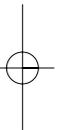
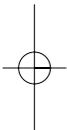
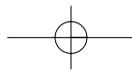


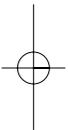
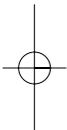
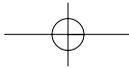
PROCEEDINGS

of the Fifty-sixth
Biennial Convention



WISCONSIN EVANGELICAL LUTHERAN SYNOD
Milwaukee, Wisconsin





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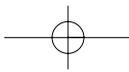


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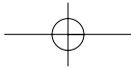
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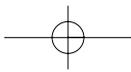
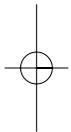
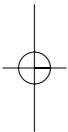
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OFFICERS

PRESIDENT

Rev. Karl R. Gurgel
 2929 North Mayfair Road
 Milwaukee, Wisconsin 53222

SECOND VICE PRESIDENT

Rev. Jon M. Mahnke
 5828 Santa Theresa Blvd
 San Jose, CA 95123-4035

FIRST VICE PRESIDENT

Rev. Richard E. Lauersdorf
 2929 North Mayfair Road
 Milwaukee, Wisconsin 53222

SECRETARY

Rev. Douglas L. Bode
 Box 423
 Aurora, CO 80040

IN JESUS' NAME

The 56th biennial convention of the Wisconsin Evangelical Lutheran Synod was held July 30th-August 2nd, 2001, at Michigan Lutheran Seminary. There were 353 voting delegates, along with 55 advisory delegates, who were registered and in attendance at the convention.

Ten sessions were held, beginning at 11:03 a.m. on Monday, July 30th, (after the presentation of the LWMS flags by members of the LWMS as narrated by Mrs. Lanita Nolte) and adjourning at 9:48 p.m. on Thursday evening August 2nd. The theme of the convention was **"Work While It Is Day."**

The opening communion service was held at St. Paul's Ev. Lutheran Church, Saginaw, MI. Serving as worship leader was Rev. Carl Otto, with Rev. Roger Sprain delivering the sermon based on John 9:1-5 under the theme "We Must Do The Work of Our Father." The festival service was enhanced with the assistance of Teacher Brent Nolte at the organ, a choir under the direction of Mrs. Becky Berg, a handbell choir directed by Mrs. Pat Johnson, and the Wisconsin Lutheran College Brass Ensemble under the director of Patricia Backhaus. Assisting with the distribution of the Lord's Supper were members of the Michigan Lutheran Seminary faculty. The chapel at MLS was the site for the closing service of the

convention. Rev. John Seifert, President of the Michigan District, preached. Rev. Paul Prange, MLS President, was the presiding minister. Rev. Wayne Mueller, 1st Vice President and and Teacher Steven Lemke, Synod Secretary, were installed during the closing service.

The daily devotions were conducted by the following chaplains:

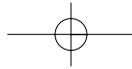
Thomas Haar	Joel Jaeger
Guy Marquardt	Douglas Priestap
Wayne Oblender	Mark Rieke
Larry Schlomer	Arno Wolfgramm
Karl R. Gurgel	

The following missionaries from the synod's world mission fields addressed the convention, bringing greetings from their respective churches:

Brazil	—	Guy Marquardt
Russia	—	Wayne Oblender
Africa	—	Mark Rieke
Dominican Republic	—	Larry Schlomer
Bulgaria	—	Arno Wolfgramm

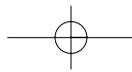
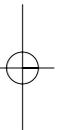
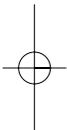
Missionary Lawrence Retberg read a letter of greeting to the convention from the Lutheran Church of Cuba.

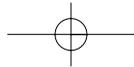
A letter of greeting from Japan Missionary Kermit Habben, Chairman of the Lutheran Evangelical Christian Church was read to the convention,



The assembly was also addressed by President George Orvick of the Evangelical Lutheran Synod as well as President Gundars Bakulis of the Confessional Lutheran Church in Latvia and Rev. Yuri Fizer of the Ukranian Lutheran Church.

Rev. Fizer also read a letter of acknowledgement and thanks from the bishop of the Ukranian Lutheran Church. Mr. Kermit Traska, Director of Thoughts of Faith, also addressed the convention on behalf of his organization.





VOTING DELEGATES IN ATTENDANCE

Arizona-California District
(Full Representation)

Pastors

John Berg
Mark Hallemeyer
Dennis Halvarson
Kerry Kronebusch
Richard Kugler
H. Curtis Lyon
Paul Mueller
Martin Spaude
John Sprain

Teachers

James Brandt
Stephen Granberg
Alan Mindock
Steven Rosenbaum
Paul Schultz

Laymen

Randy Baker—Shepherd of the Hills, La Mesa, CA
James Becker—St. Andrew, Sacramento, CA
Steven Burk—Prince of Peace, Yucaipa, CA
Ron Clegg—Heritage, Gilbert, AZ
Roger Harmann—St. Thomas, Phoenix, AZ
Brian Heinitz—St. Mark, Citrus Heights, AZ
Ken Jamka—Trinity, Sierra Vista, AZ
Joseph Junk—Trinity, Ridgecrest, CA
Herman Koester—Shepherd, Albuquerque, NM
Jack Marten—St. John, Victorville, CA
Jesse Meloling—Christ/Prescott Valley, AZ
Franklin Quintero—East Fork, Whiteriver, AZ
Al Rousseau—Shepherd of the Mountains, Reno NV
Phil Scheuer—Mt. Olive, Las Vegas, NV
Gilbert Sechrist—Peace, Cottonwood, AZ
Sherman Unkefer—Paradise Valley, Phoenix, AZ
Gene Waldkoetter—Peace, Tucson, AZ

Dakota-Montana District
(Full Representation)

Pastors

Jeff Carter
Doug Priestap
William Russow
Winfried Schroeder

Teachers

Jeff Roloff

Laymen

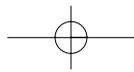
Brad Bartz—Prince of Peace, Yankton, SD
Leon Begalka—Trinity, Clear Lake, SD
David Bertch—Trinity, Carson ND
Neil Doerr—Apostles, Billings, MT
Norman Frey—Zion, Mobridge, SD
Tom Hansen—Faith, Huron, SD
Wayne Hauschildt—Shepherd of the Hills, Custer, SD
Tom Kuegler—Shining Mountain, Bozeman, MT
Larry Lindemann—Bethel, Sioux Falls, SD
Ron Smallfield—Good Shepherd, Sioux Falls, SD
Keith Stensvad—Faith, Melstone, MT
William Stewart—Trinity, Aberdeen, SD
Delbert Wells—St. John, Carson, ND

Michigan District
(1 Layman Absent)

Pastors

Andrew Backus
Patrick Bell
Marcus Bode
Daniel Buske
Paul Fetzer
David Furno

Terry Baker—Grace, Flint, MI
George Bock—St. Luke, Jackson, MI
Roger Bosenschutz—Faith, Harrison, MI
Terry Brenke—St. John, Riga, MI
Thomas Conzelmann—St. John, Frankenmuth, MI
George Doebler—Zion, Warren, MI
Ken Draheim—St. Paul, Mayville, MI



Michigan District (continued)

Pastors (continued)

Daniel Gawrisch
 Robert Hoepner
 Walter Oelhafen
 Richard Schiebe
 Paul Schmiede
 Mark Schulz
 Dennis Smith

Teachers

Jon Biedenbender
 Ronald Birney
 David Brohn
 Willard Engel
 Brian Fuerstenau
 Steven Grosinske
 Timothy Plath
 William Zeiger

Laymen (continued)

Robert Goddard—Mt. Sinai, Montrose, MI
 Mike Grimes—Amazing Grace, Florence, KY
 Tim Hanson—King of Kings, Willoughby, OH
 James Hass—Grace, Eau Claire, MI
 Arnold Heyer—St. Paul, Monroe, MI
 Jim Hobley—Good Shepherd, Novi, MI
 Lawrence Hollenbeck—Grace, Alma, MI
 Robert Janes—Immanuel, South Lyon, MI
 Carl Miller—Emanuel, Tawas City, MI
 Richard Miller—St. Paul, South Haven, MI
 Harold Pietz—Beautiful Savior, Cinninnati, OH
 Robert Schafer—Trinity, Wayland, MI
 Richard Screptock—St. Andrew, Toledo, OH
 Ron Weber—St. Luke, Saginaw, MI
 Charles Withey—Memorial, Williamston, MI
 Edgar Zobel—Holy Trinity, Wyoming, MT

Minnesota District

(5 Laymen Absent/Excused)

Pastors

Daniel Balge
 Mark Cordes
 Michael Dietz
 Michael Hatzung
 David Huebner
 Roger Knepprath
 Freddy Krieger
 Richard Kuckhahn
 Randall Kuznicki
 James Liggett
 Donald Main
 Nile Merseith
 Lawrence Olson
 Paul Schmeling
 Carl Ziemer

Teachers

Gary Dallmann
 John Festerling
 Paul Fritze
 Richard Gibson
 Jonathon Harley
 Peter Lemke
 Frederick Lohmiller
 Stephen Merten
 John Micheel
 John Nolte
 Robert Potratz
 Mark Renner

Laymen

Jim Atkinson—Trinity, Lake City, MN
 Wilmar Bechtold—Salem, Loretto, MN
 Jerome Bentz—St. Paul, New Ulm, MN
 Bernard Christianson—St. Peter, Monticello, MN
 James Dyrud—Salem, Stillwater, MN
 Gerald Foss—Salem, Woodbury, MN
 Vernon Gieseke—Mt. Zion, New Ulm, MN
 Marvin Howatt—St. John, Lake City, MN
 Louis Marzinske—St. John, Janesville, MN
 Lester Mortenson—Trinity, Osceola, WI
 Andy Nygaard—Peace, Marshfield, MO
 Thomas Patterson—St. Paul, Prescott, WI
 Norman Riediger—St. John, Renville, MN
 Walter Ring—Grace, Hutchinson, MN
 Lewis Rosenbaum—Martin Luther, St. Louis, MO
 Ronald Sather—St. Paul, Cannon Falls, MN
 Allan Schmidt—St. Paul, Litchfield, MN
 Brian Schulz—Trinity, Janesville, MN
 Carrol Tammen—St. John, Hastings, MN
 Bruce Tolzmann—St. John, Redwood Falls, MN
 J. Zenke—St. John, Dakota, MN

Nebraska District

(1 Layman Excused, 2 Laymen Absent)

Pastors

Ray Beckmann
 Brian Goens
 James Plitzuweit
 Thomas Spiegelberg
 Michael Traudt
 Peter Unnasch

Teachers

Guy Gast
 Mark Kaiser

Robert Duvall—Gethsemane, Lee's Summit, MO
 Michael Friesenegger—Trinity, McCook, NE
 Mike Haney—St. Paul, Naper, NE
 Paul Herzfeldt—Shepherd of the Hills, Greeley, CO
 Donald Morrell—Garden of Gethsemane, Omaha, NE
 Don Niemann—St. Mark, Lincoln, NE
 Dallas Oestreich—Immanuel, Hadar, NE
 Robert Roske—Rock of Ages, Kansas City, MO,
 David Stuhrt—Lord of Life, Thornton, CO
 Gil Thomas—St. Peter, Ft. Collins, CO
 Larry Todd—Our Savior, Harrisonville, MO

North Atlantic District

(Full Representation)

Pastors

Thomas Haar
 Jonathan Kehren
 Jon Kuske

Teacher

Jonathan Roux

Laymen

Donald Barg—Cross of Christ, Liverpool, NY
 Jerry Dretsch—Resurrection, Virginia Beach, VA
 Mark Fostervold—Atonement, Baltimore, MD
 Thomas Hohler—St. John, Newark, DE
 William Iverson—Our Savior, East Brunswick, NJ
 Harold Kluender—Christ Redeemer, Trumbull, CT

Northern Wisconsin District

(1 Pastor Excused Part-Time, 1 Pastor Absent, 1 Teacher Excused Part-Time,
 1 Teacher Excused Full-Time, 3 Teachers Absent, 3 Laymen Absent)

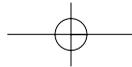
Pastors

David Beckman
 Thomas Behnke
 Mark Gass
 Philip Geiger
 Victor Headrick
 Ross Henzi
 David Hussman
 Stephen Pope
 David Putz
 Roger Quandt
 Brad Ragner
 Gregory Stahlecker
 Stuart Zak

Teachers

Steve Birch
 James Curtis
 Fredric Heiderich
 Jeffery Inniger
 Donald Kerr
 Michael Kiecker
 David Koepsell

Eugene Anderson—Peace, Green Lake, WI
 Roger Belongia—Zion, Park Falls, WI
 David Bender—St John, Enterprise, WI
 Don Brandt—St. Martin, Rapid River, MI
 John Deschane—Grace, Crivitz, WI
 Ed Duellman—St. John/St. Peter, Cleveland, WI
 Dennis Fabian—Christ, Denmark, WI
 David Falck—St. Paul, Appleton, WI
 Alan Geisthardt—St. Paul, N. Fond du Lac, WI
 Robert Goggins—St. John, Sturgeon Bay, WI
 Delmar Herstman—Immanuel, Manitowoc, WI
 Ernest Kandler—St. Paul, Winneconne, WI
 Ellsworth Katzur—Grace, Pickett, WI
 Daniel Kemnitz—Faith, Fond du Lac, WI
 Fritz Perlwitz—Trinity, Minocqua, WI
 David Peserik—Messiah, Green Bay, WI
 Howard Rauch—Grace, Manitowoc, WI
 Kevin Raucholz—Mt. Calvary, Kimberly, WI
 LeRoy Ruppel—St. Paul, Dale, WI
 Bruce Seemann—St. Paul, Fond du Lac, WI
 Wayne Springstroh—St. Matthew, Appleton, WI
 David Werth—St. Peter, Weyauwega, WI



Northern Wisconsin District (continued)

Teachers (continued)

Mark Koelpin
Steve Lemke
Timothy Zellmer

Pacific Northwest District

(1 Layman Absent)

Pastors

James Humann
Joel Nitz
John Ruege, Jr.
Melvin Teske

Teacher

William Hartwig

Laymen

Keith Detro—Messiah, Nampa, ID
Milton Gibbs—Divine Savior, Pullman, WA
Gary Gray—Peace, Vancouver, WA
Robert Gronlund—Immanuel, OR
Charles Mills—Messiah, Olympia, WA
Walter Sheppard—Our Savior, East Wenatchee, WA
Eugene Stemmann—Beautiful Savior, Corvallis, OR

South Atlantic District

(Full Representation)

Pastor

Joel Jaeger
Keith Kruck
Christopher Kruschel
Paul Lemke
Paul Workentine

Teacher

Russell Hurst

Laymen

William Ekwere—St. John, Antigua, West Indies
Harold Hunziker—Good Shepherd, Deltona, FL
Dale Jensens—Crown of Life, New Orleans, LA
Robert Kappen—Peace, Holiday, FL
Ralph Kunz—Sola Scriptura, Decatur, GA
Carl Lange—Crown of Life, Fort Myers, FL
Curtis Miller—Hope, West Palm Beach, FL
Tom Poelman—Lamb of God, Madison, AL

South Central District

(Full Representation)

Pastors

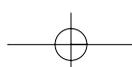
Timothy Soukup
John Vieths
Roger Zehms

Teacher

Brad Nommensen

Laymen

Robert Boyd—Cross of Christ, Universal City, TX
Terry Eischen—Holy Cross, Oklahoma City, OK
Brad Engel—Beautiful Savior, College Station, TX
Robert Hintz—Trinity, Temple, TX
Ryan Mahoney—King of Kings, Little Rock, AR
Roger Wilkins—Grace, Lowell, AR
Paul Wirth—Christ the Lord, Houston, TX



Southeastern Wisconsin District
(1 Teacher Excused, 2 Laymen Absent)

Pastors

David Aderman
Timothy Bauer
John Beck
Bruce Becker
William Carter
Robert Dick
Duane Erstad
Robert Gurgel
John Kelly
James Korthals
Kenneth Kratz
Richard Krause
Kurt Loescher
Wayne Meier
Philip Merten
Paul Reede
Martin Schoell
John Stelick
Raymond Ziebell

Teachers

Thomas Banaszak
Edward Becker
Robert Buschkopf
David Dahlberg
Jeffery Dorn
Mark Eisenmann
Mel Friske
Gary Heiman
Donald Helwig
Donald Kolander
Michael Maas
Henry Meyer
John Meyer
Carl Nolte
Mark Probst
Kenneth Proeber
Darwin Schramm
Paul Scriver
James Sievert
Richard Sievert
Scott Wagner
Steven Zellmer

Laymen

Carroll Beguhn—Our Savior, Zion IL
Tony Branda—St. Matthew, Cedar Grove, WI
Jan Buelo—Faith, Kokoma, IN
Tom Hall—St. Marcus, Milwaukee, WI
Terrance Hebron—Zion, Bristol, IL
Merten Hess—Peace, Hartford, WI
Timothy Jacobson—St. Jacobi, Greenfield, WI
Glen Jacoby—Grace, Waukesha, WI
Duane Keller—Faith, Antioch, IL
Merlen Koepke—Bethany, Kenosha, WI
Mark Krueger—Risen Savior, Milwaukee, WI
Lansing Leitzke—Bethany, Hustisford, WI
Steve Miller—Salem 107th St., Milwaukee, WI
Kevin Moon—St. John, Oak Creek, WI
Lloyd Morison—Calvary, Milwaukee, WI
Erwin Passow—St. Paul, Muskego, WI
John Peterman—St. John, Wauwatosa, WI
Dennis Schendel—Hope, West Chicago, IL
Fred Schuettke—Salem (Cramer Street),
Milwaukee, WI
Donald Timmermann—Bethlehem,
Menomonee Falls, WI
Glenn Volkmann—St. John, Mukwonago, WI
Barry Washburn—David's Star, Jackson, WI

Western Wisconsin District

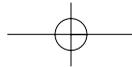
(1 Pastor Absent, 2 Teachers Absent, 2 Laymen Absent)

Pastors

Kenneth Arndt
Donald Buch
David Eckert
Jerry Ewings
Thomas Fricke
Kevin Hanke
Edward Lindemann
Kurtis Mau

Laymen

Luther Barclay—Christ, Mindoro, WI
Robert Bartz—St. John, Waterloo, WI
Michael Bennett—St Stephen, Fall River, WI
Jonathan Blum—St. Paul, Wisconsin Rapids, WI
William Banbury—St. Paul, Lake Mills, WI
Gary Dunsmoor—Beautiful Savior, Spooner, WI
Gary Evans—Trinity, Goodview, MN
Joe Knepper—Redeemer, Rice Lake, WI



Western Wisconsin (continued)

Pastors (continued)

Marcus Neuman
David Nottling
Nathan Radtke
Mark Schlenner
Steven Staude
Mark Toepel

Teachers

Andrew Asmus
Joel Babinec
Ronald Brown
Todd Hackbarth
Paul Jacobs
Kenneth Lehman
Kevin Loersch
Michael J. Raabe
Peter Schaewe
Peter Wentzel
Robert Wiegman
Andrew Willems

Laymen (continued)

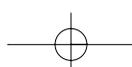
Fritz Luethe—St Jacob, Norwalk, WI
Albert Meier—Zion, Ogema, WI
Richard Meske—Mt. Olive, Monroe, WI
LeRoy Millelstedter—Our Savior, Burlington, IA
Duane Nelson—Our Redeemer, Madison, WI
Dale Opperman—St. John, Jefferson, WI
Herb Peter—St Matthew, Winona, MN
Charles Pieper— Zion, Arlington, WI
Dale Roenneburg—St. Peter, Brodhead, WI
Leland Schmidt—St. Mark, Watertown, WI
Willie Schult—Zion, Marathon, WI
David Schumann—St. Mark, Watertown, WI
Paul Schwartz;—St Peter, Chaseburg, WI
Joel Scott—St. Stephen, Beaver Dam, WI
Rodney Seefeld—St John, Rock Springs, WI
Dennis Staude—Immanuel, Johnson Creek, WI
Paul Stieber—St. John, Baraboo, WI
John Tappe—St. Peter, Schofield, WI

World Missionaries

(Full Representation)

Guy Marquardt
Wayne Oblender
Mark Rieke
Larry M. Schlomer
Arno Wolfgramm.

Brazil Mission
Russia Mission
Malawi Mission
Dominican Republic Mission
Bulgaria Mission



ADVISORY DELEGATES

Advisory Delegates in Attendance

(* Also a voting delegate)

Officers

- Rev. Karl Gurgel, President
- Rev. Richard Lauersdorf, First Vice President
- Rev. Jon Mahnke, Second Vice President
- Rev. Douglas Bode, Secretary

District Presidents

- | | |
|--------------------------------------|--|
| Rev. Paul Janke, Arizona-California | Rev. Douglas Engelbrecht, Northern Wisconsin |
| Rev. Peter Naumann, Dakota-Montana | Rev. Warren Widmann, Pacific Northwest |
| Rev. John Seifert, Michigan | Rev. John Guse, South Atlantic |
| Rev. Larry Cross, Minnesota | Rev. Vilas Glaeske, South Central |
| Rev. Joel Frank, Nebraska | Rev. David Rutschow, Southeastern Wisconsin |
| Rev. Walter Beckmann, North Atlantic | Rev. Herbert Prahl, Western Wisconsin |

Synodical Council

- | | |
|-------------------------------------|---|
| Mr. Keith Moore, Arizona-California | Mr. Ron Rathke, Northern Wisconsin |
| Mr. Seth Hansen, Dakota-Montana | Mr. Peter Dorn, Pacific Northwest |
| Mr. David Toepel, Michigan | Mr. Marc Frey, South Central |
| Mr. Arvid Schwartz, Minnesota | Mr. David Steinert, Western Wisconsin |
| Mr. Kurt Austad, Nebraska | Rev. William Gabb, At Large Pastor Delegate |
| Mr. Don Richards, North Atlantic | Mr. John Freese, At Large Teacher Delegate |

(Excused—Mr. Dale Anderson, Mr. John Oswald)

Board for Ministerial Education

- | | |
|---|-------------------------------------|
| Rev. Donald Sutton, Chairman | Rev. Paul Prange, MLS President |
| Rev. Peter Kruschel, Administrator | Rev. Mark Schroeder, LPS President |
| Teacher Merlyn Kruse, ALHS Representative | Rev. David Valleskey, WLS President |
| Rev. Theodore Olsen, MLC President | |

Home and World Missions

- Rev. Kenneth Gast, Chairman, Board for Home Missions
- Rev. Harold Hagedorn, Administrator, Board for Home Missions
- Rev. Daniel Koelpin, Administrator, Board for World Missions
- Rev. Philip Koelpin, Chairman, Board for World Missions

Parish Services

- Rev. Thomas Zarling, Chairman, Board for Parish Services
- Rev. Wayne Mueller, Administrator, Board for Parish Services
- Teacher Daniel Schmeling, Administrator Commission on Parish Schools

Fiscal Services

- Mr. Eugene Ludwick, Executive Director of Support Services
- Mr. Mark Meissner, Director of Finance
- Mr. James Huska, Treasurer

Miscellaneous

- Rev. Gary Baumler, Forward/NWL Editor/Director of Communications
- Rev. Wayne Borgwardt, Director, Tel-Tech Task Force

Rev. John Braun, Publication Coordinating Committee/NPH
 Rev. Robert Pasbrig, Chairman, Constitutional Matters Committee
 Mr. Jon Flanagan, Human Resource Director
 Rev. Ronald Muetzel, Chairman Floor Committee #11, 1999 Convention
 Rev. Ronald Roth, Administrator for CCFS

Convention Related

Rev. Roger Sprain, Convention Preacher
 Rev. John Seifert, Convention Preacher
 Prof. Mark Goeglein, Essayist
 *Rev. Bruce Becker, Convention Bible Study Leader
 Rev. Thomas Zarling, Parliamentarian

*Also a voting delegate.

FLOOR COMMITTEES

No. 1—Elections

Rev. John Sprain, Chairman	Teacher David Koepsell
Rev. Paul Mueller, Secretary	Layman Don Brandt
Rev. Daniel Gawrisch	Layman Ken Draheim
Rev. Paul Schmeling	Layman Wayne Hauschildt
Teacher Ronald Briney	Layman Marvin Koepke
Teacher Jonathan Harley	Layman Ronald Sather
Teacher Gary Heiman	Layman Roger Wilkens

No. 2—Inter-Church Relations

Rev. Martin Spaude, Chairman	Rev. Dennis Smith
Rev. Kurt Loescher, Secretary	Teacher David Brohn
Rev. Patrick Bell	Teacher Mark Koelpin
Rev. Jonathan Kehren	Teacher Paul Schultz
Rev. James Korthals	Layman Richard Miller
Rev. Richard Kuckhahn	Layman Mark Schlenner
Rev. David Nottling	Layman Keith Stensvad
Rev. Stephen Pope	Layman William Steward

No. 3—Membership

Teacher John Micheel, Chairman
 Layman Bruce Seemann, Secretary

No. 4—Conference of Presidents

Rev. Mark Rieke, Chairman	Rev. Timothy Soukup
Layman Barry Washburn, Secretary	Rev. John Stellick
Rev. John Beck	Rev. Mark Toepel
Rev. Jeff Carter	Rev. Michael Traudt
Rev. Mark Hallemeyer	Rev. Carl Ziemer
Rev. Ross Henzi	Teacher Jon Biedenbender
Rev. Christopher Kruschel	Teacher Ronald Brown
Rev. Jon Kuske	Teacher Paul Fritze
Rev. Roger Quandt	Teacher Guy Gast
Rev. John Ruege, Jr.	Teacher Mark Probst
Rev. Paul Schmiege	Teacher Paul Scriver

Teacher Andrew Willems
 Layman David Bender
 Layman Robert Boyd
 Layman Jan Buelo
 Layman Gary Evans
 Layman David Falck
 Layman Michael Friesenegger
 Layman Gary Gray
 Layman Paul Herzfeldt
 Layman Delmar Horstman
 Layman Robert Janes
 Layman Daniel Kemnitz

Layman Tom Kuegler
 Layman Ralph Kunz
 Layman Larry Lindemann
 Layman Jack Marten
 Layman LeRoy Millestedter
 Layman Andy Nygaard
 Layman Dale Oppermann
 Layman Kevin Raucholz
 Layman Gilbert Sechrist
 Layman Brian Schulz
 Layman Donald Timmermann
 Layman J. Zenke

No. 5—Ministerial Education

Rev. Kenneth Kratz, Chairman
 Teacher William Hartwig, Secretary
 Rev. Bruce Becker
 Rev. Donald Buch
 Rev. William Carter
 Rev. Mark Cordes
 Rev. Thomas Fricke
 Rev. Thomas Haar
 Rev. Joel W. Jaeger
 Rev. Kerry Kronebusch
 Rev. James Plitzuweit
 Rev. Larry M. Schlomer
 Rev. Martin Schoell
 Rev. Mark Schulz
 Rev. Stuart Zak
 Teacher Mel Friske
 Teacher Steve Granberg
 Teacher Paul Jacobs
 Teacher Frederick Lohmiller
 Teacher Brad Nommensen
 Teacher Timothy Plath

Teacher Jonathan Roux
 Teacher Peter Schaeewe
 Layman Terry Baker
 Layman James Becker
 Layman Terry Brenke
 Layman Keith Detro
 Layman Terry Eischen
 Layman Terrance Hebron
 Layman Arnold K. Heyer
 Layman Dale Jensen
 Layman Thomas Hohler
 Layman Harold Kluender
 Layman Carl F. Lange
 Layman Ryan Mahoney
 Layman Jesse Meloling
 Layman Richard Meske
 Layman Thomas Patterson
 Layman Charles Pieper
 Layman Dennis Schendel
 Layman Joel Scott
 Layman Eugene Stemman

No. 6—Administrative Services

Teacher James Sievert, Chairman
 Rev. Victor Headrick, Secretary
 Rev. David Eckert
 Rev. Robert Hoepner
 Rev. James Humann
 Rev. Guy Marquardt
 Rev. Lawrence Olson
 Rev. Paul Workentine
 Teacher, Kenneth Lehman
 Teacher, Peter Lemke

Layman Eugene Anderson
 Layman Jonathan Blum
 Layman Neil Doerr
 Layman Gerald Foss
 Layman Duane Kellor
 Layman Mark Krueger
 Layman Charles Mills
 Layman William Sebright
 Layman Dennis Staude

No. 7—Credentials and Excuses

Rev. Paul Reede, Chairman
 Layman, R. Belongia, Secretary
 Teacher S. Merten
 Teacher S. Zellmer
 Layman E. Duellman

Layman R. Goddard
 Layman L. Marzinske
 Layman L. Morison
 Layman L. Schmidt

No. 8—Parish Services

Layman Mr. Jerome Bentz, Chairman
 Rev. David Beckman, Secretary
 Rev. David Aderman
 Rev. Kenneth Arndt
 Rev. Timothy Bauer
 Rev. Randall Kuznicki
 Rev. Philip Merten
 Rev. Wayne Oblender
 Rev. Brad Ragner
 Rev. Richard Scheibe
 Rev. Raymond Ziebell
 Teacher Richard Gibson
 Teacher Donald Kerr
 Teacher John Meyer

Layman Jim Atkinson
 Layman Carroll Beguhn
 Layman Steven Burk
 Layman Milton Gibbs
 Layman Robert Goggins
 Layman James Hass
 Layman Lawrence Hollenbeck
 Layman William Iverson
 Layman Ken Jamka
 Layman Joseph Junk
 Layman Ellsworth Katzur
 Layman Walter Ring
 Layman Carroll Tammen
 Layman Glenn Volkmann

No. 9—Home Missions

Teacher Steven Lemke, Chairman
 Layman Joseph Knepper, Secretary
 Rev. Andrew Backus
 Rev. Paul Fetzer
 Rev. Kevin Hanke
 Rev. David Hussman
 Rev. John Kelly
 Rev. Nile Merseth
 Rev. Marcus Neumann
 Teacher Robert Buschkopf
 Teacher James Curtis
 Teacher John Festerling
 Teacher Michael Raabe
 Teacher Robert Potratz
 Layman William Banbury
 Layman Doanld Barg
 Layman Leon Begalka
 Layman George Bock

Layman Tony Branda
 Layman Ron Clegg
 Layman Jerry Dretsch
 Layman Murten Hess
 Layman Glen Jacoby
 Layman Herman Koester
 Layman Fred Luethe
 Layman Lester Mortenson
 Layman Fritz Perlwitz
 Layman Harold Pietz
 Layman LeRoy Ruppel
 Layman David Schumann
 Layman Paul Schwartz
 Layman David Stuht
 Layman Willie Schult
 Layman Gil Thomas
 Layman Bruce Tolzmann
 Layman Delbert Wells

No. 10—World Missions

Layman Thomas Hansen, Chairman
 Teacher James Brandt, Secretary
 Rev. John Berg
 Rev. Robert Dick
 Rev. Jerry Ewings
 Rev. David Furo
 Rev. Mark Gass
 Rev. Brian Goens
 Rev. Dennis Halvarson
 Rev. Freddy Krieger
 Rev. Joel Nitz
 Rev. Douglas Priestap
 Rev. Melvin Teske
 Teacher Edward Becker
 Teacher Steve Birch
 Teacher Gary Dallmann
 Teacher Jeffery Dorn
 Teacher Willard Engel
 Teacher Fredric Heiderich

Teacher Jeff Inniger
 Teacher Donald Kolander
 Teacher Michael Maas
 Teacher Carl Nolte
 Teacher Kenneth Proeber
 Teacher Richard Sievert
 Teacher Peter Wentzel
 Layman Wilmar Bechtold
 Layman Michael Bennett
 Layman Bernard Christianson
 Layman George Doebler
 Layman Robert Duvall
 Layman James Dyrud
 Layman William Ekwere
 Layman Norman Frey
 Layman Tom Hall
 Layman Roger Harmann
 Layman Roger Hintz
 Layman Timothy Jacobson

Layman Ernest Kandler
 Layman Robert Kappen
 Layman Lansing Leitzke
 Layman Carl Miller
 Layman Curtis Miller

Layman Donald Morrell
 Layman Don Niemann
 Layman Erwin Passow
 Layman Dale Roenneburg

No. 11—Special Reports

Layman, Mr. Jon Peterman, Chairman
 Rev. Roger R. Zehms, Secretary
 Rev. Ray Beckmann
 Rev. Roger Kneprath
 Rev. Richard Krause
 Rev. Paul Lemke
 Rev. James Liggett
 Rev. Edward Lindemann
 Rev. H. Curtis Lyon
 Rev. Walter Oelhafen
 Rev. William Russow
 Rev. Peter Unnasch
 Teacher Andrew Asmus
 Teacher Thomas Banaszak
 Teacher Mark Eisenmann
 Teacher Steven Grosinske
 Teacher Mark Kaiser
 Teacher Mark Renner
 Teacher Steven Rosenbaum
 Teacher Darwin Schramm
 Teacher Robert Wiegman

Teacher Timothy Zellmer
 Layman Brad Bartz
 Layman Roger Bogenschutz
 Layman Thomas Conzelmann
 Layman John Deschane
 Layman Gary Dunsmoor
 Layman Robert Gronlund
 Layman Tim Hanson
 Layman Brian Heinitz
 Layman Harold Hunziker
 Layman Duane Nelson
 Layman Dallas Oestreich
 Layman David Peserik
 Layman Tom Poelman
 Layman Norman Riediger
 Layman Al Rousseau
 Layman Phil Scheuer
 Layman John Tappe
 Layman Sherman Unkefer
 Layman Paul Wirth
 Layman Charles Withey

No. 12—Synodical Council

Rev. Keith Kruck, Chairman
 Rev. Steven Staude, Secretary
 Rev. Thomas Behnke
 Rev. Daniel Buske
 Rev. Philip Geiger
 Rev. Robert Gurgel
 Rev. Michael Hatzung
 Rev. Richard Kugler
 Rev. Nathan Radtke
 Rev. Winfried Schroeder
 Rev. John Vieths
 Rev. Arno Wolfgramm
 Teacher Steven Enter
 Teacher Todd Hackbarth
 Teacher Russell Hurst
 Teacher Michael Kiecker
 Teacher Alan Mindock
 Teacher John Nolte
 Teacher Jeff Roloff
 Layman Robert Bartz

Layman David Bertch
 Layman Mark Fostervold
 Layman Alan Geisthardt
 Layman Vernon Gieseke
 Layman Mike Grimes
 Layman James Hobley
 Layman Steven Miller
 Layman Kevin Moon
 Layman Herb Peter
 Layman Franklin Quintero
 Layman Howard Rauch
 Layman Lewis Rosenbaum
 Layman Robert Roske
 Layman Allan Schmidt
 Layman Fred Schuettke
 Layman Walter Sheppard
 Layman Ron Smallfield
 Layman Wayne Springstroh
 Layman Gene Waldkoetter
 Layman Ron Weber

No. 13—Resolutions

Teacher William Zeiger, Chairman
 Rev. Daniel Balge
 Rev. David Huebner

No. 14—Convention Travel

Teacher Henry Meyer, Chairman
 Rev. Donald Main
 Rev. Wayne Meier

No. 15—Constitutional Matters

Teacher Donald Helwig, Chairman
Layman Brad Engel, Secretary
Rev. Marcus Bode
Rev. Michael Dietz
Rev. Kenneth Frey
Rev. Kurtis Mau
Rev. Thomas Spiegelberg
Teacher Joel Babinec
Teacher Brian Fuerstenau

Teacher Kevin Loersch
Teacher Scott Wagner
Layman Randy Baker
Layman Albert Meier
Layman Oscar Miller
Layman Richard Screptock
Layman Rod Seefeld
Layman Paul Stieber
Layman David Werth

No. 16—Steering

Rev. Warren Widmann, Chairman
Rev. Vilas Glaeske
Rev. John Guse

REPORT OF FLOOR COMMITTEE NO. 7

Reference: List of Delegates

Subject: *Attendance and Excuses*

412 were in attendance at our convention. There were 353 voting delegates, 55 advisory delegates and 4 special guests. Of the 353 voting delegates 111 were pastors, 76 were teachers, and 166 were lay delegates.

Ten delegates excused themselves part-time and 8 were excused full-time for various reasons.

Eleven delegates were absent and unexcused.

Rev. Paul Reede, Chairman
Mr. R. Belongia, Secretary
Teacher S. Merten
Teacher S. Zellmer
Mr. E. Duellman
Mr. R. Goddard
Mr. L. Marzinske
Mr. L. Morison
Mr. L. Schmidt

REPORT OF FLOOR COMMITTEE NO. I

ELECTIONS

I. Officers of the Synod

Synod First Vice President (4 yr)	Rev. Wayne D. Mueller
Synod Secretary (4 yr)	Teacher Steven Lemke

II. Board/Committee Members Nominated by the Synod

Board for Parish Services, Chairman	Rev. Thomas Zarling
Commission on Evangelism, Chairman	Rev. James Huebner
Commission on Parish Schools, Chairman	Teacher Daniel Schmal
Board For Ministerial Education, Chairman	Rev. Donald Sutton
Board of Appeals	Rev. John Brug
LPS Board of Control, Chairman	Rev. Dennis Hayes
MLS Board of Control, Chairman	Rev. George Ferch

Board for World Missions, at large Member (Layman)	Glenn Wilson
Administrative Committee—Latin American Missions—Pastor	Jon Bucholz
Administrative Committee—Latin American Missions—Teacher	Ray Dusseau
Administrative Committee—Native American Missions—Pastor	Snowden Sims
Administrative Committee—Native American Missions—Layman	Roy Schneider
Administrative Committee—African Missions—Pastor	David Sternhagen
Administrative Committee—African Missions—Layman	Donald Niemann
Administrative Committee—Japan, Europe, Asia—Pastor	David Beckman
Administrative Committee—Japan, Europe, Asia—Teacher	Scott Uecker
Administrative Committee—Southeast Asia—Pastor	David Priebe
Board of Appeals—Pastor (6 years)	David Rosenow
Board of Appeals—Pastor (4 years)	Robert Gurgel
Board of Appeals—Pastor (2 years)	Edwin Fredrich
Board of Appeals—Teacher (6 years)	Philip Leyrer
Board of Appeals—Teacher (4 years)	Karl Grebe
Board of Appeals—Teacher (2 years)	Alan Draeger
Board of Appeals—Layman (6 years)	Kurt Austad
Board of Appeals—Layman (4 years)	David Nommenson
Board of Appeals—Layman (2 years)	Dale Wierschke
Synodical Council, Member at Large—Teacher	John Freese
Board for Ministerial Education, Area Lutheran High School Rep.	Merlyn Kruse
Board for Ministerial Education, Layman	R. Bowin Loftin
Northwestern Publishing House, Board of Directors—Pastor	Kenneth Gawrisch
Northwestern Publishing House, Board of Directors—MLC Professor	Joel Fredrich
Northwestern Publishing House, Board of Directors—Layman	William Strutz
Board for Parish Services, Member at Large—Teacher	Thomas Koepsell

Rev. Jon Sprain, Chairman
 Rev. Paul Mueller, Secretary

The President's Report

"WORK WHILE IT IS DAY"

Remember seeing the June issue of *Forward in Christ/ Northwestern Lutheran*? What was your reaction to the headline: "Financial Challenge Looms for the WELS"? The article went on to say, "WELS hits budget bumps now with forecasted \$8 to \$10 million shortfalls in sight. Program cuts in 2001-2003 and the need to increase offerings by \$8 to \$10 million per year to avoid cutbacks will create challenges for WELS and its members."

"Just like the federal government," might be one reaction. "Spend, spend, spend other people's money." Or, "Just like the Church, asking, begging, demanding other people's money."

This much is true, I believe, we all agree—it is someone else's money. It all belongs to the Lord. However, this is also true—he entrusts it to human managers, you and me, for example, the men, women, and children of the WELS. And that is why, at a Synod Convention, we need to give an account of what we have done with the monetary resources people have entrusted to the WELS for the Lord.

But even as we account for what we have done with the monetary resources entrusted to us by our brothers and sisters in the WELS, it's equally important that we consult with them about what we together will do with any future resources they may, for the Lord, entrust to our care. And, since what the Lord would have us do with his resources is his work, ministry, the headline might well have read "MINISTRY CHALLENGE LOOMS FOR THE WELS."

What is the ministry the Lord would have us, as the WELS, carry out for him? How much will he make it possible for us to do with his resources?

We know well the commission he gave to his church, to go into all the world, proclaiming the Gospel. The qualifications he gave us for called workers and the directives to train them are also familiar. What he does not spell out for us in great detail is the where and the how. He often leaves it up to our sanctified Christian judgment as to where we will go for him and how we will prepare those who will represent him through us.

Since the sanctified judgment of Christian brothers may well differ in these areas, where God has not spelled it all out for us, we call them *adiaphoron*. As Christian brothers we need to meet in assemblies such as a synod convention, listening to each

other's concerns and agreeing to carry out the will of the body. And, all the while, we want to be concerned about carrying out the Lord's ministry challenge.

The first Ministry Challenge: the task the Savior gives us, is defined by our convention theme: "**Work While It Is Day.**" The words are those of Jesus in John 9:4: "As long as it is day, we must do the work of him who sent me. Night is coming, when no one can work." And the work we are to do, as Pastor Sprain pointed out to us in the opening service, is to put the spotlight on Jesus, revealing him as the Light of the world

To carry out this Ministry Challenge, the Lord provides us with all the talents we need as Jesus indicated to us in a parable in Luke 19:13: "So he called ten of his servants and gave them ten minas. 'Put this money to work,' he said, 'until I come back.'"

In several parables Jesus told, he talked about the various talents he bestows upon the members of his church. These talents can be anything and everything the Lord of the church gives to his followers, time, talents, monetary treasures, anything and everything to be used in the interest of carrying out his ministry.

The question isn't how many talents have we received or even what they are. The only question is, "Are we using them?" Put this monetary treasure, your talents or time to work until I come back," the Savior says to us.

Again, the challenge is to Work While It Is Day. The night will come soon enough. The time for Gospel ministry one day, will end as Jesus reminded his followers in Mark 13:32: "No one knows about that day or hour, not even the angels in heaven, nor the Son, but only the Father."

Of course Jesus was talking about the final day of this world's existence, judgment day as we usually call it. It ends all time to be active in the Lord's service as the time of grace ends for the world. All we can safely say about it now is, quite obviously, it has not yet come. The time of grace still continues and so for us the challenge of ministry is to use the time that yet remains profitably, proclaiming the saving Gospel of our Lord Jesus Christ.

Recognizing this challenge together, we should work while it is day, together. The

words are from Hebrews 10:25: “Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another—and all the more as you see the Day approaching. “

As church elders, we may often have used this verse as an encouragement to church attendance. Appropriately so, but it is broader than that. Right before this verse, the sacred writer reminds us all that we have had our hearts sprinkled, cleansing us from the accusing voice of a guilty conscience. We can cling to the hope our Savior brings us, pardon and eternal peace. And we can spur each other on to love and do good deeds as we encourage each other in the ministry challenges that are before us, sharing that saving Gospel with others.

Let’s be specific about these ministry challenges. The first of the challenging opportunities the Synodical Council identified for the WELS is to “Lead people to a passion for ALL the lost and equip them to reach these people.”

The founding fathers of our Synod succeeded remarkably during difficult times, gathering 125 congregations from our Synod’s founding in 1850 to 1865. We will recall this was during a difficult time in American history when the Civil War was raging and just after they had left equally divisive times in Europe.

From 1973 to 1983 the WELS opened 165 new mission congregations and entered new world mission fields. Remember this was just after our break with the Missouri Synod. Some religious observers had left us for dead along the religious highway, thinking we could not survive without our former partners. God had other plans, permitting us to share the Gospel worldwide.

But we do not have to go back nearly that far to see evidence of the Lord’s hand of blessing and guidance. From 1997 to 1999, by God’s grace alone, we were enabled to open 70 new home missions. During the decade of the 90’s, again by God’s grace, we entered new world mission fields in Russia, Bulgaria, Thailand, the Dominican Republic, and new areas in India and Albania. In a more mundane way of viewing it, a large portion of our recent mission offerings as well as the drawing down of the Gift Trust Fund was expended in moving forward in Christ with the message of salvation throughout the world.

What will we, under God, be able to do in the years to come in this regard? Will our mission zeal allow us to reach out to all the lost living near to us and far away? The opportunities God is granting us, seemingly, are still almost limitless. In their report, the Board for World Missions will

inform us about world mission work all over the world. But for a moment, let’s concentrate on the world mission fields at home.

I believe that all of us realize how multi-ethnic the US is becoming. It has always been a melting pot for immigrants from around the world. New quantities of immigrants every day are being poured, seemingly in ever increasing numbers, into the pot. And it is no longer only the coastal cities, New York, Miami, Houston, Los Angeles, Seattle which are increasingly multi-ethnic in nature.

Recently I heard the following statistics for places much closer to us geographically. Two out of every five people who move to Nebraska are Hispanic. More than half of the elementary school population in Wausau, WI is Southeast Asian.

People from almost every nation under heaven are all around us. This shift, at first glance, could give us some anxious moments, as things won’t be comfortably the same as they always were. But, looking closer with the eyes of faith, it affords us an excellent opportunity to do world mission work right here at home. For example, many congregations have found offering English as Second Language classes an excellent way of providing for the immediate temporal needs of these newcomers to America. And, much more importantly, it may often provide opportunity to answer their eternal, spiritual needs.

Together as a Synod, to raise up called workers to serve them in their own, native cultures, we have begun a Multi-Ethnic Pre-seminary Program.. Recent graduates from this program include several Hmong pastors. More are in training among our brothers and sisters in Christ on the Apache Reservation and in the inner cities of America.

As long as we are talking about training called workers, a second ministry challenge to which the Synodical Council points us all to is to focus ministerial education on outreach. We ought to be extremely grateful for the solid foundation inherited from our fathers and grandfathers for preparing future, full-time church workers. I believe, it can safely be said without boasting, for these blessings, too, have come to us from the gracious hand of God—our ministerial education system is top of the line. The challenge is to pass along this legacy to our descendants, maintaining this strong foundation while building on it whatever is needed to meet the new challenges we face today.

The Ministerial Education’s Curriculum Committee’s report (MECC) seeks to do that very thing, making us more agile in the multi-ethnic world we talked about before. Several resolutions

regarding this report may be before you for your serious, prayerful consideration.

As long as we are talking about our full-time, called workers, there are two other matters that will come before this convention: the Memorial regarding Ordination and the Compensation Proposal. Here, once again, we will be dealing in an area where God has not laid down specific requirements. Christian brothers may differ in their opinions as to what should be done.

In our use of the term ordination, ordination conveys no special powers or privileges. It elevates no one to a higher position in the church. Scripture plainly teaches and our doctrinal statements reflect those Biblical teachings that all forms of ministry lie on the same plane, all are part of the one public ministry (Gospel ministry). Ordination traditionally has been used to recognize the first installation of a pastor. But it is his call into the public ministry that determines the full scope of his duties and responsibilities.

More recently, since 1991, we have also used the word ordination in regard to male teachers, recognizing their first call into that same, one public ministry of the Gospel. Once again, their duties and responsibilities are conveyed not by the church rite called ordination but by their call into the public ministry. It was to indicate that they were also part of this one Gospel ministry. It was not a statement regarding their various ministry duties and responsibilities.

With these matters understood by all, as Christian brothers we can conclude the debate regarding what this church rite will be called when it is applied to male teachers. And when the discussion ends and a resolution is passed, we can all support it.

The same will be true of the compensation proposal. The Lord is very clear that those who share the Gospel with others should share in their earthly things, be compensated for what they do. He also clearly indicates that we show respect for the Lord and the eternal worth of what is offered to us in his Word by the way we provide for the temporal needs of those who proclaim it among us. Yet the Lord has not specifically said what those compensation amounts ought to be. Here, again, Christian judgment will come into play and Christian brothers, legitimately, may disagree. However, once a resolution has been passed, we need to strive for unity of action, still allowing for individual differences between calling bodies.

I would like to direct your attention to the final opportunity the Synodical Council saw for us in the immediate future. It was to Individualize Spiritual Growth and Personal Witnessing.

It's wonderful that as men, women and children of the WELS we can walk together, doing so many things together, things which would be nearly impossible to do alone like worker training and mission work throughout the world. There is a downside to this, however. In a group we can easily lose our individual identify and sense of responsibility, thinking that someone will always speak and act for us.

One thing, though, dare never be institutionalized—our own spiritual growth. Our faith is an individual thing. No one can believe for another person. The spiritual growth of our faith, too, is a personal thing, taking place in the hearts and lives of each of us as the Lord, by His Spirit, through his Word, works upon our naturally cold and indifferent hearts, warming them by the Gospel, breathing new life into lives of Christian faith and dedication.

It is for this reason the Synodical Council has commissioned a Spiritual Growth Project Team. This is not, surely, to institutionalize spiritual growth, to legislate how spiritual growth is to occur among us. Rather, it recognizes the blessings of spiritual growth among us, thanks alone to the power of God's Spirit, working in and through the Word. It also takes notice of areas where further spiritual growth might be desirable. And, in a cooperative process, as all of us work individually with that powerful Word, it lays out a course of action which we may choose to follow in seeking, individually and corporately, to arrive at these spiritual goals together.

One of the areas for growth we might all benefit from is in the area of the understanding and application of Christian stewardship. I pray that each of us, individually, and together, as congregations and a synod, would look closely at this aspect of spiritual growth. It may indeed be one of the reasons the Lord is permitting this aspect of our walk together to be challenging at the present time.

In the very last book of the Old Testament, Malachi, God has some very pointed things to say about a Christian's stewardship. He asks in Chapter 3:8, "Will a man rob God? Yet you rob me. But you ask, how do we rob you? In tithes and offerings."

It would seem unthinkable that anyone would be so bold to attempt to rob God. And yet it happens every day. It happens whenever we misappropriate God's wealth, denying him the ownership of all that we possess. An owner of anything does not like to see his name scratched out and ours written over the top, claiming for ourselves what rightfully belongs to him. God doesn't either.

Graciously in loaning his possessions to us, God does permit us to use a portion of what he has given us to meet the personal obligation to family and society he has also laid upon us. He does, however, want to be still recognized as the owner by the return to him of a respectful portion of what he has loaned to us.

