



“Persecution and Passion: Faithfulness Under the Cross”

The 41st District Convention of
IOWA DISTRICT EAST
The Lutheran Church Missouri Synod
June 24–25, 2022

CONVENTION PROCEEDINGS



IDE Mission Statement

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

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CONVENTION ORGANIZATION SYNOD AND DISTRICT LEADERS

Host Congregation:	St. Paul Lutheran Church, Mt. Vernon Rev. Sean Hansen (Pastor)
Convention Theme:	Persecution and Passion: Faithfulness Under The Cross
Synodical Representation:	Rev. Dr. John C. Wohlrabe, Jr.
Convention Essayist:	Rev. Dr. Peter Scaer

OFFICERS OF SYNOD

President	Rev. Dr. Matthew C. Harrison
First Vice President	Rev. Peter Lange
Second Vice President	Rev. Dr. John C. Wohlrabe, Jr.
Third Vice President	Rev. Dr. Scott R. Murray
Fourth Vice President	Rev. Nabil S. Nour
Fifth Vice President	Rev. Christopher S. Esget
Sixth Vice President	Rev. Benjamin Ball
Secretary	Rev. Dr. John Sias
Chief Financial Officer	Mr. Nathan Haak

DISTRICT OFFICERS AND BOARD OF DIRECTORS

President	Rev. Dr. Brian S. Saunders
First Vice President	Rev. W. Max Mons, S.T.M.
Second Vice President	Rev. Michael Knox
Secretary	Rev. Mark Brase
Assistant Secretary	Rev. Peter Hoft
Treasurer	Mr. Corey Nuehring
Assistant Treasurer	Mr. Zachary Rowley
Members At-Large	Mr. James Swales
	Mr. Chris Balvanz
	Rev. Andrew Gray
	Mr. Roger Zoske
	Mr. Lucas Tanney

CIRCUIT VISITORS

#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	Mount 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, Victor

VOTING DELEGATES

Church/City	Pastoral Delegate	Lay Delegate
St Paul, Alden & St Paul-Buckeye, Alden	William Traphagan	
St Stephen, Atkins	Doug Woltemath	Brian Wells
First Lutheran, Belle Plaine & St Paul, Luzerne	Dean Duncan	Jeff Rieck
Our Savior, Bettendorf	Keith Piotter (excused)	Tom Meyer
Grace, Blainstown	Jeffrey Schanbacher (excused)	Daniel Newton
Concordia, Burlington & Our Savior, Ft. Madison	Christopher Roepke	John Graham
College Hill, Cedar Falls	John Wegener	Samuel Kleiss
Immanuel, Cedar Falls	Gerald Kapanka	Dave Koehler
Our Redeemer, Cedar Falls & Peace, Shell Rock	Michael Knox	Tim Koch
Bethany, Cedar Rapids	Michael Erickson	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
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
Immanuel, Charlotte	Anthony Dodgers (excused)	Mark Mahmens
St John, Clinton	Daniel Pool	Kurt Flathers
Trinity, Clinton	Nathan Wille	Ben Page
Trinity, Conroy	Gary Sears	Tom Wardenburg
Prince of Peace, Coralville	Mitchell Otto	
Holy Cross, Davenport	Vacant	Ellen Schuster
Immanuel, Davenport	Bradley Ferch	Brad Schofield
Risen Christ, Davenport	Brian Licht	Stephen Smith
Trinity, Davenport	Randall Golter	Matt Knutsen
Calvary, Deep River	Jan Horne (absent)	Gary Bates
St Paul, Delaware	Vacant	Robert Wendt
St John, Denver & St. Paul, Waverly (Artesian)	Larry Feldt	Mike Gorshe
Grace Lutheran, Dewitt	Eric Obermann (excused)	
Our Redeemer, Dubuque & St Matthew, Sherrill	Kristian Kincaid	Dave Gibson
St Paul, Dubuque	Jonathan Crawford	Kim Weed
St Paul, Eldora	Aaron Hambleton	Steven Robbins
Park View, Eldridge	Peter Hoft	Tim Raleigh
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
St Paul, Fredericksburg	Ronnie Koch	Steven Neuendorf
St Mark, Garrison & Zion, Shellsburg	Adam Baumann	Randy Scheel
Immanuel, Grand Mound	Steven Anderson	Daniel Zinda
Immanuel, Grinnell	Joel Koepp	Joel McDonough
Trinity, Guttenberg & St Paul, McGregor	Brent Keller	Bill Wessling
Trinity, Hampton	Karl Bollhagen	Lynn Arends
Zion, Hiawatha	Daniel Krueger	Charles Johnson
St John, Homestead & Good Shepherd, Wellman	Zachary Voss	David Krebs
St John, Hubbard	Matthew Rueger	Dennis Winter
Our Redeemer, Iowa City	Brent Hartwig (excused)	

Church/City	Pastoral Delegate	Lay Delegate
St Paul's, Iowa City	W. Max Mons	Trevor Magness
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	David Schlak
St Paul's, Marion	Andrew Noble	William Wickham
Redeemer, Marshalltown	Alex Post	Bruce Johnson
Trinity, Marshalltown (Dillon) & Christ, Gladbrook	Fred Berry	Brent Schipper
Messiah, Mason City & St. John, Osage	Clarke E Frederick	Louis Althof
Bethlehem, Mason City	Sean Smith	George Mortimer
St John, Melcher-Dallas & St Paul, Lacona	Gregory Hyatt	Paul Hyatt
St John's, Monticello	Caleb Schewe	Kevin Weideman
Faith, Mount Pleasant	Michael Scudder	Robert Eldridge
St Paul, Mount Vernon	Sean D. Hansen	Terry Klooster
Our Savior, Muscatine	Jeff Pautz	Rex Krueger
St John, Newhall	Steven Rempfer	Justin Gorsh
Our Savior, Newton	Daniel Provost	Doug Woebbeking
St Silas, North Liberty	Terry Small	Thomas Schwartz
Peace, Oelwein & Our Redeemer, Independence	Michael Holmen	Ed Miller
Trinity, Osage	Bruce Kaltwasser	Jerald Philipp
St John, Oskaloosa	Samuel Beltz	John Haack
Trinity, Ottumwa	James Preus	Josh Graeve
St Paul, Readlyn & Immanuel, Readlyn (Klinger)	Philip Girardin (absent)	
St John, Reinbeck	Kevin Richter	Duane Woebbeking
St Peter, Riceville	Matthias Wollberg	David Stansfield Jr.
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
St Paul, Sumner & St John, Sumner (Spring Fountain)	Tanner Post	Thomas Huck
King of Glory, Swisher	Vacant	Lynne Oberbroeckling
St Andrew, Van Horne	David Lingard	Rick Ransom
Redeemer, Ventura	Jesse Burns	Mark Nessen
St James, Victor	Michael Kolesar	Ryan Kupka
St Johns, Victor	Stuart Rethwisch	Joel Bayer
Trinity, Vinton	Stephen Preus	Brett Caspers
St Paul, Wapello	Chris Hinkle	Tim Knutson
Faith, Waterloo	David Menet	Jeff Elbert
Grace, Waterloo	Justin Kane	Barb Gregersen
St John, Waverly	Jonathan Ellingworth	Craig Smith
St John, Wellsburg	Bruce Zimmermann	Keith Balvanz
St Peter, Westgate & Grace, Fayette	Kent Peck	
Immanuel, Williamsburg & Hope, Sigourney	Richard Meyer	Lynda Krueger
St Paul, Williamsburg	Tomas Ogilvie	Melissa Zuber
Zion, Wilton	Daniel Ognoskie	Thomas Moeller

COMMITTEE ELECTION RESULTS

COMMITTEE OF CONSTITUTIONAL REVIEW

Ordained	Rev. Gary Sears
Layperson	Joshua McNary

NOMINATIONS COMMITTEE

Ordained	Rev. Samuel Beltz
Ordained	Rev. James Preus
Commissioned	Tony Dixon
Lay	Samuel Kleiss
Lay	Mark Platte

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)

CONVENTION MINUTES

41st IOWA DISTRICT EAST CONVENTION MINUTES

Session 1: Friday Morning, June 24, 2022

The Forty-first Convention of the Iowa District East at the Marriott Hotel, Cedar Rapids, Iowa opened at 9 a.m. with the praying of Matins. The Worship Committee members served as chaplains for the convention. Rev. Sean Hansen served as liturgist. District President Rev. Dr. Brian Saunders preached on the text of John 14:27.

Convention Chair District President Rev. Dr. Brian Saunders called the convention to order at 9:55 a.m. The President announced the Supreme Court judgment overturning Roe v. Wade 6-3. The assembly sang *Praise God From Whom All Blessings Flow*. Rev. Sean Hansen, pastor from the convention's host congregation, St. Paul Lutheran Church, Mount Vernon welcomed the delegates and guests to the convention, and made announcements. LCEF Vice President (VP) Carole White will be drawing a name of a delegate each session for a LCEF gift card. Pastor Chris Roepke's name was drawn. The chair recognized convention essayist Rev. Dr. Peter P. Scaer of Concordia Theological Seminary, Fort Wayne, Indiana. He also introduced his wife Karen and his family.

Chair Saunders introduced the district staff: Assistant to the President (ATTP) for Schools Jan Doellinger, Administrative Assistant Pam Krog, Business and Office Manager Sherry Brendes, Communications/Technology/Events Coordinator Daniel Sanchez, District Advancement Director Dean Rothchild. President Saunders introduced the LCMS representative Great Lakes Regional VP and Synod 2nd VP Rev. Dr. John C. Wohlraabe.

Chair Saunders also introduced the District Board of Directors: Rev. W. Max Mons, 1st VP; Rev. Michael Knox, 2nd Vice-president; also Matthew Rueger who previously served as 2nd VP; Rev. Mark Brase, Secretary; Rev. Peter Hoft, Assistant Secretary; Corey Nuehring, Treasurer; Zachary Rowley, Assistant Treasurer; Rev. Andrew Gray, James Swales, Roger Zoske, Chris Balvanz and Lucas Tanney.

Rev. David Menet, chair of the Credentials and Excuses Committee, presented their committee's report. As of 9:34 a.m. 80 pastoral delegates and 86 lay delegates had registered for a total of 166 voting delegates with 7 excused.

The convention chair entertained a motion to adopt the Convention Agenda as published. Moved and seconded to adopt the Convention Agenda. The Convention Agenda was adopted by voice vote.

Chair introduced Laura Meade, convention parliamentarian. He entertained a motion to adopt the Standing Rules. Moved and seconded to adopt Standing Rules. Standing Rules were adopted by voice vote.

In his **Keynote Address** District President Saunders presented a paper on C.F.W. Walther's thirteen theses on *Communion Fellowship with Those Who Believe Differently*. (A full copy of the President's keynote address has been made available electronically.)

