), 2012 (Chairman))

Board for Congregational Services 2004-2012

Floor Committee 1: Board for Congregational Services/Missions (Chairman) 2006

Chaplain Iowa District East Convention 2009

Cedar Rapids South Circuit Visitor 2006 – Present

Floor Committee 1: Administration and Finance (Chairman) 2015

1st Vice President 2015- Present

Presenter and Preacher at numerous district pastors' conferences.

Presenter at numerous Iowa District East Junior High, High School, and Confirmation Retreats

Synod

Advisory delegate to the 2004 LCMS Synodical Convention

Pastoral delegate to the 2013 LCMS Synodical Convention

Member of the LCMS President's Think Tank on Campus Ministry 2012

Member of the planning committee for the 2013 LCMS National Campus Ministry Conference

Sectional Presenter and Preacher for the 2015 LCMS National Campus Ministry Conference

Member Board of Regents Concordia Seminary, St. Louis, 2016- 2022 (Chairman 2021-present)

List your pastorates and the years of service at each:

St. Paul's Lutheran Church, Luzerne, Iowa 1996-2001

St. Paul's Lutheran Chapel and University Center, Iowa City, campus pastor, 2001-2012

St. Paul's Lutheran Chapel and University Center, Iowa City, pastor, 2012 - Present

List other Full-time positions:

Position	Employer	Years
Sales Representative	Neogen Corporation	1990-1992

List involvement in civic and non-parish activities:

Iowa City Girls Softball –2006-2014 I have served as a coach, league commissioner, and member of the Board of Directors.

Iowa City Boys Baseball – Coach, 2010-2016

Trombonist – James Mons and His Not So Little Monsters Jazz Band

List any other specific experience that you think might qualify you for this office:

I have served two terms as 1st Vice President of the district.

DISTRICT PRESIDENT

Brian Saunders

City: Cedar Rapids

Birthdate: July 8, 1958

Age: 63

Wife's maiden name: Karen VonDrak

Number of children: 4

College and year of graduation: St. John's College in Winfield, KS. 1986

Seminary and year of graduation: Concordia Theological Seminary, FW. 1990

Other degrees: Ph.D. 2010

Year of ordination: 1990

Present position: District President, Asst. Pastor of Our Redeemer in Cedar Falls

Number of years as a member of a congregation in the Synod: 63

Number of years as a rostered member of Synod: 32

List all District/Synodical positions held:

President of Iowa District East 2009- present

2nd VP of IDE 2001-2009

Mt. Pleasant Circuit Visitor 1992-2001

List your pastorates and the years of service at each:

Holy Cross Ft. Wayne, IN. 1990-1992

Our Savior Muscatine, IA. 1992-2009

Our Redeemer Cedar Falls, IA. 2016-present

List other Full-time positions:

None at present

List involvement in civic and non-parish activities:

None at present

List any other specific experience that you think might qualify you for this office:

Called and Ordained into the Holy Ministry of the Church. Earned Ph. D. degree in Historical Theology. 13 years experience as DP

1ST VICE PRESIDENT

Jesse Burns

See bio under District President nominees.

W. Max Mons

See bio under District President nominees.

Karl Bollhagen

City: Hampton
Birthdate: May 27, 1973 Age: 48
Wife's maiden name: Julie Hein Number of children: 4
College and year of graduation: Indiana-Purdue Fort Wayne-1994
Seminary and year of graduation: Concordia Theological Seminary-1998
Other degrees:
Year of ordination: 1998
Present position: Pastor at Trinity, Hampton
Number of years as a member of a congregation in the Synod: 48
Number of years as a rostered member of Synod: 24

List all District/Synodical positions held:

Worship Committee, Chair
LSB Preparation Coordinator
Nominating Committee 2018-2022
Circuit Visitor 2009-present

List your pastorates and the years of service at each:

Concordia Warsaw, IL /Messiah Keokuk, IA 1998-2001
Trinity Hampton, IA 2002-present

List other Full-time positions:

List involvement in civic and non-parish activities:

List any other specific experience that you think might qualify you for this office:

Lutheran Family Service - Board of Directors 2015-2022
Lutheran Heritage Foundation - Board of Directors, 2nd Vice Chair 2014-present
Vicarage Supervisor to 18 vicars all of who still serve in the ministry including many in Iowa District East.

Michael Robert Knox

Address: Cedar Falls
Birthdate: May 25, 1961 Age: 60
Wife's maiden name: Tamara Augustin Number of children: 4
College and year of graduation: Concordia - River Forest, IL 1984
Seminary and year of graduation: Concordia - Ft. Wayne, IN 1987
Other degrees: None
Year of ordination: 1987
Present position: Pastor - Our Redeemer, Cedar Falls and Pastor - Peace, Shell Rock
Number of years as a member of a congregation in the Synod: 60
Number of years as a rostered member of Synod: 35

List all District/Synodical positions held:

Chairman, Iowa District East Board of Directors	2022-Present
2 nd Vice-President of Iowa District East	2021 - Present
Iowa District East Board of Directors	2015-Present
Synodical Nomination Committee	2018-Present
Synodical/District Reconciler	2010 – Present
Vicarage Supervisor	2001-2004, 2015-Present
Camp IODISECA Board Chairman	2008-2012
Camp IODISECA Board of Directors	2005-2012
Fall Pastors' Conference Committee	2003-2007

1ST VICE PRESIDENT

Michael Robert Knox continued...

Secretary Circuit Forum 2002-2005
LWML Zone Counselor Several Occasions
Synodical Convention Delegate 1989, 1992, 2016
District Floor Committee 2003, 2006, 2012
District Nomination Committee Chairman 2000-2003
District Confirmation Retreat Coordinator 1998

List your pastorates and the years of service at each:

Trinity - Campbell, NE 1987-1996
Zion - Upland, NE (Extended Vacancy) 1987-1994
Our Redeemer - Cedar Falls, IA 1996-Present
Christ - Waterloo, IA 2004-2016
Peace - Shell Rock, IA 2007-Present

List other Full-time positions:

List involvement in civic and non-parish activities:

I have coached several High School and Jr. High School sports in Cedar Falls. I "retired" from coaching in 2020.
I have been a member of the JayCeers.
My wife and I have hosted Foreign Exchange students.

List any other specific experience that you think might qualify you for this office:

While my experiences in the church are quite varied, including chairing boards and committees, I believe my most recent experience and training as a Synodical Reconciler has given me the broader perspective of our life together in the Missouri Synod. We are a church body made up of sinners, yet who by the grace and mercy of God, may live together in peace based solely on faithfulness to God's Word.

For the past 7 years I have served on the Iowa District East Board of Directors and currently serve as the Chair of that Board. Most recently I was appointed to serve as 2nd Vice-President of the District. These experiences have given me the opportunity to look at the "Big Picture" with regards to our life together as Church Workers and Congregations in the Missouri Synod.

Joel Gregory Koepp

City: Grinnell
Birthdate: October 26, 1983 Age: 38
Wife's maiden name: Markie Gusler Number of children: 4
College and year of graduation: Southwest Mn. State University, 2006
Seminary and year of graduation: Concordia Theological Seminary, Fort Wayne, IN. 2010
Other degrees: D. Min, Sioux Falls Seminary, 2014
Year of ordination: 2010
Present position: Pastor at Immanuel Lutheran Church, Grinnell
Number of years as a member of a congregation in the Synod: 38
Number of years as a rostered member of Synod: 12

List all District/Synodical positions held:

List your pastorates and the years of service at each:

St. Luke's Lutheran Church, Wood Lake, MN., 2010-2017
Immanuel Lutheran Church, Grinnell, IA 2017-present

List other Full-time positions:

List involvement in civic and non-parish activities:

St. Paul's Lutheran Church, Granite Falls, MN Sept. 2012-June 2013
Zion Lutheran Church, Boyd, MN. Jan-2017-June 2017
LWML Zone Counselor, Marshalltown Zone 2018-2021

List any other specific experience that you think might qualify you for this office:

Stephen Keyser Preus

City: Vinton

Birthdate: August 25, 1984 Age: 37

Wife's maiden name: Stephenson Number of children: 4

College and year of graduation: Bethany Lutheran College (2005); Minnesota State University, Mankato (2007)

Seminary and year of graduation: Concordia Theological Seminary (2011)

Other degrees: Master of Sacred Theology (STM), Concordia Theological Seminary (2018)

Year of ordination: 2012

Present position: Pastor, Trinity Lutheran Church, Vinton, IA

Number of years as a member of a congregation in the Synod: 30

Number of years as a rostered member of Synod: 10 years

List all District/Synodical positions held:

Member, Board of Camp Io-Dis-E-Ca	2012-2018
Chair, Nominating Committee	2017-2018
Member, Missions Committee	2018-present
Synod Pastoral Delegate, Benton County	2019
Circuit Visitor, Benton County	2020-present

List your pastorates and the years of service at each:

Trinity Lutheran Church, Vinton, IA (10 years)

List other Full-time positions:

N/A

List involvement in civic and non-parish activities:

Secretary, St. Philip Lutheran Mission Society 2012-present

List any other specific experience that you think might qualify you for this office:

Graduate Assistant, Concordia Theological Seminary 2011-2012

2ND VICE PRESIDENT

Jesse Burns

See bio under District President nominees.

W. Max Mons

See bio under District President nominees.

Michael Knox

See bio under 1st Vice President nominees.

Joel Koepp

See bio under 1st Vice President nominees.

Stephen Preus

See bio under 1st Vice President nominees.

2ND VICE PRESIDENT

Andrew William Gray

City: Marengo

Birthdate: July 04, 1986

Age: 35

Wife's maiden name: Rachel Otto

Number of children: 7

College and year of graduation: Central Michigan University, 2008

Seminary and year of graduation: Concordia Theological Seminary, 2012

Other degrees:

Year of ordination: 2012

Present position: Sole Pastor- St. Johns Lutheran Church, Marengo, IA

Number of years as a member of a congregation in the Synod: 35

Number of years as a rostered member of Synod: 10

List all District/Synodical positions held:

IDE District Board of Directors	2022-present
Board of Directors Camp Io-Dis-E-Ca	2013-2020, 2022-present
IDE Schools Committee	2015-present
IDE Constitutional Review Committee	2015-present

List your pastorates and the years of service at each:

St. Johns Lutheran Church, Marengo, IA- 2012-present

List other Full-time positions:

List involvement in civic and non-parish activities:

List any other specific experience that you think might qualify you for this office:

NON-PRESIDIUM NOMINATIONS

REPORT OF THE NOMINATIONS COMMITTEE

The task of the Nominating Committee is to provide a slate of candidates for the elections which will take place at the 2022 Iowa District East Convention. Members of the Nominating Committee elected at the 2018 IDE Convention include:

Pastors: Rev. Paul Beisel & Rev. Karl Bollhagen

Commissioned: Mr. Stephen Woolery

Laypersons: Mr. Carl Gloe & Mr. Joshua McNary

The committee is thankful to have the Rev. Stephen Preus, the chairman of the 2018 Nominating Committee, as an advisor.

The Nominating Committee is to provide a slate of candidates for the following offices:

Secretary of District (ordained minister, 3 year term)

Treasurer of District (layperson, 3 year term)

Board of Directors (one ordained minister, 6 year term)

Board of Directors (two laypersons, 6 year term)

Constitution Review Committee (one ordained minister, 6 year term)

Constitution Review Committee (one layperson, 6 year term)

Nominating Committee (two ordained ministers, 3 year term)

Nominating Committee (one commissioned minister, 3 year term)

Nominating Committee (two laypersons, 3 year term)

In order to provide a slate of candidates, the Nominating Committee invited the congregations and her members of the IDE to nominate qualified individuals for the various offices. The form for submitting nominees was included in the September 2020 Professional Packet and a special mailing to the congregations. Because the IDE Convention was moved from 2021 to 2022, the deadline for submitting nominations was January 31, 2022.

The Nominating Committee met at Faith Lutheran Church in Waterloo on Saturday, February 26, 2022. The committee reviewed the names of those who were nominated by the congregations and individuals of the district. For those committees where no nominee was submitted, the Nominating Committee discussed potential nominees. These suggested nominees were contacted after the meeting and agreed to let their names stand. Even though in some cases there were more than three or four nominees submitted by congregations and individuals in the district, they were all qualified and are presently on the ballot. All nominees selected for the ballot have given their consent to have their names stand and are willing to serve in the office to which they are nominated.

The Nominating Committee presents the following slate of candidates for the 2022 convention of the Iowa District East. Additional names may be added to this slate through nominations from the convention floor. Delegates making nominations from the floor must secure prior written consent and have a completed biography of the candidate nominated.

Respectfully submitted,

Rev. Paul Beisel, Chairman

NOMINATIONS: THE SLATE OF CANDIDATES

Secretary of Iowa District East (Elect 1 – Three Year Term)

Rev. Peter Hoft

Treasurer of Iowa District East (Elect 1 – Three Year Term)

Zachary Rowley

Board of Directors – Ordained Minister (Elect 1 – Six Year Term)

Rev. Andrew Gray

Rev. Jon Ellingworth

Rev. Dave Weber

Board of Directors – Layperson (Elect 2 – Six Year Terms)

Jon Kohlmeier

Roger Zoske

Jeff Elbert

Samuel Kleiss

James Swales

Committee of Constitution Review – Ordained Minister (Elect 1 – Six Year Term)

Rev. Gary Sears

Committee of Constitution Review – Layperson (Elect 1 – Six Year Term)

Annette Sweeney

Joshua McNary

Nominating Committee – Ordained Minister (Elect 2 – Three Year Terms)

Rev. Thomas Van Hemert

Rev. James Preus

Rev. Samuel Beltz

Rev. Nathan Wille

Nominating Committee – Commissioned Minister (Elect 1 - Three Year Term)

Tony Dixon

Nominating Committee – Layperson (Elect 2 – Three Year Terms)

Paul Moritz

Samuel Kleiss

Mark Platte

Rev. Andrew Gray

See bio under 2nd Vice President nominees.

Rev. Jon Ellingworth

Birthdate: July 17, 1969 Age: 52
Wife's Maiden Name: Lisa Ratcliff Number of Children: 3

College and year of Graduation:

Illinois State University 1997; BA Philosophy;
BA English; Minor Religious Studies;
Illinois Central College 1991; AA Philosophy

Other Degrees:

Concordia Theological Seminary 2002; MDiv

Number of years as a member of a congregation of Synod: 52

Number of years as a rostered member of Synod: 20

List all District/Synodical positions held:

Concordia College NY BOR 2016 – Present
LCMS Convention Delegate: 2013-2016
Koinonia Project Facilitator: 2014-2016
Atlantic District Circuit Visitor: 2012-2017
Atlantic District Pastoral Conference Chair: 2003-2009

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
Pastor	St. John Lutheran Church – Waverly, IA	2017 - Present
Pastor	The Lutheran Church of Christ the King – Pawling, NY	2002 – 2017

List involvement in civic and non-parish activities:

Pawling Resource Center Board: 2002-2017
-- Chairman of that Board: 2012-2017
Progress for Pawling Board: 2009-2012
Radio Personality "Cleric's Corner" Pawling Public Radio: 2013-2017
Member, Pawling Rotary Club: 2014-2017

List any other specific experiences that you think might qualify you for this office:

I have considerable experience serving on the boards of a variety of organizations, sizes, and purposes. I served on the board of a non-profit social services organization in New York for 15 years and chaired that board for 5 years. I was instrumental in the creation and administration of a grassroots organization whose mission was to encourage young people to make good choices and avoid falling into the traps of promiscuity and drug and alcohol use. I have served on the Board of Regents for Concordia College New York for six years during an extremely challenging time culminating in the successful closure of that institution and the sale of its property, avoiding bankruptcy and financial loss to the LCMS, LCEF, and other stakeholders. While this was an undesirable outcome, I gained the experience of making incredibly difficult decisions while preserving fiduciary honesty and integrity. In all duties I strive to maintain Scriptural, Confessional, and doctrinal faithfulness and integrity and to make all decisions in alignment with these confessional standards.

Rev. Dave Weber

Birthdate: January 5, 1965 Age: 57
 Wife's Maiden Name: Darla Dufelmeier Number of Children: 3
 College and year of Graduation: Concordia University, River Forest, 1987
 Other Degrees: MDiv from Concordia Seminary, St. Louis, 1991
 Number of years as a member of a congregation of Synod: 44
 Number of years as a rostered member of Synod: 30

List all District/Synodical positions held:

IDE Education Committee
 LWML Zone and District Counselor

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
Pastor	Our Savior Luther Church, Manchester	

List involvement in civic and non-parish activities:

Delaware County Food Bank board member
 Delaware County Ministerial Association member
 Manchester Public Library board member
 Summer city league soccer coach

List any other specific experiences that you think might qualify you for this office:

BOARD OF DIRECTORS – LAYPERSON

Jim Swales

Birthdate: November 13, 1954 Age: 67
 Wife's Maiden Name: Pamela Schaefer Number of Children: 4 (3 grandchildren)
 College and year of Graduation: Iowa State University Mechanical Engineering BSME 1976
 Other Degrees:
 St Ambrose University MBA 1990
 Iowa State University MSME 2005
 Professional Engineer States of Iowa / Illinois 1980 - 2018

Number of years as a member of a congregation of Synod: 49

St John East Moline, IL
 St Paul Ames, IA
 Trinity Clinton, IA
 St John Center Point. IA

List all District/Synodical positions held:

Camp IODISECA Board 6.5 years
 Camp IODISECA Treasurer 3 years
 Iowa District East Board of Directors 7 years
 IDE Salary Guideline Committee 6 years

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
Engineer / Operations Manager	Commonwealth Edison / Quad-Cities Station	1976 – 2000
Engineering Supervisor	NextEra Energy / Duane Arnold Energy Center	2000 – 2011
Contract Engineer	WD Associates / Bartech Group / Sargent & Lundy	2011 – 2018

List involvement in civic and non-parish activities:

Former foster parent; Habitat for Humanity; Lutherans for Life; Riders Club of America Cedar Rapids (driver & administrative scheduler); Linn County Election Official;

List any other specific experiences that you think might qualify you for this office:

IDE Board of Directors Office committee for budget development
 Thank you for the opportunity to serve in this position.

