



**“The Authority of the Word:
The Word Walks Us Through Life” - PS 119:105**

The 42nd District Convention of
IOWA DISTRICT EAST
The Lutheran Church Missouri Synod

THE RADISSON HOTEL

Cedar Rapids, IA

June 27–28, 2025

CONVENTION WORKBOOK



IDE Mission Statement

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

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PROPOSED AGENDA

Friday, June 27, 2025

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

Saturday, June 28, 2025

- 7:00 AM Breakfast
- 8:00 AM Devotions
- 8:15 AM Convention Essayist: Rev. Dr. Joel Biermann
Mission Moment #4 - Deaf Ministry
- 9:00 AM Convention Minutes
- 9:05 AM LCMS President's Report - LCMS Pres. Rev. Dr. Matthew C. Harrison
- 10:05 AM Recess/Break
- 10:20 AM LCMS President's Q&A
Mission Moment #5 - New Hope Lutheran Church
- 11:15 AM Greetings from LCMS Organizations/Ministries
- 12:00 PM LUNCH
- 1:15 PM Opening Prayer
- 1:20 PM Convention Minutes Committee Report
- 1:25 PM Floor Committee: if needed
- 1:40 PM Mission Moment #6 - U of I Hospital Chaplaincy
- 2:00 PM Closing Business
Adjournment
- 2:15 PM Memorial Service and Installation
Preacher - Rev. Dr. Matthew C. Harrison
- 3:00 PM Exit the Convention Area

PREFACE

The 42nd Convention of Iowa District East of The Lutheran Church Missouri Synod is being held at The Radisson Hotel in Cedar Rapids, Iowa. St. Paul's Lutheran Church in Marion is serving as the host congregation. Rev. Alan Kornacki is the pastor. Bill Wickham is the Host Committee Chair; any needs relating to facilities, equipment, or your physical comfort should be addressed toward him.

YOUR ATTENDANCE AT SESSIONS

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

CONVENTION PERSONNEL

Host Committee Chair: Bill Wickham
Parliamentarian: Ms. Laura Meade

Chaplain: Rev. Alan Kornacki
Press Secretary: Daniel Sanchez

DISTRICT STAFF OFFICIALS

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

IOWA DISTRICT EAST BOARD OF DIRECTORS

Rev. Dr. Brian Saunders	<i>President</i>
Rev. W. Max Mons, STM	<i>1st Vice President</i>
Rev. Michael Knox	<i>2nd Vice President</i>
Rev. Peter Hoft	<i>Secretary</i>
Mr. Zachary Rowley	<i>Treasurer</i>
Mr. James Swales	
Mr. Roger Zoske	
Rev. Karl Bollhagen	
Mr. Samuel Kleiss	
Mr. Lucas Tanney	

Advisory:

Rev. Dr. Joel Koepp, Asst Secretary
Mrs. Jan Doellinger, ATTP Schools
Mr. Corey Nuehring, Asst Treasurer

IDE OFFICE SUPPORT STAFF

Ryan Johnson	<i>Business and Office Manager</i>
Daniel Sanchez	<i>District Services Coordinator</i>
Pamela Krog	<i>Administrative Assistant / Receptionist</i>

CREDENTIALS, EXCUSES COMMITTEE

Clergy: Rev. Aaron Hambleton
Layman: Jeffery Elbert

ELECTIONS COMMITTEE

Clergy: Rev. Sean Hansen
Layman: Mr. David Koehler, Mr. Ben Weis

COMMITTEE TO REVIEW MINUTES

Clergy: Rev. Alex Post
Layman: Rich Oehlerich

SYNODICAL REPRESENTATIVE

Rev. Dr. John C. Wohlrabe Jr.

The Rev. Dr. John C. Wohlrabe Jr. is sixth vice-president and a member of the Praesidium of The Lutheran Church—Missouri Synod (LCMS), a position to which he was elected in 2023. He represents the church's Great Lakes Region.

Wohlrabe also serves as assistant pastor at Our Savior Evangelical Lutheran Church, Whitefish Bay, Wis.; as editor-in-chief for the *Concordia Historical Institute Quarterly*; and as president of the Concordia Historical Institute Board of Governors. Previously, Wohlrabe served as LCMS third vice-president (2007–2010); second vice-president (2010–2016); fourth vice-president (2016–2019), and second vice-president (2019–2023). He also was regional chaplain for Naval District Washington (2007–2009). He retired with the rank of captain in May 2009, having served as an active duty U.S. Navy chaplain for 22 years. Prior to that, he was in the Naval Reserves and served as an enlisted sailor on active duty.

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

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

A native of Mankato, Minn., Wohlrabe earned a bachelor's degree from Concordia College, Ann Arbor in 1978. He also received a Master of Divinity in 1981, a Master of Sacred Theology in 1982 and a Doctor of Theology in 1987, all from Concordia Seminary, St. Louis. In 2021, the faculty of Concordia Seminary awarded him a Doctor of Divinity. He has published numerous articles for theological journals and church and military publications, and contributed to several books, including *Ministry in Missouri Until 1962* (1992), *Soli Deo Gloria: Essays on C.F.W. Walther in Memory of August R. Suelflow* (2000), *The Gates of Hell* (Concordia Publishing House, 2018), and *Rediscovering the Issues Surrounding the 1974 Concordia Seminary Walkout* (Concordia Historical Institute, 2023).

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



GENERAL

ESSAYIST

Rev. Dr. Joel Biermann

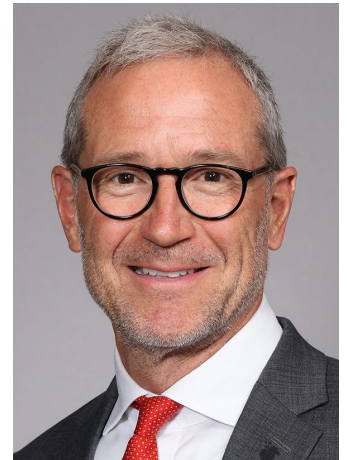
Rev. Dr. Joel D. Biermann is the Waldemar A. and June Schuette Professor of Systematic Theology at Concordia Seminary, St. Louis. A faculty member since 2002, Biermann teaches doctrinal theology with a special interest and emphasis centered on ethics and the correct role of the Law in the life of the believer. He also is the faculty marshal.

A pastor's son, Biermann was raised in parishes in Nebraska and Michigan. Graduating with his Bachelor of Arts (B.A.) from Concordia College in Ann Arbor, Mich. (1983), he enrolled at Concordia Seminary and finished his Master of Divinity (M.Div.) in 1987.

At Trinity Lutheran Church in Bemidji, Minn., and then St. Matthew Lutheran Church in Holt, Mich., he served as a parish pastor for 11 years. Biermann returned to Concordia Seminary in 1998 as a graduate student. He completed his Doctor of Philosophy (Ph.D.) in 2002 with a dissertation entitled, "Virtue Ethics and the Place of Character Formation in Lutheran Theology."

He has authored four books: "Day 7: for Work, Rest, or Play" (CPH, 2024), "Wholly Citizens" (Fortress, 2017); "A Case for Character" (Fortress, 2014); and "Courageous Fathers of the Bible" (Concordia Publishing House (CPH), 2011). Biermann is a frequent speaker at LCMS District and congregational gatherings and conferences, where he covers a variety of topics, especially those relating to issues of discipleship, Christian formation, vocation, work and leisure ("rest"), as well as church and state issues.

Biermann and his wife, Jeannalee, have three adult children who are all graduates of Concordia Seminary. Jasmine and Justine are both Master of Arts (M.A.) graduates and Jess is a Master of Divinity (M.Div.) graduate and is currently working on his Ph.D. at the Seminary. They also have 11 grandchildren.



VOTING DELEGATES

Church/City	Pastoral Delegate	Lay Delegate	Alternate Lay
St Paul, Alden & St Paul-Buckeye, Alden	Jay Jaeger	David Sweeny	Mervin Vierkandt
St Stephen, Atkins	Doug Woltemath	Jim Herzberger	Van Schroeder
First Lutheran, Belle Plaine & St Paul, Luzerne	Dean Duncan	Scott Frank	Gerald Muench*
Our Savior, Bettendorf	Gary Timm	Mark Kapfer	Craig Netherton
Grace, Blainstown	Jeffrey Schanbacher	Darwin Vogt	Don Jensen
Concordia, Burlington & Our Savior, Ft. Madison	Christopher Roepke	Kay Bartholomew	Mike Ungerer
College Hill, Cedar Falls	John Wegener	Samuel Kleiss	Kurt Krueger
Immanuel, Cedar Falls	Gerald Kapanka	Dave Koehler	Jeff Oltmann
Our Redeemer, Cedar Falls & Peace, Shell Rock	Michael Knox	Tim Koch	Michaela Knox
Bethany, Cedar Rapids	Michael Erickson	Karen Swanson	Darin Elm
Concordia, Cedar Rapids & King of Glory, Swisher	Brad Brown	Doug Singkofer	
King of Kings, Cedar Rapids	Christopher Navurkis	David Hoffman	Richard Loth
Trinity, Cedar Rapids	Theodore Groth	Ron Solsrud	Michael Pownell
Word of God, Cedar Rapids & Davenport	Tim Eckert	Kathy Anderson	Kelani Allen
St John, Center Point	Thomas Van Hemert	Jim Swales	Paul Wood
Trinity, Chariton	Nathan Knaus	Dale Garner	
New Hope, Charles City	Isaac Johnson	Peter Lucas	Dennis Westergard
Immanuel, Charlotte	Lloyd Redhage	Chad Ketelsen	Dean Weise
St John, Clinton	Daniel Pool	Kurt Flathers	
Trinity, Clinton	Nathan Wille	Ben Page	
Trinity, Conroy & St. John, Homestead & Wellman	Gary Sears	Jeremiah Johnson	Brenda Glandorf
Prince of Peace, Coralville	Mitchell Otto	Michael Marvin	Jeremy Stephens
Holy Cross, Davenport	Terry Quick	Ellen Schuster	
Immanuel, Davenport	Bradley Ferch	Brad Schofield	David Conger
Risen Christ, Davenport	Brian Licht	Tim Welch	Stephen Smith
Trinity, Davenport	Randall Golter	Casey Duling	J.D. Bohling
St Paul, Delaware	Matthew Vesey	Randy Hillers	
St John, Denver	Jesse Schlie	Jeffery Folkmann	Michael Gorshe
Grace Lutheran, Dewitt	Eric Obermann	Scott Steffens	Clint Albrecht
Our Redeemer, Dubuque & St Matthew, Sherrill	Jesse Cearlock	Brian Cose	Brian Rambeaux
St Paul, Dubuque	Jonathan Crawford	Kim Weed	Jon Barz
St Paul, Eldora	Aaron Hambleton	Ron Wieting	Steve Robbins
Park View, Eldridge	Peter Hoft	Craig Tannahill	Jim Gruntorad
St Peter, Elma	Bruce Miller	Bill Theis	Jason Haeflinger
St Paul, Evansdale	David Hasselbrook	Stanley Drewelow	
St. John, Fairbank & Grace, Jesup	VACANT	Rich Schaefer	
Immanuel, Fairfield	Mark Brase	David Eastburn	Arik Rasmussen
St Paul, Fredericksburg	Ronnie Koch	Tim Kleiss	Dan Chipera
St Mark, Garrison & Zion, Shellsburg	VACANT	Sheila Mason	
Immanuel, Grand Mound	John Dolde	Daniel Zinda	
Immanuel, Grinnell	Joel Koepp	Kevin Thorpe	Tim Sittig
Trinity, Guttenberg & St Paul, McGregor	Brent Keller	David Wesener	
Trinity, Hampton & Bethlehem, Mason City	Karl Bollhagen	Lynn Arends	George Mortimer*
Zion, Hiawatha	Kevin Zellers, Jr.	Matt Ehler	Nathanael Brandt
St John, Hubbard	Matthew Rueger	Jacob Woelmer	Kenneth Kyle
Our Redeemer, Iowa City	Brent Hartwig	Ben Weis	Cameron Koch

Church/City	Pastoral Delegate	Lay Delegate	Alternate Lay
St Paul's, Iowa City	W. Max Mons	Jon Kohlmeier	Trent Dickerson
Immanuel, Iowa Falls	Paul Beisel	Jason Kirchhoff	
St John, Keystone	Josiah Schultz	Richard Oehlerich	Doug Buch
Trinity, Knoxville	Joel Picard	Isaiah Picard	Stacy Picard
St Paul, Latimer	Joel Wagner	Ryan Meyer	Jim Warwick
Trinity, Lowden	Daniel Redhage	Sammi Scott	Rodney Schneider
Our Savior, Manchester	Isaiah Armbrecht	Joel Eckman	James Padilla
St John's, Marengo	VACANT	David Schlack	
St Paul's, Marion	Alan Kornacki	Logan Lenhart	Brandon Schlueter
Redeemer, Marshalltown	Alex Post	Rich Adams	Tim Runge
Trinity, Marshalltown (Dillon) & Christ, Gladbrook	Fred Berry	Alan Smith	Sue Berry
Messiah, Mason City & St. John, Osage	Byron Northwick	Stephen Meyer	John Morische
St John, Melcher-Dallas & St Paul, Lacona	VACANT		
St John's, Monticello	Caleb Schewe	Joe Kaalberg	Kevin Weideman
Faith, Mount Pleasant	Michael Scudder	Harvey Ungerman	Robert Eldridge
St Paul, Mount Vernon	Sean D. Hansen	Phil Bishop	Jeff Adrian
Our Savior, Muscatine	Jeff Pautz	Phil Schliesman	John Buttke
St John, Newhall	Nickalaus Palmer	Gary Stoll	Justin Gorsh
Our Savior, Newton			
St Silas, North Liberty	VACANT	Tim Banko	Patrick Dermody
Peace, Oelwein & Our Redeemer, Independence	Jay Weidemann	Michael Pipho	
Trinity, Osage	James Rockhill	Jim Ham	Jim Janka
St John, Oskaloosa	Samuel Beltz	Sean Strohman	
Trinity, Ottumwa	James Preus	Greg Wetterich	Josh Graeve
St Paul, Readlyn & Immanuel, Readlyn (Klinger)	Miguel Gonzalez-Feliciano	Ted Armbrecht	Mark Kaker*
St John, Reinbeck	Kevin Richter	Scott Steinfadt	Duane Woebeking
St Peter, Riceville	Matthias Wollberg	Randy Schnepfer	Duane Reddel
Immanuel, St Ansgar	Mark Squire	Jon Groth	
St Paul, Stanwood & St Paul, Bennett	Andrew Watkins	Darin Lehrman	Richard Kreinbring
Trinity, State Center	Robert Ricard	Michael Mack	Jeff VonAhnen
St Paul, Sumner & St John, Sumner (Spring Fountain)	Tanner Post	Loren Piehl	Keith Larson
St Andrew, Van Horne	David Lingard	Galen Kerkman	Rick Ransom
Redeemer, Ventura	Jesse Burns	Mark Nessen	Dustin Ward
St James, Victor & Calvary, Deep River	Michael Kolesar	Nate Ackerman	Dustin Westerdale
St Johns, Victor	Stuart Rethwisch	Joel Bayer	Jeff Bayer
Trinity, Vinton	Stephen Preus	Bill Garbers	Brian Kreutner
St Paul, Wapello	Mark Kluzek	Tim Knutson	Steve Bohlen
Faith, Waterloo	David Menet	Jeff Elbert	John Dalluge
Grace, Waterloo	Justin Kane	Alan Kleinendorst	
St John, Waverly	Jonathan Ellingworth	Craig Smith	Jesse Piehl
St. Paul, Waverly (Artesian)	VACANT		
St John, Wellsburg	Bruce Zimmermann	Keith Balvanz	Leon Harms
St Peter, Westgate & Grace, Fayette	Kent Peck		
Immanuel, Williamsburg & Hope, Sigourney	Richard Meyer	Lynda Krueger	
St Paul, Williamsburg	Jason Zoske	Mike Dellamuth	
Zion, Wilton	Daniel Ognoskie	Greg Shuger	Tim Ervin

* DENOTES ADVISORY DELEGATE

PASTORS

ENTERED THE DISTRICT

Vesey, Matthew Rev.	SELC District	Candidate Status - Marion	7.2022
Grewe, Nathan Rev.	SELC District	Trinity and Lutheran Family Service, Davenport	8.2022
Heren, Thomas	CID District	Lutheran Home for Aged-Davenport and Vinton	9.2022
Hall, Matthew Rev.	Candidate Status - MI	Candidate Status - Cedar Rapids	11.2022
Weidemann, Jay Rev.	Candidate Status - MNN	Candidate Status - Anamosa	11.2022
Batchelor, James T. Rev.	CID District	Emeritus Status - Wilton	12.2022
Gallo, Stephen Rev.	TX District - Emeritus Status	Emeritus Status - Clinton	1.2023
Navurskis, Christopher Rev.	SD District	King of Kings, Cedar Rapids	6.2023
Schilling, Matthew Rev.	IN District	Trinity, Davenport	6.2023
Gonzalez - Feliciano, Miguel Rev.	N IL District	St Paul and Immanuel, Readlyn	8.2023
Kluzek, Mark Rev.	IA West District	St Paul, Wapello	8.2023
Zellers, Kevin Rev.	MN N District	Zion, Hiawatha	8.2023
Northwick, Byron Rev.	MNS District	St John, Osage	8.2023
Quick, Terry Rev.	MO District	Holy Cross and Lutheran Homes, Davenport	9.2023
Redhage, Lloyd Rev.	SD District	Immanuel, Charlotte	9.2023
Timm, Gary Rev.	NJ District	Our Savior Bettendorf	1.2024
Kornacki, Alan Rev.	S IL District	St. Paul's Marion	2.2024
Rockhill, James Rev.	WY District	Trinity, Osage	6.2024
Stephenson, John Rev. Dr.	Lutheran Church of Canada	Lutheran Homes, Vinton (RSO)	7.2024
Karsten, Wilfred Rev.	CID District	Emeritus Status - Marengo	7.2024
Manz, Michael Rev.	IN District	Our Savior, Newton	7.2024
Moeller, John Rev.	NID District	Emeritus Status - Walcott	11.2024
Schlie, Jesse Rev.	MO District	St John, Denver	4.2025

CHANGES WITHIN THE DISTRICT

Vesey, Matthew Rev.	Candidate Status-Marion	St Paul, Delaware	11.2022
Heren, Thomas Rev.	CID -Candidate Status	Lutheran Home for the Aged	9.2022
Miller, Bruce Rev.	Emeritus Status - Mason City	St Peter, Elma	5.2022
Heren, Thomas Rev.	Tiffin, IA	Candidate Status - Atkins	1.5.2023
Jaeger, Jay Rev.	Candidate Status -Alden	St Paul - Buckeye /St Paul's, Alden	6.2023/ 11.2023
Weideman, Jay Rev.	Candidate Status - Anamosa	Peace, Oelwein and Our Redeemer, Independence	9.2023
Brown, Brad Rev.	Concordia, Cedar Rapids	King of Glory, Swisher - formed Dual	12.2024
Dolde, John Rev.	Cedar Rapids	Immanuel, Grand Mound	10.2024
Kolesar, Michael Rev.	St James, Victor	Calvary, Deep River - formed Dual	11.2024
Baumann, Adam Rev.	Garrison	St Paul's Lutheran School, Latimer	1.2025
Bollhagen, Karl Rev.	Trinity, Hampton	Bethlehem, Mason City - formed Dual	2.2025
Sears, Gary Rev.	Trinity, Conroy	St John, Homestead and Good Shepherd, Wellman - Tri Point	3.2025

NEWLY ORDAINED

Dolde, John Rev.	Concordia, Ft Wayne	Trinity, Cedar Rapids	7.2022
Baumann, Adam Rev.	Concordia, Ft Wayne	St Mark, Garrison/ Zion, Shellsburg	6.2022
Palmer, Nickalaus Rev.	Concordia, St Louis	St John, Newhall	7.2023
Wagner, Peter Rev	Concordia, Ft Wayne	St Paul's, Latimer	6.2023
Zieroth, Mark Rev.	Concordia, Ft Wayne	Our Redeemer, Dubuque / St Matthew, Sherrill	7.2023
Armbrecht, Isaiah Rev.	Concordia, Ft Wayne	Our Savior, Manchester	7.2024
Schultz, Josiah Rev.	Concordia, St Louis	St John, Keystone	6.2024

REMOVED/RESIGNED FROM ROSTER

Ogilvie, Thomas Rev.	St Paul, Williamsburg	Resigned	10.2023
Warpness, Barry Rev.	Waterloo - Emeritus	Resigned	2.2024
Hall, Matthew Rev.	Iowa City - Candidate Chaplain	Resigned	7.2024

TRANSFERRED TO OTHER DISTRICTS

Weight, Caleb Rev.	Bettendorf, Our Savior	Hermantown, MN N	6.2022
Neuendorf, Christopher Rev.	Holy Cross, Davenport	Bottineau/Rugby/Willow Creek, ND	6.13.22
Halvorson, Mark Rev.	Marion - Emeritus Status	Emeritus Status - MN S	9.2.2022
Wright, B. Andrew Rev.	Keystone, St John	Topeka, KS	9.2022
Dodgers, Anthony Rev.	Charlotte, Immanuel	Ossian, IN	11.2022
Traphagan, William Rev.	Alden, St Paul's / Alden-Buckeye, St Paul	Crosslake, MN N	1.2023
Girardin, Philip Rev.	Readlyn, St Paul and Immanuel	Staunton, IL S	1.2023
Holmen, Michael Rev.	Oelwein, Peace / Independence, Our Redeemer	Fairmont, MN S	3.2023
Weber, David Rev.	Manchester, Our Savior	Tomah, WI - S WIS	4.2023
Voss, Zachary Rev.	Homestead, St John/ Wellman, Good Shepherd	Ortonville, MN N	5.2023
Provost, Daniel Rev.	Newton, Our Savior	Grand Forks, ND	5.2023
Swenson, Jacob Rev.	Fairbank, St John/ Jesup, Grace	San Francisco, CA - English	6.2024
Smith, Sean Rev.	Mason City, Bethlehem	Adams, TN - Mid S	7.2024
Gray, Andrew Rev.	Marengo, St John's	Collinsville, IL - S IL	9.2024
Hyatt, Gregory Rev.	Melcher, St John / Lacona, St Paul	St John, Pinconning, MI	9.2024
Noble, Andrew Rev.	Marion, St Paul's	Arcadia, IA IDW	2.2025
Small, Terry Rev.	Amana, IA - Emeritus Status	Emeritus Status - MNS	1.2025

RETIRED

Halvorson, Mark Rev.	King of Kings, Cedar Rapids - Emeritus Status	Emeritus Status - MNS	9.1.2022
Krueger, Daniel Rev.	Zion, Hiawatha	Hiawatha	9.1.2022
Hinkle, Chris Rev. Dr.	St. Paul, Wapello	Wapello	12.1.2022
Balvanz, Richard Rev. SMP	King of Kings, Cedar Rapids - Emeritus Status	Emeritus Status - Marion, IA	2.1.2023
Kaltwasser, Bruce Rev.	Trinity, Osage	Dike	5.29.2023
Johnson, Daniel S Rev.	Marshalltown	Marshalltown	6.15.2023
Kincaid, Kristian Rev. Dr.	Our Redeemer, Dubuque	Dubuque	6.26.2023
Rempfer, Steven Rev.	St John, Newhall	Keystone	7.17.2023
Small, Terry Rev.	St Silas, North Liberty	Emeritus Status - Amana, IA	1.1.2024
Horne, Jan Rev.	Calvary, Deep River	Emeritus Status - Robins, IA	4.2024
Anderson, Steven Rev.	Immanuel, Grand Mound	Sherrard, IL	7.1.2024
Feldt, Larry Rev.	St John, Denver/ St Paul, Waverly	Denver	10.1.2024
Frederick, Clarke Rev.	Messiah, Mason City	Mason City	11.26.2024

CALLED TO GLORY

Anderson, Mark Rev.	Emeritus Status - Morrison, IL	10.24.2022
Aurich, Leonard Rev.	Emeritus Status - Dubuque	10.22.2024
Glawatz, Dale F. Rev.	Emeritus Status - Monticello	3.22.2025
Horne, Jan Rev.	Emeritus Status - Cedar Rapids	8.26.2024
Johnson, Daniel Q. Rev.	Emeritus Status - Cedar Rapids	11.18.2023
Loesch, Donald Rev. Dr.	Emeritus Status - Cedar Rapids	4.8.2023
Marquardt, Martin Rev.	Emeritus Status - Cedar Rapids	10.14.2022
Zimmermann, Timothy Rev.	Emeritus Status - Iowa City	9.5.2022

PASTORS

ORDINATION ANNIVERSARIES

2023

"Brent" Michael Keller	5
Kevin C. Zellers, Jr	10
Alex C. Post	10
Jonathan T. Crawford	10
Brad A. Brown	15
Kent A. Peck	15
Matthew B. Schilling	15
Arthur Rickman	15
David C. Lingard	15
Michael D. Musick	20
Stuart A. Rethwisch	20
Justin D. Kane	20
Karl C. Bollhagen	25
Andrew C. Watkins	25
Matthew R. Vesey	30
Gary L. Sears	35
Lloyd W. Redhage	40
Bruce L. Zimmermann	55

2024

Nathan K. Knaus	5
Robert W. Ricard	5
Jesse S. Schlie	5
Matthias C. Wollberg	5
Michael J. Kearney	10
Daniel P. Pool	15
Brent M. Hartwig	15
Michael J. Manz	15
Terry L. Quick	20
John H. Wegener	20
Christopher A. Navurskis	20
Bruce H. Miller	25
Michael R. Scudder	30
Gerald C. Kapanka	35
Christopher A. Roepke	35
Douglas M. Woltemath	35

2025

Thomas C. Van Hemert	5
Nathan J. Wille	5
Jay R. Weideman	5
Aaron M. Hambleton	10
James A.O. Preus	10
Kevin C. Richter	10
Joel G. Koepp	15
Jesse A. Burns	15
Gary M. Timm	15
Harrison A. Goodman	15
Jeffrey A. Schanbacher	20
Alan R. Kornacki	25
Peter D. Hoft	25
Michael J. Kolesar	25
Fred L. Berry	35
Brian S. Saunders	35
Matthew W. Rueger	35
Randall L. Golter	40
John R. Stephenson	40
Daniel F. Ognoskie	50

PASTORS EMERITI ANNIVERSARIES

2023

Larry L. Feldt	25
Bruce A. Boyce	35
Stephen F. Gallo	40
Gregory R. Williamson	40
Bruce J. Kaltwasser	40
Clarke E. Frederick	50
Royce E. Rinehart	50
Wilfred E. Eckhardt	60

2024

Douglas D. Francik	15
John S. Moeller	25
Michael H. Holm	40
Wilfred L. Karsten	40
Leon E. Hauser	55
Dennis A. Arndt	55

2025

Richard L. Balvanz, SMP	10
James T. Batchelor	20
John F. Walker	30
Steven C. Rasmussen	35
Daniel S. Johnson	35
Steve L. Anderson	40
George A. Volkert	45
Larry G. Lemke	50
Harold A. Scheer	55