Elections Committee Chair Rev. Daniel Redhage explained to the assembly the electronic voting process. The assembly practiced voting electronically. Elections Committee Chair Rev. Daniel Redhage presented the slate for District President: Samuel Beltz, Jesse Burns, Michael Holmen, Max Mons and Brian Saunders. Results of the first ballot were Brian Saunders - 117, Max Mons - 21, Samuel Beltz - 15, Jesse Burns - 5 and Michael Holmen - 2. **Rev. Dr. Saunders was elected as District President.**

Rev. Redhage read the slate of nominees for First Vice-President: Karl Bollhagen, Jesse Burns, Michael Knox, Joel Koepp, Max Mons and Stephen Preus. Results of the first ballot were Max Mons - 106, Stephen Preus - 21, Karl Bollhagen - 17, Michael Knox - 8, Joel Koepp, - 5, Jesse Burns - 3. **Max Mons was elected as First Vice-president.**

Rev. Redhage presented the slate for Second Vice-President: Karl Bollhagen, Jesse Burns, Andrew Gray, Michael Knox, Joel Koepp and Stephen Preus. Results of the first ballot were Michael Knox - 68, Karl Bollhagen - 35, Stephen Preus - 32, Jesse Burns - 9, Andrew Gray - 5 and Joel Koepp - 11. With no majority reached, the second ballot was Michael Knox, Karl Bollhagen and Stephen Preus. The results for the second round of balloting were Michael Knox - 75, Karl Bollhagen - 47 and Stephen Preus - 39. With no majority reached, the results of the third ballot were Michael Knox - 93, Karl Bollhagen - 68. **Michael Knox was elected as Second Vice-president.**

Rev. Redhage presented the slate for Secretary: Peter Hoft. Without objection, **Rev. Hoft was elected secretary by acclamation.**

Rev. Redhage presented the slate for Treasurer: Zachary Rowley. Without objection, **Zachary Rowley was elected Treasurer by acclamation.**

Rev Redhage presented the slate for the Board of Directors-Ordained: Andrew Gray, Jon Ellingworth, Dave Weber. The results of the first ballot were Andrew Gray - 97, Jon Ellingworth - 28, Dave Weber - 28. **Andrew Gray was elected as the ordained member at large to the Board of Directors**

Rev Redhage presented the ballot for Board of Directors – Lay: John Kohlmeier, Roger Zoske, Jeff Elbert, Samuel Kleiss and James Swales. Results of the first ballot were James Swales – 102, Roger Zoske – 82, Samuel Kleiss – 45, Jeff Elbert – 19, Jon Kohlmeier – 50. With a majority of the votes cast, **James Swales and Roger Zoske were elected as lay members of the Board of Directors.**

Treasurer Nuehring, district treasurer reviewed the Treasurer’s Reports for 2018, 2019, 2020 and 2021 including the Consolidated Statement of Financial Position, Statement of Activities- Unrestricted, Statement of Cash Flows, Loans Payable and Annual Salaries. The district’s budget is divided with 60% of the IDE budget going to missions, 15% towards ecclesiastical administration and 25% towards district office administration. The missions are divided between international – 1.7%, national – 13.1%, district – 40.8% and church work scholarships – 4.5% (The full Treasurer’s Report is published in the Convention Proceedings.)

Rev. Doug Woltemath, St. Stephens, Atkins, chair of Floor Committee introduced the Floor Committee: Rev. Thomas Van Hemert, St. John, Center Point, Mrs. Connie Powell, commissioned, Trinity Lutheran School, Cedar Rapids and Mr. Charles Johnson, Zion, Hiawatha. Committee chair presented **Overture #2.01: To Amend the IDE Bylaws with Recommended Changes** and moved adoption. The overture was adopted by voice vote.

Floor chair Woltemath presented **Overture #1.01A: To Recommend and Encourage the Study of “Cremation and the Christian” prepared by the CTCR of the Lutheran Church Canada** and moved adoption. After debate the overture was adopted by voice vote.

Floor chair Woltemath presented **Overture #1.02A: To Refrain from the Practice of Online Communion** and moved adoption. Without debate, the overture was adopted with a 97% vote. Having completed their work, the Chair thanked the floor committee for their work.

Mission Moment #1 featured the work of New Hope Lutheran Church in Charles City. Pastor Isaac Johnson expressed his gratefulness to serve among the faithful men and women at New Hope Lutheran Church, a growing mission congregation.

Without objection, the convention broke for lunch at 11:50 a.m.

Session 2: Friday afternoon, June 24, 2022

Rev. Andy Wright opened the session at 1:30 p.m. with a devotion based on Luke 1:57-80 and the singing of *When All The World Was Cursed*. Nathan Knaus won the LCEF gift card.

Mission Moment #2 featured the Campus Ministries at University of Northern Iowa and University of Iowa. Rev. John Wegener of College Hill Lutheran Church reviewed the 80 years of work on the campus ministry at the University of Northern Iowa. The ministry has started a music conservatory and invites a theologian of the church to speak. Rev. Max Mons of St. Paul’s Chapel, Iowa City continued the presentation. He mentioned that the St. Paul group won the President’s Cup in town ball, and reiterated the Word and Sacrament emphasis of campus ministry.

The Chair reviewed the list of **Circuit Visitors** elected at Circuit Forums as follows: BENTON - Rev. Stephen Preus, Trinity, Vinton; CEDAR RAPIDS North - Rev. Sean Hansen, St. Paul, Mount Vernon; CEDAR RAPIDS South - Rev. Dr. Mitch Otto, Prince of Peace, Coralville; CLINTON - Rev. Daniel Redhage, Trinity, Lowden; DAVENPORT - Rev. Bradley Ferch, Immanuel, Davenport; DUBUQUE - Rev. Dr. Kristian Kincaid, Our Redeemer, Dubuque; ELDORA - Rev. Karl Bollhagen, Trinity, Hampton; MARSHALLTOWN - Rev. Sam Beltz, St. John, Oskaloosa; MT. PLEASANT - Rev. Michael Scudder, Faith, Mount Pleasant; ST. ANSGAR - Rev. Bruce Kaltwasser, Trinity, Osage; WATERLOO - Rev. John Wegener, College Hill, Cedar Falls; WESTGATE - Rev. Ronnie Koch, St. Paul, Fredericksburg; WILLIAMSBURG - Rev. Stuart Rethwisch, St. John, Victor. Moved and seconded to ratify Circuit Visitors elections. The Circuit Visitor slate was ratified by unanimous voice vote.

Convention chair Saunders introduced convention essayist, Rev. Dr. Peter Scaer, who serves as professor and chair of the Exegetical department at Concordia Theological Seminary. Dr. Scaer commented on the historical significance of the day. Each Christian should be engaged in the battle of social issues of life, marriage and critical race theory. Woke ideology brings these issues together like the voice of Legion (Luke 8:30). Satan is aiming at the foundation of Christ’s Church on earth with this voice against life and marriage. This is not a number of different battles but one spiritual and theological war. Hence the import of our confessing the truth of our faith in our churches and lives. Pastors are then to be prophets of speaking the truth and fight the spiritual battle of the day.

After a short break, David Krebs won the LCEF gift card. The Mission Moment #3 highlighted the work of Camp Io-Dis-E-Ca. Daniel Sanchez reviewed his dual position with camp and district office. He then reviewed the work of camp in giving witness to Christ. During the last two years, the support of district donors carried Camp IoDisECa through. 2022 has seen camp rebound and get back to normal.

Rev. Dr. Scaer continued his presentation talking about how we as Lutherans see things and how Satan sees things. God’s people must exercise their faith in Christ through the Word of God for the battles of the day. This is important to remain based in God’s truth in the face of the world’s changing reality. The wisdom of Proverbs is applicable to the battle. In the face of this world, the truth and the better way of life it offers needs to be spoken plainly and boldly. This battle aims at the young to shape and corrupt their minds with the claim that the Church is withholding knowledge. Those who hate the child and marriage also hate the Church. They all go together as they attack the Church and as we speak truth to them.

Chair Saunders introduced the Salary Study Committee Chair Rev. Gary Sears. He thanked the committee and introduced them: Corey Wilkerson, Mark Grewe and Sherry Brendes. After reviewing the background of the committee's work, he presented the proposed **Salary Guidelines** for Ordained and Commissioned Ministers and moved adoption. Discussion ensued.

Moved and seconded to amend the salary guidelines by raising base salaries by at least \$10,000 across all salaries. Motion failed by 78%.

Moved and seconded to amend by adding "along with sufficient funds to cover the reasonable tax burden which such moving expenses will cost the worker" to the Moving Expenses section of the Salary Guidelines. Motion passed by 68%.

Moved and seconded to reconsider the previous motion to amend. The motion for the assembly to reconsider the previous motion failed by 74%. The previous motion to amend is not reconsidered.

Question was called and seconded. The assembly approved ending debate by 86%. Voting on the Salary Guidelines proceeded. The Salary Guidelines were approved by 81%. The chair thanked the Salary Review committee for their service.

Election committee member Kurt Flathers presented the slate for the Committee of Constitution Review-Ordained: Gary Sears. **Gary Sears was elected as the ordained member of the Committee of Constitution Review by acclamation.**

The election committee presented the slate for the Committee of Constitution Review-Lay: Annette Sweeney and Joshua McNary. Results of the balloting were Joshua McNary- 72 and Annette Sweeney - 68. **Joshua McNary was elected as the lay member to the Committee of Constitution Review.**

The election committee presented the slate for the Nominations Committee-Ordained: Thomas Van Hemert, James Preus, Samuel Beltz and Nathan Wille. Results of the first ballot for the first position were Samuel Beltz - 48 James Preus - 44, Thomas Van Hemert - 32, Nathan Wille - 18. With 72 needed to elect, a second ballot was needed. Results for the second ballot for the first position were Samuel Beltz - 75, James Preus - 44 and Thomas Van Hemert - 26. Samuel Beltz was elected.

Voting for the second position of Nominating Committee – Ordained followed. Results of the first ballot for the second position were James Preus - 71, Thomas Van Hemert - 38 and Nathan Wille - 37. With 74 votes needed for election, a second ballot was needed. Results of the second ballot for the second position were James Preus - 92 and Thomas Van Hemert - 59. **Samuel Beltz and James Preus were elected to the Nominating Committee – Ordained.**

The election committee presented the slate for Nominations Committee - Commissioned: Tony Dixon. Without objection, **Tony Dixon was elected to the Nominations Committee-Commissioned by acclamation.**

The election committee presented the slate for Nominations Committee – Lay: Paul Moritz, Samuel Kleiss, Mark Platte. The results of the ballot for the first position were Paul Moritz - 37, Samuel Kleiss – 60 and Mark Platte - 40. With 69 votes needed for election, a second ballot was needed. The results of the second ballot for the first position of Nominating Committee - Lay were Samuel Kleiss - 86 and Mark Platte - 58. Samuel Kleiss was elected. The results of the ballot for the second position were Mark Platte - 91 and Paul Moritz - 53. **Samuel Kleiss and Mark Platte were elected to the Nominations Committee - Lay.** Having completed their work, the chair dismissed the Election Committee with thanks.

