57th Convention

South Wisconsin District—LCMS

June 9-10, 2025 | Concordia University Wisconsin

Convention Workbook

Key to District Codes

KEY TO POSITION CODES

O – Ordained Minister
C – Commissioned Minister
L – Lay Person

AT	Atlantic
CNH	California-Nevada-Hawaii
CI	Central Illinois
EA	Eastern
EN	English
FG	Florida-Georgia
IN	Indiana
IE	Iowa East
IW	Iowa West
KS	Kansas
MI	Michigan
MDS	Mid-South
MNN	Minnesota North
MNS	Minnesota South
MO	Missouri
MT	Montana
NE	New England
NEB	Nebraska
ND	North Dakota
NJ	New Jersey
NW	North Wisconsin
NI	Northern Illinois
NOW	Northwest
OH	Ohio
OK	Oklahoma
PSW	Pacific Southwest
RM	Rocky Mountain
S	SELC
SD	South Dakota
SW	South Wisconsin
SE	Southeastern
SO	Southern
SI	Southern Illinois
TX	Texas
WY	Wyoming

SOUTH WISCONSIN
DISTRICT
THE LUTHERAN CHURCH—MISSOURI SYNOD

8100 W Capitol Drive | Milwaukee, WI 53222
Phone: 414.464.8100 | E-mail: *swd@swd.lcms.org* | Web: *swd.lcms.org*

Logo Explanation

SOUTH WISCONSIN
DISTRICT
THE LUTHERAN CHURCH—MISSOURI SYNOD
Confessing Christ for the Next Generation

The South Wisconsin District is nearly 200 Lutheran congregations across south Wisconsin, each embracing their own heritage and coming from varied backgrounds, yet united in one faith with one purpose: *Confessing Christ for the Next Generation*.

Our logo is intended to stand for who we are as District together and what we do with and for each other as the Body of Christ. We preach and teach the Gospel and administer the Sacraments with Christ at the center. We cherish Christian education in our schools and in our homes. We live out our lives of faith in service to one another, bearing fruit through the good works prepared for us.

Tree—Trees represent life. A part of the natural, created world, trees are symbols of growth, strength, and steadfastness. They also offer shade, shelter, and sustenance. They represent the past, present, and future as they are often used to depict heritage and familial connections. They reflect the seasons and the passage of time. They were once planted by previous generations, are enjoyed by current generations, and cared for and cultivated for future generations.

Trees abound in Scripture and are thus reasonably used in Christian iconography. Simply stated, one cannot recount the salvation story without the presence of a tree. God's perfect creation was marred by Adam and Eve at the foot of a tree and thus our immediate need for a Savior was put in motion. Less obvious perhaps, but God used other trees (or their wood) to put His plan into practice and maintain His presence among His people. Think about Noah's ark, the Ark of the Covenant, or Solomon's temple supported by the cedars of Lebanon. In Isaiah, the Messiah is likened to a shoot from the stump of Jesse. Consider even Zacchaeus pulling himself into a Sycamore tree just to catch a glimpse of Jesus. These minor references to trees abound and we still recognize the wooden shepherd's crook (crosier) as a symbol of the pastoral office today. But ultimately, God used the tree of the Cross as the unlikely final instrument to redeem His lost creation through the crucifixion of His Son. Similarly, we look forward in faith to experiencing this victory of eternal life and the healing of the nations in a restored creation in the presence of the Tree of Life.

Fruit—Inextricably connected to the tree and themes of cultivation and growth, we are reminded of the forbidden fruit, the fruit of the womb of the Virgin Mary, first fruits given in faith and thanksgiving, and fruit as the necessary byproduct of a living faith in action.

Serpent—The serpent on the tree is not simply Satan, but rather a reminder that Christ gave himself to be sacrificed; humbled and hung on the tree of the Cross and held up for the salvation of all mankind. Like the bronze serpent brought healing to the children of Israel, we fix our gaze on Jesus and His sacrifice for our salvation.

Book—The book is reminiscent of one that has been used regularly, with pages curling from regular handling. Is it the Holy Bible? Certainly. But it could also be the *Book of Concord* and other writings on which our faith is founded, classroom lessons and Bible studies, or even sermons and commentaries yet to be written, each one rooted in the Word Himself.

Alpha & Omega—The beginning and the end, the first and the last, Christ himself, the same yesterday, today, and forever at the center of all we preach, teach, and confess and the foundation in which we are forever rooted.

Faithful cross, true sign of triumph,
Be for all the noblest tree;
None in foliage, none in blossom,
None in fruit thine equal be;
Symbol of the world's redemption,
For the weight that hung on thee! (LSB 454:4)