The fear of being caught robbing God, however, is not to be the motivating force in determining what portion of what is his we are going to return to him. Just listen to this positive motivation, again supplied to us by God through the pen of Malachi. It's also found in chapter 3, verse 10: "Bring the whole tithe into the storehouse, that there may be food in my house. Test me in this, says the LORD Almighty, and see if I will not throw open the floodgates of heaven and pour out so much blessing that you will not have room enough for it."

What a promise, what an ever gracious God! It's all his to start with. But, he promises, when we return a respectful portion of it to him, returning to him what is his already, as we often sing in the offertory hymn, he returns even more of what is his to us, enabling us to do even more with what he entrusts to us.

It is my prayer that our spiritual growth in stewardship will lead to the realization of the ever-giving nature of God's grace. As so many Christians have experienced, "it is impossible to out-give God!" The gift to us of His Son, our Savior Jesus, should be proof enough of that. And yet, as a further example of his never ending grace, he continues to bless all our efforts to serve him with more and more blessings, leading us to trust him more and more.

It's on this note of trust that I would like to conclude my remarks. The verse is Isaiah 43:2: "When you pass through the waters, I will be with you; and when you pass through the rivers, they will not sweep over you. When you walk through the fire, you will not be burned; the flames will not set you ablaze."

I would like to relate to you two stories from the diary of Edgar Hoenecke, a 98 year old veteran of WELS world mission work. Just about 50 years ago, as he and Art Wacker investigated the potential for mission work in Africa, they came with their 5 ton caravan to a river ford in Africa. There was only a small, hand-propelled ferry. Looking at the heavy caravan, the African, who spoke little English, replied in perfect German, " *Es geht nicht; es kippt ueber.*" "It won't work; it will tip over."

He was persuaded, though, to try it, using five pole men to steady the unloaded caravan, saying to them, all the while, " *Sachte, Sachte, Gently Gently*". And they made it over, recalling in Pastor Hoenecke's mind the truth of what Isaiah

had written, "When you pass through the rivers, they will not sweep over you."

But there was more. Two weeks later they met another peril, FIRE! The whole horizon of elephant grass seemed ablaze! This time "*Sachte*," gently, won't do. Wacker concluded, "Our only chance is to drive through it as fast as we can. Pastor Hoenecke, said he reminded Art of the small leak in their spare gas tank. But it was too late for caution; they were already speeding through the burning grass. And when they emerged safely on the other side, with the gas tank still leaking, with soot covering the trunk, Pastor Hoenecke recalled the rest of that Isaiah passage: "When you walk through the fire, it will not set you ablaze."

I submit to you, at this convention, as we face the challenge of the future, we are at just the same point, with the same promises of God to support us. There are some times where we must go gently, carefully, so that the boat does not capsize and there are some things we must do boldly, without fear, with faith alone moving us ahead. Let us with confidence and the full assurance of faith, work while it is day since the one who will bring the night is the Son of Righteousness with healing in his powerful wings. While it is the day, let us bring his saving truth to light.

Appointments

I. BY THE CONFERENCE OF PRESIDENTS

*Contributing Editors to Forward in Christ/
Northwestern Lutheran*

Rev Kenneth Cherney (2006)
Rev Douglas Engelbrecht (2007)
Rev Philip Kieselhorst (2007)
Rev Paul Zell (2005)

WELS Transition Assistance Team

Rev Martin Schulz, Chairman
Prof Alan Siggelkow

II. BY THE PRESIDENT AND VICE PRESIDENTS

*To the Administrative Committee for Latin
American Missions*

Rev Jon Buchholz (2001)

*To The Commission for Communication on
Financial Support*

Mr John C Ladner (2007)
Mr Mark Neumann (2005)
Mr David Voss (2006)

To The Communications Services Commission

Rev William F Bernhardt (2005)
Mr Joel Hochmuth (2005)
Rev Douglas Engelbrecht (2007)
Mr. Gary Stechmesser (2007)

To The Commission on Constitutional Matters
 Rev Robert Pasbrig, Chairman (2006)

To The Commission on Inter-Church Relations
 Prof Forrest Bivens (2007)
 Rev Jonathan Balge (2007)
 Rev Tom Jeske (2007)
 Prof Daniel Leyrer (2007)
 Prof Paul O Wendland (2007)
 Prof James Pope (2005)
 Rev Keith Wessel (2005)

To The Committee on Relief
 Rev Philip Schupmann, Chairman (2003)
 Mr Sam Izzat (2005)
 Rev Mark Lindner (2003)

To The LPS Board of Control
 Rev Joel Luetke (2000)
 Mr David Brohn (2004)

To The MLC Board of Control
 Rev Roy Beyer (2006)
 Mr Scott Huebner (2004)

To The NPH Board of Directors
 Prof John Schuetze (2003)

To The NPH Review Board
 Rev Richard Strobel (2006)

To The Synodical Council
 Mr Kurt Austad (2004)
 Mr John Oswald (2004)

To The Synod Support Committee
 Rev David Fischer, Chairman (2002)
 Rev Doug Free (2002)
 Rev Paul Zell (2002)

To The WLS Board of Control
 Prof John Schuetze (2000)
 Rev Eugene Kock (2004)

III. BY THE PRESIDENT IN CONSULTATION WITH OTHERS

Third Millennium Mission Partners Task Force

Mr Dale Anderson
 Mr Paul Beitlich
 Rev David Dolan
 Rev Douglas Engelbrecht
 Mr Marc Frey
 Rev Paul Janke
 Mr Anthony Kubek
 Mr John Ladner
 Rev James Mattek
 Mr Dan Schmal
 Mr Allen Stueck
 Dr Carl Toepel
 Mr John Wempner
 Rev Larry Zahn

Mission Opportunity Task Force II

Mr Gary Eckhardt
 Rev John Gawrisch
 Mr Kenneth Hull
 Mr Mark Neumann
 Mr David Steinert

TEL-TECH Task Force II

Rev Wayne Borgwardt, Director
 Rev Gary Baumler, Chairman
 Dr Bowen Loftin
 Mr Brent Nemmers
 Prof John Paulsen
 Prof Kenric Peterson
 Rev Elton Stroh

TEL-TECH II—Distance Learning Subcommittee

Mr Daniel Schmeling, Chairman
 Prof James Grunwald
 Prof John Lawrenz
 Prof Lawrence Olson
 Principal Kurt Troge

TEL-TECH II—Infrastructure Subcommittee

Prof Steven Thiesfeldt, Chairman
 Mr Douglas Arndt
 Mr John Doberstein
 Mr Eric Paulsen
 Mr Dan Rebers
 Mr Keith Wendt

Membership

I. The following congregations are recommended by their respective district president for voting membership in the Wisconsin Evangelical Lutheran Synod. Their constitutions have been examined and approved by their respective district constitution and legislation committees:

A. MICHIGAN DISTRICT

Beautiful Savior Evangelical Lutheran Church in Petoskey, MI

B. NORTH ATLANTIC DISTRICT

Tree of Life Evangelical Lutheran Church, Cary, SC

C. PACIFIC NORTHWEST DISTRICT

Beautiful Savior Evangelical Lutheran Church in Beaverton, OR
 Amazing Grace Evangelical Lutheran Church in Boise, ID

D. SOUTH ATLANTIC DISTRICT

Risen Savior Evangelical Lutheran Church in Orlando, FL
 Risen Savior Evangelical Lutheran Church in Savannah, GA

- E. SOUTHEASTERN WISCONSIN DISTRICT
Loving Shepherd Evangelical Lutheran
Church in Milwaukee, WI
- II. The following pastors, professors, graduate
tutors, male teachers, and staff ministers have
been recommended by their respective district
president for voting membership in the
Wisconsin Evangelical Lutheran Synod
- A. ARIZONA CALIFORNIA DISTRICT
1. Rev. Brian Doeblar, Hispanic Outreach,
Pomona, CA, from WLS
 2. Rev. Jonathan Hackbarth, King of Kings,
Garden Grove, CA, from WLS
 3. Rev. Christopher Schroeder, Hispanic
Outreach, Pomona, CA, from WLS
 4. Rev. Johnold Strey, Gloria Dei, Belmont,
CA, from WLS
 5. Teacher Michael Berge, East Fork,
Whiteriver, AZ, from MLC
 6. Teacher Nathan Buch, Mt. Calvary,
Redding, CA, from MLC
 7. Teacher Jayson Diersen, California LHS,
Wildomar, CA, from MLC
 8. Teacher Michael Homan, East Fork ,
Whiteriver, AZ, from MLC
- B. DAKOTA MONTANA DISTRICT
1. Teacher Brian Schwanz, St. Martin,
Watertown, SD, from MLC
 2. Teacher Nathan Smith, St. Paul, Rapid
City, SD, from MLC
- C. MICHIGAN DISTRICT
1. Rev. Timothy Dolan, Saginaw, MI from
WLS
 2. Rev. Michael Sheppard, Trinity,
Lincoln/St John, Mio, MI from WLS
 3. Rev. Russell Wilke, Amazing Grace,
Florence, KY, from WLS
 4. Teacher Justin Foxen, St. Paul,
Columbus, OH, from MLC
 5. Teacher Justin Gut, Peace, Otsego, MI,
from MLC
 6. Teacher Daniel Nolte, Martin Luther,
Madison Heights, MI, from MLC
 7. Teacher Ryan Stangl, St. John,
Dowagiac, MI, from MLC
- D. MINNESOTA DISTRICT
1. Rev. Jamie Brei, Our Redeemer,
Wabasha, MN/Grace, Nelson, WI
from WLS
 2. Rev. Jeffrey Duquaine, Shepherd of the
Hills, Duluth, MN, from WLS
 3. Rev. David Fleischmann, St Paul,
Morris, MN, from WLS
 4. Rev. Joel Gawrisch, Christ, (Associate)
N. Saint Paul, Morris, MN, from WLS
 5. Rev. Stephen Mueller, Missionary,
Dominican Republic, from WLS
 6. Rev. Luke Myslik, Trinity, (Associate)
Nicollet, MN, from WLS
 7. Rev. William Ritchie, Zion, Sanborn,
MN, from WLS
 8. Rev. Jonathan Scharf, MLC, New Ulm,
MN, from WLS
 9. Rev. James Werner, MLC, New Ulm,
MN, from WLS
 10. Rev. Gary Wong, St Paul, N. Mankato,
MN, from WLS
 11. Teacher Jared Christensen, Resurrection,
Rochester, MN, from MLC
 12. Teacher Ethan Hutchinson, St. Croix, W.
St Paul, MN, from MLC
 13. Teacher Christopher Luebke, St. Paul,
Saint James, MN, from MLC
 14. Teacher Casey Pufahl, St. Croix LHS,
Saint Paul, MN, from MLC
 15. Teacher Timothy Schultz, Christ, N. St
Paul, MN, from MLC
 16. Teacher Jason Snodie, Salem, Stillwater,
MN, from MLC
- E. NEBRASKA DISTRICT
1. Rev. Stephen Helwig, Gethsemane,
Lee's Summit, MO, from WLS
 2. Rev. Scott Miller, Grace, Burke/Peace,
Carlock/St John, Herrick, SD, from WLS
 3. Teacher Philip Cloute, Zion, Valentine,
NE, from MLC
 4. Teacher Matthew Foley, Shepherd of the
Valley, Westminster, CO, from MLC
 5. Teacher Joshua Gregovich, St. Paul,
Norfolk, NE from MLC
 6. Teacher Kevin Hahm, Nebraska LHS,
Waco, NE, from MLC
 7. Teacher Timothy Hemling, Trinity,
Hoskins, NE, from MLC
 8. Teacher Matthew Willems, Nebraska
LHS, Waco, NE, from MLC
- F. NORTH ATLANTIC DISTRICT
1. Rev. Arthur Faught, Exploratory,
Winchester, VA, from WLS
 2. Rev. Harland Goetzinger, St Paul,
(Associate) Ottawa, ON from WLS
 3. Rev. Lic Canot by colloquy
- G. NORTHERN WISCONSIN DISTRICT
1. Rev. Christopher Johnson, St Paul,
(Associate) Algoma, WI, from WLS
 2. Rev. Andrew Schwartz, St John,
Florence, WI, from WLS
 3. Teacher Clark Dittnebber, Bethany,
Manitowoc, WI, from MLC
 4. Teacher Mark Ehlke, Manitowoc LHS,
Manitowoc, WI, from MLC

5. Teacher Michael Peek, Trinity, Neenah, WI, from MLC
6. Teacher Benjamin Rank, Trinity, Kiel, WI, from MLC

H. PACIFIC NORTHWEST DISTRICT

No recommendations.

I. SOUTH ATLANTIC DISTRICT

1. Rev. Joshua Kesting, Trinity, Englewood, FL, from WLS
2. Rev. Michael Weigand, Peace, Holiday, FL, from WLS
3. Teacher Christopher Fischer, Sola Fide, Lawrenceville, GA, from MLC

J. SOUTH CENTRAL DISTRICT

1. Rev. Joshua Martin, Abiding Savior, Killeen, TX, from WLS
2. Rev. Mark Rohrbach, Missionary, Russia, from WLS
3. Teacher Joshua Bauer, Abiding Word, Houston, TX, from MLC

K. SOUTHEASTERN WISCONSIN DISTRICT

1. Rev. Matthew Krenke, St Peter, Milwaukee, WI, from WLS
2. Rev. John Nieminen from colloquy from CLS
3. Rev. Michael Sullivan, Zebaoth, Milwaukee, WI, from WLS
4. Teacher Aaron Bauer, Siloah, Milwaukee, WI, from MLC
5. Teacher Daniel Kasten, Garden Homes, Milwaukee, WI, from MLC
6. Teacher Anthony Natalie, St. Paul, Muskego, WI, from MLC
7. Teacher Justin Walz, Beautiful Savior, Milwaukee, WI, from MLC

L. WESTERN WISCONSIN DISTRICT

1. Rev. Joel Heckendorf, St. Peter, (Associate) Schofield, WI, from WLS
2. Rev. Matthew Holtz, Grace, Prairie du Chien, WI, from WLS
3. Rev. Kurt Schaser, LPS, Watertown from WLS
4. Rev. Paul Schulz, LPS, Watertown from WLS
5. Staff Minister Thad Jahns, St. Paul, Wisconsin Rapids, WI from WLCFS
6. Teacher Brian Mensching, LPS, Watertown, WI, from MLC
7. Teacher John Ristow, St. Mark, Watertown, WI, from MLC

Memorials

The Bylaws of the synod stipulate that "all matters to come before the convention shall be presented in writing to the president by a

deadline determined by the president and vice-president. They shall also decide which of these matters are to be included in the Book of Reports and Memorials to the convention." The printed memorials have been directed to the appropriate Floor Committees. If a floor committee feels that a given communication has exerted considerable influence on one of its resolutions, it may request that it be shared with all the delegates. We would also respectfully request that if anyone still has an unprinted memorial they wish to present that it would be given to me for submission to the appropriate floor committee for consideration.

2003 Convention

The normal convention rotation would have Luther Preparatory School host the 2003 Synod Convention. Should a chapel be built at Martin Luther College and be completed by the summer of 2003, it might be advisable to have the delegates participate in some way in its dedication. We would ask Floor Committee #7 to consider the Constitution's alternate method of deciding convention location, allowing the Synod Praesidium to decide, notifying the constituents early in 2002.

Floor Committees

All voting delegates have been assigned to serve on a floor committee. This makes some of our committees rather large, but also enables them to divide into subcommittees to facilitate their preliminary work. As much as humanly possible, floor committee work should be done when the convention is not in session. Additional time, especially in the early days of the convention, is being set aside for floor committee activities. Unless informed otherwise, all alternate delegates are expected to serve on the floor committees to which the delegate they are replacing has been assigned.

Recognition of Speakers

During the course of the convention the chair may not always be able to recognize by name the delegates who wish to speak. Rather than recognize some by name and not others, the chair will simply call the microphone number and each speaker is asked to identify himself before addressing the convention.

In Gratitude

I want to sincerely thank the members of the synod for their counsel and cooperation this past biennium. A special thanks to our vice presidents and secretary, the district presidents, the chairmen, administrators and members of our various boards, commissions, and committees as

well as to all the dedicated staff members at the Synod Administration Building. You have all been most encouraging and helpful.

In Conclusion

Finally, brothers, we all have come here, desiring to "Work While It Is Day." We will worship, pray, study our Bibles together and be about our Heavenly Father's business. And may God graciously grant, when these days together are done, we may continue to "Work While It Is Day" accomplishing his work along our way until, together, we are with him forever.

2001 MEMORIALS

(Printed in the 2001 BORAM, pages 153-167) with one added from the Convention Floor.)

Memorial

(2001-01) **Assigned to Floor Committee 6, 12**
 Subject: *New pension benefit formula*
 Submitted by: Marcus C. Nitz, Placentia, California

Memorial

(2001-02) **Assigned to Floor Committee 6, 12**
 Subject: *Synodical district alignment*
 Submitted by: The Nebraska District in Convention

Rev. Joel Frank

Memorial

(2001-03) **Assigned to Floor Committee 12**
 Subject: *Church body name change*
 Submitted by: Rev. David Schultz, Rising City, Nebraska

Memorial

(2001-04) **Assigned to Floor Committee 5**
 Subject: *BME implement curriculum revision for MLC*

Rev. Spencer Biga, Bruce Crossing, Michigan
 Rev. Kevin Cortez, Pardeeville, Wisconsin
 Rev. Ross Else, Farmington, New Mexico
 Rev. James Fleming, Farmington, New Mexico
 Rev. Kermit Habben, Tokyo, Japan
 Rev. Michael Quandt, Salt Lake City, Utah
 Rev. Nathan Seiltz, Casper, Wyoming
 Rev. James Tauscher, Boulder, Colorado

Memorial

(2001-05) **Assigned to Floor Committee 5**
 Subject: *MLC cross-teaching memorial*

Rev. Spencer Biga, Bruce Crossing, Michigan
 Rev. Kevin Cortez, Pardeeville, Wisconsin
 Rev. Ross Else, Farmington, New Mexico
 Rev. James Fleming, Farmington, New Mexico

Rev. Kermit Habben, Tokyo, Japan
 Rev. Michael Quandt, Salt Lake City, Utah
 Rev. Nathan Seiltz, Casper, Wyoming
 Rev. James Tauscher, Boulder, Colorado

Memorial

(2001-6) **Assigned to Floor Committee 5**
 Subject: *Curricular review at Martin Luther College*

Prof. Jerald Plitzuweit
 Martin Luther College

Memorial

(2001-7) **Assigned to Floor Committee 4**
 Subject: *Ordination of male teachers and staff ministers*

Teacher Shannon Bohme, Stevensville, Michigan
 Teacher David Brohn, South Haven, Michigan
 Rev. Joel Frank, Plymouth, Nebraska
 Rev. Marc Frey, Seward, Nebraska
 Rev. Vilas Glaeske, Scroggins, Texas
 Staff minister James Holman, Citrus Heights, California
 Rev. Charles Huebner, Springdale, Arkansas
 Rev. Geoffrey Kieta, Muskegon, Michigan
 Rev. Wayne Laitinen, Oklahoma City, Oklahoma
 Rev. Charles Learman, Peshtigo, Wisconsin
 Rev. Edwin Lehmann, Nixa, Missouri
 Rev. James W. Naumann, Vassar, Michigan
 Rev. Paul Naumann, Benton Harbor, Michigan
 Staff minister Kenneth Nolte, Saint Joseph, Michigan
 Prof. Lawrence Olson, New Ulm, Minnesota
 Rev. Carl Otto, Saginaw, Michigan
 Rev. Nathan Pope, Racine, Wisconsin
 Prof. Paul Prange, Saginaw, Michigan
 Rev. Peter M. Prange, Orange Park, Florida
 Rev. Victor Prange, Tucson, Arizona
 Rev. William Schaefer II, Minneapolis, Minnesota
 Prof. em. Armin Schuetze, Watertown, Wisconsin
 Teacher Stephen L. Schultz, Juneau, Wisconsin
 Rev. James Seelow, Saginaw, Michigan
 Rev. Donald Seifert, Los Angeles, California
 Rev. John Seifert, Midland, Michigan
 Prof. James Tiefel, Mequon, Wisconsin
 Rev. Stephen Valleskey, Houston, Texas
 Rev. Jonathan Voss, Remus, Michigan
 Teacher Carl Weihrauch, Stevensville, Michigan
 Rev. Frederick Zimmerman, Kawkalin, Michigan

Memorial

(2001-8) **Assigned to Floor Committee 5**
 Subject: *MECC memorial*

Submitted by:
 Rev. Matthew Arnold, Oconto Falls, Wisconsin

Rev. Terry Balogh, Mayville, Michigan
 Rev. Michael Bater, Lansing, Michigan
 Rev. Benjamin Berger, Waco, Nebraska
 Rev. William Brassow, Saginaw, Michigan
 Rev. John Brenner, Saginaw, Michigan
 Rev. Gerhardt Cares, Columbus, Wisconsin
 Rev. Aaron Christie, Trevor, Wisconsin
 Prof. Em. Paul Eickmann, Watertown,
 Wisconsin
 Rev. Marc Frey, Seward, Nebraska
 Rev. Loren Fritz, Harrisonville, Missouri
 Rev. Daniel Garbow, Saginaw, Michigan
 Dr. Vernon Gerlach, Tempe, Arizona
 Rev. Gregory Gibbons, Livonia, Michigan
 Rev. James Gorseger Pigeon, Michigan
 Rev. Cary Grant, Battle Creek, Michigan
 Rev. Darren Green, Geneva, Nebraska
 Rev. Michael Helwig, Grand Island, Nebraska
 Rev. Dennis Himm, Grand Blanc, Michigan
 Rev. Paul Hirsch, Hastings, Nebraska
 Rev. Charles Huebner, Springdale, Arkansas
 Rev. Joel Jenswold, Powell, Ohio
 Rev. Steven Kahrs, Clatonia, Nebraska
 Rev. Geoffrey Kieta, Muskegon, Michigan
 Rev. Steven Korth, Bay City, Michigan
 Rev. Wayne Laitinen, Oklahoma City,
 Oklahoma
 Rev. James Langebartels, Imlay City, Michigan
 Rev. Charles Learman, Peshtigo, Wisconsin
 Rev. Edwin Lehmann, Nixa, Missouri
 Mr. Gary Leopold, Warrenton, Virginia
 Rev. Edward Lindemann, Pardeeville,
 Wisconsin
 Rev. Kurt Loescher, Burlington, Wisconsin
 Prof. Marcus Manthey, Saginaw, Michigan
 Rev. Stephen Melso, Nepean, Ontario, Canada
 Rev. James Naumann, Vassar, Michigan
 Rev. Paul Naumann, Benton Harbor, Michigan
 Rev. Carl Otto, Saginaw, Michigan
 Rev. Joel Otto, Manitowoc, Wisconsin
 Rev. Timothy Otto, Phoenix, Arizona
 Rev. Bradley Pearson, Lincoln, Nebraska
 Rev. Gary Pieper, Grove City, Ohio
 Rev. James Plitzuweit, Kansas City, Missouri
 Rev. James Plocher, Vassar, Michigan
 Rev. Nathan Pope, Racine, Wisconsin
 Rev. Stephen Raddatz, Lincoln, Nebraska
 Rev. Richard Scheibe, Wayland, Michigan
 Rev. Thomas Schroeder, Novi, Michigan
 Rev. Melvin Schwark, Cornell, Wisconsin
 Rev. James Seelow, Saginaw, Michigan
 Rev. Robert Strawn, Broken Bow, Nebraska
 Rev. Ross Urich, Denver, Colorado
 Rev. Jonathan Voss, Remus, Michigan
 Rev. Douglas Westenberg, Juneau, Wisconsin
 Prof. em. Martin Westerhaus, Milwaukee,
 Wisconsin
 Rev. Robert Wilke, Columbus, Wisconsin

Prof. em. William Zell, Mishicot, Wisconsin
 Rev. Frederick Zimmerman, Kawkawlin,
 Michigan
 Rev. Michael Zuberbier, Tawas City, Michigan

Memorial

(2001-9)

Assigned to Floor Committee 5

Subject: *Curriculum changes*

Submitted by:

Rev. Kenneth Brokmeier, Brookings, South
 Dakota
 Professor Daniel Deutschlander, New Ulm,
 Minnesota
 Rev. Paul Doletzky, Fairfax, Minnesota
 Missionary Timothy Flunker, Mexico City,
 Mexico
 Rev. Tony Hansen, Winona, Minnesota
 Rev. Michael Jensen, Ixonia, Wisconsin
 Rev. Thomas Kock, Johnson City, Tennessee
 Rev. Michael Lindemann, Lewiston, Minnesota
 Rev. Guy Purdue, Freeland, Michigan
 Rev. Jeffrey Schallert, Cambridge, Wisconsin
 Rev. David Schleusener, Raleigh,
 North Carolina
 Prof. em. Armin Schuetze, Watertown,
 Wisconsin
 Rev. Karl Schultz, Hardar, Nebraska
 Rev. David Silfies, Morgan, Minnesota
 Rev. Daniel Sims, McFrand, Wisconsin
 Rev. Timothy Spaude, Greenfield, Wisconsin
 Rev. em. Carl Voss, Watertown, Wisconsin
 Rev. Jonathan Werre, Red Deer, Alberta,
 Canada
 Rev. Luke Werre, Sun Prairie, Wisconsin
 Rev. John Willitz, Alexandria, Minnesota

Memorial

(2001-10)

Assigned to Floor Committee 5

Subject: *Regarding confessional languages at
MLC*

Submitted by:

Prof. Daniel Deutschlander, New Ulm,
 Minnesota
 Prof. James Danell, New Ulm, Minnesota
 Prof. Earle Treptow, New Ulm, Minnesota

Memorial

(2001-11)

Subject: *Proposed changes to the bylaws
governing ministerial education:
Increase in size of the Martin Luther
College Board of Control and provision
for all boards of control members to
succeed themselves once*

Submitted by:

Board for Ministerial Education
 Rev. Peter Kruschel

Memorial (2001-12) **Assigned to Floor Committee 6, 12**
 Subject: *Bylaw change for Communication Services Commission (CSC)*

Submitted by:
 Communication Services Commission
 Rev. Gary Baumler

Memorial (2001-13) **Assigned to Floor Committee 12, 15**
 Subject: *Vacancies in district elected offices on the Synodical Council and the governing board of the ministerial education schools*

Submitted by: The Michigan District in Convention

Memorial (2001-14) **Assigned to Floor Committee 12**
 Subject: *Nominating procedure for election of district members of the Synodical Council and governing boards of ministerial education schools*

Submitted by: The Michigan District in Convention

Memorial (2001-15) **Assigned to Floor Committee 2**
 Subject: *To establish fellowship with the Confessional Lutheran Church in Latvia*

Submitted by: Commission on Inter-Church Relations

Memorial (2001-16) **Assigned to Floor Committee 12**
 Subject: *Borrowed money limits*
 Submitted by: Synodical Council

REPORT OF FLOOR COMMITTEE NO. 4

Reference: BORAM—pp. 118-119
 Subject: Report of the Conference of Presidents
Forward in Christ

Resolution No. 1

WHEREAS 1) the 56th biennial convention of the Wisconsin Evangelical Lutheran Synod marks the planned conclusion of the two-year Forward In Christ celebration during which we expressed our gratitude to God for his blessings to our synod for the past 150 years and to the

Christian Church for the 2,000 years since Christ was born; and

WHEREAS 2) there are still gifts committed to the Forward In Christ Thankoffering which have not yet been received; and

WHEREAS 3) there is still much work to be completed that was begun with gifts from the Forward in Christ Thankoffering; therefore be it

Resolved. a) That the 2001 convention of the Wisconsin Evangelical Lutheran Synod officially conclude the Forward In Christ celebration; and be it further

Resolved. b) That the Wisconsin Evangelical Lutheran Synod extend its heartfelt thanks to the Forward In Christ Celebration Committee, the Commission for Communication on Financial Support, and all those involved in this celebration of God's goodness; and be it finally

Resolved. c) That the Commission for Communication on Financial Support continue to receive the gifts previously committed to the Forward in Christ Thankoffering and to seek gifts which will support unfunded projects begun with the Forward In Christ Thankoffering.

ADOPTED

Reference: BoRaM—pp. 113-116
 Subject: Report of the Conference of Presidents
Christian Stewardship

Resolution No 2

WHEREAS 1) Good stewardship is a gift of God, a fruit of faith, and an essential component to support and further the work of Christ's Church on earth through the Wisconsin Evangelical Lutheran Synod (WELS) and its individual congregations; and

WHEREAS 2) the Commission for Communication on Financial Support (CCFS) is the arm of the Conference of Presidents (COP) that carries out all funding activities on behalf of the synod; and

WHEREAS 3) the CCFS has conducted listening and learning sessions with

congregation leaders in all twelve districts to evaluate current stewardship programs; and

WHEREAS 4) one conclusion of these discussions was that levels of stewardship education and understanding are generally low; and

WHEREAS 5) these discussions also revealed that many congregations could currently be considered “at-risk” financially, struggling to support a bare-bones ministry; and

WHEREAS 6) there is a projected shortfall in synod mission offerings beginning in the year 2003; and

WHEREAS 7) this disturbing trend is further evidenced by the fact that congregational mission offerings in 2000 for the first time in four years did not exceed the rate of inflation and surpass subscriptions; and

WHEREAS 8) congregational leaders need to address forthrightly the subject of stewardship; and

WHEREAS 9) God wants his people to excel in the grace of giving; therefore be it

Resolved. a) That the COP continue to emphasize stewardship education; and be it further

Resolved. b) That the WELS encourage congregations to train their members in Christian stewardship by utilizing the materials and support services of the CCFS; and be it finally

Resolved. c) That within the next two years the CCFS and its agencies visit each congregation, providing educational materials and training in Christian stewardship.

ADOPTED

Reference: BORAM—pp. 156-158

Subject: Report of the Conference of Presidents
Ordination of Male Teachers and Staff Ministers

Resolution No. 3

WHEREAS 1) Scripture teaches that the Lord has given his church on earth the public ministry, i.e. that the Lord wants groups of believers to call qualified individuals to use the means of grace both for their benefit and in their place; and

WHEREAS 2) Scripture teaches that a call rather than ordination places an individual into the public ministry; and

WHEREAS 3) the church rite of ordination is neither commanded nor forbidden in Scripture; and

WHEREAS 4) the historic church rite of ordination as practiced in Lutheran churches (including the WELS until 1991) recognized the longer and more intensive training required to be eligible for the pastoral ministry, which generally includes the broadest scope of responsibilities in the public ministry; and

WHEREAS 5) the 1991 convention of the WELS resolved to introduce the practice of ordaining men into the teaching ministry and thereby altered the historical meaning of the term *ordination*; and

WHEREAS 6) this change in terminology and practice has caused confusion within our synod and has raised questions both inside and outside our synodical fellowship regarding our doctrine of the call and practice of ordination; and

WHEREAS 7) this 1991 resolution has been implemented inconsistently; and

WHEREAS 8) some have suggested the WELS broaden its practice to further include the ordination of other called workers; and

WHEREAS 9) the tax status of male teachers as “ministers of the gospel” was established by an IRS private letter ruling in 1955 and was not affected by the 1991 resolution; and

WHEREAS 10) the WELS would be wise to establish consistent terminology and practice regarding ordination prior to the development of the publication *Christian Worship: Occasional Services*, which will contain the rites to be used for the installation of called workers into various forms of the public ministry; therefore be it

Resolved. a) That the WELS reaffirm its long-held confession that there is but one public gospel ministry as we confess in our church’s doctrinal statement *Doctrinal Statements of the WELS (1997)* Part D, Point 6, Page

50, "The one public ministry of the Gospel may assume various forms, as circumstances demand. . . In spite of the great diversity in the external forms of the ministerial work, the ministry is essentially one. The various offices for the public preaching of the Gospel . . . are all gifts of the exalted Christ to His Church." . . . ; and be it further

Resolved. b) That WELS rescind the resolution of its 1991 convention to ordain men into the teaching ministry and that it return to the common and historic Lutheran practice of ordaining only those men who have been trained to hold the most comprehensive form of the Gospel ministry, namely, the pastoral office; and be it further

Resolved. c) That, we urge the Conference of Presidents to communicate our terminology and practice regarding church and ministry to calling bodies within the WELS; and be it finally

Resolved. d) That Commission on Worship use language that reflects this change as it develops rites for the installation of called workers for inclusion into the publication *Christian Worship: Occasional Services*.

ADOPTED AS AMENDED

Reference: BORAM—pp. 156-158

Subject: *Report of the Conference of Presidents Commissioning of Male Teachers, Female Teachers, Male Staff Ministers and Female Staff Ministers*

Resolution No. 4

WHEREAS 1) the WELS in its Convention 2001 has resolved to return to the historic practice of ordaining only pastors; and

WHEREAS 2) there may still be confusion as to terminology used in regard to the installation of male teachers, female teachers, male staff ministers, and female staff ministers; and

WHEREAS 3) consistent terminology is necessary for good order; and

WHEREAS 4) we believe and teach that the one public ministry of the Gospel may assume various forms, all of them under the general commission (Matthew 28:16-20) to preach the Gospel; and

WHEREAS 5) the IRS recognizes the term "commissioned" along with the terms "duly ordained" and "licensed minister" to identify "ministers of the gospel" for tax purposes; and

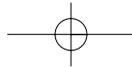
WHEREAS 6) the WELS would be wise to establish consistent terminology prior to the development of the publication *Christian Worship: Occasional Services* which will contain the rites to be used for the installation of called workers into various forms of the public ministry; therefore be it

Resolved. a) That all male teachers, female teachers, male staff ministers, and female staff ministers be commissioned at the time they begin their public ministry; and be it finally

Resolved. b) That the Commission on Worship uses language which reflects this change as it develops rites for inclusion in the publication *Christian Worship: Occasional Services*.

ADOPTED

- | | |
|----------------------------------|-----------------------------|
| Rev. Mark Rieke,
Chairman | Teacher Andrew
Willems |
| Mr. Barry Washburn,
Secretary | Mr. David Bender |
| Rev. John Beck | Mr. Robert Boyd |
| Rev. Jeff Carter | Mr. Jan Buelo |
| Rev. Mark Hallemeier | Mr. Gary Evans |
| Rev. Ross Henzi | Mr. David Falck |
| Rev. Christopher
Kruschel | Mr. Michael
Friesenegger |
| Rev. Jon Kuske | Mr. Gary Gray |
| Rev. Roger Quandt | Mr. Paul Herzfeldt |
| Rev. John Ruege, Jr. | Mr. Delmar Horstman |
| Rev. Paul Schmiede | Mr. Robert Janes |
| Rev. Timothy Soukup | Mr. Daniel Kemnitz |
| Rev. John Stellick | Mrm. Tom Kuegler |
| Rev. Mark Toepel | Mr. Ralph Kunz |
| Rev. Michael Traudt | Mr. Larry Lindemann |
| Rev. Carl Ziemer | Mr. Jack Marten |
| Teacher Jon
Biedenbender | Mr. LeRoy
Millestedter |
| Teacher Ronald
Brown | Mr. Andy Nygaard |
| Teacher Paul Fritze | Mr. Dale Oppermann |
| Teacher Guy Gast | Mr. Kevin Raucholz |
| Teacher Mark Probst | Dr. Gilbert Sechrist |
| Teacher Paul Scriver | Mr. Brian Schulz |
| | Mr. Donald
Timmermann |
| | Mr. J. Zenke |



REPORT OF FLOOR COMMITTEE NO. 3

Reference: President's Report

Subject: *Membership*

Resolution No. 1

WHEREAS 1) the following congregations are recommended by the respective district presidents for voting membership in the Wisconsin Evangelical Lutheran Synod; and

WHEREAS 2) their constitutions have been examined and approved by their respective district constitution and legislation committees ; therefore be it

Resolved. That the following congregations be graciously welcomed into voting membership in the Wisconsin Evangelical Lutheran Synod:

From the MICHIGAN DISTRICT

Beautiful Savior Evangelical Lutheran Church in Petoskey, MI

From the NORTH ATLANTIC DISTRICT

Tree of Life Lutheran Church in Cary, NC

From the PACIFIC NORTHWEST DISTRICT

Beautiful Savior Evangelical Lutheran Church in Beaverton, OR

Amazing Grace Evangelical Lutheran Church in Boise, ID

From the SOUTH ATLANTIC DISTRICT

Risen Savior Evangelical Lutheran Church in Orlando, FL

Risen Savior Evangelical Lutheran Church in Savannah, GA

From the SOUTHEASTERN WISCONSIN DISTRICT

Loving Shepherd Evangelical Lutheran Church in Milwaukee, WI

ADOPTED

Reference : President's Report

Subject: *Membership*

Resolution No. 2

WHEREAS the following pastors, professors, graduate tutors, male teachers, and staff ministers have been

Resolved.

recommended by their respective district presidents for voting membership in the Wisconsin Evangelical Lutheran Synod; therefore be it

That the following be graciously welcomed into voting membership in the Wisconsin Evangelical Lutheran Synod:

From the ARIZONA-CALIFORNIA DISTRICT

Rev. Brian Doebler, Hispanic Outreach, Pomona, CA, from WLS

Rev. Jonathan Hackbarth, King of Kings, Garden Grove, CA, from WLS

Rev. Christopher Schroeder, Hispanic Outreach, Pomona, CA, from WLS

Rev. Johnold Strey, Gloria Dei, Belmont, CA, from WLS

Teacher Michael Berge, East Fork, Whiteriver, AZ, from MLC

Teacher Nathan Buch, Mt. Calvary, Redding, CA, from MLC

Teacher Jayson Diersen, California LHS, Wildomar, CA, from MLC

Teacher Michael Homan, East Fork, Whiteriver, AZ, from MLC

From the DAKOTA-MONTANA DISTRICT

Teacher Brian Schwanz, St. Martin, Watertown, SD, from MLC

Teacher Nathan Smith, St. Paul, Rapid City, SD, from MLC

From the MICHIGAN DISTRICT

Rev. Timothy Dolan, MLC, Saginaw, MI, from WLS

Rev. Michael Sheppard, Trinity, Lincoln/St John's, Mio, MI, from WLS

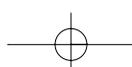
Rev. Russell Wilke, Amazing Grace, Florence, KY, from WLS

Teacher Justin Foxen, St. Paul, Columbus, OH, from MLC

Teacher Justin Gut, Peace, Ostego, MI, from MLC

Teacher Daniel Nolte, Martin Luther, Madison Heights, MI, from MLC

Teacher Ryan Stangl, St. John, Dowagiac, MI, from MLC



From the MINNESOTA DISTRICT

Rev. Jamie Brei, Our Redeemer,
Wabasha, MN/Grace, Nelson, WI,
from WLS

Rev. Jeffrey Duquaine, Shepherd of
the Hills, Duluth, MN, from WLS

Rev. David Fleischmann, St. Paul,
Morris, MN, from WLS

Rev. Joel Gawrisch, Christ,
(Associate) N. St. Paul, Morris,
MN, from WLS

Rev. Stephen Mueller, Missionary,
Dominican Republic, from WLS

Rev. Luke Myslik, Trinity,
(Associate) Nicollet, MN, from
WLS

Rev. William Ritchie, Zion,
Sanborn, MN, from WLS

Rev. Jonathan Scharf, MLC, New
Ulm, MN, from WLS

Rev. James Werner, MLC, New
Ulm, MN, from WLS

Rev. Gary Wong, St. Paul,
N. Mankato, MN, from WLS

Teacher Jared Christensen,
Resurrection, Rochester, MN, from
MLC

Teacher Ethan Hutchinson,
St. Croix LHS, W. St. Paul, MN,
from MLC

Teacher Christopher Luebke,
St. Paul, St. James, MN, from MLC

Teacher Casey Pufahl, St. Croix
LHS, St. Paul, MN, from MLC

Teacher Timothy Schultz, Christ,
N. St. Paul, MN from MLC

Teacher Jason Snodie, Salem,
Stillwater, MN, from MLC

From the NEBRASKA DISTRICT

Rev. Stephen Helwig,
Gethsemane, Lee's Summit, MO,
from WLS

Rev. Scott Miller, Grace,
Burke/Peace, Carlock/St. John's,
Herrick, SD, from WLS

Teacher Philip Cloute, Zion,
Valentine, NE, from MLC

Teacher Matthew Foley, Shepherd
of the Valley, Westminster, CO,
from MLC

Teacher Joshua Gregovich, St.
Paul, Norfolk, NE, from MLC

Teacher Kevin Hahm, Nebraska
LHS, Waco, NE, from MLC

Teacher Timothy Hemling, Trinity,
Hoskins, NE, from MLC

Teacher Matthew Willems,
Nebraska LHS, Waco, NE, from
MLC

From the NORTH ATLANTIC
DISTRICT

Rev. Arthur Faught, Exploratory,
Winchester, VA, from WLS

Rev. Harland Goetzinger, St. Paul,
(Associate) Ottawa, ON, from WLS

Rev. Lic Canot by colloquy

From the NORTHERN WISCONSIN
DISTRICT

Rev. Christopher Johnson,
St. Paul, (Associate) Algoma, WI,
from WLS

Rev. Andrew Schwartz, St. John,
Florence, WI, from WLS

Teacher Clark Dittbenner, Bethany,
Manitowoc, WI, from MLC

Teacher Michael Peek, Trinity,
Neenah, WI, from MLC

Teacher Benjamin Rank, Trinity,
Kiel, WI, from MLC

From the PACIFIC NORTHWEST
DISTRICT

No recommendations

From the SOUTH ATLANTIC
DISTRICT

Rev. Joshua Kesting, Trinity,
Englewood, FL, from WLS

Rev. Michael Weigand, Peace,
Holiday, FL, from WLS

Teacher Christopher Fischer, Sola
Fide, Lawrenceville, GA, from
MLC

From the SOUTH CENTRAL
DISTRICT

Rev. Joshua Martin, Abiding
Savior, Killeen, TX, from WLS

Rev. Mark Rohrback, Missionary,
Russia, from WLS

Teacher Joshua Bauer, Abiding
Word, Houston, TX, from MLC

From the SOUTHEASTERN
WISCONSIN DISTRICT

Rev. Matthew Krenke, St. Peter,
Milwaukee, WI, from WLS

Rev. John Nieminen from colloquy

Rev. Michael Sullivan, Zebaoth,
Milwaukee, WI, from WLS

Teacher Aaron Bauer, Siloah,
Milwaukee, WI, from MLC
Teacher Daniel Kasten, Garden
Homes, Milwaukee, WI, from MLC
Teacher Anthony Natalie, St. Paul,
Muskego, WI, from MLC
Teacher Justin Walz, Beautiful
Savior, Milwaukee, WI, from MLC
From the WESTERN WISCONSIN
DISTRICT

Rev. Joel Heckendorf, St. Peter,
(Associate) Schofield, WI, from
WLS

Rev. Matthew Holtz, Grace,
Prairie du Chien, WI, from WLS

Rev. Kurt Schaser, LPS,
Watertown, WI, from WLS
Rev. Paul Schulz, LPS, Watertown,
WI, from WLS
Staff Minister Thad Jahns, St.
Paul, Wisconsin Rapids, WI, from
WLCFS
Teacher Brian Mensching, LPS,
Watertown, WI, from MLC
Teacher John Ristow, St. Mark,
Watertown, WI, from MLC

ADOPTED AS AMENDED

Teacher John Micheel, Chairman
Mr. Bruce Seemann, Secretary

Ministerial Education

REPORT OF FLOOR COMMITTEE NO. 5

Reference: BoRaM—pp. 11-49

Subject: *Thanksgiving*

Resolution No.1

WHEREAS 1) this year's graduating class from MLC had the largest number of pastoral ministry students that our ministerial education system has produced since 1985; and

WHEREAS 2) the enrollment in our synodical schools is increasing; and

WHEREAS 3) the Lord continues to bless our ministerial education system with students of high quality; and

WHEREAS 4) the Lord has blessed our ministerial education schools with faithful, gifted, and dedicated teachers; and

WHEREAS 5) Professors Daniel Kirk, Arnold Koelpin, Armin Panning, Darvin Raddatz, and Robert Stoltz have retired; and

WHEREAS 6) Dr. John Lawrenz has taken a call to Wisconsin Lutheran Seminary after serving as Administrator of the Board for Ministerial Education; therefore be it

Resolved. a) That we thank the Lord for his continued blessings on our ministerial education system; and be it finally

Resolved. b) That we thank the Lord for the dedicated service of these men who have served well in their educational positions for many years.

ADOPTED

Reference: BoRaM—pp. 11-49

Subject: *Ministerial Education*

Resolution No.2

WHEREAS 1) there is an ongoing need in our synod for ministers in all forms of ministry; and

WHEREAS 2) the Sabbatical-in-Ministry Program keeps ministerial education workers in tune with current realities in the parish; and

WHEREAS 3) both the Congregational Evangelist Program and the Multi-Ethnic Preseminary Program have shown great promise for the training of workers to share the gospel of Jesus Christ; and

WHEREAS 4) there is a need for improved and expanded facilities at Martin Luther College; and

WHEREAS 5) current synod-mandated education programs are in jeopardy because of a lack of funding; therefore be it

Resolved. a) That we encourage the BME to continue its efforts at recruitment and retention of ministerial students; and be it further

Resolved. b) That we encourage the ministerial education faculties to take full advantage of the Sabbatical-in-Ministry Program; and be it further

Resolved. c) That we wholeheartedly support the Congregational Evangelist Program and the Multi-Ethnic Preseminary Program as tools for training workers; and be it further

Resolved. d) That we support the expansion of our educational facilities to meet the needs of our ministerial students today and in the future; and be it finally

Resolved. e) That in a spirit of thankfulness we encourage the members of the WELS joyfully and generously to increase their offerings to meet the opportunities the Lord has placed before us.

ADOPTED

Reference: BORAM Memorial 2001-05, pp.154,155, and Memorial 2001-09, p.161

Subject: *Cross-Teaching at MLC*

Resolution No. 3

WHEREAS 1) the Lord has blessed our synod with Martin Luther College (MLC), the WELS College of Ministry, which prepares future pastors, teachers, and staff ministers for work in his kingdom; and

WHEREAS 2) the practice of cross-teaching (teaching courses designed to enroll

both Studies in Pastoral Ministry (SPaM) students and Studies in Educational Ministry (SEM) students) was initiated and implemented by the MLC faculty and Board of Control in 1995 in keeping with the stated intention that “. . . while the two tracks would start out separate, opportunities for blending would be looked for and considered.” (1993 BoRaM, p. 66); and

WHEREAS 3) the MLC faculty and board, after a thorough curriculum review completed in 2000 (the first since 1986 for the pastor track, and the first since the 1960s for the teacher track), have approved curriculum revisions that increase the number of required cross-taught general education courses; and

WHEREAS 4) courses specific either to Studies in Pastoral Ministry (SPaM) or to Studies in Educational Ministry (SEM) are not included among those that are to be cross-taught at MLC; and

WHEREAS 5) it has been demonstrated, and the MLC Board of Control has recognized, that the appropriate use of cross-teaching can help students in both tracks learn more from each other and appreciate each other’s future ministries and makes better use of limited resources of finances and manpower; therefore be it

Resolved. a) That we thank the Lord for guiding the important work that MLC continues to do to prepare faithful workers for his church; and be it further

Resolved. b) That we commend the MLC faculty and Board of Control for their faithful work in studying and preparing these timely and necessary revisions to the MLC curriculum; and be it further

Resolved. c) That we express our support for these current, carefully considered revisions which both incorporate cross-teaching and maintain a distinction in the courses that are specific to each of the two tracks; and be it finally

Resolved. d) That we encourage regular and thorough curriculum study and

review by those entrusted with that responsibility, as defined in Sections 6.32 and 6.44 of the Bylaws of the Wisconsin Evangelical Lutheran Synod.

ADOPTED

Reference: BoRaM—pp. 14-39; Memorials 4,6,8,9,10 pp. 153-162

Subject: *Ministerial Education Curriculum Committee Report*

Resolution No. 4

WHEREAS 1) God graciously has provided the resources, direction, and servants within his church to ensure Scripture-based confessional theology and to approach diverse ministry needs with gospel-motivated outreach; and

WHEREAS 2) in a changing world, review and coordination of curriculum at our WELS ministerial education schools are essential for the continued preservation of its mission and the solid preparation of its workers; and

WHEREAS 3) in WELS ministerial education schools the process of curriculum review, guided by synod bylaws (see: WELS Constitution and Bylaws Section 6.44; 2001 BoRaM p. 31), coordinated by the Board for Ministerial Education (BME) and properly conducted by the Ministerial Education Curriculum Committee (MECC; see 2001 BoRaM pp. 12 and 176) together with input from our ministerial education faculties and boards, has resulted in a timely, overwhelmingly supported, system-wide curriculum review and subsequent plan ready for implementation; and

WHEREAS 4) God-fearing brothers expressed concerns which helped our committee examine all sides of the issue; and

WHEREAS 5) the WELS ministerial education system and its curriculum will require continued evaluation, coordination, and support to provide the best means of preparing future called workers; and

WHEREAS 6) in WELS ministerial education schools there needs to remain a concerted effort to provide a

curriculum strong in teaching the biblical, confessional, and living languages while preserving our confessional Lutheranism and producing ministerial candidates better equipped for future gospel outreach by addressing the needs of an ever-changing world; therefore be it

Resolved. a) That we thank God for past blessings upon our synod, especially upon its ministerial education programs and personnel, trusting him for continued providence and guidance to help us do his work; and be it further

Resolved. b) That we commend the BME and all those who assisted with the development, coordination and implementation of a system-wide curriculum for our WELS ministerial education schools; and be it further

Resolved. c) That, asking for God's blessing, we endorse the MECC report which provides a plan to teach the biblical, confessional, and living languages while preserving our confessional Lutheranism, and so better prepare future ministerial candidates to carry out the Great Commission in the 21st century; and be it further

Resolved. d) That we thank our brothers in Christ for expressing their concerns; and be it further

Resolved. e) That we encourage all entrusted with the responsibility for coordinating, reviewing and establishing curriculum within our WELS ministerial education system to continue to work together within

established guidelines to ensure that our ministerial education schools will increasingly provide God's church with candidates who are well grounded and well prepared to communicate the Word faithfully; and be it finally

Resolved. f) That we urge continued prayers for God's grace and blessing on our entire program of ministerial education.