LCEF VP Carole White reviewed the work of the LCEF in IDE and the programs available for congregations and church workers. Richard Hoelz shared greetings from the LLL. Rad Finch reported on the work of the LCMS Foundation through endowment gifts to congregations and organizations.

President Saunders recognized those church workers with 40 years or more of service, and congregations 100 years or older. Max Mons accompanied with President Saunders' grandchildren presented President Saunders with a certificate recognizing his 30 years in the ministry.

Following announcements, Rev. Sean Hansen closed the session with Evening Prayer, a devotion on Isaiah 40:1-5 and the singing of *In Peace and Joy I Now Depart*.

The convention recessed at 6 p.m. and will reconvene at 8:00 a.m. Saturday morning.

Session 3: Saturday morning, June 25, 2022

Rev. Wright opened the session with a devotion on 1 Timothy 6:11-16 and Matthew 10:26-33 and the singing of *Salvation Unto Us Has Come*. Nathan Wille won an LCEF gift card.

LWML Margaret Kistler reported on the work of the Lutheran Women in Mission and thanked the district for their support.

Rev. Menet, Credentials Committee chair reported that four additional pastoral delegates and one additional lay delegate have registered. This brings the delegate count to 84 pastoral and 87 lay for a total of 171 voting delegates.

Rev. Dr. Scaer concluded his presentation. Satan hates the oneness of Holy Communion. His work is to separate this unity starting with life and marriage. This oneness grows from the roots of faith and reality. The challenges of gender confusion is a power play to control you with chosen pronouns. Christian parents cannot be in denial. The challenge is real. If we know better, we need to speak up. You have to describe and to speak to the wrongness of sin. When we have sinned, we do not justify our sins or add to the perversion. This revolution does not build things up, rather it blows things up. Piety recognizes God as Father and is grateful for all that came before us to give us a life. Society is critical of reality and promotes a grotesque change. The Church is to maintain God's truth by remaining in the unity of Holy Communion giving thanks to the heavenly Father. The life of faith is then a struggle in the face of the world's destruction of life, marriage and cultural change. The Word should permeate our lives and education in the midst of secular pressure and Critical Race Theory (CRT). CRT sees problems where there really aren't any. Christians need to be aware of its dangers. Resistance needs to be spoken from the truth of God's Word. Discussion of inequality needs to happen on the basis of cause and effect rather than assumed oppression.

President Saunders introduced LCMS 2nd VP Rev. Dr. John Wohlrabe to present the Synod President's Report. The report opened with a video presentation featuring Synod President Harrison commenting on the Church's place in our cultural climate. Despite the challenges of the culture, the LCMS continues to advance Christ crucified for the salvation of all in a variety of national and international works as it has for 175 years. Dr. Wohlrabe commented on the blessings and challenges of Covid, Soldiers of the Cross Grants in response to Covid, "Take Heart" Doxology Retreats, 7.03 Task Force on CUS Lutheran identity, Church relations, religious freedom in Finland, Evangelical Lutheran Church of Sudan/South Sudan, Ukraine relief efforts, LWML, Office of International Mission, Livonia Project, Dominican Seminary, Spanish Hymnal, Taiwan Seminary, Africa-Fifteen Seminaries, Rebuilt Seminary in India, Making Disciples for Life, Life Network, Million Dollar Life Match, Lutheran Emergency Response Teams, Disaster Relief, Everyone His Witness, Lutheran Youth Gathering, Rural and Small Town Ministry, Child Protection Program, best financial shape of 30+ years, LCMS seminary, Set Apart to Serve, LCMS Youth Ministry Study, Large Catechism, \$2 million Church Planting Grants and the 175th LCMS Anniversary.

The assembly took a short break at 9:55. Jesse Burns won an LCEF gift card.

LCMS 2nd VP Rev. Dr. John Wohlrabe answered questions from the assembly on CUS governance, availability of his power point, International Center, student debt of pastors and *Hearts for Pastors*, LCMS Campus Ministry, open and closing congregations, Concordia University System, first communion age, the incoming seminary classes, alternate routes to the ministry and confessional education for laity.

Mission Moment #4 highlighted the work of St. Silas Lutheran Church in North Liberty. Rev. Terry Small thanked the assembly for their support and referrals. He related the work at St. Silas and the congregation's love for God's Word.

The chair introduced Rev. Dr. James Baneck, LCMS Pastoral Education executive and Jan Doellinger, IDE ATP to present "Set Apart to Serve," the LCMS pastor and teacher recruitment program. Jan Doellinger presented the opportunity of being a teacher, the value of Lutheran Christian education and finding future teachers. She reviewed the history of Lutheran schools in IDE, the joint education work with IDW, Lutheran school accreditation, Iowa Lutheran School Tuition Organization, parental choice in Iowa, micro-schools and the way we need to address the future shortage of church workers. The IDE Task Force on Church Worker Recruitment and Retention has been formed and consists of Rick Holste, teacher; Faith Swenson, deaconess; Jackie Illian, preschool administrator; Rev. Max Mons, pastor; Mark Grewe, principal; Allison Getka, teacher; and Evan Root, youth and family ministry.

Rev. Dr. Baneck showed a video outlining the work of *Set Apart to Serve* in recruiting future church workers in the local congregation. Congregations should be involved with the youth to encourage the possibility of becoming church workers and to provide church workers for the future. He reviewed the statistics concerning recruitment of church workers and the needs of the future. The pivotal time to influence young people is in the 7th and 8th grades. Healthy and proactive church workers set an example for young people to consider church work. This will be a multiple year synod-wide church work initiative. After reviewing the organization and work of the initiative, Dr. Baneck took some questions.

The convention broke for lunch from 12:00 to 1:20 p.m.

Session 4: Saturday afternoon, June 25, 2022

Rev. Sean Hansen lead a devotion of Matthew 9:27-38 and the singing of *Preach You the Word*. David Menet won an LCEF gift card.

The assembly offered no corrections to the previous minutes. They stand approved.

Mission Moment #5 highlighted the work of UIHC Chaplaincy. President Saunders reported on the chaplaincy in Rev. Musick's absence. District continues to support the faithful work of Rev. Musick.

Mission Moment #6 highlighted the work of Deaf Ministry. Rev. Tim Eckert reviewed the work of Deaf Ministry at Word of God Lutheran Church, Cedar Rapids. He reminded us that we, all of us, are the Church gathered around Christ's Word and Sacrament, including the

Word of God congregation. He thanked the district for their support of Deaf Ministry.

The assembly received greetings from Jim Lamb, Lutheran Family Services (LFS) and formerly of Lutherans for Life, who commented on the Supreme Court decision to overturn Roe v. Wade. The voices for life now may be raised. Any persecution provides for further witness of Christ crucified. LFS continues to be the voice of the Gospel for those who are hurting. Mental health and pregnancy counseling are the focus of LFS. Nathan Wille won the LFS drawing for a CPH gift card.

Tim Quill, General Secretary of the International Lutheran Council, brought greetings from the 60 churches of the ILC. He explained the work of the ILC in world relief and human care, webpage news media, world conferences, ILC seminaries meetings, establishing International Lutheran Seminary accreditation agency, scholarships and works of mercy. He would also make available a video on the Siberian Mission Society, and their "Save the Seminary" initiative.

Rev. Russ Sommerfield, former Nebraska District President, representing Concordia University-Nebraska (CUNE) and Jane Wilke, Concordia-St. Paul (CSP) reviewed the commonality and differences of CUNE and CSP.

Lutheran Heritage Foundation (LHF), Bernie Lutz thanked Iowa East for their support. Karl Bollhagen won a gift from LHF.

Samuel Preus reviewed the formation of Lutheran Classical College.

Chair Saunders declared the convention adjourned at 2:19 p.m.

The convention closed with a Vespers Memorial and Installation Service. The service remembered those church workers of IDE who had been called to eternal glory since the last convention in 2018. The officers elected during the convention were also installed. Rev. Sean Hanson served as liturgist and Rev. Dr. Wohlrabe proclaimed the message. LCMS 2nd VP Wohlrabe installed Rev. Dr. Saunders as District President of Iowa District East of The Lutheran Church—Missouri Synod. President Saunders then installed the Vice-Presidents, Circuit Visitors and Board of Directors' members.

Respectively submitted,

Rev. Mark Brase, Iowa District East Secretary

Rev. Peter Hoft, Assistant Secretary

PRESIDENT'S KEYNOTE ADDRESS

C.F.W. Walther's 1870 essay on Communion Fellowship

with those who believe differently

Dr. Scaer will be presenting on the challenges from a society and culture which is counter-Christian. He will make us aware of the tactics used by Satan to destroy the Church as well as equip us with biblical foundations by which we confront and conquer these attacks. For the most part Dr. Scaer's presentation will address outside influences which conflict against our doctrine. I will present, in this paper, an area Satan is attacking the Church from within its own membership. I refer to the pressure our pastors are under to practice what is known as open communion. This is not new; the Church has battled this for centuries. Our day and age is no different than the day the Saxons emigrated from Germany to Missouri in 1838. To demonstrate this fact President Walther of the Lutheran Church Missouri Synod delivered a set of theses to the Western District in 1870. He wrote 13 theses. My intention today is to summarize what he said and show how it still applies today. I will not cover all 13 theses but will make use of 9 of them. I will state the thesis, quote its most impactful statements and then follow with my commentary on its application then and now.

Thesis I, II

The true visible church in an absolute sense, or part of the same, is that church in which the Word of God is preached purely and the Holy Sacraments are administered according to Christ's institution...A Fellowship in which the Word of God is fundamentally denied, or in which a fundamental denial of the Word of God is tolerated, is not a true orthodox church, but a false heterodox church or sect.

Walther: We make this statement because our faith, doctrine, and confession, in all of its parts, agrees precisely with Scripture, the Word of Christ, and the apostles. The Lutheran Church is actually not only "a" but "the" true visible church of God on earth, insofar as "true" means nothing other than "as it should be according to the Word of God." We neither can nor do we want to boast before other churches about our pious behavior. But we can and must boast about the pure doctrine which, by God's grace to us poor sinners, shines among us like the clear bright light of the sun." The doctrines of baptism, communion, and the eternal universal gracious will of God, for example, are contained in God's Word clearly, plainly, and understandably enough for a child. Anyone who will hold his reason captive to the obedience of faith and not petulantly resist, can and must become certain of divine truth and convinced that the contrary doctrine is from the devil.