BOARD OF DIRECTORS – LAYPERSON

Roger Zoske

Birthdate: February 17, 1947 Age: 75
Wife's Maiden Name: Connie Tjarks Number of Children: 3, and 10 grandchildren
College and year of Graduation: High School
Other Degrees:
Number of years as a member of a congregation of Synod: 75

List all District/Synodical positions held:

IDE Board of Directors, IDE Nominating Committee

List other full-time positions:

<i>Position</i>	<i>Employer IAS</i>	<i>Years 28</i>
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List involvement in civic and non-parish activities:

Hubbard School Board, BOD Hubbard Telephone Company

List any other specific experiences that you think might qualify you for this office:

Sunday School teacher since 18 yrs. old. Taught 5th and 6th grade confirmation class 40 yrs.

Jonathan Kohlmeier

Birthdate: May 12, 1989 Age: 33
Wife's Maiden Name: Anna Buetow Number of Children: 0
College and year of Graduation: Milwaukee Area Technical College - 2011
Number of years as a member of a congregation of Synod: 33

List all District/Synodical positions held:

Reconciler (2020 - Present)
Member - IDE Schools Committee (2014 - Present)
Member - 13-01A Task Force - To Extol and Equip the Blessed Partnership between the Royal Priesthood and the Office of the Public Ministry (2017 - 2019)
Communications/Technology Coordinator - Iowa District East (2013 - 2017)
Member - Floor Committee #12 - Ecclesiastical Supervision and Dispute Resolution (2016 LCMS Convention)
Lay Delegate - Cedar Rapids South Circuit - LCMS Convention (2016)

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
CRM Administrator	West Music	2021 - Present
Vice President - Technology	Pine Valley Munitions	2020 - 2021
Director of Web Development	McNary Marketing & Design	2017 - 2020
Technology Executive	Higher Things, Inc.	2007 - 2016

List involvement in civic and non-parish activities:

Producer & Co-host - Life with a Twist of Lemon Podcast (2018 - 2021)
Project Lead - WordSites - Building websites for religious non-profits over one weekend. (2015 - 2017)

List any other specific experiences that you think might qualify you for this office:

Treasurer & Board Member - St. Paul's Lutheran Chapel & University Center (2019-2021)
Chairman & Board Member - St. Paul's Lutheran Chapel & University Center (2014-2015, 2017-2019)

Samuel Kleiss

Birthdate: July 20, 1991

Age: 30

Wife's Maiden Name: Jenna Licht

Number of Children: 3

College and year of Graduation:

BA, Economics and Marketing, University of Northern Iowa 2013

BA, Computer Science, University of Northern Iowa, 2017

Number of years as a member of a congregation of Synod: 30

List all District/Synodical positions held:

Synod Convention Delegate, 2019

Iowa District East Convention Delegate 2018

Synod Convention Delegate, 2016

Iowa District East Convention Delegate 2015

Iowa District East Convention Floor Committee Member 2015

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
<i>Supervisor, Technology Consulting</i>	<i>RSM US LLP</i>	<i>6</i>

List involvement in civic and non-parish activities:

Cedar Falls Rotary Club – 2021 - Present

Cedar Valley Jaycees – 2018-2020

List any other specific experiences that you think might qualify you for this office:

Board Secretary, College Hill Lutheran Church, 2022-Present

Board of Elders, College Hill Lutheran Church, 2022-Present

Director of Campus Ministry, College Hill Lutheran Church, 2017-2021

Director of Stewardship, College Hill Lutheran Church, 2015-2016

Member at Large, Board of Directors, College Hill Lutheran Church, 2014

Christian Community Office Leader, RSM, 2021-Present

Central Region Leader, RSM's Birdies Fore Love Fundraising Campaign, 2022

Office Leader, RSM's Birdies Fore Love Fundraising Campaign, 2018-Present

Jeffery E. Elbert

Birthdate: January 9, 1963

Age: 59

Wife's Maiden Name: N/A

Number of Children: 0

College and year of Graduation:

Iowa State University, BS 1985

Northwestern University, MS 1986, PhD 1990

Capella University MBA, 2003

Other Degrees:

Number of years as a member of a congregation of Synod: 52

List all District/Synodical positions held:

Lay delegate to District convention

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
<i>Principal Scientists</i>	<i>Alumend LLC</i>	<i>2019- present</i>
<i>Asst/Assoc Professor</i>	<i>University of Northern Iowa</i>	<i>2001-2019</i>
<i>Assit/Assoc Professor</i>	<i>South Dakota State University</i>	<i>1993-2001</i>

List involvement in civic and non-parish activities:

Board of Directors and President of the Board, Valley Lutheran School, Cedar Falls Iowa

Board and Treasurer, United Faculty, University of Northern Iowa

President of the Board, COHE, South Dakota State University

List any other specific experiences that you think might qualify you for this office:

Current-President of the Congregation, Faith Evangelical Lutheran Church UAC Waterloo Iowa

Past-Vice-president, Faith Evangelical Lutheran Church UAC Waterloo Iowa

Past-Financial Secretary, Treasurer, Faith Evangelical Lutheran Church UAC Waterloo Iowa

COMMITTEE OF CONSTITUTIONAL REVIEW – ORDAINED MINISTER

Rev. Gary Sears

City: Conroy

Birthdate: May 9, 1960

Age: 61

Wife's Maiden Name: Linda Goecker

Number of Children: 2

College and year of Graduation:

Concordia College, Ann Arbor—1982

Concordia Theological Seminary—1987

Number of years as a member of a congregation of Synod: 44

List all District/Synodical positions held:

Synod Reconciler

Circuit Visitor

Constitution Committee

List other full-time positions:

List involvement in civic and non-parish activities:

Little League Coach

List any other specific experiences that you think might qualify you for this office:

COMMITTEE OF CONSTITUTIONAL REVIEW – LAYPERSON

Joshua McNary

Birthdate: September 17, 1980

Age: 42

Wife's Maiden Name: Marie Hamer

Number of Children: 3

College and year of Graduation:

Ohio University - 2006

Number of years as a member of a congregation of Synod: 18

List all District/Synodical positions held:

IDE Nominations Committee

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
Marketing Technologist & Founder	McNary Marketing & Design (Iowa)	8 years
Marketing Manger	Aerial Services, Inc. (Iowa)	7 Years
Director of Marketing	Young America's Foundation (Virginia)	5 Years

List involvement in civic and non-parish activities:

Roughriders Hockey Club (Youth Hockey), Assistant-Parent Coach

Corridor Hockey Association (Adult Hockey), Player/Assistant Captain

Cedar Amateur Astronomers, Member

List any other specific experiences that you think might qualify you for this office:

Endowment Committee, Zion Lutheran Church - Hiawatha

As a Marketing Technology expert and founder/CEO of McNary Marketing & Design LLC, Joshua McNary meshes business strategy, technology, and corporate savvy with entrepreneurial passion to provide solutions to clients' problems. After decades of working in non-profit, corporate, and start-up worlds, Joshua acts on his knowledge about business, marketing, design, and web development to help business and organizations. In the last eight years since McNary Marketing's founding, he and his team have done extensive work assisting businesses with their initiatives including developing proactive goal-oriented websites, designing and implementing various sales & marketing systems and integrations, and related business technology solutions. Joshua is also an entrepreneurial community and productivity strategy enthusiast which has help him better grow his efforts at McNary Marketing and helped clients do the same. Learn more about and connect at <https://mcnarymarketing.com>.

Note: Joshua and his firm have support numerous LCMS churches, districts, and organizations with paid and un-paid professional services. For some examples, visit wordsites.org.

Annette Sweeney

Birthdate: Age:
 Maiden Name: Number of Children:
 College and year of Graduation:

Number of years as a member of a congregation of Synod:
List all District/Synodical positions held:

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
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List involvement in civic and non-parish activities:

List any other specific experiences that you think might qualify you for this office:

NOMINATING COMMITTEE – ORDAINED MINISTER

Rev. Samuel Beltz

See bio under District President nominees.

Rev. James Preus

Birthdate: April 4, 1989 Age: 33
 Wife's Maiden Name: Theresa Stephenson Number of Children: 5
 College and year of Graduation:

University of Minnesota - Morris, 2010
 Concordia Lutheran Theological Seminary, CA - 2015

Number of years as a member of a congregation of Synod: 25
 Number of years as a rostered member of Synod: 7

List all District/Synodical positions held:

Fall Pastors' Conference Planning Committee—3 years

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
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List involvement in civic and non-parish activities:

I have participated in Community Choir in Ottumwa, taught Koine Greek to home schooled students in the community, and caucused in elections in Iowa.

List any other specific experiences that you think might qualify you for this office:

As a seminary student, I worked as a summer vicar at two different LCMS camps, educating me on the importance of pastoral leadership in district run institutions and missions. I actively attend winkles and conferences, so that I can learn from the talent in our church, both from pastors and laymen.

NOMINATING COMMITTEE – ORDAINED MINISTER

Rev. Thomas Van Hemert

Birthdate: January 13, 1993 Age: 29
Wife's Maiden Name: Elizabeth Gallus Number of Children: 1

College and year of Graduation:
University of Iowa - 2015
Concordia Theological Seminary - 2020

Number of years as a member of a congregation of Synod: 29
Number of years as a rostered member of Synod: 2

List all District/Synodical positions held:
Floor Committee - 2022 Iowa District East Convention
IDE Conference Planning Committee - 2020-Present

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
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List involvement in civic and non-parish activities:

List any other specific experiences that you think might qualify you for this office:

Rev. Nathan Wille

Birthdate: January 3, 1995 Age: 27
Wife's Maiden Name: Number of Children:

College and year of Graduation:
University of Iowa - 2016
Concordia Theological Seminary, Ft. Wayne - 2020

Number of years as a member of a congregation of Synod: 27
Number of years as a rostered member of Synod: 2

List all District/Synodical positions held:

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
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List involvement in civic and non-parish activities:

List any other specific experiences that you think might qualify you for this office:

NOMINATING COMMITTEE – COMMISSIONED MINISTER

Tony Dixon

Birthdate: May 23, 1984 Age: 38
Wife's Maiden Name: Megan Welsh Number of Children: 2

College and year of Graduation:
Concordia University Chicago—2008, BA Theology, DCE Certification

Number of years as a member of a congregation of Synod: 20
Number of years as a rostered member of Synod: 14

List all District/Synodical positions held:
LCMS National Youth Gathering—IDE District Coordinator

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
<i>Director of Student Ministries</i>	<i>King of Kings, Cedar Rapids</i>	<i>2018 – Current</i>
<i>Director of Youth & Young Adult Ministry</i>	<i>Trinity Lutheran, Davenport</i>	<i>2012 – 2018</i>
<i>Director of Youth & Young Adult Ministry</i>	<i>Saint Paul Lutheran, Mount Prospect, IL</i>	<i>2007- 2012</i>

List involvement in civic and non-parish activities:
Upward Basketball Coach

List any other specific experiences that you think might qualify you for this office:

I've been getting more connected and familiar with congregations in the district due to involvement in Youth Gathering planning.

NOMINATING COMMITTEE – LAYPERSON

Samuel Kleiss

See bio under Board of Directors - Layperson nominees.

Paul Moritz

Birthdate: August 3, 1990 Age: 31
Wife's Maiden Name: Catie Rinderknecht Number of Children:
College and year of Graduation:
 Concordia University Wisconsin - 2014
 German and Education

Number of years as a member of a congregation of Synod: 31

List all District/Synodical positions held:

have served as Camp Io-Dis-E-Ca's Site manager for 5 years and served on the St. Paul's Chapel IC Board of Directors for 2.5 years.

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
<i>Site Manager</i>	<i>Camp Io-Dis-E-Ca</i>	<i>2014-2019</i>
<i>Small Engine Mechanic</i>	<i>Moritz Service and Repair</i>	<i>2022—Current</i>

List involvement in civic and non-parish activities:

-Firefighter with Atkins Fire and Rescue
- Small business owner

List any other specific experiences that you think might qualify you for this office:

Mark Platte

Birthdate: January 6, 1958 Age: 64
Wife's Maiden Name: Zellmer Number of Children: 2
College and year of Graduation:
 University of Northern Iowa - 1984

Number of years as a member of a congregation of Synod: 64

List all District/Synodical positions held:

IDE Board of Directors 1997-2000

List other full-time positions:

<i>Position</i>	<i>Employer</i>	<i>Years</i>
<i>Trust Officer</i>	<i>Fidelity Bank & Trust</i>	<i>10 years</i>
<i>Investment Representative</i>	<i>State Bank</i>	<i>10 years</i>
<i>Investment Representative</i>	<i>CUNA Mutual Life Insurance Co</i>	<i>16 years</i>

List involvement in civic and non-parish activities:

Local Exchange Club and Pheasants Forever chapter

List any other specific experiences that you think might qualify you for this office:

CIRCUIT VISITORS SELECTION RESULTS

#001 BENTON	Rev. Stephen Preus - Trinity, Vinton
#021 CEDAR RAPIDS N	Rev. Sean Hansen - St. Paul, Mt. Vernon
#022 CEDAR RAPIDS S	Rev. Dr. Mitch Otto - Prince of Peace, Coralville
#003 CLINTON	Rev. Daniel Redhage – Trinity, Lowden
#004 DAVENPORT	Rev. Bradley Ferch - Immanuel, Davenport
#005 DUBUQUE	Rev. Dr. Kristian Kincaid - Our Redeemer, Dubuque
#006 ELDORA	Rev. Karl Bollhagen - Trinity, Hampton
#007 MARSHALLTOWN	Rev. Samuel Beltz – St. John, Oskaloosa
#008 MT. PLEASANT	Rev. Michael Scudder – Faith, Mount Pleasant
#009 ST. ANSGAR	Rev. Bruce Kaltwasser – Trinity, Osage
#010 WATERLOO	Rev. John Wegener - College Hill, Cedar Falls
#011 WESTGATE	Rev. Ronnie Koch - St. Paul, Fredericksburg
#012 WILLIAMSBURG	Rev. Stuart Rethwisch – St. John, Marengo

DISTRICT REPORTS

REPORT OF THE DISTRICT PRESIDENT

In the past four years, the church has been met with anomalies such as Covid 19 and the Derecho and which has been a testimony to the citizens of the State of Iowa just how committed and dedicated to the Faith. In the midst of restrictions, health challenges, and weather destruction, our pastors, principals, teachers, DCEs and other church workers remained steadfast in providing service to their congregations and schools. I am incredibly proud of the efforts that are made so the people of God may be fed with God's Holy Grace.

We had two personnel changes in the district office. Rev. Dr. Dean Rothchild who served the district faithfully for 18 years has retired. He does continue to do work with raising funds for Proclaiming Christ Jesus on a part time basis. In 2019 Daniel Sanchez began to work for the district in the position of Communications, Technology, and Events Coordinator. Daniel is half time with the district and half time with Camp Io-Dis-E-Ca. The current staff is Sherry Brendes (Business and Office Manager), Pam Krog (Administrative Assistant/ Receptionist), Jan Doellinger (Assistant to the President For Schools), and myself (President). Weekly we are visited by Rev. Allen Konrad (Archivist).

There were also a couple of changes in congregations in the district. We sadly saw the closing of four congregations this last four years. Concordia Lutheran in Waterloo, St. John Lutheran in State Center, Messiah Lutheran in Keokuk along with Our Saviour Lutheran in Keosauqua all conducted their final services with honor and thanksgiving to our gracious Lord for all His gifts to them. The transition of membership to sister LCMS congregations went smoothly and demonstrated faithfulness to the Word of God and the Lutheran Confessions. These sheep are continuing to receive the Lord's blessings under the care of faithful shepherds.

The Iowa District East is committed to supporting mission work here at home as well as around the world. Locally we maintain two campus ministries. St. Paul's (Pastor Max Mons) in Iowa City and College Hill (Pastor John Wegener) in Cedar Falls serve as congregations with sitting membership and officers. At the same time, they provide Word and Sacrament ministry to LCMS students while at college. Each campus is also very outreach oriented with students from foreign nations being exposed to Christianity maybe for the first time. Pastor Michael Musick is a dedicated servant to the ill and injured as he serves the chaplaincy at the University of Iowa Hospitals. IDE continues to see this work as vital and helpful to our area pastors and congregations. The district's commitment of ministering to the deaf is carried out by Pastor Tim Eckert in multiple sights. Efforts continue in support for St. Silas Lutheran Church and Pastor Small as we reach out to the citizens of North Liberty and our new church plant there. New Hope Lutheran Church in Charles City continues under the pastorate of Isaac Johnson. Camp Io-Dis-E-Ca is headed up by Daniel Sanchez and provides summer camp opportunities for all ages and special events within the church. The summer program is greatly blessed by the volunteer pastors who lead in study and proclamation.