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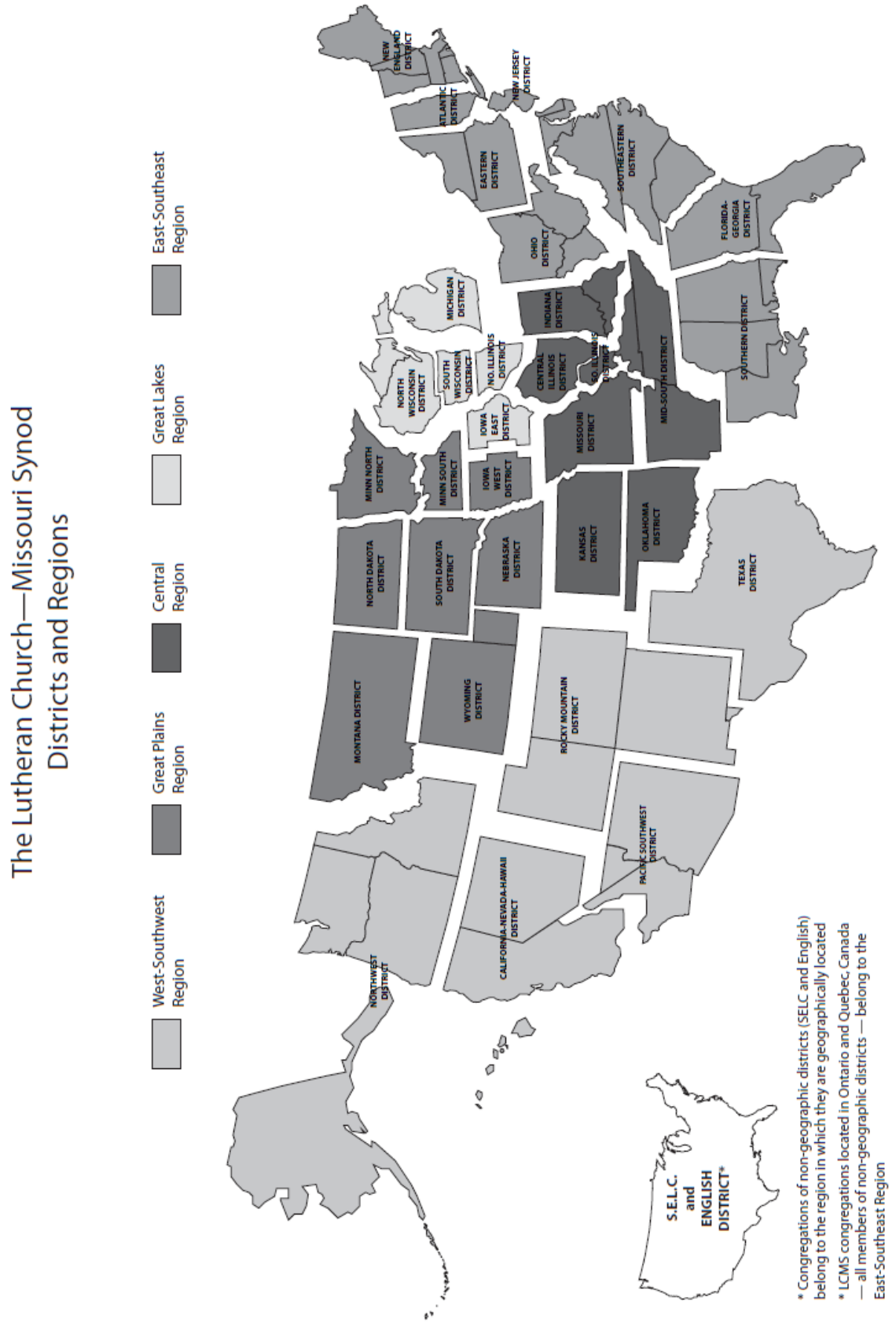
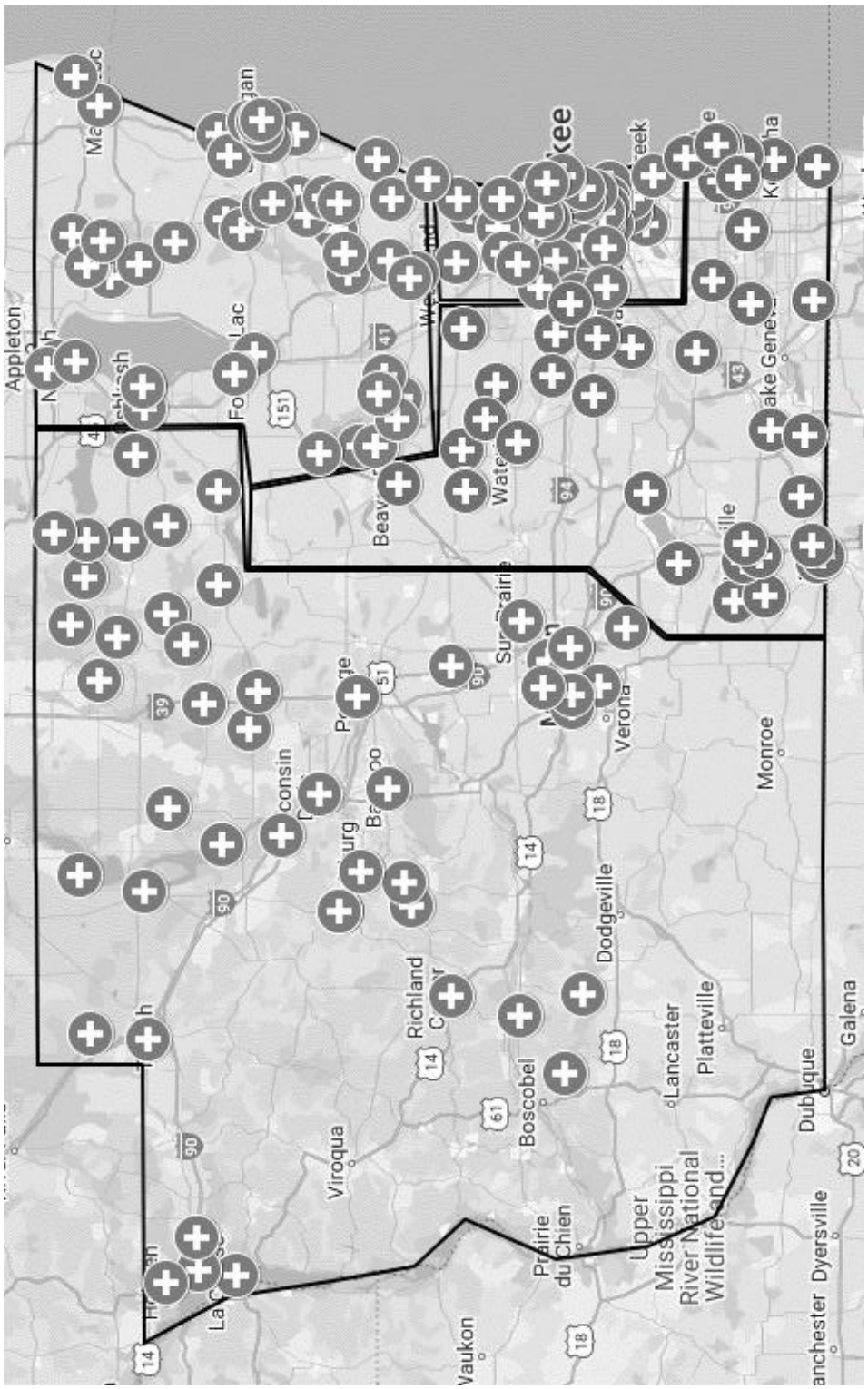
LCMS Districts & Regions



South Wisconsin Regions

Circuits 1-7 ... Central East (CE)
Circuits 8-14 ..... Northeast (NE)
Circuits 15-20 ..... West (W)
Circuits 21-26 .... Southeast (SE)



Congregations by Circuit

*(Superscript symbols * / + / ^ / % denote multi-point parishes)*

METRO SOUTH SHORE ■ CIRCUIT 1

Franklin	Risen Savior
Greendale	Our Shepherd
Greenfield	Mt Zion
	Our Father
Milwaukee	Chapel of the Cross
	Grace
Oak Creek	Grace

METRO WEST ■ CIRCUIT 2

Milwaukee	Divine Shepherd
	Oklahoma Avenue*
Wauwatosa	Our Redeemer
	Pilgrim
West Allis	Emmanuel Deaf
	St. Paul
	Trinity*

METRO NORTHWEST ■ CIRCUIT 3

Milwaukee	Berea
	Beautiful Savior
	Hmong Hope
	Mt. Calvary
	Mt. Olive
	Sherman Park
	St. Martini

METRO CENTRAL ■ CIRCUIT 4

Milwaukee	Bethany
	Covenant
	Gospel*
	International Church of Sion*
	Holy Ghost
	Hope+
	Mission of Christ+

METRO SOUTHWEST ■ CIRCUIT 5

Brookfield	Brookfield
	Immanuel
Elm Grove	Elm Grove
Menomonee Falls	Zion
New Berlin	Blessed Savior
Pewaukee	Lamb of God
Sussex	Peace
Waukesha	Beautiful Savior
	Christ the Life