ADOPTED

Rev. Kenneth Kratz, chairman	Teacher Timothy Plath
Teacher William Hartwig, secre- tary	Teacher Jonathan Roux
Rev. Bruce Becker	Teacher Peter Schawe
Rev. Donald Buch	Mr. Terry Baker
Rev. William Carter	Mr. James Becker
Rev. Mark Cordes	Mr. Terry Brenke
Rev. Thomas Fricke	Mr. Keith Detro
Rev. Thomas Haar	Mr. Terry Eischen
Rev. Joel W. Jaeger	Mr. Terrance Hebron
Rev. Kerry Kronebusch	Mr. Arnold K. Heyer
Rev. James Plitzuweit	Mr. Dale Jensen
Rev. Larry M. Schlomer	Mr. Thomas Hohler
Rev. Martin Schoell	Mr. Harold Kluender
Rev. Mark Schulz	Mr. Carl F. Lange
Rev. Stuart Zak	Mr. Ryan Mahoney
Teacher Mel Friske	Mr. Jesse Meloling
Teacher Steve Granberg	Mr. Richard Meske
Teacher Paul Jacobs	Mr. Thomas Patterson
Teacher Frederick Lohmiller	Mr. Charles Pieper
Teacher Brad Nommensen	Mr. Dennis Schendel
	Mr. Joel Scott
	Mr. Eugene Stemman

Home Missions

REPORT OF FLOOR COMMITTEE NO. 9

Reference: BoRaM—pp.51-55
 Subject: Board for Home Missions

I. Additional information

Our committee felt it important to share information not presented in BoRaM. As of July 23, 2001, these totals represent the work of home missions in all 14 home mission districts.

- Preaching stations— 6
- Exploratory areas— 57
- Operating Subsidized— 76
- Operating Subsidized (Campus Ministries)— 5
- Loan Subsidized— 123
- **Total Home Missions— 256**

We also wish to report that Home Missions was granted only 97% of last year's budget during the recent budgetary process.

II. Special words of thanks

We give thanks to our Lord and to the members of our synod for making all of the work that is happening in Home Missions a reality. We recognize that all of this comes from his gracious mercy.

We extend our thanks to Rev. Peter Kruschel for 12 years of service as Associate Administrator of the Board for Home Missions. We thank the Lord for giving him the gifts necessary to complete his work. May the Lord continue to bless him in his new position as the administrator of the BME.

We also thank the many men who serve on the 14 district mission boards for their faithful service to the Lord on behalf of our missionaries and their families.

III. Commendations

We commend the board for organizing and facilitating the Mobilizing Missions for Millennium Three (3M3) Missionaries' Conference, held in Chicago in July of 2000. The effort to bring

missionaries and their wives together in a national conference was uplifting, inspiring, and encouraging.

We commend the BHM for developing and working toward applying the updated Philosophy of Ministry. The six key features of this philosophy are:

1. New openings mean new outreach ministries at new and/or existing locations.
2. Team ministry is a needed emphasis ("team" carefully defined)
3. There is a criterion to emphasize quality of effort versus quantity of effort.
4. We will seek to help cross-cultural efforts to the next step, especially those presently existing.
5. We will emphasize, encourage, teach, and help facilitate "true" mother-daughter establishing of new ministries.
6. In working with a "whole church" mindset, the BHM will seek to engage as many helpers as possible in establishing any new ministries.

We commend and encourage the BHM to use more broadly the Church Extension Fund (CEF) to make loans in keeping with the new philosophies. Such loans could be given to established congregations for purposes of outreach.

We commend the BHM for calling Mr. Mel Schuler as its new associate administrator. This is a good example of the team ministry concept stated earlier in the report. We wish him the Lord's blessings in carrying out the duties of his call.

Finally we commend the BHM and the Kingdom Workers for their continued joint efforts to *work while it is day*.

IV. Exhortations

Our committee urges all delegates to make use of *Mission Connection*, a very useful and interesting way to

publicize the work of home missions among the members of our synod. If your congregation does not receive and pass out copies of *Mission Connection*, please contact the Northwestern Publishing House subscription services.

Our committee also urges the delegates to encourage the members of their congregations to be aware of the changing demographics of our country and their hometown. The committee further urges them to look for the opportunities the Lord has given to extend the gospel across cultures.

We urge each congregation to meet 100 percent or more of its Congregational Mission Offerings (CMO) with this in view: there are currently 15 areas potentially qualified for manpower when funding becomes available. The fields are ripe for the harvest.

Our committee expressed concern about the brevity and lack of detail in the BHM report in the BORAM. We encourage future editions of the BORAM to allow all synodical divisions the room to list ample details to give the synod a full picture of each division's work.

We encourage all members to continue to pray for, to encourage, and to support all of our missionaries present and future.

Let us joyfully work while it is day!

DISCUSSION FOLLOWED THIS REPORT

- | | |
|--|----------------------------|
| Teacher Steven
Lemke,
Chairman | Layman Leon Begalka |
| Layman Joseph
Knepper,
Secretary | Layman George Bock |
| Rev. Andrew Backus | Layman Tony Branda |
| Rev. Paul Fetzer | Layman Ron Clegg |
| Rev. Kevin Hanke | Layman Jerry Dretsch |
| Rev. David Hussman | Layman Murten Hess |
| Rev. John Kelly | Layman Glen Jacoby |
| Rev. Nile Merseth | Layman Herman
Koester |
| Rev. Marcus
Neumann | Layman Fred Luethe |
| Teacher Robert
Buschkopf | Layman Lester
Mortenson |
| Teacher James Curtis | Layman Fritz Perlwitz |
| Teacher John
Festerling | Layman Harold Pietz |
| Teacher Michael
Raabe | Layman LeRoy
Ruppel |
| Teacher Robert
Potratz | Layman David
Schumann |
| Layman William
Banbury | Layman Paul
Schwartz |
| Layman Donald Barg | Layman David Stuht |
| | Layman Willis Schult |
| | Layman Gil Thomas |
| | Layman Bruce
Tolzmann |
| | Layman Delbert Wells |

World Missions

REPORT OF FLOOR COMMITTEE NO. 10

Reference: BORAM—pp. 62-63
 Subject: *East Fork Lutheran High School*
 Among the many nations seeking to become indigenous in gospel ministry is the Apache nation of Arizona. The “shining jewel” of Apache work is East Fork Lutheran High School. We draw the attention of our synod to the vital importance of this work.

Since ongoing funding to support this work is a concern, we encourage the Board for World Missions to continue its caring and careful supervision of this field. While the opening of the school year is now a certainty, the future is not entirely secure. Until the financial future of East Fork Lutheran High School is stabilized, the primary funding will still need to come from gifts of members of WELS, even as the Apache nation seeks to take more responsibility for the support of our “shining jewel.”

DISCUSSION FOLLOWED THIS REPORT.

Reference: BoRaM—pp. 57, 65, 69, 70, 74
 Subject: *World Mission Blessings*

Resolution No. 1

WHEREAS 1) the Lord of the Church has richly blessed the world mission efforts that our synod has made during the past one hundred-plus years; and

WHEREAS 2) the Lord of the Church has protected and guided our mission workers at all times and especially in the past biennium during periods of political upheaval and natural disaster; and

WHEREAS 3) the rich harvest resulting from this effort blessed by the Lord is evidenced in part by the fact that there are nearly 61,000 souls in our 22 mission fields being served by 90 national pastors and 244 evangelists, along with 110 Bible institute students and 104 seminary

students who are being trained to serve in those fields; and

WHEREAS 4) the Lord has used the faithful efforts of many individuals to produce this harvest, including former missionary Rev. Roger Falk, who has retired after faithfully serving in Japan for 26 years; former missionary Rev. Roger Sprain, who has retired after faithfully serving Latin America Missions for nearly 21 years; Rev. Ronald Freier, who with this convention is stepping down after 24 years of uninterrupted service in world missions through the Japan Europe Asia Administrative Committee of the Board for World Missions; and missionary Rev. Gary Schroeder, who has recently celebrated 25 years of faithful service to the Lord and the church in Hong Kong; therefore be it

Resolved. a) That we give heartfelt thanks to our gracious Lord for the blessings and protection he has bestowed on our synod’s mission efforts in the past and for using those efforts to bring many souls to faith in their Savior through the spread of his Word; and be it further

Resolved. b) That we give heartfelt thanks to the Lord for the faithful service of those who have served in the past and for those who continue to serve here and abroad on behalf of our synod; and be it further

Resolved. c) That we express our thanks at this particular time to Rev. Roger Falk, Rev. Roger Sprain, and Rev. Ronald Freier for nearly a quarter century of service each in world missions; and be it further

Resolved. d) That we express our congratulations to Rev. Gary Schroeder for 25 years of service in Hong Kong to the Lord of the Church; and be it finally

Resolved. e) That we ask the Lord of the Church to bless and protect all who work in our synod’s world mission efforts now and in the future.

ADOPTED

Reference: BORAM—p. 72
Subject: *Cameroon Mission*
Resolution No. 2

WHEREAS 1) the Lord of the Church has richly blessed the WELS support of the mentoring ministry to the Lutheran Church of Cameroon; and

WHEREAS 2) through a special gift to the WELS we have been able to continue our work in Cameroon by supporting one missionary and one lay couple; and

WHEREAS 3) the funding for this work in Cameroon will run out in 2002; therefore be it

Resolved. a) That the WELS supported mentoring of the Lutheran Church of Cameroon continue past 2002; and be it finally

Resolved. b) That the BWM be encouraged to explore ways that this important ministry may continue.

ADOPTED

Reference: BORAM—p. 73
Subject: *Central Africa Medical Mission Committee (CAMMC)*
Resolution No. 3

WHEREAS 1) the Central African Medical Mission Committee (CAMMC) has dutifully “served as the supportive branch to the gospel mission and affords an opportunity to reflect Christ’s love and concern to the physical needs of our fellow man” since 1961; and

WHEREAS 2) the CAMMC provides workers and funding to carry out its mission; therefore be it

Resolved. a) That the CAMMC be encouraged to continue its efforts; and be it finally

Resolved. b) That the CAMMC and all those who support its work to accomplish our goals of reaching souls throughout the countries of central Africa be thanked for their efforts.

ADOPTED

Reference : BoRaM—pp. 60-61
Subject: *Progressing Toward Indigeneity*
Resolution No. 4

WHEREAS 1) the Board for World Missions has worked diligently to craft

indigenation programs in national churches; and

WHEREAS 2) a gradual phase-out of missionaries is desired as those national churches become more independent; and

WHEREAS 3) the best possible use of manpower and funds dictates that our missionaries would be freed to continue extending the Lord’s Great Commission into other lands; therefore be it

Resolved. That the Board for World Missions be commended for its prayerful and deliberate work of indigenation and urged to continue its efforts.

ADOPTED

Reference: BORAM—p. 57
Subject: *Restructuring of Administration*
Resolution No. 5

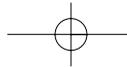
WHEREAS 1) there are increasing opportunities in all areas of our ministry to cooperate in efforts to reach the lost; and

WHEREAS 2) the Synodical Council has authorized creation of the Mission Opportunity Task Force that would create a structure to develop and implement cooperative plans to reach out with the Gospel; therefore be it

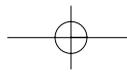
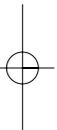
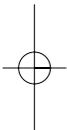
Resolved. That we encourage the synod to continue to reorganize its outreach efforts in any way necessary to reach people of all cultures and nationalities.

ADOPTED

- | | |
|------------------------------------|------------------------------|
| Mr. Thomas Hansen,
Chairman | Rev. Doug Priestap |
| Teacher James Brandt,
Secretary | Rev. Melvin Teske |
| Rev. John Berg | Teacher Edward
Becker |
| Rev. Robert Dick | Teacher Steve Brich |
| Rev. Jerry Ewings | Teacher Gary Dallman |
| Rev. David Furno | Teacher Jeffery Dorn |
| Rev. Mark Gass | Teacher Willard Engel |
| Rev. Brian Goens | Teacher Fredric
Heiderich |
| Rev. Dennis
Halvarson | Teacher Jeff Inniger |
| Rev. Freddy Krieger | Teacher Donald
Kolander |
| Rev. Joel Nitz | Teacher Michael Maas |



Teacher Carl Nolte	Layman Robert Hintz
Teacher Kenneth Proeber	Layman Timothy Jacobson
Teacher Richard Sievert	Layman Ernest Kandler
Teacher Peter Wentzel	Layman Robert Kappen
Layman Wilmar Bechtold	Layman Derwood LaValla
Layman Michael Bennett	Layman Lansing Leitzke
Layman Bernard Christianson	Layman Carl Miller
Layman George Doebler	Layman Curtis Miller
Layman Robert Duvall	Layman Donald Morrell
Layman James Dyrud	Layman Don Niemann
Layman William Ekwere	Layman Erwin Passow
Layman Norman Frey	Layman Dale Roenneburg
Layman Tom Hall	
Layman Roger Harmann	



Parish Services

REPORT OF FLOOR COMMITTEE NO. 8

Reference: BoRaM—pp. 77-95
 Subject: *Thanksgiving for Faithful Service to the Board for Parish Services*

With gratitude for the grace of God that has moved the Board for Parish Services to carry out their gospel ministry with dedication, Floor Committee No. 8 wishes to highlight the following points of their report, as well as to make several recommendations:

Commission on Evangelism

We thank the Lord for the 18 years of faithful service given by Mr. and Mrs. John and Lynne Barber to the Mass Media Ministry, as well as 30 years of faithful service given by Pastor David Witte to the Commission on Evangelism.

We encourage congregations to expand their outreach potential by making use of the School of Outreach, noting that grants are available to assist in its funding, as well as other materials and programs that are available to assist people in the sharing of the gospel. WELS members are urged in particular to take note of the media-assisted witness opportunities that are now available, and the web-based outreach material as it becomes available.

Commission on Worship

We note the assistance the Commission on Worship is giving to congregations through its published materials and software. We also note the benefits of the National Conference on Worship, Music, and the Arts, and we encourage congregations to make it possible for their musicians to attend (July 21-24, 2002, Carthage College).

We commend the commission for recognizing the problem of a shrinking source of church musicians, and we encourage the

commission to continue in its attempts to resolve this problem through new and creative solutions.

Commission on Youth Discipleship

We thank the Lord for the 10 years of faithful service given by Mr. Gerald Kastens in youth ministry and in the preparation of youth instructional materials.

We note with gratitude the development of the materials for the spiritual instruction of our youth, particularly the *Christ-Light* curriculum, and we urge congregations to make use of them.

Our committee also notes that only six percent of our teenagers attend Bible classes, and only 36 percent of our congregations offer a teen Bible class. We urge our congregations to work aggressively in teen ministry, seeking the assistance of the CYD.

Commission on Parish Schools

We note that early childhood ministries are growing beyond the CPS's capability of monitoring and assisting the programs, and beyond our ability to produce trained workers to serve in that ministry. We urge the CPS to address the recruitment of future early childhood educators, and we urge the congregations of our synod to make use of the CPS's guidelines for early childhood programs.

We note that the number of Lutheran Elementary Schools is at an all-time high, yet the total enrollment has decreased. We note also that enrollment in area Lutheran high schools has steadily increased. We encourage the CPS to continue to offer its important service to these vital ministries.

We urge congregations with schools to become involved in the Team Ministry Process. (93 percent of our congregations with schools currently make use of the program.) We also urge congregations to provide the time and resources necessary for their called workers

to continue their education. We note also that a listserv has been established on wels.net to enable WELS homeschoolers to communicate with each other.

Commission on Adult Discipleship

We note with gratitude that the CAD has made materials available in the areas of adult Bible study, senior ministry, family ministry, and stewardship. We urge our congregations to make use of these materials.

We note that the CAD is planning a program on stewardship of spiritual gifts for the year 2002 entitled "Work While It Is Day." It has been pointed out that the CCFS is planning a program on stewardship of financial gifts for the same year by the same name. We urge our congregations to take note of this, and we urge the commissions to avoid the use of duplicate titles as they prepare materials for our spiritual growth.

Commission on Special Ministries

We urge our congregations to note that special assistance is available in ministry to military personnel, the developmentally disabled, those who are incarcerated, the aging, the deaf and hard of hearing, the visually impaired, those with mental health needs, and called workers. Congregations are urged to take note of the fact that the hearing and visual impairments of many members often go unnoticed and are not effectively addressed.

Reference: BoRaM—p. 88
Subject: *Mentoring Program for New Principals*
Resolution No. 1

WHEREAS 1) many first-year teacher-principals have found difficulty in this type of ministry; and

WHEREAS 2) the MLC curriculum is designed primarily to train classroom teachers; and

WHEREAS 3) the Assignment Committee continues to find it necessary to assign first-year teachers as principals; and

WHEREAS 4) the Board for Parish Services and the Synodical Council have initiated a three-year pilot program for mentoring new principals and, after careful evaluation, have found this program to be valuable; and

WHEREAS 5) the Commission for Parish Schools and the Board for Parish Services have recommended that this project be established as a permanent service to congregations and their new principals; therefore be it

Resolved. That we endorse this recommendation.

ADOPTED AS AMENDED

Reference: BORAM—p. 92
Subject: *Military Services Committee*

Resolution No. 2

WHEREAS 1) the number of American civilians living and working overseas has increased in recent years; and

WHEREAS 2) there exists a potential for outreach to unchurched Americans in Europe; and

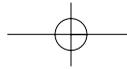
WHEREAS 3) our current ministry to Americans in Europe is confined to our military chaplaincy program; and

WHEREAS 4) the Commission on Special Ministries has suggested a three-year pilot program in which a WELS pastor would work with the full-time chaplain to develop an outreach program to American civilians living in Europe; therefore be it

Resolved. That we endorse this suggestion, subject to prioritization and funding by the Synodical Council.

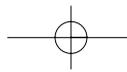
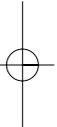
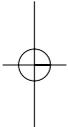
ADOPTED AS AMENDED

- | | |
|----------------------------------|------------------------|
| Mr. Jerome Bentz,
Chairman | Rev. David Aderman |
| Rev. David Beckman,
Secretary | Rev. Raymond Ziebell |
| Rev. Kenneth Arndt | Teacher Richard Gibson |
| Rev. Timothy Bauer | Teacher Donald Kerr |
| Rev. Randall Kuznicki | Teacher John Meyer |
| Rev. Philip Merten | Mr. Jim Atkinson |
| Rev. Wayne Oblender | Mr. Carroll Beguhn |
| Rev. Brad Ragner | Mr. Steven Burk |
| Rev. Richard Scheibe | Mr. Milton Gibbs |
| | Mr. Robert Goggins |



Mr. James Hass
Mr. Lawrence
 Hollenbeck
Mr. Bill Iverson
Mr. Ken Jamka
Mr. Joseph Junk

Mr. Ellsworth Katzur
Mr. Walter Ring
Mr. Robert Sakkinin
Mr. Carrol Tammen
Mr. Glenn Volkmann
Mr. Edgar Zobel



Administration

REPORT OF FLOOR COMMITTEE NO. 2

Reference: BoRaM—P. 123
 Subject: *Commission Personnel*
 Resolution No. 1

WHEREAS 1) we recognize the important work of the Commission on Inter-Church Relations; and

WHEREAS 2) the following have faithfully served on the commission and have left for various reasons: Professor Armin Panning, Professor Lyle Lange, Reverend John Vogt, and Reverend James Pope; and

WHEREAS 3) seven of the ten members are new in the last three years; therefore be it

Resolved, a) That we thank God for those who have served faithfully; and be it finally

Resolved, b) That we ask God's blessings as new people take up the work of the commission.

ADOPTED

Reference: BoRaM—P. 124
 Subject: *Formal Fellowship with the Confessional Lutheran Church in Latvia*

Resolution No. 2

WHEREAS 1) the Lord has gathered a group of Christians in the Confessional Lutheran Church in Latvia (CLCL) who are faithful to the teachings of God's Word and the Lutheran Confessions; and

WHEREAS 2) the Commission on Inter-Church Relations has examined the doctrinal statement of the CLCL and found it to be in agreement with the teachings of Scripture; and

WHEREAS 3) the CLCL has reviewed *This We Believe* and other doctrinal statements of the WELS and found nothing objectionable in them; and

WHEREAS 4) personal contact between WELS and CLCL representatives has reinforced the understanding that we are in doctrinal agreement; and

WHEREAS 5) our sister synod, the Evangelical Lutheran Synod, has already declared fellowship with the CLCL; therefore be it

Resolved, a) That WELS officially declare fellowship with the Confessional Lutheran Church in Latvia; and be it further

Resolved, b) That we give thanks to God for the unity of faith we enjoy with the CLCL and pray that it may be continued; and be it finally

Resolved, c) That we make use of every opportunity to practice our fellowship with the CLCL for the mutual strengthening of our church bodies.

ADOPTED (*WITH A RISING AND RESOUNDING "YES!"*)

Reference: Unprinted memorial submitted by the Commission on Inter-Church Relations

Subject: *Formal Fellowship with the Ukrainian Lutheran Church*

Resolution No. 3

WHEREAS 1) the Ukrainian Lutheran Church (ULC) has been formed and exists as an independent confessional church; and

WHEREAS 2) representatives of WELS and ELS have for some time enjoyed informal contacts and have had doctrinal discussions with the representatives of the ULC; and

WHEREAS 3) the CICR at its April 2001 meeting studied the doctrinal statement of the ULC and found it to be scripturally sound in its various declarations; and

WHEREAS 4) WELS representatives in the past few months discussed additional doctrinal issues with leaders of the ULC and recognized a unity in doctrine and spirit; and

WHEREAS 5) the ULC has stated its desire to establish formal fellowship ties with WELS and ELS and hopes to become a member of the CELC in 2002; and

WHEREAS 6) the ELS at its June 2001 convention has declared formal fellowship with the ULC; therefore be it

Resolved, a) That we thank God for allowing the Ukrainian Lutheran Church to be formed as a confessional Lutheran church and for allowing us to enjoy unity in faith and doctrine with the ULC; and be it further

Resolved, b) That WELS officially declare fellowship with the Ukrainian Lutheran Church; and be it finally

Resolved, c) That we ask the Lord to bless this fellowship with continuing benefits for both church bodies.

ADOPTED (WITH ANOTHER RISING AND RESOUNDING "YES!")

Reference : Unprinted memorial submitted by the Commission on Inter-Church Relations

Subject: *Formal Fellowship with the All Saints Lutheran Church of Nigeria*

Resolution No. 4

WHEREAS 1) All Saints Lutheran Church of Nigeria (ASLCN) had its origin in the Evangelical Lutheran Church of Nigeria, formerly a mission of the Synodical Conference, and has been permitted to carry on this confessional heritage; and

WHEREAS 2) God has graciously permitted ASLCN to exist as an independent church body since 1995; and

WHEREAS 3) contacts between ASLCN and representatives of Christ the King Lutheran Church of Nigeria, a sister synod of WELS, have revealed a unity in doctrine and spirit; and

WHEREAS 4) more recent contacts between ASLCN and representatives of WELS have revealed the same kind of God-given unity and disclosed the desire of ASLCN to establish formal fellowship ties with WELS; and

WHEREAS 5) the CICR at its January 2001 meeting studied various doctrinal statements of ASLCN and found them to be biblically sound in their declarations; therefore be it

Resolved, a) That we thank God for allowing the All Saints Lutheran Church of Nigeria to be formed as a confessional Lutheran church and for allowing us to enjoy unity in faith and doctrine with it; and be it further

Resolved, b) That WELS formally declare itself to be in fellowship with the All Saints Lutheran Church of Nigeria; and be it finally

Resolved, c) That we ask the Lord to bless this fellowship with continuing benefits for both church bodies.

ADOPTED (WITH A FINAL RISING AND RESOUNDING "YES!")

Reference: BORAM—pp. 123-126

Subject: *Rejoicing in Fellowship*

Resolution No. 5

WHEREAS 1) God has enabled us to declare fellowship with three sister church bodies (The Confessional Lutheran Church in Latvia, the Ukrainian Lutheran Church, and All Saints Lutheran Church of Nigeria); and

WHEREAS 2) God continues to bless our fellowship with the ELS; and

WHEREAS 3) God is also blessing us with fellowship through the Confessional Evangelical Lutheran Conference; therefore be it

Resolved, a) That we pray God to keep us all faithful to him through his Word; and be it finally

Resolved, b) That we pray God to bless this bond of fellowship.

ADOPTED

Rev. Martin Spaude, Chairman	Rev. Mark Schlenner
Rev. Kurt Loescher, Secretary	Rev. Dennis Smith
Rev. Patrick Bell	Teacher David Brohn
Rev. Jonathan Kehren	Teacher Mark Koelpin
Rev. James Korthals	Teacher Paul Schultz
Rev. Richard Kuckhahn	Layman Richard Miller
Rev. David Nottling	Layman Keith Stensvad
Rev. Stephen Pope	Layman William Stewart

REPORT OF FLOOR COMMITTEE NO. 6

Reference: BoRaM—pp. 111-113
 Subject: *Communication Services Commission*
 Resolution No. 1

WHEREAS 1) “the calling of the Communication Services Commission is to assist the Conference of Presidents in communicating the synod’s mission to the members of the synod, have responsibility for a clear and consistent communication of the synod’s mission from the synod’s national offices, and serve as a communications resource for synodical personnel” (BORAM 111); and

WHEREAS 2) “the calling of the Communication Services Commission is also to coordinate all communications; to evaluate parallel communications, seeking economy of resources; to explore innovative media usage, shared communication, and similar improvements; and to serve as a central clearinghouse for synodical information” (BORAM 111); and

WHEREAS 3) the current structure of our synod’s communication tends to be fragmented among different entities; and

WHEREAS 4) the Second Level Restructuring Committee is currently looking at the possibility of level II restructuring of synod organization; therefore be it

Resolved, That the synod in convention encourage the Second Level Restructuring Committee to consider consolidating communications responsibility under one entity.

ADOPTED

Reference: BoRaM—pp. 119—120
 Subject: *Report of the Publication Coordinating Commission*

Resolution No. 2

WHEREAS 1) the Wisconsin Evangelical Lutheran Synod needs educational, professional, and musical materials which reflect sound Lutheran theology ; and

WHEREAS 2) such materials are often not available from sources outside the WELS ; and

WHEREAS 3) production of such materials often do not “turn a profit”; and

WHEREAS 4) the Publication Coordinating Commission’s fund makes producing these materials possible; therefore be it

Resolved, a) That we direct the PCC to continue to subsidize the production and revision of such materials; and be it further

Resolved, b) That we strongly recommend that the Synodical Council preserve adequate funding of the PCC for these productions; and be it finally

Resolved, c) That we encourage the marketing of these materials inside and outside the WELS for wider distribution, as economically feasible.

ADOPTED

Reference: BoRaM—pp. 128-129
 Subject: *Report of the Committee on Relief*
 Resolution No. 3

WHEREAS 1) the Committee on Relief continues to be an avenue for WELS members to “do good to all people, especially to those who belong to the family of believers.” (Gal. 6:10); and

WHEREAS 2) there, nevertheless, seems to be a significant number of our members who are unaware of its existence and purpose ; therefore be it

Resolved, a) That we thank our Lord for the gifts His people have given for this charitable work; and be it further

Resolved, b) That we encourage congregations to make use of the annual informational bulletin provided; and be it finally

Resolved, c) That we encourage greater dissemination of information about the COR by means of synod and district publications.

ADOPTED

Reference: BoRaM—P. 129
 Subject: *Report of the Support Committee*

Resolution No. 4

WHEREAS 1) the Support Committee continues to provide financial assistance to

retired pastors, professors, teachers, and their families that will enable them to live with dignity and in reasonable comfort based on the mission of the committee according to 1 Corinthians 9:11 and Philippians 4:14-18; and

WHEREAS 2) with the rising cost of housing, utilities, insurance, and medical care, it is expected that the number of applicants requesting support will increase in the years ahead; and

WHEREAS 3) the Support Committee will not turn a deaf ear to their requests; therefore be it

Resolved. a) That we urge our called workers to take great care in providing for their own retirement needs; and be it further

Resolved. b) That we encourage our called workers to have financial resources in place for spouse and family should the Lord suddenly call the worker home; and be it finally

Resolved. c) That we inform the congregations of our synod of the help available to their called workers through the Support Committee so that no called worker's family who needs our help is overlooked.

ADOPTED

Reference : BoRaM—P. 153 (Cf. P. 110)

Subject: Memorial 2001-01 New Pension Benefit Formula

Resolution No. #5

WHEREAS 1) a new pension formula was implemented in January 2000 that provides a benefit increase, for those workers with 20 or more years of service, of approximately 17% over the previous formula that was implemented in January 1994; and

WHEREAS 2) this new formula does not apply to those who retired before January 1, 2000 (following the precedent of the January 1994 formula, which also did not apply to those who retired prior to 1994); and

WHEREAS 3) there have been requests for the new formula to be applied, either fully or in part, to all those who retired before January 1, 2000; and

WHEREAS 4) the WELS is concerned that its retirees receive a fair and equitable

pension benefit, and the WELS Pension Commission did provide a minimum increase of 5% for all retirees on January 1, 2000; and

WHEREAS 5) providing the new formula to the 900+ individuals who retired before January 1, 2000, would require additional funding of perhaps 3—4 million dollars; therefore be it

Resolved. a) That we direct the WELS Pension Commission to examine the varying pension formulas that are applied to retired workers, taking into consideration actuarial factors such as unfunded liability for years of service credit provided to some retirees and potential costs to the program based on life-span projections; and be it further

Resolved. b) That the WELS Pension Commission investigate ways to provide pension increases, possibly partial or phased, to those who retired before January 1, 2000; and be it finally

Resolved. c) That the WELS Pension Commission implement increases for those retirees where those increases would be fiscally sound.

ADOPTED

Teacher James Sievert,
Chairman
Rev. Victor Headrick,
Secretary
Rev. David Eckert
Rev. Duane Erstad
Rev. Robert Hoepner
Rev. James Humann
Rev. Guy Marquardt
Rev. Lawrence Olson
Rev. Paul Workentine
Teacher Kenneth
Lehman

Teacher Peter Lemke
Mr. Eugene Anderson
Mr. Jonathan Blum
Mr. Neil Doerr
Mr. Gerald Foss
Mr. Duane Kellor
Mr. Mark Krueger
Mr. Charles Mills
Mr. William Sebright
Mr. Larry Schalaak
Mr. Dennis Staude

REPORT OF FLOOR COMMITTEE NO. 15

Reference: BoRaM—p. 127

Subject: *Election of the President, Vice Presidents, and Recording Secretary*

Resolution No. 1

WHEREAS 1) the District Bylaws do not limit the district office of recording secretary to parish pastors; and

WHEREAS 2) we have many male called workers who are highly qualified for the position of recording secretary; and

WHEREAS 3) there is no reason to limit that office to parish pastors; therefore be it

Resolved, That Section 2.80(b) be amended as follows:

Current: . . . For the office of president or first vice president, anyone listed on the roster of "pastors-active" in the current Synodical Yearbook shall be eligible. For the office of second vice president or recording secretary, only parish pastors on the same roster shall be eligible.

Proposed: . . . For the office of president or first vice president, anyone listed on the roster of "pastors-active" in the current Synodical Yearbook shall be eligible. For the office of second vice president, only parish pastors on the same roster shall be eligible. **For the office of recording secretary, all male called workers listed as active in the current Synodical Yearbook shall be eligible.**

ADOPTED

Reference: BoRaM—pp. 165-166

Subject: *Memorial 2001-12, Communications Services Commission*

Resolution No. 2

WHEREAS 1) a vacancy in the position of the Director of Mass Media led to an evaluation of how best to address media communications in WELS for the future; and

WHEREAS 2) the CSC already had the constitutional charge to "explore innovative media usage" (Bylaws 4.30); and

WHEREAS 3) the natural way for providing media communication services for all areas of ministry and the WELS constituency is through the communications commission; and

WHEREAS 4) the anticipated restructuring of the second tier of WELS administration will address a more comprehensive role for communication services; and

WHEREAS 5) with the approval of the president's office, the CSC has hired a media

communications director to set a new direction for WELS in media communications; therefore be it

Resolved, That Section 4.30(c) be amended as follows:

Current: . . . The commission shall be responsible for a clear and consistent communication of the synod's mission from the synod's national offices; explore innovative media usage, shared communications, and similar improvements on a continuing basis; review and authorize all new communications originating in the synod's national offices; and evaluate parallel communication functions and efforts to seek economy of cost and time in communication from the national offices.

Proposed: . . . The commission shall be responsible for a clear and consistent communication of the synod's mission from the synod's national offices; explore, **support, and expedite** innovative media usage, shared communications, and similar improvements on a continuing basis **for WELS ministries and congregations**; review and authorize all new communications originating in the synod's national offices; and evaluate parallel communication functions and efforts to seek economy of cost and time in communication from the national offices.

ADOPTED AS AMENDED

Reference: BoRaM—p. 128

Subject: *Section 3.40(f), Nominating Committee*

Resolution No. 3

WHEREAS the Board of Appeals should be listed in Section 3.40(f); therefore be it

Resolved, That Section 3.40(f) be amended as follows:

Current: . . . In January of the convention year, the Nominating Committee shall nominate by ballot three candidates for each position on the following boards as terms expire: the Board for World Missions; the Board for Parish

Services; the board of directors of Northwestern Publishing House; the Board for Ministerial Education; and the chairmen of the Boards of Control of Wisconsin Lutheran Seminary, Martin Luther College, Luther Preparatory School and Michigan Lutheran Seminary; all of whom shall be parish pastors. It shall nominate the pastor and teacher at large members of the Synodical Council as their terms expire.

Proposed: . . . In January of the convention year, the Nominating Committee shall nominate by ballot three candidates for each position on the following boards as terms expire: the Board for World Missions; the Board for Parish Services; the board of directors of Northwestern Publishing House; the Board for Ministerial Education; **the Board of Appeals**; and the chairmen of the Boards of Control of Wisconsin Lutheran Seminary, Martin Luther College, Luther Preparatory School and Michigan Lutheran Seminary; all of whom shall be parish pastors. It shall nominate the pastor and teacher at large members of the Synodical Council as their terms expire.

ADOPTED

Reference: BoRaM—p. 128
 Subject: *Section 4.70, Committee on Relief*
 Resolution No. 4

WHEREAS section 7.60, Committee on Relief, is incorrectly placed in the Bylaws; therefore be it

Resolved, That Section 7.60 be renumbered as **Section 6.92**.

ADOPTED

Reference : BoRaM—p. 128
 Subject: *Section 6.64(d), Commission on Evangelism*

Resolution No. 5

WHEREAS responsibility for supervision of the Mass Media Ministry has shifted from the Commission on Evangelism to the Communication Services Commission by the president under his authority

as listed in Section 5.10, Synod Operations, section (a); therefore be it

Resolved, That Section 6.64(d) be struck and the current “(e)” and “(f)” become “(d)” and “(e)”.

ADOPTED

Reference: BoRaM—p. 128
 Subject: *Section 6.20, World Missionaries*
 Resolution No. 6

WHEREAS we concur with the recommendation of the Conference of Presidents; therefore be it

Resolved, That Section 6.20 be amended as follows:

Current: . . . World missionaries and male teachers in overseas world mission fields shall be members of the district in which they held their previous call unless they request transfer to another district. Graduates of Wisconsin Lutheran Seminary who enter a world mission field immediately shall be members of their home districts. In disciplinary actions, however, jurisdiction shall be exercised as outlined in Section 8.20(d).

Proposed: . . . World missionaries and male teachers in overseas world mission fields shall be members of the district in which they held their previous call unless they request transfer to another district.

Graduates of Wisconsin Lutheran Seminary who enter an **overseas** mission field immediately shall be members of their home districts **unless they request transfer to another district**. In disciplinary actions, however, jurisdiction shall be exercised as outlined in Section 8.20(d).

ADOPTED

Reference: BoRaM—pp. 128, 166
 Subject: *Constitution for the Districts, Article XVIII, Nominating Committee*

Resolution No. 7

WHEREAS 1) the second sentence of Article XVIII, Section 3, is no longer needed; and

WHEREAS 2) it would be beneficial to have consistency among the twelve districts regarding the number nominated for offices of the synod elected by the district; and

WHEREAS 3) the Synod Constitution recommends three nominees for most boards; therefore be it

Resolved, That the second sentence of Article XVIII, Section 3, be changed to:

Current: . . . The committee shall nominate at least two candidates for each elective office of the district, except as otherwise provided for in this constitution. It shall nominate at least six names for offices of the synod for which the district serves as a nominating committee.

Proposed: . . . The committee shall nominate at least two candidates for each elective office of the district, except as otherwise provided for in this constitution. **It shall nominate at least three names for offices of the synod elected by the district.**

ADOPTED

Reference: BoRaM—p. 128
Subject: *Section 6.44(d), Governing Board*
Resolution No. 8

WHEREAS there are inconsistencies in the name of the governing boards of the four synodical schools in the Synod Bylaws (*i.e.* Board of Control); therefore be it

Resolved, That the synod in convention direct the Committee on Constitutional Matters to replace “Board” and “Board of Control” when it refers to governing boards of the synodical schools with the term “governing board.”

ADOPTED

Reference: BoRaM—p. 127
Subject: *Committee on Constitutional Matters*
Resolution No. 9

WHEREAS Pastor Gerhardt Cares faithfully served the Committee on Constitutional Matters for 24 years, 19 of those years as chairman; therefore be it

Resolved, That the synod in convention extend a sincere thank you to Pastor

Gerhardt Cares for his faithful service.

ADOPTED

Reference: BoRaM—p. 128
Subject: *Section 4.70 (a) (4-6), Committee on Constitutional Matters, Executive Committee Responsibilities*

Resolution No. 10

WHEREAS 1) section 4.70(a) (4-6) of the WELS Bylaws requires the Committee on Constitutional Matters to meet and to make decisions on many small and insignificant matters; and

WHEREAS 2) there is an executive committee of the Committee on Constitutional Matters that can more efficiently and appropriately handle matters such as publishing the Constitution and Bylaws as amended by the convention; and

WHEREAS 3) the executive committee can more efficiently evaluate changes to the Constitution and Bylaws that may be proposed to the convention; and

WHEREAS 4) any proposed changes to the Constitution or Bylaws of major significance would be considered by the entire committee before any recommendation is made; and

WHEREAS 5) the executive committee may need access to legal counsel to properly evaluate proposed changes to the Constitution and Bylaws; therefore be it

Resolved, That section 4.70(a) of the WELS Bylaws be amended to insert the word “executive” into the Bylaws ahead of the word “committee” as follows:

- A. Section 4.70(a)(4) The **executive** committee shall examine all proposed changes to the Constitution and Bylaws and submit its recommendations on all proposed changes to the synod convention.
- B. Section 4.70(a)(5) After each convention of the synod, the **executive** committee shall publish the Constitution and Bylaws as amended by the convention.

C. Section 4.70(a)(6) The **executive** committee shall have access to the synod's legal counsel through the executive director of support services.

ADOPTED

Reference: BoRaM—p. 128

Subject: *Section 4.70 (a) (4), Committee Authority*

Resolution No. 11

WHEREAS 1) section 4.70(a)(4) of the WELS Bylaws prohibits the Committee on Constitutional Matters from making a recommendation to the convention about changes to the Constitution or Bylaws affecting the Committee on Constitutional Matters; and

WHEREAS 2) all other committees are authorized to make recommendations about amendments to the Bylaws affecting their own committee; and

WHEREAS 3) the Committee on Constitutional Matters is in the best position to make recommendations about how this committee should function and about amendments to the Constitution or Bylaws; therefore be it

Resolved, a) That section 4.70(a) (4) of the WELS bylaws be amended to strike language at the end of the first sentence (Strike: except those affecting the committee); and be it further

Resolved, b) That section 4.70(a) (4) of the WELS bylaws be amended to strike language at the end of the last sentence. (Strike: On changes affecting the committee, the committee shall make no recommendation to the convention.)

ADOPTED

Reference: BoRaM—pp. 162-165

Subject: *Increase in Size of the Martin Luther College Governing Board*

Resolution No. 12

WHEREAS 1) the current Bylaw (Section 6.36 (f)) allows governing boards' members from the upper Midwest districts (Michigan, Minnesota, Northern Wisconsin, Southeastern Wisconsin,

and Western Wisconsin Districts) to succeed themselves once; however, members from outlying districts are not allowed to succeed themselves; and

WHEREAS 2) the governing boards at all of our ministerial schools have found it difficult to conduct matters of business that require and assume a working knowledge of school programs, activities, services and policies—knowledge that can only be gained through a longer term of office than allowed by the current Bylaws; and

WHEREAS 3) at its January 2000 meeting, the Martin Luther College (MLC) Governing Board, with the support of Pres. Theodore Olsen, resolved to request an increase in its size from eight members (seven elected by districts and a chairman elected by the synod) to thirteen; and

WHEREAS 4) the MLC board has adopted a comprehensive plan adjusting the structure of the college's administration through the appointment of four vice presidents who will each be given significant administrative responsibility at the college under the college's president; and

WHEREAS 5) the MLC board at its spring 2000 meeting approved the implementation of the restructuring of the college administration, effective at the beginning of the 2000-2001 school year; and

WHEREAS 6) the current board, numbering eight members, has found itself unable to handle the volume and complexity of its work, in part because Martin Luther College is nearly twice the size of the next largest ministerial education school; and

WHEREAS 7) an MLC board of twelve members, plus a chairman, will enable the MLC board to organize itself into four working committees of three persons each who will work with the four college vice presidents to prepare agenda items and recommendations for consideration by the plenary board, thereby making better use of time and a broader interface with the college's administration; and

WHEREAS 8) the majority of our MLC students come from the upper Midwest; and

WHEREAS 9) it is felt that effective functioning of the board could be enhanced by drawing more heavily on the upper Midwest districts; and

WHEREAS 10) representation on the board should reflect the insights and concerns of all the districts to a greater or lesser degree; and

WHEREAS 11) a change in the composition of the MLC board and a change in the policy regarding boards of control members succession require an amendment to Section 6.36 of the Synod's Bylaws; and

WHEREAS 12) "Bylaws may be amended at any regular convention of the synod by the affirmative vote of two-thirds of the votes cast, provided that notice of such amendments shall have been sent to all voting and advisory delegates at least 60 days prior to the convention, or may be included in the *Book of Reports and Memorials* to the convention if the book is sent more than 60 days prior to the convention" (WELS Constitution, Article XI, section 4); and

WHEREAS 13) the proposed change at MLC would not affect the current biennial budget, and is included in decision packages prepared for the 2001-03 budget; therefore be it

Resolved, a) That an amendment to the section of the Bylaws of the Synod's Constitution which regulate the ministerial education area of ministry be adopted to allow the membership of the Martin Luther College Governing Board to increase from eight to thirteen; and be it further

Resolved, b) That Section 6.36 "Governing Boards of the Ministerial Schools" which presently covers all ministerial schools, be changed so that a separate Section (6.34) covers Wisconsin Lutheran Seminary, a Section (6.36) covers Martin Luther College, and a Section (6.38) covers both preparatory schools; and be it finally

Resolved, c) That the rewording of this section of the Bylaws (as amended in July 1999 and printed May 2000) be as follows:

- 1) Introductory paragraph: no change
- 2) Section 6.32 "Board for Ministerial Education": no change
- 3) New Section 6.34 "Governing Board of Wisconsin Lutheran Seminary":
 - (a) For the government and administration of Wisconsin Lutheran Seminary, Mequon, Wisconsin, there shall be a board of eight members, composed of the chairman who shall be a parish pastor, three parish pastors, one teacher, and three laymen.
 - (b) The terms for all members of the governing board shall be six years. The president of the synod shall appoint a man to fill a vacancy that occurs in the office of the governing board chairman between elections. The appropriate district president shall appoint men to fill vacancies that occur among the governing board members between elections.
 - (c) The chairman of the governing board shall be elected by the synod in convention from a slate of candidates prepared by the Nominating Committee of the synod. The election of the chairmen of the governing boards of the synod's theological seminary, its college, and its preparatory schools shall be staggered at two-year intervals.
 - (d) The districts shall elect the seven remaining members of the governing board from a slate of candidates prepared by the districts in accord with the pastor /

- teacher / lay distribution as determined by the synod's Nominating Committee. Board members may succeed themselves once.
- (e) Five members of the governing board shall be elected by the upper Midwest districts (one each from Michigan, Minnesota, Northern Wisconsin, Southeastern Wisconsin, and Western Wisconsin Districts).
- (f) The election of governing board members shall be staggered at two-year intervals with all elections for members from non-upper Midwest districts held in the same year. Following the regular conventions of the districts, three, respectively two members, members shall retire from the governing board after their successors have been elected.
- (g) The district president of the Southeastern Wisconsin District, within whose jurisdiction Wisconsin Lutheran Seminary is situated, shall be an advisory member of the governing board. The administrator of the Board for Ministerial Education shall be an advisory member of the governing board.
- 4) Revised Section 6.36 "Governing Board of Martin Luther College":
- (a) For the government and administration of Martin Luther College, New Ulm, Minnesota, there shall be a governing board of thirteen members, composed of the chairman who shall be a parish pastor, and twelve others who shall be a mixture of pastors, teachers, and laymen. The aggregate number of governing board members shall include as balanced as possible a mixture of pastors, teachers, and laymen.
- (b) The terms for all members of the governing board shall be six years. The president of the synod shall appoint a man to fill a vacancy that occurs in the office of the governing board chairman between elections. The appropriate district president shall appoint men to fill vacancies that occur among the governing board members between elections.
- (c) The chairman of the governing board shall be elected by the synod in convention from a slate of candidates prepared by the Nominating Committee of the synod. The election for the chairmen of the governing boards of the synod's theological seminary, its college, and its preparatory schools shall be staggered at two-year intervals.
- (d) Nine members of the governing board shall be elected by the upper Midwest districts (two each from Minnesota, Northern Wisconsin, Southeastern Wisconsin, and Western Wisconsin Districts and one from the Michigan District). The three remaining members of the governing board shall be elected from three of the seven non-upper Midwest districts in accord with the pastor / teacher / lay distribution as determined by the Nominating Committee. Board members may succeed themselves once.
- (e) The election of governing board members shall be staggered at two-year intervals. Following the regular conventions of the districts, four members shall retire from the governing

- board after their successors have been elected.
- (f) The district president of the Minnesota District, within whose jurisdiction Martin Luther College is situated, shall be an advisory member of the governing board. The administrator of the Board for Ministerial Education shall be an advisory member of the governing board.
- 5) New Section 6.38 "Governing Boards of the Preparatory Schools":
- (a) For the government and administration of Luther Preparatory School, Watertown, Wisconsin, and Michigan Lutheran Seminary, Saginaw, Michigan, there shall be boards of eight members, composed of the chairman who shall be a parish pastor, three parish pastors, two teachers, and two laymen.
- (b) The terms for all members of the governing boards shall be six years. The president of the synod shall appoint a man to fill a vacancy that occurs in the office of the governing board chairman between elections. The appropriate district president shall appoint men to fill vacancies that occur among the governing board members between elections.
- (c) The chairmen of the governing boards shall be elected by the synod in convention from a slate of candidates prepared by the Nominating Committee of the synod. The election for the chairmen of the governing boards of the synod's theological seminary, its college, and its preparatory schools shall be staggered at two-year intervals.
- (d) The districts shall elect the seven remaining members of the governing boards from a slate of candidates prepared by the districts in accord with the pastor / teacher / lay distribution as determined by the synod's Nominating Committee. Board members may succeed themselves once.
- (e) Five members of the governing boards shall be elected by the upper Midwest districts (one each from Michigan, Minnesota, Northern Wisconsin, Southeastern Wisconsin, and Western Wisconsin Districts).
- (f) The election of governing board members shall be staggered at two-year intervals with all elections for members from non-upper Midwest districts held in the same year. Following the regular conventions of the districts, three, respectively two, members shall retire from each governing board after their successors have been elected.
- (g) District presidents within whose jurisdiction the preparatory schools of the synod are situated shall be advisory members of the governing board. The administrator of the Board for Ministerial Education shall be an advisory member of the governing boards.
- 6) Sections 6.40 "Authority of the Governing Boards," 6.44 "Duties of Presidents of Ministerial Schools," and 6.48 "Calling Procedure": no changes.

After careful consideration and discussion of Memorial (2001-13), Committee #15 voted not to recommend this memorial to the synod in convention. Nevertheless, Memorial 2001-13 was adopted as amended, as noted in the minutes.

Teacher Donald Helwig,
Chairman
Rev. Robert Pasbrig,
Advisor
Mr. Brad Engel,
Secretary
Rev. Marcus Bode
Rev. Michael Dietz
Rev. Kenneth Frey
Rev. Kurtis Mau
Rev. Thomas Spiegelberg
Teacher Joel Babinec

Teacher Brian Fuerstenau
Teacher Kevin Loersch
Teacher Scott Wagner
Mr. Randy Baker
Mr. Albert Meier
Mr. Oscar Miller
Mr. Richard Screptock
Mr. Rod Seefeld
Mr. Paul Stieber
Mr. David Werth
Mr. John Moor

funding of capital projects; therefore be it

Resolved. a) That the total synod borrowing limits from all sources, including long term loans, be established at a maximum of \$80,000,000, of which a maximum of \$60,000,000 may be borrowed for the Church Extension Fund; and be it finally

Resolved. b) That these new limits remain in effect until changed by a future synod convention.

ADOPTED

Subject: *Capital Funding Prioritized List*

We praise the Lord that he has provided many special opportunities for us to express our love for him through capital projects, which the Synodical Council has prioritized in keeping with the Mission Objectives Vision statement as follows:

1. Martin Luther College Student Residence
2. Michigan Lutheran Seminary Science Wing
3. Madison, WI, Campus Center
4. Michigan Lutheran Seminary Cafeteria
5. Martin Luther College Cafeteria
6. Luther Prep School Science Floor
7. Martin Luther College Activity Center
8. Campus Ministry Facility—University of Minnesota—Minneapolis, MN
9. St. Lucia, West Indies, Land & Worship Facility
10. Vietnamese Center, Boise, ID
11. Synod Administration Building
12. New York City Worship Facility

Note: Martin Luther College Chapel and Heritage Archives projects have already been approved by the synod in convention and are awaiting funding through the **Forward in Christ** thank offering.