On the international scene our district supports an emerging Lutheran church body in the nation of Spain. Missionaries Rev. Arthur Rickman and Deaconess Eva Rickman (Hispanic Ministries) serve the foreign field with our continued support. This next year plans are made to assist the Lutheran Church of Tanzania with further preparation of their men training for the Holy Ministry.

Here at home our Circuit Visitors gather their pastors together monthly and hold winkles where worship, study and theological discussions strengthen our shepherds that they may feed their flocks with the pure Word of God. As of the last few years we have provided a monthly opportunity for the Professional Church Workers to gather and study the Word as well as discuss matters of service in their congregations. They have found this to be very beneficial in building relationships with one another and lifting one another in prayer.

The Board of Directors of Iowa District East made some adjustments due to Dr. Matthew Rueger (2nd Vice President) being elected to the Board of Regents of Concordia Theological Seminary in Fort Wayne, IN. The Board of Directors (BOD) elected Pastor Michael Knox to serve as 2nd Vice President. Since he was an at large member of the BOD, Pastor Andrew Gray was elected to fill that position on the board.

It is truly an honor and privilege to serve the fine men and women of IDE congregations. We are blessed with faithful shepherds, committed commissioned workers, hardworking and tireless volunteers in every place. The Word of God is not only preached and heard, it is also being lived out by the Royal Priesthood of the Church. God bless you as we live together, worship together, walk together and one day will ascend together in the Name of Christ Jesus our Lord. Amen!

Rev. Dr. Brian Saunders
President of Iowa District East

REPORT OF THE 1ST VICE PRESIDENT

Thank you for allowing me the opportunity to serve you as First-Vice President of Iowa District East. I count it a great joy and privilege. In this role I assist the District President as he desires. I act as his representative in the event that he cannot be present. During the triennium “plus one,” I have presided at ordinations and installations of pastors in our district, including one of an Iowa graduate who attended St. Paul’s Chapel! I have accompanied the District President to congregational meetings and offered my counsel and aid when requested. I have attended the Board of Directors meetings and completed the assignments given to me by the board. I also serve as the Board of Directors liaison to the Iowa District East Schools Committee.

What has impressed me the most during this term of service has been the way in which our congregations and pastors have worked to provide Word and Sacrament ministry in the midst of the pandemic. I continue to be impressed, and give thanks to God for, our district’s unwavering commitment to the Word of God and the Lutheran Confessions. God grant that we continue to be steadfast.

Rev. W. Max Mons, STM, 1st Vice President of Iowa District East

REPORT OF THE 2ND VICE PRESIDENT

As I sit down to write this Convention Report for the 2nd Vice-President I can, with a clear conscience, say I have done nothing in this position. Please understand, I was just recently appointed to serve out the term of Rev. Dr. Matthew Rueger. Pastor Rueger is now serving on the Board of Regents of Concordia Theological Seminary in Ft. Wayne and I pray that God will bless his service there.

Pastor Rueger left some big shoes to fill. He has served on the Board of Directors of the District, in various roles, for the past 22 years. First as Secretary of the District, then as 1st Vice-President, and then as 2nd Vice-President, while also being Chairman of the Board of Directors for several of those years. The entire District is indebted to Pastor Rueger for his faithful service and dedication.

Perhaps in place of telling you what I haven’t done as Vice-President, I will inform and refresh our collective understanding of the role which the Vice-Presidents serve in the Iowa District East. In so doing I will tell you what the District expects of me and what, only by God’s grace for us in Christ, I will do to the best of my ability for as long as I serve in this office.

When I went to the District Bylaws to research the job description of District Vice-Presidents this is what I found:

- 6.2 *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.*
- 6.3 *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.*

I was underwhelmed to say the least. The Secretary of the District gets five bullet points in his job description and even the Assistant Secretary of the District gets two. I guess we know who works harder!

So simply put, the job of 1st and 2nd Vice-President is to help the District President fulfill his responsibilities in whatever way he asks of us. I will joyfully do that. As many of you may know, President Saunders and I are more than Seminary classmates and fellow pastors at Our Redeemer in Cedar Falls – we are also related through the marriage of our children Jason and Michaela, and we share, along with our wives Karen and Tammy, grandchildren Paisley, Elias, and Noelle.

If 1st Vice-President Mons is President Saunders’ “right hand” man then I look forward to being his “left hand” man and supporting him in his faithful leadership of this District.

Rev. Michael Knox, 2nd Vice President of Iowa District East

REPORT OF THE DISTRICT SECRETARY

During the last four-year “Triennium” (due to Covid) the Board of Directors (BOD) has endeavored to faithfully labor for the Gospel of Jesus Christ in “Life Together: Laity & Clergy” 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. The BOD met numerous times via Zoom.

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. W. Max Mons, First Vice President, liaison to Schools Committee
- Rev. Dr. Matthew Rueger, Second Vice President and Chairman of the BOD
Replaced by appointment of Rev. Michael Knox in December 2021
- Rev. Mark Brase, District Secretary, District Bylaw Committee Chair
- Mr. Corey Nuehring, District Treasurer, Investment Committee Chair, Office Committee

Mr. James Swales, lay member, liaison to Camp IoDisECa Board of Directors, Office Committee
 Mr. Chris Balvanz, lay member, Audit Committee
 Rev. Michael Knox, pastor at-large member, liaison to the Mission Committee
 Replaced by appointment of Rev Andrew Gray in December 2021
 Mr. Lucas Tanney, commissioned member, liaison to Youth Committee
 Mr. Roger Zoske, lay member, Office Committee

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

August 2018	Review 2018 District Convention Resolutions Appointed Peter Hoft, Assistant Secretary and Lowell Shroeder, Assistant Treasurer
September 2019	Daniel Sanchez started joint employment as Camp Executive Director and IDE Communications/Technology/ Events Coordinator
October 2019	Approved District office reorganization for 2021
April 2020	Appointed Zach Rowley as Assistant Treasurer to replace Lowell Schroeder Zoom with Missionaries in Spain: Rev David Warner & Rev. Adam Lehman
April 2021	Approved delaying the 2021 District Convention by one year

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 where the Lord's work continues from the salvation of souls. To Christ alone be the glory!

Respectfully submitted, Rev. Mark Brase, IDE District Secretary

REPORT OF THE ASSISTANT TO THE PRESIDENT – SCHOOLS

Fact #1: If a child were to enroll in a Lutheran school from preschool through grade 8, that child would be in the school's care for a minimum of 13,869 hours.

Fact #2: To receive that same amount of time in a church setting, the child would have to attend church and Sunday School every Sunday for 266 years.

Fact #3: Lutheran schools are different. The facts stated above are amazing, but Lutheran schools aren't about quantity. They are about quality. The quality, that is the main thing that makes us different, sets us apart, and distinctively Lutheran is that our students hear about Jesus every day. This gives them the opportunity to grow in their faith, and to share that with others. If we stray from this mission, we lose our identity as a Lutheran school. As Maurie Daigeneau points out, "We must not only feed our sheep, we must help them understand they're receiving the only food that truly matters."

The first Lutheran school in IDE began at St. Paul's, Luzerne in 1859. There have been 52 Lutheran schools since that time. Today, we have 21 free standing preschools, 6 elementary schools, and 1 K-12 school. Five of the 6 elementaries also has a preschool. Much has changed and many things have happened over the years that has reduced the number of elementary schools; however, if students are fed God's Word, hear that Jesus loves them and forgives them, and has a place reserved for them in heaven, everything else pales in comparison.

In February, 2022 I started my 7th year as ATTP-Schools. It is a joy, honor, and privilege to serve and do ministry with all our Early Childhood Directors, Principals, teachers, and other staff members. These Lutheran school ministries are possible only through the support of our pastors, the Board of Education leadership, and the sponsoring congregations. Thanks be to God for all these servants and the work they do!

School Ministry Celebrations Since the Last Convention

- All 7 of our K-12 schools have achieved National Lutheran School Accreditation. Our schools are on a continuous and rigorous plan of school improvement and celebration of successes over a 5-year period.
- Iowa Lutheran Student Tuition Organization (ILSTO) achieved its goal of raising \$814,860 (the highest ever achieved) in 2021 which will assist families in providing tuition assistance and provide a 75% tax credit to donors on their Iowa Income tax.
- IDE and IDW schools continue to support school/parental choice in Iowa. By the time this convention convenes we will know whether Iowa will have universal Education Savings Accounts or some form of it beginning with the 2022-2023 school year.
- All of our K-12 schools were able to provide on-line learning during the height of the pandemic, and have continued to offer in-person learning subsequent to the shutdown.
- At the last IDE convention, Overture 1.01 was passed unanimously: "To address the current shortage of rostered active teachers in the Iowa District East" I am pleased to report that a number of activities and actions took place in order to support and encourage all of our workers. Several of these are: Iowa Teachers and Early Childhood conferences, Run Hard Rest Well workshop, "Being Prepared" workshop with help from funding from LCEF, financial support to a group of teachers to attend TEC21 year-long technology workshops the last several years, Soldiers of the Cross financial assistance for needs due to COVID, regular zoom meetings with Early Childhood Directors, providing for needs of our early childhood, elementary, and secondary schools during the derecho and COVID, etc.

- Our Savior, Bettendorf, continues to be one of the five largest preschools in Synod with an enrollment of over 350 students.
- Trinity-Davenport celebrated its 150th year anniversary during 2020 and into 2021!
- King of Kings Lutheran Church is planning to open its Early Childhood Center in the fall of 2022.
- Central Lutheran School, Newhall received much damage from the derecho in August, 2020. Classes were held in 3 different buildings until repairs were finished and the students could return safely. The dedication of the new Student Center took place in December, 2021.
- Becky McKinney, preschool teacher at Central-Newhall was named the 2021 Lutheran Education Association's Distinguished Lutheran Early Childhood Teacher.
- Pastor Travis Berg, St. Paul's Latimer, was nominated for National Lutheran Accreditation's School Shepherd Award. This award honors "a faithful pastor who provides outstanding encouragement, support, and service to his school."

School Ministry Challenges

- If we think our schools are going to look the same as they were five, ten, or twenty years ago, that ship has already sailed. COVID changed the way we do education. Many times it felt like we were building the plane while it was taking off. Some of the things that came out of COVID moved us into places that would have taken ten years to incorporate and thousands of dollars. We will need to continue to find ways to support our administrators, teachers, and families in ways we've never had to consider before, especially as it relates to teacher salaries and church worker debt.
- Will the world need Lutheran schools in the 21st century? Some of our schools lost enrollment and have not fully recovered from the pandemic. Some of our schools have thrived. Funding Lutheran schools was a challenge in our past and continues to be so today. A new paradigm shift needs to take place where instead of saying "Can we afford a Lutheran school?" we change it to "Can we afford NOT to do it?" Regardless, our Lutheran schools are a vital part of a society that is forever in a state of turmoil and change.
- In His wisdom, God decided to take Steve Stortz, our principal at St. Paul's-Latimer to him in December, 2021. In January, God took home Charlene Colangelo, K-2 teacher also at St. Paul's. May God continue to grant us the means and the resources to provide the help, support, and encouragement that will be needed for St. Paul's in the months ahead.
- The shortage of workers continues to be a growing concern. For example, by December, 2021, there were 88 candidates available for placement from our Concordia University system, and over 140 requests placed. Please continue to identify, nurture and pray for potential church workers in your congregations and communities. Support Synod's new initiative "Set Apart to Serve". "The harvest is plentiful but the laborers are few" is just as true today as it was 2,000 year ago. Christ works through us, the people of the church, to provide workers for His church.
- We continue to be watchful and work with our ministry partners regarding potential rules and laws that would attempt to keep us from being able to make use of religious freedom we have.
- God isn't just a light at the end of a dark tunnel, but God is with us IN this tunnel. Dan Beerens writes, "Our fears are ever-present, and division is a threatening possibility. But we know that we are not on our own, that we rest in the truth that we serve at the calling of the King and that this work is ultimately His." We have hope! *"See what great love the Father has lavished on us, that we should be called children of God! And that is what we are!"* 1 John 3: 1

Jan Doellinger, Assistant to the President— Schools

CIRCUIT REPORTS

#001 BENTON CIRCUIT REPORT

The ten congregations in our circuit continue to proclaim the pure Word of God and administer the Sacraments of Christ according to His institution. In addition, Central Lutheran School in Newhall and preschools at First Lutheran, Belle Plaine, and Trinity Lutheran, Vinton, continue to nurture the faith in the children they serve. In the past triennium, Rev. Jeff Schanbacher was installed as pastor at Grace Lutheran, Blairstown (2018). The following anniversaries of preaching Christ crucified were also celebrated: St. Stephen's Lutheran, Atkins -150 years (2019); St. Andrew Lutheran, Van Horne - 125 years (2020); St. John Lutheran, Keystone - 125 years (2020); St. John Lutheran, Newhall - 150 years (2021). The Derecho of 2020 negatively influenced many in our circuit. Of note is the significant property damage sustained by St. John Lutheran, Keystone, and Central Lutheran School in Newhall; both properties have since been repaired and rededicated. The congregations have traversed the Covid-19 crisis with fidelity to our Lord's Word and Sacraments which create, nurture, and sustain faith unto life everlasting.

Rev. Stephen Preus, Circuit Visitor

#021 CEDAR RAPIDS N CIRCUIT REPORT

The Cedar Rapids North Circuit is comprised of seven congregations: Concordia (Cedar Rapids), Word of God (Cedar Rapids), Zion (Hiawatha), King of Kings (Cedar Rapids-Robins), St. Paul (Marion), St. Paul (Mount Vernon), and St. John (Center Point). In the last triennium plus the additional year from the delayed district convention, there have been several pastoral and commissioned worker changes in the circuit.

The Rev. B. Ryan Buchmueller (Candidate Status) was installed as Assistant Pastor at St. Paul in Mount Vernon in November 2018. He was released from his call in April 2021 to assume a chaplaincy position in St. Joseph, MO; DCE Jessica Dvorak resigned her call from Concordia in Cedar Rapids in October 2019; The Rev. David Hansen retired from St. John in Center Point at the end of 2019. The Rev. Thomas Van Hemert (Candidate, CTSFW) was installed at St. John as pastor in June 2020; The Rev. Greg Williamson retired from St. Paul's in Marion in June 2020. The Rev. Andrew Noble (Bethlehem, Kennewick, WA) was installed at St. Paul's as pastor in November 2021; DCE Darci Russell (Candidate, CUI) was installed at Zion in Hiawatha in September 2021; In December 2021, Word of God in Cedar Rapids rescinded the call to Pat Monroe to serve as deaconess as she was unable to be installed and fulfill the call; DCE Tara Darling (Immanuel, Wisconsin Rapids, WI) accepted a call to St. Paul in Mt. Vernon in February 2022 and will be installed in the spring.

Additional pastoral changes will be coming to the circuit. The Rev. Richard Balvanz will be changing to part-time status at King of Kings in Cedar Rapids in June 2022. The Rev. Daniel Krueger will be retiring from Zion in Hiawatha in August 2022. The Rev. Mark Halvorson will be retiring from King of Kings in Cedar Rapids in August 2022.

Other noteworthy milestones in the circuit include the following. Word of God in Cedar Rapids observed their 50th anniversary on September 22, 2019, with a celebratory worship, meal, and display of photos and items from their history. King of Kings in Cedar Rapids made major building expansions and program additions including: new Sunday school, middle school and high school youth spaces and an early childhood/daycare facility that will be available to the public. And St. John Lutheran Church in Center Point will be celebrating their 75th anniversary in the summer of 2022.

The circuit continues to meet with the Cedar Rapids South Circuit for worship, Bible study, a topical study, and fellowship at monthly circuit conferences (September through May). Following the retirement of the Rev. David Hansen, who has been serving as Circuit Visitor, the Rev. Sean Hansen (St. Paul, Mt. Vernon) was appointed to serve the remainder of his term. After meeting online in the spring of 2020, in-person meetings resumed in September 2020.

Rev. Sean Hansen, Circuit Visitor

#022 CEDAR RAPIDS S CIRCUIT REPORT

The Congregations of the Cedar Rapids South Circuit, #022, proclaimed the Gospel of Jesus Christ the past few years in all of their various locations, using the wide range of talents and blessings given them in the Holy Spirit. We celebrated with Trinity Lutheran in Cedar Rapids as they welcomed Rev. Groth, St. Silas in North Liberty as they welcomed Rev. Terry Small, and we have enjoyed and benefitted from the various Vicars at Our Redeemer in Iowa City. Throughout the COVID months, the Pastors and congregations found opportunities to encourage one another in faithful ministry under trying circumstances. May God continue to bless and prosper His Church.