METRO NORTH SHORE ■ CIRCUIT 6

Brown Deer	St. Paul
Glendale	St. John
Milwaukee	Benediction
	St. Peter-Immanuel
	Trinity
Shorewood	Luther Memorial
Whitefish Bay	Our Savior

OZAUKEE/WASHINGTON ■ CIRCUIT 7

Cedarburg	First Immanuel
Germantown	Faith
Grafton	St. Paul
Jackson	Living Word
Mequon	Beautiful Savior
	Trinity (Freistadt)
Menomonee Falls	Grace
West Bend	St. John

HORICON ■ CIRCUIT 8

Burnett	Immanuel
	Zion
Horicon	St. John
	St. Stephen
Mayville	Immanuel
	St. John
Waupun	Pella

WEST BEND ■ CIRCUIT 9

Adell	St. Stephen (Batavia)*
Belgium	St. Mark
Fredonia	St. John
Kewaskum	St. John
Port Washington	St. John
Random Lake	Immanuel*
West Bend	Pilgrim
	St. Andrew

SHEBOYGAN SOUTH ■ CIRCUIT 10

Sheboygan	Bethlehem
	Christ*
	Good Shepherd*
	Immanuel
	Our Savior
	Trinity (Wilson)+
Waldo	St. Thomas+

SHEBOYGAN NORTH ■ CIRCUIT 11

Haven	Grace*
Howard's Grove	Trinity
Kohler	Bethany
Sheboygan	Luther Memorial*
	Our Redeemer
	St. Paul
	Trinity

SHEBOYGAN WEST ■ CIRCUIT 12

Adell	Emmanuel
Elkhart Lake	Grace
Glenbeulah	Zion
Cascade	St. Paul
Plymouth	St. John
Sheboygan Falls	St. Paul
Sherman Center	St. John

MANITOWOC ■ CIRCUIT 13

Brillion	St. Bartholomew
Chilton	St. Martin
	St. Luke*
Hilbert	St. Peter*
	Trinity
New Holstein	Zion
Manitowoc	Redeemer
Two Rivers	Good Shepherd

WINNEBAGO ■ CIRCUIT 14

Fond du Lac	Hope
Menasha	Trinity
Neenah	New Hope
	Peace
North Fond du Lac	Divine Savior
Oshkosh	Good Shepherd
	Hmong Lutheran Outreach
	Trinity

BERLIN ■ CIRCUIT 15

Berlin	Immanuel (Auroraville)
	St. John
Omro	Grace
Poy Sippi	Emmaus*
Ripon	Messiah
Weyauwega	Christ (West Bloomfield)*
Wild Rose	Immanuel (Mt. Morris)

MARQUETTE ■ CIRCUIT 16

Hancock	Grace
Neshkoro	St John*
	St. Paul*
	Trinity (Mecan) *
	Zion+
Oxford	St. John^
Packwaukee	Trinity^
Princeton	Calvary+
Wautoma	Trinity
Westfield	Immanuel
Wild Rose	St. Paul

LA CROSSE ■ CIRCUIT 17

Adams	Immanuel
Holmen	Gift of Grace
La Crosse	Faith
Necedah	St. James*
	St. Paul*
Onalaska	Shepherd of the Hills
Quincy	St. John
Tomah	Good Shepherd
Warrens	St. Matthew
West Salem	Prince of Peace

SOUTHWEST ■ CIRCUIT 18

Boscobel	Hickory Grove*
Highland	Christ+
Hillpoint	St. Paul^
La Valle	St. Paul%
	Zion%
Loganville	St. John^
Muscoda	St. Peter+
Reedsburg	St. Peter
Richland Center	St. Luke*

MADISON NORTH ■ CIRCUIT 19

Arlington	St. Peter
Baraboo	Our Savior*
Lyndon Station	St. Luke
Madison	Immanuel+
	St. Paul+
(Monona)	Our Savior Deaf
Portage	St. John
Wisconsin Dells	Trinity*

MADISON SOUTH ■ CIRCUIT 20

Madison	Calvary
	Christ Memorial
	Living Christ
	Mt. Olive
Monona	Monona
Stoughton	Good Shepherd
Sun Prairie	Bethlehem
Westport	Cross

OCONOMOWOC ■ CIRCUIT 21

Hartland	Divine Redeemer
North Prairie	St. John
Oconomowoc	St. John (Ashippun)
	St. Paul
Pewaukee	Shepherd of the Hills
Sullivan	St. John
Wales	Bethlehem

WATERTOWN ■ CIRCUIT 22

Beaver Dam	Peace
Clyman	Zion
Hartford	Divine Savior
Lebanon	St. Peter
Reeseville	Immanuel
	Trinity
Watertown	Good Shepherd

JANESVILLE ■ CIRCUIT 23

Edgerton	St. John
Evansville	Zion
Fort Atkinson	Living Savior
Hanover	Immanuel
Janesville	Mt. Calvary
	Our Savior
	St. Paul

BELOIT ■ CIRCUIT 24

Beloit	Messiah
	St. John
	Trinity
Clinton	Christ
	Our Redeemer
East Troy	Good Shepherd
Sharon	Triune

KENOSHA ■ CIRCUIT 25

Burlington	Our Savior
Kenosha	Messiah
Pleasant Prairie	Good Shepherd
Racine	Chapel of the Cross
Twin Lakes	Hope
Union Grove	St. Paul
Waterford	St. Peter

RACINE ■ CIRCUIT 26

Racine	Christ the King*
	Grace
	Holy Cross*
	Prince of Peace
	St. John
	Trinity
Sturtevant	Faith

Convention Agenda

Concordia University Wisconsin, Mequon | June 9-10, 2025

All events take place in the Field House unless otherwise noted.

MONDAY, JUNE 9, 2025

10:30 a.m. - 1:00 p.m. Registration *(Friends of Concordia Room)*

SESSION I – 1:00 to 5:30 p.m.

1:00 - 1:05 p.m.	Opening prayer – Rev. Dr. Donald Fondow, MNN President Emeritus
1:05 - 1:10 p.m.	In Memoriam + Rev. Dr. John C. Wille
1:10 - 1:15 p.m.	Opening gavel – Rev. Eric Skovgaard, SWD President
1:15 - 1:20 p.m.	Welcome to Concordia University Wisconsin – Dr. Erik Ankerberg, President
1:20 - 1:25 p.m.	Convention Committee – Rev. William Kilps
1:25 - 1:30 p.m.	Adoption standing rules – Rev. Eric Skovgaard
1:30 - 1:35 p.m.	Adoption of convention agenda – Rev. Eric Skovgaard
1:35 - 1:50 p.m.	Committee on Constitutional Matters – Rev. Christian Gugel (Introduction of pastors and delegates from new congregations since 2022)
1:50 - 2:00 p.m.	Committee 1 – Nominations: Floor nominations for various offices
2:00 - 2:15 p.m.	Committee 5 – Elections: Ballot for the Office of District President
2:15 - 3:15 p.m.	Synod report (part one) – Rev. Peter Lange, First Vice President of the LCMS

BREAK

(Please take this time to stretch your legs, grab a refreshment, and visit our exhibitors.)