VICARS 2022-2025

2024-2025	Peters, Harvey	Cedar Falls, Our Redeemer
2024-2025	Simmons, Tyler	Iowa City, Our Redeemer
2024-2025	Konkel, Luke	Eldora, St Paul
2024-2025	Stefanec, Jacob	Hampton, Trinity
2023-2024	Baker, Matthew	Cedar Falls, Our Redeemer
2023-2024	Boester, Ethan	Iowa City, Our Redeemer
2023-2024	Johnson, Zachary	Eldora, St Paul
2023-2024	Shepard, Jacob	Hampton, Trinity
2022-2023	Goodroad, Joseph	Cedar Falls, Our Redeemer
2022-2023	Garrett, Morgan	Iowa City, Our Redeemer
2022-2023	Cox, Patrick III	Hampton, Trinity

NON-VOTING ADVISORY PASTORS

Tyrone Brumwell	<i>Candidate Status</i>
Thomas Heren	<i>Candidate Status</i>
Mark Leckband	<i>Candidate Status</i>
Keith Piotter	<i>Our Savior, Bettendorf</i>
Matthew Schilling	<i>Trinity, Davenport</i>
Mark Zieroth	<i>Our Redeemer, Dubuque</i>
Michael Musick	<i>U of I Hospital Chaplaincy, Prince of Peace Coralville</i>
Harrison Goodman	<i>Higher Things</i>

COMMISSIONED

ROSTERED EDUCATORS

Years of Service

Years of Service

Benjamin D.Dubke	Valley Lutheran School	2	Adam, Rev.Baumann	St Paul's Lutheran School	3
Chad M.Holtzman	Valley Lutheran School	28	Kaylee M.Borcherding	St Paul's Lutheran School	13
Amanda L.Kratz	Valley Lutheran School	12	Cody M.Collier	St Paul's Lutheran School	12
Brian T.L'Heureux	Valley Lutheran School	27	Marilyn L.Fahrman	St Paul's Lutheran School	44
Rev. Henry Pahlkotter SMP	Valley Lutheran School	38	Charlene R.Stortz	St Paul's Lutheran School	29
Lucas R.Tanney	Valley Lutheran School	17	Melinda A.Vanness	St Paul's Lutheran School	39
April R.Lenhart	Trinity Lutheran School (CR)	14	Peter, Rev.Wagner	St Paul's Lutheran School	2
Hope V.Muehler	Trinity Lutheran School (CR)	1	Denise R.Carley	Central Lutheran School	29
Connie S.Powell	Trinity Lutheran School (CR)	25	Jessica J.Fry	Central Lutheran School	18
Emily M.Root	Trinity Lutheran School (CR)	9	Allison J.Getka	Central Lutheran School	11
Susan E.Goehmann	Trinity Lutheran School (Dav)	1	Heather E.Johnson	Central Lutheran School	16
Robyn A.Gray	Trinity Lutheran School (Dav)	12	Melanie K.Maddick	Central Lutheran School	34
Richard W.Holste	Trinity Lutheran School (Dav)	42	Rebecca S.McKinney	Central Lutheran School	23
Andrea D.Hussong	Trinity Lutheran School (Dav)	28	Kristin M.Meyer	Central Lutheran School	21
DeJe K.Jensen	Trinity Lutheran School (Dav)	33	Franklin O.Parris	Central Lutheran School	35
Amy J.Koenig	Trinity Lutheran School (Dav)	20	David K.Runge	Central Lutheran School	29
Ian H.McCloud	Trinity Lutheran School (Dav)	12	Tonya M.Schanbacher	Central Lutheran School	11
Kim M.Mester	Trinity Lutheran School (Dav)	29	Andy P.Armbricht	Lutheran Interparish School	36
Rachel M.Meyer	Trinity Lutheran School (Dav)	21	Donna J.Armbricht	Lutheran Interparish School	8
William C.Meyer	Trinity Lutheran School (Dav)	44	Jennifer M.Rethwisch	Lutheran Interparish School	15
Jill A.Schmitzer	Trinity Lutheran School (Dav)	16	Shelly S.Shaffer	Lutheran Interparish School	22
Megan E.Stansbury	Trinity Lutheran School (Dav)	10	Rebeca L.Sitas	Lutheran Interparish School	23
James L.Ullman	Trinity Lutheran School (Dav)	20	William J.Sitas	Lutheran Interparish School	26
Laura J.Ullman	Trinity Lutheran School (Dav)	22	Jodi L.Van Etten	Lutheran Interparish School	23
Nickolas A.Utech	Trinity Lutheran School (Dav)	21	Elyse A.Wilde	Lutheran Interparish School	29
			Linda J.Wille	Lutheran Interparish School	35

COMMISSIONED

NEW COMMISSIONED MEMBERS OF SYNOD (2023-2025)

	From	To	Date
Borcherding, Kaylee	Concordia Seward - Colloquy Teacher	St Paul Lutheran School, Latimer	10.2023
Dubke, Benjamin	Concordia Mequon - Teacher	Valley Lutheran School, Cedar Falls - teacher	8.27.2023
Dubke, Mary	Concordia Mequon - Teacher	Valley Lutheran School, Cedar Falls - teacher	8.27.2023
Penney, Kierra	Concordia Seward - DCE	Bethany Lutheran Church, Cedar Rapids	1.2024
Goehmann, Susan	Concordia, Seward - Teacher	Trinity Lutheran School, Davenport	8.2024
Rau, Dalton	Concordia, Seward - DCE	Our Savior Lutheran Church, Bettendorf	8.2024
Muehler, Hope	Concordia Chicago - Teacher	Trinity Lutheran School, Cedar Rapids	8.2024
Schanbacher, Tonya	Concordia Chicago - Colloquy Teacher	Central Lutheran School, Newhall - teacher	8.2024
McCloud, Ian	Concordia Chicago - Colloquy Teacher	Trinity Lutheran School, Davenport	1.2.2025

CHANGES WITHIN THE DISTRICT

	From	To	Date
Grimm, Peggy - Teacher	Lutheran Interparish School, Williamsburg	Emeritus Status - North English	6.2022
Armbrecht, Donna - Teacher	Williamsburg - Candidate Status	Lutheran Interparish School, Williamsburg	8.2022
Watkins, Andrew, Rev.	Trinity Lutheran School, Cedar Rapids	St Paul, Bennett/ St Paul, Stanwood	11.7.2022
Marti, Dianne	LeClaire - Candidate Status	Emeritus Status - LeClaire	1.24.2023
Gray, Robyn	Davenport - Candidate Status	Trinity Lutheran School, Davenport	8.2023
Wall, Julie	Davenport - Candidate Status	Trinity Lutheran School, Davenport	8.2023
Mueller, Mark	Cedar Rapids, Trinity - Principal	Candidate Status -MNS	11.2023
Dolde, Emma - Teacher	Cedar Rapids - Candidate Status	Grand Mound - Candidate Status	10.2024
Schaefer, Robyn	Lutheran Interparish School, Williamsburg	Emeritus Status - Williamsburg	7.1.2024
Sitas, William	Lutheran Interparish School, Williamsburg	Principal at LIS, Williamsburg	7.1.2024
Grewe, Mark	Lutheran Interparish School, Williamsburg	Emeritus Status -Davenport	7.1.2024
Williamson, Pamela	Central Lutheran School, Newhall	Emeritus Status -Marion	7.1.2024
Hines, Michelle	Central Lutheran School, Newhall	Candidate - Atkins	7.1.2024
Shoumaker, Lisa	Trinity Lutheran School, Davenport	Emeritus Status - Davenport	8.1.2024
Baumann, Adam Rev.	St Mark ,Garrison/ Zion, Shellsburg	St Paul Lutheran School, Latimer	1.2025

ENTERED THE DISTRICT

	From	To	Date
Smith, Heather - Teacher	SID - Candidate Status	Candidate Status - Mason City	4.2022
Dolde, Emma - Teacher	OH - Candidate Status	Candidate Status -Cedar Rapids	6.2022
Collier, Cody	NW - Anchorage, AK	Latimer, St Paul - Principal	8.2022
Gray, Robyn - Teacher	KS - St John, Alma, KS	Candidate Status - Davenport	9.2022
Hahn, Amanda -Deaconess	IN - Candidate Status	Candidate Status - Davenport	11.2022
Hackbarth, Richard - Teacher	MI-Emeritus Status	Emeritus Status - Williamsburg	2.2023
Navurskis, Miriam, Teacher	SD - Candidate Status	Candidate Status - Cedar Rapids	5.2023
Zieroth, Taylor - Teacher	IN - Candidate Status	Candidate Status - Dubuque	7.2023
Wall, Julie - Teacher	Eldridge - Candidate Status	Davenport, Trinity LS - Teacher	8.2023
Pfeil, Nathan- Parish Music	MI D - Candidate Status	Candidate Status -Marion	10.2023
Lavrenz, Cynthia - DCE	KS District - Emeritus Status	Emeritus Status - Hubbard	1.2024
Schauer, Hannah -T, DCE	NID - Candidate Status	Candidate Status - Oskaloosa	7.2024
Stephenson, Bonnie - Deaconess	Candidate Status- Lutheran Church of Canada	Candidate Status - Vinton	7.2024
Johnson, Heather -Teacher	SID	Newhall, Central LS - teacher	7.2024
Schultz, Hannah - Teacher	MO - Candidate Status	Candidate Status - Keystone	8.2024
Mueller, Mark - Teacher	MNS - Candidate Status	Candidate Status - Cedar Rapids	1.2025

TRANSFERRED FROM THE DISTRICT

	From	To	Date
Rusch, Lydia	Valley Lutheran School, Cedar Falls	Wolf River LHS, Shawano NWIS	6.30.2022
Reinking, Martha	Valley Lutheran School, Cedar Falls	Trinity, Utica MI	6.2.2022
Paulsen, Michael	Trinity Lutheran School, Davenport	St Peter, Schaumburg NID	7.2022
Woodall, Emily	Valley Lutheran School, Cedar Falls	Norfolk, NE	6.2022
Roth, Erin	Valley Lutheran School, Cedar Falls	Candidate Status - NE	5.2023
Dvorak, Jessica-DCE	Cedar Rapids - Candidate Status	Cross Lutheran, Yorkville, IL NID	7.2023
Mueller, Mark	Cedar Rapids - Candidate Status	Candidate Status - MN S	11.2023
Hahn, Amanda - Deaconess	Davenport - Candidate Status	Candidate Status - Moline, IL CID	2.8.2024
Swenson, Faith - Deaconess	Cedar Falls, College Hill	Candidate Status - English D	6.2024
Smith, Heather	Mason City - Candidate Status	Candidate Status - Mid South D	7.2024

RESIGNED FROM THE ROSTER

Behr, Jana	Candidate Status - Bryant	9.11.2024
Dubke, Mary	Valley Lutheran School, Cedar Falls - teacher	10.2023
Rebarcak, Joni R.	Trinity Davenport	5.6.2024

CALLED TO GLORY

Loesch, Carol	Cedar Rapids - Emeritus Status	4.15.2022
Batchelor, James D.	Wilton - Emeritus Status	7.2.2022
Werning, E. Kathy	Vinton - Emeritus Status	7.28.2022
Ebert, Janane	Nora Springs - Emeritus Status	10.14.2022
Gomez, Linda J.	Waterloo - Emeritus Status	6.28.2023
Sandersfeld, Lavonne	Williamsburg - Emeritus Status	11.19.2023

DCEs, DEACONESSES, OTHER

		Years of Service
Eric K.Brei	Our Savior, Bettendorf	29
Tara J.Darling	St Paul, Mt. Vernon	13
Anthony J.Dixon	King of Kings, Cedar Rapids	17
Kaja M.Mueller	Our Redeemer, Iowa City	21
Kierra M.Penney	Bethany, Cedar Rapids	1
Dalton J.Rau	Our Savior, Bettendorf	1
Darci M.Russell	Zion, Hiawatha	4
Mark J.Sperry	Grace, DeWitt	30
Bethany Dorschner, DCE/DCO Intern	Park View, Edlridge	
Eva Rickman	International Mission	

RETIRED DCE's, DEACONESSES, TEACHERS

Deanna Acord	Cedar Rapids	Teacher
Mary Becker	Cedar Rapids	Teacher
Kathryn Behnke	Readlyn	Teacher/DCE
Bonnie Berrey	Albion	Teacher
Kay Berry	Davenport	Teacher
Janet Bremer	Davenport	Teacher
Rebecca Burns	Cedar Falls	Teacher
Diane Connors	Davenport	Teacher
Rhonda Dedor	Mason City	Teacher
Janet Doellinger	Cedar Rapids	Teacher
Deborah Drumm	Davenport	Teacher
Robert Freymark	Marion	Teacher
Brenda Glandorf	Williamsburg	Teacher
Mark Grewe	Davenport	Teacher
Peggy Grimm	North English	Teacher
Pamela Haase	Grinnell	Teacher
Richard Hackbarth	Williamsburg	Teacher
Laverne Kelderman	Cedar Falls	Teacher
Connie Kramer	Waterloo	Teacher
Karen Kroemer	Marion	Teacher
Philip Larson	Oelwein	DCM
Cynthia Lavrenz	Hubbard	DCE
Ruth Lavrenz	Marion	Teacher
Verlyn LeFevere	Cedar Rapids	Teacher/DCE
Sharon Limback	Dunkerton	Teacher
Shirley Marolf	Davenport	Teacher
Dianne Marti	Le Claire	Teacher
Carol Meyer	Ladora	Teacher
Marvin Muhlenbruck	Mediapolis	Teacher
Karen Netherton	Davenport	Teacher
Lois Nord	Marion	Teacher
Lynne Pfantz	State Center	Teacher
Donette Piering	Walford	Teacher
Vernon Piering	Walford	Teacher
Margie Popenhagen	Cedar Rapids	Teacher
David Rowsell	Cedar Rapids	Teacher
Robyn Schaefer	Conroy	Teacher
JoAnn Schumacher	Cedar Rapids	Teacher
Lisa Shoumaker	Davenport	Teacher
Lucille Stoelting	Marion	Teacher
Daniel Wacker	Albion	Teacher
Donna Welch	Davenport	Teacher
Thomas Wemlinger	Waterloo	DCO
Tamara Wetjen	Williamsburg	Teacher
Pamela Williamson	Marion	Teacher

INACTIVE TEACHERS / DEACONESS / DCE

Deanna Armbrecht	Readlyn	Teacher
Kathryn Crawford	Dubuque	DCE
Emma Dolde	Grand Mound	Teacher
Dawn Groth	Cedar Rapids	Teacher
Michelle Hines	Atkins	Teacher
Bethany Hoft	Eldridge	Teacher
Mark Mueller	Cedar Rapids	Teacher
Miriam Navurskis	Cedar Rapids	Teacher
Sara Pfeiffer	Bettendorf	Teacher/DCE
Nathanael Pfeil	Marion	Parish Music
Hannah Schauer	Oskaloosa	Teacher/DCE
Sarah Schewe	Monticello	Teacher
Hannah Schultz	Keystone	Teacher
Bonnie Stephenson	Vinton	Deaconess
Rachel Swales	Denver	Teacher
Sara Wacker	Albion	Teacher
Elizabeth Wall	Sioux Falls, SD	Teacher
Pamela Woolery	Waterloo	Teacher
Danna Wuestenberg	Davenport	Teacher
Taylor Zieroth	Dubuque	Teacher

SCHOOLS

Valley Lutheran	Cedar Falls	Rev. Henry Pahlkotter
Valley Lutheran	Cedar Falls	Mr. Brian L'Heureux
Valley Lutheran	Cedar Falls	Mr. Lucas Tanney
Trinity Lutheran	Cedar Rapids	Mrs. Jan Doellinger
Trinity Lutheran	Davenport	Mr. Bill Meyer
St Paul Lutheran	Latimer	Mr. Cody Collier
Central Lutheran	Newhall	Mr. Frank Parris
Community Lutheran	Readlyn	Mrs. Shari Davis
Lutheran Interparish	Williamsburg	Mr. Bill Sitas

COMMISSIONED ANNIVERSARIES

2023		Years of Service
Cody M. Collier	St Paul's Lutheran School, Latimer	10
Robyn A. Gray	Trinity Lutheran School, Davenport	10
Ian H. McCloud	Trinity Lutheran School, Davenport	10
Amanda L. Kratz	Valley Lutheran School, Cedar Falls	10
Lucas R. Tanney	Valley Lutheran School, Cedar Falls	15
Shelly S. Shaffer	Lutheran Interparish School, Williamsburg	20
Laura J. Ullman	Trinity Lutheran School, Davenport	20
Brian T. L'Heureux	Valley Lutheran School, Cedar Falls	25
Richard W. Holste	Trinity Lutheran School, Davenport	40
2024		Years of Service
William J. Sitas	Lutheran Interparish School, Williamsburg	25
Heather E. Johnson	Central Lutheran School, Newhall	15
Kristin M. Meyer	Central Lutheran School, Newhall	20
Tonya M. Schanbacher	Central Lutheran School, Newhall	10
Rachel M. Meyer	Trinity Lutheran School, Davenport	20
Jill A. Schmitzer	Trinity Lutheran School, Davenport	15
Nickolas A. Utech	Trinity Lutheran School, Davenport	20
2025		Years of Service
Jennifer M. Rethwisch	Lutheran Interparish School, Williamsburg	15
Linda J. Wille	Lutheran Interparish School, Williamsburg	35
Connie S. Powell	Trinity Lutheran School, Cedar Rapids	25
Amy J. Koenig	Trinity Lutheran School, Davenport	20
Megan E. Stansbury	Trinity Lutheran School, Davenport	10
James L. Ullman	Trinity Lutheran School, Davenport	20

PRESCHOOLS

Kid's Kingdom Preschool	Belle Plaine	Kim Purk
Our Savior Lutheran Preschool	Bettendorf	Lisa Pottter
Immanuel Preschool	Cedar Falls	Jackie Illian
King of Kings Childhood Education Center	Cedar Rapids	Maddy Simmers
Share & Care Lutheran Preschool	Cedar Rapids	Sarah Hoffman
Trinity Lutheran School	Cedar Rapids	Jessica Kinney
St John Preschool	Clinton	Cindy Sperry
Prince of Peace Christian Preschool	Coralville	Jennifer Bounds
Risen Christ Little Blessings Day Care	Davenport	Terrie Burkey
Trinity Lutheran School	Davenport	Lori Kilburg
Grace Lutheran Preschool	DeWitt	Christine Greve
Our Redeemer Lutheran Preschool	Dubuque	Amy Kruse
Good Shepherd Preschool	Eldora	Karen L. Ritter
Share & Care Christian Preschool	Eldridge	Jennifer Rathe
Immanuel Lutheran PK and Mothers' Day Out Preschool	Fairfield	Jen McLain
Fun in the Sun Preschool	Fredericksburg	Janiece Kramer
Little Lambs Christian Preschool	Hiawatha	Kari Boyle
Our Redeemer Preschool	Iowa City	Kaja Mueller
Sunbeam Christian Childcare and Preschool	Mason City	Linette Heimbuch
Son Shine Academy	Mt. Pleasant	Sara Scudder
Central Lutheran School	Newhall	Becky McKinney
Community Lutheran School	Readlyn	Teresa Imbrogno
Redeemer Lutheran Preschool and Daycare	Ventura	Kari Markla
TLC Preschool	Vinton	Gail Gerber
Lutheran Interparish School	Williamsburg	Jodi VanEtten
Zion Lutheran School	Wilton	Sheila Freie

CONGREGATIONS

CONGREGATIONAL ANNIVERSARIES

2023	
Our Savior, Bettendorf	75
Trinity, Vinton	100
Immanuel, Williamsburg	125
Immanuel, Charlotte	150
Immanuel Klinger-Readlyn	150
2024	
St Paul, Wapello	75
Immanuel, Davenport	100
St Paul's, Marion	100
St John, Osage	150
Immanuel, St. Ansgar	150
2025	
Hope, Sigourney	50
First, Belle Plaine	100
Grace, DeWitt	100
St Paul, Stanwood	150
St John, (Spring Fountain) Sumner	150

PROPOSED STANDING RULES

GENERAL

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

PRESIDIUM NOMINATIONS

PRESIDIUM NOMINATIONS REPORT

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

District President: Samuel Beltz, Karl Bollhagen, W. Max Mons, Stephen Preus, Brian Saunders

1st Vice President: Samuel Beltz, Karl Bollhagen, Jesse Burns, W. Max Mons, Stephen Preus

2nd Vice President: Samuel Beltz, Karl Bollhagen, Jesse Burns, W. Max Mons, Alex Post, Stephen Preus

DISTRICT PRESIDENT

Samuel George Beltz

Age: 43 **Current Ministry:** St. John Ev. Lutheran Church of Oskaloosa, Iowa **Year Ordained:** 2011

Education:

High School: Mansfield High School | 2000

College/University: Concordia University, Austin | Director of Christian Education/Secondary Education | 2004

Seminary: Concordia Seminary, St. Louis | M.Div | 2011

Additional College/University: Gonzaga University | M.A.T.L | 2018

Number of years as a member of a congregation of the LCMS? 43

Number of years as a rostered member of the LCMS? 14

LCMS Local/District/Synod Service:

Circuit Visitor | Marshalltown Circuit | 2018-2025

Synodical Convention Pastoral Delegate | Marshalltown Circuit | 2019

Synodical Convention Pastoral Delegate | Marshalltown Circuit | 2023

Chaplain | Higher Things Confirmation Camp (IODISECA) | 2017-2021

Conference Chaplain | Higher Things Conference (Seward) | 2019

Symposium Chair | IDE Theological Symposium | 2021-2025

Geo-Specific Missionary (Taiwan) | LCMS | 2005-2007

Board Member | Camp IODISECA | 2024-2025

List your pastorates and years of service at each:

St. John Ev. Lutheran Church | Oskaloosa, IA | 2011-2025

Other Work History:

Adjunct Professor | Indian Hills Community College | 2017-2025

Managing Partner | Beltz Rental Properties L.L.C. | 2022-2025

List Involvement in civic and non-parish activities:

Special Assistant | Oskaloosa Police Department | 2021-2025

Please provide up to 3 experiences that might qualify you for this office:

Being the managing partner of a small business operation has given me specific insights and experiences working with civic authorities and commissions, managing finances, making prudent business decisions, as well as planning, executing, and managing projects and operations. A significant aspect of the presidential vocation is the daily management and execution of the business and bylaw of the district.

During my time as Circuit Visitor of Marshalltown Circuit I was involved in various challenging circumstances in Circuit Congregations that demanded concrete and clear Pastoral care as well as precise theological reflection and response. In each case I was humbled in relation to my weakness and failures, but also refreshed and brought to life by the Grace and Mercy of God displayed in various ways. A significant aspect of the presidential vocation is precise theological reflection and application in response to sometimes challenging and other times beautiful episodes of God's ongoing care for his Church through the Pastoral Office.

As the pastor of St. John Ev. Lutheran Church in Oskaloosa I have been involved in several different moments of reconciliation. These moments have been challenging and difficult. It is often hard for sinners to confess their contributions to conflict. It is difficult for sinners to bestow life giving absolution by the words and authority of Jesus. In the end, by the Grace of God, sinners have been reconciled to one another and to God by the power and authority of Our Lord Jesus Christ. A significant aspect of the presidential vocation is gently leading Christ's sheep to the still and life giving waters of forgiveness, bestowed and received.

DISTRICT PRESIDENT

Karl Christian Bollhagen

Age: 52 **Current Ministry:** Trinity Lutheran Church, Hampton & Bethlehem Lutheran Church, Mason City **Year Ordained:** 1998

Education:

High School: Concordia Lutheran High School, Ft. Wayne | 1991

College/University: IPFW | BGS | 1994

Seminary: Concordia Theological Seminary | M.Div | 1998

Number of years as a member of a congregation of the LCMS? 52

Number of years as a rostered member of the LCMS? 27

LCMS Local/District/Synod Service:

Worship Committee Chair | IDE

LSB Introduction Coordinator | IDE |

Nominating Committee | IDE | 2018-2022

Circuit Visitor | IDE | 2009-2024

Board Member | Lutheran Family Service of Iowa | 2015-2022

Lutheran Heritage Foundation | First -VP Board of Directors | 2014-present

IDE Board of Directors | IDE | 2025-Present

List your pastorates and years of service at each:

Concordia | Warsaw, IL | 1998-2001

Messiah | Keokuk, IA | 1998-2001

Trinity | Hampton, IA | 2001-present

List Involvement in civic and non-parish activities:

President Board of Directors | Franklin County Wellness Center | 2023-present

Soccer Coach | St. Paul Lutheran School Latimer | 2006-2019

Please provide up to 3 experiences that might qualify you for this office:

I have been a Vicarage Supervisor to 21 vicars who now serve as pastors all over the country including many who have served in Iowa District East.

As a vacancy pastor and as a circuit visitor I believe that my work, by God's grace, has brought peace and guidance to difficult situations.

After 26 years as a pastor I love being a pastor and I love doing the work God has given me to do.

William Maximillian Mons

Age: 59 **Current Ministry:** St. Paul's Lutheran Chapel, Iowa City **Year Ordained:** 1996

Education:

High School: Valley Central, Montgomery NY | 1984

College/University: University of Michigan | Bachelor of General Studies | 1988

Seminary: Concordia Seminary | Master of Divinity | 1996

Additional College/University: Concordia Seminary | Master of Sacred Theology | 2005

Number of years as a member of a congregation of the LCMS? 39

Number of years as a rostered member of the LCMS? 29

LCMS Local/District/Synod Service:

Member and Chair | Iowa District East Continuing Education Subcommittee | 1997-1999

Member, vice-chair, chair | Iowa District East Parish Education and Services Committee Member | 1999-2003

Chair | Iowa District East Board for Congregational Services | 2004-2009

Member | Iowa District East Nominations Committee | 2000-2003 and 2009-2012

Circuit Visitor | IDE Cedar Rapids South | 2006-2015

First Vice President | Iowa District East | 2015 – present

Member, vice-chair, and Chair | Concordia Seminary Board of Regents | 2016-present. Vice chair 2018-2021, Chair since 2021

Delegate | LCMS Convention | 2004, 2013, 2018, 2023

List your pastorates and years of service at each:

St. Paul's | Luzerne, Iowa | 1996-2001

St. Paul's | Iowa City | 2001-present

Other Work History:

Sales representative | Neogen Corporation, Lansing, MI | 1990-1992

List Involvement in civic and non-parish activities:

Coach | Iowa City Boys Baseball | 2007-2016

Coach and Board Member (Secretary) | Iowa City Girls Softball | 2006-2014 Trombonist | The Ballyhoo Boys | 2016-present

Please provide up to 3 experiences that might qualify you for this office:

I have served my entire ministry in IDE. I know the district and pastors well.

I have served in ecclesiastical supervision (circuit visitor and first vice president) for 19 years.

Having served on the Concordia Seminary Board of Regents since 2016, I am well aware of the issues facing our church body when it comes to pastoral education.