Walther quotes Luther: Therefore the holy church cannot and may not lie or suffer false doctrine, but must teach nothing except what is holy and true, that is God's Word alone; and where it teaches a lie it is idolatrous and the whore-church of the devil...for the church ought not and cannot teach lies and error. If it teaches one lie, then it is wholly false (Lk. 11:35-36). For God's mouth is the mouth of the church and visa-versa. God cannot lie, nor can the church.

Walther: The orthodox church can never tolerate or authorize false doctrine. It can never make a union with the lie. If, for example, a pastor were to propose false doctrine and his hearer were to allow this without protest or struggle, or did not withdraw from him, so must we consider them also to be erring and, under the circumstances, even heretical. One may with justification judge a member of a congregation by his pastor, just as one may judge a church by its confession.

My commentary: It is interesting that Walther does not begin his essay with the passages that deal directly with the Sacrament. He begins by identifying the "true visible church on earth" by its marks, i.e., Word and Sacrament. Walther identifies a person's confession by what they say along with the doctrine of the altar they attend. Fellowship must be founded on those means of grace and cannot exist if false doctrine is preached and tolerated. Walther does make ample use of Galatians 1:6-7 and II Thessalonians 3:6 in these two theses.

Closed communion is pure doctrine according to the Word of God. Since it is pure doctrine of the Word of God, we have fellowship only with those who share this doctrine. I offer these passages for consideration. From Matthew 26:18, 20; Luke 22:11, 14 we can see that the first celebration of the Lord's Supper was held in a closed circle of the disciples (the twelve).

In I Corinthians 10:16-21 Paul clearly opines that the church is not to practice open communion. "The cup of blessing that we bless, is it not a participation in the blood of Christ? The bread that we break, is it not a participation in the body of Christ? Because there is one bread, we who are many are one body, for we all partake of the one bread. Consider the people of Israel: are not those who eat the sacrifices participants in the altar? What do I imply then? That food offered to idols is anything, or that an idol is anything? No, I imply that what pagans sacrifice they offer to demons and not to God. I do not want you to be participants with demons. You cannot drink the cup of the Lord and the cup of demons. You cannot partake of the table of the Lord and the table of demons."

Thesis IV

Every man is obligated to avoid heterodox churches, and in the event that he has belonged to a heterodox church, his obligation is to renounce it and separate himself from it.

Walther: This is taught by Psalm 26:4-5, "I don't sit with men who lie; I don't keep company with hypocrites. I hate every assembly of those who do wrong and will not sit with the wicked." Among other things I Corinthians 10:18 says, "Don't those who eat the sacrifices share the altar?" This text indicates an important element of our separation from the false church, namely, that we include all communion fellowship with them. Because in the same way as that Corinthian who ate from the heathen idol offerings had fellowship with the heathen, so still today a Christian who takes part in a false communion service practices fellowship with the heterodox church. Titus 2:10 says, "A heretic warn once and then a second time, and then don't have anything more to do with him." II John 10:11 says, "If anyone comes to you and doesn't teach this, don't take him into your home or greet him. If you greet him you share the wicked things he does."

This does not mean that one should avoid secular courtesy and necessary communication. Instead, it means that over against the heterodox one should avoid all that communication which could open up our sympathy for them, because that would mean a denial of Christ. He who takes part in unionism also therewith takes part in the evil and unbelief that is basic to it. An orthodox Christian should and must earnestly flee from that kind of fellowship; and would better never receive Communion or die rather than partake of a Zwinglian Communion. Walther then goes on to quote the Lutheran Confessions: Tractate on the Power and Primacy of the Pope, 42.

My Commentary: In this thesis Walther is talking mainly about the non-Lutherans who are aware that something is off in their own congregation, and they are seeking where the truth is proclaimed. They show up at your church on a Sunday, how do we address this? We appreciate the fact they are aware of a problem with their current church. It is only fair to them and to your assembly that they be taught what the doctrine of your church is. By catechesis they can determine if the Lutheran Church teaches the truth of the Word. It would be unreasonable to expect the visitor to know what the Lutheran Church teaches if they have not first been taught. We invite them to instruction so they may become members who are in full agreement with the food the altars of the Lutheran Church serve. To feed them the Sacrament before that is to assume they know what they can't possibly know before being instructed.

Given this situation it is crucial to publish your congregation's closed communion policy where it can easily be seen. More than that, make yourself available prior to the service to speak with visitors. Have your elders and ushers trained to welcome and assist visitors in knowing what the policy of the Church is.

Thesis VI

Those who are aware of the partial apostasy of the church fellowship to which they belong and yet continue to remain within that fellowship are not to be considered among the weak but are either the lukewarm who the Lord will spit out of His mouth or Epicurean religious sceptics with within their hearts would ask with Pilate, 'What is truth?'

Walther: Luke 11:23 says, "Anyone who is not with me is against me, and anyone who does not help me gather, scatters." Neutrality in the kingdom of God is condemned. He who is not openly for the truth is against it. Some who recognize the errors of their sect still remain in them because of timidity, fears of conflict, cross and all kinds of earthly trouble. They have misgivings about publicly separating themselves and joining the orthodox church. Those who think that a quiet, comfortable, outward peace is more edifying and conducive to the growth of the church of fools. No, nothing is more dangerous or more evil, than if a so-called graveyard peace prevails in the church. Adam would never have become a Christian or Luther a man of the gospel if both of them had not penitently abandoned their false religions.

Walther then quotes Luther: Whoever really regards this doctrine, faith, and confession as true, right and certain cannot remain in the same stall with such as teach, or adhere to, false doctrine; nor can he keep on giving friendly words to Satan and his minion. A teacher who remains silent when errors are taught and nevertheless pretends to be a true teacher, is worse than an open fanatic and by his hypocrisy does greater damage than a heretic. Nor can he be trusted.

My commentary: Included in this thesis is the application concerning those who have been taught rightly and confirmed in the Lutheran Church. Who then move away and join heterodox churches for many of various reasons. They do so knowing the altar they have now joined teaches falsely but remain with it anyway. The application is made when they return for visit and want to commune where they were once confirmed but now reject by the fact they joined themselves to a church which teaches false doctrine and are no longer members of the true visible church on earth. Should they commune they either proclaim the doctrine of the Lutheran altar has changed or are willing to make for a union that does not exist in the Word of God. The doctrine of the Lutheran altar is taken from the Scripture which do not change, and the Scriptures only allow for a union based on common belief concerning the Word of God and the Sacraments.

Francis Pieper, in his Christian Dogmatics, vol. III, 385-386 comments on the practice of open communion: "In vain is love, or charity, appealed in defense of 'Open Communion.' The fact is that this practice is contrary both to the love of God and love of neighbor, for it

ignores that the Sacrament of the Altar must be properly used, as prescribed in Scripture, and it leads the neighbor to sin by partaking unworthily in the Sacrament.”

Thesis VII

The main purpose of the Holy Sacrament is to be a tool and a means through which the promises of grace are offered, communicated, and appropriated, as with a seal, guarantee, and pledge through which these promises are confirmed. However, within this major purpose, as a secondary goal, the Sacrament is to be a distinguishing sign of confession and a bond of fellowship in worship. Therefore Communion fellowship is Church fellowship.

Walther: This thesis is particularly important because our opponents (those who do not subscribe unconditionally to the Lutheran Confessions) contend that if you Lutherans acknowledge that there are also Christians in other churches, then you must admit that they also should have a part in your Sacraments which are signs and seals of the gracious goodwill of God which belongs to all Christians. Against this we now say: It is true that the Sacrament are this and indeed primarily and principally this, and it would have also been proper, if they had been nothing other than this. But they are also distinguishing marks of confession and bonds of fellowship in divine service (I Cor. 10:17). And now consider what a grievous sin those commit who administer Communion to those who are of another faith and confession, and thereby recognize them as being one and a brother (I Cor. 11:20). Whoever, therefore, goes to Holy Communion in a Lutheran Church declares openly before the world: “I belong to this church, to the doctrine which is preached here, to the faith which is confessed here, and to all the confessors who belong here.: The pastor who administers the Sacrament to him declares exactly the same thing.

In Acts 2:42,46 and Acts 20:7 the Holy Spirit mentions with praise how the Christians in Jerusalem and at Troas in Asia Minor demonstrated their oneness in the faith and their brotherhood in the breaking of bread, that is, in the celebration of holy communion. If heterodox Christians come to our communion, with our knowledge, then both we and they are hypocrites. They appear to be Lutherans but are not. They (pastors) do not say to their communicants who believe differently that they through their partaking of communion with us are confessing our doctrine and our church. Instead, they allow them to remain stuck in their error and plunge them and themselves into the sin of hypocrisy. The Augsburg Confession says: “Of the use of the Sacrament they teach that the Sacraments were ordained, not only to be marks of the profession among men, but rather to be signs and testimonies of the will of God toward us” (XIII:1).

Walther quotes Luther from *An Order of Mass and Communion*, (AE 53:32-34): Here one should follow the same usage as with Baptism, namely, that the bishop be informed of those who want to commune. They should request in person to receive the Lord’s supper so that he maybe able to know both the names and manner of life. And let him not admit the applicants unless they can give a reason for their faith, and can answer questions about what the Lord’s Supper is, what is benefits are, and what they expect to derive from it. For participation in the supper is part of the confession by which they confess before God, angels, and men that they are Christians. Care must therefore be taken lest any, as it were, take the Supper on the sly and disappear in the crowd.

Walther: A communicant comes forward as a preacher in that he confesses the true church to be there where he eats the Sacrament. This being the case it is a most grievous fraud and a deception in the name of God to impress the seal of orthodoxy upon those who believe differently, in that they are received at Holy Communion. If the Sacrament is a mark of confession, as it is, they it is a mark of pure confession. If anyone comes to our altar we must first ask him: “Do you believe and confess what we Lutherans believe and confess?”

My commentary: What Walther is emphasizing or reminding us of here is the horizontal communion that exists in Holy Communion, that is, the participants declare that they are in communion, they are one, not only in what is confessed about the sacramental and vertical union of Holy Communion, but in all points of doctrine.

Thesis VIII

Holy Communion was not instituted to make people Christians. It was instituted to strengthen the faith of those who already are true Christians. Therefore Communion should be administered to no one who has been reveled as a false Christian.

Walther: This is clearly asserted by this passage: “Anyone who eats the bread or drinks the Lord’s cup in an unworthy way is sinning against the lord’s body and blood. Examine yourself and then eat some of the bread and drink from the cup. Anyone who eats and drinks without seeing that the body is there is condemned for his eating and drinking” (I Cor. 11:27-30).

Walther quotes Conrad Dannhauer: The teachers should do and go as far as he can. If they are not able to do more they should still prevent wicked sinners from coming to communion. For whoever admits an obstinate sinner, for whose iniquity there is sufficient evidence, and gives him the pledge of the forgiveness of sins, sins against him in a threefold way: 1-with a false witness in which he takes part, 2-with an increase of condemnation, 3-with a betrayal of the body and blood of Christ.