3:40 - 4:25 p.m.	Essayist – Dr. Adam Francisco, Director of Academics at 1517
4:25 - 4:45 p.m.	Committee 2 – Administration & Constitutional Matters
4:45 - 5:05 p.m.	Committee 5 – Elections: Ballot for the Offices of Vice President and ranking
5:05 - 5:10 p.m.	Committee 8 – Minutes & Report of the Board of Directors
5:10 - 5:30 p.m.	Committee 6 – Miscellaneous
5:30 p.m.	Closing prayer – Rev. Dr. Donald Fondow

DINNER

(Dinner will be served in the Siebert Dining Hall.)

7:00 p.m.	Evening Prayer & Commemoration of the Faithful Departed *(Chapel of Christ Triumphant)* Preacher: Rev. Dr. John Wohlrabe, Sixth Vice President of the LCMS

TUESDAY, JUNE 10, 2025

7:45 a.m.	Registration *(Friends of Concordia Room)*

SESSION II – 8:00 a.m. to 12:00 p.m.

8:00 - 8:05 a.m.	Opening devotion – Rev. Dr. Donald Fondow
8:05 - 8:15 a.m.	Approval of minutes from Session I
8:15 - 8:40 a.m.	Synod report (part two) – Rev. Peter Lange
8:40 - 9:00 a.m.	Committee 5 – Elections
9:00 - 9:10 a.m.	Committee 3 – Parish Education
9:10 - 9:20 a.m.	Special Guest: Dominican Republic Lutheran Mission – Rev. Dr. Ross Shaver
9:20 - 9:30 a.m.	Committee 4 – Missions
9:30 - 9:40 a.m.	Committee 7 – Stewardship & Evangelism

BREAK

(Please take this time to stretch your legs, grab a refreshment, and visit our exhibitors.)

10:05 - 10:25 a.m.	SWD President's report – Rev. Eric Skovgaard
10:25 - 10:35 a.m.	Business report – Mr. Paul Reske, Business Manager
10:35 - 10:55 a.m.	Mission and Mercy report – Rev. Dr. Nathan Meador, Executive Assistant to the President
10:55 - 11:15 a.m.	Schools, Youth and Family report – Dr. Christopher Cody, Executive Assistant to the President
11:15 - 12:00 p.m.	Essayist – Dr. Adam Francisco
12:00 p.m.	Closing prayer – Rev. Dr. Donald Fondow

LUNCH

(Lunch will be served in the Siebert Dining Hall.)

SESSION III – 1:30 to 3:45 p.m.

1:30 p.m.	Opening prayer – Rev. Dr. Donald Fondow
1:30 - 1:40 p.m.	Committee 2 – Administration & Constitutional Matters
1:40 - 1:50 p.m.	Committee 5 – Elections
1:50 - 2:35 p.m.	Essayist – Dr. Adam Francisco
2:35 - 2:40 p.m.	LCEF report – Mr. Christopher Rowan, LCEF District Vice President
2:40 - 2:50 p.m.	Special Guest: Lutheran Church Extension Fund – Rev. Eric Kennaugh, VP Ministry Solutions
2:50 - 2:55 p.m.	Special Guest: Concordia Plan Services – Dr. James Sanft, President & CEO
2:55 - 3:00 p.m.	Special Guest: Lutheran Women's Missionary League SWD – Mrs. Cinda Poppe, President
3:00 - 3:10 p.m.	Special Guest: Concordia University Wisconsin – Dr. Erik Ankerberg, President
3:10 - 3:20 p.m.	Approval of minutes from Session II
3:20 - 3:45 p.m.	Unfinished business
3:45 p.m.	Announcements, closing gavel, and closing prayer

4:00 p.m.	Divine Service & Installation of Officers *(Chapel of Christ Triumphant)* Preacher: Rev. Eric Skovgaard

Convention Committees

CONVENTION COMMITTEE

O – Rev. William Kilps, Chair

Communications
O – Rev. Jesse Davis
O – Rev. Jacob Eichers

Exhibits, Finances, and Site Coordinator
L – Paul Reske

Pages & Information
O – Rev. Jacob Schultz

Registration
L – Robin Mueller
L – Karen Rayner

Worship
L – Richard Ewert

Advisory
C – Dr. Christopher Cody
O – Rev. Dr. Nathan Meador
O – Rev. Eric Skovgaard

FLOOR COMMITTEES

(Committee appointments as of Convention Workbook publication)

1. Nominations
O – Rev. Gary Gehlbach, Peace Sussex, Chair
O – Rev. Darrell Bergelin, Trinity, Howards Grove
O – Rev. Daniel Torkelson, Mt. Olive, Madison, Secretary
O – Rev. Kyle Verage, Good Shepherd, Pleasant Prairie
C – Mr. Derek Bult, Our Redeemer, Sheboygan
C – Mr. Duane Graf, Blessed Savior, New Berlin
C – Ms. Emily Heins, St. John, Racine
L – Mr. John Ebel, Lamb of God, Pewaukee
L – Mr. Blaine Henkel, Trinity, Menasha
L – Mrs. Carrie O'Donnell, St. Paul, Oconomowoc
L – Mr. Wayne Oliver, Faith, La Crosse
Advisor: Rev. David Knuth, SWD Secretary

2. Administration & Constitutional Matters
O – Rev. Jonah Burakowski, Our Redeemer, Delavan, Chair
O – Rev. Azor Cigelske, Zion, New Holstein
O – Rev. Jack Gilbert, St. John, Racine
C – Stephenie Hovland, St. John, Portage
L – Robert Denkert, Immanuel, Brookfield
L – Ted Salgado, Mt. Olive, Milwaukee

3. Parish Education
O – Rev. Christopher Bushre, Christ the Life, Waukesha
O – Rev. Stephen Rosebrock, Mt. Olive, Milwaukee
C – Dennis Gehrke, Divine Redeemer, Hartland
Advisor: Dr. Christopher Cody, SWD Executive

4. Missions
O – Rev. Allen Strawn, Calvary Chapel, Madison
O – Rev. Donald Hougard, Benediction, Milwaukee
L – Christopher Bengsch, Trinity, Reeseville
L – Rita Whittow, Bethany, Milwaukee
L – Darryl Winston, Mission of Christ, Milwaukee
Advisor: Rev. Dr. Nathan Meador, SWD Executive

5. Elections
O – Rev. Christopher Davis, Living Word, Jackson
O – Rev. Adam Barkley, Luther Memorial, Sheboygan

6. Miscellaneous
O – Rev. Bryan Osladil, Our Redeemer, Sheboygan, Chair
O – Rev. Douglas Bergelin, St. Peter, Lebanon
O – Rev. Dennis Roser, St. Paul, Brown Deer
C – Brooke Lunak, St. Paul, West Allis
L – Paul Lenharth, Calvary Chapel, Madison