DISTRICT PRESIDENT

Stephen Keyser Preus

Age: 40 **Current Ministry:** Trinity Lutheran Church, Vinton, IA **Year Ordained:** 2012

Education:

High School: East Grand Forks Senior High | 2003
College/University: Bethany Lutheran College | AA | 2005
College/University: Minnesota State University, Mankato | BA, Economics | 2007
Seminary: Concordia Theological Seminary | MDiv | 2011
Additional College/University: Concordia Theological Seminary | STM | 2018

Number of years as a member of a congregation of the LCMS? 33

Number of years as a rostered member of the LCMS? 13

LCMS Local/District/Synod Service:

Member | Board of Camp Io-Dis-E-Ca | 2012-2018
Chairman | Nominating Committee | 2017-2018
Member | Missions Committee | 2018-present
Synod Convention Delegate | LCMS National Convention | 2019
Circuit Visitor | Benton Circuit | 2020-present
Chairman | Missions Committee | 2023-present

List your pastorates and years of service at each:

Trinity Lutheran Church | Vinton | 13

List Involvement in civic and non-parish activities:

Secretary | St. Philip Lutheran Mission Society | 2012-present

Please provide up to 3 experiences that might qualify you for this office:

Graduate Assistant, Concordia Theological Seminary, Fort Wayne (2011-2012)
Guest Lecturer, Lutheran Theological Seminary, Pretoria, South Africa (2020)
Guest Lecturer, Lutheran Theological College Uganda, Magamaga, Uganda (2023; 2025)

Brian S. Saunders

Age: 66 **Current Ministry:** District President, Associate Pastor Our Redeemer Lutheran Church **Year Ordained:** 1990

Education:

High School: Hinton High School | 1976

College/University: St. Johns College | Bachelor of Arts | 1986

Seminary: Concordia Theological Seminary | M.Div. | 1990

Additional College/University: Christ Church University/Trinity Theological College | Ph.D. | 2011

Number of years as a member of a congregation of the LCMS? 66

Number of years as a rostered member of the LCMS? 35

LCMS Local/District/Synod Service:

President of Iowa District East | Iowa District East | 2009- present

Member of Commission on Theology and Church Relations | LCMS | 2018- present

Chairman of CTCR | LCMS | 2024- present

Mt. Pleasant Circuit Visitor | Iowa District East | 1993-2003

IDE Board of Directors | Iowa District East | 2002-2009

List your pastorates and years of service at each:

Associate Pastor | Holy Cross Lutheran Church, Ft. Wayne, IN. | 1990-1992

Pastor | Our Savior Lutheran Church, Muscatine, IA | 1992-2009

Associate Pastor | Our Redeemer Lutheran Church, Cedar Falls, IA | 2017- present

Other Work History:

Baseball Coach | St. John's College | 1980-1986

Please provide up to 3 experiences that might qualify you for this office:

1) Husband of 1 wife, father of 4 children, grandfather of 12

2) Theologically trained, examined, Called and Ordained

3) 35 years of parish and administrative experience

1ST VICE PRESIDENT

Jesse Allen Burns

Age: 41 **Current Ministry:** Redeemer Lutheran Church - Ventura, IA

Year Ordained: 2010

Education:

High School: Lincoln County High School | 2002

College/University: Concordia University Nebraska | BS Education | 2006

Seminary: Concordia Theological Seminary | MDiv | 2010

Number of years as a member of a congregation of the LCMS? 41

Number of years as a rostered member of the LCMS? 15

LCMS Local/District/Synod Service:

Circuit Visitor | Northwest Circuit IDW | 2012-2015

Circuit Visitor | Saint Ansgar Circuit IDE | 2023-Present

Vice President | Saint Philip Lutheran Mission Society (RSO) | 2012-2020

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

Synod Convention Delegate | LCMS National Convention | 2023

List your pastorates and years of service at each:

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

Redeemer Lutheran Church | Ventura, IA | 2015-Present

List Involvement in civic and non-parish activities:

Youth Baseball Coach | Clear Lake Youth Athletic League | 2017-Present

Assistant Archery Coach | Clear Lake Classical | 2024-2025 Guest Instructor | Clear Lake Classical | 2025

Please provide up to 3 experiences that might qualify you for this office:

As a circuit visitor I've had the responsibility of working with congregations during vacancies and throughout the call process. I've also worked with congregations and church workers in times of conflict seeking to foster reconciliation and unity. I've been responsible for planning and leading meetings and in communicating information between the district and the members of the circuit.

As the vice-president and, now, president of the Saint Philip Lutheran Mission Society I've been responsible for overseeing the business of the society and in communicating/coordinating with our partners in Synod and at Lutheran Theological Seminary in Pretoria, South Africa. I've also been responsible for conducting meetings and communicating with the members of our board, who reside in various states.

Samuel Beltz

See bio under District President nominees.

Karl Bollhagen

See bio under District President nominees.

W. Max Mons

See bio under District President nominees.

Stephen Preus

See bio under District President nominees.

2ND VICE PRESIDENT

Alex C Post

Age: 38 **Current Ministry:** Redeemer Lutheran Church, Marshalltown, IA **Year Ordained:** 2013

Education:

High School: Walther Lutheran | 2005

College/University: Concordia Wisconsin | Bachelor's | 2009

Seminary: Concordia Theological Seminary | Master's | 2013

Number of years as a member of a congregation of the LCMS? 38

Number of years as a rostered member of the LCMS? 12

LCMS Local/District/Synod Service:

District Life Coordinator | Iowa District East | 11

Work History:

Pastor | Redeemer Lutheran Church, Marshalltown IA | 12

List Involvement in civic and non-parish activities:

Life Chain Coordinator | Marshalltown Pro-Life Committee | 12

Please provide up to 3 experiences that might qualify you for this office:

I love the Lord and His people, the Church. I've met many of our district laymen and pastors and they work together very well. I also work with Lutherans for Life and Lutheran Family Service so I'm familiar with institutional coordination and working with others.

Samuel Beltz

See bio under District President nominees.

Karl Bollhagen

See bio under District President nominees.

Jesse Burns

See bio under 1st Vice-President nominees.

W. Max Mons

See bio under District President nominees.

Stephen Preus

See bio under District President nominees.

NON-PRESIDIUM NOMINATIONS

REPORT OF THE NOMINATIONS COMMITTEE

The task of the Nominating Committee is to provide a slate of candidates for the elections which will take place at the 2025 Iowa District East Convention. Members of the Nominating Committee elected at the 2022 IDE Convention include:

Pastors: Rev. Samuel Beltz & Rev. James Preus

Commissioned: Mr. Tony Dixon

Laypersons: Mr. Mark Platte & Mr. Samuel Kleiss

The committee is thankful to have the Rev. Paul Beisel, the chairman of the 2022 Nominating Committee, and Mr. Daniel Sanchez as advisors.

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

Secretary of District (ordained minister, 3 year term)

Treasurer of District (layperson, 3 year term)

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

Board of Directors (one layperson, 6 year term)

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

Nominating Committee (two ordained ministers, 3 year term)

Nominating Committee (one commissioned minister, 3 year term)

Nominating Committee (two laypersons, 3 year term)

Synod Committee for Convention Nominations (1 layperson, 1 alternate layperson)

In order to provide a slate of candidates, the Nominating Committee invited the congregations and her members of the IDE to nominate qualified individuals for the various offices. The form for submitting nominees was published in September of 2024 and mailed to congregations, posted on the IDE website and social media, and included in the IDE Professional Packets from October through January.

The Nominating Committee met at the IDE District office on Saturday, February 22, 2025. The committee reviewed the names of those who were nominated by the congregations and individuals of the district. For those committees where no nominee was submitted, the Nominating Committee discussed potential nominees. These suggested nominees were contacted after the meeting and agreed to let their names stand. Even though in some cases there were more than three or four nominees submitted by congregations and individuals in the district, they were all qualified and are presently on the ballot. All nominees selected for the ballot have given their consent to have their names stand and are willing to serve in the office to which they are nominated.

The Nominating Committee presents the following slate of candidates for the 2025 convention of the Iowa District East. Additional names may be added to this slate through nominations from the convention floor. Delegates making nominations from the floor must secure prior written consent and have a completed biography of the candidate nominated.

Respectfully submitted,
Rev. Samuel G. Beltz, Chairman

NOMINATIONS: THE SLATE OF CANDIDATES

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

Rev. Peter Hoft

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

Zachary Rowley

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

Lucas Tanney

Tony Dixon

Nick Utech

Board of Directors – Layperson (Elect 1 – Six Year Terms)

Samuel Kleiss

Benjamin Vanderwilt

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

Rev. Nathan Wille

Rev. Jesse Burns

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

Rev. Thomas Van Hemert

Rev. Caleb Schewe

Rev. Alex Post

Rev. Nathan Wille

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

Andy Armbrecht

Cody Collier

Tara Darling

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

Paul Moritz

Jeff Elbert

Synod Committee for Convention Nominations (Elect 1, Elect 1 Alternate)

Timothy Koch

Daniel Sanchez

SECRETARY OF IOWA DISTRICT EAST

Rev. Peter Hoft

Congregation: Park View Lutheran Church, Eldridge **Age:** 51

Education:

High School: Poway High School, Poway, CA | 1992
 College/University: Concordia University Wisconsin | Bachelor of Arts | 1996
 Seminary: Concordia Seminary, St. Louis | Master of Divinity | 2000

Number of years as a member of a congregation of the LCMS? 51

Number of years as a rostered member of the LCMS? 25

LCMS Local/District/Synod Service:

Associate Pastor | Good Shepherd, Collinsville, Illinois | 2000-2006
 Associate Pastor | Park View Lutheran Church, Eldridge, Iowa | 2006-2015
 Senior Pastor | Park View Lutheran Church, Eldridge, Iowa | 2015-2025
 Assistant Secretary | Iowa District East | 2012-2022
 Secretary | Iowa District East | 2022-2025
 LWML Davenport Zone Counselor | | 2023-2025

List Involvement in civic and non-parish activities:

Big Brothers Big Sisters Mentor | BBBS of Mississippi Valley |
 President of North Scott Clergy Group | Eldridge, IA | 2019-2022

Please provide up to 3 experiences that might qualify you for this office:

Doxology Graduate 2013
 Certificate from Concordia University Wisconsin- Business Skills for Faith-Based Organizations, 2025
 IDE Secretary 2022-2025

TREASURER OF IOWA DISTRICT EAST

Zachary Rowley

Congregation: Trinity Lutheran Church, Cedar Rapids **Age:** 36

Education:

High School: Urbandale High School | 2007
 College/University: University of Northern Iowa | Bachelor of Arts in Accounting & Economics | 2011

Number of years as a member of a congregation of the LCMS? 36

LCMS Local/District/Synod Service:

Financial Secretary | College Hill Lutheran Church, Cedar Falls | 2 years
 Public Relations Board Chairman | Trinity Lutheran Church, Cedar Rapids | 8 years
 Assistant District Treasurer | Iowa District East, LCMS | 2 years
 District Treasurer | Iowa District East, LCMS | 3 years

Work History:

Financial Statement Analyst & Retirement Specialist | Merritt Research Services | 13

Please provide up to 3 experiences that might qualify you for this office:

1. My full time employment is related to financial statement analysis of municipal audits across the country. My role is to serve as a last check to ensure the details provided are accurate for use by our clients. This requires a high attention to detail which is important for any financial role. I am approachable while at work and work alongside team members to reach the best possible solution for tricky situations.
2. I have served for the past 3 years as the District Treasurer and continue to grow in knowledge about the operations of Iowa District East and how we support the mission of Iowa District East financially and spiritually.

BOARD OF DIRECTORS – COMMISSIONED MINISTER

Lucas Tanney

Serving: Valley Lutheran School, Cedar Falls

Age: 39

Education:

High School: Soutwestern Education Society, Puerto Rico | 2004

College/University: Concordia University Nebraska | BA History and Theology | 2008

Number of years as a member of a congregation of the LCMS? 26

Number of years as a rostered member of the LCMS? 16

LCMS Local/District/Synod Service:

Work History:

Teacher | Valley Lutheran School, Cedar Falls Iowa | 16

List Involvement in civic and non-parish activities:

Cross Country and Track Coach | Valley Lutheran School | 15

Please provide up to 3 experiences that might qualify you for this office:

Tony Dixon

Serving: King of Kings Lutheran Church, Cedar Rapids

Age: 41

Education:

High School: Pensacola Christian Academy | 2003

College/University: Concordia University, Chicago | BA in Theology with DCE Certification | 2008

Number of years as a member of a congregation of the LCMS? 23

Number of years as a rostered member of the LCMS? 17

LCMS Local/District/Synod Service:

LCMS Youth Gathering Coordinator | Iowa District East | 8 years

District Nominations Committee | Iowa District East | 2025

Work History:

Director of High School Youth and Young Adults | Saint Paul Lutheran Church, Mt. Prospect, IL | 6

Director of Youth and Young Adult Ministry | Trinity Lutheran Church, Davenport, IA | 5

Director of Student Ministry | King of Kings Lutheran Church, Cedar Rapids | 7

List Involvement in civic and non-parish activities:

Basketball Coach | Upward Basketball Program, Cedar Rapids | 3

Healthy Relationship Instructor | Healthy Relationships Iowa, Davenport | 4

Please provide up to 3 experiences that might qualify you for this office:

I have had the great opportunity to connect and partner with many Church and lay leaders in the district during my time in the IDE. I'm passionate about supporting those who minister to families and youth in our congregations however I can. It's exciting to think about the ways that God continues to use the efforts of our congregations to share the hope of His Gospel message in our communities.

BOARD OF DIRECTORS – COMMISSIONED MINISTER

Nick Utech

Serving: Trinity Lutheran School, Davenport **Age:** 42

Education:

High School: Boca Raton Community High School | 2000

College/University: Concordia University - Chicago | BA Elementary Education | 2004

Additional College/University: Concordia University - Wisconsin | MS Ed. - School Counseling | 2020

Number of years as a member of a congregation of the LCMS? 42

Number of years as a rostered member of the LCMS? 21

LCMS Local/District/Synod Service:

Comfort Dog Ministry | St. Paul Lutheran - Boca Raton | 2020-2021

Advisory Board - School Counseling Program | Concordia University - Nebraska | 2021-present

Work History:

Teacher/School Counselor | Trinity Lutheran School, Davenport | 2021-present

School Counselor | Sawgrass Springs Middle School, Coral Springs, FL | 2020-2021

Teacher | Redeemer Lutheran School, Stuart, FL | 2012-2019

Teacher/Athletic Director | Trinity Lutheran School, Davenport | 2007-2012

Teacher/Athletic Director | Shepherd of the Coast Lutheran School, Ft. Lauderdale, FL | 2004-2007

List Involvement in civic and non-parish activities:

Basketball Coach | Many Lutheran School Stops along the way | 2004-2017

Basketball Official | Boca Hoops, Boca Raton, FL | 2019-2021

Basketball Official | West Boca Basketball, Boca Raton, FL | 2020-2021

Basketball Official | ECBOA (East Coast Basketball Official Association), Palm Beach County High Schools, Palm Beach County, FL | 2020-2021

Please provide up to 3 experiences that might qualify you for this office:

- Commissioned Minister working in Lutheran Schools
- Personal & Family History in Lutheran Church
- Ability to bring perspective/experience from church work inside and outside of the IDE district

BOARD OF DIRECTORS – LAYPERSON

Samuel Kleiss

Congregation: College Hill Lutheran Church, Cedar Falls **Age:** 34

Education:

High School: Sumner-Fredericksburg High School | 2009

College/University: University of Northern Iowa | Bachelor of Arts - Computer Science | 2017

College/University: University of Northern Iowa | Bachelor of Arts - Economics and Marketing | 2013

Number of years as a member of a congregation of the LCMS? 34

LCMS Local/District/Synod Service:

Board of Directors | Iowa District East | 2023 – Present

Nominating Committee | Iowa District East | 2022-2025

District Convention Floor Committee Member | Iowa District East | 2015

Synod Convention Delegate | LCMS National Convention | 2019

Synod Convention Delegate | LCMS National Convention | 2016

District Convention Delegate | Iowa District East Convention | 2022

District Convention Delegate | Iowa District East Convention | 2018

District Convention Delegate | Iowa District East Convention | 2015

Circuit Forum Delegate | Waterloo Circuit | 2021

Circuit Forum Delegate | Waterloo Circuit |

Circuit Forum Delegate | Waterloo Circuit |

Director, Board of Elders | College Hill Lutheran Church | 2023 – Present

Vice-Chairman, Board of Directors | College Hill Lutheran Church | 2023 – Present

Member, Board of Elders | College Hill Lutheran Church | 2022

Secretary, Board of Directors | College Hill Lutheran Church | 2022

Director of Campus Ministry | College Hill Lutheran Church | 2017 – 2021

Director of Stewardship | College Hill Lutheran Church | 2015 – 2016

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

Work History:

Manager, Managed IT, Cloud and Infrastructure | RSM US LLP, Cedar Rapids, IA | 2016 - Present

List Involvement in civic and non-parish activities:

National Co-Leader | Power of Love Stewardship Campaign | 2024 – Present

Board of Directors | Cedar Falls Rotary Club | 2023 – 2024

Member | Cedar Falls Rotary Club | 2021 - 2024

Please provide up to 3 experiences that might qualify you for this office:

As a current member of the District Board of Directors, I have first hand experience providing leadership within the district. My experience serving as a delegate to multiple district and Synod

BOARD OF DIRECTORS – LAYPERSON

James Vanderwilt

Congregation: St. John Lutheran Church, Oskaloosa **Age:** 46

Education:

High School: North Mahaska High School | 1997

College/University: Central College | Business Management | 2001

Number of years as a member of a congregation of the LCMS? 11

LCMS Local/District/Synod Service:

President | St John Lutheran Church | 2019-Current

Work History:

Manufacturing Management | Pella Windows and Doors of (Pella) | 2001-2008

Sales Branch Operations Management | Pella Windows and Doors (Florida) | 2008-2011

Manufacturing Management | John Deere (Ottumwa) | 2011-2014

Store Manager | Titan Machinery (Pella) | 2014-2017

Sales and Sales Management | Bayer Ag (Iowa) | 2017-2022

Owner Operator (Realestate Investing) | Vanderwilt Enterprises | 2022-Current

List Involvement in civic and non-parish activities:

Youth Coach for Flag Football, Baseball, Softball | City of Pella (Pella) | 8

Board of Directors | Verus Community (Minneapolis) | 2

Please provide up to 3 experiences that might qualify you for this office:

I have a unique combination of business and church leadership experience. I had the opportunity to manage in both corporate and small business environments which has given me a well rounded understanding of what it takes to run a business. My tenure as Congregational President has helped me better understand how to operate and manage challenges in a church organization. My desire would be that my experience could be used to add value to this Board and the District in the years to come.

COMMITTEE OF CONSTITUTIONAL REVIEW – ORDAINED MINISTER

Rev. Nathan Wille

Congregation: Trinity Lutheran Church, Clinton

Age: 30

Education:

High School: Williamsburg High School | 2013

College/University: University of Iowa | B.A. Religious Studies | 2016

Seminary: Concordia Theological Seminary | Master of Divinity | 2020

Number of years as a member of a congregation of the LCMS? 30

Number of years as a rostered member of the LCMS? 5

Work History:

Removal Technician | Snell-Zornig Funeral Home | 2022-present

Resident Assistant | Concordia Theological Seminary | 2017-2018, 2019-2020

Usher/Evening Service Facilitation | Kramer Chapel, Concordia Theological Seminary | 2017-18, 2019-2020

Administrative Assistant | St. Paul Lutheran Church and University Center, Iowa City | 2014-2016

Human Resources Intern | Hills Bank | Summer of 2015

Please provide up to 3 experiences that might qualify you for this office:

On vicarage, the congregation where I was serving was redoing their constitution, and I was present for 30+ hours of meetings about the review.

In 2023, Rev. Gary Sears asked me to fill in the vacancy on the Constitutional Review Committee that was left by Rev. Holman, and I agreed that I would.

Rev. Jesse Burns

See bio under 1st Vice-President nominees.

NOMINATING COMMITTEE – ORDAINED MINISTER

Rev. Caleb Schewe

Congregation: St. John Lutheran Church, Monticello

Age: 39

Education:

High School: Cardinal High School | 2004

College/University: Concordia University Wisconsin | Bachelor of Arts - Pre Seminary | 2008

Seminary: Concordia Theological Seminary | Master of Divinity | 2012

Number of years as a member of a congregation of the LCMS? 39

Number of years as a rostered member of the LCMS? 12

LCMS Local/District/Synod Service:

Speakers Bureau | Lutherans for Life | 9

Pastoral Counselor | LWML Dubuque Zone | 3

Work History:

Pastor | LCMS | 12

List Involvement in civic and non-parish activities:

Volunteer Firefighter | Corona, SD | 2013-2019

Please provide up to 3 experiences that might qualify you for this office:

I am bound to the inspired, inerrant, and infallible Word of God. I am committed to the faithful doctrine and practice of the Lutheran Church Missouri Synod. The Iowa District East has long striven to be faithful to the Word of God, and I pray that if I am elected to this position, our fidelity to God's Word will continue.

Rev. Thomas Van Hemert

Congregation: St. John Lutheran Church, Center Point

Age: 32

Education:

High School: Muscatine High School | 2011

College/University: University of Iowa | BA Psychology | 2015

Seminary: Concordia Theological Seminary | Master of Divinity | 2020

Number of years as a member of a congregation of the LCMS? 32

Number of years as a rostered member of the LCMS? 5

LCMS Local/District/Synod Service:

Conference Planning Committee | Iowa District East | 2021-2024

Floor Committee Member, (Ordained) | Iowa District East Convention | 2022

Worship Committee (Chairman) | Iowa District East | 2023-Present

Managing Editor of The Theological Journal for the Church | Iowa District East | 2023-Present

Synod Convention Delegate | LCMS National Convention | 2023

Floor Committee (Chairman) | Iowa District East Convention | 2025

Work History:

Route Manager | G&K Services, Minneapolis, Minnesota | 2015-2016

Please provide up to 3 experiences that might qualify you for this office:

1. As a pastor of the Lutheran Church--Missouri Synod, I subscribe to the Holy Scriptures as the Inspired and Inerrant Word of God and also vow to uphold the Lutheran Confessions as a true exposition of the Holy Scriptures.

2. I have been privileged to host a monthly study of the Book of Concord (the Lutheran Confessions) at my congregation. We generally host 15-30 people every month, both pastors and laity. I have learned a great deal through this study and continue to benefit from our conversations. I have been blessed to develop relationships with a number of pastors and laity in our district.

3. Having served on various district committees and as a convention delegate, I have become familiar with how many other committees of the district operate and function. This has allowed me to gain a greater picture of how the district works as a whole. I would be honored to serve the Church at large on these elected committees.

NOMINATING COMMITTEE – ORDAINED MINISTER

Rev. Alex Post

See bio under 2nd Vice-President nominees.

Rev. Nathan Wille

See bio under Board for Constitutional Review nominees.

NOMINATING COMMITTEE – COMMISSIONED MINISTER

Andy Armbrecht

Serving: Lutheran Interparish School, Williamsburg

Congregation: St. John, Homestead

Age: 58

Education:

High School: West Marshall, State Center, IA | 1985

College/University: Concordia College, Seward, NE | BS Education | 1989

Number of years as a member of a congregation of the LCMS? 40

Number of years as a rostered member of the LCMS? 35

LCMS Local/District/Synod Service:

Elder | St. John, Homestead, IA | 10 years

Work History:

Teacher | Lutheran Interparish School, Williamsburg, IA | 35 years

Please provide up to 3 experiences that might qualify you for this office:

I am fairly familiar with IDE and know many commissioned and some ordained workers.

Cody Collier

Serving: St. Paul Lutheran School, Latimer

Congregation: St. Paul, Latimer

Age: 33

Education:

High School: Lutheran High School - Springfield, IL | 2009

College/University: Concordia University - Nebraska | BS Elementary Education, LTD, Math | 2013

Additional College/University: Concordia University - Nebraska | MEd Curriculum & Instruction - Curriculum Supervisor Endorsement | 2018

Additional College/University: Dordt University | MEd School Leadership - Principal Endorsement | 2025

Number of years as a member of a congregation of the LCMS? 33

Number of years as a rostered member of the LCMS? 12

LCMS Local/District/Synod Service:

Church Board Member | Beautiful Savior Lutheran Church - Anchorage, AK | 2020-2022

Schools Committee Chair | Iowa District East | 2024-present

Iowa Lutheran Teacher Conference Committee Member | Iowa District East/West | 2023-present

Vacation Bible School Planner | Beautiful Savior Lutheran Church | 2020-2021

Summer Camp Program Director | Camp CILCA | 2013-2014

Travelling VBS Program Staff | Camp Okobojo | 2011-2012

Camp Counselor | Camp CILCA | 2009-2010

Work History:

4th Grade Teacher | Immanuel Lutheran School - Wentzville, MO | 2013-2017

4th/5th Grade Teacher & Technology Coordinator | Anchor Lutheran School - Anchorage, AK | 2017-2022

Principal & Teacher | St. Paul's Lutheran School - Latimer, IA | 2022-present

NOMINATING COMMITTEE – COMMISSIONED MINISTER

Tara Darling

Serving: St. Paul Lutheran Church, Mt. Vernon

Age: 38

Education:

High School: Lincoln High School, Wisconsin Rapids, WI | 2005

College/University: Concordia University St. Paul | Bachelors: Lutheran Theology and Ministry | 2008

Number of years as a member of a congregation of the LCMS? 38

Number of years as a rostered member of the LCMS? 13

Work History:

Director of Christian Education | Immanuel Lutheran Church and School, Wisconsin Rapids, WI | 13

Christian Life Director | St. Paul Lutheran Church, Mt Vernon, IA | 3

Please provide up to 3 experiences that might qualify you for this office:

I am a commissioned worker in good standing and have been deemed worthy by the current nominating committee.

NOMINATING COMMITTEE – LAYPERSON

Jeffery Elbert

Congregation: Faith Lutheran Church, Waterloo

Age: 62

Education:

High School: Cedar Falls High School | 1981

College/University: Iowa State University | BS-Chemistry | 1985

Additional College/University: Northwestern University | MS-Chemistry | 1986

Additional College/University: Northwestern University | PhD-Physical Organic Chemistry/Photochemistry | 1990

Additional College/University: Capella University | MBA | 2003

Number of years as a member of a congregation of the LCMS? 55

LCMS Local/District/Synod Service:

President | Faith-Waterloo | 2009-present

Vice-President | Faith Waterloo | 2006-2009

Board President | Eastern Iowa Lutheran High School Assoc | 2014-2015

Board Vice-President | Eastern Iowa Lutheran High School Assoc | 2012-2014

IDE District Convention Delegate | Faith-Waterloo | 2025

Synod Convention Delegate | Faith-Waterloo | 2023

Floor Committee 1o member | Faith-Waterloo Synod Delegate | 2023

IDE District Convention Delegate | Faith-Waterloo | 2022

IDE District Convention Delegate | Faith-Waterloo | 2006

Work History:

Assistant Professor | Dakota State University | 2023-present

Principle Scientist | Alumend LLC | 2019-2022

Associate Professor | University of Northern Iowa | 2001-2019

Associate Professor | South Dakota State University | 1994-2001

List Involvement in civic and non-parish activities:

Board Member and Officer | EILHSA/Valley Lutheran School | 2006-2015

Please provide up to 3 experiences that might qualify you for this office:

I have experience on various nomination committees for student and faculty awards at South Dakota State University and the University of Northern Iowa. These committees recruited nominees and reviewed credentials as part of their duties.