Walther: This indicates the continuing importance of personal announcement before Holy Communion in our churches. Even one who still has love for Christ may not automatically receive Holy Communion in all circumstances. For example, Holy Communion should not be

received in situation where offense has been given or taken and there has been no Christian reconciliation. In the same way they who believe differently should not receive holy Communion as long as they have not renounced their error or their heterodox fellowship and in this way reconcile themselves with the orthodox church.

My commentary: It seems Walther is addressing two issues here. One is that those who are not Christian are not to be admitted to the Supper. He also brings out the point that those who are an offense against the Church should repent and reconcile with the Church before returning to the Supper. Offense here is understood as conflict between members or a conflict with the doctrine of the Church while standing in direct violation of it. Of such issues we face today are confronting co-habitation, gender identity, and million year old creation.

Thesis IX

In Holy Communion the Body and Blood of Christ is actually present, distributed and received by every communicant. Therefore Communion can not be administered to anyone who does not confess a belief in this mystery without grievous sin.

Walther: I Corinthians 4:1 "Think of us (pastors) as servants of Christ and stewards of the mysteries of God." Accordingly pastors are not only distributors of the divine mysteries of grace but they are also stewards. God, the heavenly landlord, has bound them to definite instructions according to which they are to administer his mysteries, as treasures entrusted to the Church.

Walther quotes Luther: It is very well true that where preachers administer mere bread and wine as the Sacrament there is no more concern about to whom it is administered; or what they understand or believe; or how they perceive it...But we intend to educate Christians and to leave some behind us; for in the Sacrament we administer the body and blood of Christ. We cannot and will not give such a Sacrament to anyone who has not been previously examined as to what he has learned from the Catechism and whether he is willing to abandon the sins which he has done to the contrary (St. Louise ed. XVII, 2018).

My commentary: Here Walther is pinpointing his attention upon those churches and pastor's who deny the real presence of Christ body and blood in, with, and under the bread and wine. This would include most of Christendom today (in the U.S) apart from Roman Catholicism and some Episcopalians. Of such Luther and Walther declare there is no Sacrament where Christ is not believed to be present. Those who believe that, ought not commune in a Lutheran Church nor should a Lutheran commune in theirs. For example, while Roman Catholicism believes that Jesus Body and Blood is the Sacrament- their altar also confesses that your works contribute to your salvation. They also claim Mary, the Mother of our Lord, hears your prayers and carries them to Jesus which results in extensive prayers to her. Scripture rejects those beliefs. The same is true of the Episcopalians. While they believe in a consubstantiation presence of Jesus Body Blood in the Sacrament- their altar also confesses that women should be ordained clergy. To add to that as of late they have now allowed same-sex marriages to be blessed by the church. Scripture rejects such beliefs.

Thesis X

Holy Communion is a mark of confession of Faith and Doctrine among those who celebrate together. Therefore the admission of members of heterodox fellowships to the celebration of communion within the Lutheran Church is in conflict with: 1-Christ's institution; 2-The commanded unity of the church in faith and accordingly in confession; 3-Our love for those to whom the Sacrament is administered; 4- Our love for our own fellow believers; especially the weak who by this action would be given serious offense; 5-The command not to become participants in the sin and error of others.

Walther: For the past two hundred years the enemies of a correct doctrine and practice on Communion have asserted that the use of the Sacrament should distinguish Christians from the heathen not the orthodox from the heterodox. But that is false. All unbelief and all false doctrine is a part of heathenism. Communion fellowship with all those who believe differently is forbidden in the institution of Christ.

Walther quotes the University of Wittenberg faculty from 1656: If we are not to take those who do not bring the doctrine of Christ into our homes nor greet them, according to St. John's reminder (II John 10-11), so that we do not therefore become participants in the evil things they do, much less can we admit one to Holy Communion who cannot believe in the oral eating and physical presence which Christ has instituted and promised.

Walther quotes Count Frederick of Wurtemberg in 1587: Then he who takes part in Communion with ap articular church, which presently exists, no matter what it is called, therefore gives it to be understood that he is also a follower of the doctrine of that church. Thus Communion should not be held with those who follow another doctrine but we should openly separate ourselves from them...Therefore we have always held, and still do, that the reception of the Lord's Holy Communion should not be trifled with in that a person would be willing to confess one doctrine by a public reception of the Sacrament while holding to another doctrine in his heart.

Walther quotes George Konig (1880): Therefore one must guard with the greatest diligence that he does not admit anyone to communion who does not understand the matter an is still filled up with his error. Much more he must previously be clearly taught how far apart from one another we are in this part of doctrine and clearly instructed as to why one part cannot commune with the other; namely, because also among other purposes the Lord's Supper also has this to be a mark and a sign of the religion which an individual confesses.

My commentary: It is quite clear Walther is addressing church bodies who may even have a doctrine of the real presence such as Rome but still purport false doctrine on other issues. The ELCA comes to mind with this point. They did not exist at the time of Walther but the Ohio Synod of the Lutheran Church and later the Iowa Synod did. To whom the LCMS never did consider them in fellowship because of their views on such things as predestination and the end times (Chiliasm). Now we have church bodies around us who ordain women to the Holy Ministry, conduct homosexual marriages, deny the Word of God is divine truth from eternity. Many around us hold to such views while maintaining they believe in the real presence of Jesus in the Supper. Yet, their divergent doctrines on so many levels are why the LCMS has never been in fellowship with the ELCA nor its predecessor body the LCA.

Thesis XIII

The more unionism and syncretism is the sin and corruption of our time, the more the loyalty of the orthodox church now demands that the Lord's Supper not be misused as a means of external union without internal unity of faith.

Walther: The holy prophet Jeremiah called to faithless Israel: "Go over to the coasts of Cyprus and see, and send to Kedar and examine carefully. See if there has been anything like this: Has a nation ever changed its gods? And they are not even gods? Yet my people have given up their Glory for something that can't help them! Let this amaze you heavens, shudder and wither away, says the Lord," (Jer. 2:10-12).

If the blind heathen themselves will not change their false religion, is it not truly terrible if this would happen to Christians today if they, as it clearly happens at the communion practice of the unionists, were to unite the truth of the Christian religion with the lie, and would justify this as much as that within the church. We for our part, would hold fast to that which Formula of Concord says over against this unionistic abomination: "We believe, teach, and confess also that at the time of confession, when the enemies of God's Word desire to suppress the pure doctrine of the holy Gospel, the entire congregation of God, yes, every Christian, but especially the ministers of the Word, as the leaders of the congregation of God, are bound by God's Word to confess freely and openly the doctrine and what belongs to the whole religion, not only in words by also with works and with deeds," (X).

Walther: The Antichrist first succeeded in seating himself in the midst of God's temple through security and carelessness in the church. Later on, through the security and carelessness of the church false unionism also crept in. Now it is up to us to fight against this enemy and to disentangle ourselves from the webs and the bindings of the syncretistic spirit of the time. May the faithful and merciful God aid us and fill our hearts with a hatred for the lying spirit and an inner true love for the Word of God and the truth.

My commentary: Not that I can improve even one iota on the great teacher of our church, I add only this. We have been handed a brilliant treasure which forgives our sin, strengthens faith in Jesus, and confirms the promise of everlasting life. In this treasure is the command to keep it unstained from those who have gone astray. To mingle with stain (syncretism) is only to sully ourselves. This essay by Walther is a road map for us, a teaching tool and a warning. To unite with those of false doctrine (unionism) will only result in us losing true doctrine and uniting with the false church. No greater shame can be levied against a church body. The Great Lord of Grace and the Mighty God of Mercy keep us in the true faith. May the fruit of that be an example to the world what faithfulness looks like. May it also be a reason for them to inquire what we believe and why. In and through the pure Word faith is created and sustained unto eternal life. Soli Deo Gloria.

Rev. Dr. Brian Saunders

President of Iowa District East

The Lutheran Church Missouri Synod

Delivered at Iowa District East in Convention

June 24th, 2022

CONVENTION OVERTURES (ADOPTED)

OVERTURE # 1.01 - 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 according to a figure from the National Funeral
2. Directors Association; and
3. WHEREAS, Practices in the culture frequently are brought into the Church without careful consideration of how they reflect her
4. confession of faith; and
5. WHEREAS, Christians are called to confess the faith not only in their words but also in their actions; and
6. WHEREAS, Although the method of caring for the body at the time of death does not affect a person’s salvation, yet these actions
7. are an opportunity for the Christian and the Church to clearly confess the resurrection of the body; and
8. WHEREAS, The Bible does not prohibit cremation but does in fact commend careful and respectful care of the body both in life
9. 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
10. Testaments, our Lord Himself being the foremost example; and
11. WHEREAS, The Synod in Convention, with the support of the CTCR and our seminary faculties, approved and commended the
12. document “Cremation and the Christian” prepared by the CTCR of the Lutheran Church-Canada; therefore be it
13. RESOLVED, That the IDE in Convention likewise commend the document, “Cremation and the Christian” for study by its Pastors
14. and Congregations; and be it finally
15. RESOLVED, That the IDE in Convention direct the District’s Worship Committee to prepare a companion Study Guide for
16. “Cremation and The Christian” to be made available to the Pastors and Congregations of the District.

Adopted as presented by voice vote on June 24, 2022.