7. Stewardship & Evangelism
O – Rev. J. Patrick Niles, Bethlehem, Sheboygan
L – Charles Chaveriat, Zion Menomonee Falls
L – Richard Jackson, Grace, Oak Creek
L – Jason Krueger, Elm Grove, Elm Grove
Advisor: Rev. Dr. Nathan Meador, SWD Executive

8. Minutes & Report of the Board of Directors
O – Rev. David Knuth, Pella, Waupun, SWD Board Recording Secretary
L – Myron Buss, Good Shepherd, Sheboygan, SWD Board Chair

Administration

OFFICERS, BOARD OF DIRECTORS, AND STAFF

■ OFFICERS

President .....Rev. Eric Skovgaard, Elm Grove, Elm Grove
First Vice President .....Rev. Bryan Osladil, Our Redeemer, Sheboygan, Northeast Region
Second Vice President .....Rev. Charlie Brandt, Bethlehem, Sun Prairie, West Region
Third Vice President .....Rev. Jonah Burakowski, Our Redeemer, Delavan, Southeast Region
Fourth Vice President .....Rev. Harold Senkbeil, Elm Grove, Elm Grove, Central East Region
Secretary .....Rev. David Knuth, Pella, Waupun
Assistant Secretary .....Rev. Christian Gugel, Good Shepherd / Christ, Sheboygan
Treasurer .....David Begalke, St. Paul, Sheboygan

■ CENTRAL EAST & NORTHEAST

C – Brad Jentsch, St. John, Random Lake

■ CENTRAL EAST

O – Rev. Mark Wangerin, Benediction, Milwaukee
L – Dean Sievert, Our Father, Greenfield
L – Kristin Kolell, Zion, Menomonee Falls

■ NORTHEAST

O – Rev. William Kilps, Good Shepherd, Two Rivers
L – Myron Buss, Good Shepherd, Sheboygan, Chair
L – Ronald Kabitzke, Pilgrim, West Bend

■ SOUTHEAST & WEST

C – Michael Oldenburg, Divine Redeemer, Hartland

■ SOUTHEAST

O – Rev. Douglas Stowe, Divine Savior, Hartford
L – Sarah Billings, Messiah, Kenosha
L – Robert Trapp, Good Shepherd, Pleasant Prairie

■ WEST

O – Rev. Mark Wenzel, Grace, Omro
L – Joan Anderson, Good Shepherd, Tomah
L – David Sleight, Faith, La Crosse

■ DISTRICT EXECUTIVE STAFF

Dr. Christopher Cody, Mt. Olive, Milwaukee .....Schools, Youth and Family
Rev. Dr. Nathan Meador, St. John, Plymouth .....Mission and Mercy
Paul Reske, Mt. Olive, Milwaukee .....Business Manager
Christopher Rowan, Immanuel, Mayville.....Lutheran Church Extension Fund District Vice President

■ DISTRICT SUPPORT STAFF

Robin Mueller, Hope, Watersmeet, MI .....Schools, Youth and Family
Karen Rayner, Trinity-Freistadt, Mequon .....President's Office

ADMINISTRATIVE COMMITTEES

■ COMMITTE ON CONSTITUTIONAL MATTERS (Appointed)

O – Rev. Christian Gugel, Good Shepherd / Christ, Sheboygan, SWD Asst. Secretary, Chair
O – Rev. David Knuth, Pella, Waupun, SWD Secretary (ex-officio)
O – Rev. J. Patrick Niles, Bethlehem, Sheboygan
C – Robert Lunak, SWD Superintendent for Lutheran Neighborhood Schools, Milwaukee
L – Thomas Balgemann, Our Redeemer, Wauwatosa
O – Rev. Bryan Osladil, Our Redeemer, Sheboygan, 1st Vice President (advisory)

■ FINANCE COMMITTEE (Appointed)

O – Rev. Harold Bender, St. Paul, West Allis
L – Ronald Kabitzke, Pilgrim, West Bend
L – Jon Lorenz, Immanuel, Brookfield
L – Bryan Seider, Zion, Menomonee Falls, Chair
L – Dean Sievert, Our Father, Greenfield
L – David Begalke, St. Paul, Sheboygan (advisory)
L – Paul Reske, Mt. Olive, Milwaukee, Business Manager (advisory)

Committee on Constitutional Matters

Current Members of the CCM

O – Rev. Christian Gugel, Good Shepherd / Christ, Sheboygan, SWD Asst. Secretary, Chair
O – Rev. David Knuth, Pella, Waupun, SWD Secretary, (ex-officio)
O – Rev. J. Patrick Niles, Bethlehem, Sheboygan
C – Mr. Robert Lunak, SWD Superintendent for Lutheran Neighborhood Schools, Milwaukee
L – Mr. Thomas Balgemann, Our Redeemer, Wauwatosa
O – Rev. Bryan Osladil, Our Redeemer, Sheboygan, 1st Vice President (advisory)

According to the District Bylaws, the CCM is charged with the responsibility to:

a. Examine the content and the language of the reports, overtures and resolutions to the District asking for changes or amendments to the District Bylaws, or which in any manner affect the District and the Constitution and Bylaws of the Synod;
b. Be represented at the meetings of the floor committee appointed to consider the constitutional matters at the Conventions of the district;
c. Interpret, within the limitations of synod bylaw, the bylaws unique to our district and resolutions of the district in cases of controversy. Its opinion shall be binding unless overruled by the district;
d. Shall examine the constitution and bylaws to ascertain that they are in harmony with Holy Scripture, the Confessions, and the teachings and practices of the Synod in order that any necessary changes may be made by the congregation, and
e. Interpret and give opinions in regard to congregational Constitutions and Bylaws when requested by congregations, the District President, or the Board of Directors.

The past triennium the CCM has worked with a large number of congregations who were in the process of revising and/or amending their constitutions and bylaws. Over sixty of our congregations submitted changes to their organizational documents within the past triennium and all have been addressed and answered – 43 of the constitutions submitted have been forwarded on to the South Wisconsin District Board of Directors for final approval, while the remainder have been returned to the congregations with requests for changes or clarification.

Revising your Constitution and Bylaws

Congregations intending to revise their constitution or bylaws should consult with the District Secretary for information and resources available. Of particular interest should be the LCMS *Guidelines for Constitutions and Bylaws for Lutheran Congregations* available online at www.lcms.org.

The suggested process for revising your constitution and bylaws is:

1. Contact the District Secretary
2. Establish a committee within your congregation to begin the review
   All constitutions should have
   a. The date of revisions/adoption clearly listed
   b. A "date page" at the end, indicating the date(s) of any revisions, additions or deletions
   c. A page for signatures of officers and/or voting members if so called for by the constitution
3. Submit a "congregationally approved" copy to the District CCM for their review and recommended edits.
4. Make corrections and return a clean copy to the CCM, who will either refer the constitution to the District Board of Directors for approval, or, return the constitution to the congregation with further recommendations.