Rev. Dr. Mitchell Otto, Circuit Visitor

#003 CLINTON CIRCUIT REPORT

The Clinton circuit of 2021 looks quite different from the circuit of yestertriennium. Of our 7 congregations, only 2 have not either been vacant or been filling a vacancy at some point in the last 3 years. In December of 2018, Rev. Ron Rafferty left Grace DeWitt for Oklahoma. Their vacancy was covered by a variety of pastors from the area on a week-by-week basis until August of 2019 when Rev. Eric Obermann from Hill City and Custer, South Dakota, was installed as their pastor. Then in April of 2019, Rev. John Preus from Trinity Clinton accepted a call to Wyoming, leaving a vacancy that was filled by Rev. Anthony Dodgers. This vacancy ended when Rev. Nathan Wille from CTSFW was installed in July of 2020. And finally, in March of 2020, Rev. Bill Traphagan accepted a call to Alden and Buckeye, Iowa. Rev. Daniel Redhage served the vacancy at St. Paul Bennett and St. Paul Stanwood until Rev. Andrew Watkins was installed as

#003 CLINTON CIRCUIT REPORT

their pastor in April of 2021.

Every pastor in the circuit, even those not serving the vacancies, truly stepped up to the challenges and helped ensure that these congregations were still nurtured in Word and Sacrament, and we are grateful for all their help. Through it all, the remaining and new pastors continued to meet regularly for winks where we worshipped God and received His Word, studied Greek, shared our triumphs and challenges, and enjoyed fellowship with one another. After a year off, we resumed our annual tradition of having a Lent preaching rotation, having anywhere from 3 to 6 pastors participating. We are thankful to have such steadfast, faithful brothers in our circuit, and we give thanks to God for all of His blessings and carrying us through all the challenges and joys of the last three years. Oh, and there was COVID.

Rev. Daniel Redhage, Circuit Visitor

#004 DAVENPORT CIRCUIT REPORT

Davenport Circuit is comprised of eight congregations: Our Savior (Bettendorf), Eastside Mission (Davenport), Holy Cross (Davenport), Immanuel (Davenport), Risen Christ (Davenport), Trinity (Davenport), Park View (Eldridge), Word of God (Davenport).

In the last triennium plus the additional year from the delayed district convention, the Davenport Circuit has continued to meet on the second Tuesday of the month (September through May). The meeting activities include: worship, exegetical study, doctrinal study, and casuistry. There have been pastoral and commissioned worker changes in the circuit.

The Rev. Michael Vokt, Trinity, Davenport was called into God's Kingdom on January 25, 2021. Trinity is in the process of calling an Associate Pastor; Our Savior, Bettendorf, has undergone major building expansions to accommodate their growing congregation and early childhood/daycare. The ordination of Caleb Weight was ordained into the Office of the Ministry as Associate Pastor at Our Savior, Bettendorf on June 9, 2019; Word of God for the Deaf, Davenport, continues to be an extension of Word of God, Cedar Rapids. Up until 2019, they met at Trinity, Davenport, in a room which Trinity allowed to be set up as a chapel for the Deaf. Space constraints led to Trinity requesting use of the room again. In August 2019, Word of God moved to Holy Cross, Davenport, and has been using their Fellowship Center for weekly worship and Bible study, an arrangement which has been beneficial for both Word of God and Holy Cross; Holy Cross, Davenport reports that Rev. Christopher Neuendorf has accepted the call to serve as Pastor of Our Savior Bottineau, St. Paul Rugby, and Immanuel Willow Creek, North Dakota; The Lutheran Home, Davenport, is starting the process of calling a Pastor; Eastside Mission, Davenport has ended Word and Sacrament ministry. However, after school activities for the community are still offered; Risen Christ, Davenport, called and installed The Rev. Brian Licht as Sr. Pastor on June 9, 2019 as the Pastor at Risen Christ, Davenport. Plans for calling an associate pastor have been on hold since May of 2020. The addition of a part-time church administrator to our staff has been helpful. Little Blessings Day Care continues in operation, meeting the needs of many families as we care for their children and teach them about their loving Savior; Immanuel Evangelical Lutheran, Davenport, has replaced the church cross and is in the process of purchasing a new electronic sign; Park View Lutheran has not added any staff. Their building expansion was completed in 2016. Our preschool is doing well.

Rev. Bradley Ferch, Circuit Visitor

#005 DUBUQUE CIRCUIT REPORT

The Dubuque Circuit of our Iowa District East consists of eight congregations, two in Dubuque, and one each in Sherrill, Guttenberg, McGregor, Delaware, Manchester, and Monticello. We readily acknowledge our merciful Triune God's blessings bestowed through Word and Sacrament. The circuit Pastors meet monthly with the exception of the summer months for the study of God's Holy Word, the reading of Wilhelm Loehe's, "The Pastor," and casuistry issues. May each of our congregations remain a safe haven for precious souls, where the Word is preached faithfully and the Holy Sacraments administered rightly, to the glory of God alone. "O give thanks unto the Lord, for He is good, for His mercy endures forever," (Psalm 106:1).

Rev. Dr. Kristian Kincaid, Circuit Visitor

#006 ELDORA CIRCUIT REPORT

It has been an active last four years for the Eldora Circuit. Michael Kearney from Alden and Buckeye, joined active duty as a chaplain in the United States Army, and Pastor Bill Traphagen accepted the call to those churches. Pastor David Splett retired in Eldora and Pastor Aaron Hambleton accepted the call there. Pastor Berg accepted a call to Wyoming and St. Paul in Latimer is in the calling process.

St Paul Lutheran School this past winter had two teachers who were called to glory after lengthy battles with Covid-19, but the school remains strong and is forging ahead with the grace of God. We have had several circuit forums with good attendance and the churches in the circuit walk together in harmonious fashion.

Respectfully Submitted,

Rev. Karl Bollhagen, Circuit Visitor

#007 MARSHALLTOWN CIRCUIT REPORT

Greetings in Christ from the brothers and Congregations of Marshalltown Circuit. Over the last four years the contours of our little Circuit have changed significantly.

On October 10, 2018 the Rev. Michael Maddick fell asleep in Christ and now awaits his Resurrection. His funeral was held on Monday, October 15, 2018, at Trinity Lutheran Church in State Center. The vacancy was filled by Rev. Robert Ricard who was Called from Ft. Wayne and installed as Pastor at Trinity State Center on July 14, 2019.

In 2017 Trinity Lutheran Church of Chariton, Iowa entered an arrangement with CTS Ft. Wayne. The arrangement placed a Vicar under the direct supervision of Pastor Dean Christ. The first Vicar was Rev. Michael McGinley who now serves as Pastor of Christ the King Lutheran Church in Spencer, Iowa. The following Vicar, Nathan Knaus, was Called to serve the Saints of Trinity, Chariton as Pastor. Rev. Knaus was ordained and Installed as Pastor of Trinity on June 23, 2019. As Pastor Knaus was entering into the Ministry of the Word his supervisor, Rev. Dean Christ, was retiring. Rev. Christ retired on June 24, 2019. Pastor Christ was not the only Pastor in Marshalltown Circuit to retire.

On July 1st, 2020, the Rev. David Klinge retired from his service to the Church and moved to be closer to his family in Nebraska. Sadly, this retirement followed the closing of the congregation he served for a decade. St. John Lutheran Church of State Center officially ended its service to the Kingdom of God on June 28th, 2020. St. John State Center was founded on December 31st, 1865. Her 155 years of service were a good gift to the Church and Iowa District East.

Despite these our changes the Pastors and Congregations of the Marshalltown Circuit have taken steps to draw closer together. The pastors continue meeting both for our Winkles as well as for studies of the Greek Scriptures and Lutheran Confessions. Several of the Churches have begun participating in cooperative Easter Vigils as well as Lenten pulpit exchanges. For many of the congregations this is their first time in memory collaborating with neighboring congregations in such ways. We look forward to God's continued mercy and care for the Saints and Pastors of the Marshalltown Circuit as we move together into the future.

Rev. Samuel Beltz, Circuit Visitor

#008 MOUNT PLEASANT CIRCUIT REPORT

Since the 2018 Iowa District East convention some changes have taken place in the Mt. Pleasant Circuit. Messiah Lutheran in Keokuk has closed. Our preschools at Zion – Wilton, Immanuel – Fairfield, and Faith – Mt. Pleasant, continue to enjoy bringing Jesus to the kids God provides.

Rev. Steve Rasmussen, of Ft. Madison, retired on May 30, 2021. He had been serving Our Savior – Ft. Madison and Our Saviour – Keosauqua. The Ft. Madison congregation has entered into a formal dual parish relationship with Concordia – Burlington. Pastor Chris Roepke was installed as pastor on February 20, 2022. Our Saviour – Keosauqua will hold its final service on May 15, 2022; Faith – Mt. Pleasant enjoyed working with their brothers and sisters from St. Paul – Wapello and Immanuel – Fairfield at the annual Midwest Old Threshers' and Settlers' Reunion in Mt. Pleasant in early September 2021; The wonderful thing called Covid enabled many of our congregations to develop "alternative" methods of getting God's gifts to His people. Including live-streaming services (NO "internet" communion though!), meeting in groups of 10 or less, etc. All of our congregations have been back to full-blown, "regular" worship for quite some time now.

Rev. Michael Scudder, Circuit Visitor

#009 ST ANSGAR CIRCUIT REPORT

The St. Ansgar Circuit pastors meet every month unless there is a District Conference. We worship together and study a topic or a text coming up in the lectionary.

We rejoice that New Hope Lutheran Church in Charles City was able to call their first pastor. Rev. Isaac Johnson was installed on December 6th, 2020. The congregation also celebrated their 10th Anniversary on October 3, 2021; St. Peter, Riceville, received a candidate from the seminary in 2019. Rev. Matthias Wollberg was ordained and installed on July 28, 2019. St. Peter celebrated their 150th Anniversary in 2020; Rev. Mark Lavrenz retired from the ministry in early 2021 after a long pastorate at Bethlehem Lutheran Church in Mason City. In February 2022, Rev. Sean Smith accepted the call to serve Bethlehem. The congregation observed their 100th Anniversary in 2019; Rev. Jesse Burns serves Redeemer, Ventura. The Congregation installed a new stained glass window this triennium; Immanuel, St. Ansgar, is served by Rev. Mark Squire. Since the last Convention they have paved a new parking lot and had their organ refurbished; Rev. Clarke Frederick serves Messiah, Mason City. He also provides Saturday night services at St. John, rural Osage; Trinity, Osage, is served by Rev. Bruce Kaltwasser. They are observing their 90th Anniversary in 2022; After many years of faithful service, Rev. Daird Korth was called to glory in December of 2021. He was serving St. Peter, Elma. He had served previously at Redeemer, Ventura, for many years. We praise God for his faithful ministry to our Lord and his people; Rev. Bruce Miller agreed to serve St. Peter, Elma, as vacancy pastor beginning in March.

Pastor Bruce Kaltwasser, Circuit Visitor

#010 WATERLOO CIRCUIT REPORT

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 and theological study with casuistry. These last four years have seen several changes to the circuit:

Concordia Lutheran Church, Waterloo closed in August of 2019 and the Rev. David Steege (Concordia, Waterloo and St. Paul, Evansdale) retired. The Rev. David Hasselbrook was installed as Pastor of St. Paul - Evansdale in December of 2019. The Rev. Troy Peperkorn of St. John's – Reinbeck accepted a call to serve another parish in 2020. The Rev. Kevin Richter was called and subsequently installed at St. John's – Reinbeck and Assisting Capacity Pastor of Immanuel, Cedar Falls on January 10th, 2021; St. John, Denver and St. Paul, Waverly (Artesian) formed a dual parish with the Rev. Larry Feldt as pastor in 2020; St. John's – Reinbeck celebrated her 125th Anniversary on September 19th, 2021. St. John, Denver celebrated her 100th anniversary on September 26th, 2021; The Rev. Randolph McHone (emeritus, Grace- Waterloo) entered the Church Triumphant in 2018. The Rev. Donald Illian, visitation pastor of Immanuel- Cedar Falls for 19 years, entered the Church Triumphant in 2021; Our Redeemer, Cedar Falls continues to participate in the vicarage program; In July 2020, Deaconess Faith Swenson was installed at College Hill, Cedar Falls.

Rev. John H. Wegener, Circuit Visitor

#011 WESTGATE CIRCUIT REPORT

Meeting a deadline for this report means composing it on a bleak morning in the dead of winter. Talk around is of windchill and inches forecasted. We long for nicer days, more comfortable conditions, grays and browns to be replaced with blues and greens. If the Lord gives this present earth more days and months, we hope to again see buds and blooms. Jesus noted that the buds on fig branches are signs of summer. He compared that to our hope "that the kingdom of God is near" (Luke 21:31). So we hope. In the dead of winter, and amidst the pestilence and death of this present age, we hope for the resurrection. Praying our repentant pleas for mercy, we hope for forgiveness. Looking ahead to this next triennium, we hope for God to either give our world relief from our great troubles or give strength to the faithful to endure. Small buds give hope. Small signs of hope for us up here in the Westgate Circuit are noticed in that we've completed another three or four years of hearing the Word of God and receiving grace in baptism, communion and absolution.

Rev. Ronnie Koch, Circuit Visitor

#012 WILLIAMSBURG CIRCUIT REPORT

The Williamsburg Circuit consists of ten congregations with eight pastors serving as well as Lutheran Interparish School. Pr. Andrew Gray has been serving as the Circuit visitor until he was appointed to IDE Board of Directors and Pr. Stuart Rethwisch was appointed Circuit Visitor to finish out the term. Normally the circuit has hosted the Tre Ore service on Good Friday afternoon and a Reformation service also. Circuit Pastors meet usually the 2nd Tuesday of the month for study of The Lutheran Confessions, an exegetical study, and books such as Michael Lockwood's *The Unholy Trinity: Martin Luther Against the Idol of Me, Myself, and I* and are currently working through John W. Kleinig's *Wonderfully Made: A Protestant Theology of the Body*.

Good Shepherd in Wellman celebrated their 160th anniversary of Word and Sacrament ministry in September of 2020. Pastor Donald Lutz, who served both Good Shepherd in Wellman and St. John's Homestead, died in July of 2020 and we await the resurrection of all the dead, and the life that will be given to all believers in Christ.

St. John's, Marengo - In January of 2019 we were pleased to be able to host Bishop Vesevolod Lytkin from the Siberian Evangelical Lutheran Church. He presented to the congregation the ongoing work of his church in Siberia. Thanks to a generous gift from the estate of Delphine Vanderham, St. Johns constructed a new parsonage. Construction began in the fall of 2020 and pastor and his family moved into the parsonage in early 2021. Despite the difficulties that were caused by the pandemic the Word continues to do its work in our community, soli Deo gloria!

St. John's, Victor (Lincoln Township) celebrated its 150th anniversary on June 24, 2018 with well over 400 gathered by the Holy Spirit to hear the Word of God that endures forever in the morning service, see the renovation the building interior underwent, and get caught up with friends and family near and far again in the meal that followed. We gathered again that afternoon thanking God for what He has done in this place and for being our help in ages past and our continued hope for years to come. In 2019, St. John's reached out and provided military Bible sticks, care packages, worship materials, and various letters and artwork to every military person (over 300) serving at the time on the naval destroyer USS Russell, as we had one of our own members serving on it as well to help coordinate. In 2021 members held a 'live nativity' complete with 5 individual manned scenes for cars to stop at as well as many neighbors and visitors near and far coming into the building and seeing where the Lord gathers us weekly around His Word and Sacraments.

Lutheran Interparish School in Williamsburg - Becky Sitas was called to teach and installed in 2019 and Bill Sitas was called to teach and installed in 2020. Jodi Van Etten and Jennifer Rethwisch completed colloquy requirements and received calls to teach at LIS and installed in 2021. LIS principal Mark Grewe also led the school through the accreditation process and it was granted by the National Lutheran Schools Association. At the end of the 2020 academic school year, teacher Carol Meyer retired after serving the children and families of LIS for 33 years and at the end of the 2022 school year, Peggy Grimm retires after serving LIS for 44 years.

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 sacraments; for the faithful pastors serving the congregations of the circuit; for the dedicated teachers of Lutheran Interparish School; and for the many saints who make up the congregations of this circuit. Thanks be to God.

Rev. Stuart Rethwisch, Circuit Visitor

MISSION REPORTS

CAMP IO-DIS-E-CA

After the 2018 IDE District Convention, Camp Io-Dis-E-Ca continued her upward trend. Summer Camp was continuing to grow, as were retreats and conferences. It has been a convention cycle of many changes at Camp Io-Dis-E-Ca. A restructuring of full-time staff took place between May of 2019 and January of 2020. Since November of 2018, Mr. Sanchez had been assisting the IDE Office with publications and communications as the IDE had a staffing vacancy. In August of 2019, Camp Director Daniel Sanchez officially began a dual position with the IDE Office and Camp Io-Dis-E-Ca, assuming the role of Communications, Technology, and Events Coordinator at the IDE Office while letting go of some Camp duties such as on-site program leadership, activities facilitation, and retreat coordination to transition more fully into policy, fundraising, and development roles.

Also in August of 2019, Mr. Andrew Folkmann was hired as Director of Programs and Retreats. Mr. Folkmann returned to Iowa after having previously served 4 summers at Camp Io-Dis-E-Ca including a summer as Summer Program Director. Prior to his return, Mr. Folkmann was a Resident Camp Director at Camp Takatoka in Oklahoma. Mr. Folkmann's home church is St. John Lutheran in Denver, IA and he is a graduate of Iowa State University.