We pray that God will multiply the grace of giving among us so that

REPORT OF FLOOR COMMITTEE NO. 12

Reference: Memorial (2001-2) BoRaM—p. 153

Subject: *Synodical District Alignment*

Resolution No. 1

WHEREAS 1) the purpose of structure in the church is to support the gospel ministry; and

WHEREAS 2) many demographic changes have occurred since the district lines were drawn in 1983; and

WHEREAS 3) some commonalties and synergies may cross present district lines; therefore, be it

Resolved. a) That the Conference of Presidents study the district boundaries; and be it further

Resolved. b) That the Conference of Presidents bring its recommendations to the 2003 Synod Convention.

ADOPTED

Reference: Memorial (2001-16) BoRaM—p. 167

Subject: *Borrowed Money Limits*

Resolution No. 2

WHEREAS 1) the Wisconsin Evangelical Lutheran Synod in its 1993 convention established a borrowing limit of \$70,000,000 of which a maximum of \$60,000,000 may be borrowed for the Church Extension Fund; and

WHEREAS 2) the need exists for increased amounts of borrowed money for other than CEF purposes to allow for ministry work and the initial

these projects rapidly become a reality.

REPORT

Subject: *Seek & Keep Grants*

Resolution No. 3

WHEREAS 1) our beloved Wisconsin Synod continues to experience "back-door losses"; and

WHEREAS 2) our Savior Jesus has given us the Great Commission to seek the lost; and

WHEREAS 3) these endeavors require funding; and

WHEREAS 4) the Synodical Council has resolved to allocate the last \$2.4 million in the WELS Gift Trust Fund to an expanded "Outreach Opportunity Fund"; and

WHEREAS 5) the purpose of Seek and Keep grants is intended to assist and encourage WELS congregations, groups of individuals, and other WELS organizations in reaching out to the lost and addressing at the congregational level the problem of "back door losses"; and

WHEREAS 6) the Statement of Purpose of the proposed Seek and Keep Grants states that "The Seek and Keep Grants financially assist the WELS in outreach and retention ministries in accord with our Savior's great commission"; therefore be it

Resolved. That the Synodical Council be directed to proceed with the implementation of the plan which it outlined.

ADOPTED

Reference: Memorial (2001-3) BoRaM—p. 153

Subject: *Church Body Name Change*

Resolution No. 4

WHEREAS 1) the name "Wisconsin" is used primarily to identify a certain geographic area; and

WHEREAS 2) the name "Evangelical" is frequently misused by Protestants and is often misunderstood by others; and

WHEREAS 3) the name "Lutheran" has been misrepresented by the Evangelical Lutheran Church in America and

others who call themselves Lutherans; and

WHEREAS 4) the name "Synod" is not understood by most people and needs frequent clarification even within our own circles; and

WHEREAS 5) benefits of a name change will outweigh the monetary cost of making the change; and

WHEREAS 6) a name change will facilitate the work of the Home Missions, World Missions, and other Wisconsin Evangelical Lutheran Synod congregations; therefore be it

Resolved. a) That the Synodical Council study the appropriateness and feasibility of a change of name for the Wisconsin Evangelical Lutheran Synod; and be it further

Resolved. b) That the Synodical Council present such findings, including the name change, if appropriate, to the 57th Biennial Synod Convention in the form of a resolution.

DEFEATED

Reference: Report of Task Force to Synodical Council regarding Mission Opportunity program

Reference: BoRaM-pp. 7, 137-140

Subject: *2001-2003 Recommended Budget*

Resolution No. 5

WHEREAS 1) God's people of the WELS have responded in love through their offerings in the last biennium; and

WHEREAS 2) we acknowledge, appreciate, and affirm the diligent work of the areas of ministry and the Synodical Council to create a budget that effectively and efficiently carries out our Lord's Great Commission; and

WHEREAS 3) the recommended budgets reflect our synod's efforts to carry out its Mission Objectives Vision statement; and

WHEREAS 4) the Synodical Council anticipates an increase in revenues for the next biennium of 2.7 percent (from \$53,965,100 to \$55,431,800 in fiscal 2001-2002) and an increase of 3.0 percent (from \$55,431,800 to \$57,099,200 in fiscal 2002-2003); and

WHEREAS 5) the WELS bylaws (Section 5.30 [c]) require a balanced budget; and

WHEREAS 6) increases of 1.4 percent and 3.0 percent are planned in expenditures during the next biennium (from \$54,676,900 to \$55,431,800 in fiscal 2001-2002 and \$57,099,200 in fiscal 2002-2003); therefore be it

Resolved, a) That we thank the Lord for our church body which continues to be dedicated to carrying out our Lord's Great Commission; and be it further

Resolved, b) That we thank the Lord for his people who love him and cheerfully bring their firstfruits to him; and be it further

Resolved, c) That the Synodical Council continue its efforts to use wisely our gifts for the Lord and operate within the framework of a balanced budget; and be it finally

Resolved, d) That we approve the recommended budgets of \$55,431,800 and \$57,099,200 over the next biennium, subject to the overall review and adjustments as necessary by the Synodical Council.

ADOPTED

Reference: Budget BoRaM—p. 153

Subject: *Impact of Tuition on Synodical Budget*

Resolution No. 6

WHEREAS our current tuition policy has not been reviewed recently by the Synodical Council; therefore be it

Resolved, a) That the Synodical Council review current tuition and fee structure at our synod schools; and be it finally

Resolved, b) That the Synodical Council report its findings to the 57th synod convention.

ADOPTED

Reference: Appendix 2, BoRaM p. 7

Subject: *Requests Prioritized, but Not Funded*

Resolution No. 7

WHEREAS 1) there are still unfunded areas of ministry; and

WHEREAS 2) the requested items reflect our efforts to carry out the WELS Mission Objectives Vision statement; and

WHEREAS 3) many WELS members have the means to raise their overall giving level by at least 1 percent of their annual income; therefore be it

Resolved, a) that we pray for God's continuous blessing on his people that their response to his great love in Christ might mean far greater gifts than the proposed budgets so that we might further increase our efforts to nurture the saints and reach out to the billions who are lost; and be it finally

Resolved, b) that we encourage our WELS congregations to increase their Congregation Mission Offering.

ADOPTED

Reference: Appendix 1 BoRaM—p. 7

Subject: *2001-2003 Budgetary Dollars*

Resolution No. 8

WHEREAS a corrected version of Appendix 1 has been submitted by the Director of Finance; therefore, be it

Resolved, That we accept the revised version Appendix 1 description of the 2001-2003 budgetary dollars.

ADOPTED

Rev. Keith Kruck,
Chairman

Dr. Steven Staude,
Secretary

Mr. Robert Bartz
Rev. Thomas Behnke

Mr. David Bertch
Rev. Daniel Buske

Mr. Steven Enter
Mr. Mark Fostervold

Rev. Philip Geiger
Mr. Alan Geisthardt

Mr. Vernon Gieseke
Mr. Mike Grimes

Rev. Robert Gurgel
Mr. Todd Hackbarth

Rev. Michael Hatzung
Mr. James Hobley

Mr. Russell Hurst
Mr. Michael Kiecker

Rev. Richard Kugler
Mr. Steven Miller

Mr. Alan Mindock
Mr. Kevin Moon

Mr. John Nolte
Mr. Herbert Peter

Mr. Franklin Quintero
Rev. Nathan Radtke

Mr. Howard Rauch
Mr. Jeffrey Roloff

Mr. Lewis Rosenbaum
Mr. Robert Roske

Mr. Allan Schmidt
Rev. Winfried

Schroeder
Mr. Fred Schuettke

Mr. Walter Sheppard
Mr. Ron Smallfield

Mr. Wayne
Springstroh

Rev. John Vieths
Mr. Gene Waldkoetter

Mr. Ron Weber
Rev. Arno Wolfgramm

REPORT OF FLOOR COMMITTEE NO. 11

Reference: BoRaM—pp. 97-100, top p. 101. Bottom of 102-106.
(Note: Intentionally omitted goal four and all references to accountability and performance in regard to salary structure.)

Subject: *Compensation Proposal from the WELS Synodical Council—Goals One, Two and Three*

Resolution No. 1

WHEREAS 1) the WELS Synodical Council has proposed a compensation package that reflects the scriptural principles that pertain to the financial support of called workers; and

- 1.1 the Bible teaches that the office of the ministry is a most noble calling and is to be held in honor by God’s people; and
- 1.2 we desire to recognize and concur with this teaching; and

WHEREAS 2) the basic formula of synodical compensation has not changed since 1975, nor has the unfulfilled desire of the synod to increase compensation for called workers changed since that time; and

WHEREAS 3) the WELS Synodical Council has proposed for this convention a compensation package that provides the opportunity for those who are served by the gospel to provide financial support to those who serve them with the gospel; and

- 3.1 it is desirable for the calling body to define the responsibilities of the call; and
- 3.2 those “who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching. For the Scripture says, ‘Do not muzzle the ox while it is treading out the grain,’ and ‘The worker deserves his wages’” (1 Timothy 5:17-18); and
- 3.3 it is the responsibility of the calling body to provide for the financial support of those

who serve them with the Gospel (Matthew 10:10, Luke 10:7); and

- 3.4 housing or a housing allowance shall be provided for all called workers; and
- 3.5 the income of the called workers should be sheltered to the fullest extent of the tax laws by the calling body; and
- 3.6 the calling body benefits from further education of its called workers; and
- 3.7 the Human Resources Committee will assemble materials to assist calling bodies with compensation planning; and

WHEREAS 4) the WELS Synodical Council has proposed a compensation package that enables called workers to provide for the material well-being of their families so they may devote their energies, time and attention to the full-time work of the public ministry; and

- 4.1 wise stewardship of money will provide appropriate income to give generously to God’s church, to provide for a worker’s family, as well as allow for savings and for retirement; and
- 4.2 there are many types of investments for supplemental retirement income; and
- 4.3 many called workers would appreciate advice and assistance in wise money management; and
- 4.4 called workers incur many position/business-related expenses; and
- 4.5 ministers of the gospel are considered self-employed for Social Security purposes and employees for other tax and fringe benefit purposes; therefore be it

Resolved. a) That we give those who serve as called workers the high honor God requires; and be it further

Resolved. b) That we no longer require our called workers to continue to bear the consequences of any further

delay(s) for increased compensation; and be it further

Resolved, c) That we approve the compensation package as outlined in the example in BoRaM, pages 105-106 (with the exception of any reference to accountability or performance in regard to salary structure) with this understanding:

- c.1 the calling body clearly defines the parameters of the call; and
- c.2 the calling body annually reviews the responsibilities of the called worker and the calling body considers additional compensation for additional responsibilities; and
- c.3 the base salary for an entry-level teacher (range A) will be derived from the national average of the most current year of the Consumer Expenditure Survey/U.S. Bureau of Labor Statistics (BLS) and the national Per Capita Income average BLS rounded to the nearest thousand dollars of salary. The current figure of \$26,000 is based on the latest statistics available (1999); and
- c.4 the cost of living adjustment (COLA), using 100 percent Composite Index, will be added to or subtracted from the entry level teacher's salary (range A) and will be taken from the ACCRA Index or other appropriate indices; and
- c.5 if housing is provided by the calling body the COLA may be adjusted by the housing component of the Index for that area; and
- c.6 the calling body, together with its called workers, formulates a plan of continuing education and provides funding for that plan; and
- c.7 the Human Resources Committee, under the direction of the Conference of Presidents, is responsible to coordinate materials and to provide training for the implementation of this

compensation package for the called workers as well as for the calling bodies; and

- c.8 the effective date for implementation of this compensation package shall be July 1, 2003; and be it further

Resolved, d) That we separate and reimburse all non-taxable expenses incurred by the called worker:

- d.1 the calling body provides housing or housing allowance. If a housing allowance is provided, it should be based on fair market value for the area, using appropriate index source(s) such as the U.S. Department of Housing and Urban Development; and
- d.2 if housing is provided for called workers, the calling body contributes a minimum of 2 percent of the annual base salary of an entry-level teacher (range A) as a supplemental retirement plan to provide housing equity and this amount is to be placed into an IRC 403(b) plan of the workers' choice; and
- d.3 the calling body be encouraged to contribute 2 percent based on the COLA adjustment of the area for additional housing equity; and
- d.4 the calling body shall reimburse all position/business-related expenses including automobile mileage at the allowable IRC rate; and
- d.5 the calling body is encouraged to establish a flexible spending (cafeteria) plan if it is found to benefit the called worker (under IRC 125); and
- d.6 the calling body at the request of the called worker is encouraged to establish an IRC 403(b) plan; and
- d.7 the calling body at the request of the called worker records the Parsonage and

- Furnishings Allowance as allowed by IRC 107; and
- d.8 the calling body remunerates one-half of the Self Employment Compensation Act (SECA) (i.e. Social Security) tax for ministers of the gospel; and
- d.9 the calling body will set an appropriate paid vacation schedule such as the one established by the Board for Home Missions; and
- d.10 the ministerial education schools (MLC & WLS) will offer instruction in personal money management and will provide current tax information that will assist future called workers; and be it further

Resolved, e) While the compensation package applies directly to workers called by the WELS, other calling bodies in our synod are encouraged to use at least these amounts as a guideline for compensating their called workers; and be it finally

Resolved, f) That any references herein to agencies or companies providing statistics or indices may be changed if more accurate information and data become available that reflect the vision and intent of this compensation proposal.

ADOPTED AS AMENDED

- | | |
|-----------------------------------|-----------------------------|
| Mr. John W. Peterman,
Chairman | Teacher Thomas
Banaszak |
| Rev. Roger R. Zehms,
Secretary | Teacher David
Dahlberg |
| Rev. James Liggett | Teacher Steven
Rosenbaum |
| Mr. Rodger
Bogenschutz | Mr. Brad Bartz |
| Mr. Gary Dunsmoor | Mr. Charles Withey |
| Mr. Dallas Oestreich | Rev. Richard Krause |
| Mr. Al Rousseau | Rev. Roger Knepprath |
| Mr. Paul Wirth | Teacher Mark Kaiser |
| Rev. H Curtis Lyon | Teacher Robert
Wiegman |
| Teacher Andrew
Asmus | Teacher Timothy
Zellmer |
| Teacher Mark
Eisenmann | Rev. Walter Oelhafen |
| Mr. Robert Gromlund | Mr. David Peserik |
| Mr. Harold Hunziker | Mr. Phil Scheuer |
| Rev. Edward
Lindemann | Mr. Thomas
Conzelmann |
| Rev. Paul Lemke | Mr. Sherman Unkefer |

- | | |
|-----------------------------|---------------------|
| Rev. Peter Unnasch | Mr. Tim Hansen |
| Teacher Steven
Grosinske | Mr. John Deschane |
| Teacher Mark Renner | Mr. Tom Poehlman |
| Mr. John Tappe | Rev. William Russow |
| Mr. Brian Heinitz | Mr. Duane Nelson |
| Mr. Norman Riediger | Mr. Larry Todd |
| | Rev. Ray Beckmann |

REPORT OF FLOOR COMMITTEE NO. 13

Subject: *Offerings of the Convention*

Resolution No. 1

WHEREAS 1) we have gathered here in convention under the theme, "Work While It Is Day"; and

WHEREAS 2) reports and individuals at this convention have provided us information about three church bodies with which this convention has declared the Wisconsin Evangelical Lutheran Synod to be in doctrinal fellowship: All Saints Lutheran Church of Nigeria, the Confessional Lutheran Church in Latvia, and the Ukrainian Lutheran Church; and

WHEREAS 3) each of these church bodies has great temporal needs; and

WHEREAS 4) an offering in the amount of \$3,579.10 has been received at the convention's opening worship service; therefore be it

Resolved, That the 2001 WELS Biennial Convention designate the offering from the opening worship service be equally divided among All Saints Lutheran Church of Nigeria, the Confessional Lutheran Church in Latvia, and the Ukrainian Lutheran Church.

ADOPTED

Subject: *Expressions of Gratitude*

Resolution No. 2

WHEREAS: 1) the successful accomplishment of the convention's work required the efforts of many people; and

WHEREAS 2) the work of the synod depends on the consecrated labor of many persons within its membership; therefore be it

Resolved, That the synod in convention express its gratitude to

- a) the faculty and staff of Michigan Lutheran Seminary for hosting this convention; and
- b) the officers of the synod for arranging and conducting the business of this convention; and
- c) those who delivered the sermons, prepared and presented Bible studies and the convention's essay, conducted the services, served as organists or instrumentalists, sang in the choirs, and in other ways led us in worship; and the delegates and floor committees of the convention for their concentrated efforts; and all who served on boards, commissions and committees of the synod; and Northwestern Publishing House and others who have provided materials for the convention; and the secretaries, printing staff, pages, and staff and volunteers who worked in the kitchen, dining areas, and dormitories; and all others who have contributed their time and talent to make the convention flow smoothly to a successful completion.

ADOPTED

Subject: *2003 Wisconsin Evangelical Lutheran Synod Convention*

Resolution No. 3

WHEREAS 1) according to the rotation previously adopted by the Wisconsin Evangelical Lutheran Synod, the 2003 convention of the synod is to be held on the campus of Luther Preparatory School, Watertown, Wisconsin; and

WHEREAS 2) an invitation has been received from the Board of Control and faculty of

Luther Preparatory School to host the 2003 synod convention; and

WHEREAS 3) the construction of the new chapel at Martin Luther College may be completed just before the time of the 2003 synod convention; and

WHEREAS 4) it would be appropriate to dedicate the new MLC chapel during the 2003 synod convention; and

WHEREAS 5) the Board of Control and faculty of Martin Luther College are willing to host the 2003 synod convention; therefore be it

Resolved, a) That the 2003 synod convention be held on the campus of Luther Preparatory School in Watertown, Wisconsin; and be it further

Resolved, b) That the site of the 2003 synod convention may be changed to Martin Luther College, New Ulm, Minnesota, at the discretion of the synod's praesidium.

ADOPTED

Subject: *Recognition of Service to the Synod*

Resolution No. 4

WHEREAS 1) the synod's first vice president, Rev. Richard E. Lauersdorf, has chosen not to stand for re-election and is retiring after 42 years of ministry, including 34 years of faithful service to our synod in various positions; and

WHEREAS 2) the synod's secretary, Rev. Douglas L. Bode, has chosen not to stand for re-election and is therefore leaving office after eight years of faithful service to our synod; therefore be it

Resolved, That our synod in convention express our heartfelt gratitude for Rev. Richard Lauersdorf's and Rev. Douglas Bode's years of untiring service.

ADOPTED

Teacher William Zeiger, Chairman
 Rev. Daniel Balge
 Rev. David Huebner

SYNODICAL COMPENSATION PLAN
EFFECTIVE JULY 1, 2003

Goals

- 1] Provide a compensation package that reflects the Scriptural principles that pertain to the financial support of called workers
- 2] Provide a compensation package that provides the opportunity for those who are served by the gospel to provide financial support to those who serve them with that gospel
- 3] Provide a compensation package that enables called workers to provide for the material well being of their families and devote their energies, time and attention to the work of the public ministry

Goal #1

Provide a compensation package that reflects the scriptural principles that pertain to the financial support of called workers

The basic format of synodical compensation has not changed since at least 1975. Nor has the unfulfilled desire of the synod to increase compensation for called workers changed since that time. Synodical resolution after synodical resolution repeated the biblical truth that the worker is worthy of his wage but then found it painfully necessary to add that because of financial constraints it was not possible to compensate the worker at a worthy wage level. All calling bodies in the WELS were encouraged to keep studying compensation issues. The "Philosophy of Compensation" was adopted by the 1991 synod convention and has been reprinted or referenced in almost every Proceedings since that time. In the 1999 Proceedings (Committee 12, WHEREAS #4, Resolution No. 6) it was noted that under the new structure of administration the Human Resource Committee (HRC) rather than the Compensation Review Committee (CRC) "... has been working diligently to improve called worker compensation."

What follows is a litany of compensation concerns from past Proceedings, BoRaM and Report to the Twelve Districts:

- 1975—A larger increase in salary "could not be granted at this time due to necessary fiscal restraints" (p.131)
- 1977—the need was expressed to keep up with "cost of living increases" (p.143)
- 1979 —there was "financial hardship (because of) excessive mileage costs for their pastors" (p.171)

- 1979 (p.170), 1983 (p.153) and 1985 (p.142)— "eighteen months will pass without salary increases" and "The salaries of our workers have been frozen due to current budgetary stringencies and the increase planned and approved at the 1985 WELS convention was modest at best"
- 1981 (p. 139)—"the compensation differential between all categories of called synodical workers has narrowed, despite the fact that there are distinct differences in the duties and responsibilities of each category . . . " and "that the Coordinating Council and the Board of Trustees through their Salary Review Committee review and modify the compensation program for future years to rectify any inequities that may be apparent in the 1982-83 salary schedule."
- 1987—"There is need for an increase in salary . . . yet it must be modest . . . due to the present period of financial constraint" (p.199)
- 1989—"We wish to increase the salary of our called synodical workers" (p.168)
- 1991—"Our called workers are at a relatively low level, when compared to similarly educated persons in our world, especially as they gain experience and low salary levels in all congregations can have a negative affect on the recruitment of individuals for the public ministry and the public salary schedules reflect an attempt to raise the salary levels even in a time of serious financial struggle" (P.188)
- 1993—"Levels of total compensation higher than presently incorporated are desired for our workers. However the total compensation levels incorporated herein are constrained by current and past inability to fund all synod needs" (p.197)
- 1995—"There appear to be inequities in the suggested pay scales," therefore we "direct the HR Committee to prepare a distinct and realistic rationale for the various salary schedules and to report to the 1997 synod convention" (p.106)
- 1997—"Divergent views also exist in the need to recognize levels of accountability and compensating individuals accordingly" (BoRaM, p.77)
- 1997—Proceedings, p.119, 1998 RTTTD (p.136) and 1999 Proceedings (p.47) all refer

to the “Study and review (that is) on-going to develop comprehensive and balanced total compensation programs.”

In the past, WELS compensation was to be determined by using the public school teacher salary as a benchmark. Sometimes our salary level met that benchmark at entry level, at other times it did not. In the “Philosophy of Compensation,” which was adopted at the 1991 synod convention, a number of criteria are mentioned which are to be followed when determining called worker compensation. One of those criteria is the compensation being offered by other church bodies. This, too, has not been followed. Other church bodies, it was discovered, compensated their called workers at a higher level and, it was said, our synod’s budget was not in the position to follow suit.

What we learn from this is that we, as a synod, have allowed budgetary needs to restrict necessary salary increases for called workers year after year after year. This must change for the sake of the worker and for other reasons that follow. We also learn that even though benchmarks were established, the only real purpose they served was to demonstrate how far our WELS workers were behind in compensation. We have not done what we said we wanted to do and what the synod told us to do and what God’s Word encourages us to do because we said that we could not afford to pay our workers . . . and we allowed that to happen again and again.

What are the Scriptural principles that govern us in matters pertaining to compensation? In Matthew 10:10 and Luke 10:7 we are told that the worker is worthy of being provided for. The New Testament Greek word ‘worthy’ means “of like value, worth, in a manner worthy of, deserving.” That same word is used in Romans 1:32 where we are told that people who are sinful are unworthy, and therefore they deserve to die, while at the same time Paul’s enemies could find nothing in him for which he deserved or was worthy of death. The same word is used to describe the attitude of Jesus’ enemies who claimed that he was worthy or deserving of death (Matthew 26:66), but he is also acclaimed in Hebrews 3:3 as being worthy of greater honor than Moses. And, again, the same word is used by Paul in his first epistle to the Corinthians (11:27) to explain that anyone who does not believe that the body and blood of Jesus are received together with the bread and wine of the Lord’s Supper is unworthy to receive it; he is unfit and undeserving because of a lack of faith.

The same Greek word occurs in 1 Timothy 5:17 where the Apostle says that the elders who direct

the work of the church well are worthy, deserving of compensation because of what they do, namely, proclaim the saving gospel of Jesus to win souls for heaven. This worth or worthiness is not inherent in the worker; rather it is inherent in their office, in the ministry. Preachers and teachers of the gospel are worthy because they handle the precious truth of sins forgiven through the shed blood of Jesus.

The full text is this: 1 Timothy 5:17 “The elders who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching. For the Scripture says, ‘Do not muzzle the ox while it is treading out the grain,’ and ‘The worker deserves his wages’” (1 Timothy 5:17,18). The elders who served in the church directed and managed (administered) its gospel ministry and were worth or deserving of double honor for the work they did. The word translated here as ‘honor’ is also used to mean “worship, esteem or honor (of people), value, the price of a thing; money.” He uses the same word elsewhere: we were bought at a price and that price was Jesus’ life (1 Corinthians 6:20); greater honor is given to certain body parts (1 Corinthians 12:24); a high value is given to those who do the work of the ministry; they are honored because of their work, and they are compensated accordingly by those who are served with the gospel. “Put into today’s terms, by the salary it pays and the benefits it provides, a congregation shows honor and respect for its called workers. It hardly shows ‘double honor’ if their support is kept at the poverty or minimum subsistence level. Neither should the pastor expect, however, that ‘double honor’ requires that those he serves make him a man of wealth” (1 Timothy, 2 Timothy, Titus, The People’s Bible, Armin Schuetze. p. 82).

Paul’s point is, then, that a high value is placed on those who direct the affairs of the church and they deserve and are worthy of compensation. This high value, and even a double portion of it, is placed on those who serve in the office of the ministry, preaching and teaching, and serve “well.” How was it to be determined if the elders were directing the affairs of the church “well,” thereby making them worthy of “double honor?” In secular Greek, the word translated ‘well’ referred to people of high position who had to earn that honor by meeting “high and inexorable demands” (Dictionary of New Testament Theology). To Socrates and Plato, ‘well’ applied to someone who was respectful and fair, thoughtful and discreet, moderate and capable in the way he conducted his life, a man for whom everything was in order (Ibid. II. p.103). ‘Well’ is translated as the right thing (1 Corinthians 7:37), the

management of one's family in a good way; well (1 Timothy 3:4), a desire to live honorably (Hebrews 13.18).

Once again it is Paul who describes what the qualifications are if someone is to be recognized as serving 'well.' These qualifications, which sound similar to those of secular Greek cited above, have been given a 'Christianized' application for those who serve in the public ministry.

Listen:

Here is a trustworthy saying: "If anyone sets his heart on being an overseer, he desires a noble task. Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him with proper respect. (If anyone does not know how to manage his own family, how can he take care of God's church?) He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap" (1 Timothy 3:1-7).

And again:

"The reason I left you in Crete was that you might straighten out what was left unfinished and appoint elders in every town, as I directed you. An elder must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer is entrusted with God's work, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather he must be hospitable, one who loves what is good, who is self controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it" (Titus 1:5-9).

Serving 'well' has nothing to do with measurable results but it does have everything to do with the faithful use of one's abilities, the faithful administration of one's time, and living a sanctified way of life in carrying out this high-value calling known as the public ministry of the gospel. Other passages to be studied are Galatians 6:6, Ephesians 4:11,12 and 1 Corinthians 9:4,7-14.

Goal #2

Provide a compensation package that provides the opportunity for those who are served by the Gospel to provide financial support to those who serve them with that Gospel

Providing compensation for called workers is not to be based on need or merit. God's people love God's word and will make provision for being served by that word through the ministry of the gospel which he himself established. Therefore providing compensation for called workers is simply something that faith wants to do so that it can be admonished and corrected and rebuked, fed and nourished, comforted and equipped, encouraged and strengthened. It is not an obligation to provide compensation; it is a joy, the fruit of faith.

How much compensation is to be provided in keeping with the high value and double honor that the office holder deserves for doing the work of the ministry? In a telephone survey conducted in 1999 (59 pastors and male teachers who are in mission settings and being compensated according to synodical schedule), several called workers stated that their members were embarrassed by the low salary being paid to their pastor or teacher. That sentiment has been expressed for a long time, as indicated above.

When WELS members refer to low compensation, they are not using as a benchmark the salary of a public school teacher or called workers of other denominations. They are thinking of their own personal salary. They are comparing in their mind their job description to that of their called worker(s), their duties and responsibilities compared to those of their called worker(s), their educational level versus that of their called worker(s). And when they make that comparison, they determine that the worker salaries are not what they wish them to be.

It is not showing high honor to our called workers if they are made to struggle to make ends meet in today's world. Our society and our members are compensated on the basis of what they do and what their peers do and earn. The called worker in the WELS has no exact peer other than other pastors and teachers who serve in other Christian denominations. If WELS salary levels were the same as those of some other church bodies, they would indeed be much, much higher. If WELS salary levels were based on the job descriptions of those who teach and administer and counsel and organize and plan and design and manage, the types of things that WELS members do, those salaries would be much, much higher. And our

members wish that it would be possible to do that; they are of the opinion that the called worker is worthy of high value and deserves to be compensated in the same measure as they are and more, because of the office of administering God's Word of salvation.

It surely is and must be the case that our called workers are not to be compensated at such a level that they struggle to exist to make ends meet. Such situations are unacceptable and not in keeping with the high honor they deserve. We want to find a level of compensation that provides our members the opportunity to give high honor to their pastors and teachers in both respect and tangible income.

Goal #3

Provide a compensation package that enables called workers to provide for the material well being of their families and devote their energies, time and attention to the work of the public ministry

Time is needed to study and prepare for teaching and preaching, visiting and planning, counseling and administering, and being a husband/wife/parent/child with family obligations and a private life. We are blessed in the WELS that our members want to provide income so that our workers are able to devote their attention to these things without having a "tent ministry" to supplement the salary. That there are volunteer or paid individuals who do secretarial work, serve on boards and committees so that the called worker does not have to do it all, is also a tremendous blessing (Acts 6: 1,2) and that is how it should and needs to be.

Nonetheless, it is assumed by many that two incomes are needed in order to provide for one's family. If a mother decides not to work in order to be with the children while they are young, that is a good decision but it will also mean that lifestyle adjustments will have to be made. This is true in the homes of our pastors and teachers as well as it is in many of our lay member homes. Our called workers should not feel that they are martyrs for making this decision; other families choose this route also.

But it does mean that willing sacrifices need to be made along with the confidence and trust that the Lord keeps his promises in providing for all one's needs. And he will do that because he says he will do that! Contentment with whatever the Lord provides and the trust that he will continue to

provide is the called worker's, as it is every Christian's attitude of faith (1 Timothy 6:6-8).

Having said that, it must also be borne in mind that called worker families also, as good stewards of God's material gifts, need to provide for their family at every stage of life until they become independent. Clothes and doctors, education fees and incidentals, demand more resources as children grow older. There are emergencies that need to be met, automobiles and appliances that need to be maintained and replaced, Social Security payments to be paid, plus laying something aside for future retirement.

The survey found that some called workers are good money managers and others need advice on how to manage their income. It is expected that wise stewardship will, in today's economy, provide sufficient income to:

- provide for one's family,
- set aside a savings (investments) for retirement
- have Social Security and the Synod's pension available also for retirement years

In order to assist our called workers in wise money management, we have asked Pastor Ronald Roth and the CCFS to set up a financial money management program for all current workers in every district of the synod. We also have encouraged our worker training schools to offer a personal money management course that will address credit card use, student loans, planning for the future and other financial matters. We also will provide to each congregation tax law documents and other financial management information that will enable called workers to take advantage of tax savings (i.e. flexible spending accounts, et al.).

Once again, in keeping with the high value placed on those who serve in the public ministry, our members want called workers to be able to live in the neighborhoods where they are called to serve and be an active part of their community, along with their children. Within reason, finances, when properly managed, should be sufficient to enable called workers to mingle with their neighbors in children's sports activities and other social opportunities where contacts for Christ can be made and the called worker and his family can become known. Our WELS members also desire that called workers are able to provide for their family now and provide for themselves in possible retirement. Good money management skills, plus an adequate income, will make that possible.

APPENDIX A
ELEMENTS OF COMPENSATION PLANNING
EFFECTIVE JULY 1, 2003

Bible Study on Compensation

It is strongly encouraged that each calling body work through this Bible study, among others, before discussing and establishing compensation policies for its workers. Turning first to God's word sets the direction he would have us go

Base Salary

Starting point for all called workers. Entry-level teacher salary of \$26,000 derived from national average of 1999 Consumer Expenditure Survey/U.S Bureau of Labor Statistics (BLS) of \$24, 970 and the 1999 national Per Capita Income average/BLS of \$28,500. Salary matrix in Appendix B allows calling bodies to establish salary ranges for each position. Synodical salary ranges are outlined in Appendix B.

Cost of Living Adjustment

A percentage of entry-level teacher salary (currently \$26,000) taken from the ACCRA Cost of Living Index. Percentage utilized is the composite index number minus 100 for various regions of the country. Regions with composite indexes below 100 could consider adjusting Appendix B salaries accordingly.

Education

This element is considered as Appendix B ranges are established; as additional educational levels are attained and utilized in an individual's call, consideration should be given to moving salary component to higher level within range.

Levels of Responsibility

There are two aspects of this element; broader responsibility is recognized through classification of positions to range assignments (see Appendix B). Secondly, narrower responsibilities such as increased duties or accepting special assignments are recognized through higher salary level within the assigned range.

Social Security

Congregations/calling bodies are encouraged to remunerate up to one half of the self-employed social security tax for Ministers of the Gospel. Current self-employment tax factor is 15.3%.

Housing

Cash allowance for worker owned or rented housing based upon regional information available through realtors or Chambers of Commerce. Synod positions will generally utilize Fair Market Rental Value data available from U.S Department of Housing & Urban Development. Synodical bodies may develop local data sources for individual fields where housing costs are higher.

HousingEquity

2% of entry level salary contributed annually to a supplemental retirement plan on behalf of worker who lives in provided housing (e.g. \$520/year invested over 40 years @ 8% rate of return equals \$135,000). Calling body may consider adjusting this amount to account for regionally higher housing costs.

Utilities

These costs are reflected in the higher base salary and cost of living adjustment compensation elements.

Benefits

- WELS Pension Plan (required for all workers)
- VEBA Group Health Plan or similar health care coverage (VEBA provided for all synodical workers)
- Dental Insurance coverage
 - voluntary plan available through WELS VEBA
- Short-term and Long term disability coverage
 - short-term disability is generally covered through salary continuation policy
 - long-term disability included with VEBA Plan
- Life Insurance & Accidental death and dismemberment (AD&D)
 - group term life insurance coverage is available through VEBA Plan
 - AD&D included in VEBA Plan
- Supplemental retirement income contribution (optional)
 - Includes investments in tax-sheltered annuities (403b plans), 401k plans and individual retirement accounts

Calling bodies may consider providing some of these benefits on a cost-sharing basis with the worker. When the worker is asked to contribute toward these costs, consideration should be given to funding worker contributions on a

pre-tax basis. Establishing such plans has costs and legal implications; professional counsel is highly recommended in setting up such pre-tax funding plans.

Business expenses

Certain business expenses are incurred by workers in carrying out ministry work; calling bodies are urged to recognize such costs and provide for non-taxable reimbursement of such expenses to the fullest extent allowed by law. Such expenses may include the following:

- Car Allowance—IRS per mile rate
- Conference Expenses
- Book Expense
- Communications: Phone, cellular, e-mail access, Internet, pager

Desired expectations

1. Reinforces the scriptural truth that adequate compensation is the responsibility of the church for its called workers.
2. Provides the opportunity to recognize those who serve well.
3. Encourages continuing education.
4. Offers flexibility in determining compensation.
5. Addresses the present concern of inadequate compensation for many workers.
6. Anticipates the increase of entry level compensation.

Desired Benefits

1. Provides for a spiritual exercise for the calling body and called worker.
2. Pushes compensation decisions to the lowest possible level (congregations, boards, areas of ministry, etc.).
3. Recognizes the wide diversity of responsibilities in our church body.
4. Recognizes those who “serve well.”
5. Requires annual review of compensation.

Salary compensation examples	
1. Teacher/Grand Rapids, Mich. (0 years)	
Base salary	\$26,000
COLA (cost of living adjustment) (4.9% of base)	1,222
Housing (provided)	8,640*
Housing equity	520
Social security	2,725
TOTAL SALARY	\$30,467
2. Principal, Minneapolis, MN (25 years w/ MA degree)	
Base salary	41,500
COLA (9.2% of \$26k)	2,392
Housing (provided)	11,400*
Housing equity	520
Social security	4,270
TOTAL SALARY	\$48,682
3. Home missionary/New York City (5 years, Mdiv)	
Base salary	\$32,000
COLA (141% of \$26k)	36,660
Housing (provided)	14,280*
Housing equity	520
Social security	6,385
TOTAL SALARY	\$75,505
4. Prep school professor/Watertown, Wis. (15 years w/ MA)	
Base salary	\$36,000
COLA (3% of \$26k)	780
Housing (provided)	8,400*
Housing equity	520
Social security	3,496
TOTAL SALARY	\$40,796
5. Area of ministry administrator, Milwaukee, Wis. (25 years w/ Mdiv)	
Base salary	\$44,000
COLA (3% of \$26k)	780
Housing (provided)	9,600*
Housing equity	520
Social security	4,200
TOTAL SALARY	\$49,500

* Housing amount is utilized for calculating Social Security adjustment but is not included in Total Salary amount.

APPENDIX B
NEW SALARY RANGES

Range Spread	13,000	13,650	14,300	14,950	15,600	16,250	16,900	17,550
Service Increment	433	455	477	498	520	542	563	585
Ranges	A	B	C	D	E	F	G	H
Experience								
0	26,000	27,300	28,600	29,900	31,200	32,500	33,800	35,100
1	26,433	27,755	29,077	30,398	31,720	33,042	34,363	35,685
2	26,867	28,210	29,553	30,896	32,240	33,584	34,926	36,270
3	27,300	28,665	30,029	31,394	32,760	34,126	35,489	36,855
4	27,733	29,120	30,505	31,892	33,280	34,668	36,052	37,440
5	28,166	29,575	30,981	32,390	33,800	35,210	36,615	38,025
6	28,599	30,030	31,457	32,888	34,320	35,752	37,178	38,610
7	29,032	30,485	31,933	33,386	34,840	36,294	37,741	39,195
8	29,465	30,940	32,409	33,884	35,360	36,836	38,304	39,780
9	29,898	31,395	32,885	34,382	35,880	37,378	38,867	40,365
10	30,331	31,850	33,361	34,880	36,400	37,920	39,430	40,950
11	30,764	32,305	33,837	35,378	36,920	38,462	39,993	41,535
12	31,197	32,760	34,313	35,876	37,440	39,004	40,556	42,120
13	31,630	33,215	34,789	36,374	37,960	39,546	41,119	42,705
14	32,063	33,670	35,265	36,872	38,480	40,088	41,682	43,290
15	32,496	34,125	35,741	37,370	39,000	40,630	42,245	43,875
16	32,929	34,580	36,217	37,868	39,520	41,172	42,808	44,460
17	33,362	35,035	36,693	38,366	40,040	41,714	43,371	45,045
18	33,795	35,490	37,169	38,864	40,560	42,256	43,934	45,630
19	34,228	35,945	37,645	39,362	41,080	42,798	44,497	46,215
20	34,661	36,400	38,121	39,860	41,600	43,340	45,060	46,800
21	35,094	36,855	38,597	40,358	42,120	43,882	45,623	47,385
22	35,527	37,310	39,073	40,856	42,640	44,424	46,186	47,970
23	35,960	37,765	39,549	41,354	43,160	44,966	46,749	48,555
24	36,393	38,220	40,025	41,852	43,680	45,508	47,312	49,140
25	36,826	38,675	40,501	42,350	44,200	46,050	47,875	49,725
26	37,259	39,130	40,977	42,848	44,720	46,592	48,438	50,310
27	37,692	39,585	41,453	43,346	45,240	47,134	49,001	50,895
28	38,125	40,040	41,929	43,844	45,760	47,676	49,564	51,480
29	38,558	40,495	42,405	44,342	46,280	48,218	50,127	52,065
30	39,000	40,950	42,900	44,850	46,800	48,750	50,700	52,650

**APPENDIX B
RANGE ASSIGNMENTS**

Teacher	A-C	Associate SAB administrator	C-E
Principal	B-D	Counselor	C-E
Prep professor	B-D	Prep president	D-F
Staff minister	B-D	College vice president	D-F
Prep vice president	C-E	College dean	D-F
Prep dean	C-E	Seminary professor	D-F
College professor	C-E	Seminary vice president	D-F
Home missionary	C-E	SAB administrator	D-F
World missionary	C-E	College president	E-G
		Seminary president	E-G

- Notes:
- 1) Each rate range has a 50% spread between 0-30 years. (The maximum is always 1.50 of the minimum.)
 - 2) Each rate range is progressively 5% from range A (for example, Range C is 10% greater than Range A).
 - 3) Each point within a range is determined by dividing the difference between the maximum and the minimum of the range by 30 as shown on the top of each range's column.
 - 4) Each called worker's actual salary would be determined by finding the applicable experience row and determining the appropriate rate range. (For example, a teacher with 10 years experience, should receive a salary between \$30,330 and \$33,361. Salaries greater than \$30,330 would recognize additional educational credentials and responsibility levels.)
 - 5) The salary matrix would be reviewed annually and adjusted to reflect changes occurring in the economy.
 - 6) The basis for cost of living adjustments would be the entry-level teacher salary.
 - 7) SECA tax reimbursement, housing allowances, and housing equity are provided outside of the salary matrix.
 - 8) It is possible that when the concept of accountability or performance measurement becomes possible that additional ranges would be included in each job's range assignment so that outstanding performance is rewarded with additional salary. For example, the rate range assignment for a teacher could expand from A-B to A-C or D.
 - 9) Plan implementation: July 2003

**APPENDIX C—CALLED WORKER
SALARY SCHEDULES**

July 1, 2001–June 30, 2003

IMPORTANT NOTICE

1. The tables in Appendix C are intended for the specific determination of compensation for synodically supported called workers. The salary table data must be read in conjunction with the footnotes outlining other benefits and allowances for housing and other expenses to fully understand the total compensation of an individual worker. Although this

information specifically applies to synodically supported workers, local boards may use this data as a guideline for determining compensation levels for called workers.

2. Each responsible local board should determine its own workers' compensation levels in keeping with the principles set forth in the *Philosophy of Compensation* guidelines as adopted by the 1991 synod convention. Many factors, including local economic conditions, may be considered when establishing such levels. The Scriptures clearly direct our thinking, stating that "the worker deserves his

wages” and that those who labor faithfully in the Word and doctrine should receive compensation commensurate with their high calling.

3. Study and review is on-going to develop comprehensive and balanced total compensation programs. This search for alternatives is done within the context of the resources granted to us.
4. The 2001 salary schedules were approved by the 1999 synod convention. The schedules reflect increase ranges depending upon years of service as follows (average increase percentage in brackets based on current staffing levels):

July 1, 2001 2.0% to 4.9% (3.2%)
 July 1, 2002 3.8% % 4.8% (4.0%)

Annual amount per year of service in each bracket

Years of Service	7/1/01	7/1/02
1 to 5	\$348	\$384
6 to 10	492	468
11 to 15	660	660
16 to 20	660	684
21 to 25	660	696
26 to 30	504	576

Benefits applying to all of the schedules are as follows:

1. Housing or cash allowance provided according to family need. Cash allowance will be determined on a regional basis utilizing fair market rental value survey of U.S. Department of Housing and Urban Development. Allowance based upon a 3-bedroom dwelling.
2. Medical benefits under the WELS VEBA group medical plan at \$250 annual deductible.
3. Pension under the WELS Pension Plan.
4. Reimbursement for utility costs and public service charges based on the formula that the called worker covers a base amount each calendar year and that all costs above this base are reimbursed at 100%. The base amount is \$1200 with 100% reimbursement above the base. Utilities include all public utilities such as water, sewer, gas, electricity, garbage collection or other fuel supply charges needed to operate and maintain property.

5. A per mile reimbursement of \$.345 effective January 1, 2001 for all business miles driven. Mileage reimbursement is set at IRS limit and changes per IRS directive.
6. Active workers reaching age 55 and older prior to October 1, 1995 receive a fixed annual salary supplement ranging from \$5 per year of synodical service at age 55 to \$75 per year of service at age 64 and older. This supplement is subject to per worker maximums of \$3,000 annually and \$10,000 lifetime. The plan provides a minimum annual benefit of \$300 per eligible worker. This supplemental pay is in lieu of retiree health care cost reimbursement which was eliminated by synodical resolution for future retirees effective October 1, 1995. Retirees leaving service prior to October 1, 1995 continue to receive such reimbursement depending upon years of synodical service and age at retirement. Synodical service is defined as each eligible worker’s years of WELS service credit maintained in Pension Commission records as of September 30, 1995.

Before reading this table, please refer to the important notice at the beginning of Appendix C on p. 67.

**Table A.
Mission teacher/Mission principal/Staff minister**

Years of Service	7/1/01	7/1/02
0	21,168	21,636
1	21,516	22,020
2	21,864	22,404
3	22,212	22,788
4	22,560	23,172
5	22,908	23,556
6	23,400	24,024
7	23,892	24,492
8	24,384	24,960
9	24,876	25,428
10	25,368	25,896
11	26,028	26,556
12	26,688	27,216
13	27,348	27,876
14	28,008	28,536
15	28,668	29,196
16	29,328	29,880
17	29,988	30,564

**A. Mission teacher/Mission principal
Staff minister (continued)**

18	30,648	31,248
19	31,308	31,932
20	31,968	32,616
21	32,628	33,312
22	33,288	34,008
23	33,948	34,704
24	34,608	35,400
25	35,268	36,096
26	35,772	36,672
27	36,276	37,248
28	36,780	37,824
29	37,284	38,400
30 & over	37,788	38,976

**B. Home missionary/World missionary/
Prep school professor (continued)**

18	32,160	32,832
19	32,820	33,516
20	33,480	34,200
21	34,140	34,896
22	34,800	35,592
23	35,460	36,288
24	36,120	36,984
25	36,780	37,680
26	37,284	38,256
27	37,788	38,832
28	38,292	39,408
29	38,796	39,984
30 & over	39,300	40,560

Common benefits listed at the beginning of this appendix on page 68.

NOTE: Mission principals and staff ministers receive a 4% differential above the Mission Teacher base salary for equivalent years of service.

Before reading this table, please refer to the important notice at the beginning of Appendix C on p. 67.

**Table B.
Home missionary/World missionary/
Prep school professor**

Years of Service	7/1/01	7/1/02
0	22,680	23,220
1	23,028	23,604
2	23,376	23,988
3	23,724	24,372
4	24,072	24,756
5	24,420	25,140
6	24,912	25,608
7	25,404	26,076
8	25,896	26,544
9	26,388	27,012
10	26,880	27,480
11	27,540	28,140
12	28,200	28,800
13	28,860	29,460
14	29,520	30,120
15	30,180	30,780
16	30,840	31,464
17	31,500	32,148

Common benefits listed at the beginning of this appendix on page 68 plus:

For Home Missionaries:

A social security tax allowance for the SECA (Self-Employed Contribution Act) tax paid by the worker on housing (either allowance paid or housing provided/owned) that exceeds \$500 per month.

For World Missionaries:

1. Furnished home and all utilities
2. All travel expenses (car and expenses)
3. Automatic cost of living adjustment based on ORC index tables due to currency fluctuations
4. \$25 per month per year for the first 20 years served in the foreign field
5. Tax equalization
6. Approved educational allowance for children
7. Approved furlough expenses
8. A social security tax allowance for the SECA tax paid by the worker on housing (either allowance paid or housing provided/owned) that exceeds \$500 per month.
9. One time \$5,000 relocation allowance for permanently called new missionaries

For Preparatory Professors:

Presidents receive an 8% differential above base salary for equivalent years of service.

Before reading this table, please refer to the important notice at the beginning of Appendix C on p. 67.

**Table C.
Counselor/Associate administrator/
College professor**

- | | |
|-------------------|----------------------------|
| 1. Home Missions | 4. Parish planner |
| 2. World Missions | 5. Mission counselor |
| 3. Parish Schools | 6. Gift planning counselor |

Years of Service	7/1/01	7/1/02
0	24,408	24,948
1	24,756	25,332
2	25,104	25,716
3	25,452	26,100
4	25,800	26,484
5	26,148	26,868
6	26,640	27,336
7	27,132	27,804
8	27,624	28,272
9	28,116	28,740
10	28,608	29,208
11	29,268	29,868
12	29,928	30,528
13	30,588	31,188
14	31,248	31,848
15	31,908	32,508
16	32,568	33,192
17	33,228	33,876
18	33,888	34,560
19	34,548	35,244
20	35,208	35,928
21	35,868	36,624
22	36,528	37,320
23	37,188	38,016
24	37,848	38,712
25	38,508	39,408
26	39,012	39,984
27	39,516	40,560
28	40,020	41,136
29	40,524	41,712
30 & over	41,028	42,288

Common benefits listed at the beginning of this appendix on page 68 plus:

For College Professor:

1. President receives an 8% differential above base salary for equivalent years of service.
2. Called Vice-Presidents receive an additional 4% differential above base salary for equivalent years of service.

Before reading this table, please refer to the important notice at the beginning of Appendix C on p. 67.

**Table D.
Administrator/Seminary professor**

- | | |
|--------------------------------------|--|
| 1. Adult Discipleship | 9. Parish Services |
| 2. Worship | 10. Synod President |
| 3. Communication & Financial Support | 11. Special Ministries |
| 4. Evangelism | 12. Ministerial Education |
| 5. Home Missions | 13. World Missions |
| 6. Communications Services Director | 14. Youth Discipleship |
| 7. Technology Task Force Director | 15. Vice President of Mission and Ministry |
| 8. Parish Schools | |

Years of Service	7/1/01	7/1/02
0	25,380	25,920
11	30,240	30,840
12	30,900	31,500
13	31,560	32,160
14	32,220	32,820
15	32,800	33,480
16	33,540	34,164
17	34,200	34,848
18	34,860	35,532
19	35,520	36,216
20	36,180	36,900
21	36,840	37,596
22	37,500	38,292
23	38,160	38,988
24	38,820	39,684
25	39,480	40,380
26	39,984	40,956
27	40,488	41,532
28	40,992	42,108
29	41,496	42,684
30 & over	42,000	43,260

Common benefits listed at the beginning of this appendix on page 68 plus:

1. Seminary President receives an 8% differential above base salary for equivalent years of service.
2. The synod president and vice president of mission and ministry receive an additional amount each year as established by Synodical Council. The current additional amounts are \$46,600 and \$39,660, respectively. No housing or utility reimbursement is provided for either position.