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Please be aware that though the CCM strives to handle these reviews in the most efficient manner, the review process can take a minimum of six months from receipt of the documents until final approval by the SWD Board of Directors.

A key factor in expediting the process is the time frame within which the congregation responds and/or acts on recommended or required changes. A number of congregations, some even from the previous triennium, have received suggestions and have not, as yet, responded. It needs to be noted that it is the approval of Constitutions and Bylaws and their amendments by the District Board of Directors that fulfills the "Approved Constitution and Bylaws" condition for acquiring and maintaining membership set in Article VI of the Constitution of The Lutheran Church—Missouri Synod.

Constitutions Forwarded by the CCM to the Board of Directors Between 5/18/2022 and 2/13/2025

Congregation	Location	Date BOD Approved
Bethlehem	Sheboygan	05/04/2023 & 12/12/2024
Christ	Clinton	02/23/2023
Covenant	Milwaukee	09/19/2024
Divine Redeemer	Hartland	05/19/2022
Elm Grove	Elm Grove	12/12/2024
Emmanuel	Adell	02/23/2023
Gift of Grace	Holmen	02/23/2023
Good Shepherd	East Troy	12/14/2023
Good Shepherd	Sheboygan	12/12/2024
Good Shepherd by the Lake	Stoughton	12/14/2023
Grace	Oak Creek	12/15/2022
Hope	Twin Lakes	05/04/2023
Hope	Milwaukee	12/15/2022
Immanuel	Brookfield	09/19/2024
Immanuel	Sheboygan	05/19/2022
Living Word	Jackson	05/19/2022
Mount Zion	Greenfield	05/19/2022
Our Father	Greenfield	09/22/2022
Our Redeemer	Delavan	09/19/2024
Our Savior	Burlington	09/19/2024
Our Savior	Sheboygan	02/23/2023
Our Savior, Deaf	Madison	05/19/2022
Prince of Peace	West Salem	02/23/2023
Redeemer	Manitowoc	09/22/2022
Shepherd of the Hills	Onalaska	09/19/2024
Shepherd of the Hills	Pewaukee	09/19/2024
St. Andrew	West Bend	05/19/2022
St. Bartholomew	Brillion	05/19/2022
St. James	Neceedah	09/22/2022
St. John	Edgerton	12/14/2023
St. John	North Prairie	02/23/2023
St. Martin	Chilton	05/19/2022
St. Matthew	Warrens	12/14/2023
St. Paul	Grafton	09/19/2024
St. Paul	Hillpoint	09/19/2024
St. Paul	Janesville	12/14/2023
St. Paul	Oconomowoc	09/22/2022
St. Peter	Lebanon	09/21/2023
Trinity (Rantoul)	Hilbert	09/22/2022
Trinity (Mecan)	Montello	09/22/2022
Trinity	West Allis	09/22/2022
Trinity	Wisconsin Dells	09/22/2022
Zion	Clyman	05/04/2023

Constitutions Returned to Congregations Awaiting Their Response in the Last Triennium (as of 3/15/2025)

Congregation Consideration	Location	Last CCM
Christ	Highland	09/18/2023
First Immanuel	Cedarburg	06.03.2024
Immanuel	Westfield	03/15/2025
Messiah	Beloit	04/28/2023
Mount Olive	Madison	12/26/2024
New Hope	Neenah	12/16/2024
Our Redeemer	Wauwatosa	06/03/2024
Peace	Beaver Dam	03/15/2025
Peace Valley	Green County	03/15/2025
Pilgrim	Wauwatosa	03/15/2025
St. John (Ashippun)	Oconomowoc	09/26/2022
St. John	Fredonia	12/16/2024
St. John	Loganville	06/03/2024
St. Luke	Richland Center	03/15/2025
St. Peter	Hilbert	03/15/2025
Trinity	Oshkosh	03/15/2025
Trinity	Sheboygan	12/16/2024

SWD CONGREGATIONAL CONSTITUTIONS

BOD Approved and Copies on File

Location	***Congregation***	***Approved by SWD BOD***	***Copy in District Files***
Mequon	Beautiful Savior	2012	1972 2012 copy on file
Milwaukee	Beautiful Savior	2007	1974, 1992, 2002 copies on file
Waukesha	Beautiful Savior	2008	1987 copy on file
Milwaukee	Benediction	2016	1970, 2001, 2016 copies on file
Milwaukee	Berea	2016	1996, 2016 copy on file
Kohler	Bethany	2019	1973, 1980, 1995, 2004, 2019 copies on file
Milwaukee	Bethany	2002	1973, 1996, 2002 copies on file
Sheboygan	Bethlehem	2024	1980, 2004, 2023, 2024 copy on file
Sun Prairie	Bethlehem	2015	1972, 1996, 2010, 2015 copies on file
Wales	Bethlehem	1985	1980, 2011 copy on file
New Berlin	Blessed Savior	2022	1969, 1978, 1999, 2001, 2022 copies on file
Brookfield	Brookfield	2020	1994, 2001, 2020 copies on file
Princeton	Calvary	2020	1991, 2002, 2020 copies on file
Madison	Calvary Chapel	2004	1983, 2004 copies on file
Milwaukee	Chapel of the Cross	2007	1983, 2007 copy on file
Mount Pleasant	Chapel of the Cross	2014	1970, 1979, 2014 copies on file
Clinton	Christ	2023	1985, 2023 copy on file
Highland	Christ		2004 copy on file
Sheboygan	Christ	2021	1999, 2010, 2020. 2021 copy on file
Weyauwega	Christ (West Bloomfield)	1990	1973, 1983 copies on file
Fitchburg	Christ Memorial (Madison)	2002	1981, 2002 copies on file
Waukesha	Christ the Life	2017	1991, 1997, 1999, 2001 copies on file
Racine	Christ The King	1971	1971, 1978 copies on file
Milwaukee	Covenant	2024	1974, 1980, 1990, 2001, 2006, 2024 copies on file
Westport	Cross	2018	2018
Hartland	Divine Redeemer	2022	1973, 1982, 2003, 2012, 2015, 2018, 2022 on file
Hartford	Divine Savior	2018	1974, 1997, 2012, 2015, 2018 copies on file
North Fond du Lac	Divine Savior	2002	1975, 1986, 2002, 2003 copies on file
Milwaukee	Divine Shepherd	2021	1968, 1994, 2021 copies on file
Elm Grove	Elm Grove	2024	1989, 2006, 2024 copies on file
Adell	Emmanuel	2023	1972, 2023 copies on file
West Allis	Emmanuel (Deaf)		Undated never approved by BOD copy on file
Poy Sippi	Emmaus	2013	1988, 1993, 2001 copies on file
Germantown	Faith	2015	1963, 1994 copy on file
La Crosse	Faith	2017	1973, 1992, 2000, 2002, 2017 copies on file
Sturtevant	Faith	1998	1976, 1991, 1998 copies on file
Cedarburg	First Immanuel	2008	1999, 2001, 2008 copies on file
Holman	Gift of Grace	2023	2023 copy on file