Mr. Paul Moritz moved on from Camp Io-Dis-E-Ca in May of 2019 after serving as Site Manager for 5 years. The staffing updates were completed when the Site Manager vacancy was filled in January of 2020 with the hiring of Mr. Dylan Lampe. Mr. Lampe has a long history as a camper and summer staff member at Camp Io-Dis-E-Ca. Mr. Lampe is from Readlyn, IA and is also a graduate of Iowa State. He met his wife Abby while working on staff at Camp Io-Dis-E-Ca in 2018.

With an updated staffing scenario in place, Camp Io-Dis-E-Ca stood ready to take on what was looking to be an outstanding year in 2020. Benchmarks for summer camp and retreats were on track to be exceeded, but the COVID-19 pandemic saw nearly all spring retreats wiped away along with overnight summer camp cancelled. We still put forth successful summer efforts in our Day Camp program and had several hundred people come out through individual family days. Later that year, Camp was struck by the 2020 Derecho storm. Though damage to the buildings and facilities was minimal, the Camp's grounds were significantly impacted with the loss of several hundreds of trees. But through the devastation came mission, and Camp Io-Dis-E-Ca helped to lead the initial IDE disaster response effort for the first several weeks following the storm. Camp Io-Dis-E-Ca was privileged to host disaster response volunteers from all around the nation for months after the storm.

Financially, Camp Io-Dis-E-Ca remains solvent despite losing about \$226K of normally budgeted revenue between 2020 and 2021 in summer camps and retreats. That number continues to grow as many retreats had already cancelled out of the first half of 2022. However, Camp has not gone into any debt as a result of the past two years and has navigated these tough times as God provides through the amazing generosity of supporters and congregations. In 2021, summer camp returned to 95% of where it left off in 2019, a solid return in still uncertain times. What is even more is that there have been no COVID-19 outbreaks reported as a result of summer camp or any other Camp event to date. Thanks be to God!

We hope and pray for more normal times. Our mission of providing Christ-centered recreation, inspiration, and education is seemingly more important as the pandemic subsides. While summer camp appears to be back on track, retreats still have a long way to go in returning to the reliable mission and revenue stream for Camp. Camp Io-Dis-E-Ca is focused on moving on from these past two challenging years. Many meaningful updates to our facilities have already begun and we look forward to the many yet to come. Most importantly, we are looking forward to a full return to the valuable mission Camp Io-Dis-E-Ca has in ensuring Christ is proclaimed to our campers and guests in a beautiful outdoor setting.

Daniel Sanchez, Camp Director & Rev. Daniel Redhage, Camp Board Chairman

COLLEGE HILL, UNIVERSITY OF NORTHERN IOWA (CEDAR FALLS)

Thank you to all the congregations of IDE for continuing to provide for the ongoing soul care for college students 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 offer daily morning chapel (i.e. Matins or spoken Divine Service for feast days), Lutheran Confessions study on Tuesdays, Lutheran Catechesis, Vespers, and LCMS U Bible Study every Wednesday, Table Talk on Thursdays, and Holy Absolution by appointment.

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, social gatherings and much more. The students continue to participate in the annual Spring break mercy trip as well as other local service projects.

We are pleased to have Deaconess Faith Swenson serve as the Director for the College Hill Music Conservatory. Several music students at the university have served as instructors to promote music in the church. Deaconess Swenson was also installed as our deaconess in July, 2020 to assist with parish catechesis, music, and work with college students.

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. Bill Cwirla (California); Rev. Dr. Peter Scaer (Concordia Theological Seminary, Ft. Wayne); and Rev. Dr. Adam Koontz (Concordia Theological Seminary, Ft. Wayne);

Rev. John Wegener, Pastor

ST PAUL'S LUTHERAN CHAPEL AND UNIVERSITY CENTER, IOWA CITY

Over the past four 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. Divine Service is held at 8:00 and 10:30 AM. Adult Bible class and Sunday school take place at 9:15 AM. Confirmation classes are held on Thursday afternoons. Adult instruction classes are held as needed. On Wednesday evenings, we hold a brief Divine Service and Bible study. Student and permanent congregation members attend the services and studies, along with their friends, whom they invite.

We have been blessed through our staff. Joleen Trent serves as Administrative Assistant and Director of Development. Anthony Birnbaum serves as organist and choir director. Dennis Stockman is the care taker of our ninety-six year old building. These people are amazing and serve with all humility.

The Lord has blessed us with opportunities to speak of his salvation from day to day. Our Student Leadership Team is active in reaching out to those who visit the chapel. Instruction classes take place every semester. Since the last convention we have celebrated several baptisms and confirmations at St. Paul's.

In January of 2019, our students attended the LCMSU National Campus Ministry Conference, which was held in Fort Wayne, Indiana. The conference focused on witnessing. Our Theologian in Residence teaching weekend has been a blessing to our students and congregation. Plans for spring break service trips have been canceled due to the pandemic.

The Lord is blessing the church through our chapel alums. In the last four years, three of our alums have been ordained into the Office of the Holy Ministry. Another begins his studies in the fall of 2021.

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.

Rev. W. Max Mons, S.T.M.

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

DEAF MINISTRY

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, Burlington and Dubuque. Several shut-ins are scattered in other locations in the district.

Since 2014, Rev. Eckert has served as the sole full-time pastor for the Deaf in the district. In 2017, Pat Monroe accepted a call to serve part-time as a deaconess, but family needs required that she delay commencing her work. In December 2021, Word of God voted to retract the call after it became clear that she would be unable to serve. In August 2017, Rev. Eckert agreed to assist Calvary Lutheran Church for the Deaf, Des Moines, as a remote vacancy pastor, overseeing the elders and providing sermons and other resources and guidance as needed.

Each location served in the district is unique. The group in Cedar Rapids has their own building in which they meet weekly for worship and Bible study. In Davenport, a need for Trinity's youth group to have their own room led to the Deaf moving from Trinity to Holy Cross, Davenport. Starting in August 2019, the Deaf have been using Holy Cross's Fellowship Center for weekly worship and Bible study, an arrangement which has been a beneficial partnership for both Word of God and Holy Cross. The Waterloo group has been meeting twice a month for worship and Bible study at Immanuel, Cedar Falls. The Dubuque group meets once a month for Bible study at Our Redeemer. Concordia hosts the Deaf monthly in Burlington. We are very thankful to these congregations that have opened their doors and allow us to meet in their facilities!

The past couple years have brought challenges, as everyone knows. Cedar Rapids used to have a Deaf seniors group that met regularly, but COVID ended that and it is unlikely to resume. The Derecho in 2020 meant some repairs and a lot of cleanup on the property in Cedar Rapids, but thankfully there was no severe damage to the building. Many thanks to the volunteers who came and helped clean up! Through everything, God continues to care for all our needs of body and soul and our members have been resilient and faithful in trusting Him.

Word of God rejoiced to celebrate its 50th anniversary in September 2019. The previous pastor, Rev. Mark Anderson, was the guest preacher.

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 promotes Deaf ministry in Synod. Rev. Eckert serves on their board as the liaison working with Concordia Seminary, St. Louis, to assist in training Deaf pastors and deaconesses.

There are a few other people in the district who are or have worked with the Deaf: Sheila Killham, at St. Paul, Marion, Sandy Lorenz at Our Redeemer, Dubuque, and Suzy Pool at St. John, Clinton. Having additional people in the district with sign skills is a true blessing. If you know of anyone who knows sign language or would like to learn for the purpose of helping bring the Gospel to the Deaf, please contact Pastor Eckert. The harvest is plentiful and the Deaf workers in Synod are fewer than ever. We thank the district, all of you, 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.

Rev. Tim Eckert, Pastor to the Deaf
Word of God Lutheran Church for the Deaf

ST SILAS, NORTH LIBERTY

St. Silas Lutheran Church in North Liberty is a mission plant of the Iowa District East. Founded in February 2013, St. Silas is an unusual congregation with an average age younger than that of many congregations and comprised of young singles, professionals, newly married, widows, families with young children, and a number of members with post-graduate degrees. Binding them together in this fellowship is a love for the Holy Scriptures, the Lutheran Confessions, and liturgical worship. They enjoy being with one another and are reluctant to leave at the conclusion of the Divine Service, remaining in their seats to visit with their fellow saints.

Our first pastor, the Rev. Andrew Richard, accepted a call to Mt. Hope Lutheran Church, Casper, WY in May 2019. The congregation asked the Rev. Terry Small to serve them during their vacancy.

In June 2019, St. Silas received the gift of a 15-rank pipe organ from Concordia University, Chicago. This had been a training organ and had been in storage for twenty-five years. The organ was dedicated during the St. Silas Reformation Day Divine Service, October 27, 2019.

In October 2019, the congregation extended a divine call to Pr. Small. He was installed as St. Silas' second pastor on Nov. 10, 2019. St. Silas now is served by a once-retired organ and a once-retired pastor. Plans were made to use the new organ as an outreach tool because traditional methods of outreach such as neighborhood canvass (door knocking) had yielded no tangible results. We discovered that the members of St. Silas appreciated the beautiful music in the liturgy in addition to confessional Lutheran doctrine and practice. Rather than relying only on proximity-based outreach, the decision was made to reach out to those with similar theological and musical preferences. A series of organ recitals with well-respected organists was planned but placed on hold until the pandemic has waned. Publicity about these regularly scheduled recitals will target the music community in local colleges and universities. This is the model used effectively for outreach by Bishop Vsevolod Lytkin of our sister church, the Siberian Evangelical Lutheran Church (SELC). Each recital will include a 1-2 minute introduction to the mission of St. Silas. Literature about Lutheranism, and St. Silas will be available for our guests. St. Silas members will be present to engage in conversation with attendees about the organ and the music, but most importantly the mission of St. Silas: "To receive forgiveness of sins, life, and salvation through Jesus Christ our Lord."

The congregation recorded its first baptism of an adult on March 15, 2020. Sadly, this was the last day we were able to meet in person because of the pandemic. Bible study continued but on the Zoom platform. A Service of the Word was recorded each week and published on our website (<http://stsilaslutheran.org>.) It was an unusual Easter as we observed the Resurrection of Our Lord in our homes listening to pre-recorded services on the internet. With great joy, we were able to resume services on-site on June 14, 2020. Because some individuals and families were unable to attend in person, the recorded Service of the Word continues to be offered through the time of this writing. Bible study is now a hybrid event with some attending in person, others via Zoom. We have had people from Iowa, Idaho, Minnesota, Minnesota, New Mexico, and Illinois, listening to our service and attending Bible Study. The challenge of the pandemic has turned into a blessing because it has offered us a new means of reaching people who in turn have told others about us. As a result, two new families were added to our fellowship during the pandemic.

The pandemic and related issues delayed the completion of our organ installation. While the organ functions well for use in worship, we have decided to wait until the organ installation is complete and the instrument is tuned to schedule our first organ recital and extend invitations to the various schools of music at local universities and colleges.

The members of St. Silas thank the many people in our district who have supported this mission during past years and invite you to visit and to continue referring friends and neighbors to us. Soli Deo Gloria Fifth Sunday after the Epiphany February 6, 2022

Rev. Terry Small, Pastor

NEW HOPE, CHARLES CITY

Greetings in Christ,

Our first year together as pastor and congregation has been fruitful, according to the Lord's promise. Highlights include re-establishing weekly worship in late 2020 in the wake of Covid-19, welcoming 15 new members in 2021 and the Baptisms of one infant and one adult. We have also celebrated our first midweek services for Advent and Lent as a congregation. The core of the church body has made much progress in fundamental Lutheran catechesis, doing extensive Bible studies on the Small Catechism and Augsburg Confession over the past year. We also began streaming our services and adult Bible study online which have proved, at least in our case, to be an aid to our church's cohesion and not a hindrance. Thanks be to God.

Your support of New Hope is yielding fruit for God's Kingdom and doing so much to support me and my family after a time of great difficulty. Thank you so much, and may God be with you!

In Christ,

Pastor Isaac Johnson

Recap of church ministries:

- One adult Baptism and one infant Baptism in 2021
- Adult Bible Studies on the Small Catechism and Augs. Confession
- Streaming of Services and Bible Study Online
- Women's Bible Study
- Sunday School (youth)
- Prayer Shawl Ministry
- Operation Christmas Child
- Meals On Wheels
- Missionary support: Rev. McDermott
- Cresco Mission Food Bank Support
- IDE missions
- Hope for Life Pregnancy Center support
- LCMS Ministry to Armed Forces support
- Prison Ministry supported with bulbs and seeds and greeting card sales in 2016-2019
- LWML Mites Donations
- LWML Orphan Grain Train
- Floyd County Cancer Fund
- Community Parking lot cleanup
- Seminary Family Christmas Gifts to St. Louis & Fort Wayne
- New Hope Giving Tree (winter wear-gloves, mittens, scarves)
- Lutheran Family Services
- Lutheran Hour Ministries
- IDE Derecho Disaster Relief
- Christmas and Easter Food Boxes to people in need

Membership

2018 – 30

2019 – 25

2020 – 33

2021 - 46

2022 - 46 (first 14 weeks)

Weekly average attendance

2018 – 18

2019 – 16

2020 – 17

2021 - 25

2022 - 27 (first 14 weeks)

HOSPITAL CHAPLAINCY

The last four years continue to demonstrate the constant changes and challenges that arise for the University of Iowa Hospitals and Clinics. The one thing that has remained constant is the patient's need to hear the Gospel.

The pandemic brought the most significant challenge as it was an issue that had to be addressed immediately, due to the severity of the illness. PPE was an issue for a short term. By God's grace, that has passed for now.

A longer lasting and ongoing concern as I write this, is staffing. A large percentage of the nurses are traveling nurses. Their time here will end in a matter of months, and they will need to be replaced. Just as I wrote four years ago, it is true again today. The top administrators at the hospital have all left and searches are on for their replacements.

As I write this, there is a lot of confusion in the area regarding hospital policies. Currently, at UIHC, patients are allowed one visitor, per day, from 9am – 5pm. The visitor's name must be entered into the hospital computer the day prior to the visit. Masks are required. Pastoral exceptions may be granted by the head nurse on a case-by-case basis. I can help you get this done, if you call me and tell me of your desire to visit.

Our census at the hospital has remained full since our last convention. From pre-pandemic up to today, we are forced to deny some transfers from other hospitals on a daily basis, simply because we don't have a bed. Waiting for a bed to become available if a patient is admitted through the Emergency Room, can extend well past twelve hours.

To better be able to serve the patients who need the degree of care provided by a level one trauma hospital, the state recently granted UIHC permission to build a 260 patient facility in North Liberty. If construction hasn't already started, it will very shortly. One of the parking ramps is coming down in the future to make way for a new tower on The UI campus.

Pastors, please visit your members. Call me and I will do everything I can to get you in to see your member. If you have a member that is at UIHC and you can't visit, if you desire me to visit in your stead, please send me their legal name and hometown and I will gladly go.

Rev. Michael Musick

Chaplain, University of Iowa Hospitals and Clinics

LUTHERAN CHURCH EXTENSION FUND – IN IOWA DISTRICT EAST

I have been privileged to serve the ministries and families of Iowa District East through Lutheran Church Extension Fund (LCEF) for over 23 years. LCEF partners investors with ministry opportunities in our district to aid them in extending the Gospel. I meet with individual and organizational investors of Church Extension to answer their questions and explain the benefits and solutions LCEF investing provides. In the past triennium, I have enjoyed sharing demographic information and outreach ideas with many congregations and schools. LCEF Ministry Solutions help congregations find clarity and develop long-range facility and possible financial plans to help them accomplish their goals. Real Estate Solutions is the newest addition to LCEF's suite of services: LCEF believes that "ministry should dictate real estate" and not the other way around, and so the RES team was formed to work alongside the people or organizations it serves to help them develop and/or execute the best strategy to support their ministry objectives. With over 40 years' experience in serving churches and not-for-profit organizations with their real estate and financial needs, the RES team understands the unique nature and requirements associated with religious-owned assets. Another blessing of LCEF for rostered church workers is housing loans, whether for workers without a parsonage, workers wishing to own their own home, or retired workers. As always, lending solutions to finance church and school operations, expansion, improvements, 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 congregations interested in furthering the Lord's work in their communities. In Iowa District East since the last convention, LCEF has made 13 new loans totaling over \$4,026,800 thanks to faithful investors and borrowers partnering together to help build ministry. Since we last met in convention, Iowa District East received \$160,915 in operating results from Lutheran Church Extension Fund (LCEF). This earnings distribution is made available to districts and the Synod each year that LCEF has positive net results. The amount given back to each district is based upon a 5-way formula based upon loans to district congregations compared to total congregations in our district, district LCEF program operating income, district LCEF income producing assets, district investors as a % of confirmed members and our district LCEF program's capital-to-asset ratio. LCEF was blessed to provide Iowa District East with these extra funds which were put to work to support district missionaries, chaplaincy, Camp IODISECA, missions in Spain and Tanzania, and church worker recruitment and retention. To learn how LCEF can provide solutions for you or your ministry, contact me at carole.white@lcef.org or 515-240-2229.