OVERTURE # 1.02A - TO REFRAIN FROM THE PRACTICE OF ONLINE COMMUNION

1. WHEREAS, The Lord Jesus with words and actions spoken and carried out by him in the direct and physical presence of His
2. disciples instituted Holy Communion as a communal meal through which His body and blood are distributed
3. under the bread and wine for the forgiveness of sins, life, and salvation (Matt 26:26-28); and
4. WHEREAS, The conditions brought about by the Coronavirus Pandemic of 2020 led many congregations of The Lutheran
5. Church—Missouri Synod (LCMS) to suspend in-person worship gatherings for protracted periods, hindering them from the
6. celebration of Holy Communion; and
7. WHEREAS, Some congregations considered turning to online Communion as a way to continue celebrating Holy Communion in
8. the absence of in-person worship gatherings; and
9. WHEREAS, In speaking of Christian worship, Holy Scripture does not endorse a spiritual or virtual fellowship, but rather a
10. physical, communal gathering as the Apostle Paul describes when he writes to the church in Corinth, “So then, my brothers,
11. when you come together to eat, wait for one another—if anyone is hungry, let him eat at home—so that when you come
12. together it will not be for your judgment.” (1 Cor. 11:33-34a); and
13. WHEREAS, The Epistle to the Hebrews states, “Let us consider how to stir up one another to love and good works, not neglecting
14. to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing
15. near.” (Hebrews 10:24-25); and
16. WHEREAS, The Augsburg Confession describes the administration of the Lord’s Supper in the context of a physically gathered
17. assembly. (AC VII, 1; AC, XXIV, 36-39); and
18. WHEREAS, The Commission on Theology and Church Relations (CTCR) responded by unanimously endorsing the opinion
19. “Communion and Covid-19” (CC19), which warned against the practice of online Communion, in part by referencing an earlier
20. 2006 CTCR opinion on DVD consecration, which reads, “Whenever the actual words and actions of the celebrant in consecrating
21. the elements are intentionally separated (by time, distance, or technological means) from the distribution and reception, no
22. assurance can be given that our Lord’s instructions are being heeded and that the body and blood of Christ are actually being
23. given and received for the forgiveness of sins and the strengthening of faith” (quoted in CC19, p. 2); and
24. WHEREAS, Some LCMS Pastors and Congregations nevertheless persisted in publicly arguing for and practicing online
25. Communion, prompting a further response from the CTCR in an addendum to CC19 entitled, “One little *word* can fell him,”
26. which affirmed and expanded upon the original position against online Communion; and
27. WHEREAS, The CTCR’s acknowledgement in the addendum to CC19 that, “It is indeed true that the CTCR opinion in this matter is
28. not binding” (p. 12) leaves open the possibility that Pastors and Congregations of the LCMS may continue to practice online
29. Communion despite the admonition to cease due to the harm it may cause; and
30. WHEREAS, The practice of online Communion has, at the very least, the potential to sow discord among the brethren and doubt
31. concerning whether such observance of Holy Communion is pleasing to God and in accordance with His Word; therefore be it
32. RESOLVED, That the CTCR be commended for their sound, scriptural guidance on the issue of online Communion; and be it
33. further
34. RESOLVED, That the Iowa District East (IDE) memorialize the LCMS to instruct our Pastors and Congregations on the basis of Holy
35. Scripture’s exhortation to gather in person to celebrate The Lord’s Supper and on the basis of the examples of Augsburg
36. Confession, Articles VII and XXIV, to refrain from the practice of online Communion, ensuring that those Pastors and
37. Congregations who continue to practice online Communion after due fraternal admonition be subject to appropriate
38. ecclesiastical counsel and instruction; and be it finally
39. RESOLVED, That those who are hindered for a time from bodily participation in Holy Communion be encouraged to content
40. themselves with the exercise of faith in the Lord Jesus Christ. “As great as the hardship is when we cannot receive Christ’s body
41. and blood, the hardship ought not be ‘resolved’ in ways that promise an uncertain ‘sacrament’ without the absolute assurance
42. that Christ intends. It is better humbly and repentantly to ask the Lord for the regular administration of the Sacrament of the
43. Altar to be restored to us, together with an end to the ‘deadly pestilence’ that is killing thousands of souls who are precious to
44. God, their Creator (see Ps. 91; Jonah 4:11)” (CC19 p. 3–4).

***Adopted by 97% of the vote on June 24, 2022.
Submitted to Synod.***

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 year. 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 weeks 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. John's 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

COMMITTEE REPORTS

ARCHIVES COMMITTEE

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. Döschner [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 (lcside.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 Kreuger, 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.

Rev. Daniel Redhage, Chairman of the Missions Committee

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, Worship, 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.

Recommendation:

Based on the historical funding analysis and the current operation and organization of the district office, it is the recommendation of the Staffing Review Committee that we maintain the current district office staffing levels and that the District Board annually review the need for an Assistant to the President position.

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 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

NEW HOPE, CHARLES CITY

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

First Full-Time Pastor: The Rev. Isaac R. W. Johnson

Moved to Charles City November 10, 2020

First Worship November 29, 2020

Installation December 12, 2020

- City Revitalization Volunteers-Parking Lot Clean-up 2016-2017
- Community Meal-On-Wheels drivers 2015-2017
- Community Food Pantry 2017
- Floyd County Cancer Fund 2017

Membership

2015 – 25

2016 – 25

2017 – 26

Weekly average attendance

2015 – 19

2016 – 19

2017 – 19

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 congregations and families of Iowa through LCEF for over 19 years in various ways. I meet with individual and organizational investors of Church Extension to answer their questions and help them choose the investment(s) and services that best suit their needs. In the past triennium, I have enjoyed sharing demographic information and outreach ideas with many congregations and schools. Capital Funding Services help congregations with capital campaigns for significant building projects or debt reduction. Laborers for Christ is a valuable service to help congregations save money on building projects and unify and excite the members about their common cause. The Architectural Advisory Committee remains available for facility questions or challenges. Consecrated Stewards is a Gospel-based, stewardship education program that many of our Iowa congregations have used to grow in their Biblical understanding of financial stewardship. Another blessing of LCEF is the help available for rostered church workers in the form of housing and home equity loans. As always, loans 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 for the last triennium, LCEF has made 14 new loans totaling over \$2,314,000 thanks to faithful investors and borrowers partnering together to make a difference in things eternal. Over the last 3 years, Iowa District East received \$103,313 in operating results from Lutheran Church Extension Fund (LCEF). This earnings distribution is made available to districts and the Synod each year that LCEF is profitable. The amount given back to each district is based upon a 5-way average consisting of the following components: loans to congregations compared to total congregations, operating income, income producing assets, investors as a % of confirmed members and capital-to-asset ratio. LCEF was blessed to provide Iowa District East with these extra funds for new mission starts in Charles City and North Liberty, supporting congregations and our camp, as well as missionaries in our district and around the world.



Carole White
District VP for LCEF

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
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
Total Liabilities	\$ 158,361	\$ 167,042	\$ 172,754	\$ 180,487
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
Total Net Assets	6,219,137	5,929,319	5,725,117	5,227,588
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				
Revenues -				
Conventions, Conferences and Workshops	13,673	6,329	102,338	51,827
Termination of Annuity Contract	-	-	-	634,090
Net Investment Return				
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	\$	\$	\$	\$
EXPENSES AND LOSSES				
Synodical Budget	\$	\$	\$	\$
Program Services -				
World and National Missions				
Preparing Church Workers	124,626	117,709	86,372	96,308
Congregational Services				
Support Services -				
Management and General				
Fund-Raising	-	55,898	59,138	58,278
TOTAL EXPENSES				
Changes in Net Assets				
Net Assets - Beginning of the Year				
Net Assets - End of the Year	\$	\$	\$	\$

**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:		<u>(23,635)</u>
Net Cash Provided (Used) by Operating Activities:	\$	198,392

Cash Flows from Investing Activities: (56,107)

Cash Flows from Financing Activities: 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.

BYLAWS

IOWA DISTRICT EAST

The Lutheran Church—Missouri Synod

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

1. MEMBERSHIP

- 1.1 The membership of this district consists of all those members of The Lutheran Church—Missouri Synod (congregations, ministers of religion—ordained, and ministers of religion—commissioned [the Synod’s *Handbook*, Article V]) who have been received into the district at the time of joining the Synod, who have been transferred from another district, or who have been assigned to the district by the Synod. Termination of membership in the Synod terminates membership in this district (the Synod’s *Handbook*, Bylaws 4.1.2 & 4.1.2.1).
- 1.2 Each parish including individual congregations or multiple-congregation parishes belonging to this district shall be entitled to two votes, one of which is cast by the ordained, called and installed clergy of the congregation, and one by the duly selected lay delegate of the congregation (the Synod’s *Handbook*, Article V A). In addition, a congregation that is a part of a multi-congregation parish, other than the congregation supplying the voting lay delegate, may elect and depute an advisory lay delegate (Synod’s *Handbook*, Article XII 10 B). These delegates shall be credentialed for the district convention in accord with bylaw 11.4.
 - 1.2.1 Each congregation’s lay delegate and alternate lay delegate shall be duly elected at a congregational meeting. The names of the lay delegate and the alternate shall be reported to the district office no later than the date set by the board of directors.

2. DISTRICT OFFICE

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

3. LEGAL ACTS

- 3.1 The district president shall be empowered to sign all official papers and documents of the district (the Synod’s *Handbook*, Article XII 9[d]). When any act or duty required in Article VI of the Articles of Incorporation

requires two signatures it shall be sufficient if the president and secretary of the district sign, or one of the two vice presidents in the president's absence, or the assistant secretary in the secretary's absence.

4. DISTRICT OFFICERS, ELECTED BOARD & COMMITTEES

- 4.1 The elected officers of the district shall be the president (elected from the clergy roster of the Synod), first vice-president, second vice-president, circuit visitors, and secretary (elected from the clergy roster of the district), and the treasurer (who shall be a layperson). The president, first vice-president, second vice-president, secretary and treasurer shall serve as voting members of the board of directors (the Synod's *Handbook*, Bylaw 4.3).
- 4.1.1 Elected officers shall serve a three year term and be limited to four successive elected terms in the same office with the exception of the district president who may stand for election without limitation to the number of terms (the Synod's *Handbook*, Bylaws 4.7.4-4.7.5).
- 4.2 The elected members of the board of directors shall be five members-at-large. These five members-at-large shall be three laypersons, one parish pastor and one called, installed commissioned minister. These five at large members and the five elected officers make up the ten member board of directors.
- 4.2.1 Elected members of the board of directors shall serve a six year term and be limited to two successive elected terms in the same office (the Synod's *Handbook*, Bylaws 4.7.4-4.7.5).
- 4.2.2 The duties of the board of directors shall be those outlined within these bylaws.
- 4.3 The nominating committee shall consist of five members—two parish pastors, two laymen, and one commissioned minister. The past chairman shall serve as advisory to the newly elected committee. The committee shall be guided by the Synod's *Handbook* where relevant (the Synod's *Handbook*, Bylaw 4.7).
- 4.3.1 Elected members of the nominating committee shall serve one term of three years and shall not succeed themselves.
- 4.4 The constitution review committee shall consist of three members—two parish pastors and one layman. They shall review all new and revised constitutions and bylaws of member congregations and shall advise the district president accordingly. The district president shall then submit the new and revised constitutions and bylaws to the district board of directors for approval (the Synod's *Handbook*, Bylaws 2.2.1 & 2.4.1[c]).
- 4.4.1 Elected members of the constitution review committee shall serve a six year term and be limited to two successive elected terms in the same office (the Synod's *Handbook*, Bylaws 4.7.4-4.7.5).
- 4.4.2 In the event of a conflict of interest the district president shall be empowered to appoint a temporary alternate.
- 4.5 The circuit visitor is the principal officer of the circuit and serves under the direction of and is accountable to the district president. The district

convention shall ratify the slate of circuit visitors elected by the circuits of the district according to the election process of the Synod bylaws. Convention ratification shall constitute election. The duties of the circuit visitors shall be those outlined in the Synod's Handbook (the Synod's *Handbook*, Bylaws 5.2).