East Troy	Good Shepherd	2023	1991 2007, 2012, 2016, 2020, 2023 copies on file
Oshkosh	Good Shepherd	1986	1970, 1976, 1996, 2002 on file; +1981 Amendments
Pleasant Prairie	Good Shepherd	2009	1985, 1999, 2009 copy on file
Sheboygan	Good Shepherd	2024	1977, 1995, 2016, 2021, 2024 copies on file
Tomah	Good Shepherd	2021	1991, 2004, 2021 copies on file
Two Rivers	Good Shepherd	2001	1970, 1972, 1982 2001copies on file
Watertown	Good Shepherd	2009	1972, 2007, 2009 copy on file
Stoughton	Good Shepherd by the Lake	2023	1976 2023 copies on file
Milwaukee	Gospel	1993	1975, 1993, 2009 copies on file
Elkhart Lake	Grace	2021	1972, 1992, 2005, 2019, 2020, 2021 copies on file
Haven	Grace	2021	1988, 2002, 2008, 2019, 2021 copies on file
Menomonee Falls	Grace	2020	1991, 2020 copies on file
Milwaukee	Grace	2019	1971, 1989, 2000, 2019 copies on file
Oak Creek	Grace	2023	1975, 1992, 1997, 2023 copies on file
Omro	Grace	1994	1971, 1985, 1994 copies on file
Racine	Grace	1974	1972, 1974, 1985 copies on file
Deerfield	Grace (Hancock)	1992	1992 copy on file
Boscobel	Hickory Grove	1987	1987 copy on file
Milwaukee	Hmong Hope		NOTHING ON FILE
Oshkosh	Hmong Lutheran Outreach	1994	1994 copy in file
Racine	Holy Cross	2021	1979, 2001, 2021 copies on file
Milwaukee	Holy Ghost	1972	1972, 2004 copies on file
Fond du Lac	Hope	1993	1993, 2009 copies on file
Milwaukee	Hope	2023	1970, 1985, 2006, 2023 copies on file;
Twin Lakes	Hope	2023	2000, 2015, 2023 copies on file
Adams	Immanuel	2000	1983, 2000 copies in file
Brookfield	Immanuel	2024	1989, 1991, 1995 2007, 2024 copies on file
Burnett	Immanuel		1939
Madison	Immanuel	2007	1971, 1993, 1997, 2007 copies on file
Random Lake	Immanuel		2007 unapproved by BOD copy on file
Reeseville	Immanuel	2006	1976, 2002, 2006 copies on file
Sheboygan	Immanuel	2022	1974, 1988, 2017, 2022 copies on file
Westfield	Immanuel	2019	1984, 1992, 2019 copies on file
Auroraville	Immanuel (Berlin)	1983	1983 copy on file
Hanover	Immanuel (Oxfordville)	2007	1996 copy on file
Mayville	Immanuel (Town Theresa)	1989	1957, 1989 copies on file
Mount Morris	Immanuel (Wild Rose)	1975	1975 copy on file
Pewaukee	Lamb of God	1993	1980, 1993 copies on file
Madison	Living Christ	1980	2000 on file (never approved)
Fort Atkinson	Living Savior	2007	1986, 1992, 2007 copies on file
Jackson	Living Word	2022	1998, 2001, 2022 copies on file
Sheboygan	Luther Memorial	2021	1993, 2019, 2021 copies on file
Shorewood	Luther Memorial Chapel	1974	1972, 1974, 2000 copies on file

Beloit	Messiah	2009	1972, 2000, 2009 copies on file
Kenosha	Messiah	1981	1969, 1981, 2001 copies on file
Ripon	Messiah	2017	1970, 1995, 2014, 2017 copies on file
Milwaukee	Mission of Christ	1974	1974 copy on file
Monona	Monona	2014	1977, 1998, 2014 copies on file
Janesville	Mt. Calvary	2007	1971, 1982, 1986, 2007 copies on file
Milwaukee	Mt. Calvary	2003	1970, 1989, 1992, 1998, 2003 copies on file
Madison	Mt. Olive	1991	1989 copy in file; 1991 Bylaws
Milwaukee	Mt. Olive	2017	1987, 1998, 2012, 2016, 2017 copies on file
Greenfield	Mt. Zion	2022	1994, 2022 copy on file
Neenah	New Hope	1986	1986 copies on file
Milwaukee	Oklahoma Ave.	2007	1982, 2001, 2007 copies on file
Greenfield	Our Father	2022	1982, 1998, 2007, 2022 copies on file
Delavan	Our Redeemer	2024	1990, 2001, 2024 copies on file
Sheboygan	Our Redeemer	2021	1973, 1985, 1995, 2007, 2012, 2020, 2021 on file
Wauwatosa	Our Redeemer	2017	1960, 1994, 2003, 2009 copies on file
Baraboo	Our Savior	1975	1975, 2003 copies on file
Burlington	Our Savior	2024	1972, 1982, 1994, 2001, 2015, 2024 copies on file
Janesville	Our Savior	2021	1970, 1977, 2021 copies on file
Sheboygan	Our Savior	2023	1973, 1974, 1981, 1998, 2016, 2023 copies on file
Whitefish Bay	Our Savior	2005	1994, 2005 copies on file
Madison	Our Savior Deaf	2022	1979, 2022 copy on file
Greendale	Our Shepherd		NOTHING ON FILE
Beaver Dam	Peace	2017	1972, 1996, 2002, 2009, 2014, 2017 copies on file
Neenah	Peace	2017	1983 2017 copies on file; (undated copy on file)
Sussex	Peace	1981	1971, 1981 copies on file
Waupun	Pella	2004	1974, 1995, 2004 copies on file
Wauwatosa	Pilgrim	2022	1958, 1968, 1976, 1981, 2001, 2014, 2022 copies on file
West Bend	Pilgrim	2010	1988, 1992, 2010 copies on file
Racine	Prince of Peace	2018	1979, 2018 copies on file
West Salem	Prince of Peace	2023	1998, 2018, 2023 copy on file
Manitowoc	Redeemer	2022	1965, 1983,1991, 1996, 2000, 2006, 2022 on file
Franklin	Risen Savior	2021	1991, 1994, 2019, 2021 copies on file
Onalaska	Shepherd of the Hills	2024	1980, 1990, 1994, 2009, 2018, 2024 copies on file
Pewaukee	Shepherd of the Hills	2024	1993, 2001, 2024 copies on file
Milwaukee	Sherman Park	2012	2012 copy on file
Milwaukee	Sion Internationale	2011	2011 copy on file
West Bend	St. Andrew	2022	1991, 1999, 2022 copy on file
Brillion	St. Bartholomew	2022	1974, 1993, 2019, 2022 copies on file
Necedah	St. James	2022	1993, 2003, 2009, 2022 copies on file
Beloit	St. John	2015	1988, 1999, 2008, 2015 copies on file
Berlin	St. John	2002	1977, 2002 copy on file
Edgerton	St. John	2023	1983, 1992, 2023 copies on file