I have served as the nominations committee at Faith as we recruit people to serve the congregation in various positions. This is often difficult as many people prefer to attend quietly. Convincing people of the need to vocally support the churches' mission and duties is important.

I have served in many leadership positions in my career and at church and am comfortable leading and working with team members to complete our work.

Paul Moritz

Congregation: St. Stephen Lutheran Church, Atkins **Age:** 34

Education:

High School: Lafayette Senior High School | 2009

College/University: Concordia University Wisconsin | Bachelors | 2014

Number of years as a member of a congregation of the LCMS? 34 years

LCMS Local/District/Synod Service:

Youth Group Board of Directors | St. Stephen's Lutheran Church | Presently serving for 2 years

Work History:

Camp Counselor | Camp Lutherhaven Coeur d'Alene ID | Summers of 2009 & 2010

Maintenance Assistant | Lutheran Island Camp Henning MN | Summers of 2011 & 2012

Site Manager | Camp Io-Dis-E-Ca Solon, IA | May 2014-May 2019

Pool Service Technician | Pool Tech, Cedar Rapids | May 2019-March 2022

Owner/Mechanic | Moritz Service and Repair, Atkins, IA | 2022-present

List Involvement in civic and non-parish activities:

Fire Fighter and Emergency Medical Responder | Atkins Volunteer Fire Department | September 2020-present

Please provide up to 3 experiences that might qualify you for this office:

I am willing to serve in whatever way the Lord may choose to use me.

SYNOD COMMITTEE FOR CONVENTION NOMINATIONS—LAYPERSON

Timothy Koch

Congregation: Our Redeemer Lutheran Church, Cedar Falls **Age:** 65

Education:

High School: Albia Community High School | 1978

College/University: University of Northern Iowa | BA Industry | 1983

Number of years as a member of a congregation of the LCMS? 65

LCMS Local/District/Synod Service:

Trustee | Our Redeemer Lutheran Church | 1991-1995

Treasurer | Our Redeemer Lutheran Church | 1995-1999, 2017-2024

Elder | Our Redeemer Lutheran Church | 1999-2014

Sunday School Teacher | Our Redeemer Lutheran Church | 1996-2000

Synod Convention Delegate | LCMS National Convention | 2001 and 2007

Theology and Church Relations Floor Committee: Lay delegate | LCMS National Convention | 2001

District Convention IDE-Lay-delegate | Iowa District East | 9 conventions starting at 2000

Board member | Camp Io-Dis-E-Ca | 2001-2007

Work History:

Electrician | John Deere- Waterloo | 1989-2019

Please provide up to 3 experiences that might qualify you for this office:

I have been involved in local, district, and synodical activities for the past thirty years.

My current Pastor has awakened a desire in me to study the Scriptures and the Lutheran Confessions which has led to a great appreciation for Lutheran theology. Therefore, I think it is necessary to find qualified candidates that want to uphold a Confessional Lutheran identity in their various synodical positions.

SYNOD COMMITTEE FOR CONVENTION NOMINATIONS—LAYPERSON

Daniel Sanchez

Congregation: St. Paul Lutheran Church, Mt. Vernon **Age:** 42

Education:

High School: Redwood Valley High School | 2001

College/University: University of Minnesota - Morris | Spanish, Latin American Area Studies | 2005

Number of years as a member of a congregation of the LCMS? 42

LCMS Local/District/Synod Service:

Committee Member | IDE Youth Committee | 2007-2023

Elder | St. Paul Lutheran Church - Mt. Vernon | 2016-2019, 2023-Current

Head Elder | St. Paul Lutheran Church - Mt. Vernon | 2019, 2024-2025

Vice President | St. Paul Lutheran Church - Mt. Vernon | 2021-2022

Elder | St. Paul Lutheran Chapel - Iowa City | 2008-2009, 2012-2013

President | St. Paul's Lutheran Chapel - Iowa City | 2010

Board Member & Joint Recruitment Chairman | National Lutheran Outdoors Ministry Association (NLOMA) | 2014-2019

Board Member | IDE LLL | 2019-2024

District Disaster Response Coordinator | Iowa District East, LCMS Disaster Response | 2021-Current

President | Lutheran Student Fellowship (Campus Ministry) - Region IV | 2004-2005

President | Lutheran Student Fellowship Chapter at University of Minnesota - Morris | 2003-2005

Work History:

Program Director | Camp Io-Dis-E-Ca (Solon) | 2006-2013

Director | Camp Io-Dis-E-Ca (Solon) | 2014-2023

IDE Comm/Tech/Events Coordinator | Iowa District East - LCMS (Marion) | 2019-Current

List Involvement in civic and non-parish activities:

Basketball Coach | Trinity Lutheran School (Cedar Rapids) | 2012-2014

Soccer Coach | Lisbon Parks and Rec | 2021-2023

Please provide up to 3 experiences that might qualify you for this office:

1) Having served at and participated with LCMS organizations, auxiliaries, and camps for over 20 years, I've been able to make and maintain many relationships locally and across the LCMS in many different mission areas and services. I've worked directly with numerous speakers, presenters, subject matter experts, theologians, and synod officials over the years. With regards to synod nominations, I feel well-positioned to consider prospective nominees.

2) As the Joint Recruitment Chairman for NLOMA I led nation-wide recruitment for prospective summer staff candidates for many LCMS camps, managing between 500-700 candidates per year. I'm skilled at evaluating people through applications, profiles, and third-party interviews in a collaborative process.

3) I understand well the requirements of the roles available throughout the LCMS that are voted upon at the Synod convention and would be able to apply those to the nominees and candidates. I also have familiarity with the LCMS handbook.

CIRCUIT VISITORS SELECTION RESULTS

#001 BENTON	Rev. Stephen Preus - Trinity, Vinton
#021 CEDAR RAPIDS N	Rev. Sean Hansen - St. Paul, Mt. Vernon
#022 CEDAR RAPIDS S	Rev. Brent Hartwig - Our Redeemer Lutheran Church, Iowa City
#003 CLINTON	Rev. Daniel Redhage – Trinity, Lowden
#004 DAVENPORT	Rev. Bradley Ferch - Immanuel, Davenport
#005 DUBUQUE	Rev. Dr. Kristian Kincaid - Dubuque
#006 ELDORA	Rev. Aaron Hambleton - St. Paul, Eldora
#007 MARSHALLTOWN	Rev. Dr. Joel Koepp – Immanuel, Grinnell
#008 MT. PLEASANT	Rev. Michael Scudder – Faith, Mount Pleasant
#009 ST. ANSGAR	Rev. Jesse Burns - Redeemer, Ventura
#010 WATERLOO	Rev. David Menet - Faith, Waterloo
#011 WESTGATE	Rev. Jon Ellingworth - St. John, Waverly
#012 WILLIAMSBURG	Rev. Wilfred Karstens - Marengo

DISTRICT REPORTS

REPORT OF THE DISTRICT PRESIDENT

Compared to the previous four years leading into the 2022 convention, these past three years have been quite calm and stable. No derecho, no Covid 19 outbreak, for which we give thanks and praise to our Lord God Almighty. For the most part we have been spared from the natural disasters that have stricken other parts of the nation. To God be the Glory.

We have had a few changes here at the District Office. Daniel Sanchez had been serving part-time with the district as our Communications, Technology, and events Coordinator. That position has now become full-time so that we can improve our information distribution to the district with more publication and up to date events. Sherry Brendes faithfully managed the office as well as the accounting of the district. She retired in 2023. We were dearly blessed by her expertise. The blessing continued as the Lord led Ryan Johnson to accept the position vacated by Sherry. Ryan is a gift to the district and a blessing to the staff. The remainder of the staff remains with Pam Krog (Administrative Assistant), Jan Doellinger (Assistant to the President for Schools), and me (President). Weekly we are visited by Rev. Allen Konrad (Archivist).

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 in Cedar Falls (Pastor John Wegener). Each of these ministries are congregations with established membership, constitutions and officers. At the same time, they provide Word and Sacrament ministry to LCMS students while at college. They are also a wonderful evangelistic outreach to young men and women at a critical formative time of their lives. Students from other states and foreign nations are being exposed to Christianity, some 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 conducted by Pastor Tim Eckert in multiple places across Eastern Iowa. His willingness to travel and reach the hearing impaired is unmatched. Praise God for all of these faithful servants.

Efforts continue in support for St. Silas Lutheran Church as we reach out to the citizens of North Liberty and our new church plant there. This past year they have been able to procure their own building with plans to expand when possible. New Hope Lutheran Church in Charles City continues to flourish under the care of Pastor Isaac Johnson. Thank you, IDE, for the selfless support rendered to these mission starts. Camp Io-Dis-E-Ca is doing well and in good hands with Alec Deppe as program director and Dylan Lampe as Interim Director and Site manager. Together they provide 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 provides support for Missionary Rev. Arthur Rickman and Deaconess Eva Rickman (Hispanic Ministries) serving the foreign field. This next year plans are made to assist the Lutheran Church of Tanzania with further preparation of their men training for the Holy Ministry. The LCT has a membership of a few million while cared for by only a few hundred pastors. This is a vital effort for the Church in that part of the world.

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. For many years now 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. We also resumed the publication of The Theological Journal for the Church. It is published twice a year with articles on biblical topics, relevant theological issues, hymnody history and other items of interest. Thank you to Pastor Thomas Van Hemert for taking over the managing editorship of this publication.

The IDE Board of Directors had one change with the departure of Pastor Andrew Gray accepting a Call to the Southern Illinois District. To replace him on the BOD, Pastor Karl Bollhagen was moved from the Circuit Visitor Council to the BOD clergy at large. Pastor Aaron Hambleton replaced Pastor Bollhagen as Circuit Visitor.

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 servants and volunteers in every place. The Word of God is 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 resurrect 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 I have presided at installations of pastors in our district, accompanied the District President to congregational meetings, and offered my counsel and aid when requested. I have attend the Board of Directors meetings and completed the assignments given to me by the board. The Board of Directors has accomplished some major tasks, including the updating of the manual that covers district committees.

What has impressed me the most during this term of service has been the way in which our congregations and pastors have worked together to provide Word and Sacrament ministry in the midst vacancies and through congregational agreements to become dual and even tri-point parishes. 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.

Respectfully submitted,

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

REPORT OF THE 2ND VICE PRESIDENT

As 2nd Vice-President, it has been my honor and pleasure to serve the Iowa District East alongside of District President Saunders and 1st Vice President Mons. I will be stepping down from this position following the Convention. Thank you for the trust of allowing me to serve.

After nearly 30 years of holding various District offices, it is time to step aside and make way for the next generation of leaders. The man whom the convention elects to serve as 2nd Vice President will have the tremendous opportunity to serve with and learn from President Saunders and 1st Vice President Mons.

During the past triennium, in my position as 2nd Vice President, I have done what the District Bylaws say I should do – assist the District President and 1st Vice President in whatever they ask. As such, I have handled installations of pastors and church workers, attended ordinations, and represented President Saunders at funerals of church workers.

I have also served as the Chairman of the Board of Directors. The Board of Directors has sought to be good stewards of the resources which God's people throughout the District have entrusted to us. The Board, as they say, has run a tight ship. We weathered the COVID pandemic and have emerged a strong and efficient District. I hope you have all seen the short videos prepared by the District which briefly highlight the missions of the District supported by our collective offerings.

A significant change took place during the past triennium. Long time Business Manager Sherry Brendes retired following 18 years working for the District. The Board bid farewell to Sherry and welcomed Mr. Ryan Johnson in 2023. My thanks to both of them for making the transition smooth and efficient.

A second significant change which the Board oversaw this past triennium was the addition of Daniel Sanchez as full-time District Services Coordinator. Simply put, Daniel gets things done. The District is blessed by God to have him. Daniel, previously the Camp IoDisEa Director, first served in the District Office on a part-time basis – splitting his time as needed between the Camp and the District. It soon became apparent that the work he was doing for the District required a full-time worker. The timing was right for a change at the Camp so the Board brought Daniel on full-time in 2024.

A major undertaking during this past 3 years has been a complete review and updating of the District Policy Manual. Because compared to many Districts, we do not have as many paid "employees" we depend on our Boards and Committees to shoulder much of the work which the District performs on behalf of our congregations. The new Policy Manual will provide structure and guidance to our various Boards and Committees. It was a tedious but necessary job. Some of our policies had not been updated since the 1980's. My thanks to Mr. Jim Swales, a member of the Board of Directors and Vice-Chairman of the Board, who spearheaded the project.

Speaking of the Board of Directors, I would like to thank all the Board's members for their service and partnership in leading the District. These Board members are truly servants whom God uses to guide the District. In addition to President Rev. Dr. Brian Saunders and 1st Vice President Rev. Max Mons, the Board includes: Rev. Peter Hoft-Secretary, Mr. Zachary Rowley-Treasurer, Rev. Karl Bollhagen, Mr. Jim Swales, Mr. Roger Zoske, Mr. Lucas Tanney, and Mr. Sam Kleiss. My thanks extend also to the non-Board members who help keep the District functioning – Assistant to the President for Education Mrs. Jan Doellinger, Administrative Assistant Ms. Pam Krog, District Business Manager Mr. Ryan Johnson, assistant Secretary Rev. Joel Koepp, and assistant Treasurer Mr. Corey Nuehring. I would be remiss if I didn't thank Carole White, long time LCEF representative to the Board, who retired in 2024.

REPORT OF THE 2ND VICE PRESIDENT

As I conclude my report, permit me to call to the Convention's memory, the faithful service of Board members whose service ended before the completion of their terms. First, Mr. Christian Balvanz, lay member of the Board. Christian was elected to the Board in 2018 and served until the time of his death on March 17, 2023. Second, Rev. Andrew Gray, pastoral member at large of the Board. Rev. Gray was appointed to serve on the Board in 2021 and served until he accepted a call out of the District in the Fall of 2024.

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

REPORT OF THE DISTRICT SECRETARY

During the last Triennium the Board of Directors (BOD) has endeavored to faithfully labor for the Gospel of Jesus Christ among the pastors and parishes in the Iowa District East. Our theme these last three years has been "Persecution and Passion: Faithfulness Under the Cross." 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 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
Rev. Michael Knox, Second Vice President and Chairman of the BOD
Rev. Peter Hoft, District Secretary, District Bylaw Committee Chair
Mr. Zachary Rowley, District Treasurer, Investment Committee Chair, Office Committee, Audit Committee
Mr. James Swales, lay member, Office Committee, Audit Committee
Mr. Chris Balvanz, lay member, Audit Committee
Replaced by appointment of Mr. Samuel Kleiss in April 2023, liaison to Camp Io-Dis-E-Ca Board of Directors
Rev. Andrew Gray, pastor at-large member
Replaced by appointment of Rev Karl Bollhagen in October 2024
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:

July 2022	Appointed Mr. Corey Nuehring, Assistant Treasurer
October 2022	Appointed Rev. Joel Koepp, Assistant Secretary, Review of 2022 District Convention Resolutions
July 2023	Mr. Ryan Johnson hired as Business Manager of District Office; Jerry and Jan Doellinger Church Worker Debt Reduction Endowment established
October 2023	Mr. Daniel Sanchez appointed as full-time IDE Communications/ Technology/ Events Coordinator
July 2024	Lutheran Early Response Teams (LERT) established across the district; Theological Journal for the Church relaunched in digital format
October 2024	IDE mission videos produced
January 2025	IDE Policy and Procedure Manual revisions completed

The BOD thanks all committee members for their willing service and all the members of IDE for their support. To Christ alone be the glory!

Respectfully submitted, Rev. Peter Hoft, IDE District Secretary

REPORT OF THE ASSISTANT TO THE PRESIDENT – SCHOOLS

Wondering what are a congregation's "Top 10 Reasons for Starting a Lutheran School"? Here they are:

1. Strengthen the congregation
2. Nurture the children's faith
3. Help parents fulfill their role as Christian parents
4. Strengthen their communities
5. Provide a safe, caring place for children
6. Help children see their entire life from the perspective of God's Word
7. Demonstrate the high value the congregation places on children
8. Enhance the public relations of the congregation
9. Seek out the lost
10. Fulfill the congregation's responsibility for the Christian education of its children

You may remember the following two facts from my last report to the Iowa District East Convention.

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.

Those two facts haven't changed. What has changed, however, is that Lutheran education in Iowa is growing. Last year, the first year of the Education Savings Account implementation, Iowa Lutheran schools in both Iowa District East and Iowa District West combined, grew by over 400 students! That means that 400 more students got to hear about Jesus every day. What a joy it is to share this information with you.

This coming school year, 2025-2026, Education Savings Accounts will be available to every student who is enrolled in an accredited school. This amounts to over \$7600 per student. (At the time of this writing, the final figure is still to be determined by the current legislature.)

I'm often asked, "Do you think the ESA's are short lived? Will they go away in a few years? How will a school survive if the tuition is so high and we can no longer afford to support our school?" Those are sincere questions, and I don't have a crystal ball. However, I can tell what is happening in other states where law suits have been filed in courts trying to take away religious liberty. Everyone has been defeated, even up to the Supreme Court. Secondly, ESAs are NOT vouchers. The dollars go directly to the parent, not the school. The parent who participates decides how they're going to use the dollars, not the school. When you cast your ballot consider voting for legislators who support school choice. And, thank those legislators who do support and speak out for school choice. Thank them for their service and invite them to your schools.

In February, 2025 I started my 10th year as IDE Assistant to the President-Schools. It is a joy, honor, and privilege to serve and do ministry with our Early Childhood Directors and their staff, Principals, teachers, and other staff members. (21 free standing preschools, 5 Pre-K – 8th grade schools, and 2 Kindergarten -12th grade schools) Many thanks to the sponsoring congregations that support these Lutheran school ministries, the pastors, Principals, and the Boards of Education.

School Ministry Celebrations Since the Last Convention

- That number is growing every year. Not only are our five elementaries and two high schools growing, but in the very near future we will have two new school starts. Give a "shout out" to Trinity- Lowden. Trinity Church Academy is preparing to open its doors this fall. A new high school, Christ Lutheran, will be located somewhere in the Cedar Rapids/Atkins area. The parents of these children who attend either school will be eligible to receive Education Savings Account dollars because they will both be accredited by National Lutheran School Accreditation. This will be of great assistance in paying tuition which in turn provides the means whereby the school can provide teachers whose salary is more closely aligned to the District salary schedule, a building, curriculum, etc. to help pay expenses.
- St. Paul's Lutheran School in Latimer has expanded their school to include a high school. Thanks to Valley Lutheran in Cedar Falls for providing curriculum assistance.
- Trinity Lutheran Church and School, Cedar Rapids, is celebrating their 140th anniversary this year. There have been many smaller observations throughout this year.
- All seven schools continue to be accredited through National Lutheran School Accreditation (NLSA). Our two new school starts will also be working through a process for pre-accreditation status leading to full accreditation.
- The Iowa Lutheran School Tuition Organization raised \$562,748 in 2024 that will be awarded for the next school year 2025-2026. With your help, we were able to raise 52% of our goal. 281 students received funds for the 2024-2025 school year! Thank you for your support. Due to increases in enrollment, ILSTO will be able to raise \$1,189,816 in 2025. We need your help so that we can help many more families attend Iowa Lutheran schools. Donate to ILSTO and receive a 75% Iowa tax credit. Go to: iowalutheransto.com for more information.
- Federal school choice bill – the Educational Choice for Children Act (ECCA). Because of the new balance of power in Washington DC, there is a good chance of getting this bill passed. It would create a Federal income tax credit for individuals and corporations, the proceeds of which would be used to give funding to families for private school choice. (ECCA is similar to the Iowa Student Tuition Organization but at the federal level and accessible to students residing in all 50 states and D.C.) If passed, it would go into effect for the 2025-2026 school year.
- St. Paul's Latimer, Trinity Cedar Rapids, and LIS Williamsburg are working on their NLSA self-study and will have their site visits in the spring of 2026 for the purpose of re-accreditation.
- Iowa District East is providing financial support for start-up Lutheran schools. A line item in the School Services budget for 2025 has \$5,000 available upon request through the Schools Committee. Congregational and pastoral support must be present to receive assistance. Contact Jan Doellinger for any questions.

- The IDE principals met with Lutheran Family Service’s Wanda Pritzl and Cassie Beltz to discuss increasing the footprint of LFS in our IDE schools, specifically a school counselor with an even greater emphasis on parent education.
- Several of our Lutheran schools have taken advantage of School Board training/professional development that I have led since the last convention. This time is of great value for our Board members to get a clearer understanding of their role as Board members (also a National Lutheran School Accreditation requirement).

Professional development opportunities for our principals, teachers Boards in IDE and IDW:

- Dr. Kurt Senske presented on The CEO and the Board to IDE and IDW principals and Board members last September.
- Dr. Leslie Smith from Principal 360 shared many facts and data from The Anxious Generation by Jonathan Haight at the Iowa Principals Conference last August.
- Dr. Jacob Youmans led the IDE workshop last summer on the topic of “The Missionary Disciple” to all our educators last August.
- Dr. Bev Yahnke will lead a Doxology workshop this summer for IDE educators.
- About me! - The faculty of Concordia University – Nebraska, with the concurrence of the Board of Regents has decided to bestow on me the Master Educator Award. The Master Educator Award is presented to teachers, Directors of Christian Education or school administrators throughout Synod who have distinguished themselves through prolonged superior service in Lutheran educational ministry. I will be recognized at Concordia-Seward on May 9 and at commencement May 10. I am filled with gratitude that I have been chosen for this honor, but this honor isn’t about me. It’s about all the people and opportunities God has provided and allowed me to do in serving Him.

School Ministry Challenges

- The shortage of workers continues to be a growing concern. For example, this year there were 85 candidates available for placement from our Concordia University system. There were hundreds of requests. Please continue to identify, nurture, and pray for potential church workers in your congregations and communities. This isn’t done by a committee. It’s a cultural change. Everyone has role. Talk to a middle school student. Be intentional. Support Synod’s initiative “Set Apart to Serve”. “The harvest is plentiful but the laborers are few” is just as true today as it was 2,000 years 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 and with which we have been blessed.
- 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!”* 1John 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. Central Lutheran School in Newhall and preschools at First Lutheran, Belle Plaine, and Trinity Lutheran, Vinton, continue to teach and nurture the faith in the children entrusted to them. In the past triennium, Rev. Adam Baumann was ordained and installed as pastor at St. Mark Lutheran, Garrison and Zion Lutheran, Shellsburg (2022). Rev. Steve Rempfer retired after 34 years of service at St. John Lutheran, Newhall (2023). Rev. Nick Palmer was ordained and installed as pastor at St. John Lutheran, Newhall (2023). Rev. Josiah Schultz was installed as pastor at St. John Lutheran, Keystone (2024). The following anniversaries of preaching Christ crucified were celebrated: Grace Lutheran, Blairstown - 110 years (2024); Trinity Lutheran, Vinton - 100 years (2024). In addition, St. Stephen's Lutheran, Atkins completed a remodeling of their basement (2024); St. John Lutheran, Newhall completed a remodel of their chancel (2025); and Trinity Lutheran, Vinton dedicated a new large crucifix in their chancel in celebration of 100 years and counting of preaching Christ crucified for our salvation (2025).

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, the following changes took place:

- The Rev. Mark Halverson retired from King of Kings in Cedar Rapids at the end of August 2022. The Rev. Christopher Navurskis (from Mt. Calvary, Huron, SD) was installed at King of Kings as pastor on June 4, 2023.
- The Rev. Daniel Krueger retired from Zion in Hiawatha at the end of August 2022. The Rev. Kevin Zellers, Jr. (from St. Peter's, Swanville, MN) was installed as pastor at Zion on August 20, 2023.
- The Rev. Rich Balvanz retired from King of Kings in Cedar Rapids in 2023.
- The Rev. Alan Kornacki (from St. Peter in Campbell Hill and Bethel in Du Quoin, IL) was installed as Associate Pastor at St. Paul's in Marion on February 11, 2024.
- The Rev. Brad Brown (pastor of Concordia, Cedar Rapids) accepted the call to King of Glory in Swisher, Iowa in November 2024. Concordia and King of Glory are entering into a dual-parish arrangement.
- The Rev. Andrew Noble (from St. Paul's, Marion, IA) accepted the call to Zion in Arcadia, Iowa in December 2024.
- Called to Glory in the last triennium:
- The Rev. Martin J Marquardt, Emeritus, fell asleep in Christ on October 14, 2022. His funeral was at Concordia, Cedar Rapids on October 21, 2022.
- The Rev. Daniel Q Johnson, Emeritus, fell asleep in Christ on November 18, 2023. His funeral was at Zion, Hiawatha on July 6, 2024.
- The Rev. Jan Horne, Emeritus, fell asleep in Christ on August 26, 2024. His funeral was at King of Kings, Cedar Rapids on August 31, 2024.

The circuit continues to meet with the Cedar Rapids South Circuit for worship, Bible study, Confessions study, a topical study, and fellowship at monthly circuit conferences (September through May). The Rev. Sean Hansen (St. Paul, Mt. Vernon), appointed to the Circuit Visitor vacancy in 2020, confirmed as Circuit Visitor at the 2022 IDE Convention, and elected by the Cedar Rapids North Circuit for a second term at its November 2024 Circuit Forum.

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 over the past few years in all of their various locations, using the wide range of talents and blessings given to them in the Holy Spirit. We gave thanks with Trinity Lutheran in Cedar Rapids as Rev. Dolde departed to serve the congregation in Grand Mound, Iowa. We also gave thanks for the ministry of Rev. Terry Small as he retired (again) from St. Silas in North Liberty, Iowa. We await to see how God will provide for pastors at both of these congregations. Rev. Brad Brown was officially called to King of Glory Lutheran Church in Swisher, Iowa, as that congregation became a dual parish with Concordia Lutheran Church in Cedar Rapids, Iowa. We have enjoyed and benefited from the various vicars at Our Redeemer Lutheran Church in Iowa City, Iowa. May God continue to bless and prosper His Church.

Rev. Dr. Brent Hartwig, Circuit Visitor

#003 CLINTON CIRCUIT REPORT

The Clinton Circuit has seen a number of changes over the last three years. St. Paul's Bennett and St. Paul's Stanwood began the triennium vacant, but in May of 2021, Rev. Andrew Watkins was installed as their pastor, serving on a part-time basis. In October of 2022, Rev. Anthony Dodgers accepted a call to Indiana, leaving a vacancy at Immanuel, Charlotte, which was filled by Rev. Daniel Redhage. This vacancy was filled by Rev. Lloyd Redhage (father of Rev. Daniel Redhage) from Britton, South Dakota, who began serving Immanuel as a semi-retired pastor in September of 2023. In June of 2024, Rev. Steve Anderson at Immanuel, Grand Mound, retired from the ministry. The congregation was blessed with a short vacancy served by Rev. Daniel Redhage for two months, then by retired pastor Rev. James Batchelor for the next two. In October of 2024, Rev. John Dolde of Cedar Rapids was installed as their pastor.

The circuit continues to meet for our monthly winkels and has had good participation from the circuit pastors. Our winkels have been revamped to include discussion and critique of the host pastor's sermon, exegetical study of the readings for the upcoming Sunday, and reading and discussion of the Lutheran Confessions, followed by time for discussion of casuistry, lunch, and fellowship.