- 4.6 District reconcilers: The district board of directors shall appoint and maintain a roster of four reconcilers, no more than two of whom shall be pastors, from a list supplied by the circuit visitors of the district. The term of service shall be six years, renewable immediately following every even-numbered Synod convention (2010, 2016, etc.) without limit. Their duties shall be those as outlined in the Synod's *Handbook* (the Synod's *Handbook*, Bylaw 1.10.10).
- 4.7 The board of directors subsequent to the district convention may select an assistant secretary and an assistant treasurer to serve between the regular district conventions.
- 4.8 In the event an elected office or position becomes vacant, the following guidelines relative to succession to office shall apply.
 - 4.8.1 Vice-presidents shall normally succeed to the next highest office.
 - 4.8.2 Unless otherwise specified in these bylaws or the bylaws of the Synod the board of directors shall fill vacancies by appointment. Such vacancy appointment shall be for the remainder of the unexpired term.
 - 4.8.3 One-half or more of a term shall be regarded as a full term under limited tenure rules (the Synod's *Handbook*, Bylaw 3.2.4.2b).

5. Presidium Nominations and Elections

- 5.1 Nominations for the offices of district president, first vice-president and second vice-president shall be made by the member congregations of the district.
 - a. Each voting congregation shall be entitled to nominate from the clergy roster of Synod up to two ordained ministers as candidates for district president. Each voting congregation shall be entitled to nominate from the clergy roster of the District up to two ordained ministers as candidates for first vice-president and up to two ordained ministers as candidates second vice-president.
 - b. The secretary of the district shall mail to each voting congregation of the district ballots for nominating these candidates.
 - c. Each nominating ballot shall be signed by the president and secretary of the voting congregation and shall be sent to the district secretary not later than four months prior to the opening of the Convention.
 - d. The District secretary shall report to the district in the IDE TODAY or some other public forum the names and tallies of all ministers who have received nominating votes for the office of district president, first vice-president and second vice-president.

- 5.2 The election ballot shall be determined in the following method:
- a. Candidates for the office of district president, first vice-president and second vice-president shall ordinarily be in each instance the five ordained ministers receiving the highest number of votes in the nominating ballots of the congregations.
 - b. In the event of a tie for the fifth position among the candidates, all names involved in the tie shall be listed as candidates.
 - c. The district secretary shall notify each candidate and shall secure his approval in writing for inclusion of his name on the convention ballot. Each candidate shall reply within ten days as to his willingness or declination to serve if elected.
 - d. In the event of the death, declination, or unavailability of any candidate, the nominee having the next highest number of votes shall become a candidate.
 - e. The district secretary shall publish in the convention workbook brief biographies of the candidates for president, first vice-president and second vice-president, giving adequate information on each candidate. This report shall contain such pertinent information as age, residence, number of years in the Synod, present position, district or synodical offices previously held, year of ordination, former pastorates, involvement in community, government or church affairs, and any other specific experience and qualifications for the office.
 - f. No opportunity shall be provided for additional nominations from the floor of the convention.
- 5.3 Election of each office in the presidium proceeds for each slate of candidates in order from district president, first vice-president and second vice-president in the following manner:
- a. Each voting delegate shall be entitled to vote for one of the candidates for that office.
 - b. The candidate receiving a majority of votes cast shall be declared elected.
 - c. If no candidate receives a majority of the vote cast, the candidate receiving the smallest number of votes shall be eliminated on each subsequent ballot until one candidate receives a majority of the votes cast.

6. DUTIES OF OFFICERS

- 6.1 Duties of the district president shall be those ecclesiastical and administrative responsibilities as prescribed in the current *Handbook of The Lutheran Church—Missouri Synod* (the Synod's *Handbook*, Article XII & Bylaw section 4.4).

- 6.1.1 Examples of the manner in which the district president may fulfill his ecclesiastical role in the district include but are not limited to the following:
- a. Supervising doctrine and life.
 - b. Attending conferences.
 - c. Advising congregations relative to calls.
 - d. Giving counsel as requested.
 - e. Arranging official visits through proper channels as needed.
 - f. In general nourishing the Christian faith and life of the membership of the district and giving strong personal support and leadership to the mission of the district.
- 6.1.2 Examples of the manner in which the district president may serve as the chief executive of the district include but are not limited to the following:
- a. Representing the Synod within the district.
 - b. Making official reports to the district convention.
 - c. Maintaining the official roster of ordained and commissioned ministers.
 - d. Preparing the board of directors' agendas in consultation with the assistants to the president and the board chairman.
 - e. In general seeing to it as an overseer that all areas of the work of the District are being carried out.
 - f. Overseeing the work of the committees serving directly under his office as specified in bylaw 8.1.
- 6.1.3 Upon the conclusion of the district president's service, the following appropriate salary adjustments will apply.
- a. If the president is not re-elected, he shall continue to receive full salary plus benefits for a period not to exceed six months. If he accepts other permanent employment before the end of six months, his salary shall cease by the first of the following month. Payment shall also be made for any unused vacation time for that year plus severance pay of one week for each year he has served as president.
 - b. If the president resigns or retires while in office, he shall be paid full salary to include the last day of the calendar month in which the resignation or retirement is effective. Payment shall also be made for any unused vacation time for that year plus severance pay of one week for each year served as President.
 - c. If the president dies while in office, full salary shall be paid to his surviving spouse or estate for six months past his death. Also paid to his surviving spouse or estate shall be his accrued vacation time for that year and severance pay of one week for each year served as president.
- 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.

- 6.4 The secretary shall:
- a. Record the proceedings of the district convention.
 - b. Serve as secretary of the board of directors.
 - c. Prepare and sign official papers and documents of the district.
 - d. Prepare and arrange for the publication of the district convention proceedings.
 - e. Perform such other duties as the Bylaws of Synod assign to him or as the district may enjoin upon him through its bylaws or by special resolution.
- 6.5 The assistant secretary shall:
- a. Assist the secretary with recording the proceedings of the district conventions.
 - b. Perform such other duties as may be assigned to him by the president of the district.
- 6.6 The treasurer shall:
- a. Be the custodian of all monies and all financial documents of the district—however this duty may be delegated to an assistant treasurer.
 - b. Be responsible for an exact record of all monies received and expended.
 - c. Administer the district's financial affairs according to its instructions.
 - d. Sign or execute all documents required of him.
 - e. Be ex officio trust officer of the district.
 - f. Interpret financial activity and position of all funds to the board of directors.
 - g. Scrutinize budgets of the general fund prior to board reviews and approval.
 - h. Make certain the district operating expenditures are within the approved budget.
 - i. Review the general ledger periodically to determine that transactions are properly recorded such as investments, real estate purchases and sales, contracts, contingent liabilities, etc.
 - j. Participate with the investment committee in the supervision of the investment of cash reserves of all funds.
 - k. Be assured that titles, deeds, etc. are on file in support of land, buildings and equipment owned by the district.
 - l. Maintain adequate insurance coverage on all district properties.
 - m. Review internal control periodically to be certain that weaknesses have not developed.
 - n. Carry out other various responsibilities as assigned by the board of directors.
- 6.7 The assistant treasurer shall:
- a. Work under the direction of the treasurer.
 - b. Be empowered to sign checks in case of an emergency or as directed by the treasurer or the board of directors.
- 6.8 The assistants to the president shall:
- a. Carry out the areas of responsibility assigned to each including: stewardship and finance, missions, evangelism, parish

education, human care, youth, schools, and early childhood education.

- b. Devise, create, initiate, adapt, and implement programs to achieve the objectives and goals of the district in conjunction with the committees of the board of directors and with their brothers in ministry in the entire district.
- c. Serve as resource persons to the committees and arrange committee agendas in consultation with the committee chairman.
- d. Relate Synod's programs to the congregations of the district.
- e. Attend all board of directors' meetings in an advisory capacity.
- f. Recommend an ample number of candidates for committee personnel for the board of directors' selection.

7. BOARD OF DIRECTORS' DUTIES

- 7.1 The board of directors shall carry out the district convention resolutions and shall manage the business affairs of the Iowa District East between conventions. The main function of its members is to make sound judgments in considering and adopting plans and policies. Hence, board of director's members including the secretary and treasurer, are to be elected for this over-riding qualification. The board shall have such powers and duties as are accorded it by the Constitution, bylaws, articles of incorporation, resolutions, and policies of the Synod as well as those of the district. With this authority and responsibility the board of directors shall:
- a. Be vested with the general management and supervision of the district's business affairs.
 - b. Be the legal representative of the district and the custodian of the district's property. It shall be the custodian of and keep on file an accurate inventory of all properties, legacies, and valuable documents.
 - c. Be allowed to appoint a qualified legal counsel for the district with said appointment to be reviewed on an annual basis by the district office committee which shall report its recommendation to the board each July.
 - d. Have authority to borrow money and to issue, sell, or pledge not its own but the corporation's obligations and evidence of indebtedness, and to mortgage and pledge the corporation's property to secure payment therefore in this state and out of this state.
 - e. With consideration given to the changing sociological make-up of the district appoint a committee to begin functioning ninety days before the convention to review the district's executive staffing needs, financial resources, and ministry needs and to submit its reports and recommendations to the next convention of the district for action.
 - f. Appoint assistants to the president as required by the district convention and appoint and employ staff assistants as needed. Congregations of the district shall have an opportunity to nominate candidates to serve as assistants to the president.

- g. Place the treasurer, staff, and staff assistants under bond as necessary in an adequate amount and cause regular audits to be made of the treasurer's books by a reputable auditing firm.
- h. Have charge of all district finances and make emergency appropriations as needed for all financial requirements not provided for by specific resolution.
- i. Prepare an annual budget for its examination, revision, and approval and in convention years include the current budget and the previous three years' statement of activities in the convention workbook.
- j. Establish liaison from its membership with all committees elected by the district and all committees appointed by the board of directors. Such liaison member of the board of directors shall be an advisory member of the committee to which he or she is appointed in order to assure the board of directors that the work of the district is conducted efficiently.
- k. Review regularly the salaries of the employees of the district.
- l. Do all things necessary, convenient, or expedient for the proper carrying out of the district's total program in accordance with its bylaws and regulations as these are adopted by the district convention.
- m. Be accountable to the convention of the district for the discharge of its duties.