Appendix D—Vicarship Grant-in-Aid

The Vicarship grant-in-aid for participating congregations is set annually by the Conference of Presidents. Medical benefits under the WELS VEBA group medical plan are included in the grant-in-aid.

	2001-02
1. Vicarship grant-in-aid:	\$1,850.00/month
2. Business mileage reimbursement at synodical rate	
3. Travel cost reimbursement to and from the vicarship	

FINANCIAL REPORT

Background

Fund accounting is the method the WELS uses to account for what it owns (assets), what it owes (liabilities), what it receives (revenues) and what it spends (expenditures). Funds separate financial transactions by purpose. The difference between assets and liabilities is called net assets and represents the synod's financial net worth.

Primary sources of income of virtually all funds include gifts and memorials, bequests and planned giving receipts, other and transfer revenues.

Gifts and memorials received from individuals and congregations support wide areas of the synod's work. Undesignated gifts are placed into the Budgetary Fund. Gifts designated or restricted by the donor are placed into the designated fund to be spent according to the donor's wishes. Such gifts are classified as temporarily restricted until they are spent. Some donors want their gifts held and only the income generated by the gift to be spent. These permanently restricted gifts are usually held in endowment funds.

The Lord has moved an ever-increasing number of our members to remember the WELS in their wills through bequests and other planned gifts. These deferred gifts most often benefit the

Budgetary Fund and the WELS CEF. The costs to operate the planned giving ministry are recovered by an assessment on all funds that receive bequests or planned gifts, and on current gifts generated directly with the help of the planned giving ministry office. The assessment provides funding for most of the planned giving staff costs.

Transfers are movement of dollars between funds. In certain cases gifts are received by one fund for the benefit of a program in another fund. Transfers are used so that revenue and expense is not counted twice due to the movement of dollars between funds. For example, the Gift Fund may transfer money to the Budgetary Fund to support the WELS.

Synod's financial activity is divided into four primary groups, which include the Budgetary or Operating Fund, Restricted or Revolving Funds, Building or Plant Fund, and WELS CEF (Appendix 3). Within the Restricted or Revolving Funds there are several large Funds, including WELS Endowment, Educational Development Endowment, Mission Gift, WELS Gift Fund, and Student Assistance Fund (Appendix 4). A complete financial report as of June 30, on all the synod's funds follows this text.

Overall

The scope of the synod's finances is demonstrated by a review of the important amounts shown on the audited financial statements dated June 30, 2001. Total assets are \$243.3 million, including loans receivable from congregations \$74.9 million (approx. 31% of the total), investments at market value \$97.0 million (approx. 40%), and property owned by the WELS and used in its operations \$39.7 million (approx. 16% of the total).

Liabilities of the synod totaled \$71 million, the two largest portions certificates payable to members by WELS CEF \$38.5 million (approx. 54% of the total) and gift annuities and trusts payable of \$25.6 million (approx. 36%). Net assets for all operations totaled \$172.1 million.

Support and Revenue for the year ended June 30, 2001 totaled \$79.1 million, consisting primarily of member support: offerings from congregations, gifts and memorials, and bequests, all totaling \$43.7 million (approx. 55% of the total support and revenues), and revenues of \$35.5 million: including student tuition and fees, retail sales, interest and dividends, gain on investments, and the change in value of trust agreements (approx. 45% of total support and revenues).

Expenditures for the year ended June 30, 2001 totaled \$80.5 million, most going to ministerial education \$30.6 million, world missions \$11.5

million, home missions \$11.5 million, general and administrative services \$ 8.0 million, northwestern publishing house \$9.2 million, WELS CEF \$4.3 million, and parish services \$3.3 million. Net assets for the 2000-2001 fiscal year decreased \$1.4 million, primarily in Interest and Dividends (\$4.2).

Budgetary (Operating) Fund

The Budgetary (Operating) Fund is the main operating fund of the synod and represents the main work program desired by the Synod's membership. The Budgetary (Operating) Fund has several significant sources of revenue—the Congregation Mission Offerings (CMO), gifts and bequests from individuals (IMO), ministerial education school tuition, and transfers. Transfers are gifts that were received in another fund for a particular purpose and “transferred” into the Budgetary (Operating) Fund to pay an operating expense. The WELS Gift fund, for example, is handled this way because current practice says not all of it is used in the current fiscal year. The synod's main operating expenses are paid from the Budgetary (Operating) Fund. These include subsidy for the ministerial education schools; opening new home and world missions; assisting parishes with day school concerns, special ministries and evangelism work; and providing support such as legal, accounting and real estate services to the five areas of ministry. Those five are Ministerial Education, Home Missions, World Missions, Parish Services, and Administrative Services. The Budgetary (Operating) Fund ended the fiscal year at June 30, 2001 with unrestricted net assets of \$0.0 million, a decrease of \$0.7 million from the prior year. Please refer to Exhibit 1 for the last three years.

In relative percentages we receive about 32% revenues from CMO, 22% from school tuition and fees, 21% transfers from gift funds, 15% individual gifts and memorials, 6% transfers from restricted (revolving) funds for continuing programs, 3% from bequests and planned giving, and 1% for endowment earnings and other. Total revenues are about \$52.9 million. Expenditures are for the 5 main areas of ministry about 47% for ministerial education, 20% home missions, 17% world missions, 11% administration services, and 4% parish services (with 1% system-wide). Total expenditures are about \$53.6 million. Unrestricted net assets as of June 30, 2001 are zero.

The Synodical Council (SC) has approved a revenue plan of \$55.4 million for 2001-02 and \$57.1 million for 2002-03, an increase of about 2.7% in the first year over the base budget and 3.0% in the second year. This includes all of revenues. Additional details regarding the Budgetary

(Operating) Fund Revenue Forecast follow this report (Exhibits 2 through 5).

The Synodical Council identifies planned spending by specific programs (called decision packages) and compares them to the Mission of the WELS and prioritizes them. Prioritized and funded decision packages total \$46.9 million for 2001-02 and \$47.6 million for 2002-03. Adding the special, mission expansion, and other restricted fund packages the total spending is planned at \$55.4 million in 2001-02 and \$57.1 million in 2002-03, a balanced budget in both years of the biennium.

The increased revenue available in the coming biennium allows for some very limited expansion of our ministry, with plans to continue the transition to an environment of stable-vs-increasing major gifts to WELS, the planned exhaustion of the gift fund, a more aggressive use of our restricted (revolving) funds, and the continued reexamination of effective methods to achieve the WELS Mission, Objectives, and Vision (MOV).

Restricted (Revolving) Funds

Restricted (Revolving) Funds receive special gifts whose use is determined by the donor or the synod. These gifts support some non-budgeted programs of the synod such as the administrative services Committee on Relief, world missions in Russia and Bulgaria, ministerial education student assistance, and home missions mission expansion. In addition, Restricted Funds play an important role for the WELS because many dollars are transferred from them to the Budgetary Fund each year to support program expenses. Their use is planned and coordinated by each Area of Ministry through the Synodical Council. Restricted Funds saw heavy use during the prior 12 months, decreasing by \$5.2 million since June 30, 2000 to \$52.2 million at June 30, 2001. Details are in Appendix 1.

Auxiliary Funds

Auxiliary Funds are now reported as part of the Restricted (Revolving) Funds. They generally have their own sources of income and are often self-supporting. They are usually programs of a larger scale such as the Central Africa Medical Mission and school bookstores. The Christ Light curriculum is funded through the Publications Coordination Fund which was an auxiliary fund. Collectively, the old Auxiliary Funds category have net assets totaling about \$4 million at June 30, 2001. Reporting frequency increases to monthly when we include them with the Restricted (Revolving) Funds.

Building (Plant) Funds

Building (Plant) Funds account for capital assets such as buildings and residences at the synod, ministerial education schools, and in certain mission fields. The Building Funds may borrow internally to finance these projects, but funds to repay that debt generally comes from other sources such as the Budgetary (Operating) Fund. One major Building (Plant) Fund, the Educational Development Building Fund (EDBF), carries the debt incurred to finance the capital construction completed to improve our ministerial education schools in New Ulm, Mequon, Watertown, and Saginaw. Building (Plant) Funds have \$30.3 million in net assets at June 30, 2001. The outstanding \$7.8 million debt to improve the schools is borrowed internally.

Synod owns property in states and foreign countries. While the majority of the investment is in four ministerial education schools in Mequon WI, New Ulm MN, Watertown WI, and Saginaw MI, is also owns a number of residences and other religious structures. Properties include, in addition to the four school campuses, two office buildings, professor and missionary residences, campus houses and chapels at various colleges and universities, and other properties. Actual investment in at cost for all property totals approximately \$63 million as of June 30, 2001, with a depreciation reserve of \$26 million. Replacement value exceeds \$150 million for all properties.

WELS Gift Fund

Gift Funds are a middle ground between placing offerings directly into a fund for current use (like the Budgetary Fund) and placing them into an endowment fund (like the WELS Endowment Fund). Gift funds can be a "buffer" between "lean" years and "fat" years.

Placing a large gift into the budget has several disadvantages. It can make the financial health appear better than it really is. Resources may be put into ministry work without provision for maintaining it in future years, and other revenue sources may decrease because of a false view that the need for mission dollars is decreased.

Placing a large gift into an endowment fund, with the earnings annually benefiting the Budgetary Fund, also has several disadvantages. Ministry work is dependent on the amount of earnings generated, and because the principal cannot be used the potential exists that we may accumulate unspendable funds when ministry expansion is needed.

By using the WELS Gift Fund the synod can support the work of preaching and teaching and

helping others with the confidence that there is a "buffer" to give us planning time to respond to changes in the size or number of gifts.

The WELS Gift Fund supports the Budgetary Fund expenditures. In earlier fiscal years the gift fund transferred 30% of the prior years ending balance of principal, plus earnings during the current year, to the Budgetary Fund. Historical numbers over the past six years ranged from about \$5 million to about \$7 million. In the current biennium we accelerated that to transfer about \$10.1 million and \$10.5 million from the Gift Fund to the Budget Fund to support planned ministry (approved transfers by the previous convention were \$10.3 and \$11.2 million respectively).

At June 30, 2001 net assets were \$8.1 million. The expected distributions for the 2001-02 and 2002-03 fiscal years decline to about \$4.9 million and \$2.9 million respectively. In the past the WELS Gift Fund had been the beneficiary of a large annual gift to the synod. The most recent gift was \$2.5 million, received in August 2000. No gifts subsequent to that date are expected. The Synodical Council and your WELS staff began work in the summer of 1999 to help transition the WELS to revised gift giving levels identified at that time, and to a revised giving process identified in the winter of 2000. That work continues today.

Endowment Funds

Endowment Funds receive gifts and bequests in which the principal may not be withdrawn, but the earnings are distributed according to the fund's purpose. Other amounts may be added to the endowment funds at the request of the Synodical Council. The principal is invested in the Commingled Fund and managed by the WELS Investment Funds Inc (WIF). The synod's major funds that contain donor-endowed funds include the WELS Endowment Fund, Educational Development Endowment Fund, Mission Gift Fund, and Student Assistance Fund,. The combined permanently restricted net assets total about \$9.8 million as of June 30, 2001 and are detailed on Appendix 4 at the end of this report.

Student Assistance Fund earnings provide grants to students at our ministerial education schools. Educational Development Endowment Fund earnings provide support for designated purposes at the ministerial education schools (WLS, MLC, LPS and MLS), at least 70% for approved capital programs, up to 10% for student assistance, up to 10% for staff benefits, and up to 10% for library acquisitions. Earnings of the WELS Endowment Fund are distributed to the Budgetary (Operating) Fund to support general operations of the synod.

Mission Gift Fund Earnings are used by Home Missions to support designated home mission projects. We encourage both current and planned gifts to these funds from members of our synod who like “gifts that keep on giving”.

WELS CEF, Inc.

The WELS Church Extension Fund (CEF), is a subsidiary corporation which makes loans primarily to WELS exploratories and mission congregations for purchase or construct worship facilities, buy land, and buy or build parsonages at below-market interest rates as an aid to Mission Outreach. The CEF receives gifts and bequests from WELS individuals and congregations to provide matching grants for many of these congregations, currently matching down payments of up to 20% of a home mission CEF loan. In order to increase the number of loans, the WELS CEF Board of Directors may borrow from members and outside sources. All our borrowing today is only from individuals or organizations in the WELS. As of June 30, 2001, the WELS CEF had \$73.6 million in loans outstanding, primarily to exploratory and mission congregations (up about \$4 million during the past year), \$38.5 million in borrowing from WELS individuals and congregations (same as last year), and equity reserves (net assets) of about \$54.6 million. We pray that the Lord continue to bless our work so that we may continue to help primarily new Home and World Missions acquire property and facilities to help them in spread His Word throughout the US, Canada, and the World. The CEF Board has authorized an aggressive program to educate and inform WELS members about the CEF and its member investment opportunities, to better enable the CEF to meet it's planned capital needs.

WELS Foundation Inc.

WELS Foundation, Inc. is a subsidiary corporation that provides estate planning opportunities for our WELS members. Charitable remainder trusts and charitable gift annuities are generated primarily through the Ministry of Planned Giving and are held by the Foundation until they mature. WELS Foundation had assets of \$38.0 million and liabilities of \$33.3 million at June 30, 2001, mainly due to the trust activity.

WELS Investment Funds Inc.

WELS Investment Funds Inc (WIF) is a subsidiary corporation that manages investments for the WELS and the Foundation. The synod's investments in stock mutual funds, bonds and

money market accounts are reported at their market value on our financial statements. WIF not only manages synod's investments but also provides investment services for WELS congregations. Total assets are about \$69.5 million at June 30, 2001.

Northwestern Publishing House, Inc.

Northwestern Publishing House (NPH) is a subsidiary corporation that publishes and sells religious materials for all areas of the WELS. Net assets as of March 31, 2001 were \$9.3 million, with product sales, primarily to WELS congregations, \$7.1 million.

Borrowed Money

WELS borrowing is authorized by the Synodical Council for the WELS. Ongoing needs that may necessitate borrowing include not only the WELS CEF, but also borrowing to meet the authorized capital needs of the synod, and borrowing to meet the seasonal variances between revenues and expenditures in the WELS Budgetary Fund. The money is currently either borrowed from our members for WELS CEF needs, or it is borrowed from other synod funds that have temporary excess cash. There are currently no borrowings from banks or other outside corporate entities.

The current borrowing limit of \$80 million was set by the 2001 synod convention. The WELS CEF currently has a borrowing limit of \$60 million within the total synod limit of \$80 million. The WELS CEF borrowings at June 30, 2001 were \$38.5 million and all other synod borrowings were \$10.1 million. Loans made between the various synod funds enable those funds with cash shortages to continue to operate while those funds with temporary excess cash are able to increase net assets through additional interest income.

Financial Audit

Our financial statements are audited each year by a certified public accounting firm, presently PriceWaterhouseCoopers, an international accounting firm. These audits provide our membership with assurance that the financial statements reflect our true financial picture. The 2000 and prior statements attached to this report reflect audited information but do not include the footnotes or auditor's opinion, which are an integral part of the statements. Inspection of any year's audited financial statement is available during normal business hours at the Synod office at 2929 Mayfair Road in Milwaukee.

James C. Huska, Treasurer, WELS
Mark A. Meissner, Director of Finance, WELS

EXHIBIT 1—Statement of Unrestricted Revenue and Expenditures—Current Budgetary Fund
1998-99 Actual, 1999-2000 Actual, and 2000-01 Actual

Revenue:	Actual 1998-99	Actual 1999-2000	Actual 2000-01
Congregation Mission Offerings	\$17,249,146	\$17,581,715	\$17,331,704
Gifts & Memorials	5,200,840	5,064,015	7,713,683
Bequests/Planned Giving	1,450,048	1,158,676	1,269,766
Tuition and Fee	9,403,311	10,330,179	11,669,452
Other	261,316	156,239	204,430
Transfers—Endowment Earnings	307,309	327,568	169,201
Transfers—Gift Funds	6,695,474	11,133,422	11,466,280
Transfers—Continuing Programs	4,651,443	3,698,585	3,083,691
Transfers—Other	—	—	—
Total Revenue	45,218,887	49,450,399	52,908,207
Percent Increase	-1.7%	9.4%	7.0%
Expenditures:	Actual 1998-99	Actual 1999-2000	Actual 2000-01
Ministerial Education Ministry—Gross Budget	20,770,150	23,215,100	25,601,400
Vacancy & Underexpenditure	(8,108)	(579,454)	(184,606)
Actual Expenditure	20,762,042	22,635,646	25,416,794
Percent Increase	4.6%	9.0%	12.3%
Home Missions Ministry—Budget	9,622,100	10,273,600	10,051,500
Vacancy & Underexpenditure	281,868	(431,324)	555,137
Actual Expenditure	9,903,968	9,842,276	10,606,637
Percent Increase	14.9%	-0.6%	7.8%
World Missions Ministry—Budget	9,161,700	8,825,600	9,565,900
Vacancy & Underexpenditure	(237,164)	52,007	(464,058)
Actual Expenditure	8,924,536	8,877,607	9,101,842
Percent Increase	8.3%	-0.5%	2.5%
Parish Services Ministry—Budget	2,145,900	2,160,500	2,302,000
Vacancy & Underexpenditure	(226,750)	(7,286)	(135,540)
Actual Expenditure	1,919,150	2,153,214	2,166,460
Percent Increase	15.9%	12.2%	0.6%
Administration Services—Budget	6,446,800	6,335,400	6,805,100
Vacancy & Underexpenditure	(538,805)	(961,670)	(1,074,104)
Actual Expenditure	5,907,995	5,373,730	5,730,996
Percent Increase	9.7%	-9.0%	6.6%
System Wide—Budget	—	690,000	700,900
Vacancy & Underexpenditure	—	(108,696)	(113,119)
Actual Expenditure	—	581,304	587,781
Percent Increase	0.0%	0.0%	1.1%
Total—Budgets	48,146,650	51,500,200	55,026,800
Total—Vacancy & Underexpenditure	(728,959)	(2,036,423)	(1,416,290)
Total—Actual Expenditure	47,417,691	49,463,777	53,610,510
Percent of Increase over Prior Year	8.4%	4.3%	8.4%
Excess (Shortage) of Revenue over Expenditures	(2,198,804)	(13,378)	(702,303)
Net Assets—Beginning of Year	2,914,485	715,681	702,303
Net Assets—End of Year	715,681	702,303	—

EXHIBIT 2—Statement of Current Budgetary Fund Unrestricted Revenues and Approved Budgets for Fiscal Years 2000-01 and 2001-02 and 2002-03

	Approved Budget 2000-01	% of total	Approved Budget 2001-02	% of total	Approved Budget 2002-03	% of total
Congregation Mission Offerings	\$18,181,000	33.7%	\$18,128,000	32.7%	\$18,671,840	32.7%
Percent Increase	3.0%		-0.3%		3.0%	
Gifts & Memorials	6,031,000	11.2%	10,157,500	18.3%	10,165,400	17.8%
Percent Increase	0.7%		68.4%		0.1%	
Bequests	1,357,000	2.5%	2,278,000	4.1%	2,357,000	4.1%
Percent Increase	8.9%		67.9%		3.5%	
Tuition & Fee Revenues	11,750,400	21.8%	12,369,000	22.3%	12,887,000	22.6%
Percent Increase	11.1%		5.3%		4.2%	
Other Revenue	172,000	0.3%	156,000	0.3%	157,000	0.3%
Percent Increase	0.6%		-9.3%		0.6%	
Transfers—Endowment Earnings	289,000	0.5%	355,000	0.6%	373,000	0.7%
Percent Increase	0.3%		22.8%		5.1%	
Transfers—Gift Trusts	11,226,400	20.8%	4,585,300	8.3%	2,914,700	5.1%
Percent Increase	9.3%		-59.2%		-36.4%	
Transfers—Continuing Programs	4,958,300	9.2%	7,403,000	13.4%	9,573,260	16.8%
Percent Increase	3.9%		49.3%		29.3%	
Total Revenue	53,965,100	100.0%	55,431,800	100.0%	57,099,200	100.1%
Percent Increase	5.1%		2.7%		3.0%	

EXHIBIT 3—Statement of Current Budgetary Fund Unrestricted Expenditures and Approved Budgets for Fiscal Years 2000-01 and 2001-02 and 2002-03

	Approved Budget 2000-01	% of total	Approved Budget 2001-02	% of total	Approved Budget 2002-03	% of total
Ministerial Education Ministry Percent Increase	\$25,630,000 10.4%	46.9%	\$26,391,500 3.0%	47.6%	\$26,853,670 1.8%	47.0%
Home Missions Ministry Percent Increase	10,252,100 -0.2%	18.8%	10,705,926 4.4%	19.3%	10,505,357 -1.9%	18.4%
World Missions Ministry Percent Increase	9,337,300 5.8%	17.1%	9,225,416 -1.2%	16.6%	9,873,644 7.0%	17.3%
Parish Services Ministry Percent Increase	2,213,100 2.4%	4.0%	2,503,188 13.1%	4.5%	2,629,260 5.0%	4.6%
System Wide Percent Increase	304,900 0.0%	0.6%	328,900 7.9%	0.6%	339,799 3.3%	0.6%
Administrative Services Percent Increase	6,939,500 0.9%	12.7%	6,276,870 -9.5%	11.3%	6,897,470 9.9%	12.1%
Total Expenditures	54,676,900	100.0%	55,431,800	100.0%	57,099,200	100.0%
Percent Increase	6.1%		1.4%		3.0%	

EXHIBIT 4—Statement of Unrestricted Projected Revenues and Expenditures 2001-02

REVENUES	BUDGET 2001-02	BUDGET DECISION PACKAGES	% 2001-02 BASE	PLUS: SPECIAL FUNDING	PLUS: MISSION EXPANSION	RECLASSIFY	TOTAL BUDGET 2001-02	INC/DEC 2000-01	% TOTAL
Congregation Mission Offerings	18,181,000	18,128,000					18,128,000	-0.3%	32.7%
Gifts & Memorials	6,031,000	10,157,500					10,157,500	68.4%	18.3%
Bequests	1,357,000	2,278,000					2,278,000	67.9%	4.1%
Other	172,000	156,000					156,000	-9.3%	0.3%
Tuition and Fee Revenue	11,750,400	7,895,000		4,474,000			12,369,000	5.3%	22.3%
Transfers from									
Other Funds:									
Endowment &									
Other Earnings	289,000	355,000					355,000	22.8%	0.6%
Gift Fund	11,226,400	4,585,300					4,585,300	-59.2%	8.3%
Mission Expansion	782,200				1,660,500		1,660,500	112.3%	3.0%
Continuing Programs	4,176,100	3,380,600		2,361,900			5,742,500	37.5%	10.4%
TOTAL REVENUE	53,965,100	46,935,400		6,835,900	1,660,500		55,431,800	2.7%	100.0%
EXPENDITURES:									
Administrative Services	4,632,200	4,654,370	100.5%			1,622,500	6,276,870	-9.5%	11.3%
Administrative Ser.—									
Spec. Funding	2,307,300			1,622,500		(1,622,500)	—		
System Wide	304,900	328,900	107.9%				328,900	7.9%	0.6%
Home Missions Ministry	9,096,000	8,855,680	97.4%			1,850,246	10,705,926	4.4%	19.3%
Home Missions Min.—									
Spec. Funding	373,900			189,746		(189,746)	—		
Home Missions Min.—									
M.E. Funding	782,200				1,660,500	(1,660,500)	—		
World Missions Ministry	7,842,400	8,873,250	113.1%			352,166	9,225,416	-1.2%	16.6%
World Missions Min.—									
Spec. Funding	1,494,900			352,166		(352,166)	—		
Ministerial Education	21,304,100	21,917,500	102.9%			4,474,000	26,391,500	3.0%	47.6%
Ministry									
Ministerial Ed. Min.—									
Spec. Funding	4,325,900			4,474,000		(4,474,000)	—		
Parish Services Ministry	2,213,100	2,305,700	104.2%			197,488	2,503,188	13.1%	4.5%
Parish Services Min.—									
Spec. Funding	—			197,488		(197,488)	—		
TOTAL	54,676,900	46,935,400	103.4%	6,835,900	1,660,500	—	55,431,800	1.4%	100.0%
EXPENDITURES									

EXHIBIT 5—Statement of Unrestricted Projected Revenues and Expenditures 2002-03

REVENUES	BUDGET 2001-02	BUDGET DECISION PACKAGES	% 2001-02 BASE	PLUS: SPECIAL FUNDING	PLUS: MISSION EXPANSION	RECLASSIFY	TOTAL BUDGET 2002-03	INC./DEC 2000-01	% TOTAL
Congregation Mission									
Offerings	18,128,000	18,671,800					18,671,800	3.0%	32.7%
Gifts & Memorials	10,157,500	10,165,400					10,165,400	0.1%	17.8%
Bequests	2,278,000	2,357,000					2,357,000	3.5%	4.1%
Other	156,000	157,000					157,000	0.6%	0.3%
Tuition and Fee Revenue	12,369,000	8,233,000		4,654,000			12,887,000	4.2%	22.6%
Transfers from									
Other Funds:									
Endowment &									
Other Earnings	355,000	373,000					373,000	5.1%	0.7%
Gift Funds	4,585,300	2,914,600					2,914,600	-36.4%	5.1%
Gift Funds—									
Mission Expansion	1,660,500				1,073,800		1,073,800	-35.3%	1.9%
Continuing Programs	5,742,500	4,721,960		3,777,640			8,499,600	48.0%	14.9%
TOTAL REVENUE	55,431,800	47,593,760		8,431,640	1,073,800		57,099,200	3.0%	100.0%
EXPENDITURES:									
Administrative Services	4,654,370	4,810,358	103.4%			2,087,112	6,897,470	9.9%	12.1%
Administrative Ser.—									
Spec. Funding	1,622,500			2,087,112		(2,087,112)	—		
System Wide	328,900	339,799	103.3%				339,799	3.3%	0.6%
Home Missions Ministry	8,855,680	8,744,745	98.7%			1,760,612	10,505,357	-1.9%	18.4%
Home Missions Min.—									
Spec. Funding	189,746			189,746		(189,746)	—		—
Home Missions Min.—									
M.E. Funding	1,660,500			497,066	1,073,800	(1,570,866)	—		
World Missions Ministry	8,873,250	9,087,116	102.4%			786,528	9,873,644	7.0%	17.3%
World Missions Min.—									
Spec. Funding	352,166			786,528		(786,528)	—		
Ministerial Education									
Ministry	21,917,500	22,199,670	101.3%			4,654,000	26,853,670	1.8%	47.0%
Ministerial Ed. Min.—									
Spec. Funding	4,474,000			4,654,000		(4,654,000)	—		
Parish Services Ministry	2,305,700	2,412,072	104.6%			217,188	2,629,260	5.0%	4.6%
Parish Services Min.—									
Spec. Funding	197,488			217,188		(217,188)	—		
TOTAL	55,431,800	47,593,760	101.4%	8,431,640	1,073,800	—	57,099,200	3.0%	100.0%
EXPENDITURES									

EXHIBIT 6—Detail of Approved Budgets for 2001-02 & 2002-03

<u>No.</u>	<u>ADMINISTRATIVE UNIT</u>	<u>2000-01</u> <u>Budget</u>	<u>2001-02</u> <u>Budget</u>	<u>2002-03</u> <u>Budget</u>
<u>ADMINISTRATION SERVICES—ADMINISTRATION (600-669)</u>				
601	Conference of Presidents	\$ 108,000	\$ 64,685	\$ 66,510
602	Synodical Council	73,678	113,200	116,600
603	Praesidium	302,658	248,016	256,416
605	VP Mission and Ministry Office	140,700	145,200	151,600
612	Inter-Church Relations Commission	11,771	12,090	12,454
617	Secretary/Statistician	<u>22,660</u>	<u>23,930</u>	<u>24,660</u>
	SUB-TOTAL	659,467	607,121	628,240
621	Special Support Conference of Presidents	92,300	80,000	80,000
623	Arizona-California District President	65,600	67,636	69,937
624	Dakota-Montana District President	64,500	66,462	68,680
625	Michigan District President	75,100	77,412	80,027
627	Minnesota District President	62,208	64,125	66,295
628	Nebraska District President	56,600	58,322	60,271
629	North Atlantic District President	65,000	67,020	69,299
631	Northern Wisconsin District President	52,300	54,220	55,816
632	Pacific Northwest District President	77,600	80,029	82,808
633	South Atlantic District President	74,300	76,608	79,216
635	South Central District President	76,400	78,790	81,493
636	Southeastern Wisconsin District President	71,800	74,981	77,795
637	Western Wisconsin District President	<u>60,600</u>	<u>62,483</u>	<u>64,613</u>
	SUB-TOTAL	894,308	908,088	936,250
640	Support Committee	412,600	395,072	408,785
653	Communication Services	479,700	473,000	490,720
655	Communication & Financial Support Commission	18,800	19,200	19,400
656	Communication & Financial Support Office	149,700	165,000	171,800
657	Communication & Financial Support Dist Comm	68,300	65,000	68,300
658	Communication & Financial Support Materials	<u>94,700</u>	<u>71,200</u>	<u>74,700</u>
	SUB-TOTAL	331,500	320,400	334,200
659	Gift Planning —Budget	160,700	137,500	143,500
665	Convention Expenses	<u>74,500</u>	<u>76,500</u>	<u>78,800</u>
	SUB-TOTAL	<u>235,200</u>	<u>214,000</u>	<u>222,300</u>
	SUB-TOTAL—ADMINISTRATIVE	3,012,775	2,917,681	3,020,495

EXHIBIT 6—Detail of Approved Budgets for 2001-02 & 2002-03—continued

<u>No. ADMINISTRATIVE UNIT</u>	<u>2000-01 Budget</u>	<u>2001-02 Budget</u>	<u>2002-03 Budget</u>
<u>ADMINISTRATION SERVICES—ADMINISTRATION (950-999)</u>			
952 Executive Director—Support Services	200,000	188,300	196,000
954 Treasury Services	228,583	172,611	179,514
955 Accounting/Finance Office	293,255	395,582	410,159
956 Human Resources Office	148,742	157,850	164,233
960 Property Managers Office	140,753	164,440	171,235
964 Information Systems Office	349,241	385,575	390,531
966 Benefit Plans Office	—	—	—
SUB-TOTAL	<u>1,360,574</u>	<u>1,464,358</u>	<u>1,511,672</u>
970 Group Medical Plan Subsidy	—	—	—
980 Administration Building Operations	137,933	143,525	147,681
982 Administration Expenses Consolidated	<u>120,918</u>	<u>128,810</u>	<u>130,510</u>
SUB-TOTAL	<u>258,851</u>	<u>272,335</u>	<u>278,191</u>
SUB-TOTAL—FISCAL	1,619,425	1,736,693	1,789,863
TOTAL—ADMINISTRATIVE SERVICES	4,632,200	4,654,370	4,810,358

<u>No. ADMINISTRATIVE UNIT</u>	<u>2000-01 Budget</u>	<u>2001-02 Budget</u>	<u>2002-03 Budget</u>
<u>HOME MISSION MINISTRY—(670-799)</u>			
670 Home Mission Board	91,000	96,000	96,000
671 Outreach Grants	35,000	50,000	50,000
672 Home Mission Office	226,000	223,806	233,745
673 Home Mission Moving Expense	90,000	75,000	75,000
674 Vicar in Missions Program	150,000	150,000	150,000
675 Mission Counselor Program	<u>335,522</u>	<u>395,577</u>	<u>403,843</u>
SUB-TOTAL	<u>927,522</u>	<u>990,383</u>	<u>1,008,588</u>
Replacement & Expansion—Future Openings	(317,860)	—	—
Arizona-California District	568,602	534,206	494,344
California Mission District	814,727	693,622	726,453
Colorado Mission District	512,786	426,501	409,016
Dakota-Montana District	378,996	297,095	292,745
Michigan District	281,615	284,315	398,169
Minnesota District	414,299	497,300	968,500
Nebraska District	131,675	85,530	71,040
North Atlantic District	1,027,407	999,974	912,241
Northern Wisconsin District	206,440	179,690	152,675
Pacific Northwest District	448,287	481,519	438,275
South Atlantic District	1,912,315	1,953,843	1,596,001
South Central District	513,297	421,287	346,587
Southeastern Wisconsin District	413,382	245,335	216,590
Western Wisconsin District	<u>348,780</u>	<u>299,535</u>	<u>227,421</u>
SUB-TOTAL	<u>7,654,748</u>	<u>7,399,752</u>	<u>7,250,057</u>

EXHIBIT 6—Detail of Approved Budgets for 2001-02 & 2002-03—continued

<u>No. ADMINISTRATIVE UNIT</u>	<u>2000-01 Budget</u>	<u>2001-02 Budget</u>	<u>2002-03 Budget</u>
<u>HOME MISSION MINISTRY—(670-799)</u>			
692 Campus Ministry Committee	150,300	165,950	171,650
693 Wisconsin Lutheran Student Center—Milwaukee	7,000	7,500	8,000
694 Wisconsin Lutheran Student Center—Madison	92,200	95,000	98,970
696 Wisconsin Lutheran Student Center—Oshkosh	68,000	12,700	12,900
697 Wisconsin Lutheran Student Center—Mankato	19,300	30,420	31,950
698 Wisconsin Lutheran Student Center—Brookings	4,250	7,445	7,940
699 Wisconsin Lutheran Student Center—LaCrosse	6,300	6,300	6,700
700 Wisconsin Lutheran Student Center—Houghton	10,300	12,500	12,700
701 Wisconsin Lutheran Student Center—Minneapolis	41,000	42,100	43,150
702 Wisconsin Lutheran Student Center—East Lansing	62,100	61,400	64,000
705 Home Mission Campus Ministries—Other	<u>35,300</u>	<u>24,230</u>	<u>28,140</u>
SUB-TOTAL 496,050	465,545	486,100	
798 WELS CEF Assistance Fund	(282,320)	—	—
Interest Subsidy Rebate	<u>300,000</u>	<u>—</u>	<u>—</u>
SUB-TOTAL	<u>17,680</u>	<u>—</u>	<u>—</u>
TOTAL—HOME MISSIONS MINISTRY	9,096,000	8,855,680	8,744,745

<u>No. ADMINISTRATIVE UNIT</u>	<u>2000-01 Budget</u>	<u>2001-02 Budget</u>	<u>2002-03 Budget</u>
<u>MINISTERIAL EDUCATION MINISTRY—(860-879)</u>			
Wisconsin Lutheran Seminary	1,870,785	2,084,847	2,187,617
Martin Luther College	9,482,430	9,087,704	9,171,486
Luther Preparatory School	4,725,679	4,527,684	4,521,891
Michigan Lutheran Seminary	2,680,093	2,908,210	2,911,062
Distance Learning Spanish	31,300	—	—
Distance Learning Latin	5,000	—	—
Multi-Ethnic Preseminary Program	77,628	86,750	90,450
Evangelist Training Program	—	25,000	25,000
Unallocated Major Maintenance	829,576	1,182,865	1,320,634
Unallocated Educational Technology	220,517	200,000	100,000
System-Wide Faculty Development	<u>75,000</u>	<u>100,000</u>	<u>100,000</u>
866 Schools—Operating Cost	19,998,008	20,203,060	20,428,140
867 Ministerial Education Board	141,679	575,990	558,850
868 Ministerial Education Division Office	188,404	168,350	231,050
870 Secondary Teacher Ed Prog/Subsidies	55,479	41,390	42,390
871 Student Aid	172,500	177,200	182,570
872 ALHS Grants	98,030	101,510	106,670
875 Appropriations—Construction Amortization	<u>650,000</u>	<u>650,000</u>	<u>650,000</u>
SUB-TOTAL	1,306,092	1,714,440	1,771,530
TOTAL— MINISTERIAL EDUCATION MINISTRY	21,304,100	21,917,500	22,199,670

EXHIBIT 6—Detail of Approved Budgets for 2001-02 & 2002-03—continued

<u>No. ADMINISTRATIVE UNIT</u>	<u>2000-01 Budget</u>	<u>2001-02 Budget</u>	<u>2002-03 Budget</u>
<u>WORLD MISSION MINISTRY—(800-859)</u>			
800 World Mission Board	320,346	94,505	95,980
801 World Mission Office	333,573	362,534	385,004
803 Multi Language Literature Program	143,200	334,404	315,797
804 Humanitarian Aid Committee	4,000	—	—
806 World Mission—Furlough Expenses	<u>53,225</u>	<u>107,900</u>	<u>117,810</u>
SUB-TOTAL	854,344	899,343	914,591
809 Committee for Mission Expansion	<u>6,550</u>	<u>6,550</u>	<u>6,550</u>
SUB-TOTAL	6,550	6,550	6,550
816 Central Africa Missions—Executive Committee	21,200	22,900	22,900
817 Central Africa—Zambia Mission	1,092,043	1,056,541	1,112,949
818 Central Africa—Malawi Mission	880,379	954,924	950,781
819 Central Africa—Nigeria Mission	28,000	28,000	28,000
820 Central Africa—Cameroon Mission	<u>123,002</u>	<u>42,000</u>	<u>44,000</u>
SUB-TOTAL	2,144,624	2,104,365	2,158,630
826 Japan Europe Asia—Executive Committee	27,039	40,500	40,500
827 Japan Mission	670,368	784,849	790,590
828 Albania CIC	28,165	38,825	35,470
830 Russia/Bulgaria Mission	<u>341,705</u>	<u>1,276,867</u>	<u>1,347,380</u>
SUB-TOTAL	1,067,277	2,141,041	2,213,940
831 Southeast Asia Missions—Executive Committee	55,750	56,650	58,650
832 Hong Kong Mission	389,505	325,964	315,118
833 Taiwan Mission	267,347	320,604	327,850
834 Indonesia Mission	282,078	319,159	361,661
835 Thailand Mission	185,526	184,940	170,375
836 India Mission	139,539	199,660	208,909
837 Laos Mission	<u>—</u>	<u>—</u>	<u>—</u>
SUB-TOTAL	1,319,745	1,406,977	1,442,563
838 Latin America Missions—Executive Committee	30,000	37,000	40,200
840 Mexico Mission	224,845	266,468	279,756
841 Puerto Rico Mission	206,299	287,033	278,853
842 Colombia Mission	324,752	140,356	146,636
843 Brazil Mission	410,145	284,254	303,210
844 Dominican Republic Mission	143,111	447,533	403,208
845 Cuba Mission	236,062	174,568	185,191
846 PUBLA	<u>189,987</u>	<u>—</u>	<u>—</u>
SUB-TOTAL	1,765,201	1,637,212	1,637,054
848 Native American Indians—Executive Committee	21,873	32,274	33,888
849 San Carlos, Arizona—Grace	18,046	34,143	36,260
850 Bylas, Arizona—Our Savior	76,825	104,571	112,140
851 Peridot, Arizona—Peridot Mission	99,691	55,290	58,615
852 Cibecue, Arizona—Gethesmane	106,764	63,297	66,141
853 Whiteriver, Arizona—Open Bible	30,594	35,931	38,139
854 Canyon Day, Arizona—Canyon Day Mission	750	51,319	53,613
857 East Fork Mission	237,520	222,829	233,721
858 Apache Coordinator	84,534	78,108	81,271
860 Navajo Indian Mission	<u>8,062</u>	<u>—</u>	<u>—</u>
SUB-TOTAL	<u>684,659</u>	<u>677,762</u>	<u>713,788</u>
TOTAL—WORLD MISSIONS MINISTRY	7,842,400	8,873,250	9,087,116

EXHIBIT 6—Detail of Approved Budgets for 2001-02 & 2002-03—continued

<u>No. ADMINISTRATIVE UNIT</u>	<u>2000-01 Budget</u>	<u>2001-02 Budget</u>	<u>2002-03 Budget</u>
<u>PARISH SERVICES MINISTRY—A320 (880-949)</u>			
880 Parish Services Board	71,350	77,900	82,600
881 Parish Services District Board	63,000	57,493	61,000
882 Parish Services Office	165,300	213,300	233,700
886 Parish Services—Parish Planner Office	<u>141,240</u>	<u>199,940</u>	<u>256,760</u>
SUB-TOTAL	440,890	548,633	634,060
900 Commission on Parish Schools	16,600	—	—
901 Parish Schools—District Coordinator	35,500	31,600	33,600
902 Parish Schools Office	227,240	277,000	283,400
903 Project Director—Mentoring Principals	64,150	66,500	67,500
905 Team Ministry Program	31,000	75,000	82,000
906 Principal/Teacher Enhancement	40,000	—	—
908 Committees—Parish Schools Other	<u>11,600</u>	<u>—</u>	<u>—</u>
SUB-TOTAL	426,090	450,100	466,500
910 Commission on Special Ministries	10,200	—	—
911 Special Ministries—District Coordinator	9,760	—	—
912 Special Ministries Office	110,540	136,700	143,500
914 Military Services—Special Ministries	127,300	131,000	137,500
916 Prison Ministry Administrator	73,000	78,775	82,700
916 Committees—Special Ministries Other	<u>30,500</u>	<u>—</u>	<u>—</u>
SUB-TOTAL	361,300	346,475	363,700
920 Commission on Evangelism	34,100	34,000	36,000
921 Evangelism—District Coordinator	18,000	18,000	21,000
922 Evangelism Office	91,100	105,500	108,000
923 Mass Media Ministry Office	<u>80,000</u>	<u>124,000</u>	<u>130,000</u>
SUB-TOTAL	223,200	281,500	295,000
926 Commission on Youth Discipleship	25,700	—	—
927 Youth Discipleship—District Coordinator	46,350	46,775	44,977
928 Youth Discipleship Office	187,985	235,375	205,825
930 Committees—Youth Discipleship Other	<u>20,000</u>	<u>—</u>	<u>—</u>
SUB-TOTAL	280,035	282,150	250,802
932 Commission on Adult Discipleship	13,000	16,000	24,000
933 Adult Discipleship—District Coordinator	27,850	28,800	30,060
934 Adult Discipleship Office	110,200	121,200	124,440
937 Committees—Adult Discipleship Other	<u>127,500</u>	<u>43,700</u>	<u>37,100</u>
SUB-TOTAL	278,550	209,700	215,600
940 Commission on Worship	18,000	73,025	76,853
941 Worship—District Coordinator	15,000	—	—
942 Worship Office	<u>170,035</u>	<u>114,117</u>	<u>109,557</u>
SUB-TOTAL	203,035	187,142	186,410
TOTAL—PARISH SERVICES MINISTRY	2,213,100	2,305,700	2,412,072
<u>SYSTEM WIDE—(Dept 010)</u>			
663 Technology Task Force	304,900	328,900	339,799
TOTAL—SYSTEM WIDE	<u>304,900</u>	<u>328,900</u>	<u>339,799</u>
TOTAL	<u>45,392,700</u>	<u>46,935,400</u>	<u>47,593,760</u>

Wisconsin Evangelical Lutheran Synod
Consolidated Statement of Financial Position
June 30

	<u>2001</u>	<u>2000</u>
Assets:		
Cash and cash equivalents	\$ 17,794,926	\$ 6,107,924
Accounts receivable	1,897,212	1,054,561
Accrued interest receivable	804,719	1,112,964
Inventories	3,066,236	2,928,133
Mortgages and land contracts receivable	795,283	761,108
Real estate held for resale	946,950	1,623,222
Loans receivable from congregations and others, net.....	74,852,797	71,353,585
Investments, at fair value	97,022,166	111,706,058
Contributions receivable	3,960,950	4,476,650
Other assets	2,476,856	2,422,633
Property, plant and equipment, net of depreciation	39,723,452	38,062,903
Collections and works of art	—	—
Total assets.....	<u>\$243,341,547</u>	<u>\$241,609,741</u>
Liabilities and Net Assets:		
Accounts payable	\$ 2,123,662	\$ 1,996,615
Accrued interest payable	293,794	271,287
Accrued expenses	1,238,002	868,687
Undistributed income	—	15,670
Deferred revenue	917,728	615,234
Other liabilities.....	872,139	1,245,905
Certificates payable.....	38,522,078	38,479,051
Deposits held in custody	142,741	140,027
Gift annuities and trusts payable.....	25,610,948	23,047,617
Reserves for tuition refunds and grants	<u>1,474,541</u>	<u>1,371,976</u>
Total liabilities	<u>71,195,633</u>	<u>68,052,069</u>
Net Assets:		
Unrestricted	113,241,184	115,753,190
Temporarily restricted	20,273,525	19,478,483
Permanently restricted	<u>38,631,205</u>	<u>38,325,999</u>
Total net assets.....	<u>172,145,914</u>	<u>173,557,672</u>
Total liabilities and net assets.....	<u>\$243,341,547</u>	<u>\$241,609,741</u>

Wisconsin Evangelical Lutheran Synod
 Consolidated Statement of Financial Position
 Year Ended June 30, 2001

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Support and revenue:				
Member support				
Offerings from congregations	\$ 17,331,704	\$ —	\$ —	\$ 17,331,704
Gifts and memorials	10,482,065	11,234,863	36,658	21,753,586
Bequests	<u>1,437,214</u>	<u>2,865,394</u>	<u>268,548</u>	<u>4,571,156</u>
Total member support	29,250,983	14,100,257	305,206	43,656,446
Revenue				
Student tuition and fees	13,507,707	—	—	13,507,707
Activity fees and retail sales	14,574,520	—	—	14,574,520
Interest and dividends	5,864,878	—	—	5,864,878
Gain on investments	1,256,453	—	—	1,256,453
Change in value of trust agreements	—	(235,307)	—	(235,307)
Other	<u>506,957</u>	<u>—</u>	<u>—</u>	<u>506,957</u>
Total revenue	35,710,515	(235,307)	—	35,475,208
Net assets released from restrictions	<u>13,069,908</u>	<u>(13,069,908)</u>	<u>—</u>	<u>—</u>
Total support, revenue and reclassifications	<u>78,031,406</u>	<u>795,042</u>	<u>305,206</u>	<u>79,131,654</u>
Expenditures:				
Program services				
Ministerial education	30,581,481	—	—	30,581,481
World Missions	11,450,528	—	—	11,450,528
Home Missions				
WELS Church Extension Fund, Inc.	4,312,409	—	—	4,312,409
Mission operations	11,499,137	—	—	11,499,137
Parish services	3,346,433	—	—	3,346,433
System wide	<u>568,937</u>	<u>—</u>	<u>—</u>	<u>568,937</u>
Total program services	61,758,925	—	—	61,758,925
Support services				
General and administrative	7,971,105	—	—	7,971,105
Gift planning ministry	1,610,384	—	—	1,610,384
Northwestern Publishing House	<u>9,202,998</u>	<u>—</u>	<u>—</u>	<u>9,202,998</u>
Total support services	<u>18,784,487</u>	<u>—</u>	<u>—</u>	<u>18,784,487</u>
Total expenditures	<u>80,543,412</u>	<u>—</u>	<u>—</u>	<u>80,543,412</u>
Change in net assets	(2,512,006)	795,042	305,206	(1,411,758)
Net assets—beginning of year	<u>115,753,190</u>	<u>19,478,483</u>	<u>38,325,999</u>	<u>173,557,672</u>
Net assets—end of year	<u>\$113,241,184</u>	<u>\$20,273,525</u>	<u>\$38,631,205</u>	<u>\$172,145,914</u>

Wisconsin Evangelical Lutheran Synod
Consolidated Statement of Financial Position
Year Ended June 30, 2000

	<u>Unrestricted</u>	<u>Temporarily Restricted</u>	<u>Permanently Restricted</u>	<u>Total</u>
Support and revenue:				
Member support				
Offerings from congregations	\$ 17,581,715	\$ —	\$ —	\$ 17,581,715
Gifts and memorials	8,537,182	9,064,167	153,448	17,754,797
Bequests	<u>1,689,813</u>	<u>2,820,078</u>	<u>43,814</u>	<u>4,553,705</u>
Total member support	27,808,710	11,884,245	197,262	39,890,217
Revenue				
Student tuition and fees	11,818,140	—	—	11,818,140
Activity fees and retail sales	10,536,754	—	—	10,536,754
Interest and dividends	10,183,237	—	—	10,183,237
Gain on investments	439,837	—	—	439,837
(Loss) on sale of property and real estate held	(292,075)	—	—	(292,075)
Change in value of trust agreements	—	821,063	—	821,063
Other	<u>903,876</u>	<u>—</u>	<u>—</u>	<u>903,876</u>
Total revenue	33,589,769	821,063	—	34,410,832
Net assets released from restrictions	<u>12,720,043</u>	<u>(12,720,043)</u>	<u>—</u>	<u>—</u>
Total support, revenue and reclassifications	<u>74,118,522</u>	<u>(14,735)</u>	<u>197,262</u>	<u>74,301,049</u>
Expenditures:				
Program services				
Ministerial education	27,512,261	—	—	27,512,261
World Missions	11,624,081	—	—	11,624,081
Home Missions				
WELS Church Extension Fund, Inc.	4,797,885	—	—	4,797,885
Mission operations	10,362,160	—	—	10,362,160
Parish services	4,225,590	—	—	4,225,590
System wide	<u>334,838</u>	<u>—</u>	<u>—</u>	<u>334,838</u>
Total program services	58,856,815	—	—	58,856,815
Support services				
General and administrative	10,484,390	—	—	10,484,390
Gift planning ministry	1,488,345	—	—	1,488,345
Northwestern Publishing House	<u>8,533,695</u>	<u>—</u>	<u>—</u>	<u>8,533,695</u>
Total support services	<u>20,506,430</u>	<u>—</u>	<u>—</u>	<u>20,506,430</u>
Total expenditures	<u>79,363,245</u>	<u>—</u>	<u>—</u>	<u>79,363,245</u>
Change in net assets	(5,244,723)	(14,735)	197,262	(5,062,196)
Net assets—beginning of year	<u>120,997,913</u>	<u>19,493,218</u>	<u>38,128,737</u>	<u>178,619,868</u>
Net assets—end of year	<u>\$115,753,190</u>	<u>\$19,478,483</u>	<u>\$38,325,999</u>	<u>\$173,557,672</u>