Through all the changes that we see and experience, we are grateful for God's constant guidance, and His unchanging Word. The faithful pastors of the Clinton circuit continue to boldly proclaim the Law and Gospel, and God continues to bless, nurture, and forgive His people as He always has and as He always will.

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.

- Trinity, Davenport has called Associate Pastor Rev. Matthew Schilling. His installation was in June 2023. The building has undergone "refreshing" and updating throughout. Added security doors and measures have been put in place before visitors can enter the church/school.
- Our Savior, Bettendorf, celebrated its 75th Anniversary in September 2023. Over the past several years they have added more staff and specialty position to accommodate their growing congregation and preschool ministry. Rev. Keith Piotter serves as lead pastor. Rev. Gary Timm was installed as pastor on Sunday January 21, 2024. Dalton Rau was installed as a second DCE on August 4, 2024.
- Word of God for the Deaf, Davenport continues to be an extension of Word of God, Cedar Rapids. Word of God meets at Holy Cross, Davenport, 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 called Rev. Terry Quick. His installation was in September 2023.
- The Lutheran Home, Davenport called Rev. Terry Quick. His installation was in September 2023.
- Eastside Mission, Davenport has joined efforts with Bennett/Stanwood and "share" Rev. Andy Watkins. Word and Sacrament ministry has resumed on Monday evenings. After-school activities for the community are being offered.
- Risen Christ, Davenport continues to faithfully proclaim and administer God's Sacraments to His children. Plans for calling an associate pastor have been on hold since May of 2020. 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 purchased a new electronic sign. Continual updates and improvements are being made to the physical building. Preparations are underway for the 100th-year anniversary celebration on 25 October 2025 (to be celebrated on October 26th, 2025). Immanuel continues to be a beacon of light in the southwest of Davenport.
- Park View Lutheran, Eldridge has received a Director of Christian Education and Outreach Intern, Bethany Dorschner for the 2024-2025 school year. Our preschool is doing well.

Respectively,

Rev. Bradley Ferch, Circuit Visitor

#005 DUBUQUE CIRCUIT REPORT

The Dubuque circuit of our Iowa District East is comprised of the following congregations and their pastors:

Our Savior, Manchester: Pastor Armbricht

St. Paul, Delaware: Pastor Veazy

Trinity, Guttenburg and St. Paul, McGregor: Pastor Keller

St. Paul, Dubuque: Pastor Crawford

St. Matthew, Sherrill and Our Redeemer, Dubuque: Pastor Cearlock and Pastor Zieroth

St. John, Monticello: Pastor Schewe

The congregants and pastors of our circuit readily acknowledge our merciful Triune God's blessings bestowed through Word and Sacrament. We pray that each sanctuary remains a green, lush pasture and safe haven for the soul, where God's Word is rightly preached and the Holy Sacraments are rightly administered to His glory alone. We bid you to join us in declaring, "O give thanks unto the Lord, for He is good, and His steadfast love endures forever," (Psalm 107:1).

Respectfully submitted,

Rev. Dr. Kristian Kincaid, Circuit Visitor

#006 ELDORA CIRCUIT REPORT

The Lord continued to bless His people in the Eldora Circuit throughout the past triennium. Pastor Bill Traphagan, of St. Paul's Alden and St. Paul Buckeye, accepted the call to serve Mission of the Cross Lutheran Church in Crosslake, MN. Pastor Jay Jaeger accepted the call to serve St. Paul, Buckeye and was installed on June 4, 2023. He also accepted the call to St. Paul's, Alden and was installed on November 12, 2023. At St. Paul's Lutheran Church and School in Latimer, Mr. Cody Collier accepted the call to serve as Principal of the school and was installed on August 28, 2022. Mrs. Kaylee Borcharding accepted the call to teach Kindergarten through 2nd grade. She was installed October 15, 2023. Beginning in the 2024-2025 Academic Year, St. Paul's expanded their school to include high school education. As a result, they extended the call to the Rev. Adam Baumann, who accepted and was installed as teacher on January 12, 2025. Trinity Lutheran Church in Hampton entered into a dual-parish agreement with Bethlehem Lutheran Church in Mason City in February 2025. Pastor Karl Bollhagen and Trinity received the Wyneken Vicarage Award for their excellent work in training men to be pastors in the Lord's Church. They will be receiving their 22nd vicar for the 2025-2026 academic year. St. Paul Lutheran Church, Eldora has also begun aiding in the formation of pastors by receiving and training vicars. They will receive their third vicar in July. The saints of Christ, Gladbrook; St. John's, Hubbard; Immanuel, Iowa Falls; and St. John's, Wellsburg steadfastly receive the gifts of everlasting life through faithful Word and Sacrament ministry of Christ's under-shepherds, Pastors Fred Berry, Matt Rueger, Paul Beisel, and Bruce Zimmermann, respectively.

The pastors of our circuit continue to meet on the second Tuesday of each month for an exegetical, confessional, and book study with a summer recess. We are blessed by the grace of God to continue a close walk together in the pure teaching of the Gospel and the right administration of Christ's Sacraments.

Rev. Aaron Hambleton, Circuit Visitor

#007 MARSHALLTOWN CIRCUIT REPORT

Greetings in Christ from the brothers and Congregations of Marshalltown Circuit. Over the last three years the contours of our little Circuit have not changed too greatly.

On May 8, 2023 Rev. Daniel Provost accepted the call to serve as the Pastor of Trinity Lutheran (Drayton, ND) and Zion English Lutheran (Grafton, ND). Pastor Provost served the Saints of Our Savior, Newton for four years. Our Savior, Newton then extended a call to Pastor Michael Manz of Walton, KY. Pastor Manz accepted their Call and was installed as Pastor on July 28, 2024.

Around the same time Pastor Manz was being installed as Pastor of Our Savior in Newton, Pastor Gregory Hyatt accepted the Divine Call of St. John Lutheran of Pinconing, Michigan to serve as their pastor.

Despite these 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. We have also begun hosting presentations and workshops among our congregations to increase knowledge and fellowship among the saints in our congregations. 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.

Humbly Submitted,

Rev. Samuel Beltz, Circuit Visitor

#008 MT. PLEASANT CIRCUIT REPORT

Some changes in the Mount Pleasant circuit since the 2022 Convention. On November 30, 2022, Rev. Dr. Chris Hinkle retired from active ministry having served St. Paul – Wapello for 23 years. On August 6, 2023 Rev. Mark Kluzek, from IDW accepted the Lord's call to serve the saints in and around Wapello.

Faith – Mt. Pleasant continues to enjoy working with our brothers and sisters from St. Paul – Wapello and Immanuel – Fairfield in the mission adventure that is Midwest Old Threshers & Settlers' Reunion, each Labor Day weekend. The funds raised have enabled the three congregations to support numerous missions and missionaries across the nation and around the world.

At the Circuit Forum October 27, 2024, the Mt. Pleasant circuit elected Rev. Michael Scudder, to serve another term as Circuit Visitor.

Rev. Mark Brase, of Immanuel – Fairfield, has announced his retirement at the end of July 2025.

Rev. Michael Scudder, Circuit Visitor

#009 ST. ANSGAR CIRCUIT REPORT

The St. Ansgar Circuit enjoys great unity and camaraderie. Not only do the pastors meet for monthly winkles, but the majority also meet each Tuesday for study, sermon preparation, and mutual conversation and consolation of the brethren.

Over the past triennium, our congregations have taken turns hosting circuit confirmation retreats, where we focus on a portion of the catechism, join together in worship, and enjoy fun time together. In addition to these yearly confirmation get togethers, Trinity (Osage), Immanuel (St. Ansgar), and St. Peter (Riceville) have recently united their youth to create a joint youth group, which meets weekly for study and fellowship. Also, each Lent the pastors of New Hope (Charles City), Trinity (Osage), Immanuel (St. Ansgar), and St. Peter (Riceville) participate in a preaching round robin for midweek services.

Over the past triennium there have been a number of pastoral changes in the circuit. Pastors Bruce Kaltwasser, Trinity (Osage), and Clarke Frederick, Messiah (Mason City), both entered into retirement. We thank God for the faithful ministries of each of these pastors. Pastor James Rockhill accepted the call to serve Trinity (Osage) and was installed in June 2024. Messiah (Mason City) and St. John (Osage) have entered into a dual parish, served by Pastor Byron Northwick. After Pastor Sean Smith accepted a call to Tennessee, Bethlehem (Mason City) entered into a dual parish with Trinity (Hampton—Eldora Circuit) and are being served by Pastor Karl Bollhagen. St. Peter (Elma) continues to be served by Pastor Bruce Miller, Immanuel (St. Ansgar) by Pastor Mark Squire, St. Peter (Riceville) by Pastor Matthias Wollberg, New Hope (Charles City) by Pastor Isaac Johnson and Redeemer (Ventura) by Pastor Jesse Burns.

Other notable events in our circuit over the past triennium include Immanuel (St. Ansgar) marking 150 years of God's grace, a building project at Messiah (Mason City), new signage at New Hope (Charles City), the installation of a new organ and purchase of a school building at Redeemer (Ventura), and the publication of Pastor Johnson's translation of Reinhold Pieper's *Evangelical Lutheran Homiletics* (CPH 2025).

The Lord continues to gather His people together to hear His Holy Word and to receive His blessed Sacraments in the congregations of the St. Ansgar Circuit. He is faithful, and we are blessed.

Respectfully submitted,

Rev. Jesse A. Burns, Circuit Visitor

#010 WATERLOO CIRCUIT REPORT

The Waterloo Circuit meets monthly on the second Tuesday of each month from September through May. The day includes Matins and theological study with casuistry. Rev. Larry Feldt retired on September 30th, 2024 as pastor of St. John, Denver. St. John, Denver and St. Paul, Artesian dissolved their dual parish agreement (originated in 2020) in November, 2024. St. John, Denver subsequently called Rev. Jesse Schlie who was installed on April 6th, 2025. Our Redeemer, Cedar Falls has continued to participate in the vicarage program. In July 2024, Deaconess Faith Swenson moved to California with her family and resigned her call to College Hill, Cedar Falls.

Rev. John Wegener, Circuit Visitor

#011 WESTGATE CIRCUIT REPORT

The Westgate Circuit is composed of several Lutheran Church—Missouri Synod congregations and some pastors in the northeast part of the State of Iowa.

Over the last three years we have enjoyed our mutual pleasant fellowship and brotherhood in the Lord. As a circuit of congregations, we have been restoring the Easter Vigil Service, having a joint service hosted by turns in each of our communities. Also, this triennium we have benefited from an increase in the participation of monthly pastor meetings (which old Germans used to call “Winkels”). Our pastors engage monthly in rigorous study of Holy Scripture, the Lutheran Confessions, and the tasks of preaching and ministry. The career of the undersigned is fast approaching 30 years, and I can say with certainty, this is Synod’s best circuit I’ve ever been a part of.

Moving forward, we are interested in new possibilities of joint mission and ministry. At our Circuit Forum this year, we laid plans to join together in a mission in Africa, hoping to send a representative pastor from our circuit to teach pastors in Ethiopia or elsewhere. We are also planning to have Lutherans for Life events or even a chapter to develop in our area. We make such plans with the prayer for the Holy Spirit that the Word may not be bound but have free course and be preached to the joy and edifying of Christ’s holy people, so that in steadfast faith we serve almighty God, and in the confession of His name abide to the end.

Respectfully submitted,

Rev. Ronnie Koch, Circuit Visitor

#012 WILLIAMSBURG CIRCUIT REPORT

As of Feb. 2025, Williamsburg Circuit consists of 10 congregations served by five pastors with and the calling of another. In addition is the school Lutheran Interparish School in Williamsburg, IA.

At the school, in June of 2024, we had two longtime servants retire from school ministry. Robyn Shaefer dedicated 45 years to Lutheran education. Mark Grewe faithfully served Lutheran schools for 42 years. The school extended a call to Mr. Bill Sitas to serve as principal. Jared Campbell and Carla Chabal were hired to teach second and fourth grades, respectively. LIS was blessed to raise funding for a major gym renovation project. A new floor, fresh paint, updated electrical, new scoreboards and banners were included in the project.

As for the congregations, God’s life giving Word and Sacraments are bestowed. St. Paul, Williamsburg installed Rev. Jason Zoske in March, 2024, following the resignation of their previous pastor. Calvary, Deep River experienced the departure and death of Rev. Jan Horne, and has since officially joined with St. James, Victor as a dual congregation under Rev. Michael Kolesar. And after a lengthy vacancy and included returned calls for St. John’s Homestead and Good Shepherd, Wellman, a triparish agreement has been made along with Trinity, Conroy and all are shepherded by Rev. Gary Sears. As Rev. Andrew Gray left St. John, Marengo this past September to serve in IL, St. John currently has its second divine call extended for a pastor.

As a circuit, we continue to hold the Good Friday Tre Ore service at Trinity, Conroy as well as choosing a mission project to support as a circuit, announced at a fall circuit worship service. We continue to thank God that now, through the church, His manifold wisdom should be made known...according to His eternal purpose which He accomplished in Christ Jesus, our Lord.

Rev. Stuart Rethwisch, Circuit Visitor

MISSION REPORTS

CAMP IO-DIS-E-CA

Since the 2022 IDE District Convention, Camp Io-Dis-E-Ca has continued to recover and thrive from the effects of COVID-19. Summer camp numbers continue to grow, hitting the 500 camper mark in 2024. Registration for the 2025 summer has been excellent, with numbers trending towards hitting 525 campers and beyond. Retreats also have rebounded well and continue to skyrocket. In 2024, Camp served over 2,800 guests outside of summer camp, up from just over 2,000 guests in 2022.

On the staffing front, changes are continuing to happen at Camp Io-Dis-E-Ca. First, Mr. Sanchez has resigned as the Director of Camp Io-Dis-E-Ca and has accepted the full-time position at the District Office, serving as the Communications, Technology, and Events Coordinator for the IDE. Mr. Sanchez continues to be a great friend to Camp from his position at the District Office, coordinating and leading several District events a year at Camp. These events include IDE confirmation retreats, Pastor's Symposiums and Conferences, as well as the yearly LWML conference and Pastor's Wives retreats. Mr. Dylan Lampe, the Site Manager since 2020, has accepted the Interim Camp Director position.

Continuing with staffing changes, we have hired a new Director of Programs and Retreats. Mr. Alec Deppe of Ankeny, IA accepted this position in December 2022 and continues to grow into this new position. He is a graduate of the University of Northern Iowa, where he majored in Leisure, Youth, and Human Services. Mrs. Beverly Ahlemeyer recently retired from Camp after over 25 years of service as Camp's Office Administrator. This vacancy has been filled by Mrs. Carolyn Zimmerman, who has been instrumental in helping to integrate Camp's all-new digital registration system. Finally, after over 20 years of service to Camp Io-Dis-E-Ca, our Kitchen Manager, Mrs. Kathy Milroy, has also retired. A longtime cook on and off at Camp, Mrs. Cherie Norman has stepped up to fill the vacancy as our new Kitchen Manager.

Suffice it to say, these last three years have been filled with staff turnover. Between Mrs. Milroy, Mrs. Ahlemeyer, and Mr. Sanchez, Camp has lost over 60 years of experience. Camp has been blessed to have these three people serve for as long as they have, and we thank them all for their many years of service.

Looking into the future, Camp strives to continue to grow both Summer Camp and Retreats. One area that has seen a massive increase in popularity has been the Horse Program. Because of the demand, Camp is looking into adding onto the summer horse programming with after-school riding lessons. These lessons, weather permitting, would allow Camp to host a 12-week fall program, and a 12-week spring program. To help us in building this program from the ground up, we have hired Mr. Jon Temme.

Mr. Jon Temme is from Valparaiso, IN, and attended college at William Woods University in Fulton, Missouri, where he majored in Equine Administration. He is also a certified riding instructor and farrier. Jon has been on summer staff for three years, serving as the Horse Barn Manager. He inherited a widely successful program from Ms. Ardis White, and has done an amazing job of continuing to build on their combined success. Under his leadership of the Horse Program, Camp hopes to continue to build on the success of one of our most popular summer programs.

Financially, Camp Io-Dis-E-Ca continues to remain solvent. This is due to both the continued rise of our Summer Camp numbers and Retreat numbers, as well as the generosity of our donors. With Camp turning 60 years old in 2023, there is no shortage of projects that need done. Due to the generosity of our supporters both financially and with their time, we continue to stay on top of these projects and hope to continue to keep improving on Camp's infrastructure. Some major projects we have been able to accomplish in the past few years include rebuilding the pool filter room, replacing the old wooden steps to Omega, building a new gazebo retaining wall, reformatting the hitching post part of the horse arena. Thank you to everyone who has assisted either financially or with your time in these projects, and to all the dozens of unnamed projects over the years.

With our 60th anniversary in the rear view mirror, Camp would like to take the time to thank everyone that continues to support Camp's mission of providing Christ-centered education, recreation, and inspiration to young people, families, and congregations. The continuation of this mission would not be possible without the thousands of people each and every year that contribute time, effort, money, and service toward Camp. We look forward to continuing our service to you in the years to come.

Dylan Lampe, Interim Camp Director & Rev. Daniel Redhage, Camp Board Chairman

COLLEGE HILL LUTHERAN CHURCH AND BRAMMER STUDENT CENTER, 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 weekly chapel on Wednesdays and Divine Service on various feast days in the Church Year, Lutheran Catechesis, LCMS U Bible Study every Wednesday, Table Talk (theology) on campus every Thursday, and Holy Absolution by appointment.

The Brammer Student Center provides a place of refuge for students with adequate space for catechesis, quiet academic study, music rehearsal, 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.

Deaconess Faith Swenson, who faithfully served as our deaconess and director of the College Hill Music Conservatory since July 2020, resigned in July, 2024 to move to California. Kaylee Sires became the new director for the College Hill Music Conservatory.

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. Dr. John Bombaro; Rev. Dr. Todd Peperkorn, and Rev. Mark Preus.

Rev. John Wegener, Pastor

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

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

The Lord has blessed us with opportunities to receive his gifts. On Sunday we gather around Word and Sacraments. Divine Service is held at 9:00 AM. Bible class is held at 9:15 AM. Close to fifty percent of the people who attend Divine Service attend Bible class. Confirmation classes are held on Thursday afternoons. Adult instruction classes are held as needed. On Wednesday evenings, we hold a brief service followed by 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, our Administrative Assistant and Director of Development, retired in late 2024. Mara Burk replaced her, but left in March of 2025 when she was offered a wonderful opportunity in her field. Dennis Stockman, our caretaker, retired in 2023. We have hired a cleaning service to replace him. Anthony Birnbaum serves as organist and choir director. He is simply the best.

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 2024, our students attended the LCMSU Conference, at Concordia Seminary. The conference focused on Christ and culture. Our Theologian in Residence teaching weekend has been a blessing to our students and congregation. In Summer of 2024 our students held a service project in Alaska.

The Lord is blessing the church through our chapel alums. Another chapelite will be ordained this summer!

Our building will turn one hundred years old in June of 2026. In preparation for the celebration we have put much work into the building, via repairs and updates.

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

Word of God Lutheran Church for the Deaf is a congregation and special ministry that serves the deaf in Iowa District East, those who use American Sign Language to communicate. Rev. Tim Eckert serves as the pastor and missionary to the deaf. The congregation is based in Cedar Rapids but has satellite locations in Davenport, Waterloo, Burlington and Dubuque.

Since 2014, Rev. Eckert has served as the sole full-time pastor for the deaf in the District. Rev. Eckert also assists 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. He began serving in that role in 2017.

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, the deaf use Holy Cross's Fellowship Center for weekly worship, an arrangement which has been a beneficial partnership for both Word of God and Holy Cross. The Waterloo group meets 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 Deaf worship monthly in Burlington. We are very thankful to these congregations that have opened their doors and allow us to meet in their facilities!

Word of God is connected with the Church at large through the International Lutheran Deaf Association, a deaf LCMS organization whose purpose is fellowship and mission support. Rev. Eckert is also active in the Lutheran Deaf Mission Society (LDMS), a Recognized Service Organization of the LCMS that 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.

If you know 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

Mission work began in North Liberty in 2012 with the arrival of candidate Andy Richard from Concordia Theological Seminary in Fort Wayne. They first met in a nursing home facility before they moved into their first rented space. The congregation became a member of the LC-MS in 2013. Pastor Richard served faithfully. In 2019 he received and accepted a call to serve at Mt. Hope Lutheran in Casper, Wyoming.

The next called Pastor was Rev. Terry Small. He was called in October of 2019 and served until 2023 when he had to resign his call due to health reasons. During his time at St. Silas the congregation purchased its current facility. That purchase took place in 2023 and they hope to have the mortgage paid off by the end of 2025.

Rev. Dr. Kristian Kincaid served as Vacancy Pastor after Rev. Small resigned. He served until October 31 of 2024. Rev. Dr. Dean F. Rothchild began serving as Vacancy Pastor on November 1, 2024. The congregation continues to meet weekly for Divine Service, Sunday School and adult Bible Class. They now have an organized LWML group.

In 2024, Daniel Sanchez from the Iowa District Office led the congregation through some strategic planning. After they are debt free they will pursue the calling of a full-time pastor. God continues to bless them with growth and visitors. The mission statement of St. Silas is: "To receive forgiveness of sins, life and salvation through Jesus Christ our Lord." That fits nicely with the idea that the church exists to "seek and save the lost" and to "feed the found." God continues to bless them with new members.

The members of St. Silas thank the congregations of the District for their support through district mission monies. They also wish to thank the individual donors who have supported and continue to support our District missions through their gifts to the district. Soli Deo Gloria Sunday of the Transfiguration March 2, 2025.

Rev. Dr. Dean F. Rothchild, Vacancy Pastor

NEW HOPE LUTHERAN CHURCH, CHARLES CITY

Fellow Redeemed, the Gospel continues to make headway in Charles City, thanks in large part to your prayers and financial support. Today we are glad to report on some of our progress.

First, a note on the urgency of our mission: many in Charles City have grown disillusioned with the false teachings of their churches, most of all that these churches have abandoned the Scriptures. We alone offer the Word and Sacraments in purity, and many are thirsting for them. We do have obstacles to overcome, including persistent lies from the enemy concerning the LCMS, but we are confident that there is much good soil that is ready for sowing.

I (Pr. Isaac Johnson) arrived at New Hope in 2020 as their first full-time pastor. This flock was (and is) passionate about orthodox teaching and has suffered more than most American Christians for the sake of the same. Since my arrival we have grown to a fuller understanding and conviction in confessional Lutheranism (only a couple people are life-long LCMS Lutherans) and are excited to share that with the community in a more meaningful way.

We are currently growing by a few members each year (four in the last calendar year), with our regular Sunday attendance now in the 30s. We have two exciting developments to announce: In the Fall of 2024 our congregation installed a street sign with digital and static components. This has been an effective investment because we are located on Main Street downtown. This allows us to create some awareness of our presence and our message in the community. We are also renovating our fellowship and office facilities to better accommodate our Sunday school of 11 children and other activities. Some of our local participation in the community includes: supporting our local pregnancy center with money, employees and volunteers, serving in local clean-up initiatives, offering ministry to the local nursing home (which is sorely lacking), and providing an addiction recovery group.

Finally, we have recently engaged with Daniel Sanchez from the IDE Office in the process of strategic planning, which is providing us with essential support and direction moving forward as a congregation. Our meetings have been full of optimism, energy, and a hopeful outlook into the future that God has in store for us.

We are grateful above all to Father, Son, and Holy Spirit, and we also give thanks to Him for your generous support which is allowing our mission in Charles City to flourish. The Word is not returning empty but is accomplishing the purpose for which it was sent!

Pastor Isaac Johnson

HOSPITAL CHAPLAINCY

Since Covid, in 2020, there have been a lot of changes to hospital procedure. One example, is that there are still only three entrances open to the hospital. Upon arriving, a visitor is still required to check in with security and receive an ID for that specific day. They then direct you to the patient's room. It appears as if this is a permanent change that will remain in effect going forward. Currently, there are no restrictions on clergy visits, but you still have to check in with security and get an ID for the day.

The hospital continues to respond to current health threats, implementing measures they deem necessary. A current example of this as I write: just last week, in response to the high number of repertory illnesses that are presenting now, a mask mandate for the Children's Hospital was put in place. Once the surge passes, the mandate will be lifted. Any mandates in place, will be communicated to you when you check in with security.

Since I last wrote, the nation is facing a massive shortage of chaplains. The American Board of Chaplains responded to this, by dropping the requirements that a prospective chaplain be ordained, in good standing with their denomination, and obtain a letter of reference from your Bishop, in order to take Clinical Pastoral Education. Now, you only need a master's degree to take Clinical Pastoral Education.. It doesn't even have to be a theological major. It can be any master's degree in any field.

The biggest change directly affecting the LCMS at UIHC has been a change to the hospital's chaplain program itself. After Covid, when asked their religious preference, almost 80% of the patients were responding, "No preference." A survey of the "No preference" patients revealed that over 90% of them considered themselves to be "strong Christians with no church affiliation."

The hospital responded to this, by eliminating all denomination designations among their chaplains. There are no Presbyterian, Methodist, etc, chaplains anymore. Just chaplains. They are now instructed that no matter what a patient believes, they are to affirm that the patient is correct in their belief. Itching ears?

The only patient lists being generated by the hospital now are for the Catholic Church and the LCMS. More often than not though, patients are reporting that they were never asked about any faith preference upon admission. This is something that is not going to change anytime soon. There doesn't seem to be any real spiritual care coming out of Spiritual Services anymore.

What does this mean? If you want your members to be seen by LCMS clergy (including you), and not one of the other chaplains, you need to instruct your people to tell the hospital that they are LCMS. This especially needs to be done if they are not asked about their faith preference. Please tell them to bring it up if they aren't asked. I can't see people and notify you that they are there, if I don't know they are there.

My preferred method of contact is via text. 319-558-9083. You can still reach me ideuichaplain@live.com.

Rev. Michael Musick

Chaplain, University of Iowa Hospitals and Clinics

LUTHERAN CHURCH EXTENSION FUND – IN IOWA DISTRICT EAST

Lutheran Church Extension Fund (LCEF) partners investors with ministry opportunities in our district to aid them in extending the Gospel. As I begin my service to you and Iowa District East, I am excited to connect with individual and organizational investors of Church Extension to answer their questions and explain the benefits and solutions LCEF investing provides. Many likely remember with great fondness my predecessor, Carole White who retired in December of 2024. I look forward to picking up where Carole left off, helping many congregations with their financial needs, and providing valuable demographic and outreach resources. An investment with LCEF provides a competitive interest rate to you while help us provide resources to help churches with their financial needs.

LCEF Ministry Solutions help congregations find clarity and develop long-range facility and possible financial plans to help them accomplish their goals. Real Estate Solutions is the newest addition to LCEF's suite of services: LCEF believes that "ministry should dictate real estate" and not the other way around, and so the RES team was formed to work alongside the people or organizations it serves to help them develop and/or execute the best strategy to support their ministry objectives. With more than 40 years experience serving churches and not-for-profit organizations with their real estate and financial needs, the RES team understands the unique nature and requirements associated with religious-owned assets.

Another blessing of LCEF for rostered church workers is housing loans, whether for workers without a parsonage, workers wishing to own their own home, or retired workers. As always, lending solutions to finance church and school operations, expansion, improvements, new mission starts, and many other ministry purposes are available through our church's financial organization, the LCEF, and I consider it a joy to meet with committees and congregations interested in furthering the Lord's work in their communities.