8. BOARD OF DIRECTOR MEETINGS

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

9. APPOINTED COMMITTEES

- 9.1 The board of directors after taking office subsequent to the district convention shall appoint the standing committees in accordance with these bylaws, Synod bylaws, or as directed by the district convention (the Synod's *Handbook*, Bylaw 1.5.3.4). Standing committees appointed by the board shall be:

- a. District Committees serving the work of IDE and its members:
 - 1. Mission Committee
 - 2. Professional Church Worker Student Aid Committee
 - 3. Schools Committee
 - 4. Stewardship and Congregational Services Committee
 - 5. Youth Committee
 - b. Committees serving under the district president and assisting him in carrying out his responsibilities:
 - 1. Archives Committee
 - 2. Lutheran Church Extension Fund Committee
 - 3. Salary Study Committee
 - 4. Worship Committee
 - c. Committees of the board of directors assisting them in carrying out their responsibilities:
 - 1. Audit Committee
 - 2. Bylaws Committee
 - 3. Investment and Endowment Committee
 - 4. Office Committee
- 9.2 The board of directors shall appoint sub-committees and/or special committees deemed necessary by the board and/or the district convention to carry out the district's business.
- 9.3 The regular terms of office shall be for three years from date of July 30 of the year of the district convention or until a successor is appointed and qualified. Committee members shall not be appointed for more than three successive full terms on the same committee with the exception of the board of director's committees and the LCEF Committee whose members may serve an unlimited number of terms.
- 9.4 A vacancy on a committee shall be filled by appointment by the district board of directors. One-half or more of a term shall be regarded as a full term.
- 9.5 The number of members on each committee of the board shall be determined by the board of directors. Each committee will consist of a proportion of pastors, commissioned ministers, and laymen most appropriate to the work of the individual committee.

10. AUDIT AND FISCAL AFFAIRS

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

11. CHURCH EXTENSION

- 11.1 Objectives:
- a. On January 1, 2004, the Iowa District East transferred the assets of its district Church Extension Fund, subject to the

liabilities, to the Lutheran Church Extension Fund—Missouri Synod. Iowa District East now conducts its church extension fund activity through the Iowa District East program of the Lutheran Church Extension Fund—Missouri Synod in accordance with Lutheran Church Extension Fund—Missouri Synod’s policies and procedures.

- b. The vice president of the Lutheran Church Extension Fund—Missouri Synod for the Iowa District East program shall be a member of the Missions Committee of the board of directors.
- c. The board shall appoint members to serve on the Lutheran Church Extension Fund Committee.

11.2 District Representation:

The affairs of the Lutheran Church Extension Fund—Missouri Synod are governed by its Articles of Incorporation and bylaws which provide for district representation through the election of district members. Iowa District East acting through an appropriate board appoints in accordance with a formula identified in the bylaws of the Lutheran Church Extension Fund—Missouri Synod one or more individuals (excluding Iowa District East vice president for the Iowa District East program of the Lutheran Church Extension Fund—Missouri Synod) within the district to serve as members of the Lutheran Church Extension Fund—Missouri Synod. The members attend an annual meeting, elect the Lutheran Church Extension Fund—Missouri Synod’s board of directors, and vote on amendments to the Lutheran Church Extension Fund—Missouri Synod’s Articles of Incorporation and bylaws.

11.3 Reporting of Church Extension Activity:

A report summarizing church extension activities shall be submitted by the Iowa District East vice president for the Iowa District East program of the Lutheran Church Extension Fund—Missouri Synod to the Iowa District East board of directors at each of their regularly scheduled meetings.

12. DISTRICT CONVENTIONS

- 12.1 The district convention shall be held in the last full week in June if possible every three years in the year preceding the Synod convention.
- 12.2 Convention sites shall be selected and designated at the prior convention or by the board of directors.
- 12.3 The board of directors shall prepare a convention workbook which is to contain the calendar of business, all floor committee appointments, the reports of the board of directors and its committees, all overtures and memorials which have been submitted on or before the cut-off date set by the board of directors.
 - 12.3.1 The convention workbook will be provided electronically to registered delegates (voting and advisory), officers, boards and committees of the district four weeks before the convention. A printed copy will be provided upon request to the designated recipients. [the Synod’s *Handbook*, Bylaw 4.2.1 (g)]

- 12.4 The secretary of the district shall send or cause to be sent a credential card for each voting delegate who is to attend the convention. The card shall entitle the delegate to voting rights when duly filled out, signed by two officers of the congregation, and mailed to the district office at a date determined by the district or presented at the time of the district convention.
- 12.4.1 The delegates of each and every congregation throughout the district shall forward the following information to the district office no later than the date set by the board of directors: name, age, occupation and any previous convention experience. This information shall be used in assigning convention floor committees.
- 12.4.2 Every delegate shall be supplied upon registering at the convention with an official name badge or card, showing whether the delegate is a pastoral delegate, lay delegate, or an advisory delegate.
- 12.5 The district president may call convention floor committees into pre-convention session.
- 12.6 The district president shall appoint a credentials committee to serve for the district convention. This committee shall have charge of all registrations, tabulate the registrations in time for the first business session of the convention, and report to the convention in its first business session.
- 12.7 The district president shall appoint a committee on excuses to serve for the district convention. This committee shall at the close of the convention, immediately before roll call, report on attendance, and on excuses.
- 12.8 A registration fee determined by the board of directors shall be paid by each delegate to the convention. This registration fee shall be sent to the district office in advance of the convention.
- 12.9 The district president shall conduct the sessions of the convention according to accepted parliamentary rules in the most recent edition of Roberts' Rules of Order and Christian principles.
- 12.10 Brief daily minutes shall be printed, distributed, and approved at the district convention.
- 12.10.1 The minutes of the last two sessions shall be submitted to the board of directors for approval in their first meeting after the convention.
- 12.10.2 The proceedings of the district convention including the official resolutions shall be published. Any other reports or essays may be published at the discretion of the convention, the presidium, or the board of directors. The secretary shall make the convention proceedings available as follows: one hard copy for each congregation and electronically for all other interested parties.
- 12.10.3 A condensed report of the business proceedings of the convention shall be printed in the official district publication.

13. SYNOD CONVENTION DELEGATES

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

14. CIRCUIT FORUM AND CONVOCAATION

- 14.1 Each visitation circuit shall be structured in accord with the current *Handbook* of the Synod (the Synod's *Handbook*, Bylaw 5.1).
- 14.2 The circuit visitor as the principal officer of each circuit together with such other officers as the circuit may select has the responsibility for preparing the agenda for the circuit forum and convocation (the Synod's *Handbook*, Bylaws 5.3.2b & 5.4.2c).
- 14.3 The circuit forum consists of one pastor and one layperson from each member congregation or multi-congregation parish designated by the congregation or parish; and an advisory representative from congregations of a multi-congregation parish not contributing a lay voter. This advisory representative has voice but no vote. The circuit forum shall meet to study Scripture and the Confessions, to develop policies and/or programs, to elect circuit visitors, to discuss and forward triennial mission and ministry emphases, and to review or respond to resolutions or other programs in the Synod (the Synod's *Handbook*, Bylaws 5.3).
- 14.4 The circuit convocation is a larger gathering of members from circuit congregations during a year there is no national or district convention. The convocation's emphasis should be inspiration, education, mission, and theological discourse (the Synod's *Handbook*, Bylaw 5.4).

15. POLICIES

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

16. BYLAWS AMENDMENTS

- 16.1 These bylaws may ordinarily be changed by a majority vote at a district convention provided they are not contrary to the Constitution and Bylaws of the Synod.

- 16.1.1 Any amendments to these bylaws shall be approved by the Synod's Commission on Constitutional Matters prior to the district convention (the Synod's *Handbook*, Bylaw 3.9.2.2.3). Any additional amendments from the floor of the convention become effective immediately upon, and only upon, approval of the Synod's Commission on Constitutional Matters. Should the Commission on Constitutional Matters not approve the adopted changes, the district Board of Directors may modify the amendments to comply with the Commission on Constitutional Matters requirements upon their two-thirds vote.
- 16.2 Each triennium the bylaws committee shall recommend any necessary revisions to the district bylaws in order to bring them into conformity with any changes made by the Synod in convention that will affect the district.

These bylaws were adopted at the Iowa District East Convention, Cedar Rapids, August 16, 1968 (Proceedings, 21st Convention, Iowa District East, pp. 136-143). They were subsequently amended as contained in this draft on: June 24, 1972 (Proceedings, 23rd Convention, Iowa District East 1972); June 22, 1974 (Proceedings, 24th Convention, Iowa District East 1974); June 27, 1976 (Proceedings, 25th Convention, Iowa District East 1976); June 25, 1978 (Proceedings, 26th Convention, Iowa District East 1978); June 26, 1982 (Proceedings, 28th Convention, Iowa District East 1982); June 29, 1985 (Proceedings, 29th Convention, Iowa District East 1985); June 25, 1988 (Proceedings, 30th Convention, Iowa District East 1988); June 29, 1991 (Proceedings, 31st Convention, Iowa District East 1991); June 26, 1994 (Proceedings, 32nd Convention, Iowa District East 1994); June 28, 1997 (Proceedings, 33rd Convention, Iowa District East 1997); June 24, 2000 (Proceedings, 34th Convention, Iowa District East 2000); June 28, 2003 (Proceedings, 35th Convention, Iowa District East 2003); June 24, 2006 (Proceedings, 36th Convention, Iowa District East 2006); June 30, 2012 (Proceedings, 38th Convention, Iowa District East 2012); June 27, 2015 (Proceedings, 39th Convention, Iowa District East 2015); June 30, 2018 (Proceedings, 40th Convention, Iowa District East 2018); and last amended on June 24th, 2022 (Proceedings of the 41st Convention, Iowa District East 2022).

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, along with sufficient funds to cover the reasonable tax burden which such moving expenses will cost the worker.

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	\$ 61,203	\$ 62,428	\$ 63,676		1.47
17	\$ 62,036	\$ 63,277	\$ 64,542		1.49
18	\$ 62,869	\$ 64,127	\$ 65,409		1.51
19	\$ 63,702	\$ 64,976	\$ 66,275		1.53
20	\$ 64,534	\$ 65,825	\$ 67,141		1.55
21	\$ 65,367	\$ 66,675	\$ 68,008		1.57
22	\$ 66,200	\$ 67,524	\$ 68,874		1.59
23	\$ 67,032	\$ 68,373	\$ 69,740		1.61
24	\$ 67,865	\$ 69,223	\$ 70,607		1.63
25	\$ 68,698	\$ 70,072	\$ 71,473		1.65
26	\$ 69,530	\$ 70,922	\$ 72,339		1.67
27	\$ 70,363	\$ 71,771	\$ 73,206		1.69
28	\$ 71,196	\$ 72,620	\$ 74,072		1.71
29	\$ 72,029	\$ 73,470	\$ 74,938		1.73
30	\$ 72,861	\$ 74,319	\$ 75,805		1.75
31	\$ 73,694	\$ 75,168	\$ 76,671		1.77
32	\$ 74,527	\$ 76,018	\$ 77,537		1.79
33	\$ 75,359	\$ 76,867	\$ 78,404		1.81
34	\$ 76,192	\$ 77,716	\$ 79,270		1.83
35	\$ 77,025	\$ 78,566	\$ 80,136		1.85

Compensation and Benefit
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**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, along with sufficient funds to cover the reasonable tax burden which such moving expenses will cost the worker.

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