REPORTS

Carole White
District VP for LCEF

COMMITTEE REPORTS

IDE ARCHIVES

There are at least three places within the LCMS where one can find historical information about a member congregation. The **FIRST** one ought to be within your own congregation. For that, you should have an individual or select group tasked with preserving historically significant information about the congregation. Most obvious is keeping record of memberships, baptisms, confirmations, marriages, and deaths and official minutes of church meetings (governing board, church council, voters). Then also the preservation of sources of historical information, things that would help someone tasked with writing a history of the congregation a decade or so down the road. This would include such things as weekly church bulletins, newsletters, media information (pictures, audio and visual recordings, etc.) of special events, church anniversary booklets, and whatever the members might consider worthy of preservation for future generations about the on-going historical events of the congregation. The **SECOND** place is at your District Archive. This location cannot hold a copy of everything that all the District Congregations might preserve. So, of special interest are church anniversary booklets with their periodic updated histories. Also appreciated is when congregations submit their church records for photographing so that, in case of a disastrous loss, a digital record is preserved both at the congregation and at the IDE Archive. The **THIRD** place for preserving historical information is at Concordia Historical Institute in St. Louis, Missouri. This is where the church records of congregations that disband are to find their final resting place, along with many other historical things deposited there from mission ministry around the world.

Here is what has been taking place in the IDE Archive since the previous District Convention.

DIGITIZED INFORMATION: 40% of all congregation church records have been photographed and filed on compact disks (CD). All submitted congregation histories were scanned and are now on digital (CD) file. There are 13 congregations that have never submitted any historical information. A Photo Gallery of some 1,040 images of Ordained Pastors ever to serve in the District is still in the process of being added to. A new project undertaken was to begin collecting the photos (460 so far) of Commissioned Teachers employed in our Parochial Schools.

VISUAL: A Poster/Frame was placed on the wall in an office cubicle on the main floor of the IDE Office showing the 125 Years of LCMS growth in North America. You would have to go into the office copy room to see the Map of Iowa on the east wall which has a pin located at each location where there is an LCMS congregation in both Iowa District East and Iowa District West. Because the Archive holds 16mm films of the 1934, 1935, and 1955 District Conventions, a projector in good operating condition was located along with two others for spare parts.

TRANSLATIONS: German Iowa District Teachers' Conference Minutes (1904-1911) were transcribed & translated. The handwritten 1855 German Diary of Pastor J.G. Kiesel of Zion-Wilton was donated to the Archive and has been transcribed and translated.

IDE LIBRARY: Most of the *Concordia Theological Monthly Journals*, from 1930-1974, are now on the shelf. The *Concordia Historical Institute Quarterly* (1928-2021) is complete on the shelf along with a comprehensive hard-copy and digital Index.

PROFESSIONAL NEWSLETTER: Now and again, something is featured of historical significance for those who receive the monthly District Professional Packet Newsletter. In August, 2019, there was an article about IDE Mission Outreach to India (1978-1979; 1993-1995) as the LC-MS was commemorating 125 years of mission ministry with the Lutheran Church in India. The translated Iowa District Teachers' Conference Minutes 1904-1911 were presented as an 8 Part Series starting in September, 2019. In order to create an awareness of the IDE Library, an article with pictures was featured in September, 2020. In October, 2020, a 3 Part Series was featured about a report by the Iowa Traveling Missionary Johann F. Döschler [Doescher] who began riding the circuit in 1860. In 2021, the records of the disbanded congregations of St. John-State Center, Immanuel-Grant Center, and Messiah-Keokuk were photographed. A huge bronze plaque and the Minutes of the Quad City Lutheran High School Association, which ceased to exist in 2011, were turned over to the Archive and are yet to be processed.

Allen E. Konrad
Iowa District East Archivist

BOARD OF CONSTITUTIONAL REVIEW

During the past triennium, our constitution review committee has consulted with numerous congregations regarding their constitution and bylaw changes. After reviewing changes nine constitutions have completed the process and received Board of Directors approval. There are a few constitutions that have been reviewed but await congregational action before they are presented to the Board of Directors for final approval.

Our committee consists of: Rev. Andrew Gray, St. Johns Lutheran Church, Marengo, committee chair; Rev. Michael Holmen, Peace Lutheran Church, Olewein and Our Redeemer Lutheran Church, Independence; and Cheri Cummings, St. Paul Lutheran Chapel, Iowa City.

As a reminder, when any bylaw or constitution change is made a congregation must submit their changes to the committee for review and final approval by the Iowa District East Board of Directors.

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.

Any questions regarding revisions to constitutions and bylaws may be directed to the Board of Constitutional Review at any point in the process.

Rev. Andrew Gray, Chairman

PROFESSIONAL CHURCH WORKER STUDENT AID SUB-COMMITTEE

The purpose of the Student Aid Committee is: "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 (lcmiside.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 (including two letters of recommendation for 1st time applicants) must be received no later than June 1 of each year.

During the last four academic years of 2018-2019, 2019-2020, 2020-2021, and 2021-2022, Iowa District East awarded a total of **\$423,091.85** in scholarship aid to seminary students and undergraduate students. Each year an average of **14** students received aid. Thank you to every church and individual in the district who made this financial assistance possible for our future church workers.

Listen to what some of the student aid recipients said. From Emma, *"Thank-you so much for all of your help...It eases my mind greatly to not need to worry about whether I will be able to go to school. I am able to instead concentrate on what I am learning."* Grant wrote, *"We now live in a time where the church needs good and faithful undershepherds (pastors) more than ever as her good confession is continually challenged by the world...This financial support from the District Student Aid fund will greatly benefit me in this very task. I am truly humbled to receive this financial assistance."* And here is what Nick said, *"Thank you so much for the additional financial support...How truly blessed I am to come from Iowa East!"*

The funds distributed by the Student Aid Committee come from a variety of sources. 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 cost of higher education. In order to continue helping students preparing for service in the church, I am asking two things. First, if you or your church is currently giving to IDE 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 for your help.

I would like to sincerely thank the members of our IDE Student Aid Committee for their work during the last four years:

1. Synodically trained teacher **James Ullman**, Trinity, Davenport (past) & Synodically trained teacher **Mary Becker**, Trinity, Cedar Rapids (present)
2. Lay person **Keith Hartkemeyer**, Keystone
3. District executive **Rev. Dean Rothchild**, IDE (past) & IDE President **Rev. Brian Saunders** (present)

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

Rev. David C. Lingard, Chairman

MISSIONS COMMITTEE

The Missions Committee continued its task of evaluating supported missions and making suggestions to the Iowa District East Board of Directors regarding funds from Iowa District East to support mission work both locally and internationally. Members of the Mission Committee: Heidi Iltis, Carole White, Richard Stoltenberg, Rev. Stephen Preus, Rev. Michael Knox, Rev. Daniel Redhage, Rev. Dan Krueger, Rev. Peter Hoft (IDE Board of Directors Liaison) Current local missions include the following:

Camp Io-Dis-E-Ca offers year-round, Christ-centered programs that support the ministries of local congregations, nurture the faith of individuals and families, and motivate people toward congregational involvement, and living in their God-given vocations. In addition, the camp hosts IDE events such as the Fall Pastors' Conference, Lutheran Women Missions League retreat, Pastors' Wives retreat, and several youth events.

College Hill Lutheran, Cedar Falls College Hill Lutheran is the LCMS IDE mission to the University of Northern Iowa. The Divine Service is celebrated every Sunday and on announced Feast days throughout the Church Year. *Matins* (the Church's morning prayer) is prayed every day Monday through Friday in the church proper and *Vespers* (the Church's evening prayer) is prayed every Wednesday in the church proper. Bible studies are every Wednesday. In addition to events for college students there is a High School Weekend retreat where high school students learn about life in college and how to stay involved in church while in college. It also provides the opportunity to meet other LCMS high school students while hanging out with the LCMS U college students from College Hill Lutheran Church.

St Paul's Chapel, Iowa City St. Paul's Lutheran Chapel is an active LCMS Church, a wonderful mix of students at the University of Iowa and a congregation of residents of Iowa City and its surrounding communities. Whether you are a student at the University of Iowa or live in this area, there is a place for you at St. Paul's. Activities and events at St. Paul's are available for all age groups and interests. In addition to Sunday morning worship, there are three different Bible classes, Sunday school for all ages, service projects, social outings, and of course, potlucks. At St. Paul's we believe since God first loved us, we are to reflect His love in our lives and service to our neighbors. Jesus Christ, crucified and risen for us, is at the heart of all we do.

St Silas, North Liberty is a mission Church of the LCMS IDE located in North Liberty, Iowa. St Silas offers the Divine Service and Sunday School. St. Silas continues to be a confessional presence in "the corridor", reaching out to the growing community of North Liberty and beyond.

New Hope, Charles City is a mission church of the LCMS IDE located in Charles City, Iowa. This December New Hope installed Rev. Isaac Johnson as their called pastor, and the congregation is showing great strength and growth as they continue to faithfully proclaim the Word of God.

Word of God, Lutheran Church for the Deaf in Cedar Rapids celebrates the Divine Service and has Bible Study every Sunday. Word of God Lutheran Church for the Deaf has worship and Bible study in these Iowa locations: Burlington, Davenport, Dubuque, Mason City, Muscatine, and Waterloo.

IDE Chaplaincy at University of Iowa Hospitals and Clinics Rev. Musick serves as the IDE chaplain at the University of Iowa Hospitals and Clinics, assisting local pastors when their members are hospitalized. Despite a variety of changes and some opposition to his position from new leadership of the hospital, Rev. Musick has been able to maintain his access to the hospital and continue his valuable work for pastors of the district.

Foreign Mission Work:

Support for Mission in Spain: Throughout the previous triennium, IDE has supported LCMS mission efforts in Spain, including the planned construction of a new church building.

Direct Individual Mission Support:

Rev. Adam Lehman: The Rev. Adam and Christine Lehman serve the Lord through The Lutheran Church—Missouri Synod (LCMS) as missionaries in Puerto Rico, based in Ponce. Adam serves throughout the island as a church planter, working alongside other church leaders to grow the church in Puerto Rico. Through the relationships formed, Adam and Christine seek to share the Good News of Jesus Christ with the people of Puerto Rico.

Rev. Arthur Rickman: Rev. Arthur and Deaconess Eva Rickman serve the Lord through The Lutheran Church—Missouri Synod (LCMS) as missionaries in Latin America, based in Panama. Arthur serves as an area facilitator in the region (Colombia, Cuba, Mexico and Panama), building and strengthening relationships with LCMS partners. In addition, Arthur helps administrate theological education opportunities and manage diaconal work throughout the area in which he serves. He also serves the local church in Panama in various ways. Serving as a deaconess, Eva assists with deaconess formation. Additionally, she encourages and supports the mercy work that is happening throughout this region. Before returning to Latin America, Arthur and Eva served in Asia, based in Hong Kong.

SCHOOLS COMMITTEE

No Report

STEWARDSHIP AND CONGREGATIONAL SERVICES COMMITTEE

In 2020, the Committee developed Bring It Home with the goal of promoting Biblical literacy in the home and to offer families an opportunity for family devotions five days a week. Bring It Home first launched in 2018 by the Minnesota North District of the Lutheran Church – Missouri Synod. Emails with the weeks Bible lessons were sent out weekly with a video accompanying the lessons.

Parish Nurse

Faith Community Nursing, also known as parish nursing, is recognized as a specialty by the American Nurses Association. The parish nurse is a registered nurse who is committed to — and, on a broad level, is an integral part of — the concept of health ministries. He/she works with the members of the health ministry committee or health cabinet, helping and enabling people of the congregation and the community attain, maintain and/or regain optimal health.

Each LCMS district has a parish nurse district representative. These reps meet at least yearly, either in person or via Zoom to discuss best practices, grow in their faith, then communicate and support the parish nurses in their district. Iowa District East currently has six parish nurses.

If your congregation is interested in learning more about parish nursing, please contact Nurse Ronda at nurse.bethanycr@gmail.com.

Disaster Response

Since the 2020 Derecho, the IDE now has 2 Lutheran Early Response Team (LERT) Trainers and 1 chainsaw trainer. Nearly 70 people have received the LERT Training in the past two years, with notable groups of volunteers in the Waterloo/Cedar Falls areas, Cedar Rapids, and the Quad Cities. For more information or to schedule a training at your congregation, please contact Daniel Sanchez, District Disaster Response Coordinator.

WORSHIP COMMITTEE

No Report

YOUTH COMMITTEE

The Youth Committee was regular active before COVID times. The chairman, Rev. Bert Mueller, accepted a call to Minnesota in 2021 and the committee is currently without a chairman. IDE Youth Retreats have resumed their normal schedule at Camp Io-Dis-E-Ca and have been decently attended. Support is also being provided to the LCMS Youth Gathering Coordinators.

IDE TODAY EDITOR

The IDE Today has seen a few changes! The publication is now done in color for a minimal cost increase and moved to a more image-driven format. News can be submitted through the IDE Website at <https://lcmside.org/submit-ide-today-content>, making it easier to submit text and photos in a way that fits the format of the publication. The amount of copies has been reduced to two per year, but plans going forward hope to use the IDE Website and social media platforms more in keeping a more current source of news and reporting for the IDE.

Daniel Sanchez, IDE Today Editor
IDE Communications / Technology Coordinator

BY-LAWS COMMITTEE

The IDE Bylaws Committee is tasked with maintaining the IDE Bylaws, Articles of Incorporation and Policy Manual. In preparation for the 2022 IDE Convention, the Bylaws have been reviewed. Recommended updates are being reviewed by the LCMS Commission on Constitutional Matters (CCM), and will be presented to the District Convention in resolution.

Thanks to Rev. Peter Hoft and Greg Gerjerts who served on the Bylaws Committee.

Rev. Mark Brase, Bylaws Committee Chairman

Congregations' Constitutions and Bylaws

Reviewed by the Constitution Review Committee and approved by the BOD

Reported to the convention as required by Synod Bylaw 2.4.2

Our Redeemer, Cedar Falls

College Hill, Cedar Falls

Immanuel, Fairfield

Park View, Eldridge

Immanuel, Grinnell

St. Paul, Luzerne

St. Paul, Williamsburg

Immanuel, Grand Mound

Trinity, Vinton

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 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. The District Board of Directors appointed the Office Committee, which is an appointed sub-committee of the Board, to perform the duties of the Staffing Review Committee for the 2022 District Convention.

Historical Funding Analysis:

The District Board of Directors continually assess the revenue and expenditures of the district. The Board adopts a balanced budget for each calendar year. The Board also assesses the staffing needs of the district office each year during the budgeting process. As a part of the duties of the Staffing Review Committee a four-year review, for the last quadrennium, of the revenues and expenses for the district was performed. This review analyzed the district office expenses as a part of the overall revenues and expenses for the district. This review is shown in the table below.

Revenues	2018	2019	2020	2021
Congregational Support	\$1,131,213	\$1,067,691	\$1,032,223	\$1,078,636
Assets Released from Restriction	\$150,620	\$119,396	\$251,384	\$244,043
Other Revenue (Conventions & Workshops, LCEF, Investments and Misc.)	\$831,869	\$435,233	\$135,665	\$105,884
Total Revenue	\$2,113,702	\$1,622,320	\$1,419,272	\$1,428,563

Expenses	2018	2019	2020	2021
Synodical Support	\$160,000	\$160,000	\$160,000	\$160,000
District Mission Services	\$530,955	\$511,870	\$474,055	\$525,270
Asst. to the President	\$122,218	\$128,058	\$127,348	\$0
District Support Staff	\$173,590	\$151,785	\$189,517	\$192,981
District President	\$132,231	\$137,403	\$138,724	\$144,569
Other Expenses (Stewardship & Congregational Support, Wor- ship, Youth, Schools, Student Aid, Boards & Committees, Conventions & Workshops, and Misc. Admin)	\$285,999	\$356,975	\$314,632	\$285,535
Total Expenses	\$1,404,993	\$1,446,091	\$1,404,276	\$1,308,355

% of Revenue	2018	2019	2020	2021
Asst. to the President	5.8%	7.9%	9.0%	0.0%
District Support Staff	8.2%	9.4%	13.4%	13.5%
Mission Support (including student aid)	37.2%	46.7%	53.0%	56.7%

Two major staffing changes were implemented during this quadrennium.

First, the district Communications and Technology Coordinator position was vacant for a time during 2018 and 2019. In 2020 the District Board decided to enter into a staff sharing agreement with Camp IO-DIS-E-CA. The Camp Director position was combined with the District Communication and Technology Coordinator position. The Camp and District each provide half of the funding for these positions. The hours spent at the district versus the hours spent at the camp are adjusted seasonally as the job demands fluctuate. This arrangement has been working very well and has saved both the Camp and the District some of the costs associated with two full time

positions.

The second staffing change that the Board implemented during this quadrennium was to eliminate the district full time Assistant to the President position. The Board determined that almost all of the benefit of the fund raising campaign, which was one of the major responsibilities of the Assistant to the President, had been realized and that the district office could operate efficiently without the need for a full time assistant to the president. This position was discontinued at the end of 2020. This also allowed the district budget to be balanced more easily and is considered a more responsible use of district revenues. This decision will need to be revisited on a routine basis to ensure that the President has proper support and all ministries of the district can continue to be accomplished.

As shown in the table, these changes have resulted in an increase in the percentage of district revenues spent on mission support. There has also been an increase in the percentage of revenue spent on district staff. This is mainly due to vacancies in the Communication and Technology Coordinator position which depressed these expenses in 2018 and 2019.