LCEF At Work in Iowa District East: In Iowa District East since the last convention, LCEF has made 5 new loans totaling over \$2,480,000 thanks to faithful investors and borrowers partnering together to help build ministry. Since last convention, Iowa District East received \$128,524 in operating results from LCEF.

Connect/Learn More: To learn how LCEF can provide solutions for you or your ministry, contact me at josh.remington@lcef.org or 515-417-9880.

Josh Remington
LCEF District Vice President Iowa East/Iowa West

COMMITTEE REPORTS

IDE ARCHIVES

The last report from the IDE Archive was written in March of 2021 and presented in the *2022 Convention Workbook*. What follows is a year-by-year report of what has been taking place since.

- **2021**—Photograph St. John (closed)-State Center Voters' Meeting Minutes; Photograph Immanuel (closed)-Grant Center Church Records located at Immanuel-Iowa Falls; Photograph Clemons (closed) Lutheran School Minutes; Photograph St John (closed)-State Center Church Records; Sort Quad City Lutheran High School Association (closed) Documents; Photograph Messiah (closed)-Keokuk Church Records.
- **2022**—Scan & Digitize St. Paul-Wapello and Zion-Wilton Church Histories; Photograph QCLHSA Minutes; Delivered some digitized documents of closed facilities to Concordia Historical Institute-St. Louis, MO; Prepare Archive Convention Display Table; Photograph St. John-Victor Church Records; Scan & Digitize St John-Melcher-Dallas and St. John-Victor Church Histories; Photograph Our Saviour (closed)-Keosauqua Church Records; File IDE Board of Director documents.
- **2023**—Continue developing a comprehensive Photo Gallery of all Pastors who serve(d) in IDE; Submit *100 Years Ago* article series to Professional Packet; Photograph Christ (closed)-Waterloo Church Records; Digitize IDE Convention Proceedings for Concordia Historical Institute; Digitize IDE History *Golden Anniversary (1879-1929)* booklet; Submitted article *Prospect Place Hospital* to Professional Packet; Submitted *Pastor & Teacher Conferences* article series from *Lutheran Witness-IDE Edition* to Professional Packet; Digitized ID-IDE-IDW *75th Anniversary (1879-1954)* booklet; Digitized IDE *50th Anniversary (1936-1986)* booklet; Received donation of a 220v Microfilm Viewer and purchased a Voltage Transformer; Photograph St. John-Marengo Church Records; Scan & Digitize *Lutheran Witness-IDE Edition 1936-1948*.
- **2024**—Scan & Digitize *Lutheran Witness-IDE Edition 1949-1988*; Deliver 63 *Lutheran Worship* hymnals stored at IDE office to Orphan Grain Train while on vacation and passing through Jamestown, ND; Retrieve documents from St Paul Parochial School (closed)-Artesian/Waverly; Photograph St. Paul-Artesian/Waverly Church Records; Prepare St. John (closed)-State Center Church Records for transfer to CHI-St. Louis, but illness prevented courier from traveling so delivery planned for summer of 2025; Spent hours sorting an anonymous donation of *Lutheran Witness* dating from 1935-1990 and offering them free-for-the-picking-up to anyone from the IDE congregations; Continuing to keep on file updates of *Concordia Historical Institute Quarterly*, *Concordia Journal*—St. Louis, *Concordia Theological Quarterly*—Ft Wayne, *Lutheran Witness*, *Reporter* and IDE membership can access them in the IDE ground-floor Library. By the time of the 2025 Convention, the plan is to have digitized pages of *Lutheran Witness—IDE Edition* on the IDE Web-site. Under "Resources" click on "IDE Library and Archive". Helpful information from 1935-1988 for congregation historians tasked with writing a history of their congregations.

Allen E. Konrad

BOARD OF CONSTITUTIONAL REVIEW

Since our last IDE Convention in June of 2022, our committee has received and reviewed 27 constitutions and bylaws. There are four congregations whose constitutions and bylaws need to be returned to our committee, so that their changes may be approved.

Our committee consists of Rev. Nathan Wille of Clinton, Mr. Joshua McNary of Cedar Rapids, and Rev. Gary Sears of Conroy who serves as the chairman.

The work of this committee is stated as follows: 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]).

If any congregation has a revision to submit, please forward an electric copy of both your constitution and bylaws to Pam at the District Office. She will forward that copy to the rest of our committee.

Rev. Gary Sears, Chairman

PROFESSIONAL CHURCH WORKER STUDENT AID SUBCOMMITTEE

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 (lcmisde.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 first time applicants) must be received no later than June 1 of each year.

During the last three academic years, Iowa District East awarded a total of **\$392,140.57** in scholarship aid to seminary students and undergraduate students. Each year an average of **13** full-time students receive aid. **A BIG 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 Jacob, *"...One sees the need for pastors...and you have answered the call to serve the Lord with the gift of giving. So many men like me would not be here at seminary if it were not for people such as you providing us with financial help."* Brett said, *"I wanted to...thank you for your gracious gift of support. I am deeply grateful for it..."* From Nick, *"Thank you again for your continued prayers and support of my seminary formation. I have been blessed by the many people...like you who have poured out generosity to my family and I. It is especially comforting to receive such generous support from my home district."*

The funds distributed by the Student Aid Committee come from a variety of sources, however, the largest single source of the money comes from the yearly operating budget of Iowa District East. Students from IDE are very blessed to come from 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 three years:

1. Synodically trained teacher **Mary Becker**, Cedar Rapids
2. Lay person **Keith Hartkemeyer**, Elberon
3. IDE President **Rev. Brian Saunders**

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 Mission Committee directed funds from Iowa District East to support mission work both locally and internationally.

The local mission work from the last triennium included Camp Io-Dis-E-Ca; College Hill Lutheran, Cedar Falls; St. Paul's Lutheran Chapel, Iowa City; Lutheran Eastside Mission, Davenport; St. Silas Lutheran, North Liberty; New Hope Lutheran, Charles City; Word of God Lutheran Church for the Deaf; and IDE Chaplaincy at University of Iowa Hospitals and Clinics.

The international work from the last triennium has included support for Spain and the seminary in Tanzania. In 2025, the direct missionary support of IDE is for Rev. Arthur Rickman, a missionary serving in Latin America, based in Panama.

Members of the Mission Committee: Pat Dermody, Heidi Iltis, Richard Stoltenberg, Rev. Dan Krueger, Rev. David Menet, and Rev. Stephen Preus. Carole White was the LCEF representative until 2025 and Jim Swales is the liaison for the IDE Board of Directors.

Rev. Stephen Preus, Chairman of the Missions Committee

WORSHIP COMMITTEE

The Iowa District East Worship Committee is one of the standing committees appointed by the District's Board of Directors. The Worship Committee is one of four committees that serve under the District President by assisting him in carrying out his responsibilities (IDE By-Law 9.1.b.).

In 2022, the Iowa District East in Convention adopted Overture 1-01A: To Recommend and Encourage the Study of "Cremation and the Christian" prepared by the CTCR of the Lutheran Church Canada. This overture directed the District's Worship Committee to prepare a companion study to be made available to the pastors and congregations of the District. The majority of this committee's work throughout this last triennium has focused on the preparation of this study. By the next time the District meets in convention, this study will have been completed and shared with the pastors and congregation of the District. Our hope is that everyone will find it edifying and informative.

The Committee also conducted a "Church Revitalization Seminar" on November 9, 2024 at Camp Io-Dis-E-Ca with 38 people in attendance. The Rev. Sawyer Meyers was the speaker. We look forward to hosting future seminars and workshops throughout the next triennium.

The Committee stands ready to provide advice and counsel in addressing questions and topics submitted by pastors and congregations concerning worship practice, the conduct of the Divine Service and prayer offices, ceremonies, and rites.

The current members of the committee are: Mrs. Marlene Loftsgaarden, Rev. Dr. Dean Rothchild, Mrs. Darci Russell DCE, Rev. Dr. Brian Saunders, Rev. Caleb Schewe, Rev. Thomas Van Hemert (chairman), and Rev. Jay Weideman.

Rev. Thomas Van Hemert, Chairman

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 subcommittee of the Board, to perform the duties of the Staffing Review Committee for the 2025 District Convention.

Historical Funding Analysis:

The District Board of Directors continually assess the revenue and expenditures of the district. The Board attempts to adopt 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 three-year review, for the last triennium, 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	2022	2023	2024
Congregational Support	\$1,053,797	\$1,084,922	\$1,050,602
Assets Released from Restriction	\$162,734	\$211,303	\$190,969
Other Revenue (Conventions & Workshops, LCEF, Investments and Misc.)	\$670,942	\$187,217	\$184,297
Total Revenue	\$1,887,473	\$1,483,442	\$1,425,868
Expenses	2022	2023	2024
Synodical Support	\$180,000	\$180,000	\$160,000
District Mission Services	\$575,116	\$562,292	\$590,492
District Support Staff	\$195,315	\$205,294	\$242,335
District President	\$149,230	\$153,182	\$161,281
Other Expenses (Stewardship & Congregational Support, Worship, Youth, Schools, Student Aid, Boards & Committees, Conventions & Workshops, and Misc. Admin)	\$416,692	\$353,312	\$328,688
Total Expenses	\$1,516,353	\$1,454,080	\$1,482,796
% of Revenue	2022	2023	2024
District Support Staff	10.4%	13.8%	17.0%
Mission Support (including student aid)	47.1%	58.0%	62.8%

At the beginning of the last triennium the office staff consisted of three full time employees, District President, Business Manager and Administrative Assistant, and two partial-time positions, Communications and Technology Coordinator and Assistant to the President for Schools.

One major staffing change was implemented during this triennium. As reported in the Staffing Review Report from the last triennium, the decision to assign some of the functions of the full-time Assistant to the President (ATTP) to the Communications and Technology Coordinator was reviewed two years after the 2020 retirement of the full time ATTP. The Board of Directors (BOD) determined that not all support functions performed by the ATTP could be efficiently handled by the part-time Communications and Technology Coordinator. As a result, the BOD decided to make the Communications and Technology Coordinator a full-time position beginning in 2024. Additionally, during this triennium, the BOD reviewed the functions of each District committee and determined that the function of the Stewardship and Congregational Services Committee could be handled by other District committees and the Communications and Technology Coordinator. Therefore, the Stewardship and Congregational Services Committee was eliminated. Other District committees will provide congregational services and the role of the Communications and Technology Coordinator was expanded to include the synodical stewardship liaison function of the committee. The title for this position has been changed to District Services Coordinator.

One other staffing change occurred this triennium. After long excellent service to the district, the District Business Manager decided to retire. A brief staffing search resulted in the hiring of a new Business Manager. This hire has been successful as the transition to the new Business Manager has been seamless.

As shown in the table, the change to a full-time Communications, Technology, Stewardship & Events Coordinator has resulted in an increase in the percentage of District revenues spent on the District support staff. The Iowa District East office staff continues to be efficient, especially when compared to some other districts.

The District's 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 of Directors continue to annually review the staffing needs of the District.

SCHOOLS COMMITTEE

No Report

STEWARDSHIP AND CONGREGATIONAL SERVICES**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 five parish nurses and as many nurses that no longer have an active license and are considered a health minister.

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

Disaster Response

Over the past three years, four LERT trainings and two Chainsaw trainings have taken place, and a few dozen more people have been added to the LERT trained pool of volunteers. While things have been generally quite here in Iowa District East over the past triennium, 2024 was more busy with efforts assisting in Iowa District West with tornados and flood damage as multiple volunteers and teams travelled west to assist efforts in Greenfield and Spencer. In 2025, Iowa District East is providing financial assistance to equip and deploy LERT teams and volunteers to serve those in need.

YOUTH COMMITTEE

The IDE Youth Committee is being formed. The Confirmation Retreat and IDE Middle School Retreats continue at Camp Io-Dis-E-Ca each year and have been growing annually since COVID coming out of 2021, and are now averaging more than 100 per year between the two events over the past triennium, with a peak attendance of 131 in 2024 between the two events.

IDE TODAY EDITOR

Due to ballooning printing costs, the IDE Today shifted to being primarily a digital publication in 2024. The current edition is emailed out to church workers and congregations, and anyone who signs up at the IDE website. You can always read the current issue under the news tab of the IDE website and previous editions in the IDE Library & Archives under the resources tab on the IDE website. Print editions are returning in 2025 as each congregation will receive a handful of copies of each edition to put out for display at their congregation. Moving to a digital publication allows for more pictures and media from features to be shown from the various events and happenings around Iowa District East.

Daniel Sanchez, IDE Today Editor
IDE District Services

BY-LAWS COMMITTEE

The IDE Bylaws Committee is tasked with maintaining the IDE Bylaws, Articles of Incorporation and Policy Manual. In preparation for the 2025 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.

Special thanks to Jim Swales for communicating with IDE committees and guiding the BOD in the Policy Manual revision process. Thank you to Rev. Joel Koepp who served on the Bylaws Committee.

Rev. Peter Hoft, 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**

Zion, Hiawatha
Redeemer, Ventura
St. Paul's Lutheran Chapel, Iowa City
St. John, Waverly
St. John, Keystone
College Hill Lutheran and Brammer Student Center, Cedar Falls
St. John, Reinbeck
First Lutheran, Belle Plaine
Immanuel, Iowa Falls
Our Savior, Newton
Our Redeemer, Cedar Falls
St. Paul, Eldora
St. John, Denver

TREASURER'S REPORT

IOWA DISTRICT EAST - LCMS CONSOLIDATED STATEMENT OF FINANCIAL POSITION FOR THE YEARS ENDED DECEMBER 31, 2024, 2023 and 2022

	2024	2023	2022
ASSETS:			
Cash and Cash Equivalents	\$ 824,494	\$ 869,076	\$ 1,151,947
Cash Restricted for Investment in Perpetual Endowments	43,890	-	-
Receivables	1,400	905	870
Operating Investments	1,976,147	1,781,910	1,565,283
Prepaid Expenses	29,809	25,530	34,026
Contributions Receivable	93,432	93,744	62,658
Loan Receivable	22,788	26,124	29,625
Property and Equipment - Net	1,681,278	1,792,177	1,764,579
Beneficial Interests in Charitable Trusts Held by Others	218,036	229,371	268,588
Endowment Investments	783,081	752,550	701,401
Beneficial Interests in Perpetual Trusts	643,272	605,558	545,250
TOTAL ASSETS	\$ 6,317,627	\$ 6,176,945	\$ 6,124,227
LIABILITIES:			
Account Payable and Accrued Expenses	\$ 13,734	\$ 15,274	\$ 17,185
Grants Payable	-	-	15,000
Deferred Revenue	28,725	5,230	50,330
Loans Payable - Lutheran Church Extension Fund	131,651	139,645	148,832
Total Liabilities	\$ 174,110	\$ 160,149	\$ 231,347
NET ASSETS:			
Without Donor Restrictions	\$ 4,356,757	\$ 4,322,325	\$ 4,254,203
With Donor Restrictions	1,786,760	1,694,471	1,638,677
Total Net Assets	6,143,517	6,016,796	5,892,880
TOTAL LIABILITIES AND NET ASSETS	\$ 6,317,627	\$ 6,176,945	\$ 6,124,227

**IOWA DISTRICT EAST - LCMS
STATEMENT OF ACTIVITIES - UNRESTRICTED
FOR THE YEARS ENDED DECEMBER 31, 2024, 2023 and 2022**

	2024	2023	2022
SUPPORT, REVENUES, GAINS & OTHER ADDITIONS:			
Support -			
District Congregations	\$ 1,050,602	\$ 1,084,922	\$ 1,053,797
Synod	-	-	-
Assets from Disbanded Congregations	-	107	310,345
Lutheran Church Extension Fund	42,253	40,195	130,570
Other	431,863	269,041	340,650
Revenues -			
Conventions, Conferences and Workshops	19,867	95,106	107,440
Net Investment Return	246,412	298,612	(392,071)
Camp Program Fees	258,883	249,483	219,734
Other	20,043	11,375	18,395
Change in Value of Beneficial Interests in Charitable Trusts	11,666	13,632	15,012
Distributions from and Change in Value of Perpetual Trusts	60,276	77,875	(117,271)
Gain on Fixed Asset Disposals		100	-
Net Assets Released from Restrictions	-	-	-
TOTAL SUPPORT, REVENUES, & OTHER ADDITIONS	\$ 2,141,865	\$ 2,140,448	\$ 1,686,601
EXPENSES AND LOSSES			
Synodical Budget	\$ 160,000	\$ 180,000	\$ 180,000
Program Services -			
World and National Missions	616,900	573,398	581,292
Preparing Church Workers	145,639	117,699	133,155
Congregational Services	527,129	564,760	594,730
Support Services -			
Management and General	561,644	580,675	523,681
Loss of Fixed Asset Disposals	3,832	-	-
TOTAL EXPENSES	2,015,144	2,016,532	2,012,858
Changes in Net Assets	126,721	123,916	(326,257)
Net Assets - Beginning of the Year	6,016,796	5,892,880	6,219,137
Net Assets - End of the Year	\$ 6,143,517	\$ 6,016,796	\$ 5,892,880

**IOWA DISTRICT EAST - LCMS
STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED DECEMBER 31, 2024**

Cash Flows from Operating Activities:

Change in Net Assets	\$ 126,721
Adjustments to Reconcile Change in Net Assets to Net Cash Provided (Used) by Operating Activities:	
Depreciation Expense	124,683
Change in Value of Beneficial Interests in Charitable Trusts	(11,666)
Change in Value of Beneficial Interests in Perpetual Trusts	(37,714)
(Gain) Loss on Fixed Asset Disposals	3,832
Net (Gains) Losses on Investments	(171,918)
Contributions Restricted for Long-Term Investment	(77,523)
(Increase) Decrease in Operating Assets:	18,539
Increase (Decrease) in Operating Liabilities:	21,955
Net Cash Provided (Used) by Operating Activities:	\$ (3,091)

Cash Flows from Investing Activities: (67,130)

Cash Flows from Financing Activities: 69,529

Net Increase in Cash \$ (692)

Cash - Beginning of the Year 869,076

Cash - End of the Year \$ 868,384

**IOWA DISTRICT EAST - LCMS
LOANS PAYABLE
AS OF DECEMBER 31, 2024**

	Balance 12/31/2024	Interest Rate
Line of Credit	\$ 0	5.375
Camp Line of Credit	0	7.125
Camp Loan	131,651	5.5
	<u>\$ 131,651</u>	

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

	2025 Budgeted	2024	2023	2022
District President Salary	102,546	99,957	97,435	94,981
Benefits	<u>34,051</u>	<u>33,256</u>	<u>32,014</u>	<u>30,214</u>
Total Compensation	136,597	133,213	129,449	125,195
Deaf Ministry Salary	86,072	83,771	81,530	79,351
Benefits	<u>39,726</u>	<u>39,286</u>	<u>37,735</u>	<u>35,438</u>
Total Compensation	125,798	123,057	119,265	114,789
Administrative Staff (3 employees) Salaries	166,594	159,887	152,218	147,998
Benefits	<u>78,045</u>	<u>77,054</u>	<u>47,633</u>	<u>40,368</u>
Total Compensation	244,639	236,941	199,851	188,366

Notes: (1) District Salary guidelines were followed to determine salaries for called staff.
Amounts reported above also includes location adjustments.
(2) Administrative staff salary guidelines followed annual cost of living increases.
(3) Benefits are participation in Concordia Plans

Compensation and Benefit
Recommendations
for
Professional Church Workers

**ORDAINED WORKER
SALARY SCHEDULE
2026-2028**



GENERAL SALARY GUIDELINES - ORDAINED

Introduction

These guidelines are prepared for use by salary committees and church councils as they review annually the salaries of their ordained pastors in Iowa District East. In determining workers' salaries, their professional credentials should be considered, and they should be remunerated accordingly. Education and ministry expectations qualify them to remuneration commensurate with that of other professionals of equivalent education, ability, and responsibility. Christian ethics require a congregation to pay the workers a respectable salary.

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

Salary

The base salary can be determined by consulting the 2026-2028 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. Completed years in ministry include total years serving in the ministry and should not be limited to years served at the worker's current location.

A pastor may enter the ministry after serving for a period of time in another profession. Acknowledging that all Christians are called to a vocation, and that all Christians are in ministry in that calling, consideration of those years of service is appropriate. In addition, provision should be made to recognize the experience, skill, and maturity that such a person brings to the ministry. The congregation should consider adopting a policy. Some sample policy considerations follow:

- If a pastor enters the ministry coming from a church career (e.g. Lutheran teacher who becomes a pastor) a year of experience may be applied for every year employed as a full-time church professional prior to entering the pastoral ministry.
- If a pastor enters the ministry from secular occupations which are beneficial to the church (e.g. people skills, organizational skills, administrative skills, training ability, counseling skills), he may be credited with a percentage of his years of experience based on the transferability of his skill set.

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

COMMUNICANT MEMBERSHIP	SALARY ADJUST PER YEAR
300 to 500	2% of salary (service year)
500 to 1,000	3% of salary (service year)
1,000+	4% of salary (service year)
Dual/Multi Parish	5% of salary (service year)

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, the designation of the housing allowance must be pursuant to official action taken in advance of payment of the allowance. The designation should be in writing to avoid any confusion about its proof, preferably evidenced in the minutes of the appropriate governing body of the employer (e.g., board of directors, church council, voters' assembly, etc.). The designation cannot be made retroactively. See the Congregational Treasurer's Manual, chapter 2, section 2.300.

Congregations providing church-owned housing may consider increasing salary and/or contributions to a tax-advantaged retirement savings plan to offset the lack of accumulated home equity.

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. Whatever benefit package is offered, it must be applied consistently to all workers within Concordia Plans guidelines.

Each congregation is encouraged to provide full payment of premiums for the Concordia Health, Retirement, and Concordia Disability and Survivor Benefit Plans for full-time workers. Concordia Plans defines full-time eligible workers for the CRP, CRSP, and CDSP as workers whose customary employment is more than 20 hours a week for more than 5 consecutive months. An employer has the option to declare the number of hours worked per week to be eligible for the CHP.

The Concordia Retirement Savings Plan offers workers the ability to save for retirement on a pre-tax or Roth after-tax basis. Congregations can enroll in AutoSave to further encourage workers to save for retirement. Congregations are encouraged to provide retirement benefit opportunities with an optional match to help secure your worker's future.

To view the complete information about the plans, regulations, and other benefit information, go to www.concordiaplans.org. Also, see the Congregational Treasurer's Manual, chapter 4.

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 and Medicare Taxes

Called workers in ministry are self-employed workers according to the IRS and are subject to self-employment tax (SECA). The worker is responsible for these taxes. A contract/non-rostered worker is an employee of the congregation. In a regular employment situation, the employer pays 50% of the FICA tax (Social Security/Medicare Tax) and the other 50% is paid by the employee (currently a total of 15.3%). Self-employed workers pay both parts. Congregations are encouraged to add the 7.65% employer portion to all called workers salary. (Note: This will be taxable income for income tax purposes.) See the Congregational Treasurer's Manual, chapter 1, sections 1.100-1.300.

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.

Church Worker Gifts

The congregation may provide gifts to its workers such as Christmas bonuses, gift cards, etc. 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. See the Congregational Treasurer's Manual, chapters 1 and 3, sections 1.315 and 3.415.

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.

Moving Expenses

When a congregation calls a pastor, 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. (Note: Moving expenses are taxable income.) See Congregational Treasurer's Manual, chapter 3, section 3.310.

Student Loan Support

Many workers today are graduating from universities and seminaries with significant educational debt. The debt service may be significant to workers and potentially impact their ministry. We recommend that the facts and circumstances for each worker be considered as part of the compensation and benefit package.

Lutheran Church Extension Fund (LCEF) has initiated Education Loan Repayment Programs for LCMS Rostered Church Workers. For more information on the program, please contact the LCEF staff at the District Office or go to lcef.org. The Pastor Jerry and Jan Doellinger Endowment Fund for Student Loan Relief is another fund established to help church workers share Jesus without the worry of student debt. Contact the Iowa District East office or the LCMS Foundation for more information.

Vacancy Pastor

Vacant congregations should adequately compensate a vacancy pastor for services to them. A recommended level of compensation would be 50% of the scale based on years of service and should be prorated for the period served. This compensation covers all traditional pastoral responsibilities. Travel expenses, round-trip mileage, and other out-of-pocket expenses should be reimbursed by the vacant congregation as well. The congregation should report compensation on Form W-2 at the end of the year. Additional expense reimbursements are not reported as income on Form W-2. See Congregational Treasurer's Manual, chapter 7, section 7.110.

Pulpit Supply

The recommended pulpit supply remuneration is as follows:

Service	Amount
One Service	\$ 250
Two Services	\$ 350
Sunday Bible Class	\$ 100
Saturday Evening w/Bible Class in addition to Sunday Service	\$ 250

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

ORDAINED MINISTER COMPENSATION WORKSHEET

Fiscal Year: _____

Name: _____

Service Years: _____ Multiplier Guideline Factor: _____

Base Salary: _____ X Multiplier = \$ _____

Local Economic & Compensation Adjustments: \$ _____

Housing & Utilities: \$ _____

Advanced Degrees: \$ _____

Subtotal \$ _____

FICA Allowance (50% pf Social Security/Medicare) \$ _____

Total Salary \$ _____

Benefits

Concordia Plans \$ _____ 403b Optional Match \$ _____

Auto/Mileage \$ _____ Continuing Ed. \$ _____

Convention/Retreat \$ _____ Designated Housing Allowance: _____
(No Additional Cost to budget)

Subtotal Benefits \$ _____

Worker Share of Cost \$ _____

Total Benefits \$ _____

Total Salary, Other Compensations, and Benefits: \$ _____

Employer is exempt from unemployment taxes and worker is not eligible to claim benefits.

RESOURCES

The following resources provide information and support for congregations, schools, preschools, and daycares in Iowa District East in managing your ministry operations.