Operating Fund
Statement of Activities

	Year ended June 30		
	2001 <u>Actual</u>	2000 <u>Actual</u>	2001 <u>Budget</u>
Changes in Unrestricted Net Assets			
Revenues:			
Congregational Mission Offering	\$17,331,704	\$17,581,715	\$18,181,000
Gifts and memorials.....	7,713,683	5,064,015	6,031,000
Bequest/planned giving	1,269,766	1,158,676	1,357,000
Tuition and fees	11,669,452	10,330,179	11,825,400
Other	204,430	156,239	172,000
Transfers-endowment earnings	169,201	327,568	289,000
Transfers-gift funds.....	11,466,280	11,133,422	12,995,300
Transfers-continuing programs	<u>3,083,691</u>	<u>3,698,585</u>	<u>4,176,100</u>
<i>Total revenues</i>	<u>52,908,207</u>	<u>49,450,399</u>	<u>55,026,800</u>
Expenditures:			
Home Missions	10,606,637	9,842,276	10,051,500
Ministerial Education.....	25,416,794	22,635,646	25,601,400
Parish Services	2,166,460	2,153,214	2,302,000
Administrative Services.....	5,730,997	5,373,730	6,805,100
World Missions.....	9,101,841	8,877,607	9,565,900
System Wide	<u>587,781</u>	<u>581,304</u>	<u>700,900</u>
<i>Total revenues</i>	<u>53,610,510</u>	<u>49,463,777</u>	<u>55,026,800</u>
Change in unrestricted net assets	(702,303)	(13,378)	
Changes in Temporarily Restricted Net Assets			
Gifts and memorials.....	33,000	143,000	
Bequest/planned giving	2,000	6,000	
Change in value of trust agreements	<u>21,300</u>	<u>44,800</u>	
Change in temporarily restricted net assets	<u>56,300</u>	<u>193,800</u>	
Net assets—beginning of year.....	<u>4,350,503</u>	<u>4,170,081</u>	
Net assets—end of period	<u>3,704,500</u>	<u>4,350,503</u>	

Statement of Financial Position

	June 30, <u>2001</u>	June 30, <u>2000</u>
Assets:		
Due from other funds	(822,553)	369,986
Accounts receivable—cash advances.....	124,250	124,250
Cash advance-schools	572,338	274,139
Other accounts receivable.....	256,025	71,178
Contributions receivable	3,704,500	3,648,200
Mortgage note receivable.....	9,499	11,764
Allowance for doubtful accounts.....	(45,100)	(45,100)
Prepaid expenses	<u>79,393</u>	<u>(2,214)</u>
<i>Total assets</i>	<u>3,878,352</u>	<u>4,452,203</u>
Liabilities and Net Assets:		
Accrued Expenses	118,020	—
Accounts payable.....	<u>55,832</u>	<u>101,700</u>
<i>Total liabilities</i>	<u>173,852</u>	<u>101,700</u>
Unrestricted	—	702,303
Temporarily Restricted	<u>3,704,500</u>	<u>3,648,200</u>
Total net assets.....	<u>3,704,500</u>	<u>4,350,503</u>
<i>Total liabilities and net assets</i>	<u>3,878,352</u>	<u>4,452,203</u>

Revolving Funds
Statement of Activities

	Year Ended June 30, <u>2001</u>	Year Ended June 30, <u>2000</u>
Changes in Unrestricted Net Assets		
Revenues:		
Gifts, memorials and grants.....	\$ 2,541,065	\$ 2,922,038
Bequests	113,818	127,989
Interest—other	511,673	782,424
Interest—interfund	185,967	1,273,409
Other income	1,515,912	1,284,355
Gain/(loss) on investments	95,373	49,862
Satisfaction of restrictions.....	7,426,163	9,344,041
Transfers from schools.....	207,732	232,893
Transfers from other funds	<u>5,207,698</u>	<u>5,781,182</u>
<i>Total revenues</i>	<u>17,805,401</u>	<u>21,798,193</u>
Expenditures:		
Home Missions	2,597,484	1,358,282
Ministerial Education	1,613,446	1,823,444
Parish Services	1,438,185	2,495,163
Administrative Services.....	14,519,744	20,930,582
World Missions.....	3,427,386	4,831,424
System Wide	<u>49,280</u>	<u>91,302</u>
<i>Total expenditures</i>	<u>23,645,525</u>	<u>31,530,197</u>
Change in unrestricted net assets	<u>(5,840,124)</u>	<u>(9,732,004)</u>
Changes in Temporarily Restricted Net Assets		
Gifts, memorials and grants.....	7,166,202	6,391,564
Bequests	996,874	1,500,190
Change in value of trust agreements	(345,700)	583,200
Satisfaction of restrictions.....	<u>(7,426,163)</u>	<u>(9,344,041)</u>
Change in temp restricted net assets	<u>391,213</u>	<u>(869,087)</u>
Changes in Permanently Restricted Net Assets		
Gifts, memorials and grants.....	2,715	22,603
Bequests	<u>258,548</u>	<u>43,814</u>
Change in perm restricted net assets.....	<u>261,263</u>	<u>66,417</u>
Total change in net assets.....	<u>(5,187,648)</u>	<u>(10,534,674)</u>
Net assets-beginning of year	<u>57,429,022</u>	<u>67,963,696</u>
Net assets-end of period.....	<u><u>52,241,374</u></u>	<u><u>\$57,429,022</u></u>

Revolving Funds
Statement of Changes in Financial Position

	<u>June 30,</u> <u>2001</u>	<u>June 30,</u> <u>2000</u>
Assets:		
Cash and cash equivalents.....	\$ 3,567,500	\$ 796,477
Cash imprest funds.....	3,000	3,000
Accrued interest receivable.....	21,791	79,441
Inventory less reserve for absolenscence.....	—	79,784
Accounts/contract receivable.....	186,478	217,723
Other investments.....	289,956	9,602,076
Investment in WELS Investments Fund.....	39,199,693	38,381,000
Contributions receivable.....	7,526,950	7,807,650
Due from other funds.....	<u>4,322,130</u>	<u>3,019,294</u>
Total assets.....	<u>55,117,498</u>	<u>\$59,986,445</u>
Liabilities and Net Assets:		
Accounts payable.....	234,771	42,829
Accrued Expenses.....	47,148	—
Deferred income.....	866,405	655,343
Retiree health benefits payable.....	253,258	487,275
Reserve for tuition grants and refunds.....	<u>1,474,541</u>	<u>1,371,976</u>
Total liabilities.....	<u>2,876,124</u>	<u>2,557,423</u>
Net Assets:		
Unrestricted net assets.....	31,188,108	37,028,232
Temp restricted net assets.....	10,623,846	10,232,633
Perm restricted net assets.....	<u>10,429,420</u>	<u>10,168,157</u>
Total net assets.....	<u>52,241,374</u>	<u>57,429,022</u>
Total liabilities and net assets ...	<u>55,117,498</u>	<u>59,986,445</u>

See Appendix 1 for fund detail

Plant Funds
Statement of Activities

	<u>Year Ended June 30, 2001</u>	<u>Year Ended June 30, 2000</u>
Changes in Unrestricted Net Assets		
Revenues:		
Interest—interfund.....	\$ (283,303)	\$ 135,592
Interest—other	2,744	4,260
Rental & lease income.....	235,460	643,330
Proceeds from sale of property	595,082	217,377
Satisfaction of restrictions.....	27,396	49,830
Transfers from schools.....	305,990	1,444,504
Transfers from other funds	<u>1,142,135</u>	<u>2,808,736</u>
<i>Total revenues</i>	<u>2,025,505</u>	<u>5,303,629</u>
Expenditures:		
Home Missions	—	31,063
World Missions.....	403,788	901,080
Ministerial Education.....	137,288	911,036
Administrative Services.....	<u>154,243</u>	<u>1,378,953</u>
<i>Total expenditures</i>	<u>695,319</u>	<u>3,222,132</u>
Change in unrestricted net assets	<u>1,330,186</u>	<u>2,081,497</u>
Changes in Temporarily Restricted Net Assets		
Gifts, memorials and grants.....	61,981	49,830
Satisfaction of restrictions.....	(27,396)	(49,830)
Change in temp restricted net assets	34,585	—
Total change in net assets.....	1,364,770	2,081,497
Net assets—beginning of year	<u>28,889,928</u>	<u>26,808,432</u>
Net assets—end of period	<u>30,254,699</u>	<u>28,889,929</u>

Statement of Financial Position

	<u>June 30, 2001</u>	<u>June 30, 2000</u>
Assets:		
Cash and cash equivalents.....	—	135,393
Accounts receivable	16,580	4,212
Accrued interest receivable	210	—
Contracts & mortgages receivable.....	27,997	32,144
Property, plant and equipment.....	37,255,266	35,360,837
Due from other funds	<u>1,877,472</u>	<u>1,771,839</u>
<i>Total assets</i>	<u>39,177,524</u>	<u>37,304,425</u>
Liabilities and Net Assets:		
Due to other funds	5,348,183	6,450,571
Accounts payable.....	20,450	110,263
Accrued interest payable.....	624	352
Notes payable—schools	<u>3,553,568</u>	<u>1,853,310</u>
<i>Total liabilities</i>	<u>8,922,825</u>	<u>8,414,496</u>
Unrestricted net assets	30,220,114	28,889,929
Temp restricted net assets	34,585	—
<i>Total net assets</i>	<u>30,254,699</u>	<u>28,889,929</u>
<i>Total liabilities and net assets</i>	<u>39,177,524</u>	<u>37,304,425</u>

See Appendix 2 for fund detail

WELS Church Extension Fund, Inc.
Statement of Activities

	All Funds		Fund Detail—Year Ended June 30, 2001	
	Year Ended June 30, 2001	Year Ended June 30, 2000	CEF Loan Fund	CEF Assistance Fund
Change in Unrestricted Net Assets				
Revenues:				
Interest—loans receivable	\$ 4,004,824	\$ 3,818,679	\$ 4,004,824	—
Interest—interfund	—	—	(390,131)	390,131
Interest—other	836,269	1,143,983	836,269	—
Gain/(Loss) on investments	225,960	(118,412)	225,960	—
Gain/(Loss) on sale of property	87,016	(161,356)	87,016	—
Other	105,405	102,131	105,405	—
Transfers from other funds	443,386	303,932	142,421	300,965
Satisfaction of restrictions	2,112,394	1,537,231	—	2,112,394
Total revenues	<u>7,815,256</u>	<u>6,626,188</u>	<u>5,011,766</u>	<u>2,803,490</u>
Expenditures:				
Certificates administration	250,763	191,067	250,763	—
Loan servicing administration	34,316	881,369	34,316	—
Board	13,311	7,491	13,311	—
Grants to WELS congregations	1,959,537	1,425,345	—	1,959,537
Interest—other	2,054,481	2,031,542	2,054,481	—
Interest subsidy rebate to WELS budgetary fund	—	374,438	—	—
Transfers to other funds	152,857	111,886	—	152,857
Total expenditures	<u>4,465,266</u>	<u>5,023,138</u>	<u>2,352,872</u>	<u>2,112,394</u>
Change in unrestricted net assets	<u>3,349,989</u>	<u>1,603,050</u>	<u>2,658,894</u>	<u>691,096</u>
Changes in Temporarily Restricted Net Assets				
Gifts, memorials and grants	92,663	118,908	—	92,663
Bequests	1,325,266	1,311,160	—	1,325,266
Change in value of trust agreements	(2,000)	31,000	—	(2,000)
Satisfaction of restrictions	(2,112,394)	(1,537,231)	—	2,112,394
Change in temporarily restricted net assets	<u>(696,465)</u>	<u>(76,163)</u>	<u>—</u>	<u>(696,465)</u>
Total change in net assets	2,653,524	1,526,887	2,658,894	(5,369)
Net assets—beginning of year	<u>51,923,671</u>	<u>50,396,784</u>	<u>43,855,145</u>	<u>8,068,527</u>
Net assets—end of period	<u>54,577,196</u>	<u>51,923,671</u>	<u>46,514,038</u>	<u>8,063,157</u>

WELS Church Extension Fund, Inc.
Statement of Financial Position

Administration

	All Funds		Fund Detail on June 30	
	Year Ended June 30, 2001	Year Ended June 30, 2000	CEF Loan Fund	CEF Assistance Fund
Assets:				
Cash and cash equivalents.....	\$ 3,498,706	\$ 1,209,688	\$ 3,498,706	\$ —
Accounts receivable.....	5,291	4,041	5,291	—
Accrued interest receivable.....	513,433	623,406	513,433	—
Loans Receivable:				
Completed loans	73,550,876	70,107,215	73,550,876	—
In-process loans	6,573,921	6,956,370	6,573,921	—
Loan loss reserve.....	(5,272,000)	(5,710,000)	(5,272,000)	—
Total loans receivable	74,852,797	71,353,585	74,852,797	—
Real estate held (net)	—	387,172	—	—
Total loans rcvbl / real estate held	74,852,797	71,740,757	74,852,797	—
Investment, at market	10,975,830	13,449,000	10,975,830	—
Investment in WELS Investments Fund	3,203,061	3,113,900	3,203,061	—
Contributions receivable	584,800	769,800	—	584,800
Due from other funds	—	—	(7,478,357)	7,478,357
Total assets.....	<u>93,633,918</u>	<u>90,910,592</u>	<u>85,570,760</u>	<u>8,063,157</u>
Liabilities and Net Assets:				
Certificates payable—unsecured				
Loan certificates	29,936,960	30,357,802	29,936,960	—
Savings certificates.....	3,639,359	2,855,245	3,639,359	—
Statement savings certificates	4,945,759	5,266,004	4,945,759	—
Total certificates payable—unsecured.....	38,522,078	38,479,051	38,522,078	—
Accounts payables	636	75	636	—
Other payables—stamps	240,837	236,860	240,837	—
Accrued interest payable.....	293,170	270,935	293,170	—
Total liabilities	<u>39,056,722</u>	<u>38,986,921</u>	<u>39,056,722</u>	<u>—</u>
Net assets:				
Unrestricted	27,467,371	24,117,381	21,431,151	6,036,219
Temporarily restricted	2,026,938	2,723,403	—	2,026,938
Permanently restricted	25,082,887	25,082,887	25,082,887	—
Total net assets	<u>54,577,196</u>	<u>51,923,671</u>	<u>46,514,038</u>	<u>8,063,157</u>
Total liabilities and net assets.....	<u>93,633,918</u>	<u>90,910,592</u>	<u>85,570,760</u>	<u>8,063,157</u>

PROCEEDINGS /93

WELS Foundation, Inc.
Statement of Activities

	All Funds		Fund Detail—Year Ended June 30, 2001		
	Year Ended June 30, 2001	Year Ended June 30, 2000	General Fund	Gift Annuities Fund	Restricted Fund
Change in Unrestricted Net Assets					
Revenues:					
Interest—interfund.....	\$ 28,858	\$ 27,559	\$ 15,351	\$ —	\$ 13,507
Interest and dividends	215,134	539,433	(22,677)	204,855	32,956
Gain on investments	(383,532)	478,851	93,484	(471,680)	(5,336)
Other	253,730	281,670	253,728	2	—
Satisfaction of restrictions.....	2,678,659	420,027	2,310,863	—	367,796
Transfers from other funds	95,937	56,425	38,347	—	57,590
Total revenues	2,888,785	1,803,965	2,689,095	(266,823)	466,513
Expenditures:					
Administration	331,116	181	183,766	137,133	10,217
Interest—other	360,756	352,028	325	360,431	—
Loss on sale of investments.....	166,936	11,703	166,009	548	379
Distribution of principal & earnings	787,895	14,132	610,794	—	177,101
Incr in undistributed earnings.....	—	—	—	—	—
Change in value of trust agreements	—	73,000	—	—	—
Other	158,863	430,214	158,863	—	—
Transfers to other funds	2,095,854	547,750	1,866,745	1,825	227,284
Transfers to Trusts/Foundation	67,667	—	67,667	—	—
Transfers to schools.....	—	34,018	—	—	—
Total expenditures.....	3,969,088	1,463,026	3,054,169	499,937	414,982
Change in unrestricted net assets	(1,080,302)	340,939	(365,074)	(766,760)	51,531
Changes in Temporarily Restricted Net Assets					
Gifts, memorials & grants	2,579,759	1,237,431	1,776,616	—	803,143
Bequests	535,247	(7,272)	535,247	—	—
Change in value of trust agreements	75,983	50,000	51,612	—	24,370
Satisfaction of restrictions.....	(2,678,659)	(420,027)	(2,310,863)	—	(367,796)
Change in temporarily restricted net assets.....	512,330	860,132	52,612	—	459,717
Total change in net assets	(567,973)	1,201,071	(312,462)	(766,760)	511,249
Net assets—beginning of year.....	5,288,440	4,087,369	1,868,725	2,048,886	1,370,829
Net assets—end of period.....	4,720,468	5,288,440	1,556,264	1,282,126	1,882,078

WELS Foundation, Inc.
Statement of Financial Position

	Fund Detail on June 30, 2001					
	All Funds		Gift			
	June 30, 2001	June 30, 2000	General Fund	Annuities Fund	Restricted Fund	Charitable Remainder Trusts
Assets:						
Investments, at market						
Common Stock/Mutual funds	\$16,976,093	\$16,554,715	\$ 224,486	\$10,262,002	\$ —	\$ 6,489,605
WELS Investment fund	16,092,868	14,394,800	511,308	—	1,262,857	14,318,702
Total investments	33,068,961	30,949,515	735,795	10,262,002	1,262,857	20,808,307
Cash and cash equivalents	1,854,646	254,093	1,854,646	—	—	—
Accounts receivable	—	—	—	—	—	—
Accrued interest and dividends receivable	64,439	54,271	—	64,439	—	—
Notes receivable.....	571,309	498,350	3,350	—	567,959	—
Real estate held for resale.....	946,950	1,236,050	11,950	—	—	856,000
Cash surrender value—life insurance	1,371,816	1,129,205	1,371,816	—	—	—
Other	—	1,000	—	—	—	—
Contributions receivable	200,000	199,000	200,000	—	—	—
Due from other funds.....	—	1,659,385	1,356,977	(53,497)	109,162	1,301,313
Total assets.....	37,999,121	35,980,869	2,820,580	10,272,944	1,939,978	23,044,620
Liabilities and net assets:						
Trusts payable						
Unitrusts.....	14,216,147	12,090,899	—	—	—	14,216,147
Annuity trusts.....	831,473	323,711	—	—	—	831,473
Other trusts	—	—	—	—	—	—
Total trusts payable.....	15,047,620	12,414,610	—	—	—	15,047,620
Liability to schools and other funds	8,428,100	8,278,000	990,000	1,976,000	42,100	5,420,000
Liability to outside parties.....	3,568,800	3,482,600	269,000	786,000	15,800	2,498,000
Gift annuities	6,230,573	6,496,549	—	6,230,573	—	—
Other payables.....	3,561	5,000	5,316	(1,755)	—	—
Undistributed income.....	—	15,670	—	—	—	—
Total liabilities.....	33,278,654	30,692,429	1,264,316	8,990,818	57,900	22,965,620
Net Assets:						
Unrestricted	2,736,467	3,816,770	1,304,651	1,282,126	149,690	—
Temporarily restricted	1,693,733	1,181,403	251,612	—	1,442,121	—
Permanently restricted	290,267	290,267	—	—	290,267	—
Total net assets	4,720,468	5,288,440	1,556,264	1,282,126	1,882,078	—
Total liabilities and net assets.....	37,999,121	35,980,869	2,820,580	10,272,944	1,939,978	22,965,620

WELS Investment Funds
Statement of Activities

	Year Ended <u>June 30, 2001</u>	Year Ended <u>June 30, 2000</u>
Revenues:		
Interest and dividends.....	\$ 3,643,238	\$ 3,359,397
Gain/loss on investments.....	1,419,661	(254,532)
Transfers from other funds.....	<u>67,884</u>	<u>—</u>
<i>Total revenues</i>	<u>5,130,783</u>	<u>3,104,865</u>
Expenditures:		
Administration	219,617	221,200
Distribution of principal & earnings.....	762,144	247
Incr in undistributed earnings	145,882	67,606
Transfers to other funds.....	3,052,714	2,267,244
Transfers to schools	950,426	548,568
<i>Total expenditures</i>	<u>5,130,783</u>	<u>3,104,865</u>
Total change in net assets/ending net assets...	<u>—</u>	<u>—</u>

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WELS Investment Funds
Statement of Financial Position

	<u>June 30, 2001</u>	<u>June 30, 2000</u>
Assets:		
Cash and cash equivalents	\$ 4,482,518	\$ 664,423
Accrued interest receivable	204,846	287,320
Investments, at market		
Bonds.....	16,221,603	41,806,680
Common stock/mutual funds.....	48,546,973	25,951,900
<i>Total investments</i>	<u>64,768,576</u>	<u>67,758,580</u>
<i>Total assets</i>	<u>69,455,940</u>	<u>68,710,323</u>
Liabilities and net assets:		
Accrued interest payable	—	287,320
Accrued Expenses	1,605	—
Accounts Payable	512	—
Undistributed income	(438,355)	108,166
Liability to outside participants	1,191,171	669,361
Liability to schools and other funds	68,701,007	67,645,476
<i>Total liabilities</i>	<u>69,455,940</u>	<u>68,710,323</u>

Appendix 1—Revolving Funds Detail—Statement of Activities

	Net Assets		Year Ended June 30		Net Assets	
	June 30, 2000		Expenditures		June 30, 2001	
	Revenues	Transfers	Expenditures	Transfers	Spendable	Non-Spendable
Home Missions Area of Ministry						
Divisional Fund.....	\$ 1,101,932	\$ (100,844)	\$ (225,109)	\$ (100,844)	\$ 120,562	\$ 962,000
Language Study.....	9,171	(1,238)	(10,877)	(1,238)	48,180	—
Aid to Antigua.....	33,670	(71)	(28,579)	(71)	23,330	—
Multi-Cultural Mission Projects.....	239,780	33,504	(99,448)	33,504	223,089	—
Canvass and Survey.....	12,104	(1,908)	(41,183)	(1,908)	28,840	—
Information Outreach.....	45,100	—	(38,789)	—	40,767	—
Taped Services.....	34,718	(699)	(20,559)	(699)	29,508	—
Campus Ministry Project.....	51,637	(435)	(9,384)	(435)	52,455	—
Evangelism to the Econ Disadvantaged.....	13,691	—	—	—	20,029	—
Mission Gift Fund.....	6,906,514	(425,867)	(364,541)	(425,867)	2,763,512	3,252,333
Equipment.....	54,254	(50)	(22,861)	(50)	46,037	—
WELS Kingdom Workers Projects.....	35,100	(36,262)	(366,271)	(36,262)	2,583	—
Fraternal Grants-HM.....	4,132	—	(37,575)	—	7,886	—
Sub-total Home Missions.....	8,541,804	(533,870)	(1,265,175)	(533,870)	3,406,779	4,214,333
Ministerial Education Area of Ministry						
Divisional Fund.....	469,830	(4,583)	(16,910)	(4,583)	433,177	84,400
WELS Student Assistance.....	4,186,904	208,431	(843,026)	208,431	466,655	3,902,002
DK-MT District Scholarship.....	54,408	3,769	(4,200)	3,769	6,153	52,768
WLS Scholarship.....	17,462	(10,566)	(141,935)	(10,566)	21,656	—
MLC Scholarship.....	1,286	(186)	(19,471)	(186)	136	—
LPS Scholarship.....	19	(880)	(11,482)	(880)	(213)	—
MLS Scholarship.....	120	—	(3,913)	—	37	—
Training of Pastors Scholarship.....	7,192	(1,213)	—	(1,213)	19,033	—
Training of Teachers Scholarship.....	195	—	—	—	198	—
Multi-Ethnic Pre-Seminary Program.....	3,447	—	—	—	3,856	—
Married Students Scholarship.....	5	—	—	—	5	—
School Staff Benefits.....	31,687	—	—	—	22,049	—
Second Career over 25 Scholarship.....	100,514	20,843	(31,687)	20,843	22,049	—
AIM Scholarship.....	15,127	—	—	—	106,354	—
Hispanic Training.....	1,179	(2,507)	(25,955)	(2,507)	13,748	—
Berdan/WLS Housing.....	1,347	—	(1,347)	—	1,411	—
Educational Dev. Endowment Fund.....	8,083,282	298,798	(20,843)	298,798	(10,406)	8,502,659
Tuition Grant Program.....	—	—	(254,679)	—	—	—
Tuition Refund Program.....	—	—	(36,178)	—	—	—
Fraternal Grants-ME.....	(12,934)	—	(17,600)	—	(9,869)	—
Sub-total Ministerial Education.....	12,961,071	511,907	(1,429,226)	511,907	1,073,981	12,541,829
System Wide Area of Ministry						
SON Committee Fund.....	70,907	—	(25,895)	—	48,875	—
Fraternal Grants-SW.....	—	—	(23,384)	—	88,579	—
Sub-total System Wide.....	70,907	—	(49,280)	—	137,453	—

Appendix 1—Revolving Funds Detail—Statement of Activities

	Net Assets June 30, 2000		Year Ended June 30		Net Assets June 30, 2001	
	Revenues	Expenditures	Revenues	Expenditures	Spendable	Non-Spendable
World Missions Area of Ministry						
Divisional Fund.....	\$ 1,741,506	\$ 1,46,571	\$ 360,325	\$ (233,952)	\$ 714,308	\$ 1,007,000
Language Training.....	1,332	—	24	(1,356)	—	—
Foreign Income Tax Reimb.....	18,518	(101,200)	55,743	35,000	8,061	—
Humanitarian Aid.....	145,357	(170,231)	168,132	193,001	336,259	—
Missionary Conferences.....	18,392	(22,881)	11,312	—	6,823	—
Books for Missions.....	8,654	(948)	1,664	—	9,370	—
Literature and Publications.....	207,404	(139,027)	47,278	—	115,655	—
Hoenecke Scholarship.....	402,811	(13,000)	2,327	26,242	50,884	367,496
Althea Sauer Scholarship.....	30,643	(3,400)	2,425	—	29,668	—
WM ESL/EFL.....	—	(8,396)	93,454	—	85,058	—
Furlough House.....	21,574	(4,807)	43,343	(4,037)	56,073	—
AF-Special Projects.....	101,910	(24,632)	10,771	2,275	55,711	34,613
AF-Zambia.....	1,378	2,503	13,885	4,581	22,347	—
AF-Mozambique.....	26,123	—	2,577	—	28,700	—
AF-Malawi.....	69,738	(13,434)	61,407	3,407	57,157	63,961
AF-Cameroon.....	289,660	(78,373)	20,317	10,697	242,301	—
AF-Nigeria.....	18,850	(13,140)	16,993	(335)	22,369	—
AF-Central Africa Medical Mission.....	390,885	(254,234)	286,295	(10,134)	332,702	80,110
JEA-Japan.....	20,068	(6,120)	66,145	(38,613)	41,480	—
JEA-Special Projects.....	(7,081)	(63,422)	45,202	—	(25,301)	—
JEA-Europe Asia Radio.....	49,098	(20,027)	3,297	(30)	32,338	—
JEA-Bulgaria.....	224,568	(8,055)	49,527	(266,030)	9	—
JEA-Russia.....	164,707	(3,703)	75,296	(236,292)	7	—
JEA-Albania.....	41,524	(33,675)	6,498	—	14,347	—
JEA-East. and Cent. Europe Med. Missn.....	24,694	(53,057)	19,561	(185)	(8,987)	—
JEA-Scandinavia.....	33,977	(750)	(279)	(33,123)	(175)	—
SEA-Special Projects.....	12,187	(3,738)	3,037	6,439	17,925	—
SEA-Hong Kong.....	43,956	(25,480)	8,600	(28)	27,047	—
SEA-Taiwan.....	56,350	(46,622)	17,896	—	27,624	—
SEA-Indonesia.....	25,276	(37,381)	24,245	(1,079)	11,060	—
SEA-Thailand.....	64,027	(14,275)	21,089	(635)	70,206	—
INDIA-India.....	336,349	(155,284)	110,787	(239,234)	28,695	23,922
LAM-Special Projects.....	25,651	(22,446)	19,657	(10,000)	12,862	—
LAM-Dominican Republic.....	15,853	(16,253)	12,182	(1,085)	10,697	—
LAM-Mexico.....	96,196	(120,558)	94,873	(5,800)	64,711	—
LAM-Puerto Rico.....	8,970	(28,613)	50,087	10,036	40,480	—
LAM-Colombia.....	9,719	(18,443)	21,898	(1,121)	12,053	—
LAM-Brazil.....	40,961	(553)	17,367	(15,701)	42,074	—
LAM-Cuba.....	44,780	(10,129)	18,107	(83)	52,675	—
LAM-Missions for Children.....	2,462	(20,175)	20,410	—	2,698	—
NAM-Special Projects.....	73,815	(65,295)	56,894	(264)	59,149	6,000
NAM-PAL.....	77,575	(1,526)	115,817	(67,212)	124,654	—
NAM-Lakota Indians.....	100,566	—	15,324	(40,051)	75,839	—

Appendix 1—Revolving Funds Detail—Statement of Activities

	Net Assets		Year Ended June 30		Net Assets	
	June 30, 2000		Expenditures		June 30, 2001	
	Revenues	Transfers	Revenues	Transfers	Spendable	Non-Spendable
World Missions Area of Ministry—Continued						
E/E General.....04620	\$ 44,780	\$ 2,905	\$ —	\$ (68)	\$ 47,617	\$ —
E/E Exploration.....04410	44,963	4,166	(9,485)	—	39,644	—
E/E Antigua.....04006	26,942	381	(27,081)	(242)	0	—
E/E Navajo.....05300	(38,330)	(4,336)	—	(36,000)	(78,666)	—
WELS Kingdom Workers Projects.....05010	136,020	778,427	(404,196)	(83,140)	427,110	—
Fraternal Grants-WM.....04529	4,479	13,420	(10,177)	—	7,723	—
Sub-total World Missions.....	5,299,835	2,886,752	(2,218,290)	(1,034,152)	3,351,042	1,583,102
Parish Services Area of Ministry						
Divisional Fund.....04311	470	416	(500)	(40)	346	—
Lutheran Schools Project Fund.....05119	122,610	40,792	(109,641)	—	53,761	—
Parish Assistance.....05500	94,484	152,223	(69,078)	—	177,628	—
PS-Promotional Fund for Schools.....05517	2,185	5,649	(8,025)	1,350	1,159	—
PS-Activities.....04000	142,523	80,531	(61,208)	—	161,846	—
SM-Civilian Chaplaincy.....04218	37,686	55,446	(47,823)	(2,437)	42,871	—
SM-Institutional Ministries.....04805	73,283	384,985	(175,236)	38,066	320,097	1,000
SM-Service to the Aging.....05805	4,744	255	(3,777)	—	1,222	—
SM-Mission for Deaf & Hard of Hearing.....05210	93,385	21,489	(20,475)	(531)	92,868	1,000
SM-Special Education Services.....05810	54,960	29,575	(59,834)	(434)	24,267	—
SM-Mission for Visually Impaired.....05208	68,876	18,013	(32,282)	(187)	54,420	—
SM-Mental Illness.....05204	8,127	799	—	—	8,926	—
EV-Evangelism.....04408	47,809	14,055	(20,210)	—	41,654	—
EV-School of Outreach.....05802	7,691	14,134	(16,424)	7,200	12,600	—
EV-Mass Media Ministry.....05201	(359,193)	155,309	(220,870)	92,400	(332,354)	—
YM-Youth Discipleship.....06400	215,457	568,655	(348,865)	—	434,246	1,000
YM-WELS Kids Connection.....06203	8,800	29,925	(45,546)	—	(6,821)	—
YM-Christ Light Introduction Program.....04216	44	23	—	—	67	—
AD-Adult Discipleship.....04002	39,260	23,058	(6,896)	100,000	155,422	—
AD-Stewardship Program.....05815	57,413	10,783	(33,262)	—	34,934	—
Fraternal Grants-Parish Services.....04521	31,181	3,206	(1,225)	—	33,162	—
Fraternal Grants-Parish Schools.....04522	3,563	7,578	(7,534)	—	3,607	—
Fraternal Grants-Special Ministries.....04523	—	—	—	—	—	—
Fraternal Grants-Evangelism.....04524	7,762	117,114	(114,480)	—	10,397	—
Fraternal Grants-Adult Discipleship.....04525	22,126	2,736	(525)	—	24,337	—
Fraternal Grants-Youth Discipleship.....04526	7,146	32,456	(31,414)	—	8,188	—
Fraternal Grants-Worship.....04527	833	3,646	(3,056)	—	1,422	—
Sub-total Parish Services.....	793,223	1,772,849	(1,438,185)	235,387	1,360,273	3,000

Appendix 1—Revolving Funds Detail—Statement of Activities

	Net Assets		Year Ended June 30			Net Assets	
	June 30, 2000		Revenues	Expenditures	Transfers	June 30, 2001	
	\$		\$	\$	\$	Spendable	Non-Spendable
Administrative Services							
Divisional Fund.....04312	\$ 325,127	\$ 18,800	\$ (16,231)	\$ —	\$ —	\$ 327,696	\$ —
President's Contingency.....05511	35,882	22,045	(18,582)	—	—	39,345	—
Aid to Sister Synods.....04004	21,911	1,268	—	—	—	23,179	—
CICR—Germany Support.....04217	146,038	54,400	(60,206)	(2,574)	(2,574)	137,658	—
CICR—Baltic/Eastern European.....04241	—	1,200	—	2,449	2,449	3,649	—
Publications Coordination.....05518	3,877,850	398,611	(883,247)	(1,350)	(1,350)	3,391,863	—
Forward in Christ.....04508	(150,162)	1,156,416	(662,371)	141,907	141,907	468,790	17,000
FIC—Mission and Ministry.....04515	81,651	492,021	(154,770)	(1,231,001)	(1,231,001)	(812,098)	—
FIC—MLC Chapel.....04516	42,913	660,744	(4,467)	141,068	141,068	840,258	—
FIC—Heritage Project.....04517	4,837	71,516	(886)	(5,586)	(5,586)	69,881	—
Becker Scholarship.....09003	39,989	(35)	(2,580)	1,506	1,506	11,842	27,037
Scandinavia.....05801	40,568	14,118	(11,374)	(535)	(535)	42,777	—
Communication Services.....04224	77,252	3,150	(11,925)	9,598	9,598	78,074	—
Planned Giving Program.....05507	528,824	195,377	(4,442)	(729,100)	(729,100)	(14,341)	5,000
Fraternal Grants-ADM.....04528	7,149	82,432	(73,821)	(9,598)	(9,598)	6,162	—
Investment Fund.....04809	—	346,469	(10,001)	—	—	336,468	—
Capital Funding Services.....04209	(9,443)	16,715	(5,399)	—	—	273,13+1600	—
Committee on Relief.....04223	403,025	291,984	(310,261)	(57,985)	(57,985)	324,763	2,000
Computer Software Fund.....04226	(168,215)	(13,510)	(105,925)	287,649	287,649	—	—
Bruvellet Gift Fund.....04110	442,973	17,913	(413)	(6,169)	(6,169)	—	456,825
Volz Gift Fund.....06102	105,403	(708)	(1,478)	5,702	5,702	—	108,919
Retiree Health Benefit Fund.....05703	473,845	(62,680)	—	92,150	92,150	503,315	—
Misc Assets Fund.....05206	4,220,681	(309,390)	—	(30,000)	(30,000)	—	3,881,291
WELS Gift Fund.....04603	13,160,066	2,516,322	—	(7,537,131)	(7,537,131)	8,028,258	111,000
WELS Endowment Fund.....04404	6,054,019	103,129	—	(3,531)	(3,531)	(91,326)	6,244,942
Sub-total Administrative Services	29,762,183	6,078,308	(2,338,379)	(8,932,530)	(8,932,530)	13,718,087	10,851,494
Total All Funds	57,429,022	13,304,146	(8,738,535)	(9,753,259)	(9,753,259)	23,047,615	29,193,759

Appendix 2—Revolving Funds Detail—Statement of Activities

	Net Assets June 30, 2000	Year Ended June 30		Net Assets June 30, 2001	
		Revenues	Expenditures	Spendable	Non-Spendable
Home Missions Area of Ministry					
Campus Ministry Building00503	\$ 14,501	\$ 36,366	\$ —	\$ 50,868	\$ —
Sub-total Home Missions	14,501	36,366	—	50,868	—
Ministerial Education Area of Ministry					
Educational Institutional Buildings00520	(754,637)	348,302	(137,288)	(1,748,197)	172,765
Educational Development Buildings..00521	(5,784,700)	(349,579)	—	795,903	—
Faculty Residence	(205,787)	192,870	—	—	28,206
Sub-total Ministerial Education	(6,745,124)	191,593	(137,288)	(952,294)	200,971
Administrative Services					
Synod Administration Building00500	87,688	6,257	—	—	93,945
Synod Administration Building— Leased					
.....00501	65,558	12,111	(153,522)	429,471	337,039
.....00502	26,090	55,479	—	—	81,569
Property, Plant and Equipment	35,360,837	—	—	1,894,429	—
Sub-total Administrative Services	35,540,173	73,847	(153,522)	2,323,900	512,553
World Missions Area of Ministry					
World Mission Building.....00504	241,072	45,897	(378,521)	196,370	104,819
World Missions Residence	(160,695)	140,779	(21,637)	—	(41,553)
Sub-total World Missions	80,378	186,676	(400,158)	196,370	63,266
Total All Funds Missions.....	\$28,889,928	488,483	\$(690,968)	1,567,976	37,472,817

Appendix 3—Summary, Current Operating Funds
Year Ended June 30, 2001

	Operating Fund	Revolving Funds	WELS CEF	Plant Funds	Total
Revenues:					
Revenues	\$38,245,335	\$13,250,179	\$ 6,446,836	\$ 917,955	\$58,860,305
Transfers from trusts	—	4,910,211	142,421	—	5,052,632
Transfer from other funds	14,719,172	297,487	300,965	2,890,332	18,207,956
Total revenues	<u>52,964,507</u>	<u>18,457,877</u>	<u>6,890,222</u>	<u>3,808,287</u>	<u>82,120,893</u>
Expenditures:					
Ongoing operations	52,175,911	8,776,852	4,312,409	691,689	65,956,861
Transfers to other funds	1,434,599	14,868,673	152,857	1,751,827	18,207,956
Total expenditures	<u>53,610,510</u>	<u>23,645,525</u>	<u>4,465,266</u>	<u>2,443,516</u>	<u>84,164,817</u>
Net increase/(decrease)	(646,003)	(5,187,648)	2,424,956	1,364,771	(2,043,924)
Net Assets—6/30/00	4,350,503	57,429,022	51,923,671	28,889,928	142,593,124
Net Assets—6/30/01	<u>3,704,500</u>	<u>52,241,374</u>	<u>54,348,627</u>	<u>30,254,699</u>	<u>140,549,200</u>

Year Ended June 30, 2000

	Operating Fund	Revolving Funds	WELS CEF	Plant Funds	Total
Revenues:					
Revenues	\$34,484,624	\$15,214,341	\$ 6,763,794	\$ 2,494,893	\$58,957,652
Transfers from trusts	—	2,135,475	2,429	—	2,137,904
Transfer from other funds	15,159,575	3,645,707	301,503	2,808,736	21,915,521
Total revenues	<u>49,644,199</u>	<u>20,995,523</u>	<u>7,067,726</u>	<u>5,303,629</u>	<u>83,011,077</u>
Expenditures:					
Ongoing operations	48,438,777	12,503,663	5,428,953	1,470,032	67,841,425
Transfers to other funds	1,025,000	19,026,534	111,886	1,752,101	21,915,521
Total expenditures	<u>49,463,777</u>	<u>31,530,197</u>	<u>5,540,839</u>	<u>3,222,133</u>	<u>89,756,946</u>
Net increase/(decrease)	180,422	(10,534,674)	1,526,887	2,081,496	(6,745,869)
Net Assets—6/30/99	4,170,081	67,963,696	50,396,784	26,808,432	149,338,993
Net Assets—6/30/00	<u>4,350,503</u>	<u>57,429,022</u>	<u>51,923,671</u>	<u>28,889,928</u>	<u>142,593,124</u>

Appendix 3—Selected Endowment and Other Funds
Year Ended June 30, 2001

Statement of Activities

	WELS Endowment	Educational Development Endowment	Mission Expansion	WELS Gift	Student Assistance Fund
Changes in Unrestricted Net Assets					
Revenues:					
Gifts.....	\$ —	\$ —	\$ —	\$ 2,500,000	\$ —
Interest—interfund.....	14,332	3,239	(52,038)	38,347	11,360
Gain/(loss) on investment.....	(36,667)	(55,465)	(49,571)	(22,025)	(10,430)
Satisfaction of restrictions.....	—	—	326,203	—	809,993
Transfers from other funds.....	447,514	561,599	532,542	2,970,740	216,940
<i>Total revenues.....</i>	<u>425,179</u>	<u>509,373</u>	<u>757,137</u>	<u>5,487,062</u>	<u>1,027,863</u>
Expenditures:					
Activity expenses.....	—	—	364,542	—	—
Transfers to other funds.....	451,046	200,516	958,409	10,507,871	8,509
Transfers to schools.....	—	59,160	—	—	843,026
<i>Total expenditures.....</i>	<u>451,046</u>	<u>259,676</u>	<u>1,322,951</u>	<u>10,507,871</u>	<u>851,535</u>
Change in unrestricted net assets.....	<u>(25,867)</u>	<u>249,697</u>	<u>(565,814)</u>	<u>(5,020,809)</u>	<u>176,328</u>
Changes in Temporarily Restricted Net Assets					
Gifts.....	—	—	248	—	401,168
Bequests.....	—	—	—	—	408,824
Change in value of trust agreements....	(4,000)	—	1,000	—	3,000
Satisfaction of restrictions.....	—	—	(326,203)	—	(809,993)
Change in temporarily restricted net assets.....	<u>(4,000)</u>	<u>—</u>	<u>(324,955)</u>	<u>—</u>	<u>3,000</u>
Changes in Permanently Restricted Net Assets					
Gifts.....	190	—	100	—	2,425
Bequests.....	129,274	129,274	—	—	—
Change in permanently restricted net assets.....	<u>129,464</u>	<u>129,274</u>	<u>100</u>	<u>—</u>	<u>2,425</u>
Total change in net assets.....	99,597	378,971	(890,669)	(5,020,809)	181,753
Net assets—beginning of year.....	6,054,019	8,083,282	6,906,515	13,160,066	4,186,904
Net assets—end of period.....	<u>6,153,616</u>	<u>8,462,253</u>	<u>6,015,845</u>	<u>8,139,258</u>	<u>4,368,657</u>

Statement of Financial Position

	WELS Endowment	Educational Development Endowment	Mission Expansion	WELS Gift	Student Assistance Fund
Assets:					
Investment in WELS Investment Fund ...	\$5,992,478	\$8,250,385	\$ 7,457,945	\$12,748,274	\$2,747,577
Due from other funds.....	42,138	118,868	(1,534,100)	(4,720,016)	1,152,000
Contributions receivable.....	119,000	123,000	92,000	111,000	469,080
<i>Total assets.....</i>	<u>6,153,616</u>	<u>8,492,253</u>	<u>6,015,845</u>	<u>8,139,258</u>	<u>4,368,657</u>
Liabilities and Net Assets:					
Net Assets					
Unrestricted.....	5,227,614	4,386,769	2,763,412	8,028,258	1,309,918
Temporarily restricted.....	119,000	123,000	92,000	111,000	1,152,000
Permanently restricted.....	807,002	3,952,484	3,160,433	—	1,906,740
Total net assets.....	<u>6,153,616</u>	<u>8,462,253</u>	<u>6,015,845</u>	<u>8,139,258</u>	<u>4,368,657</u>
<i>Total liabilities and net assets.....</i>	<u>6,153,616</u>	<u>8,462,253</u>	<u>6,015,845</u>	<u>8,139,258</u>	<u>4,368,657</u>

WELS Ministerial Education School Funds
Statement of Activities

	All Funds					
	Year Ended		Fund Detail—Year Ended June 30, 2001			
	June 30, 2001	Year Ended June 30, 2000	WLS	MLC	LPS	MLS
Changes in Unrestricted Net Assets						
Revenues:						
Gifts, memorials & grants.....	\$ 226,232	\$ 551,129	\$ 65,914	\$ 45,872	\$ 98,008	\$ 16,438
Bequests	53,630	403,148	16,698	36,932	—	—
Tuition, student fees and dues	13,491,820	11,790,131	697,084	8,018,211	2,985,682	1,790,843
Activity fees and retail sales.....	2,502,235	1,956,310	905,076	1,320,582	141,507	135,070
Interest income	246,238	192,066	52,024	112,293	28,307	53,614
Gain/loss on investments.....	(190,545)	45,843	(8,784)	(175,708)	(1,091)	(4,962)
Other	44,431	200,019	—	15	18,909	25,507
Satisfaction of restrictions.....	324,407	1,062,960	254,324	—	—	70,083
Transfers from WELS.....	15,156,136	13,227,068	2,387,190	6,895,031	3,755,232	2,118,683
Total revenues	<u>31,854,584</u>	<u>29,428,674</u>	<u>4,369,526</u>	<u>16,253,228</u>	<u>7,026,554</u>	<u>4,205,276</u>
Expenditures:						
Curricular	7,603,943	6,706,526	845,609	3,901,436	1,821,854	1,035,044
Co-Curricular	3,479,703	3,192,493	589,999	1,873,864	420,511	595,329
Recruitment/Admissions	668,554	700,692	16,376	438,524	105,171	108,483
Student Services.....	10,373,290	8,297,818	2,288,873	4,942,425	2,045,860	1,096,132
Environmental	6,201,609	5,102,001	785,414	2,849,067	1,770,350	796,778
Administration	3,049,754	3,611,142	233,172	1,847,888	436,956	531,738
Total expenditures	<u>31,376,853</u>	<u>27,610,672</u>	<u>4,759,443</u>	<u>15,853,204</u>	<u>6,600,702</u>	<u>4,163,504</u>
Change in unrestricted net assets.....	477,731	1,818,002	(389,917)	400,024	425,852	41,772
Changes in Temporarily Restricted Net Assets						
Gifts, memorials & grants.....	859,421	1,061,750	268,728	490,945	31,953	67,795
Bequests	6,007	10,000	1,006	5,001	—	—
Change in value of trust agreements.....	—	97,640	—	—	—	—
Satisfaction of restrictions	(324,407)	(1,062,960)	(254,324)	—	—	(70,083)
Change in temporarily restricted net assets .	<u>541,021</u>	<u>106,430</u>	<u>15,410</u>	<u>495,946</u>	<u>31,953</u>	<u>(2,288)</u>
Changes in Permanently Restricted Net Assets						
Gifts, memorials & grants.....	43,943	63,778	27,751	15,192	—	1,000
Earnings	—	—	—	—	—	—
Change in permanently restricted net assets	<u>43,943</u>	<u>63,778</u>	<u>27,751</u>	<u>15,192</u>	<u>—</u>	<u>1,000</u>
Total change in net assets	1,062,695	1,988,210	(346,756)	911,162	457,805	40,484
Net assets—beginning of year	16,332,133	14,343,923	6,946,660	8,122,217	475,522	787,734
Net assets—end of period.....	<u>17,394,828</u>	<u>16,332,133</u>	<u>6,599,904</u>	<u>9,033,379</u>	<u>933,327</u>	<u>828,218</u>

WELS Ministerial Education School Funds
Statement of Financial Position

	All Funds				Fund Detail on June 30, 2001			
	June 30, 2001	June 30, 2000	WLS	MLC	LPS	MLS		
Assets:								
Cash and cash equivalents.....	\$ 3,292,768	\$ 1,695,819	\$ 28,810	\$ 2,705,491	\$ 482,134	\$ 76,333		
Due from WELS-EIBF investments.....	1,785,754	1,853,310	1,743,460	—	7,129	35,165		
Accounts receivable	180,947	238,086	36,728	(87,770)	157,297	74,692		
Prepaid expenses	21,030	49,123	7,356	—	11,190	2,484		
Investment in WELS Investment fund.....	12,038,137	12,494,543	4,534,518	6,265,398	523,000	715,221		
Contributions receivable	374,000	374,000	137,000	230,000	7,000	—		
Investments at market	237,674	201,568	237,674	—	—	—		
Inventory.....	254,132	226,704	80,455	89,391	26,519	57,767		
Loans to students.....	881,933	881,933	—	881,933	—	—		
Other assets.....	125,815	97,162	43,783	52,396	—	29,636		
Total assets	19,192,190	18,112,248	6,849,784	10,136,839	1,214,269	991,298		
Liabilities and net assets:								
Due to WELS—operating.....	158,195	274,140	12,346	(59,056)	142,248	62,657		
Deferred income.....	51,323	127,959	24,941	—	14,045	12,337		
Accrued expenses	221,858	225,189	—	221,858	—	—		
Accounts payable	460,852	244,035	206,243	94,624	97,932	62,053		
Deposits held in custody	139,134	140,027	6,350	80,034	26,717	26,033		
US government grants refundable	768,765	768,765	—	768,765	—	—		
Total liabilities	1,800,127	1,780,115	249,880	1,106,225	280,942	163,080		
Net Assets:								
Unrestricted	12,541,030	12,061,979	4,582,275	6,939,654	755,143	263,958		
Temporarily restricted.....	2,025,402	1,485,466	1,097,166	866,203	47,252	14,781		
Permanently restricted.....	2,828,631	2,784,688	920,463	1,227,757	130,932	549,479		
Total net assets	17,395,063	16,332,133	6,599,904	9,033,614	933,327	828,218		
Total liabilities and net assets.....	19,195,190	18,112,248	6,849,784	10,139,839	1,214,269	991,298		