The district office building continues to be a major asset to the district. Although the meeting rooms within the district office have continued to be underutilized, the building is well located to serve district needs. There is no debt associated with the office building and the cost associated with disposal and rental of another office location are considered to be an inefficient use of resources.

TREASURER'S REPORT

IOWA DISTRICT EAST - LCMS

CONSOLIDATED STATEMENT OF FINANCIAL POSITION FOR THE YEARS ENDED DECEMBER 31, 2021, 2020, 2019 and 2018

	2021		2020		2019		2018
ASSETS:							
Cash and Cash Equivalents	\$ 847,947	\$	635,309	\$	636,497	\$	1,407,295
Receivables	1,335		60		2,194		-
Operating Investments	1,854,869		1,692,839		1,558,649		690,830
Prepaid Expenses	42,371		35,431		31,607		32,453
Contributions Receivable	46,368		63,357		104,301		110,486
Loan Receivable	32,990		142,680		147,691		-
Property and Equipment - Net	1,773,346		1,836,046		1,922,132		1,891,473
Beneficial Interests in Charitable	306,424		343,972		261,266		247,531
Endowment Investments	830,413		793,043		769,258		624,704
Beneficial Interests in Perpetual	685,024		621,243		547,685		468,148
	<hr/>						
TOTAL ASSETS	\$ 6,421,087	\$	6,163,980	\$	5,981,280	\$	5,472,920
 LIABILITIES:							
Account Payable and Accrued Ex-Refundable Advance	\$ 6,642	\$	2,466	\$	66,976	\$	7,834
Grants Payable	-		28,500		-		-
Deferred Revenue	13,333		13,333		13,333		13,333
Loans Payable - Lutheran Church	23,614		23,320		3,100		43,678
	158,361		167,042		172,754		180,487
	<hr/>						
Total Liabilities	\$ 201,950	\$	234,661	\$	256,163	\$	245,332
 NET ASSETS:							
Without Donor Restrictions	\$ 4,314,100	\$	3,988,450	\$	3,955,871	\$	3,671,860
With Donor Restrictions	1,905,037		1,940,869		1,769,246		1,555,728
	<hr/>						
Total Net Assets	6,219,137		5,929,319		5,725,117		5,227,588
	<hr/>						
TOTAL LIABILITIES AND NET ASSETS	\$ 6,421,087	\$	6,163,980	\$	5,981,280	\$	5,472,920

**IOWA DISTRICT EAST - LCMS
STATEMENT OF ACTIVITIES - UNRESTRICTED
FOR THE YEARS ENDED DECEMBER 31, 2021, 2020, 2019 and 2018**

	2021	2020	2019	2018
SUPPORT, REVENUES, GAINS & OTHER ADDITIONS:				
Support -				
District Congregations	\$ 1,078,636	\$ 1,032,223	\$ 1,067,691	\$ 1,131,213
Synod	1,600	-	-	-
Assets from Disbanded Congregations	-	-	229,425	-
Lutheran Church Extension Fund	-	-	50,947	47,116
Other	396,569	487,404	204,849	596,392
Revenues -				
Conventions, Conferences and Workshops	13,673	6,329	102,338	51,827
Termination of Annuity Contract	-	-	-	634,090
Net Investment Return	217,221	207,730	329,192	(105,978)
Camp Program Fees	186,992	70,723	215,096	219,694
Other	7,268	28,082	15,683	7,070
Change in Value of Beneficial Interests in Charitable Trusts	15,301	7,867	48,769	(151)
Distributions from and Change in Value of Perpetual Trusts	84,651	60,948	95,536	(41,706)
Gain on Forgiveness of PPP Loan	61,673	44,800	-	-
Gain on Fixed Asset Disposals	14,000	31,663	-	-
Net Assets Released from Restrictions	-	-	-	-
TOTAL SUPPORT, REVENUES, & OTHER ADDITIONS	\$ 2,077,584	\$ 1,977,769	\$ 2,359,526	\$ 2,539,567
EXPENSES AND LOSSES				
Synodical Budget	\$ 160,000	\$ 160,000	\$ 160,000	\$ 160,000
Program Services -				
World and National Missions	533,162	630,662	576,366	595,581
Preparing Church Workers	124,626	117,709	86,372	96,308
Congregational Services	479,669	353,971	459,125	480,221
Support Services -				
Management and General	490,309	455,327	520,996	480,177
Fund-Raising	-	55,898	59,138	58,278
TOTAL EXPENSES	1,787,766	1,773,567	1,861,997	1,870,565
Changes in Net Assets	289,818	204,202	497,529	669,002
Net Assets - Beginning of the Year	5,929,319	5,725,117	5,227,588	4,558,586
Net Assets - End of the Year	\$ 6,219,137	\$ 5,929,319	\$ 5,725,117	\$ 5,227,588

**IOWA DISTRICT EAST - LCMS
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2021**

Cash Flows from Operating Activities:

Change in Net Assets	\$	289,818
Adjustments to Reconcile Change in Net Assets to Net Cash Provided (Used) by Operating Activities:		
Depreciation Expense		106,483
Bad Debt Expense		20,326
Donated Vehicle		(6,967)
Change in Value of Beneficial Interests in Charitable Trusts		(15,301)
Change in Value of Beneficial Interests in Perpetual Trusts		(63,781)
(Gain) Loss on Fixed Asset Disposals		(14,000)
(Gain) on Forgiveness of PPP Loan		(61,673)
Net (Gains) Losses on Investments		(76,745)
Contributions Restricted for Long-Term Investment		(17,756)
(Increase) Decrease in Operating Assets:		61,623
Increase (Decrease) in Operating Liabilities:		(23,635)
Net Cash Provided (Used) by Operating Activities:	\$	198,392
 <u>Cash Flows from Investing Activities:</u>		 (56,107)
 <u>Cash Flows from Financing Activities:</u>		 70,353
Net Increase in Cash	\$	212,638
Cash - Beginning of the Year		635,309
Cash - End of the Year	\$	847,947

**IOWA DISTRICT EAST - LCMS
LOANS PAYABLE
AS OF DECEMBER 31, 2021**

	Balance 12/31/2021	Interest Rate	Monthly Payment
Line of Credit	\$ -	3.875	N/A
Camp Line of Credit	\$ -	4.875	N/A
Camp Loan	<u>\$ 158,361</u>	3.875	\$ 1,264.85
	<u>\$ 158,361</u>		

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

	2022 Budgeted	2021	2020	2019	2018
District President	94,981	93,342	90,994	88,708	85,807
Assistant to the President - Missions	0	0	100,132	91,274	88,261
Deaf Ministry	79,351	78,923	75,793	73,765	71,213
Administrative Staff (3 employees)	147,998	145,397	141,896	127,006	122,706

Notes:

(1) District Salary guidelines were followed to determine salaries for called staff.

Amounts reported above also includes a location adjustments.

(2) Administrative staff salary guidelines followed annual cost of living increases.

**Compensation and Benefit
Recommendations
for
Professional Church Workers**

**ORDAINED WORKER
SALARY SCHEDULE
2023 - 2025**

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 can be viewed electronically on the LCMS website at www.lcms.org/ctm.

Salary

The base salary can be determined by consulting the 2023-2025 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	\$700 to \$1,300
500 to 1,000	\$1,300 to \$1,900
1,000+	\$1,900 to \$2,500
Dual Parish	\$1,900 to \$2,500

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 (service year)
DMin	5% of salary (service year)
Earned PhD, Earned ThD	7% of salary (service year)

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. For congregations not enrolled in Concordia Plan Services, the worker's total compensation should be adjusted upward to reflect participation in the Concordia Plans.

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.

Direct Reimbursement of Professional Expenses / Mileage

Mileage Reimbursement for business use of a personal car, out-of-town travel, and other expenses related to employment 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 and directly reimbursed upon being presented proof of personal payment for those items. This direct reimbursement is not reported as compensation on Form W-2. The congregation should adopt a resolution outlining the terms of an accountable reimbursement policy to meet the requirements of the Internal Revenue Code. Congregations are also 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.

Church Worker Gifts

The congregation 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.

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. This compensation covers all traditional pastoral responsibilities. Travel expenses, round-trip mileage, telephone calls, and other out-of-pocket expenses should be reimbursed by the vacant congregation as well. The congregation should report compensation on a Form W-2 at the end of the year. Additional expense reimbursements are not reported as income on the Form W-2.

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 @ _____% <i>Designation for tax purposes (no cost to congregation)</i>	
Continuing Education	\$ _____
Convention / Retreats Expense	\$ _____
Total Compensation (Salary & Benefits)	\$ _____

IDE Pastor Salary Guidelines 2023-2025

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

Base	\$ 41,635	\$ 42,468	\$ 43,317		
Service Year	2023	2024	2025		Factor
0	\$ 41,635	\$ 42,468	\$ 43,317		1
1	\$ 42,884	\$ 43,742	\$ 44,617		1.03
2	\$ 44,133	\$ 45,016	\$ 45,916		1.06
3	\$ 45,382	\$ 46,290	\$ 47,216		1.09
4	\$ 46,631	\$ 47,564	\$ 48,515		1.12
5	\$ 47,880	\$ 48,838	\$ 49,815		1.15
6	\$ 49,129	\$ 50,112	\$ 51,114		1.18
7	\$ 50,378	\$ 51,386	\$ 52,414		1.21
8	\$ 51,627	\$ 52,660	\$ 53,713		1.24
9	\$ 52,876	\$ 53,934	\$ 55,013		1.27
10	\$ 54,126	\$ 55,208	\$ 56,312		1.3
11	\$ 55,375	\$ 56,482	\$ 57,612		1.33
12	\$ 56,624	\$ 57,756	\$ 58,911		1.36
13	\$ 57,873	\$ 59,031	\$ 60,211		1.39
14	\$ 59,122	\$ 60,305	\$ 61,510		1.42
15	\$ 60,371	\$ 61,579	\$ 62,810		1.45
16	\$ 61,620	\$ 62,853	\$ 64,110		1.47
17	\$ 62,869	\$ 64,127	\$ 65,410		1.49
18	\$ 64,118	\$ 65,401	\$ 66,710		1.51
19	\$ 65,367	\$ 66,675	\$ 68,010		1.53
20	\$ 66,616	\$ 67,949	\$ 69,310		1.55
21	\$ 67,865	\$ 69,223	\$ 70,610		1.57
22	\$ 69,114	\$ 70,497	\$ 71,910		1.59
23	\$ 70,363	\$ 71,771	\$ 73,210		1.61
24	\$ 71,612	\$ 73,045	\$ 74,510		1.63
25	\$ 72,861	\$ 74,319	\$ 75,810		1.65
26	\$ 74,110	\$ 75,593	\$ 77,110		1.67
27	\$ 75,359	\$ 76,867	\$ 78,410		1.69
28	\$ 76,608	\$ 78,141	\$ 79,710		1.71
29	\$ 77,857	\$ 79,415	\$ 81,010		1.73
30	\$ 79,106	\$ 80,689	\$ 82,310		1.75
31	\$ 80,355	\$ 81,963	\$ 83,610		1.77
32	\$ 81,604	\$ 83,237	\$ 84,910		1.79
33	\$ 82,853	\$ 84,511	\$ 86,210		1.81
34	\$ 84,102	\$ 85,785	\$ 87,510		1.83
35	\$ 85,351	\$ 87,059	\$ 88,810		1.85

**Compensation and Benefit
Recommendations
for
Professional Church Workers**

**COMMISSIONED WORKER
SALARY SCHEDULE
2023 - 2025**

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 can be viewed electronically 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 2023-2025 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.

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.

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. For congregations not enrolled in Concordia Plan Services, the worker's total compensation should be adjusted upward to reflect participation in the Concordia Plans.

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.

Direct Reimbursement of Professional Expenses / Mileage

Mileage Reimbursement for business use of a personal car, out-of-town travel for the school, and expenses for 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/school and directly reimbursed upon being presented proof of personal payment for those items. 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 @ _____%	<i>Designation for tax purposes (no cost to congregation)</i>
Professional Expenses	<i>Reimbursed by accountable expense plan</i>
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	\$ 38,997	For year:	2023
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Service Year	BA	BA+18 hrs	MA	MA+18 hrs	MA+36 hrs	PHD	Factor
0	\$ 38,997	\$ 39,972	\$ 40,947	\$ 41,922	\$ 42,312	\$ 42,897	1
1	\$ 40,167	\$ 41,142	\$ 42,117	\$ 43,092	\$ 43,482	\$ 44,067	1.03
2	\$ 41,337	\$ 42,312	\$ 43,287	\$ 44,262	\$ 44,652	\$ 45,237	1.06
3	\$ 42,507	\$ 43,482	\$ 44,457	\$ 45,432	\$ 45,821	\$ 46,406	1.09
4	\$ 43,677	\$ 44,652	\$ 45,626	\$ 46,601	\$ 46,991	\$ 47,576	1.12
5	\$ 44,847	\$ 45,821	\$ 46,796	\$ 47,771	\$ 48,161	\$ 48,746	1.15
6	\$ 46,016	\$ 46,991	\$ 47,966	\$ 48,941	\$ 49,331	\$ 49,916	1.18
7	\$ 47,186	\$ 48,161	\$ 49,136	\$ 50,111	\$ 50,501	\$ 51,086	1.21
8	\$ 48,356	\$ 49,331	\$ 50,306	\$ 51,281	\$ 51,671	\$ 52,256	1.24
9	\$ 49,526	\$ 50,501	\$ 51,476	\$ 52,451	\$ 52,841	\$ 53,426	1.27
10	\$ 50,696	\$ 51,671	\$ 52,646	\$ 53,621	\$ 54,011	\$ 54,596	1.3
11	\$ 51,866	\$ 52,841	\$ 53,816	\$ 54,791	\$ 55,181	\$ 55,766	1.33
12	\$ 53,036	\$ 54,011	\$ 54,986	\$ 55,961	\$ 56,351	\$ 56,936	1.36
13	\$ 54,206	\$ 55,181	\$ 56,156	\$ 57,131	\$ 57,521	\$ 58,106	1.39
14	\$ 55,376	\$ 56,351	\$ 57,326	\$ 58,301	\$ 58,690	\$ 59,275	1.42
15	\$ 56,546	\$ 57,521	\$ 58,496	\$ 59,470	\$ 59,860	\$ 60,445	1.45
16	\$ 57,326	\$ 58,301	\$ 59,275	\$ 60,250	\$ 60,640	\$ 61,225	1.47
17	\$ 58,106	\$ 59,080	\$ 60,055	\$ 61,030	\$ 61,420	\$ 62,005	1.49
18	\$ 58,885	\$ 59,860	\$ 60,835	\$ 61,810	\$ 62,200	\$ 62,785	1.51
19	\$ 59,665	\$ 60,640	\$ 61,615	\$ 62,590	\$ 62,980	\$ 63,565	1.53
20	\$ 60,445	\$ 61,420	\$ 62,395	\$ 63,370	\$ 63,760	\$ 64,345	1.55
21	\$ 61,225	\$ 62,200	\$ 63,175	\$ 64,150	\$ 64,540	\$ 65,125	1.57
22	\$ 62,005	\$ 62,980	\$ 63,955	\$ 64,930	\$ 65,320	\$ 65,905	1.59
23	\$ 62,785	\$ 63,760	\$ 64,735	\$ 65,710	\$ 66,100	\$ 66,685	1.61
24	\$ 63,565	\$ 64,540	\$ 65,515	\$ 66,490	\$ 66,880	\$ 67,465	1.63
25	\$ 64,345	\$ 65,320	\$ 66,295	\$ 67,270	\$ 67,660	\$ 68,245	1.65
26	\$ 65,125	\$ 66,100	\$ 67,075	\$ 68,050	\$ 68,440	\$ 69,025	1.67
27	\$ 65,905	\$ 66,880	\$ 67,855	\$ 68,830	\$ 69,220	\$ 69,805	1.69
28	\$ 66,685	\$ 67,660	\$ 68,635	\$ 69,610	\$ 70,000	\$ 70,585	1.71
29	\$ 67,465	\$ 68,440	\$ 69,415	\$ 70,390	\$ 70,780	\$ 71,365	1.73
30	\$ 68,245	\$ 69,220	\$ 70,195	\$ 71,170	\$ 71,559	\$ 72,144	1.75
31	\$ 69,025	\$ 70,000	\$ 70,975	\$ 71,949	\$ 72,339	\$ 72,924	1.77
32	\$ 69,805	\$ 70,780	\$ 71,754	\$ 72,729	\$ 73,119	\$ 73,704	1.79
33	\$ 70,585	\$ 71,559	\$ 72,534	\$ 73,509	\$ 73,899	\$ 74,484	1.81
34	\$ 71,365	\$ 72,339	\$ 73,314	\$ 74,289	\$ 74,679	\$ 75,264	1.83
35	\$ 72,144	\$ 73,119	\$ 74,094	\$ 75,069	\$ 75,459	\$ 76,044	1.85