Iowa District East Website
Iowa District East Website: https://lcmside.org/
Personnel Matters
Church & School Administration website: https://www.lcms.org/page.aspx?pid=1138
Suggested Position Descriptions
Ministry Staff: https://files.lcms.org/file/preview/KkSE6L5CNLgaa9dSvnvaPAmwk33rb9TP
Congregational Officers: https://files.lcms.org/file/preview/Axc948sDTABf9iQSvrcVCDTJx21PhtPP
Administrative Staff: https://files.lcms.org/file/preview/F9CV6FryyJv23g8TCAC9UNPqxxP1Ot3x
Facilities Staff: https://files.lcms.org/file/preview/MqQKj3U6gFNjFUG6JhNLRGJL9S1Nte6
Financial Matters
Congregational Treasurer's Manual: https://www.lcms.org/ctm
Human Resources
US Department of Labor: https://www.dol.gov/
Iowa Mandatory Employment Posters https://workforce.iowa.gov/employers/resources/employer-posters
Benefits
Concordia Plans Services Employer Site: https://www.concordiaplans.org/employers/employer-home

Organist/Music Director
American Guild of Organists: www.agohq.org
Association of Lutheran Church Musicians: www.alcm.org
ChoralNet: www.choralnet.org

**IDE Pastor Salary Guidelines
2026 - 2028**

Annual % Increase	
1 - 10 Years	3%
11+ years	2%

Base	\$50,312	\$51,821	\$53,376		
Service Year	2026	2027	2028		Factor
0	\$ 50,312	\$ 51,821	\$ 53,376		1.00
1	\$ 51,821	\$ 53,376	\$ 54,977		1.03
2	\$ 53,331	\$ 54,930	\$ 56,579		1.06
3	\$ 54,840	\$ 56,485	\$ 58,180		1.09
4	\$ 56,349	\$ 58,040	\$ 59,781		1.12
5	\$ 57,859	\$ 59,594	\$ 61,382		1.15
6	\$ 59,368	\$ 61,149	\$ 62,984		1.18
7	\$ 60,878	\$ 62,703	\$ 64,585		1.21
8	\$ 62,387	\$ 64,258	\$ 66,186		1.24
9	\$ 63,896	\$ 65,813	\$ 67,788		1.27
10	\$ 65,406	\$ 67,367	\$ 69,389		1.30
11	\$ 66,412	\$ 68,404	\$ 70,456		1.32
12	\$ 67,418	\$ 69,440	\$ 71,524		1.34
13	\$ 68,424	\$ 70,477	\$ 72,591		1.36
14	\$ 69,431	\$ 71,513	\$ 73,659		1.38
15	\$ 70,437	\$ 72,549	\$ 74,726		1.40
16	\$ 71,443	\$ 73,586	\$ 75,794		1.42
17	\$ 72,449	\$ 74,622	\$ 76,861		1.44
18	\$ 73,456	\$ 75,659	\$ 77,929		1.46
19	\$ 74,462	\$ 76,695	\$ 78,996		1.48
20	\$ 75,468	\$ 77,732	\$ 80,064		1.50
21	\$ 76,474	\$ 78,768	\$ 81,132		1.52
22	\$ 77,480	\$ 79,804	\$ 82,199		1.54
23	\$ 78,487	\$ 80,841	\$ 83,267		1.56
24	\$ 79,493	\$ 81,877	\$ 84,334		1.58
25	\$ 80,499	\$ 82,914	\$ 85,402		1.60
26	\$ 81,505	\$ 83,950	\$ 86,469		1.62
27	\$ 82,512	\$ 84,986	\$ 87,537		1.64
28	\$ 83,518	\$ 86,023	\$ 88,604		1.66
29	\$ 84,524	\$ 87,059	\$ 89,672		1.68
30	\$ 85,530	\$ 88,096	\$ 90,739		1.70
31	\$ 86,537	\$ 89,132	\$ 91,807		1.72
32	\$ 87,543	\$ 90,169	\$ 92,874		1.74
33	\$ 88,549	\$ 91,205	\$ 93,942		1.76
34	\$ 89,555	\$ 92,241	\$ 95,009		1.78
35	\$ 90,562	\$ 93,278	\$ 96,077		1.80

IDE Ordained Salary Guidelines

Notes

2026 – 2028

Background Information

The consumer price index (CPI) settled approximately 14% higher in November 2024 than it was 3 years earlier, after a significant rise and decline in the intervening period. The Federal Reserve Bank is trying to reduce CPI to their target level of 2% per year, while maintaining a strong economy and stable labor market. The new salary guideline considers the change in the CPI, or the purchasing power of the dollar, compared to the data available when the guideline was last updated three years ago.

The large increase in the salary guideline for 2026 compared to 2025 was mainly because the guideline from 3 years ago did not anticipate the significant increase in the cost of living we have experienced, and that is built into the new guideline. In addition, part of the larger than normal increase at this time is to raise the salary level to offset the modest change set 3 years ago that was impacted by Covid.

Effective July 1, 2025, the salary for a new public-school teacher in Iowa must be at least \$50,000, and the salary for a public-school teacher with 12 years of experience must be at least \$62,000. This is per House File 2612 signed by Governor Reynolds on March 27, 2024. Public school teachers do not have the benefit of a housing allowance.

Change in Salary

The 2026 Base with less than 1 year of experience was set to \$50,312. This is 14% higher than the 2023 Base that was \$41,635 to adjust for unusually high inflation, plus an additional 6% on this adjusted amount to raise the salary level.

The Base for 2027 and 2028 were set 3% higher than the Base for the previous year.

If inflation is running high, we encourage congregations to increase the salary for the second and third years (2027 and 2028) by the greater of 3% or the percentage increase announced for social security for those years.

Housing, Utilities, and Automobile Allowances for Called Workers

We strongly encourage congregations to consider the significant increase in the CPI when adjusting housing, utilities and automobile allowances.

Compensation and Benefit
Recommendations
for
Professional Church Workers

**COMMISSIONED & LAY WORKERS
SALARY SCHEDULE
2026 - 2028**



GENERAL SALARY GUIDELINES – COMMISSIONED & LAY

Introduction

These guidelines are prepared for use by salary committees and church councils as they review annually the salaries of their professional church workers and other workers who support ministry in Iowa District East. In determining workers' salaries, their professional credentials should be considered, and they should be remunerated accordingly. Education and ministry expectations qualify them to remuneration commensurate with that of other professionals of equivalent education, ability, and responsibility. Christian ethics require a congregation to pay the workers a respectable salary.

This publication includes specific guidelines for commissioned workers and Lay workers 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 (CTM) 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 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 other professional church workers. The base salary can be determined by consulting the 2026-2028 Commissioned Salary Schedule found at the end of this document. The salary guideline for all (men and women) full-time teachers/church workers provides for recognition of years of experience and personal educational achievement. Completed years in ministry include total years serving in the ministry and should not be limited to years served at the worker's current location.

A professional church worker may enter the ministry after serving for a period of time in another profession. Acknowledging that all Christians are called to a vocation, and that all Christians are in ministry in that calling, consideration of those years of service is appropriate. In addition, provision should be made to recognize the experience, skill, and maturity that such a person brings to the ministry. The congregation should consider adopting a policy. Some sample policy considerations follow:

- A teacher who enters the teaching ministry with years of experience in a public school or another school system may be credited with all of his years of experience.
- Other church professionals (DCE, Deaconess, Family Life Worker, etc.) may be entering the ministry coming from a different church career. A year of experience may be applied for every year employed as a full-time church professional prior to entering the new ministry.
- If a worker enters the ministry from secular occupations which are beneficial to the church (e.g. people skills, organizational skills, administrative skills, training ability, counseling skills), the may be credited with a percentage of his years of experience based on the transferability of his skill set.

Congregations with Preschools and/or Daycare Programs

Those congregations with Preschools and/or Daycare programs are encouraged to use the following salary guidelines:

Teacher Pay

Preschools that participate in the Statewide Voluntary Preschool Program (SWVPP) are required to have teachers who have completed a state-approved educator program from a regionally accredited institution and earn a bachelor's or higher degree in early childhood education. Teachers must be certified to teach by the state of Iowa.

100% of schedule: Salary adjustments may be made to accommodate part-time classroom and/or work hours.

Teacher requirements for preschools that are not participating in SWVPP should follow procedures from their Iowa Childcare Resource & Referral Consultant and/or their Iowa Human Services Consultant.

Preschool/Daycare Director Pay

The Preschool/Daycare Director pay should be adjusted by an additional amount according to the size of the preschool.

PROGRAM SIZE	ADDITION TO MULTIPLIER
1 – 100 students	.10
More than 100 students	.20

Support Staff Pay: Paraprofessionals, Teachers' Aides, Daycare Workers, etc.

These workers are non-exempt workers and salaries are based on an hourly wage of actual hours worked. Wages should be based on the local market in your area.

Other Compensation Considerations

To take into account other items which may be reflected in a worker's salary, a congregation may give additional compensation for responsibility beyond that of a classroom teacher or other called/contracted positions.

After calculating the compensation an additional amount may be added to the multiplier accordingly:

POSITION	ADDITION TO MULTIPLIER
Executive Director	.25-.45
Principal/Head of School	.20-.40
Assistant Principal	.10-.20
Director of Christian Education	.10-.20
Director of Music for Congregation	.5-.15
Director of Youth	.5-.15
Athletic Director	.5-.15
Technology Coordinator	.5-.15
Business Manager	.10-.20

Support Staff

It is recommended that a congregations develop a consistent salary policy/procedure for paying the support staff of our ministries. Support staff may include secretaries, custodians, teachers' aides, etc. Generally, these workers are considered non-exempt workers and salaries are based on an hourly wage of actual hours worked. Wages should be based on local market in your area.

Housing & Utilities

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, the designation of the housing allowance must be pursuant to official action taken in advance of payment of the allowance. The designation should be in writing to avoid any confusion about its proof, preferably evidenced in the minutes of the appropriate governing body of the employer (e.g., board of directors, church council, voters' assembly, etc.). The designation cannot be made retroactively. See the Congregational Treasurer's Manual, chapter 2, section 2.300.

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. Whatever benefit package is offered, it must be applied consistently to all workers within Concordia Plans guidelines.

Each congregation is encouraged to provide full payment of premiums for the Concordia Health, Retirement, and Concordia Disability and Survivor Benefit Plans for full-time workers. Concordia Plans defines full-time eligible workers for the CRP, CRSP, and CDSP as workers whose customary employment is more than 20 hours a week for more than 5 consecutive months. An employer has the option to declare the number of hours worked per week to be eligible for the CHP.

The Concordia Retirement Savings Plan offers workers the ability to save for retirement on a pre-tax or Roth after-tax basis. Congregations can enroll in AutoSave to further encourage workers to save for retirement. Congregations are encouraged to provide retirement benefit opportunities with an optional match to help secure your worker's future.

To view the complete information about the plans, regulations, and other benefit information, go to www.concordiaplans.org. Also, see the Congregational Treasurer's Manual, chapter 4.

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 and Medicare Taxes

Called workers in ministry are self-employed workers according to the IRS and are subject to self-employment tax (SECA). The worker is responsible for these taxes. A contract/non-rostered worker is an employee of the congregation. In a regular employment situation, the employer pays 50% of the FICA tax (Social Security/Medicare Tax) and the other 50% is paid by the employee (currently a total of 15.3%). Self-employed workers pay both parts. IDE encourages congregations to add the 7.65% employer portion to all called workers salary. (Note: This will be taxable income for income tax purposes.) See the Congregational Treasurer’s Manual, chapter 1, sections 1.100-1.300.

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.

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The congregation may provide gifts to its workers such as Christmas bonuses, gift cards, etc. 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. See the Congregational Treasurer’s Manual, chapters 1 and 3, sections 1.315 and 3.415.

Colloquy Program

Commissioned ministry programs prepare men and woman who are currently serving in ministry roles for membership on the synodical roster. (Bylaw 3.10.3) Colloquy programs ensure that those who seek to join the Synod have been educated in theology, have become orientated to service to the Synod and have demonstrated the spiritual and professional attributes that the Synod expects of its members (Bylaw 3:10:3a). Qualified applicants are those who are competent workers in the field for which they seek colloquy (Bylaw 3.10.3.b)

While teachers comprise the vast majority of commissioned colloquies in the LCMS, other categories of commissioned ministry for which a person may apply for colloquy include directors of Christian education, directors of Christian outreach, directors of family life ministry, directors of parish music, deaconesses, parish assistants and directors of church ministries (LCMS Bylaw 2.6.1.1).

We encourage workers who are not on the synodical roster to participate in the colloquy programs offered. Iowa District East provides scholarships for workers to take colloquy classes. We also strongly encourage congregations to support workers financially in this process to become synodically trained for their chosen ministry.

Continuing Education

Congregations are encouraged to support the Continuing Education of all workers by granting financial support and appropriate time to attend workshops, conferences, and other educational opportunities.

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.

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 burden which such moving expenses will cost the worker. (Note: Moving expenses are taxable income.) See Congregational Treasurer's Manual, chapter 3, section 3.310.

Student Loan Support

Many workers today are graduating from universities and seminaries with significant educational debt. The debt service may be significant to workers and potentially impact their ministry. We recommend that the facts and circumstances for each worker be considered as part of the compensation and benefit package.

Lutheran Church Extension Fund (LCEF) has initiated an Education Loan Repayment Programs for LCMS Rostered Church Workers. For more information on the program, please contact the LCEF staff at the District Office or go to lcef.org. The Pastor Jerry and Jan Doellinger Endowment Fund for Student Loan Relief is another fund established to help church workers share Jesus without the worry of student debt. Contact the Iowa District East office or the LCMS Foundation for more information.

RESOURCES

The following resources provide information and support for congregations, schools, preschools, and daycares in Iowa District East in managing your ministry operations.

Iowa District East Website
Iowa District East Website: https://lcmside.org/
Personnel Matters
Church & School Administration website: https://www.lcms.org/page.aspx?pid=1138
Suggested Position Descriptions
Ministry Staff: https://files.lcms.org/file/preview/KkSE6L5CNLgaa9dSvnvaPAmwk33rb9TP
Congregational Officers: https://files.lcms.org/file/preview/Axc948sDTABf9iQSvrcVCDTJx21PhtPP
Administrative Staff: https://files.lcms.org/file/preview/F9CV6FryyJv23g8TCAC9UNPqxxP1Ot3x
Facilities Staff: https://files.lcms.org/file/preview/MqQKj3U6gFNjFUG6JhNLRGJL9S1Nte6
Financial Matters
Congregational Treasurer's Manual: https://www.lcms.org/ctm
Human Resources
US Department of Labor: https://www.dol.gov/
Iowa Mandatory Employment Posters https://workforce.iowa.gov/employers/resources/employer-posters
Benefits
Concordia Plans Services Employer Site: https://www.concordiaplans.org/employers/employer-home
Organist/Music Director
American Guild of Organists: www.agohq.org
Association of Lutheran Church Musicians: www.alcm.org
ChoralNet: www.choralnet.org

COMMISSIONED & LAY WORKERS COMPENSATION WORKSHEET

Fiscal Year: _____

Name: _____

Position: _____ Service Years: _____

Base Salary: _____ X Education Multiplier = \$ _____

Local Economic & Compensation Adjustments: \$ _____

Housing & Utilities: \$ _____

Subtotal \$ _____

FICA Allowance (50% of Social Security/Medicare) \$ _____

Total Salary \$ _____

Benefits

Concordia Plans \$ _____ 403b Optional Match \$ _____

Auto/Mileage \$ _____ Continuing Ed. \$ _____

Convention/Retreat \$ _____ Designated Housing Allowance: _____
(No Additional Cost to budget)

Subtotal Benefits \$ _____

Worker Share of Cost \$ _____

Total Benefits \$ _____

Total Salary, Other Compensations, and Benefits: \$ _____

Employer is exempt from unemployment taxes and worker is not eligible to claim benefits.

**IDE Teacher / Parish Worker Salary Guidelines
2026**

Annual % Increase		Advanced Degree Increment
1 - 10 Years	3%	5.0% of base salary
11+ years	2%	

Base	\$47,124	For year: 2026
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Service Year	BA	BA+18 hrs	MA	MA+18 hrs	MA+36 hrs	PHD	Factor
0	\$47,124	\$48,302	\$49,480	\$50,658	\$51,130	\$51,836	1.00
1	\$48,538	\$49,716	\$50,894	\$52,072	\$52,543	\$53,250	1.03
2	\$49,951	\$51,130	\$52,308	\$53,486	\$53,957	\$54,664	1.06
3	\$51,365	\$52,543	\$53,721	\$54,899	\$55,371	\$56,078	1.09
4	\$52,779	\$53,957	\$55,135	\$56,313	\$56,784	\$57,491	1.12
5	\$54,193	\$55,371	\$56,549	\$57,727	\$58,198	\$58,905	1.15
6	\$55,606	\$56,784	\$57,963	\$59,141	\$59,612	\$60,319	1.18
7	\$57,020	\$58,198	\$59,376	\$60,554	\$61,026	\$61,732	1.21
8	\$58,434	\$59,612	\$60,790	\$61,968	\$62,439	\$63,146	1.24
9	\$59,847	\$61,026	\$62,204	\$63,382	\$63,853	\$64,560	1.27
10	\$61,261	\$62,439	\$63,617	\$64,796	\$65,267	\$65,974	1.30
11	\$62,204	\$63,382	\$64,560	\$65,738	\$66,209	\$66,916	1.32
12	\$63,146	\$64,324	\$65,502	\$66,680	\$67,152	\$67,859	1.34
13	\$64,089	\$65,267	\$66,445	\$67,623	\$68,094	\$68,801	1.36
14	\$65,031	\$66,209	\$67,387	\$68,565	\$69,037	\$69,744	1.38
15	\$65,974	\$67,152	\$68,330	\$69,508	\$69,979	\$70,686	1.40
16	\$66,916	\$68,094	\$69,272	\$70,450	\$70,922	\$71,628	1.42
17	\$67,859	\$69,037	\$70,215	\$71,393	\$71,864	\$72,571	1.44
18	\$68,801	\$69,979	\$71,157	\$72,335	\$72,807	\$73,513	1.46
19	\$69,744	\$70,922	\$72,100	\$73,278	\$73,749	\$74,456	1.48
20	\$70,686	\$71,864	\$73,042	\$74,220	\$74,692	\$75,398	1.50
21	\$71,628	\$72,807	\$73,985	\$75,163	\$75,634	\$76,341	1.52
22	\$72,571	\$73,749	\$74,927	\$76,105	\$76,577	\$77,283	1.54
23	\$73,513	\$74,692	\$75,870	\$77,048	\$77,519	\$78,226	1.56
24	\$74,456	\$75,634	\$76,812	\$77,990	\$78,461	\$79,168	1.58
25	\$75,398	\$76,577	\$77,755	\$78,933	\$79,404	\$80,111	1.60
26	\$76,341	\$77,519	\$78,697	\$79,875	\$80,346	\$81,053	1.62
27	\$77,283	\$78,461	\$79,640	\$80,818	\$81,289	\$81,996	1.64
28	\$78,226	\$79,404	\$80,582	\$81,760	\$82,231	\$82,938	1.66
29	\$79,168	\$80,346	\$81,525	\$82,703	\$83,174	\$83,881	1.68
30	\$80,111	\$81,289	\$82,467	\$83,645	\$84,116	\$84,823	1.70
31	\$81,053	\$82,231	\$83,409	\$84,588	\$85,059	\$85,766	1.72
32	\$81,996	\$83,174	\$84,352	\$85,530	\$86,001	\$86,708	1.74
33	\$82,938	\$84,116	\$85,294	\$86,473	\$86,944	\$87,651	1.76
34	\$83,881	\$85,059	\$86,237	\$87,415	\$87,886	\$88,593	1.78
35	\$84,823	\$86,001	\$87,179	\$88,358	\$88,829	\$89,536	1.80

2026

**IDE Teacher / Parish Worker Salary Guidelines
2027**

Annual % Increase		Advanced Degree Increment
1 - 10 Years	3%	5.0% of base salary
11+ years	2%	

Base	\$48,538	For year: 2027
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Service Year	BA	BA+18 hrs	MA	MA+18 hrs	MA+36 hrs	PHD	Factor
0	\$48,538	\$49,751	\$50,965	\$52,178	\$52,664	\$53,392	1.00
1	\$49,994	\$51,208	\$52,421	\$53,634	\$54,120	\$54,848	1.03
2	\$51,450	\$52,664	\$53,877	\$55,091	\$55,576	\$56,304	1.06
3	\$52,906	\$54,120	\$55,333	\$56,547	\$57,032	\$57,760	1.09
4	\$54,363	\$55,576	\$56,789	\$58,003	\$58,488	\$59,216	1.12
5	\$55,819	\$57,032	\$58,246	\$59,459	\$59,944	\$60,673	1.15
6	\$57,275	\$58,488	\$59,702	\$60,915	\$61,401	\$62,129	1.18
7	\$58,731	\$59,944	\$61,158	\$62,371	\$62,857	\$63,585	1.21
8	\$60,187	\$61,401	\$62,614	\$63,827	\$64,313	\$65,041	1.24
9	\$61,643	\$62,857	\$64,070	\$65,284	\$65,769	\$66,497	1.27
10	\$63,099	\$64,313	\$65,526	\$66,740	\$67,225	\$67,953	1.30
11	\$64,070	\$65,284	\$66,497	\$67,711	\$68,196	\$68,924	1.32
12	\$65,041	\$66,254	\$67,468	\$68,681	\$69,167	\$69,895	1.34
13	\$66,012	\$67,225	\$68,439	\$69,652	\$70,137	\$70,865	1.36
14	\$66,982	\$68,196	\$69,409	\$70,623	\$71,108	\$71,836	1.38
15	\$67,953	\$69,167	\$70,380	\$71,594	\$72,079	\$72,807	1.40
16	\$68,924	\$70,137	\$71,351	\$72,564	\$73,050	\$73,778	1.42
17	\$69,895	\$71,108	\$72,322	\$73,535	\$74,020	\$74,749	1.44
18	\$70,865	\$72,079	\$73,292	\$74,506	\$74,991	\$75,719	1.46
19	\$71,836	\$73,050	\$74,263	\$75,477	\$75,962	\$76,690	1.48
20	\$72,807	\$74,020	\$75,234	\$76,447	\$76,933	\$77,661	1.50
21	\$73,778	\$74,991	\$76,205	\$77,418	\$77,903	\$78,632	1.52
22	\$74,749	\$75,962	\$77,175	\$78,389	\$78,874	\$79,602	1.54
23	\$75,719	\$76,933	\$78,146	\$79,360	\$79,845	\$80,573	1.56
24	\$76,690	\$77,903	\$79,117	\$80,330	\$80,816	\$81,544	1.58
25	\$77,661	\$78,874	\$80,088	\$81,301	\$81,787	\$82,515	1.60
26	\$78,632	\$79,845	\$81,058	\$82,272	\$82,757	\$83,485	1.62
27	\$79,602	\$80,816	\$82,029	\$83,243	\$83,728	\$84,456	1.64
28	\$80,573	\$81,787	\$83,000	\$84,213	\$84,699	\$85,427	1.66
29	\$81,544	\$82,757	\$83,971	\$85,184	\$85,670	\$86,398	1.68
30	\$82,515	\$83,728	\$84,942	\$86,155	\$86,640	\$87,368	1.70
31	\$83,485	\$84,699	\$85,912	\$87,126	\$87,611	\$88,339	1.72
32	\$84,456	\$85,670	\$86,883	\$88,096	\$88,582	\$89,310	1.74
33	\$85,427	\$86,640	\$87,854	\$89,067	\$89,553	\$90,281	1.76
34	\$86,398	\$87,611	\$88,825	\$90,038	\$90,523	\$91,251	1.78
35	\$87,368	\$88,582	\$89,795	\$91,009	\$91,494	\$92,222	1.80

2027

**IDE Teacher / Parish Worker Salary Guidelines
2028**

Annual % Increase		Advanced Degree Increment
1 - 10 Years	3%	5.0% of base salary
11+ years	2%	

Base	\$49,994	For year: 2028
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Service Year	BA	BA+18 hrs	MA	MA+18 hrs	MA+36 hrs	PHD	Factor
0	\$49,994	\$51,244	\$52,494	\$53,744	\$54,243	\$54,993	1.00
1	\$51,494	\$52,744	\$53,994	\$55,243	\$55,743	\$56,493	1.03
2	\$52,994	\$54,243	\$55,493	\$56,743	\$57,243	\$57,993	1.06
3	\$54,493	\$55,743	\$56,993	\$58,243	\$58,743	\$59,493	1.09
4	\$55,993	\$57,243	\$58,493	\$59,743	\$60,243	\$60,993	1.12
5	\$57,493	\$58,743	\$59,993	\$61,243	\$61,743	\$62,493	1.15
6	\$58,993	\$60,243	\$61,493	\$62,742	\$63,242	\$63,992	1.18
7	\$60,493	\$61,743	\$62,992	\$64,242	\$64,742	\$65,492	1.21
8	\$61,993	\$63,242	\$64,492	\$65,742	\$66,242	\$66,992	1.24
9	\$63,492	\$64,742	\$65,992	\$67,242	\$67,742	\$68,492	1.27
10	\$64,992	\$66,242	\$67,492	\$68,742	\$69,242	\$69,992	1.30
11	\$65,992	\$67,242	\$68,492	\$69,742	\$70,242	\$70,991	1.32
12	\$66,992	\$68,242	\$69,492	\$70,742	\$71,241	\$71,991	1.34
13	\$67,992	\$69,242	\$70,492	\$71,741	\$72,241	\$72,991	1.36
14	\$68,992	\$70,242	\$71,491	\$72,741	\$73,241	\$73,991	1.38
15	\$69,992	\$71,241	\$72,491	\$73,741	\$74,241	\$74,991	1.40
16	\$70,991	\$72,241	\$73,491	\$74,741	\$75,241	\$75,991	1.42
17	\$71,991	\$73,241	\$74,491	\$75,741	\$76,241	\$76,991	1.44
18	\$72,991	\$74,241	\$75,491	\$76,741	\$77,241	\$77,991	1.46
19	\$73,991	\$75,241	\$76,491	\$77,741	\$78,241	\$78,991	1.48
20	\$74,991	\$76,241	\$77,491	\$78,741	\$79,240	\$79,990	1.50
21	\$75,991	\$77,241	\$78,491	\$79,740	\$80,240	\$80,990	1.52
22	\$76,991	\$78,241	\$79,490	\$80,740	\$81,240	\$81,990	1.54
23	\$77,991	\$79,240	\$80,490	\$81,740	\$82,240	\$82,990	1.56
24	\$78,991	\$80,240	\$81,490	\$82,740	\$83,240	\$83,990	1.58
25	\$79,990	\$81,240	\$82,490	\$83,740	\$84,240	\$84,990	1.60
26	\$80,990	\$82,240	\$83,490	\$84,740	\$85,240	\$85,990	1.62
27	\$81,990	\$83,240	\$84,490	\$85,740	\$86,240	\$86,990	1.64
28	\$82,990	\$84,240	\$85,490	\$86,740	\$87,240	\$87,989	1.66
29	\$83,990	\$85,240	\$86,490	\$87,739	\$88,239	\$88,989	1.68
30	\$84,990	\$86,240	\$87,490	\$88,739	\$89,239	\$89,989	1.70
31	\$85,990	\$87,240	\$88,489	\$89,739	\$90,239	\$90,989	1.72
32	\$86,990	\$88,239	\$89,489	\$90,739	\$91,239	\$91,989	1.74
33	\$87,989	\$89,239	\$90,489	\$91,739	\$92,239	\$92,989	1.76
34	\$88,989	\$90,239	\$91,489	\$92,739	\$93,239	\$93,989	1.78
35	\$89,989	\$91,239	\$92,489	\$93,739	\$94,239	\$94,989	1.80

2028

IDE Teacher / Parish Worker Salary Guidelines

Notes

2026 – 2028

Background Information

The consumer price index (CPI) settled approximately 14% higher in November 2024 than it was 3 years earlier, after a significant rise and decline in the intervening period. The Federal Reserve Bank is trying to reduce CPI to their target level of 2% per year, while maintaining a strong economy and stable labor market. The new salary guideline considers the change in the CPI, or the purchasing power of the dollar, compared to the data available when the guideline was last updated three years ago.

The large increase in the salary guideline for 2026 compared to 2025 was mainly because the guideline from 3 years ago did not anticipate the significant increase in the cost of living we have experienced, and that is built into the new guideline. In addition, part of the larger than normal increase at this time is to raise the salary level to offset the modest change set 3 years ago that was impacted by Covid.