Wisconsin Lutheran Seminary—Mequon, Wisconsin
Statement of Activities

	All Funds	
	Year Ended June 30, 2001	Year Ended June 30, 2000
Changes in Unrestricted Net Assets		
Revenues:		
Gifts, memorials & grants	\$ 65,914	\$ 63,143
Bequests	16,698	200,043
Tuition, student fees and dues	697,084	673,092
Activity fees and retail sales	905,076	805,454
Interest income	52,024	27,519
Gain/loss on investments	(8,784)	10,634
Other	—	59
Satisfaction of restrictions	254,324	304,031
Transfers from WELS	2,387,190	2,675,529
<i>Total revenues</i>	<u>4,369,526</u>	<u>4,759,504</u>
Expenditures:		
Curricular	845,609	696,595
Co-Curricular	589,999	611,642
Recruitment/Admissions	16,376	11,215
Student Services	2,288,873	1,806,739
Environmental	785,414	554,200
Administration	233,172	345,491
<i>Total expenditures</i>	<u>4,759,443</u>	<u>4,025,882</u>
Change in unrestricted net assets	<u>(389,917)</u>	<u>733,622</u>
Changes in Temporarily Restricted Net Assets		
Gifts, memorials & grants	268,728	380,017
Bequests	1,006	10,000
Change in value of trust agreements	—	56,640
Satisfaction of restrictions	(254,324)	(304,031)
Change in temporarily restricted net assets	<u>15,410</u>	<u>142,626</u>
Changes in Permanently Restricted Net Assets		
Gifts, memorials & grants	27,751	10,257
Earnings	—	—
Change in permanently restricted net assets	<u>27,751</u>	<u>10,257</u>
Total change in net assets	(346,756)	886,505
Net assets—beginning of year	<u>6,946,660</u>	<u>6,060,155</u>
Net assets—end of period	<u><u>6,599,904</u></u>	<u><u>6,946,660</u></u>

Wisconsin Lutheran Seminary—Mequon, Wisconsin
Statement of Financial Position

	All Funds	
	<u>June 30, 2001</u>	<u>June 30, 2000</u>
Assets:		
Cash and cash equivalents	\$ 28,810	\$ 28,334
Due from WELS-EIBF investments	1,743,460	432,605
Accounts receivable.....	36,728	22,358
Prepaid expenses.....	7,356	5,589
Investment in WELS Investment fund	4,534,518	6,134,701
Contributions receivable.....	137,000	137,000
Investments at market.....	237,674	201,568
Inventory.....	80,455	66,545
Other assets	43,783	39,115
<i>Total assets</i>	<u>6,849,784</u>	<u>7,067,815</u>
Liabilities and net assets:		
Due to WELS—operating	12,346	26,844
Deferred income.....	24,941	8,218
Accounts payable	206,243	80,143
Deposits held in custody	6,350	5,950
<i>Total liabilities</i>	<u>249,880</u>	<u>121,155</u>
Net Assets:		
Unrestricted	4,582,275	4,972,192
Temporarily restricted	1,097,166	1,081,756
Permanently restricted	920,463	892,712
<i>Total net assets</i>	<u>6,599,904</u>	<u>6,946,660</u>
<i>Total liabilities and net assets</i>	<u>6,849,784</u>	<u>7,067,815</u>

Martin Luther College—New Ulm, Minnesota
Statement of Activities

	All Funds	
	Year Ended June 30, 2001	Year Ended June 30, 2000
Changes in Unrestricted Net Assets		
Revenues:		
Gifts, memorials & grants	\$ 45,872	\$ 445,422
Bequests	36,932	202,265
Tuition, student fees and dues	8,018,211	6,785,135
Activity fees and retail sales	1,320,582	874,799
Interest income	112,293	97,011
Gain/loss on investments	(175,708)	27,402
Other	15	153,223
Satisfaction of restrictions	—	561,603
Transfers from WELS	6,895,031	5,608,878
<i>Total revenues</i>	<u>16,253,228</u>	<u>14,755,738</u>
Expenditures:		
Curricular	3,901,436	3,345,896
Co-Curricular	1,873,864	1,620,962
Recruitment/Admissions	438,524	442,593
Student Services	4,942,425	3,848,548
Environmental	2,849,067	2,104,581
Administration	1,847,888	2,295,734
<i>Total expenditures</i>	<u>15,853,204</u>	<u>13,658,314</u>
Change in unrestricted net assets	<u>400,024</u>	<u>1,097,424</u>
Changes in Temporarily Restricted Net Assets		
Gifts, memorials & grants	490,945	482,054
Bequests	5,001	—
Change in value of trust agreements	—	41,000
Satisfaction of restrictions	—	(561,603)
Change in temporarily restricted net assets	<u>495,946</u>	<u>(38,549)</u>
Changes in Permanently Restricted Net Assets		
Gifts, memorials & grants	<u>15,192</u>	<u>53,521</u>
Change in permanently restricted net assets	<u>15,192</u>	<u>53,521</u>
Total change in net assets	911,162	1,112,396
Net assets—beginning of year	8,122,217	7,009,821
Net assets—end of period	<u><u>9,033,379</u></u>	<u><u>8,122,217</u></u>

Martin Luther College—New Ulm, Minnesota
Statement of Financial Position

	All Funds	
	June 30, 2001	June 30, 2000
Assets:		
Cash and cash equivalents	\$ 2,705,491	\$ 1,566,786
Due from WELS-EIBF investments	—	1,333,191
Accounts receivable.....	(87,770)	4,248
Investment in WELS Investment fund	6,265,398	5,118,922
Contributions receivable.....	230,000	230,000
Inventory.....	89,391	84,607
Loans to students.....	881,933	881,933
Other assets	52,396	52,397
<i>Total assets</i>	10,136,839	9,272,084
Liabilities and net assets:		
Due to WELS—operating	(59,056)	(70,512)
Deferred income.....	—	75,165
Accrued expenses	221,858	225,189
Accounts payable	94,624	67,619
Deposits held in custody	80,034	83,641
US government grants refundable	768,765	768,765
<i>Total liabilities</i>	1,106,225	1,149,867
Net Assets:		
Unrestricted	6,936,654	6,538,310
Temporarily restricted.....	866,203	371,342
Permanently restricted.....	1,227,757	1,212,565
<i>Total net assets</i>	9,030,614	8,122,217
<i>Total liabilities and net assets</i>	10,136,839	9,272,084

Luther Preparatory School—Watertown, Wisconsin
Statement of Activities

	All Funds	
	Year Ended June 30, 2001	Year Ended June 30, 2000
Changes in Unrestricted Net Assets		
Revenues:		
Gifts, memorials & grants	\$ 98,008	\$ 26,312
Bequests	—	840
Tuition, student fees and dues	2,985,682	2,732,973
Activity fees and retail sales	141,507	139,508
Interest income	28,307	15,492
Gain/loss on investments	(1,091)	4,417
Other	18,909	20,080
Satisfaction of restriction	—	128,340
Transfers from WELS	3,755,232	3,149,548
<i>Total revenues</i>	<u>7,026,554</u>	<u>6,217,510</u>
Expenditures:		
Curricular	1,821,854	1,721,113
Co-Curricular	420,511	484,592
Recruitment/Admissions	105,171	117,223
Student Services	2,045,860	1,710,925
Environmental	1,770,350	1,721,542
Administration	436,956	510,860
<i>Total expenditures</i>	<u>6,600,702</u>	<u>6,266,255</u>
Change in unrestricted net assets	<u>425,852</u>	<u>(48,745)</u>
Changes in Temporarily Restricted Net Assets		
Gifts, memorials & grants	31,953	124,310
Satisfaction of restriction	—	(128,340)
Change in temporarily restricted net assets	<u>31,953</u>	<u>(4,030)</u>
Changes in Permanently Restricted Net Assets		
Gifts, memorials & grants	—	—
Change in permanently restricted net assets	—	—
Total change in net assets	457,805	(52,775)
Net assets—beginning of year	475,522	528,297
Net assets—end of period	<u><u>933,327</u></u>	<u><u>475,522</u></u>

Luther Preparatory School—Watertown, Wisconsin
Statement of Financial Position

	All Funds	
	<u>June 30, 2001</u>	<u>June 30, 2000</u>
Assets:		
Cash and cash equivalents	\$ 482,134	\$ 58,835
Due from WELS-EIBF investments	7,129	64,443
Accounts receivable.....	157,297	125,296
Prepaid expenses.....	11,190	43,534
Investment in WELS Investment fund	523,000	524,209
Contributions receivable.....	7,000	7,000
Inventory.....	<u>26,519</u>	<u>22,756</u>
<i>Total assets</i>	<u><u>1,214,269</u></u>	<u><u>846,073</u></u>
Liabilities and net assets:		
Due to WELS—operating	142,248	262,411
Deferred income.....	14,045	13,819
Accounts payable	97,932	67,605
Deposits held in custody	<u>26,717</u>	<u>26,716</u>
<i>Total liabilities</i>	<u>280,942</u>	<u>370,551</u>
Net Assets:		
Unrestricted	755,143	329,291
Temporarily restricted.....	47,252	15,299
Permanently restricted.....	<u>130,932</u>	<u>130,932</u>
<i>Total net assets</i>	<u>933,327</u>	<u>475,522</u>
<i>Total liabilities and net assets</i>	<u><u>1,214,269</u></u>	<u><u>846,073</u></u>

Michigan Lutheran Seminary—Saginaw, Michigan
Statement of Activities

	All Funds	
	Year Ended June 30, 2001	Year Ended June 30, 2000
Changes in Unrestricted Net Assets		
Revenues:		
Gifts, memorials & grants	\$ 16,438	\$ 16,252
Tuition, student fees and dues.....	1,790,843	1,598,931
Activity fees and retail sales	135,070	136,549
Interest income.....	53,614	52,044
Gain/loss on investments	(4,962)	3,389
Other	25,507	26,657
Satisfaction of restrictions	70,083	68,986
Transfers from WELS	<u>2,118,683</u>	<u>1,793,114</u>
<i>Total revenues</i>	<u>4,205,276</u>	<u>3,695,922</u>
Expenditures:		
Co-Curricular	595,329	475,297
Recruitment/Admissions.....	108,483	129,661
Student Services	1,096,132	922,871
Environmental	796,778	721,678
Administration.....	<u>531,738</u>	<u>467,792</u>
<i>Total expenditures</i>	<u>4,163,504</u>	<u>3,660,221</u>
Change in unrestricted net assets.....	<u>41,772</u>	<u>35,701</u>
Changes in Temporarily Restricted Net Assets		
Gifts, memorials & grants	67,795	75,369
Satisfaction of restrictions	<u>(70,083)</u>	<u>(68,986)</u>
Change in temporarily restricted net assets	<u>(2,288)</u>	<u>6,383</u>
Changes in Permanently Restricted Net Assets		
Gifts, memorials & grants	<u>1,000</u>	<u>—</u>
Change in permanently restricted net assets	<u>1,000</u>	<u>—</u>
Total change in net assets.....	40,484	42,084
Net assets—beginning of year	<u>787,734</u>	<u>745,650</u>
Net assets—end of period.....	<u><u>828,218</u></u>	<u><u>787,734</u></u>

Michigan Lutheran Seminary—Saginaw, Michigan
Statement Financial Position

	All Funds	
	<u>June 30, 2001</u>	<u>June 30, 2000</u>
Assets:		
Cash and cash equivalents	76,333	41,864
Due from WELS-EIBF investments	35,165	23,071
Accounts receivable.....	74,692	86,184
Prepaid expenses.....	2,484	—
Investment in WELS Investment fund	715,221	716,711
Inventory	57,767	52,796
Other assets	<u>29,636</u>	<u>5,650</u>
<i>Total assets</i>	<u><u>991,298</u></u>	<u><u>926,276</u></u>
Liabilities and net assets:		
Due to WELS—operating	62,657	55,397
Deferred income	12,337	30,757
Accounts payable	62,053	28,668
Deposits held in custody	<u>26,033</u>	<u>23,720</u>
<i>Total liabilities</i>	<u>163,080</u>	<u>138,542</u>
Net Assets:		
Unrestricted	263,958	222,186
Temporarily restricted	14,781	17,069
Permanently restricted	<u>549,479</u>	<u>548,479</u>
<i>Total net assets</i>	<u>828,218</u>	<u>787,734</u>
<i>Total liabilities and net assets</i>	<u><u>991,298</u></u>	<u><u>926,276</u></u>

Essay

PREREQUISITES FOR
CROSS-CULTURAL WORK
PRESENTED TO THE
WELS 56TH BIENNIAL CONVENTION

at Saginaw, Michigan, July 30-August 3, 2001
By Prof. Mark A. Goeglein

Introduction:

The 2000 census confirmed what most people already knew from personal experience. The face of America is changing, or, rather, it has already changed. What those of us who live in the Midwest have noticed is even more apparent on the East and West Coasts. 28.4 million (10.4%) of the 281 million people living in the United States are foreign born.¹

Another change that has become apparent is that the immigrant groups, even those who have been here for several generations, are not so anxious to become assimilated into all aspects of American culture. The 'melting pot' has been replaced by a 'salad bowl' as people strive to maintain the worldview and traditions of their country of origin. Immigrant groups that have been in the United States for several generations are striving to restore and reclaim traditions of their ancestors. Native Americans are striving to restore and preserve their language and traditions for future generations.

I cite the following story about a small town in Iowa as an illustration of another demographic change that's taking place:

For 150 years, Postville (*Iowa*) was all white, all Christian, all Norman Rockwell, an everyone-knows-everyone, live-and-die-here kind of town run by farmers of German and Norwegian stock. Then, a decade ago, an ultra-Orthodox Jew bought a boarded-up meat-packing plant on the edge of town and converted it into a kosher slaughterhouse. Word soon got out that Postville had jobs. Lots of jobs.

The Jews came first—three dozen rabbis trained to kill livestock and inspect kosher meat, plus friends and relatives to help. Then came the others. Mexican, Guatemalan, Ukrainian, Nigerian, Bosnian, Czech—dozens, then hundreds, of immigrants

swarmed to jobs in the kosher slaughterhouse and in the Iowa Turkey Products plant next door. To locals, it seemed an invasion.

"It was a little scary at first," said Becky Meyer, a lifelong resident.

Wade Schutte, a high school sophomore, said: "You'd see them, and you wouldn't really know how to talk to them, how to act around them. It took a while to adjust."

And no wonder. Postville's population is just 1,500, "and that's counting everyone and their dog," locals say. It's isolated, too, some 20 miles west of the Mississippi River in the northeast corner of a state that's still 95 percent white. The biggest nearby city is Prairie du Chien in Wisconsin, with 6,000 souls.

Many folks born and raised in Postville until recently had never met a black person, never met a Jew, never heard a foreign language except in school.

Now they run into rabbis in long black coats and prayer shawls walking down the streets speaking Hebrew. On their way to the pharmacy, they pass a Mexican store decorated with bullfight posters, selling refried beans.

Some locals purse their lips with unmistakable disgust and refuse to talk about Postville's new look. But many are trying to adjust.

"This is a little town that's 20-some miles from even a McDonald's," reasoned Doug All, a quality inspector at the slaughterhouse, "so we have to get along."

If locals are unsure what to make of the newcomers, the feeling is mutual. Summoned by word of mouth, immigrants come to Postville knowing jobs await them—and knowing precious little else.

"The first time I'd ever heard of Iowa was when we moved here," said 15-year-old Ilya Pakarov of Kazakhstan.

"It's way different from California," said Susy Navarro, who moved here from Oakland so her husband could work at the slaughterhouse.

¹ 51% of these were born in Latin America, 25.5% were born in Asia, and 15.3% in Europe. From 1990 to 2000 the Latino population grew from 22.4 to 35.3 million. 11 million (31%) of these Latinos live in California and 6.7% (19%) in Texas.

The uneasy melding of cultures in Postville reflects a broader drama playing out across the Midwest and the South.²

There may still be some rural WELS congregations and schools in the Midwest that are still serving communities of nearly 100% descendants of our northern European ancestors, but those towns are not where the country's population growth is taking place, and they are not likely to remain 100% 'anglo' for much longer. Cross-cultural mission work is an opportunity that nearly every pastor, teacher, or layman in our Synod already has or will have in the coming decades.

While our country has grown, our Synod has not. From 1970 to 1990 the overall membership of the Synod increased from 381,321 to 421,396. At the end of 2000 it was 406,879, a decrease of 3.5% from 1990. When we consider that the population growth in our country has taken place largely among the minority groups and new immigrants, it highlights the need for us to look at the demographics of the cities and towns where our churches and schools are located. If the new people in the neighborhood are not white, do not speak English, or have non-Christian religious backgrounds, we will want to build bridges across the cultural differences that will have a tendency to divide us and isolate us. There are many barriers that exist in our society between the races and various cultures.

I was given the assignment to write on the "Prerequisites for Cross-Cultural Work." As I understand the topic, we are to consider what can and should be done to prepare ourselves as a Synod and as individuals for the opportunities that the Lord is setting before us. This is a theme that has been studied and discussed before, and it certainly will have to be addressed again, on a continuing basis, for years to come. The SON [Seeking Our Neighbors] Committee made its report to the '97 Convention,³ emphasizing the need to do cross-cultural work. Many of that Committee's findings and recommendations are still being discussed and implemented. Some will be repeated in this essay.

The Board for Home Missions has a standing Multi-Cultural Ministry Committee, and has stated goals that some of the new mission openings each year will be cross-cultural. A special task force was appointed a year ago to study and make recommendations about how the home and

world mission boards could work together and share each other's experience and knowledge to do more cross-cultural work in North America. The *WELS Connection* videos and printed matter have brought to our attention the open doors that individuals and congregations have walked through to begin and build up cross-cultural ministries. A Cross-Divisional Cross-Cultural Committee meets to discuss and plan how we might better prepare pastors, teachers, staff ministers, and evangelists for cross-cultural ministry, and how we might recruit and train people of other cultures for ministry. Pastor and teacher conferences and Synod conventions have listened to essays presented on various aspects of cross-cultural work.

The Board for Ministerial Education has also addressed the issue of cross-cultural ministry. The Multi-Ethnic Preseminary Program has been established. In the revised curriculum at Martin Luther College all students will have to fulfill an "other culture" requirement. The College's board has established the position of Director of Cultural Studies and Experience, and there is a standing Committee on Issues of Diversity. The "living language" option in the new curriculum is also in part a response to the cultural diversity that we are facing in our country.

We can return to some of these issues under parts 2 and 3 of this essay. For now, I simply mention these responses to the cross-cultural opportunities that we have already recognized. We are not suddenly discovering that our country is culturally diverse, nor are we starting from scratch in our response. This convention and this essay are not going to bring an end to the discussions either; in fact, it is my prayer that the discussions continue. We always must keep on asking, "Are we doing what we ought to be doing, and are we doing it the right way?"

We'll look at the theme under three parts: Attitude, Aptitude, and Action.

Part 1: Cultivating an Attitude of Christian Love

Paul's admonition to the Philippians (2:4-5) speaks about attitude: "Each of you should look not only to your own interests, but also to the interests of others. *Your attitude should be the same as that of Christ Jesus.*" The apostle was encouraging Christians to adopt Jesus' loving attitude of unselfish concern for the welfare of others. Paul's

² By Stephanie Simon, Copyrighted by Los Angeles Times, Sunday, February 21, 1999

³ At the 1997 Convention, Floor Committee #9 responded to the SON Committee's report with 5 resolutions encouraging and recommending the establishment of cross-cultural ministries by the BHM as well as by self-supporting congregations, and production of cross-cultural materials for training our membership as well as reaching out to people of other ethnic and cultural backgrounds. Proceedings of the 1997 Convention, pages 69-76.

words point us to Jesus' perfect love. He loved his neighbor as himself. He "made himself nothing," that is, he set aside his own personal privileges. He was not here to claim or insist upon his rights, but he came to serve, and he performed the ultimate act of love. There was no greater love that could have been shown, and no one could have done it better. It was perfect!

Our attitude should be the same as that of Christ Jesus. I am my brother's keeper. It is not loving to just mind my own business and let other people watch out for themselves. Love does not put one's own interests ahead of the interests of others. Love does not close its eyes to the plight of others, even when the person in need is of another culture. Love is willing to endure personal inconvenience, even downright discomfort and pain if necessary, for the sake of the other. *There is no fear in love. But perfect love drives out fear* (1 John 4:18).

In the parable of the Good Samaritan Jesus taught very clearly that my neighbor is *anyone* who is in need of my help. The loving attitude of the Samaritan toward the injured man was an act of love that was decidedly different from the cultural norms. It was an act of kindness from an unexpected source, and it was done with a free flowing generosity that put the self-centeredness of the priest and Levite to shame (Luke 10). As we apply the lesson of Jesus' parable to ourselves, we might ask why he chose to cast the priest and Levite as the villains and the Samaritan as the hero. It is a call for the religiously orthodox to repent of their/our sins of omission.

When Jesus preached at the synagogue in Nazareth his claim to be the Messiah caused people to be amazed, but when he quoted to them how Elijah had gone to a widow in Zarephath and how Elisha had healed the leprosy of the Syrian Naaman, they became *furious*. What was the cause of this fury? It was the suggestion and prediction by Jesus that God would choose to help foreigners when the Israelites rejected him (Luke 4:22-30). Jesus' attitude towards 'foreigners' was not something he had in common with his fellow Nazarenes. Jesus' perfect love showed no favoritism to the people of his own hometown or even his own nation.

The attitude of Christian love as it was lived out by Jesus was decidedly different and somewhat difficult for the disciples to understand. They thought the proper attitude toward a Samaritan village that had rejected Jesus was to subject them to the same fate as Sodom and Gomorrah, sending fire from heaven to consume them (Luke 9:52-55). "Teach them a lesson!" "Send them to hell, that'll show 'em!" Jesus, in contrast, demonstrated that

"love is patient" (1 Corinthians 13:4). The disciples thought that Jesus should not be bothered with the children, and they tried to send them away because they thought their master had more important things to do. When a foreigner followed after Jesus and pleaded with him for a miracle, the disciples again wanted to send her away, but Jesus responded to her need, answered her prayer, and held her up as an example of faith to others (Matthew 15:22-28).

The attitude of love for the "underclass" that Jesus demonstrated was decidedly different and very difficult for the Pharisees to understand. They thought that people like prostitutes, tax collectors, and foreigners should be avoided. They thought that by eating with them Jesus was condoning their sinful lifestyles (Luke 15:2). When Jesus let a prostitute touch him the Pharisees deemed Jesus to be unfit as a prophet—a true prophet wouldn't associate with or allow himself to be touched by those kinds of people (Luke 7:39). Jesus' love for the outcast of society was one of the characteristics that was prophesied about him:

He was anointed to preach good news to the poor. He has sent me to bind up the brokenhearted, to proclaim freedom for the captives and release from darkness for the prisoners, to preach good news to the poor and proclaim liberty to the captives (Isaiah 61:1).

Even those who studied under and lived with Jesus full-time for three years still had trouble understanding that Christian love does not see cultural differences as a reason to ignore or treat people as inferior. Peter had to be reminded by the Lord that he had no right to call unclean what the Lord had declared to be clean (Acts 10:15). This same Apostle Peter later had to be reminded again by Paul that he should not even have implied to the Christians in Antioch that living like a Jew was more God-pleasing than living like a non-Jew (Galatians 2:11-16).

When Peter came to Antioch, I opposed him to his face, because he was clearly in the wrong. Before certain men came from James, he used to eat with the Gentiles. But when they arrived, he began to draw back and separate himself from the Gentiles because he was afraid of those who belonged to the circumcision group. The other Jews joined him in his hypocrisy, so that by their hypocrisy even Barnabas was led astray.

When I saw that they were not acting in line with the truth of the gospel, I said to Peter in front of them all, "You are a Jew, yet you live like a Gentile and not like a Jew. How is

it, then, that you force Gentiles to follow Jewish customs?

“We who are Jews by birth and not ‘Gentile sinners’ know that a man is not justified by observing the law, but by faith in Jesus Christ. So we, too, have put our faith in Christ Jesus that we may be justified by faith in Christ and not by observing the law, because by observing the law no one will be justified.

The first recorded “Synod Convention” of the Christian Church dealt primarily with the cross-cultural tensions that were affecting the Church (Acts 15). Their solution was not all one-sided. Jews were not expected to stop being Jews, but they were not to insist that Gentiles adopt Jewish ceremonial law and traditions to be considered brothers in the faith. The Gentiles were to show respect and consideration for their Jewish brothers. Everyone did not have to be alike. Both sides were told to refrain from insisting that “my way is best” and from imposing it on others. In the Apostle Paul’s letters to Rome and Corinth he teaches that meat eaters and vegetarians were not to try to pressure the others into feeling guilty or inferior because of their different traditions. It is the attitude of Christian love, the attitude of Christ, that enables us to love people who are not like us (culturally), just as though they were like us, without insisting or even hoping that they will become more like us.

It is also Christian love that compels us to call sinners to repentance. It is not loving to dismiss rebellion and disobedience against God’s law as “cultural differences.” The New Testament tells us repeatedly that Christian love does not close its eyes to sin, but seeks to lead sinners to repentance, including the better half of repentance, which is forgiveness in Christ. It’s an important distinction (attitude) for us to know and remember. We are not called upon to become culturally sensitive so we excuse or ignore sinful behavior.

We must be careful, however, that in our ethnocentrism⁴ we do not falsely label adiaphora as sin, nor classify the pet sins of other cultures as more shameful, degrading or dangerous than the sins of our own cultural group. The sexual immorality of Africa or African-Americans is no more sinful than the sexual immorality of white Europeans or white Americans. Heterosexual promiscuity is not less sinful than gay sex. Both are condemned by the 6th Commandment. Atrocities are atrocities whether they are black on

white, white on black, black on black, white on white, Christian on Muslim or Muslim on Christian. Ethnocentrism can lead us to see genocide or social injustice as something ‘outrageous’ when people like us are the victims, or just ‘unfortunate, but understandable’ when people like us are the perpetrators.

Christian love does not practice discrimination. James spoke of this in his Epistle.

My brothers, as believers in our glorious Lord Jesus Christ, don’t show favoritism. Suppose a man comes into your meeting wearing a gold ring and fine clothes, and a poor man in shabby clothes also comes in. If you show special attention to the man wearing fine clothes and say, “Here’s a good seat for you,” but say to the poor man, “You stand there” or “Sit on the floor by my feet,” have you not discriminated among yourselves and become judges with evil thoughts?

The soul of a poor man is not less valuable than that of a rich man. An attitude of love must not prejudice on the basis of socio-economic class, race, language, etc. It is an injustice when people of color are routinely sentenced more harshly than whites who commit the same crimes. When Christians are guilty of deeming the sins of other cultures as more sinful, we are committing the same injustice and are not correctly preaching God’s Law. If we are more eager to apply God’s Word of forgiveness to people like ourselves, we are guilty of the sin of favoritism and distorting the gospel, which announces full and free forgiveness for every repentant inner.

If we have the same attitude of Christ we will see each and every person as a soul for whom Christ died. He looked with compassion on the lost and told his disciples to pray for workers for the harvest. He prayed for all, including those who crucified him. He died for all. The Lord is not willing that any should perish. Therefore no nation, tribe, language, or people should be ignored. Our love for the souls of the poor in the inner cities ought to be the same as that for the wealthy suburbanites, the same for the immigrants (whether they entered with documents or not) as for the citizens by birth. The Lord has commanded us to preach the gospel to all people. He told his apostles to start in Jerusalem, but to spread out to Judea, Samaria, and to the ends of the earth. He told John to write down for us the vision of heaven where people are present from every nation, tribe, people and

⁴ Ethnocentrism is an attitude that evaluates and judges other cultures using one’s own “superior culture” as the norm. People of every culture are by nature ethnocentric.

language. He told John to write down for us the vision of the heavenly angel who proclaims the eternal Gospel to people of every nation, tribe, language and people. Our mission strategies must reflect what Jesus expressly commanded us as well as what he has shown us will be the end result. Cross-cultural ministry will be successful.

Let our attitude be that of Christ. For the joy that was set before him he endured the cross. His willingness to die for sinners was seen by him as a seed that dies when it is planted in the ground that grows and produces a crop. Our willingness and desire to consider the interests of others equal to, or at times even ahead of our own, is not some heavy burden to carry stoically. It is a joyful privilege and opportunity for us to be a part of the gathering in of people from every nation, tribe, people, and language.

The prophet Isaiah (chapter 61) spoke about the Messiah's work of gathering in people from many nations. He describes it as the wealth of nations streaming into Jerusalem. This isn't a bad thing, but something to celebrate. The wealth of the nations is not just their money. During the past two millennia people from many different languages and cultures have made contributions to the Church. Some cultures have responded to the gospel with the intellectual organization of Christian doctrine, others have responded with more emotional responses. Some have brought visual arts, some have brought music, while others have contributed architecture and literature. The Church has been enriched as each new culture brings its sanctified gifts and traditions with it. We are very much aware of the contributions that have been made to the Christian Church by the group of German immigrants who founded WELS 150 years ago. Our history, our culture, our language, our music, our traditions are not bad things. We can and we do celebrate them, but let's not be so proud as to think that what our cultural heritage has given the church is superior to what has been brought in by others. The best Christian music, art, architecture, and literature (other than the Bible) may still be in the future as the wealth of the nations continues to flow in.

There is an oft-repeated occurrence in real estate and city planning. People are in favor of expansion and change until they have what they want. From that point on, the city fathers are not to allow any more new subdivisions, no new streets, no more people, no more schools (unless they can build them without raising taxes). We must beware of similar attitudes in our approach to people who are of different cultures. We want to

remain comfortable in our language and our way of doing things and the natural tendency is to resist all changes—especially those that cost us time, money, or cause us discomfort. “Now that my church is the way it is, and I feel comfortable in it, don't change anything!”

We might make another analogy to the world of real estate. There is the NIMBY (Not in my backyard!) syndrome. Everyone sees the need for new or expanded airports, power plants, railroad lines, and prisons, so long as they are built somewhere else. As Christians, let's not adopt a NIMBY attitude toward ministry to people of other cultures. It is a joyful privilege to be able to minister cross-culturally in our own neighborhoods as well as across town or overseas.

Let's be willing to change what has to be changed to reach the lost. It's an attitude that the gospel requires of us. Certainly as people whose hearts have been warmed and changed by the gospel, we have far more motivation and ability to make the changes to adjust to the unbeliever than he has to change to adjust to us. Paul said in his efforts to save the lost he was willing to become all things to all men. He did not expect all men to become like him. He knew they wouldn't and couldn't. Our attitude, like Jesus and like Paul, is to look out for the interests of others, and not just our own.

Jesus invites us to open our eyes and look at the fields that are ripe for harvest. He encourages us to work while it is day. As denominations go, WELS is relatively small. We can't plant churches in every country of the world nor can we open missions in every neighborhood in our own country. No one can become proficient in all of the languages and communication skills to reach every one of the cultures, even in our own country, but I can respond with a Christ-like attitude to the person of another culture that I personally encounter. My congregation and school can respond to the reality of the changing nature of its neighborhood.⁵ As a Synod we can respond to the reality of the changing nature of our country's demographics.

Part 2: Growing in Cross-Cultural Aptitude

If we are out of our mind, it is for the sake of God; if we are in our right mind, it is for you. For Christ's love compels us, because we are convinced that one died for all, and therefore all died. And he died for all, that those who live should no longer live for themselves but for him who died for them and was raised again.

⁵ A survey conducted by the Multicultural Mission Committee in 1991 revealed that 400 of the existing congregations were located in multicultural neighborhoods.

So from now on we regard no one from a worldly point of view. Though we once regarded Christ in this way, we do so no longer. Therefore, if anyone is in Christ, he is a new creation; the old has gone, the new has come (2 Corinthians 5:13-17)!

The gospel transforms the Christian's worldview. 'Worldview' in the field of cultural studies (anthropology and sociology) refers to a basic set of assumptions and expectations about how the world functions. Many of these assumptions are not part of our conscious thinking. It includes our assumptions about the universe and how it was formed and how it works. We operate with assumptions about time, about people, about God (or atheism), about morality.

When the Holy Spirit works faith in the Christian's heart the old has gone and the new has come. Our view about God is radically changed. The gospel tells us that we are now God's beloved children. Our view of the world and its inhabitants also changes. We now see everyone as a person for whom Christ died and was raised again. That's the new man in us that eagerly desires and pleads with all of humanity as Christ's ambassadors: "Be reconciled to God!" The gospel is God's power of salvation for all who believe. It is a powerful tool that is able to transform the worldview of people from any and all cultures.

The Christian, in spite of the renewal of his mind and his transformed worldview, will still live in this world, and will function in this world as a cultural being. By culture we mean that system of shared beliefs and behaviors that enable people to identify themselves as a group. It involves language, family relationships, marriage customs, rites of passage, attitudes toward time, money, government, the rights of individuals, and many anthropologists include religion. For our purposes we will exclude religion and matters that God's Word clearly commands or forbids, and use the term culture to describe those beliefs and traditions that do not need to be discarded at conversion.

Conversion does not change the cultural patterns in which we have grown up. A person who spoke English as an unbeliever will continue to speak English after becoming a Christian. His vocabulary and topics of conversation will become sanctified, but his native tongue will remain English. His body language while waiting patiently or impatiently in a line at the grocery store will be very much like before. His way of greeting people or saying good-by on the telephone will still be like it was before.

This is both good and bad. The good part is that remaining in our culture enables us to understand and communicate with people from that same culture with fewer barriers. But it also means that the culture we were part of and are surrounded by will pressure us to conform. Materialism, for example, is a sin that besets many American Christians because materialism is one of the areas where the American way of life runs directly up against and contrary to God's Word.

The fact that the Christian remains a product of his culture has another drawback. Without some transformation of our thinking, ethnocentrism takes over. One's way of life is seen as superior, or at least the measure by which any other way of life is to be evaluated, and other cultures are described with derogatory terms like: odd, weird, primitive, savage, uncivilized, (too) emotional, (too) stiff/formal, "those people," etc.

One of the valuable things that happens when we begin to learn about other cultures is that we have a chance to look at and learn about our own culture. This gives us the opportunity to evaluate our attitudes and behaviors in the light of God's Word and to follow Paul's admonition in Romans 12 not to conform to the world, but to be transformed. We recognize how the devil and the sinful world can easily convince us to adopt what our culture considers to be conventional wisdom. If we don't recognize the sinful tendencies of our own culture, we will become guilty of picking the specks of dust out of other people's eyes while ignoring the huge log in our own eyes.

The 'typical American' believes that we can and should control nature and our environment. Change is seen as positive and good, change is progress. Time is valuable and efficiency is often valued over interpersonal relationships. The rights of individuals are important, and all people are to have equal opportunities. Americans take pride in their own accomplishments—more respect is given those who have achieved financial success than to those who inherit their wealth. Work is morally right; it is immoral to waste time, material wealth is a just reward for hard work and a sign of God's pleasure. Competition is seen as good because it brings out the best in people. Americans in general have an optimistic view of the future. 'Telling it like it is' is preferred over sparing people's feelings.

Other cultures may have values that are radically different. Latin American cultures, for example, place higher value on interpersonal relationships than on efficient use of time. Many Asian cultures are much more collectivistic and value the well being of the group over the rights of the individual. Some cultures do not see nature as

something to be controlled and altered but something that people are an integral part of and therefore nature is to be treasured and preserved.

The gospel does not require us to adopt one culture's set of values over another. Christians in individualist cultures such as the USA and collectivist cultures such as Japan can live their faith without radically changing these cultural systems. Both the U.S. and the Japanese Christian, however, must continually evaluate his own worldview and his beliefs and behaviors in the light of God's Word. When two cultures come together in a single congregation, there must be mutual respect of each other's culture and Christian liberty.

This can make cross-cultural ministry just as difficult or even more difficult than foreign mission work. In the foreign mission fields the local cultural patterns are generally acknowledged and respected. The missionary is given special training and orientation to the host culture. It's still a difficult task for an American missionary to live with his family and work in a culture that is different from his own, but the majority of the people in that country, and in that newly planted church, will want to do things their way, and unless the missionary insists on doing it the "American way" (the WELS' way) many local traditions will become incorporated into the newly forming church. In our congregations in the United States, however, we have a different situation. When an individual or community of another culture is identified, the existing congregation might easily assume that the people of this other culture should change their way of thinking and doing things and adapt to us. "We are comfortable, why should we change? They live in the USA, they should learn to be like us Americans."

As important as Christ-like love is in reaching out to people of other cultures, *expressing* that love in words and actions that will communicate love and consideration to people of another culture is not something that comes automatically. There are circumstances where we have no specific or clear command of God. What is the best way to show love in this situation? Jesus taught the Golden

Rule: Do unto others as you would have them do to you. The Golden Rule works well if we understand who that person is. You need to project yourself into that person's circumstance. If I am hot and thirsty I might really appreciate a cold beer. My preference does not automatically mean that the best way to show love to everyone who is hot and thirsty is to give him a cold beer. If it's a six-year-old child, that could get us both in trouble. If the hot and thirsty person is an alcoholic it would not be a loving thing to do, even though it would be a literal application of the Golden Rule. Unless we learn enough about other people and their traditions and values to know what specific kinds of words and actions will be showing love and what will simply be showing our own ignorance and insensitivity.

Cultural proficiency can be acquired, but like most skills, it requires a willingness to face one's ignorance, a willingness to learn, and then lots of patience and practice. Some Christians seem to have the gift of showing love, even across-cultural barriers, but most Christians would benefit from some intentional acquisition of skills. Much like evangelism in general, a few seem to have the gift, but all of us have the opportunity, privilege and obligation to learn how to do it better, acquiring some skills in cross cultural understanding and communication.

Cultural proficiency is described by experts in the field as a succession of six stages.⁶ I'll put sample statements that might represent a WELS member's reactions to people of another culture moving into his neighborhood or the church's neighborhood.⁷

Denial—The churches in places like New York and Los Angeles may have to do cross-cultural ministry, but our community hasn't changed and won't change. I don't understand why those people want to come and live here. Why don't they go back where they belong. They're taking our jobs. They probably won't be here for long. I'm glad my kids are in the parochial school so they won't be exposed to their drugs, gangs, etc.

Defense—They live in America now. Why don't they learn English? If they want to

⁶ Described by Dr. Milton J. Bennett, co-director of the Intercultural Communication Institute, Portland, Oregon.

⁷ BHM Administrator Peter Kruschel wrote about similar stages that congregations and church leaders go through in cross-cultural ministry.

1. **Awareness** that people of other cultures or races are in our neighborhood.
2. **Tolerance**. We learn to tolerate their presences, but make little effort to get to know them. They have their ways, we have ours.
3. **Concern**. We are concerned about our neighbors' eternal welfare. We proclaim sin and grace, but we do it our way, on our terms, and in our language.
4. **Endorsement**. We have shared Christ with our neighbors and have learned from them who they are and why they do things the way they do. We accept them for what they are, but we are still people from differing cultures.
5. **Partnership**. We know and respect each other's culture. God-pleasing aspects of each other's cultural styles and behaviors are welcomed and supported. Leadership is fully shared as leaders from the host culture are identified, trained and equipped.

be members of our church, the doors are open and the service times are listed on the sign. They can't expect us to change the way we've been doing things to accommodate them. It's probably best if a new church would be started to reach out to them while they're here. Our Church is offering ESL classes. The sooner they realize that learning English is the best for them and for us, the better.

Minimization—They're basically the same as we are. Once they learn English and put their kids in our schools, they will be just like us. It's good that the Mexicans are here; I've always liked their food. They really stick together (negative). We have a lot to offer them.

Acceptance—I've noticed that the new people in the neighborhood really value their family and friends—it's refreshing to see how freely they express warmth and their emotions. They really stick together (positive) I will make an effort to get to know them better and learn more about them. I will look for an opportunity to witness.

Adaptation—I've learned a lot about the Mexicans. I've read about their history, their values, I've even learned some Spanish so I can communicate with them better. I want to invite the children to VBS—I better talk with the parents first, I know that these kinds of decisions are made by the whole family, and not just by the kids. Our pastor and several of our members offer Bible classes and worship services in Spanish. Last month the pastor had a special "quinceañera" service.

Integration—We have become close friends. There are some aspects of their culture that I would like to incorporate into my way of thinking and life. I am delighted that several of these families are being served by our church, some in English some in Spanish. We can learn as much from them as they learn from us.

The first three stages are ethnocentric stages where the new culture is being evaluated on the basis of the person's own values and expectations. The second three stages are called ethno-relative stages in which the cultural differences are known, even highlighted, but not judged as superior or inferior. In many circles, ethno-relative

has come to mean that all human beliefs and attitudes are equally valid. As was mentioned above, we don't want to use the label of "culture" to excuse any kind of wrong beliefs or sinful behaviors. We need to examine all cultures, including our own, in the light of God's Word.

Cultural proficiency is not something that easily measured, but attempts have been made. A measurement tool has been developed at the Intercultural Institute in Portland, Ore. Early results show that language study, travel, and personal contact all can make a positive difference on the test score, but it is not an automatic thing. Some people who travel come back from their trip more certain that ever that "those people" are weird and backward. People can read all about other cultures and then still be amazed and confused and at a loss for words when a family from that culture moves into the house next door.

The "Guiding Principles for all WELS cross-cultural ministry" on page 53 of this convention's *Book of Reports and Memorials* state that it is best to learn about other cultures by listening (e.g. ethnographic interviews) and participant observation. The ethnographic interview is a technical term that describes a specific and intentional process of interviewing people from a particular culture. The process is not just conducting interviews, but carefully writing and collecting the results and information shared in those interviews, and then evaluating what important information has been learned about that culture and that group of people based upon *all* of the gathered information. Following this process thoroughly will prevent pastors or congregations from making hasty decisions based upon one or two interviews, or from only really hearing what the interviewer thought in the first place.⁸

In addition to listening, the principles mention participant observation. There is no substitute for being personally involved. Reading about an Asian-Indian wedding will not teach you nearly as much about the culture as attending one, but simply attending the wedding with no reading, no questioning of the family will also not be much of a learning experience. Observing with someone to help you understand and interpret what you are hearing and seeing is the best combination. In his book "*Individualism & Collectivism*," Harry Triandis describes the learning process that is used to train people in the business world:

It is possible to learn about other cultures by reading books, seeing films, spending time with members of other cultures, participating

⁸The ethnographic interview is described in detail in the book "Mission and Ministry Across Cultures" by Dr. E. Allen Sorum, published in 1997 by WELS Outreach Resources.

in various simulations or exercises, hearing lectures, and in many other ways. . . . Each of these ways is somewhat effective, but none is especially effective by itself. A combination of methods is highly recommended. In general, methods that require the trainee to become involved, change behavior, and practice new behaviors are more effective than methods that require the trainee only to become aware of a cultural difference.⁹

Cross-cultural trainers often suggest the enlistment of an interpreter from the culture you are studying and trying to adapt to. This person will help with the acquisition of the language, and if language is not involved, the interpreter will explain the customs and traditions that are being observed. The interpreter can introduce the learner to key, influential people in the new culture. He can help the learner prevent false steps and offensive behaviors. He can answer questions and tell the learner if the behavior he is witnessing is expected or unexpected by the people of that culture.

Learning to speak the language of the people you are trying to reach is perhaps the most valuable window you will have into their culture. We recognize this principle by requiring students in the pastoral ministry track to learn the biblical languages. By reading and studying the Bible in Hebrew and Greek our pastors can gain insights that might be missed by reading the English translation. The confessional languages (Latin and German) offer the same insights into the church's early history and the Lutheran Reformation. One benefit that is being sought in the living language option in the new curriculum at MLC is the cultural understanding that comes with the study of a language. Being able to communicate with people who speak another language (e.g., in a study-abroad, immersion experience) gives insights and understanding about other cultures, and one's own culture, that can't be acquired by just reading books or looking up words in a dictionary.

Depending on the people who live in your neighborhood, you might be advised to learn the specialized language of the Mormons or Jehovah's Witnesses. It is English but in order to communicate the Law and Gospel to these people, you will need to learn a new vocabulary. Learning Spanish will certainly help you communicate with Hispanics. But even when speaking to those who have learned English, you will need to understand some of their history and culture to be able to communicate with them about matters of faith

and religion. Their understanding and use of the English terms will be influenced by their cultural and religious background. Even when both the parents and children speak exclusively in English, their attitudes about family, the roles of mothers and fathers, their relationships to extended family will still be highly influenced by the Latino culture rather than the predominant Anglo culture that has provided the "new" language. Each language has its own unique words and concepts that are virtually untranslatable. (e.g., "gemütlichkeit" "compadre") Dictionary equivalents often are not very exact. (e.g., liberty vs. libertad)

Part 2: Taking Action

What follows in Part 3 is a numbered list of some random thoughts:

1. Through the means of grace, keep cultivating an attitude of selfless Christian love. Attitude can't be stressed enough or too often. The gospel's goal is not behavior modification, but transformation of worldview and our whole way of thinking, speaking, and acting. Loving words and actions flow from a heart that has been filled with the love of Christ. St. Paul's description of Christian love in 1 Corinthians 13 reminds us:

If I speak in the tongues of men and of angels, but have not love, I am only a resounding gong or a clanging cymbal. ²If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but have not love, I am nothing. ³If I give all I possess to the poor and surrender my body to the flames, but have not love, I gain nothing.

We not only want to do the right thing but we want to do it for the right reason. Cross-cultural work, like all God-pleasing activity, must be done out of love for our Savior and for our neighbor as a fruit of our faith, because without faith it is impossible to please God (Hebrews 11:6).

The transformation to a Christian worldview is not something that takes place all at once but is a lifelong process of the Holy Spirit's working in us through the means of grace. Our attitudes and values must be constantly held up to the standards of Holy Scripture. We must acknowledge and confess our sins of loveless thoughts, words and actions. Pastors and teachers can make pointed applications of both Law and Gospel in the area of cross-cultural relationships. Our words and actions might be placing barriers or causing static that makes it difficult for us to communicate with those of other cultures.

⁹Triandis, *Individualism and Collectivism*, p.146

2. Every pastor, teacher, and church leader ought to read, study, understand, and implement, as appropriate, the "Guiding Principles for Cross-Cultural Ministry" (Printed in the 2001 *Book of Reports and Memorials*, page 53).

3. Congregations should dedicate time and money for pastors, teachers, and church leaders to learn cross-cultural skills. Orientation of workers and church members is not wasted time or money. We often are so intent on witnessing to the gospel that we speak too soon when we should still be listening and learning where to apply the Law and Gospel.

4. Enlist, train, and equip Christians for ministry. This is a good principle to follow for all kinds of ministry, but especially valuable in cross-cultural ministry. Because of the barriers and misunderstandings that exist between people of different cultures, people of any given culture are often most effective at communicating with the people of their own culture. More than language is involved. People of the same culture will often find it easier to know or sense when the Law has done its work and when the gospel's comfort and encouragement are in order. People who grew up with similar life experiences will often find better examples and illustrations. People of the same culture will not make their audience uncomfortable and put up needless distractions by using the wrong kind of language, body language, or gestures. It is not a case of people of the same culture being more effective at converting people. The gospel and the Holy Spirit are universally effective, in all languages and cultures. But we human beings can cause a lot of detrimental distractions in the communication of that Gospel message.

5. Consider humanitarian aid as a way to build bridges to the people of other cultures. (English as a Second Language classes; pregnancy counseling centers; meals for the poor, the elderly; schools/education; orphanages; medical mission; etc.) Preaching of the gospel and making disciples is the primary mission of the Church, but the New Testament also contains some very clear admonitions to Christians, such as Galatians 6:10: "Therefore, as we have opportunity, let us do good to all people, especially to those who belong to the family of believers."

Doing good is a natural expression of our faith, and does not have to be justified or defended because it has resulted in an opportunity to witness. It can be done without any other agenda other than to

show Christian love. Showing love, however, can have an added benefit: "others will see our good works and glorify our Father in heaven," Jesus said. When Christians make their faith visible in loving words and actions, the world does notice. It also notices when professing Christians seem to care only about themselves. Christian love never converted anyone; only the Holy Spirit can do that, through the message of Christ. Christian love in action, however, does create opportunities to bear witness to the gospel.¹⁰

In world mission fields, humanitarian efforts enable missionaries to enter and work in countries that otherwise would be closed. In many communities, the humanitarian efforts of congregations and schools builds relationships with people that can be used to bear witness to the Gospel, not just once, from stranger to stranger, but on a continuing basis, from friend to friend.

6. Gather and compare the community's demographics with congregational membership and prospect file. Are there people there whom you have not been seeing or have been intentionally ignoring? They could be Latinos, Asians, the poor, handicapped (deaf, blind, mentally retarded), AIDS victims, gang members, etc.

Conduct ethnographic interviews with the people of other cultures who have moved into the neighborhood, or into whose neighborhood you have moved. Listen carefully and respectfully to gain insights into their worldview and their religious beliefs.

7. Do **SOMETHING**. Two major reasons why Christians are guilty of inaction in evangelism are complacency and fear.

Complacency might come from the mistaken belief that there is no hell, that everyone, or almost everyone will be saved, or that almost everyone in our town or neighborhood is already Christian. Complacency may come from the mistaken attitude that "those people" already have their religion so any witnessing to them will just be futile and wasted time and energy. Complacency also may be the result of plain old laziness.

Fear may be a personal, self-conscious kind of fear that does not want to make mistakes or risk rejection, or it may be a fear of losing the status quo. Taking new members into the congregation really calls upon us to die to self to a certain extent. My church is not the same at 500 members

¹⁰ But in your hearts set apart Christ as Lord. Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect, keeping a clear conscience, so that those who speak maliciously against your good behavior in Christ may be ashamed of their slander. I Peter 3:15-16

as it was at 50. When a new mission congregation forms its first church council all of the decisions may be in the hands of two or three men and their families. As the congregation grows, fear can set in and people ask: "Why can't the new people accept the way we do things?" This would be exaggerated in a cross-cultural setting.

In the area of cross-cultural evangelism there may be another reason for inaction thrown into the mix: racism or ethnocentrism. Mission work to the African in Africa or to the African Americans who live in the inner city may be less threatening and easier to support than making efforts to bring black members into my suburban or small town congregation. People who are very supportive about WELS mission work in Mexico may be reluctant to welcome Mexicans into their home church.

Let's welcome people of other races and cultures, not just in small numbers (tokens) that we can assimilate without losing the control that comes with being the majority. Our desire to remain in control over the decision making process may cause us to maintain a positive attitude toward newcomers only so long as they remain a small minority or stay in their own congregation, separate from "ours." Our ethnocentrism may cause us to fear and even exclude new members of other cultures (either intentionally or subconsciously) because they have different preferences in matters of adiaphora.

All three of these restraining factors (laziness, fear, and racism) can be dealt with again by going back to the Word of God. The Holy Spirit will convict us of our sins and lead us to repent. He will work in us both the willingness and the strength to act in Christian love. Love for God and 'the other' shows itself in zeal to save the lost and willingness to remove all those things that might divide those who are brothers and sisters in Christ.