2023

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	\$ 39,777	For year:	2024
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Service Year	BA	BA+18 hrs	MA	MA+18 hrs	MA+36 hrs	PHD	Factor
0	\$ 39,777	\$ 40,771	\$ 41,766	\$ 42,760	\$ 43,158	\$ 43,755	1
1	\$ 40,970	\$ 41,965	\$ 42,959	\$ 43,954	\$ 44,351	\$ 44,948	1.03
2	\$ 42,164	\$ 43,158	\$ 44,152	\$ 45,147	\$ 45,545	\$ 46,141	1.06
3	\$ 43,357	\$ 44,351	\$ 45,346	\$ 46,340	\$ 46,738	\$ 47,335	1.09
4	\$ 44,550	\$ 45,545	\$ 46,539	\$ 47,533	\$ 47,931	\$ 48,528	1.12
5	\$ 45,743	\$ 46,738	\$ 47,732	\$ 48,727	\$ 49,125	\$ 49,721	1.15
6	\$ 46,937	\$ 47,931	\$ 48,926	\$ 49,920	\$ 50,318	\$ 50,914	1.18
7	\$ 48,130	\$ 49,125	\$ 50,119	\$ 51,113	\$ 51,511	\$ 52,108	1.21
8	\$ 49,323	\$ 50,318	\$ 51,312	\$ 52,307	\$ 52,704	\$ 53,301	1.24
9	\$ 50,517	\$ 51,511	\$ 52,506	\$ 53,500	\$ 53,898	\$ 54,494	1.27
10	\$ 51,710	\$ 52,704	\$ 53,699	\$ 54,693	\$ 55,091	\$ 55,688	1.3
11	\$ 52,903	\$ 53,898	\$ 54,892	\$ 55,887	\$ 56,284	\$ 56,881	1.33
12	\$ 54,097	\$ 55,091	\$ 56,085	\$ 57,080	\$ 57,478	\$ 58,074	1.36
13	\$ 55,290	\$ 56,284	\$ 57,279	\$ 58,273	\$ 58,671	\$ 59,268	1.39
14	\$ 56,483	\$ 57,478	\$ 58,472	\$ 59,467	\$ 59,864	\$ 60,461	1.42
15	\$ 57,677	\$ 58,671	\$ 59,665	\$ 60,660	\$ 61,058	\$ 61,654	1.45
16	\$ 58,472	\$ 59,467	\$ 60,461	\$ 61,455	\$ 61,853	\$ 62,450	1.47
17	\$ 59,268	\$ 60,262	\$ 61,256	\$ 62,251	\$ 62,649	\$ 63,245	1.49
18	\$ 60,063	\$ 61,058	\$ 62,052	\$ 63,046	\$ 63,444	\$ 64,041	1.51
19	\$ 60,859	\$ 61,853	\$ 62,848	\$ 63,842	\$ 64,240	\$ 64,836	1.53
20	\$ 61,654	\$ 62,649	\$ 63,643	\$ 64,638	\$ 65,035	\$ 65,632	1.55
21	\$ 62,450	\$ 63,444	\$ 64,439	\$ 65,433	\$ 65,831	\$ 66,427	1.57
22	\$ 63,245	\$ 64,240	\$ 65,234	\$ 66,229	\$ 66,626	\$ 67,223	1.59
23	\$ 64,041	\$ 65,035	\$ 66,030	\$ 67,024	\$ 67,422	\$ 68,019	1.61
24	\$ 64,836	\$ 65,831	\$ 66,825	\$ 67,820	\$ 68,217	\$ 68,814	1.63
25	\$ 65,632	\$ 66,626	\$ 67,621	\$ 68,615	\$ 69,013	\$ 69,610	1.65
26	\$ 66,427	\$ 67,422	\$ 68,416	\$ 69,411	\$ 69,809	\$ 70,405	1.67
27	\$ 67,223	\$ 68,217	\$ 69,212	\$ 70,206	\$ 70,604	\$ 71,201	1.69
28	\$ 68,019	\$ 69,013	\$ 70,007	\$ 71,002	\$ 71,400	\$ 71,996	1.71
29	\$ 68,814	\$ 69,809	\$ 70,803	\$ 71,797	\$ 72,195	\$ 72,792	1.73
30	\$ 69,610	\$ 70,604	\$ 71,598	\$ 72,593	\$ 72,991	\$ 73,587	1.75
31	\$ 70,405	\$ 71,400	\$ 72,394	\$ 73,388	\$ 73,786	\$ 74,383	1.77
32	\$ 71,201	\$ 72,195	\$ 73,190	\$ 74,184	\$ 74,582	\$ 75,178	1.79
33	\$ 71,996	\$ 72,991	\$ 73,985	\$ 74,980	\$ 75,377	\$ 75,974	1.81
34	\$ 72,792	\$ 73,786	\$ 74,781	\$ 75,775	\$ 76,173	\$ 76,769	1.83
35	\$ 73,587	\$ 74,582	\$ 75,576	\$ 76,571	\$ 76,968	\$ 77,565	1.85

2024

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	\$ 40,573	For year:	2025
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Service Year	BA	BA+18 hrs	MA	MA+18 hrs	MA+36 hrs	PHD	Factor
0	\$ 40,573	\$ 41,587	\$ 42,602	\$ 43,616	\$ 44,022	\$ 44,630	1
1	\$ 41,790	\$ 42,805	\$ 43,819	\$ 44,833	\$ 45,239	\$ 45,847	1.03
2	\$ 43,007	\$ 44,022	\$ 45,036	\$ 46,050	\$ 46,456	\$ 47,065	1.06
3	\$ 44,225	\$ 45,239	\$ 46,253	\$ 47,268	\$ 47,673	\$ 48,282	1.09
4	\$ 45,442	\$ 46,456	\$ 47,470	\$ 48,485	\$ 48,890	\$ 49,499	1.12
5	\$ 46,659	\$ 47,673	\$ 48,688	\$ 49,702	\$ 50,108	\$ 50,716	1.15
6	\$ 47,876	\$ 48,890	\$ 49,905	\$ 50,919	\$ 51,325	\$ 51,933	1.18
7	\$ 49,093	\$ 50,108	\$ 51,122	\$ 52,136	\$ 52,542	\$ 53,151	1.21
8	\$ 50,311	\$ 51,325	\$ 52,339	\$ 53,353	\$ 53,759	\$ 54,368	1.24
9	\$ 51,528	\$ 52,542	\$ 53,556	\$ 54,571	\$ 54,976	\$ 55,585	1.27
10	\$ 52,745	\$ 53,759	\$ 54,774	\$ 55,788	\$ 56,194	\$ 56,802	1.3
11	\$ 53,962	\$ 54,976	\$ 55,991	\$ 57,005	\$ 57,411	\$ 58,019	1.33
12	\$ 55,179	\$ 56,194	\$ 57,208	\$ 58,222	\$ 58,628	\$ 59,237	1.36
13	\$ 56,396	\$ 57,411	\$ 58,425	\$ 59,439	\$ 59,845	\$ 60,454	1.39
14	\$ 57,614	\$ 58,628	\$ 59,642	\$ 60,657	\$ 61,062	\$ 61,671	1.42
15	\$ 58,831	\$ 59,845	\$ 60,860	\$ 61,874	\$ 62,280	\$ 62,888	1.45
16	\$ 59,642	\$ 60,657	\$ 61,671	\$ 62,685	\$ 63,091	\$ 63,700	1.47
17	\$ 60,454	\$ 61,468	\$ 62,482	\$ 63,497	\$ 63,902	\$ 64,511	1.49
18	\$ 61,265	\$ 62,280	\$ 63,294	\$ 64,308	\$ 64,714	\$ 65,323	1.51
19	\$ 62,077	\$ 63,091	\$ 64,105	\$ 65,120	\$ 65,525	\$ 66,134	1.53
20	\$ 62,888	\$ 63,902	\$ 64,917	\$ 65,931	\$ 66,337	\$ 66,945	1.55
21	\$ 63,700	\$ 64,714	\$ 65,728	\$ 66,743	\$ 67,148	\$ 67,757	1.57
22	\$ 64,511	\$ 65,525	\$ 66,540	\$ 67,554	\$ 67,960	\$ 68,568	1.59
23	\$ 65,323	\$ 66,337	\$ 67,351	\$ 68,366	\$ 68,771	\$ 69,380	1.61
24	\$ 66,134	\$ 67,148	\$ 68,163	\$ 69,177	\$ 69,583	\$ 70,191	1.63
25	\$ 66,945	\$ 67,960	\$ 68,974	\$ 69,988	\$ 70,394	\$ 71,003	1.65
26	\$ 67,757	\$ 68,771	\$ 69,786	\$ 70,800	\$ 71,206	\$ 71,814	1.67
27	\$ 68,568	\$ 69,583	\$ 70,597	\$ 71,611	\$ 72,017	\$ 72,626	1.69
28	\$ 69,380	\$ 70,394	\$ 71,408	\$ 72,423	\$ 72,829	\$ 73,437	1.71
29	\$ 70,191	\$ 71,206	\$ 72,220	\$ 73,234	\$ 73,640	\$ 74,249	1.73
30	\$ 71,003	\$ 72,017	\$ 73,031	\$ 74,046	\$ 74,451	\$ 75,060	1.75
31	\$ 71,814	\$ 72,829	\$ 73,843	\$ 74,857	\$ 75,263	\$ 75,872	1.77
32	\$ 72,626	\$ 73,640	\$ 74,654	\$ 75,669	\$ 76,074	\$ 76,683	1.79
33	\$ 73,437	\$ 74,451	\$ 75,466	\$ 76,480	\$ 76,886	\$ 77,494	1.81
34	\$ 74,249	\$ 75,263	\$ 76,277	\$ 77,292	\$ 77,697	\$ 78,306	1.83
35	\$ 75,060	\$ 76,074	\$ 77,089	\$ 78,103	\$ 78,509	\$ 79,117	1.85

2025

MEMORIALS

2022 COVENTION FLOOR COMMITTEE

Chairman:	Rev. Doug Woltemath (St. Stephen, Atkins)
Clergy:	Rev. Thomas Van Hemert (St. John, Center Point)
Commissioned:	Mrs. Connie Powell (Trinity Lutheran School, Cedar Rapids)
Laymen:	Mr. Charles Johnson (Zion, Hiawatha)

1. **MEMORIAL: 1.01**
2. **SUBJECT: TO RECOMMEND AND ENCOURAGE THE STUDY OF “CREMATION AND THE CHRISTIAN”
PREPARED BY THE CTCR OF THE LUTHERAN CHURCH CANADA.**

1. WHEREAS Cremation is becoming an increasingly accepted practice in our culture; and
2. WHEREAS Practices in the culture frequently are brought into the Church without carefully consideration of how they reflect her
3. confession of faith; and
4. WHEREAS Christians are called to confess the faith not only in their words but also in their actions; and
5. WHEREAS The practice of cremation has historically been regarded as contrary to the Church’s confession of “the resurrection of
6. the body” because of its pagan origins; and
7. WHEREAS Although the method of caring for the body at the time of death does not affect a person’s salvation, yet these actions
8. are an opportunity for the Christian and the Church to clearly confess the faith; and
9. WHEREAS The practice of cremation prevents the Church from confessing her belief in “the resurrection of the body” during the
10. Christian Funeral by the removal of several historic rites associated with the belief in a bodily resurrection, i.e. the Funeral Pall,
11. the procession of the casket, and its location adjacent to the Font; and
12. WHEREAS The Bible does not prohibit cremation but does in fact commend careful and respectful care of the body both in life
13. and death as being the “temple of the Holy Spirit” as evidenced by the bodily burial of virtually all the saints of the Old and New
14. Testaments, our Lord Himself being the foremost example; and
15. WHEREAS The Synod in Convention, with the support of the CTCR and our seminary faculties, approved and commended the
16. document “Cremation and the Christian” prepared by the CTCR of the Lutheran Church-Canada; therefore be it
17. RESOLVED That the IDE in convention likewise commend the document, “Cremation and the Christian” for study by its Pastors
18. and Congregations; and be it further
19. RESOLVED That the IDE in Convention direct the District’s Worship Committee to prepare a companion Study Guide for
20. “Cremation and The Christian”; and be it finally
21. RESOLVED That copies of “Cremation and The Christian” and the accompanying Study Guide be made available to the Pastors
22. and Congregations of the District no later than the end of December 2022.

MEMORIALS

MEMORIAL: 1.02

SUBJECT: TO REFRAIN FROM THE PRACTICE OF ONLINE COMMUNION

1. WHEREAS, The Lord Jesus instituted Holy Communion as a communal meal through which His body and blood are distributed
2. under the bread and wine for the forgiveness of sins, life, and salvation; and
3. WHEREAS, The conditions brought about by the coronavirus pandemic of 2020–2021 led many congregations of The Lutheran
4. Church—Missouri Synod (LCMS) to suspend in-person worship gatherings for protracted periods, hindering them from the
5. celebration of Holy Communion; and
6. WHEREAS, Some congregations considered turning to online Communion as a way to continue celebrating Holy Communion in
7. the absence of in-person worship gatherings; and
8. WHEREAS, The Commission on Theology and Church Relations (CTCR) responded by unanimously endorsing the opinion
9. “Communion and Covid-19” (CC19), which warned against the practice of online Communion, in part by referencing an earlier
10. 2006 CTCR opinion on DVD consecration, which reads, “Whenever the actual words and actions of the celebrant in consecrating
11. the elements are intentionally separated (by time, distance, or technological means) from the distribution and reception, no
12. assurance can be given that our Lord’s instructions are being heeded and that the body and blood of Christ are actually being
13. given and received for the forgiveness of sins and the strengthening of faith” (quoted in CC19, p. 2); and
14. WHEREAS, Some LCMS Pastors and Congregations nevertheless persisted in publicly arguing for and practicing online
15. Communion, prompting a further response from the CTCR in an addendum to CC19 entitled, “One little *word* can fell him,”
16. which affirmed and expanded upon the original position against online Communion; and
17. WHEREAS, The CTCR’s acknowledgement in the addendum to CC19 that “It is indeed true that the CTCR opinion in this matter is
18. not binding” (p. 12) leaves open the possibility that Pastors and Congregations of the LCMS may continue to practice online
19. Communion despite the harm it may cause, and
20. WHEREAS, The practice of online Communion has, at the very least, the potential to sow discord among the brethren and doubt
21. concerning whether such observance of Holy Communion is pleasing to God and in accordance with His Word; therefore be it
22. RESOLVED, That the CTCR be commended for their sound, scriptural guidance on the issue of online Communion; and be it
23. further
23. RESOLVED, That the Iowa District East (IDE) memorialize the LCMS to instruct our Pastors and Congregations to refrain from the
24. practice of online Communion, ensuring that those Pastors and Congregations who continue to practice online Communion after
25. due fraternal admonition be subject to appropriate ecclesiastical discipline; and be it finally
26. RESOLVED, That those who are hindered for a time from bodily participation in Holy Communion be encouraged to content
27. themselves with the exercise of faith in the Lord Jesus Christ. “As great as the hardship is when we cannot receive Christ’s body
28. and blood, the hardship ought not be ‘resolved’ in ways that promise an uncertain ‘sacrament’ without the absolute assurance
29. that Christ intends. It is better humbly and repentantly to ask the Lord for the regular administration of the Sacrament of the
30. Altar to be restored to us, together with an end to the ‘deadly pestilence’ that is killing thousands of souls who are precious to
31. God, their Creator (see Ps. 31. 91; Jonah 4:11)” (CC19 pp. 3–4).

BYLAWS OVERTURES

OVERTURE: 2.01
SUBJECT: TO AMEND THE IDE BYLAWS WITH RECOMMENDED CHANGES

1. WHEREAS the Iowa District East (IDE) “is the Synod itself performing the functions of the Synod” (LCMS 2019 Handbook 4.1.1.1),
2. and
3. WHEREAS the district bylaws “shall not conflict with the Constitution and Bylaws of the Synod” and are to be reviewed and
4. approved by the Commission on Constitutional Matters (CCM) of the Synod (LCMS 2019 Handbook 4.1.1.2), and
5. WHEREAS the CCM has recommended the following changes for the IDE bylaws to be consistent with the Constitution and
6. Bylaws of Synod, therefore, be it
7. RESOLVED, that the IDE bylaws be amended as follows (additions underlined and deletions struck through):
8. 1.2 Each parish including individual congregations or multiple-congregation parishes belonging to this district shall be entitled to two
9. votes, one of which is cast by the ordained, called and installed clergy of the congregation, and one by the duly selected lay
10. delegate of the congregation (the Synod’s *Handbook*, Article V A). In addition, a congregation that is a part of a multi-
11. congregation parish, other than the congregation supplying the voting lay delegate, may elect and depute an advisory lay
12. delegate (Synod’s Handbook, Article XII 10 B). These delegates shall be credentialed for the district convention in accord with
13. bylaw 11.4.
14. 14.3The circuit forum consists consisting of the one pastor of each congregation; and one lay member-person of from each member
15. congregation or multi-congregation parish designated by the congregation or parish; and an advisory representative from
16. congregations of a multi-congregation parish not contributing a lay voter. This advisory representative has voice but no vote.
17. The circuit forum shall meet to study Scripture and the Confessions, to develop policies and/or programs, to elect circuit
18. visitors, to discuss and forward triennial mission and ministry emphases, and to review or respond to resolutions or other
19. programs in the Synod (the Synod’s *Handbook*, Bylaws 5.3).

Iowa District East Board of Directors
(As approved at July 2020 BOD meeting)