Effective July 1, 2025, the salary for a new public-school teacher in Iowa must be at least \$50,000, and the salary for a public-school teacher with 12 years of experience must be at least \$62,000. This is per House File 2612 signed by Governor Reynolds on March 27, 2024. Public school teachers do not have the benefit of a housing allowance.

Change in Salary

The 2026 Base with less than 1 year of experience was set to \$47,124. This is 14% higher than the 2023 Base that was \$38,997 to adjust for unusually high inflation, plus an additional 6% on this adjusted amount to raise the salary level.

The Base for 2027 and 2028 were set 3% higher than the Base for the previous year.

If inflation is running high, we encourage congregations to increase the salary for the second and third years (2027 and 2028) by the greater of 3% or the percentage increase announced for social security for those years.

Housing, Utilities, and Automobile Allowances for Called Workers

We strongly encourage congregations to consider the significant increase in the CPI when adjusting housing, utilities and automobile allowances.

BYLAWS MEMORIAL

2025 CONVENTION FLOOR COMMITTEE

Chairman: Rev. Thomas Van Hemert (St. John, Center Point)

Clergy: Rev. Stephen Preus (Trinity, Vinton)

Commissioned: Mrs. Darci Russell (Zion, Hiawatha)

Laymen: Mr. Jon Kohlmeier (St. Paul's, Iowa City) & Mr. Tim Koch (Our Redeemer, Cedar Falls)

MEMORIAL: 1.01

SUBJECT: To Amend the IDE By-Laws to Correct Errors and Eliminate the Stewardship and Congregational Services Committee

- 1 WHEREAS, the Iowa District East (IDE) "is the Synod itself performing the functions of the Synod" (LCMS 2023
2 Handbook By-Law 4.1.1.1) and
- 3 WHEREAS, Synodical By-Law 4.6.1 states: "Each district shall elect or appoint a committee, board, or individual
4 responsible for stewardship" and
- 5 WHEREAS, Synodical By-Law 4.6.1 lists the following duties of the committee, board or individual responsible
6 for stewardship:
- 7 "(a) This committee, board, or individual shall cooperate with the Synod's elected or appointed person/persons responsible
8 for stewardship and shall assist and advise local congregations in the development and promotion of an adequate steward
9 ship program.
- 10 (b) Districts are advised to provide for the systematic supervision and qualified guidance and promotion of stewardship
11 education.
- 12 (c) Each district may invite a representative of the Synod to meet for mutual assistance in budget planning for mission and
13 ministry.
- 14 (d) Each district shall arrange for adequate time at its convention for a report on the mission and ministry program of the
15 Synod, made by a representative of the Synod assigned by the President of the Synod." and
- 16 WHEREAS, IDE By-Law 9.1.a.4 requires that the district have a Stewardship and Congregational Services Committee and
- 17 WHEREAS, IDE By-Laws and Policy and Procedure Manual does not contain any additional specific duties for the Stewardship
18 and Congregational Services Committees and
- 19 WHEREAS, other district standing committees provide congregational services in the areas of worship, youth, schools and
20 missions and
- 21 WHEREAS, the synodical Commission on Constitutional Matters recommended changes to the district election procedure
22 bylaw sections 4 and 5 and
- 23 WHEREAS, the synodical Commission on Constitutional Matters recommended changes to the district bylaws amendment
24 procedure in bylaw section 16 and
- 25 WHEREAS, the COVID pandemic affected the terms of the IDE reconcilers and
- 26 WHEREAS, certain IDE By-Law cross references have been found to be in error; therefore, be it
- 27 RESOLVED, that the IDE By-Laws be amended as follows (additions underlined and deletions struck through).
- 28 1.2 Each parish including individual congregations or multiple-congregation parishes belonging to this dis-

BYLAWS MEMORIAL

trict 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~~12.4.

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 convention shall ratify the slate of circuit visitors elected by the circuits of the district according to the election process of the Synod bylaws. The convention shall have the right to alter the slate by amendment (the Synod's *Handbook*, Bylaws 5.2.g). 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~~ 68th in 2023, ~~2016~~ 70th 2029, 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 Elections of district officers and members of the board, as well as all other elections conducted by the district, shall be conducted according to the procedures specified in the Synod Bylaws (Bylaw 4.7.3).

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~~ as prescribed in Synod Bylaw 4.7.3.

~~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.~~

6.1.2 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:

f. Overseeing the work of the committees serving directly under his office as specified in bylaw ~~89~~1.1.b

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:

g. Assign responsibility for district stewardship promotion to an assistant to the president or a staff assistant in accordance with synodical by-law 4.6.

hg. 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.

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

ji. 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.

kj. 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.

lk. Review regularly the salaries of the employees of the district.

ml. 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.

~~nm~~. Be accountable to the convention of the district for the discharge of its duties.

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

MEMORIALS

- 79 *Handbook*, Bylaw 1.5.3.4). Standing committees appointed by the board shall be:
- 80 a. District Committees serving the work of IDE and its members:
- 81 1. Mission Committee
- 82 2. Professional Church Worker Student Aid Committee
- 83 3. Schools Committee
- 84 ~~4. Stewardship and Congregational Services Committee~~
- 85 4. Youth Committee
- 86 16.3 In exceptional circumstances and upon the express direction of a convention of the Synod, amendments may be made
- 87 by a two-thirds majority of the Board of Directors.
- 88 a. Such amendments to the Bylaws shall be necessary to implement resolutions adopted by a convention of the Synod.
- 89 b. Such amendments shall be drafted by the Secretary of the Synod and shall be reviewed by the Commission on Constitutional
- 90 Matters and the Commission on Handbook.

Submitted by the IDE Board of Directors

MEMORIAL: 1.02
SUBJECT: To Adopt the Revised District Policy and Procedure Manual

- 1 WHEREAS, the Iowa District East (IDE) “is the Synod itself performing the functions of the Synod” (LCMS 2023 Handbook By-
- 2 Law 4.1.1.1) and
- 3 WHEREAS, the District Board of Directors, Committees and office staff use the district Policy and Procedure Manual to direct
- 4 these functions and
- 5 WHEREAS, it was recognized by the Board of Directors that some functions, duties, position descriptions and policies needed
- 6 to be updated in the Policy and Procedure Manual and
- 7 WHEREAS, the Board of Directors completed updates and revisions to the Policy and Procedure Manual over the last trienni-
- 8 um, therefore, be it
- 9 RESOLVED, that updated and revised Policy and Procedure Manual that has been approved by the Board of Directors and is
- 10 contained in the convention workbook be adopted.

Submitted by the IDE Board of Directors

MEMORIALS

MEMORIAL: 1.03

SUBJECT: To Affirm Residential Pastoral Education at Our Seminaries

- 1 WHEREAS, the apostles left all to follow Jesus (Luke 5:11, Luke 18:28-30, Matthew 19:27) showing that the life of the ministry
- 2 is one of sacrifice; and
- 3 WHEREAS, Jesus set an example of the importance of in-person theological education by teaching His disciples, in-person, for
- 4 nearly three uninterrupted years; and
- 5 WHEREAS, during the time of instruction, Jesus warned His apostles to “beware of the leaven of the Pharisees” (Matt. 16:6),
- 6 along with many other admonitions to watch, pray, guard, and then to baptize and teach all nations “to observe all that I have
- 7 commanded you” (Matt. 28:20); and
- 8 WHEREAS, Scripture teaches that pastors are especially to “hold firm to the trustworthy word as taught, so that he may be
- 9 able to give instruction in sound doctrine and also to rebuke those who contradict it.” (Titus 1:9); and
- 10 WHEREAS, the history of education and the Covid 19 pandemic have shown that remote teaching is an inferior form of educa-
- 11 tion and formation owing to the inability of the teacher to interact with the student, the student to interact with other stu-
- 12 dents, and of the student to focus; and
- 13 WHEREAS, other disciplines that deal with the care of people such as physicians, require intense in person instruction that
- 14 cannot be replicated remotely; and
- 15 WHEREAS, the challenges the Church faces today make intense theological formation in God’s Word more necessary, not less;
- 16 and
- 17 WHEREAS, the care of souls in our parishes requires that our pastors be highly trained by orthodox Lutheran teachers and
- 18 made ready for ministry, as the Scriptures declare in 1 Timothy 3:1-7 and Titus 1:5-16; and
- 19 WHEREAS, Christ’s sheep deserve the best and most well-trained under shepherds of the Good Shepherd possible; and
- 20 WHEREAS, the daily rhythm of worship in the seminary chapels, which inculcates humility toward God’s Word, is central for
- 21 the personal formation of pastors; therefore be it
- 22 RESOLVED, that the Synod in Convention reaffirms its commitment to residential seminary education at LCMS seminaries, in
- 23 line with previous convention resolutions (e.g., 2019 Convention Resolution 6-02; 2023 Convention Resolutions 6-02A and 6-
- 24 03A), and be it further
- 25 RESOLVED, that all qualified men, regardless of background and means, be required to speak with Admissions at an LCMS
- 26 seminary, or a seminary that it is in altar-pulpit fellowship with the LCMS, so that they might be required to pursue residential
- 27 education instead of any non-residential options currently available, and be it finally
- 28 RESOLVED, the seminaries, districts, congregations, and laity do their utmost to ensure the proper support of men training for
- 29 the pastoral office, recognizing the sacrifices, which are necessary for the training of ministers of the Gospel and the spread of
- 30 the Gospel.

Submitted by the Benton Circuit Forum

MEMORIALS

MEMORIAL: 1.04

SUBJECT: TO RESCIND THE FINAL RESOLVED FROM THE 2012 IDE OVERTURE 1-04A

- 1 WHEREAS, the Iowa District East in its 2012 District Convention, in Overture 1-04A, allowed the District President of
- 2 IDE to be called to Parish Ministry of Word and Sacrament, and
- 3 WHEREAS, a District President who also served as a pastor in a parish was standard practice in the LCMS up until 4
- the 1970s and such an arrangement served our Church for well over 100 years, and
- 5 WHEREAS, returning to this longstanding practice, our current District President serves also as a parish pastor, and
- 6 WHEREAS, our Lord Jesus Christ Himself says to the seventy-two disciples, "A laborer deserves his wages," (Luke
- 7 10:7), and St. Paul writes to the church in Rome, "Now to the one who works, his wages are not counted as a gift
- 8 but as his due," (Romans 4:4), and St. Paul also writes to Timothy, "The Laborer deserves his wages," (1 Timothy
- 9 5:18), and
- 10 WHEREAS, Iowa District East in its 2022 District Convention and, in previous conventions, proposed salary
- 11 adjustments, over and above the proposed Iowa District East Pastor Salary Guidelines for pastors of congregations,
- 12 which have incrementally more members (see page 1 of the 2023-2025 Ordained General Salary Guidelines), and
- 13 also a dual-parish adjustment for pastors serving a dual-parish, without subtracting such pay from his salary
- 14 according to the Iowa District Ordained General Salary Guidelines (See page 1 of the 2023-2025 Ordained General
- 15 Salary Guidelines), and
- 16 WHEREAS, a pastor serving a vacancy in IDE does not have his salary adjusted while serving a vacancy, but rather is
- 17 given extra pay, paid by the vacant congregation, over and above the salary paid by his called congregation as the
- 18 same 2023-2025 Ordained General Salary Guidelines state, "Vacant congregations should adequately
- 19 compensate a vacancy pastor for services to them recommended level of compensation would be 50% of the
- 20 'Year 0' salary amount and should be prorated for the period served. This compensation covers all traditional
- 21 pastoral responsibilities. Travel expenses, round-trip mileage, telephone calls, and other out-of-pocket expenses
- should be reimbursed by the vacant congregation as well." (See page 3 of the 2023-2025 Ordained General Salary
- Guidelines); therefore, be it
- 22 RESOLVED, that the Iowa District East in Convention rescind the final resolved of the 2012 Overture 1-04A "To
- 23 Allow the IDE President To Be Called To Parish Ministry of Word and Sacrament," which states, "Resolved, that
- compensation from the District be adjusted accordingly by the Board of Directors."

Submitted by the Cedar Rapids South Circuit Forum

MEMORIAL: 1.05

SUBJECT: TO DEVELOP AND IMPLEMENT A SINGLES MINISTRY PLAN

- 1 WHEREAS, there are many faithful singles in our congregations who find it difficult to meet other singles of the
- 2 same faith, and
- 3 WHEREAS, St. Paul exhorts Christians to avoid being unequally yoked with unbelievers (2 Corinthians 6:14), and
- 4 WHEREAS, online dating sites are expensive, unsafe, rife with fraud, and geographically dispersed, and
- 5 WHEREAS, most websites are not supportive of conservative Lutherans finding one another, and
- 6 WHEREAS, a singles ministry gives the church an audience to teach Biblical values regarding marriage, and
- 7 WHEREAS, a singles ministry affirms the importance of holding to our faith, and
- 8 WHEREAS, one possible way to help singles is to form a district Singles Committee with representatives who are
- 9 single from each circuit which could meet online and make a ministry plan (There could be an over 40 and an under
- 10 40 age group); therefore be it
- 11 RESOLVED, that the Iowa District East develop a strategy and implement a plan for Singles Ministry.

Submitted by the Mt. Pleasant Circuit Forum

MEMORIALS

MEMORIAL: 1.06

SUBJECT: TO CONDEMN THE STONE CHOIR PODCAST

- 1 WHEREAS, Twitter/X personalities Corey J. Mahler (@CoreyJMahler) and “Woe” (@treblewoe) began releasing
2 episodes of the Stone Choir podcast on Oct. 19, 2022, to tackle issues relevant to The Lutheran Church—Missouri
3 Synod (LCMS) that, in their judgment, the pastors and leadership of the LCMS were not addressing, leaving Mahler
4 and “Woe” to function as “the very stones” who must “cry out” because the clergy are silent (Luke 19:40); and
- 5 WHEREAS, These issues on which the pastors and leadership of the LCMS are accused by the Stone Choir hosts of
6 remaining silent include the ostensible necessity of the reintroduction of racial segregation; the ostensible
7 sinfulness of interracial marriage; the ostensibly pernicious nature of the Jewish race today; and the ostensibly
8 fictitious nature of the Jewish Holocaust perpetrated by the National Socialists during World War II; and
- 9 WHEREAS, None of Stone Choir’s positions on these aforementioned issues is taught in Holy Scripture, and indeed
10 their positions on these issues cause great offense to many Christians of good will; and
- 11 WHEREAS, Stone Choir hosts Mahler and “Woe” are active on Twitter/X, and Stone Choir listeners are likely to be
12 influenced not only by what Mahler and “Woe” teach on the Stone Choir podcast, but also by what they post on
13 Twitter/X; and
- 14 WHEREAS, On Twitter/X, Corey Mahler and “Woe,” among other outrageously offensive behaviors, openly praise
15 Adolf Hitler, call for the deportation of Jews, Muslims, and blacks from the United States, and condemn as sin the
16 practice of interracial marriage and adoption, causing great offense to Christian consciences; and
- 17 WHEREAS, Through their activity on the Stone Choir podcast and on Twitter/X, Mahler and “Woe” have sought to
18 associate confessional Lutheranism with devotion to Adolf Hitler, opposition to the Jewish race, and a desire for
19 segregation of blacks from white society; and
- 20 WHEREAS, Mahler and “Woe” have publicly denounced all pastors of the LCMS as “either apostate or derelict” and
21 on their podcast and on Twitter have attempted to turn their listeners against their pastors; and
- 22 WHEREAS, Mahler and “Woe” are not currently active members of any LCMS congregation and are therefore
23 beyond the reach of church discipline; therefore be it
- 24 RESOLVED, That the Iowa District East in Convention publicly condemn the Stone Choir podcast and its hosts, Corey
25 J. Mahler and “Woe,” for the offense they cause by their public devotion to Adolf Hitler, their stirring up of
26 antipathy toward our Jewish and black neighbors, their denunciation as sin of that which God has not called sin, and
27 their open hostility toward the pastors and leadership of the LCMS; and be it further
- 28 RESOLVED, That the laity of the Iowa District East be warned against the Stone Choir podcast and its hosts, and that
29 the pastors of the Iowa District East be encouraged to admonish members of their congregations whose approval of
30 Stone Choir and its hosts has become known; and be it further
- 31 RESOLVED, That pastors of the Iowa District East who are found to be promoting the Stone Choir podcast or its
32 hosts be brought under discipline by their ecclesiastical supervisor for the offense they cause thereby; and be it
33 further
- 34 RESOLVED, That qualified pastors and teachers of the LCMS be encouraged to examine the teachings of Stone Choir
35 according to the norm of the Holy Scriptures and the Lutheran Confessions, demonstrating from clear and firm
36 testimonies of the same how Stone Choir is in error; and be it further
- 37 RESOLVED, That the Iowa District East in Convention recognize that the laxness and lukewarmness of the teaching
38 and practice of the LCMS has provided fertile soil for such errors of teaching and wickedness of life as are
39 associated with Stone Choir and its hosts and followers, and that whatever suffering has been inflicted upon the
40 pastors and people of the LCMS through Stone Choir is to be received as a chastisement of God for our sins and as
41 an occasion for heartfelt repentance; and be it finally
- 42 RESOLVED, That the LCMS in convention be memorialized to condemn the Stone Choir podcast and its hosts and
43 followers, to take action against pastors who promote the same, and to repent of the sins for which God has
44 allowed Stone Choir and its followers to arise within the LCMS.

OVERTURES

OVERTURE: 1.01A MEMORIAL REFERENCE 1.01
SUBJECT: To Amend the IDE By-Laws to Align with Synod By-Laws and Reassign IDE Stewardship and Congregational Services.

- 1 WHEREAS, the Iowa District East (IDE) “is the Synod itself performing the functions of the Synod” (LCMS 2023
 2 Handbook By-Law 4.1.1.1); and
- 3 WHEREAS, Synod By-Law 4.6.1 states: “Each district shall elect or appoint a committee, board, or individual
 4 responsible for stewardship”; and
- 5 WHEREAS, Synod By-Law 4.6.1 lists the following duties of the committee, board, or individual responsible
 6 for stewardship:
- 7 “(a) This committee, board, or individual shall cooperate with the Synod’s elected or appointed person/persons responsible
 8 for stewardship and shall assist and advise local congregations in the development and promotion of an adequate steward
 9 ship program.
- 10 (b) Districts are advised to provide for the systematic supervision and qualified guidance and promotion of stewardship
 11 education.
- 12 (c) Each district may invite a representative of the Synod to meet for mutual assistance in budget planning for mission and
 13 ministry.
- 14 (d) Each district shall arrange for adequate time at its convention for a report on the mission and ministry program of the
 15 Synod, made by a representative of the Synod assigned by the President of the Synod.” and
- 16 WHEREAS, IDE By-Law 9.1.a.4 requires that the district have a Stewardship and Congregational Services Committee; and
- 17 WHEREAS, IDE By-Laws and Policy and Procedure Manual does not contain any additional specific duties for the Stewardship
 18 and Congregational Services Committees; and
- 19 WHEREAS, other standing district committees provide congregational services in the areas of worship, youth, schools and
 20 missions; and
- 21 WHEREAS, the Synod Commission on Constitutional Matters recommended changes to the district election procedure
 22 By-Law sections 4 and 5; and
- 23 WHEREAS, the Synod Commission on Constitutional Matters recommended changes to the IDE By-Laws amendment
 24 procedure in section 16; and
- 25 WHEREAS, the COVID pandemic affected the terms of the IDE reconcilers; and
- 26 WHEREAS, certain IDE By-Law cross references have been found to be in error; therefore, be it
- 27 RESOLVED, that the IDE By-Laws be amended as follows (additions underlined and deletions struck through).
- 28 1.2 Each parish including individual congregations or multiple-congregation parishes belonging to this dis-
 29 trict shall be entitled to two votes, one of which is cast by the ordained, called and installed clergy of the congregation,
 30 and one by the duly selected lay delegate of the congregation (the Synod’s *Handbook*, Article V A). In addition, a con-
 31 gregation that is a part of a multi-congregation parish, other than the congregation supplying the voting lay delegate,
 32 may elect and depute an advisory lay delegate (Synod’s *Handbook*, Article XII 10 B). These delegates shall be creden-
 33 tialed for the district convention in accord with bylaw ~~4112~~.4.
- 34 4.5 The circuit visitor is the principal officer of the circuit and serves under the direction of and is accountable to
 35 the district president. The convention shall ratify the slate of circuit visitors elected by the circuits of the district ac-
 36 cording to the election process of the Synod bylaws. The convention shall have the right to alter the slate by amend-
 37 ment (the Synod’s Handbook, Bylaws 5.2.g). Convention ratification shall constitute election. The duties of the circuit
 38 visitors shall be those outlined in the Synod’s Handbook (the Synod’s *Handbook*, Bylaws 5.2).
- 39 4.6 District reconcilers: The district board of directors shall appoint and maintain a roster of four reconcilers, no
 40 more than two of whom shall be pastors, from a list supplied by the circuit visitors of the district. The term of service
 41 shall be six years, renewable immediately following every even-numbered Synod convention (~~2010~~ 68th in 2023, ~~2016~~

70th 2029, 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 Elections of district officers and members of the board, as well as all other elections conducted by the district, shall be conducted according to the procedures specified in the Synod Bylaws (Bylaw 4.7.3).

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~~ as prescribed in Synod Bylaw 4.7.3.

~~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.~~

6.1.2 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:

f. Overseeing the work of the committees serving directly under his office as specified in bylaw ~~89~~.1.b

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:

g. Assign responsibility for district stewardship promotion to an assistant to the president or a staff assistant in accordance with synodical by-law 4.6.

hg. 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.

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

ji. 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.

kj. 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.

lk. Review regularly the salaries of the employees of the district.

ml. 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.

~~nm.~~ Be accountable to the convention of the district for the discharge of its duties.

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~~

16.3 In exceptional circumstances and upon the express direction of a convention of the Synod, amendments may be made by a two-thirds majority of the Board of Directors.

a. Such amendments to the Bylaws shall be necessary to implement resolutions adopted by a convention of the Synod.

b. Such amendments shall be drafted by the Secretary of the Synod and shall be reviewed by the Commission on Constitutional Matters and the Commission on Handbook.

OVERTURES

OVERTURE: 1.03A MEMORIAL REFERENCE 1.03
SUBJECT: To Affirm Residential Pastoral Education at Our Seminaries

- 1 WHEREAS, he who seeks the Office of Overseer desires a noble task (1 Timothy 3:1); and
- 2 WHEREAS, the apostles left all to follow Jesus (Luke 5:11, Luke 18:28-30, Matthew 19:27) showing that the life of the ministry is
- 3 one of sacrifice; and
- 4 WHEREAS, Jesus set an example of the importance of in-person theological education by teaching His apostles, in-person, for
- 5 nearly three uninterrupted years (Acts 1:21-22); and
- 6 WHEREAS, during the time of instruction, Jesus warned His apostles to “beware of the leaven of the Pharisees” (Matthew 16:6),
- 7 along with many other admonitions to watch, pray, guard, and then to baptize and teach all nations “to observe all that I have
- 8 commanded you” (Matthew 28:19-20); and
- 9 WHEREAS, those who seek the Office of the Holy Ministry are accountable to God (James 3:1); and
- 10 WHEREAS, Scripture teaches that pastors are especially to “hold firm to the trustworthy word as taught, so that he may be able
- 11 to give instruction in sound doctrine and also to rebuke those who contradict it.” (Titus 1:9); and
- 12 WHEREAS, the history of education and research following the Covid-19 pandemic have shown that residential education is
- 13 superior to on-line education. ([https://www.brookings.edu/articles/how-does-virtual-learning-impact-students-in-higher-](https://www.brookings.edu/articles/how-does-virtual-learning-impact-students-in-higher-education/)
- 14 [education/](https://www.brookings.edu/articles/how-does-virtual-learning-impact-students-in-higher-education/)); and
- 15 WHEREAS, other disciplines that deal with the care of people such as physicians and surgeons, require intense in-person
- 16 instruction; and
- 17 WHEREAS, the challenges the Church faces today make intense theological formation in God’s Word more necessary, not less;
- 18 and
- 19 WHEREAS, the care of souls in our parishes requires that our pastors be highly trained by orthodox Lutheran teachers and made
- 20 ready for ministry, as the Scriptures declare in 1 Timothy 3:1-7 and Titus 1:5-16; and
- 21 WHEREAS, Christ’s sheep deserve the best and most well-trained under shepherds of the Good Shepherd possible; and
- 22 WHEREAS, the daily rhythm of worship in the seminary chapels, which is an integral aspect of residential seminary education,
- 23 inculcates humility toward God’s Word, is central for the personal and spiritual formation of pastors (Ap IV, 310); therefore, be it
- 24 RESOLVED, that the Synod in Convention reaffirms its commitment to residential seminary education at LCMS seminaries, in line
- 25 with previous convention resolutions (e.g., 2019 Convention Resolution 6-02; 2023 Convention Resolutions 6-02A and 6-03A);
- 26 and be it further
- 27 RESOLVED, that all men aspiring to the Office of the Holy Ministry, regardless of background and means, be required to speak
- 28 with Admissions at a Lutheran Church—Missouri Synod seminary, so they may be thoroughly acquainted with the benefits of the
- 29 ministry and the Church by a full residential formation; and be it further
- 30 RESOLVED, that all men aspiring to the Office of the Holy Ministry as candidates of the Master of Divinity and Alternate Routes
- 31 be required to pursue residential education at an LCMS seminary or residential education at a seminary in altar-pulpit-
- 32 fellowship with the LCMS; and be it finally
- 33 RESOLVED, the seminaries, districts, congregations, and laity do their utmost to ensure the proper support of men training for
- 34 the pastoral office, recognizing the sacrifices necessary for the training of ministers of the Gospel and the spread of the Gospel.

OMNIBUS RESOLUTIONS

OVERTURE: OMNIBUS RESOLUTION A
SUBJECT: RESPONSIBILITY ASSIGNED TO OTHERS

WHEREAS, Certain overtures submitted to the convention for consideration request action for which the responsibility has been previously delegated to a board, office, individual, or commission; therefore be it

RESOLVED, That the following overtures be referred to the appropriate board, office, individual, or commission indicated below:

Overture Number	Subject	Board, Office, Individual, Commission
Overture 1.06 Memorial Reference 1.06	To Condemn the Stone Choir Podcast	Conference Planning Committee

OVERTURE: OMNIBUS RESOLUTION D
SUBJECT: TO RESPECTFULLY DECLINE OVERTURES

WHEREAS, The floor committee has considered all overtures assigned to it and has concluded, for various reasons, that certain overtures should be declined; therefore be it

RESOLVED, That the following overtures be respectfully declined for the reasons given:

Overture Number	Subject	Reason
Overture 1.02 Memorial Reference 1.02	To Adopt the Revised District Policy and Procedure Manual	Approved and Managed by the IDE Board of Directors
Overture 1.04 Memorial Reference 1.04	To Rescind the Final Resolved from the 2012 IDE Overture 1-04A	IDE Board of Directors Already Addresses the Issue of District President Compensation.
Overture 1.05 Memorial Reference 1.05	To Develop and Implement a Singles Ministry Plan	Other regional, circuit, and congregational efforts on-going.