8. There is no single plan of action, no magic program or solution. In spite of the fact that there are millions of new immigrants from Mexico, getting to know one of them or hearing about one individual or family on the evening news, does not mean that you know them all. Learning about how Mexicans are in general does not mean that you know your individual neighbor. Cross-cultural studies lead us to make generalizations about certain groups of people and help us to understand the kinds of influences that people grew up with. This is helpful and necessary. Stereotyping, on the other hand, jumps to conclusions and makes assumptions about individuals.

Don't stereotype people. Work with all those people whom God has placed in your path. Get to know them as members of a cultural group. Get to

know them as individuals. Learn also about the stereotypes and the negative and positive impressions that people of that culture have about you and the American culture. For the sake of the gospel we can learn to avoid some of the "Americanisms" that are offensive to the people of that culture.

9. Thank God and celebrate the successes. Don't be suspicious of those who are having success in reaching out to people of other cultures. We would hope that all congregations and their leadership feel confident that other pastors, teachers, and congregations will allow them their Christian liberty so that they will not be exposed to judgmental criticism for changing externals in an attempt to reach out cross-culturally. Let's allow the gospel to create its own forms among the new generations and cultures that the Holy Spirit gathers in.

Thank God and celebrate the blessings that he has given to our Synod over its 150 year history. There is no reason for "German Lutherans" to feel apologetic or guilty for being who they are. The Lord blessed our Synod's gathering in of the German and northern European immigrants. They too should always be made to feel welcome. But our goal is to build a church whose teachings and practice are based on Scripture, not whose external customs and traditions are just like the one we grew up in. We recognize that the pattern of immigration has changed. Let us strive to create a church in which all are allowed to be "the way they are" (culturally, not sinfully) without demanding that others have to change. Hispanic Christians have no right to demand that Christians from northern Europe change and become more emotionally expressive, but Christians with a European heritage have no right to demand that blacks, Hispanics and Asians adapt to their way of worship. Let us pray for and work toward developing a willingness on the part Christians of every culture to step outside their personal comfort zone for the sake of the gospel as we respect the Christian liberty of one another.

10. Expect and welcome 'growth pains.' In reaching out to people of different cultures it may be necessary to start with special Bible classes and worship services that are culturally specific, especially when another language is involved. This presents problems with space and scheduling. The long-range goal, however, is to have congregations where cultural diversity is allowed and even welcomed. Diversity will always cause a certain amount of tension, but some tension is not necessarily a bad thing. That tension keeps us from coasting along without evaluating our practices and traditions.

What a wonderful “problem” it would be to experience such growth that thousands from other races and cultures will sing and worship with us now in our churches and classrooms, before we gather in perfect fellowship and cultural harmony before the throne of God in heaven. May God grant it for Jesus’ sake. Amen.

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Sermons

OPENING SERVICE

Grace and peace be multiplied unto you from God our Father and from our Lord and Savior Jesus Christ.

Text John 9:1-5

¹As he went along, he saw a man blind from birth. ²His disciples asked him, "Rabbi, who sinned, this man or his parents, that he was born blind." ³"Neither this man nor his parents sinned," said Jesus, "but this happened so that the work of God might be displayed in his life. ⁴As long as it is day, we must do the work of him who sent me. Night is coming, when no one can work. While I am in the world, I am the light of the world."

Dear fellow workers in the kingdom of our loving Father:

Do we fully realize how richly we, individually and collectively, have been blessed by God? I don't think so. You see, even we who are children of God don't recall or always recognize all the blessings which God pours out on us. To clarify this I would like to point out a blessing that we readily recognize and appreciate. Then I will point out one we don't always observe in the same way.

You sit here in the house and the presence of the almighty God and yet you are not trembling or fearful. How is that possible? The children of Israel fled in fear from the foot of Mount Sinai at the sight of the Lord. You know why you can sit here, even with great joy? Jesus said, "My Father works, I work." They worked individually and then collectively to save you. The Father sent the Son. The Son lived, died, rose and ascended. Together they sent the Holy Spirit. The result is this. You call this your Father's house. And who is afraid in the home which has a loving Father? Now this is a blessing we readily recognize. This is a blessing we depend on and use.

But do you consider these next words from God a blessing, "To whom much has been given, much shall be required?" Isn't it true, that these words often move us to worry, what will God require of me? We wonder, will I be able to do what God asks? Yet these words should not cause us to worry. They should not affect the joy of our salvation! What God requires of us has nothing to do with our salvation. That salvation is secure in Jesus. What God requires of us is really another blessing, the privilege of serving Him. Doing what God requires is a way of thanking Him for that

salvation. So doing what God requires should even add to our joy. God doesn't ask his enemies to serve Him. According to John¹⁵ He asks his friends. This ought to assure us even further that we are HIS. To understand all this, look at our text. In it you can observe the overwhelming desire of Jesus to serve his loving Father as He looked at what was required of Him. And He had the greatest task of all! Also consider his own delight as He tells his disciples then and now, WE MUST DO THE WORK OF OUR FATHER. Jesus is saying that 1. Doing the work of our Father is a joy because it accomplishes what God has ordained; 2. Secondly it is a joy because Jesus is seen as the light of the world.

As we look at our text we hear Jesus teaching one of his seminary classes to his disciples. They are in Jerusalem. Jesus has just slipped away from the Jews because they were going to stone him. They wanted to kill Him because he had been teaching them that He is the Son of God and therefore the light of the world. This seminary class takes place because as they walk in Jerusalem they encounter a blind man. The disciples ask, why is this man blind. Did his parents sin or did he? And they really know according to the O.T. that neither is the case. Yet, they wonder why is this man blind? They can't come up with the answer. So our patient Lord uses this situation to teach them. He points out to them that there is a specific reason for his blindness. He says: "This happened so that the work of God might be displayed in his life." Jesus is saying that God the Father planned this encounter so that the truth concerning Jesus and the Gospel might be revealed in this man for all Jerusalem to see. And this happens in a two-fold manner. First, this man becomes a believer after Jesus heals him; those are both works of God; secondly, the former blind man witnesses to those very Jews with whom Jesus had been having a dialog and who wanted to kill him. He teaches them that Jesus is the light of the world. In these impressive ways the work of God is manifested in this man.

Now our heavenly Father still lays out before us the good works we are to do. He is always faithful. Just as He kept his promise to save us through His Son, so he fulfills Ephesians 2:10. "For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do." He has laid out good works that our forefathers and we of the Wisconsin Synod have been doing for 150 years. Among the many tasks he laid out for us in the first 50 years was that of forming a synod based solidly and

entirely on the Word of God. In the first 100 years the Lord laid before us the additional tasks of establishing a good educational system from elementary to seminary; also we needed to turn to predominantly English usage and produce the materials needed in that language. In the last 50 years the Lord not only has asked us to continue to do all these works that preceded, but to also launch vigorous home and world mission programs. These very missions programs revealed another good work God was laying before us and which we are doing today; to produce written materials in many different languages for use in all the fields at home and abroad.

Yet none of those 150 years were the “good old days” of the Wisconsin Ev. Lutheran Synod. You are living the “good old days”. Today the Wisconsin Synod is a more mature branch than ever before; it has more experience at producing fruit in more ways; and we are still solidly connected to the life giving vine which is Jesus. Thus we are capable of producing in and through Jesus more fruit than ever before.

Our beloved Father in heaven knows this. He is the one who has given us collectively all the blessings we have had and used. So now it should not be any great surprise that He, requiring much of us, has laid before us a new task in addition to continuing the others of the past. He has brought the people of other nations to our doorsteps. Where we have had churches for years, the whole neighborhood has changed, and there are whole new groups of people who don't know Jesus, whom we need to evangelize. This is the new, additional good work God has ordained for us to do. Now we think, man, as if we didn't have enough to do. But look at Jesus words in our text. Observe the profound love and desire He has to do the Father's will. And didn't He make us His brothers and sisters with His death? Aren't we God's children too? Shouldn't we have the same overpowering desire to do our Father's will? Doesn't Jesus include us in his words, We must do the work of our Father? He does, of course!

No one then should change the truth that Jesus states, WE MUST DO THE WORK OF THE FATHER. Nor should anyone miss the excitement and joy in Jesus' words. Jesus states this task with excitement and joy because he wants his disciples to overcome any weakness in their flesh. He considers it and He wants his disciples to consider it a great honor and privilege to serve the Father. They are not to refuse to do the obvious work that God will lay out for them to do. That would not only be sinful, but much worse, for Jesus says, “While I'm in the world, I am the light of the world”. These words mean that, only as long as

his name is proclaimed, that only as long as the Gospel story is told, will He be the light to the world. So if the disciples don't do the Father's work, people will go to hell. So He lets them hear what their Father is requiring of them so they will see what an honor and privilege He is giving them. What better task can there be than serving the Lord God who wants all men to be saved. And he says, you too are going to have this great joy, this honor, this privilege of serving our Father.

The disciples might have been a bit bewildered by this; perhaps they didn't even understand it at all. Their time to serve had not yet really come. But what about you and me? We have already experienced the joys of doing our Father's will. What a joy it is to see a person finally grasp that he or she is saved by faith in Jesus alone. What a joy it is to see the children in the classroom all have their hands raised ready to tell you about their Lord and Savior. What a joy it is to sit in a meeting and talk about the blessings the Lord has poured out again on us as a congregation, as a district, or as a synod.

And what an honor and privilege it is to again serve the Lord now as delegates to this convention. May you, as Jesus did, always rejoice in doing God's will. It won't be easy. There seem to be at times more questions than answers especially as we look at the new work the Lord has laid before us. Yet it will be important because you will be working so that Jesus the Light might shine to more people. Certain questions which must be answered sooner than later are: In what ways can God use us so that the HIS works might be displayed in the hearts and lives of the people in the changing neighborhoods of our congregations? How does God want us to share and bring to bear on this new work the experience we already have? In what ways will God lead us to find and train men from these groups for the various ministries? How does God want us to train them if they don't know enough English to go through our standard educational system? And what does God want us to do so that we are able to monitor any education outside the regular track so it is of good quality? Finally, in what ways will God enable us to finance this?

Those are difficult questions so let us watch out for our flesh! Let's not close our minds to these matters saying they are too difficult or costly to do! Such a reaction is not an option. It is not an option because these are the works that our Father has given us to do. Secondly, to close our minds to these, to say that they can't be done, is a darkness about which our text does not speak. That is a sinful darkness because it prohibits Jesus from being the light of the world. The darkness of our

text is a good darkness, it is our death or Christ comes again. Then our work is done. But today it is not done! Today it is our privilege and honor to still be able to do our Father's will. We need to do this work so Jesus will still be seen as the light of the world. So many souls still need to receive that light! Isn't it exciting to be asked to do this work?

May God lay before you this week the good works that you are to do! May He give you the wisdom recognize those works you are to do so that you further his kingdom in the many ways necessary. But above all, may He fill you with the same great joy and delight that Jesus had as He our served our same loving Father. Amen.

CLOSING SERVICE

August 2, 2001 1 Corinthians 15:56-58

Synod Convention—Michigan Lutheran Seminary

Your labor in the Lord is not in vain.

- I. In spite of sin and death.
- II. Because of Jesus' victory.
- III. So give yourselves fully to Jesus' work.

Grace and peace to you from God our Father and the Lord Jesus Christ, who gave himself for our sins to rescue us from the present evil age, according to the will of our God and Father, to whom be glory for ever and ever. Amen.

Text 1 Corinthians 15:56-58

Dear Fellow Forgiven Sinners

Well, what do you think this Thursday evening? Has the convention been everything you thought it would be? Are you fired up to present a report at conference and to encourage others in your congregation and your area of the synod to *work while it is day*? Or have the discussions, the reports and the hard decisions that are part of a synod convention discouraged you as you look at the amount of work there is to do *while it is day*?

It's a wonderful blessing to be doing mission work in 24 different mission fields. My count shows that that's in 32 different countries—but the US State Dept says there are 191 countries in the world. It's a wonderful blessing to be 1 of the 405,000 Christians in the WELS, but can that number of believers make a difference in this perverted and dying world of 6,000,000,000 sinners? How can we be encouraged to *work while it is day* when the amount of work which truly needs to be done is absolutely staggering, and we in the WELS are of the quantity and, by nature, of the quality of a gob of spit in a swimming pool?

The answer is found in Jesus. We have talked; we do talk; we will talk about *working while it is day* because our Savior Jesus says to us: *As long as it is day, we must do the work of him who sent me. Night is coming, when no one can work.* (Jn 9:4) And the truth be told, we will not get disheartened nor frustrated nor disappointed when we see the amount of work there is to do NOR will we be discouraged by how our work seems to be going—as long as we continue to look at Jesus—because Jesus tells us through his Apostle Paul: *58 Therefore, my dear brothers, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain.* As you leave this convention to *work while it is day*, remember:

Your labor in the Lord is not in vain.

- I. In spite of sin and death.
- II. Because of Jesus' victory.
- III. So give yourselves fully to Jesus' work.

I.

Our labor (as pastors, as teachers, as staff ministers, as members of congregations, as a synod) should be in vain because WE'RE doing it. Who, after all, are you to be here, representing the 405,000 Christians of the WELS; spending over \$112,000,000; electing officers who will serve for 4, 6 maybe 12 or more years. *You* should have this privilege of doing the Lord's work—because of your education; because you're an officer in your congregation; because you're an administrator in the synod; because you got the most votes at a congregational meeting? Absolutely not! You don't deserve this privilege, any more than I deserve the privilege of standing in this pulpit and preaching to you.

You've offended God during this week of convention with your preparations; your presentations; your conversations; and your decisions—because none of them has been perfect. Every one of them has been corrupted by *your sin*. We all deserve God's punishment of death for the imperfect way we've served our Savior during this week of convention.

Because of those sins, all our other sins, and our natural sinfulness God's law condemns us to death and that death has a sting to it because it's not just the end of earthly life but an eternity of suffering in hell, just as God says: *56 the sting of death is sin, and the power of sin is the law.* BUT our labor in the Lord is not in vain, in spite of our sin. Why not?

II.

There's only one reason: *57 But thanks be to God! He gives us the victory through our Lord Jesus Christ.*

Your labor in the Lord is not in vain, because of Jesus' victory.

Except for Enoch and Elijah, every human being has lost his struggle against death. We will, too. The only reason we appear to have won our battle with death is that not enough time has passed. If the world stands long enough, we will all die, too—because we're all sinners. Death yields to no one—except to our Savior God—Jesus, the God-man. Death yields to Jesus because Jesus has removed and paid for sin: our sin, the world's sin.

So, we can look back and to the extent that we are honest and accurate we will say that our service and our decisions and even our worship this week have been imperfect, flawed and corrupted by our sin, *But thanks be to God! He gives us the victory through our Lord Jesus Christ.* Jesus has taken care of those sins. Continuously, by a grand act of his grace, Jesus GIVES us his victory. For the billions of people who are alive today; for the all the people who have preceded us in death; for everyone who will come after us, Jesus has lived; Jesus has been punished; and Jesus has died. Then Jesus conquered death. He rose from the dead. We don't have any sins any more because Jesus has taken all of them away.

Now, the almighty, all-seeing Lord of heaven and earth from whom nothing is hidden and before whom everything is open and laid bare looks at you and your life this convention week. He weighs your thoughts, examines your decisions and he sees no sin. They've all been taken away by Jesus, covered by the blood of Christ and your proof is nothing. Nothing on the cross and nothing in the tomb.

Earlier this year, one of our preschool teachers in Southwestern Michigan was teaching children this good news about Jesus. After hearing for the 1st time about Jesus' work as our Savior with his sinless life; his punishment for our sins and his death—the teacher told those little children that Jesus came out of his grave ALIVE. One little girl looked at her teacher and said: *Wow, they're going to be talking about that for a long time.* She was right! We still are talking about that today!

What can we say as we talk? We can say that because of Jesus' victory we have a victory. God's law cannot condemn us. Death has lost its sting. Heaven is already our home—and we're still here. Jesus leaves us here on earth so that we (who by God's grace have heard and do believe) can talk about Jesus' victory for a long time: to each other; to our brothers in Latvia and Ukraine and Nigeria; to everyone whose path God crosses with ours. But there's so much to do, and we're so few. Can we really make a difference?

III.

Our Savior says so. He says: *58 Therefore, my dear brothers, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain.* You're one person. We're not quite 400 delegates. We've got 405,000 brothers and sisters in Christ in the WELS. Do you really think you can make a difference in a world of 6,000,000,000 people? Pornography, drug abuse, adultery, paganism, a rejection of God's word among those who claim to be Christians, our own sinful flesh, the devil and all his evil angels—all kinds of enemies fight against us every day. Do you really think we even have a chance in this war?

I believe God's answer is: Don't look at yourselves. Don't look at your enemies. Look at my Son's empty cross. Look into my Son's empty tomb. Stand firm. Hang on to my law. Take those clear words of judgment and condemnation to heart and, in love, speak them to your fellow sinners. Hang on to the good news that in love God sent his Son Jesus to take away the sins of all people. Take those clear words of forgiveness and life to heart and, in love, speak them to your fellow sinners.

In other words: *Give yourselves fully to the work of the Lord.* Faithfully preach and teach God's law and gospel. What will happen? How many will believe? How big will your congregation become? How large will our synod grow? Into how many more countries will we be able to take the gospel? That's none of your business. *Give yourselves fully to the work of the Lord.* He will work faith when and where it pleases him using the good news about Jesus.

God will use the good news that in love he sent Jesus to take away the sins of all people to strengthen us and our families; to grow his church; to gather his people. And if you don't see results (or as many or the kind that you want) that's OK. Jesus still says: *Your labor in the Lord is not in vain.*

Work while it is day. The night IS coming when no one can work. As you work, remember:

Your labor in the Lord is not in vain.

- I. In spite of sin and death.
 - II. Because of Jesus' victory.
 - III. So give yourselves fully to Jesus' work.
- God bless your work.

Amen.

John C Seifert

Minutes

56TH BIENNIAL CONVENTION
OF THE
WISCONSIN EVANGELICAL
LUTHERAN SYNOD
ASSEMBLED AT
MICHIGAN LUTHERAN SEMINARY,
SAGINAW, MICHIGAN
JULY 30-AUGUST 3, 2001

Monday morning
July 30, 2001

The 9 A.M. convention opening service was held at St. Paul's Ev. Lutheran Church in Saginaw, MI. Serving as worship leader was Rev. Carl Otto, with Rev. Roger Sprain delivering the sermon based on John 9:1-5 under the theme "We Must Do the Work of Our Father". The festive service was enhanced with the assistance of Teacher Brent Nolte at the organ, a choir under the direction of Mrs. Becky Berg, a handbell choir directed by Mrs. Pat Johnson, and the Wisconsin Lutheran College Brass Ensemble under the direction of Patricia Backhaus. Assisting with the distribution of the Lord's Supper were members of the MLS faculty.

At 11:03 A.M. Pres. Karl Gurgel called to order the 56th biennial convention of the Wisconsin Evangelical Lutheran Synod. Pres. Gurgel then called for the presentation of the flags by ladies representing the Lutheran Women's Missionary Society as narrated by Mrs. Lanita Nolte.

The chair recognized ELS President George Orvick, Pres. Gundars Bakulis from the Latvian Lutheran Church, and Rev. Yuriy Fizer from the Ukrainian Lutheran Church.

Pres. Paul Prange officially welcomed the delegates to Michigan Lutheran Seminary. Convention coordinator Marcus Manthey also addressed the delegates.

VPMM Richard Lauersdorf made an announcement to the convention that after 42 years in the ministry, of which 34 have been in either part-time or full-time work for WELS, and 17 conventions, he has reached the decision to retire from the active ministry. He also introduced his wife, Charlene.

Committee #7 on Credentials and Excuses reported through its chairman, Rev. Paul Reede, that a total of 421 delegates have registered to date, including 366 voting delegates, 55 advisory delegates, and 4 special guests.

Rev. Gary Baumler, media director, requested that all media contacts concerning the convention

come through Communication Services Commission.

The chairman of the elections committee, Rev. John Sprain, read an informational sheet concerning the election of the first vice president. President Gurgel gave a further explanation of procedures leading up to the election of the first vice-president.

Following various announcements, the session was closed with prayer by President Gurgel at 11:48 A.M.

Douglas Bode, secretary

Monday afternoon
July 30, 2001

Following floor committee meetings, the 2 P.M. session opened with a devotion led by Rev. Thomas Haar, based on Colossians 3:23-24 and highlighting the fact it is the Lord's work that we do. Included in the devotion was a vocal group's rendering of 'Work While It Is Day', along with the assembly singing 'With the Lord Begin Your Task'.

The minutes of the morning session were read and adopted.

President Karl Gurgel delivered his media-assisted president's report. A printed report was distributed afterward.

Synodical Council member Ron Rathke then presented a report from the Synodical Council.

SC member Bill Gabb and chairman of its Human Resources Committee gave a report on the compensation issue. Via a visual presentation he reported particularly on the need aspect for the proposal, the expectations, and the implementation of the proposal.

Elections Committee chairman John Sprain called for nominations for the position of synod first vice-president. He then declared the nominating ballot closed.

Following announcements Rev. Bruce Becker was given the floor for his Bible study, 'Individualizing Spiritual Growth'. He introduced the segment entitled 'Turning My Personal Perspective Upside Down'.

The session concluded at 5 P.M. following individual committee attention to the Bible study.

Douglas Bode, secretary

Tuesday morning
July 31, 2001

The 8:30 A.M. opening devotion was conducted by Chaplain Joel Jaeger. 'The Day Won't Last Forever'

was the emphasis of his devotion, based on 1 Thessalonians 4:17-5:5. The devotion included the singing of the hymn 'O Christians, Haste'.

Minutes of the Monday afternoon session were read and adopted.

Rev. Bruce Becker was given the floor to introduce the second portion of the Bible study, 'Individualizing Spiritual Growth'. This portion is entitled, 'Turning My Family's Perspective Upside Down'. Following the introduction the assembly was dismissed for individual committee study.

The plenary session resumed at 10:15 A.M. when ELS President George Orvick was given the opportunity to address the convention. He gave a short history of the Evangelical Lutheran Synod and its Norwegian background and spoke of the long span of fellowship and blessings that WELS and ELS have enjoyed in working together in faith.

Mr. Eugene Ludwick, the new Executive Director of Support Services, was recognized prior to a presentation and panel discussion on the 'Forward in Christ' thankoffering as moderated by Rev. Ron Roth, CCFS administrator. Rev. Roth reported the receipt of nearly \$3 million in undesignated gifts, another \$2 million for mission projects, about \$3 million for the MLC chapel project, plus another \$1.5 million in anticipated gifts—already over \$9 million in tangible fruits of faith. Numerous congregational and area Lutheran high school building projects, congregational daughtering efforts, etc. have also been forthcoming out of the FIC efforts. Panel members who offered their comments and experiences with FIC and its stewardship/outreach emphasis were: Pastor Ron Muetzel, Mr. Eugene Ludwick, Mr. Paul Wirth, and Mr. Keith Detro.

Chairman Lauersdorf introduced Rev. Ken Gast, chairman of the Board for Home Missions. Speaking about a compassion for the lost and a joy for the return of the lost, he talked about strategy benchmarks for reaching out cross-culturally with the Gospel, especially among the Hmong and Hispanic peoples. Mr. Roger Harmann spoke about the outreach efforts at St. Thomas Lutheran Church in Phoenix, AZ. Mr. Keith Detro related some of the mission activities and challenges among the Vietnamese and the Mormons in Boise, ID. Coming from closer to the heartland of WELS was Mr. David Falck, who spoke of Hmong outreach work in Appleton, WI. Mr. Melvin Schuler, the new associate administrator for the Board for Home Missions, was introduced to the convention to give some comments on his new position.

President Gurgel announced a dilemma for the election of the first vice-president in that four of the five top nominees have declined nomination. The motion carried that another nominating ballot be taken. It was then announced that Pastors Jon Mahnke, James Huebner, Paul Janke, and Herbert Prah have all declined nomination while Pastor Wayne Mueller has accepted nomination. Elections Committee chairman John Sprain conducted the nominating ballot and declared the ballot closed.

Announcements were given prior to Chaplain Joel Jaeger's closing the session with prayer at 12:07 P.M.

Douglas Bode, secretary

Tuesday afternoon
July 31, 2001

Subsequent to floor committee meetings, the afternoon session opened at 2 P.M. with a devotion conducted by Chaplain Guy Marquardt. 'Work Wherever the Lord Leads' was the focus, based on Acts 14:26-27. The devotion concluded with the hymn 'Send Forth, O Lord, to Every Place'.

Minutes of the Tuesday morning session were adopted.

Committee #15 on Constitutional Matters reported through its chairman, Teacher Don Helwig, with the following action:

Subject: *Election of the President, Vice Presidents, and Recording Secretary*

Resolution # 1 ADOPTED AS AMENDED

The chair introduced Prof. Armin Panning, president of the Confessional Ev. Lutheran Conference. He gave a report on the description, history, purpose, and program of the CELC. He noted the widespread diversity of the current staff of this fledgling organization and closed his report with various acknowledgments.

Rev. Donald Sutton, chairman of the Board for Ministerial Education, was introduced to the convention to report on the accomplishments as well as the challenges and changes experienced by his board. He in turn introduced the presidents of the various ministerial education schools to report on their respective institutions: David Valleskey (Wisconsin Lutheran Seminary), Ted Olsen (Martin Luther College), Mark Schroeder (Luther Preparatory School), and Paul Prange (Michigan Lutheran Seminary). BME Administrator Peter Kruschel reported briefly on the activities of his office.

Prof. Mark Goeglein was introduced to present the convention essay entitled 'Prerequisites for Cross-Cultural Work'. The convention gratefully

received his essay with an enthusiastic round of applause.

Various announcements were given before Chaplain Marquardt concluded the session with prayer at 4:55 P.M.

Douglas Bode, secretary

Wednesday morning
August 1, 2001

Chaplain Douglas Priestap conducted the 8:30 A.M. opening devotion by focusing on the practice of prayer to 'Ask the Lord for More Workers'. The devotion concluded with the singing of the hymn 'Lord Jesus, You Have Come'.

Minutes of the Tuesday afternoon session were read and adopted.

Missionary Lawrence Retberg was introduced to speak to the convention and to read a letter of greeting from the president of the Lutheran Church of Cuba.

A further nomination ballot for the position of the synod vice president is needed. A motion carried that this be the last nominating ballot and that its results be accepted as final. A listing of those who have in prior ballots accepted and declined nomination was provided. Elections Committee Chairman Sprain declared the nominating ballot closed.

Pastor Bruce Becker introduced the next portion of the Bible study, 'Individualizing Spiritual Growth', which is entitled 'Turning My Congregation's Perspective Upside Down'. The convention turned to individual committee Bible study.

Following the break, the secretary read a letter of greetings from Japan missionary Kermit Habben, chairman of the Lutheran Evangelical Christian Church.

Rev. Martin Spaude, chairman of Floor Committee #2 on Inter-Church Relations, reported for his committee.

Subject: *Commission Personnel*

Resolution #1 ADOPTED

Subject: *Formal Fellowship with the Confessional Lutheran Church in Latvia*

Resolution #2 ADOPTED (with a rising and resounding 'Yes!')

Subject: *Formal Fellowship with the Ukrainian Lutheran Church*

Resolution #3 ADOPTED (with another rising and resounding 'Yes!')

Subject: *Formal Fellowship with the All Saints Lutheran Church of Nigeria*

Resolution #4 ADOPTED (with a final rising and resounding 'Yes!')

President Gurgel then invited the representatives of the Latvian and Ukrainian Lutheran Churches to the podium. He gave President Gundars Bakulis of the Confessional Lutheran Church in Latvia and Rev. Yuriy Fizer of the Ukrainian Lutheran Church the opportunity to address the convention. Both expressed thankfulness and joy at the newly declared fellowship. Rev. Fizer also read a letter of acknowledgment and thanks from the bishop of the Ukrainian Lutheran Church. Mr. Kermit Traska, director of Thoughts of Faith, also addressed the convention on behalf of his organization.

In demonstration of the mutual concern and sharing with our new brothers and sisters in faith, Prof. William Zeiger, chairman of Committee #13 on Resolutions, brought the first resolution of his committee

Subject: *Convention Offering*

Resolution #1 ADOPTED

As a final token of appreciation for the newly established fellowship, Pres. Gurgel presented gifts to Pres. Bakulis and Rev. Fizer. As a final expression of the unity of faith we enjoy, the convention joined in singing several verses of 'We All Are One in Mission'.

Rev. Philip Koelpin, chairman of the Board for World Missions, was introduced to the convention to speak to people all over the world who don't know Jesus and don't have his message of salvation. He introduced Rev. Dan Koelpin, administrator of the Board for World Missions, who spoke of how fitting and urgent the convention theme 'Work While It Is Day' is for the Board for World Missions in its strategies and labors to spread the saving Word worldwide.

The BWM chairman acknowledged the presence of the following world missionaries: Guy Marquardt (Brazil), Wayne Oblender (Russia), Mark Rieke (Africa), Larry Schlomer (Dominican Republic), and Arno Wolfgramm (recently returned from Bulgaria).

Chairman Mahnke brought to the podium Teacher John Micheel, chairman of Committee #3 on the President's Report.

Subject: *Membership*

Resolution #1 ADOPTED AS AMENDED

Subject: *Membership*

Resolution #2 ADOPTED AS AMENDED

Rev. Martin Spaude reported once more from Committee #2 on Inter-Church Relations.

Subject: *Rejoicing in Fellowship*

Resolution #5 ADOPTED

Chairman John Sprain of Committee #3 on Elections called for nominations for the position of WELS recording secretary. He then declared the nominating ballot closed.

After announcements, Chaplain Priestap closed the session with prayer at 11:40 P.M.

Douglas Bode, secretary

Wednesday afternoon
August 1, 2001

The 1:30 P.M. session opened with a devotion conducted by Chaplain Mark Rieke. On the basis of Philippians 2:19-23, he underscored the theme that 'The Lord Will Provide Workers' with a heart for ministry. The devotion closed with the hymn 'On Galilee's High Mountain'.

Minutes of the Wednesday morning session were read and adopted.

The Elections Committee chairman, Rev. John Sprain, presented the election ballot for recording secretary, consisting of the following: Rev. David Beckman, Teacher John Freese, Teacher Steven Lemke, Rev. Robert Pasbrig, and Rev. Roger Zehms. The election ballot was declared closed.

Chairman Lauersdorf introduced Rev. Wayne Borgwardt to give the final report for Tel Tech Task Force I. He traced the history of the program and reported its progress and accomplishments. The Synodical Council has called for a revamped task force to reflect changing circumstances, with Task Force II scheduled soon to begin a two-year stint of service.

The chair introduced Rev. John Braun to give a report for the Northwestern Publishing House. He shared some of the concerns and joys of NPH, including the improvement of the quality of the products produced, attempting to create and foster partnerships with other entities in the synod, and the development of new products.

The elections committee reported the need for a run-off ballot for the position of synod recording secretary. Rev. David Beckman, Teacher Steven Lemke, Rev. Robert Pasbrig, and Rev. Roger Zehms are on the ballot. The elections ballot was declared closed.

Teacher Steven Lemke reported for Committee #9 on Home Missions.

Subject: *Home Missions*

Various comments and suggestions were offered following the reading of the report.

Mr. Thomas Hansen reported as chairman of Committee #10 on World Missions.

Subject: *East Fork Lutheran High School*

The report was followed by discussion.

Subject: *World Mission Blessings*

Resolution #1 ADOPTED

Subject: *Cameroon Mission*

Resolution #2 ADOPTED

Subject: *Central Africa Medical Mission Committee (CAMMC)*

Resolution #3 ADOPTED

Subject: *Progressing Toward Indigeneity*

Resolution #4 ADOPTED

Subject: *Restructuring of Administration*

Resolution #5 ADOPTED

Chairman Lauersdorf called on Rev. Thomas Zarling, chairman of the Board for Parish Services, to give the BPS report. Dr. Dan Schmeling continued the report by zeroing in on the Commission for Parish Schools (CPS), speaking particularly about efforts to help congregations whose members are interested in home schooling. He also covered other functions and activities of his office. BPS Administrator Wayne Mueller spoke of other aspects covered by the board, including youth discipleship. CAD Administrator Bruce Becker spoke of the responsibilities, activities, and plans of the Commission on Adult Discipleship. Rev. Zarling continued with a report on the activities of the Special Ministries. Changes in the focus and activities in Parish Services as related by Administrator Wayne Mueller finished the update from the BPS.

Chairman Sprain of the Elections Committee reported that a third election ballot for recording secretary is necessary. The ballot consists of Teacher Steven Lemke and Rev. Robert Pasbrig. The election ballot was declared closed.

Floor Committee #6 on Administrative Services reported through its chairman, Teacher James Sievert.

Subject: *Communication Services Commission*

Resolution #1 ADOPTED

Subject: *Report of the Publication Coordinating Commission*

Resolution #2 ADOPTED

Subject: *Report of the Committee on Relief*

Resolution #3 ADOPTED

Subject: *Report of the Support Committee*

Resolution #4 ADOPTED

Subject: *Memorial 2001-01 New Pension Benefit Formula*

Resolution #5 ADOPTED

Rev. Mark Rieke, chairman of Committee #4 on Conference of Presidents, was called on to read the committee's resolution on the ordination of male teachers and staff ministers.

Chairman Gurgel called on the chairman of Committee #8—Parish Services, Mr. Jerome Bentz, to read the report of his committee. Following comments on various aspects of parish services, the following resolutions were presented:

Subject: *Mentoring Program for New Principals*

Resolution #1 ADOPTED AS AMENDED

Subject: *Military Services Committee*

Resolution #2 ADOPTED AS AMENDED

Elections Committee Chairman Sprain announced that Teacher Steven Lemke has been elected as WELS recording secretary.

An election ballot was cast for the position of first vice-president with the following names on the ballot: Rev. Douglas Engelbrecht, Rev. John Guse, Rev. Peter Kruschel, and Rev. Wayne Mueller. The election ballot was declared closed.

Following announcements, Chaplain Rieke closed the session with prayer at 4:46 P.M.

Douglas Bode, secretary

Wednesday evening
August 1, 2001

The evening session started at 6:30 P.M. with a devotion conducted by Chaplain Larry M. Schlomer. On the basis of 2 Timothy 2:1-3 he reminded the assembly to 'Ask for Strength to Do the Work'. The devotion concluded with the singing of the hymn 'Onward Christian Soldiers'.

The reading of the minutes was postponed until tomorrow morning's session.

The Elections Committee presented a second ballot for the first vice-president, consisting of Rev. Douglas Engelbrecht, Rev. John Guse, and Rev. Wayne Mueller. Chairman John Sprain then declared the election ballot closed.

PNW District President Warren Widmann was given the floor to make a presentation on the 'Seek and Keep' program, tracing the history, purpose, philosophy, structure, and examples of the outreach opportunity grant program.

Pres. Gurgel called to the podium Rev. Keith Kruck, chairman of Committee #12—Synodical Council, to present the committee's report.

Subject: *Capital Funding Prioritized List*

This report was followed by various comments and discussion.

Motion was made and carried that this convention ratify the action taken to fund the capital projects

for a dorm addition completed at LPS and the proposed dormitory acquisition at MLC and that a study of funding capital projects be undertaken prior to the next synod convention.

Subject: *Synodical District Alignment*

Resolution #1 ADOPTED

Subject: *Borrowed Money Limits*

Resolution #2 ADOPTED

Subject: *Seek & Keep Grants*

Resolution #3 ADOPTED

Subject: *Church Body Name Change*

Resolution #4 DEFEATED

Rev. John Sprain reported that Rev. Wayne Mueller has been elected as the first vice-president of the WELS.

Layman Edgar Zobel read a statement on a situation and arrangement in his home congregation for helping them to daughter a new congregation.

Announcements and reminders were followed with a closing prayer by Chaplain Schlomer at 8:42 P.M.

Douglas Bode, secretary

Thursday morning
August 2, 2001

Chaplain Arno Wolfgramm conducted the 8:30 a.m. devotion. On the basis of Hebrews 6:10-12, he underscored for the delegates the fact that 'The Work is Worth the Effort'. The singing of the hymn, 'Awake, O Spirit, Who Inspired', concluded the devotion.

Minutes of the Wednesday afternoon and evening sessions were read and adopted.

If anyone wishes to do so, Chairman Gurgel gave directions for sending further monetary gifts to the new churches with whom we have established fellowship.

Before giving the final introduction to the Bible study, Rev. Bruce Becker was given a rising vote of thanks for his efforts. 'Turning My Synod's Perspective Upside Down' is the final segment of the study 'Individualizing Spiritual Growth'. The individual committee Bible study followed.

Back in plenary session, Committee #1 on Elections Chairman John Sprain called attention to Ballot A, the election ballot for chairman positions. Further nominations were called for the positions of Board for Parish Services chairman, Commission on Evangelism chairman, Commission on Parish Schools chairman, Board for Ministerial Education chairman, Board of Appeals chairman, Luther Preparatory School

Board of Control chairman, and Michigan Lutheran Seminary Board of Control chairman. With no additional nominations from the floor, delegates were then instructed to complete Ballot A. The election ballot was declared closed.

Chairman Mark Rieke presented the report of Floor Committee #4—Conference of Presidents.

Subject: *Forward in Christ*

Resolution #1 ADOPTED

Subject: *Christian Stewardship*

Resolution #2 ADOPTED

Subject: *Ordination of Male Teachers and Staff Ministers*

Resolution #3 Following the question being called, the motion was ADOPTED AS AMENDED.

Subject: *Commissioning of Male Teachers, Female Teachers, Male Staff Ministers and Female Staff Ministers*

Resolution #4 ADOPTED

The elections committee presented a second ballot for the positions of the chairmanship of the Board of Appeals and the MLS Board of Control. Names on the ballot were John Brug and Paul Prange for the Board of Appeals and George Ferch and Alois Schmitzer III for the MLS Board. The election ballot was declared closed.

Chairman Keith Kruck of Committee #12—Synodical Council came forward to present more of the committee's report.

Subject: *2001-2003 Budgetary Dollars*

Resolution #8 ADOPTED

Subject: *2001-2003 Recommended Budget*

Resolution #5 ADOPTED

Committee #5—Ministerial Education Chairman Ken Kratz read Resolutions #3 and #4 of his committee's report.

The session was closed with prayer by Chaplain Wolfgramm at 12:05 P.M.

Douglas Bode, secretary

Thursday afternoon
August 2, 2001

1:15 P.M. was the session starting time, with Chaplain Wayne Oblender leading the devotion. Using the well-known promises of God recorded in Isaiah 55:10-11, the certainty was emphasized that 'The Lord Will Bless Your Work'. The devotion closed with the singing of the hymn, 'Lord of the Living Harvest'.

Minutes of the Thursday morning session were read and approved.

Chairman John Sprain of Committee #1—Elections presented Ballot B, World Missions positions. Further nominations were entertained for the positions of Board for World Missions—member-at-large layman, Latin American Missions AC pastor and teacher positions, Native American Missions AC pastor and layman, African Missions AC pastor and layman, Japan-Europe-Asia Missions AC pastor and teacher, and Southeast Asia Missions AC pastor. The names of Rev. Snowden Sims and Rev. Daniel Falck were added to the ballots of the Native American Missions AC pastor and Southeast Asia Missions AC pastor, respectively. The delegates were then directed to go ahead and vote for all positions on Ballot B, with the election ballot subsequently declared closed.

Committee #5—Ministerial Education reported through its chairman, Rev. Ken Kratz.

Subject: *Thanksgiving*

Resolution #1 ADOPTED

Subject: *Ministerial Education*

Resolution #2 ADOPTED

Subject: *Cross-Teaching at MLC*

Resolution #3 ADOPTED

Subject: *Ministerial Education Curriculum Committee Report*

An amendment to the motion, that the convention action be reviewed in 4 and again in 8 years, was defeated.

Resolution #4 Following the adoption of having the question called and the adoption of the resolution, a division of the house was called for. The results showed 245 for and 64 against, with the resolution ADOPTED.

Chairman Keith Kruck of Committee #12—Synodical Council presented the following resolutions:

Subject: *Impact of Tuition on Synodical Budget*

Resolution #6 ADOPTED

Subject: *Requests Prioritized but Not Funded*

Resolution #7 ADOPTED

Teacher Don Helwig, chairman of Committee #15—Constitutional Matters reported for his committee.

Subject: *Election of the President, Vice Presidents, and Recording Secretary*

Resolution #1 ADOPTED

- Subject: *Memorial 2001-12, Communications Services Commission*
- Resolution #2 ADOPTED AS AMENDED
- Subject: *Section 3.40(f), Nominating Committee*
- Resolution #3 ADOPTED
- Subject: *Section 4.70, Committee on Relief*
- Resolution #4 ADOPTED
- Subject: *Section 6.64(d), Commission on Evangelism*
- Resolution #5 ADOPTED
- Subject: *Section 6.20, World Missionaries*
- Resolution #6 ADOPTED
- Subject: *Constitution for the Districts, Article XVIII, Nominating Committee*
- Resolution #7 ADOPTED
- Subject: *Section 6.44(d), Governing Board*
- Resolution #8 ADOPTED
- Subject: *Committee on Constitutional Matters*
- Resolution #9 ADOPTED
- Subject: *Section 4.70 (a) (4-6), Committee on Constitutional Matters, Executive Committee Responsibilities*
- Resolution #10 ADOPTED
- Subject: *Section 4.70(a) (4), Committee Authority*
- Resolution #11 ADOPTED
- Subject: *Increase in Size of the Martin Luther College Governing Board*
- Resolution #12 An amendment to the motion, that the appropriate district president (instead of the synod president) fill vacancies on the governing board, was declared adopted (189 for, 148 against).
A motion to amend sections 4b and 3b, that the appropriate district president (instead of the synod president) fill vacancies on the governing board, was adopted. [A motion that this change be considered an insignificant change was adopted.]
- Resolution #12 ADOPTED AS AMENDED (by required vote)

Following the steering committee's explanation of scheduling difficulties, the motion was lost that we proceed with the convention as originally scheduled. The convention will continue until finished on Thursday evening.

Mr. John Peterman, chairman of Committee #11—Special Reports, reported.

Subject: *Compensation Proposal from the WELS Synodical Council—Goals One, Two and Three*

Resolution #1 (in discussion)

Following announcements for an evening session, supper, etc., Chaplain Oblender closed the session with prayer at 5:12 P.M.

Douglas Bode, secretary

Thursday evening
August 2, 2001

Pres. Gurgel opened the 6:30 P.M. evening session with a brief devotion based on 1 Thessalonians 1:2,3.

Minutes of the afternoon session were read and approved as amended.

Chairman John Sprain from the Elections Committee presented Ballot C. Further nominations were entertained for the various positions of pastors, teachers, and laymen on the Board of Appeals. With no further nominations from the floor, delegates were instructed to complete the ballot. The committee also presented Ballot D—various offices. Additional nominations were sought for Synodical Council—Member-at-Large Teacher, Board for Ministerial Education Area Lutheran High School representative, Board for Ministerial Education layman, Northwestern Publishing House Board of Directors (pastor, MLC professor, and layman), and Board for Parish Services Member-at-Large teacher. No further nominations were received, and the delegates were told to fill out Ballot D. Both election ballots were declared closed.

Committee #11—Special Reports as represented by its chairman, Mr. John Peterman, continued its report with further discussion.

Subject: *Compensation Proposal from the WELS Synodical Council—Goals One, Two and Three*

Resolution #1 Amendment: A further Resolved e) was offered: While this compensation package applies directly to workers called by the WELS, other calling bodies in our synod are encouraged to use at least these amounts as a guideline for compensating their called workers. Resolved e) will become Resolved f). The amendment was adopted.

An amendment to delete d.2 on equitable allowance was defeated.

A substitute wording for Resolved d.10 was accepted by the committee: The ministerial education schools (MLC, WLS) will offer instruction in personal money management and will provide current tax information that will assist future called workers; and be it finally . . .

Amendment: c.8 that the implementation of this compensation package be phased in over 5 years was lost.

Motion was moved and carried to close debate.

Resolution #1 ADOPTED AS AMENDED

Rev. Paul Reede, chairman of Committee #7—Credentials and Excuses, presented its report. The committee's report was ADOPTED.

Committee #13—Resolutions presented its report through its chairman, Teacher William Zeiger.

Subject: *Offerings of the Convention*

Resolution #1 ADOPTED

Subject: *Expressions of Gratitude*

Resolution #2 ADOPTED

Subject: *2003 Wisconsin Evangelical Lutheran Synod Convention*

Resolution #3 ADOPTED

Subject: *Recognition of Service to the Synod*

Resolution #4 ADOPTED

Committee #1—Elections presented a second ballot on Ballot B for Board for World Missions positions. The Native American Missions AC—Pastor ballot consists of: William Kessel, Donald Patterson, and Snowden Sims. The Japan—Europe—Asia AC—Pastor consists of: David Beckman and Richard Krause. The Japan—Europe—Asia AC—Teacher ballot consists of Thomas Hunter and Scott Uecker. The elections ballot was declared closed.

Having received a visual report earlier from Missionary Larry M. Schlomer on his work in Dominican Republic, the convention was privileged to hear and see Missionary Guy Marquardt's report on his work in Brazil. Missionary Wayne Oblender gave some pictorial insights into the work being done in Novosibirsk, Russia.

Chairman John Sprain announced a run-off Ballot C on Board of Appeals positions. Names on the ballot were David Rosenow and John Vieths (pastor—6 years), Robert Gurgel and Paul Stern (pastor—4 years), Edwin Fredrich and John

Koelpin (pastor—2 years), David Brohn and Philip Leyrer (teacher—6 years), Karl Grebe and Keith Heinze (teacher—4 years), Alan Draeger and Larry Klukas (teacher—2 years), Kurt Austad and Fred Lautz (layman—6 years), David Nommenson and Peter Schaller (layman—4 years), and James Berger and Dale Wierschke (layman—2 years). The ballot was declared closed. A run-off Ballot B for BWM Native American Missions AC pastor (William Kessel and Snowden Sims) and a run-off Ballot D on various offices were also announced. On the latter ballot were the following: Board for Ministerial Education—Area Lutheran High School representative: Merlyn Kruse and Randall Westphal; Northwestern Publishing House Board of Directors—pastor: Kenneth Gawrisch and Fred Toppe; Northwestern Publishing House Board of Directors—MLC professor: Kenneth Cherney, Jr. and Joel Fredrich; and Northwestern Publishing House Board of Directors—layman: Daniel Maciejczak and William Strutz. The ballot was declared closed.

Media Director Gary Baumler handed out a news release and clarified some information on the release.

Missionary Mark Rieke spoke briefly about mission work in Malawi, Africa. Missionary Arno Wolfgramm, recently returned from Bulgaria followed him with a short report.

The convention closing service was held in the MLS chapel. Michigan District President John Seifert delivered the message 'Your Labor in the Lord Is Not in Vain', based on 1 Corinthians 15:56-58. MLS President Paul Prange served as worship leader, Prof. Leonard Proeber served as organist, Prof. Rebecca Berg directed the choir, and Rev. Richard Scheibe was the soloist.

Following the service, Elections Committee Chairman John Sprain presented the final report of his committee.

Subject: *Elections*

1st Vice President of WELS—Rev. Wayne Mueller
Secretary of WELS—Teacher Steven Lemke

Board for Parish Services, Chairman
Rev. Thomas Zarling

Commission on Evangelism, Chairman
Rev. James Huebner

Commission on Parish Schools, Chairman
Teacher Daniel Schmal

Board For Ministerial Education, Chairman
Rev. Donald Sutton

Board of Appeals, Chairman—Rev. John Brug

LPS Board of Control, Chairman
Rev. Dennis Hayes

MLS Board of Control, Chairman
 Rev. George Ferch

Board for World Missions, at-large Member
 (Layman)—Glenn Wilson

Administrative Committee-Latin American
 Missions-Pastor—Jon Buchholz

Administrative Committee-Latin American
 Missions-Teacher—Ray Dusseau

Administrative Committee-Native American
 Missions-Pastor—Snowden Sims

Administrative Committee-Native American
 Missions-Layman—Roy Schneider

Administrative Committee-African Missions-
 Pastor—David Sternhagen

Administrative Committee-African Missions-
 Layman—Donald Niemann

Administrative Committee-Japan, Europe, Asia-
 Pastor—David Beckman

Administrative Committee-Japan, Europe, Asia-
 Teacher—Scott Uecker

Administrative Committee-Southeast Asia-Pastor
 David Priebe

Board of Appeals-Pastor (6 years)
 David Rosenow

Board of Appeals-Pastor (4 years)—Robert Gurgel

Board of Appeals-Pastor (2 years)
 Edwin Fredrich

Board of Appeals-Teacher (6 years)—Philip Leyrer

Board of Appeals-Teacher (4 years)—Karl Grebe

Board of Appeals-Teacher (2 years)—Alan Draeger

Board of Appeals-Layman (6 years)—Kurt Austad

Board of Appeals-Layman (4 years)
 David Nommenson

Board of Appeals-Layman (2 years)
 Dale Wierschke

Synodical Council, Member at Large-Teacher
 John Freese

Board for Ministerial Education, Area Lutheran
 High School Rep.—Merlyn Kruse

Board for Ministerial Education, Layman
 R. Bowin Loftin

Northwestern Publishing House, Board of
 Directors-Pastor—Kenneth Gawrisch

Northwestern Publishing House, Board of
 Directors-MLC Professor—Joel Fredrich

Northwestern Publishing House, Board of
 Directors-Layman—William Strutz

Board for Parish Services, Member at Large-
 Teacher—Thomas Koepsell

Resolution #1 ADOPTED

Announcements were made by Convention
 Coordinator Marcus Manthey, together with
 acknowledgments of the invaluable service given
 by Betty Bertschy and Barb Manthey. They were
 all given a round of applause.

The convention was adjourned following the last
 report. Pres. Gurgel presented gifts of appreciation
 to departing Secretary Doug Bode and VPMM and
 Mrs. Richard Lauersdorf.

Douglas Bode, secretary

[These minutes were approved by President Karl
 Gurgel on Friday, August 03, 2001.]