Fredonia	St. John	2017	1978, 2017 copies on file
Glendale	St. John	2007	1981, 1993, 2007 copies on file
Loganville	St. John	2006	1979, 1991 copies on file
Mayville	St. John	1993	1975, 1980, 1993 copies on file
North Prairie	St. John	2023	1968, 1981, 1992, 2007, 2023 copies on file
Oxford	St. John	1996	1996 copy on file
Plymouth	St. John	2022	1971, 1995, 2019, 2022 copies on file
Port Washington	St. John	2000	2000 copy on file
Portage	St. John	2013	1996 copy on file
Racine	St. John	2005	1969, 1982, 1990, 2000 copies on file
Sherman Center	St. John	2021	1977, 1994, 2021 copies on file
Sullivan	St. John	2017	Undated, 2017 copies in file
West Bend	St. John	2006	1968, 1978, 1990, 2006 copies on file
Quincy	St. John (Adams)	2003	2003 copy on file
Oconomowoc	St. John (Ashippun)	1991	1991 copy on file
Horicon	St. John (Browns Corner)	2014	1983, 1996, 2014 copies on file
Crystal Lake	St. John (Neshkoro)	1993	1993 copy on file
Kewaskum	St. John (New Fane)	2008	1991, 2008 copy on file
Chilton	St. Luke	2018	1986, 2018 copy on file
Lyndon Station	St. Luke	2002	2002 copy on file
Richland Center	St. Luke	2001	2001copy on file
Belgium	St. Mark	2005	1989 copy on file
Chilton	St. Martin	2022	1978, 1993, 2007, 2022 copies on file
Milwaukee	St. Martini	1993	1988, 1990, 1993 copies on file*
Warrens	St. Matthew	2023	2012, 2014, 2023 copies on files
Brown Deer	St. Paul	2004	1975, 1994, 1998, 2001, 2004 copies on file
Cascade	St. Paul	1980	1980, 1999 copies on file
Grafton	St. Paul	2024	1972, 1988, 1990, 2024 copies on file; Cemetery
Hillpoint	St. Paul	2024	1972, 2024 copies on file
Janesville	St. Paul	2023	1974, 1983, 1996, 2012, 2023 copies on file
La Valle	St. Paul	1994	1994 copy on file
Madison	St. Paul	2018	1994, 2007, 2014, 2018 copies on file
Oconomowoc	St. Paul	2022	1975, 1979, 1991, 2001, 2016, 2022 copies on file
Sheboygan Falls	St. Paul	2020	1972, 1979, 1980, 1998, 2003, 2020 copies on file
Sheboygan	St. Paul	1998	1977, 1998 copy on file
Union Grove	St. Paul	1999	1989, 1999 copies on file
West Allis	St. Paul	1996	1973, 1985, 1979, 1996 copies on file
Wild Rose	St. Paul	1999	1999 copy on file
Westfield	St. Paul (Neshkoro)	1994	1994 copy on file
Necedah	St. Paul (Town of Miner)	2012	2012 copy on file
Arlington	St. Peter	1992	1992, 1996 copies on file; 1996 Endowment Fund
Hilbert	St. Peter	2005	1972 copy on file, 2005 Amendment
Lebanon	St. Peter	2023	2023 copy on file

Muscoda	St. Peter	2008	1975 copy on file
Reedsburg	St. Peter	2003	1973, 1987, 1996, 2003 copies on file
Waterford	St. Peter	2022	1969, 1974, 1995, 2022 copies on file
Milwaukee	St. Peter-Immanuel	1974	1973, 1988, 2008 copies on file
Horicon	St. Stephen	2012	1977, 1985, 1991, 2012 copies on file
Adell	St. Stephen (Batavia)	1995	1972, 1979, 1995 copies on file
Waldo	St. Thomas	1990	1990 copy on file
Beloit	Trinity	2019	1979, 1992, 1998, 2008, 2019 copies on file
Howards Grove	Trinity	2021	1984, 2004, 2021 copies on file
Menasha	Trinity	2009	1994 copy on file
Milwaukee	Trinity	2012	1991, 2012 copy on file
Oshkosh	Trinity	2014	1974, 1985, 1990, 2014 copies on file
Packwaukee	Trinity	1996	1996 copy on file
Racine	Trinity	1986	1986 copy on file
Reeseville	Trinity	1978	1978 copy on file
Sheboygan	Trinity	1992	1962, 1972, 1977, 1981, 1992 copies on file
Wautoma	Trinity	2007	1987, 2007 copies on file
West Allis	Trinity	2022	1977, 1987, 1993, 2022 copies on file
Wisconsin Dells	Trinity	2022	1939, 1986, 1991, 2002, 2022 copies on file
Mequon	Trinity (Freistadt)	2021	1988, 1992, 2000, 2016, 2021 copies on file
Montello	Trinity (Mecan) (Neshkoro)	2022	2022 copy on file
Hilbert	Trinity (Rantoul / Potter)	2022	1986, 1998, 2022 copies on file
Sheboygan	Trinity (Wilson)	2007	1962, 1981, 2007 copies on file
Sharon	Triune	2019	1979, 1998, 2019 copies on file
Burnett	Zion	1966	1966, 1992 copies on file
Clyman	Zion	2023	1989 2014, 2023 copies on file
Evansville	Zion	1993	1993, 2005 copies on file
Glenbeulah	Zion	2019	1942, 2019 copies on file
La Valle	Zion	1994	1994 copy on file
Menomonee Falls	Zion	1991	1946, 1991, 2013 copies on file
Neshkoro	Zion	2019	1968, 1987, 2000, 2019 copies on file
New Holstein	Zion	1990	1966, 1990 copies on file

Administration & Constitutional Matters: Overtures

OVERTURE 2-01

To Prohibit Holding District Pastors' Conferences in the Same Calendar Year as District Conventions

Submitted to the South Wisconsin District Convention of The Lutheran Church—Missouri Synod, 2025

WHEREAS, The Lutheran Church—Missouri Synod, in its organizational structure, holds regular District Conventions involving significant pastoral presence, deliberation, and workload; and

WHEREAS, District Pastors' Conferences are likewise essential gatherings for theological study, mutual encouragement, and the discussion of ministry concerns; and

WHEREAS, Scheduling both a District Convention and a District Pastors' Conference in the same year places additional financial and time burdens on pastors, congregations, and the district itself; and

WHEREAS, The closer these two events are held, the less time and resources pastors and lay leaders have to prepare properly for each gathering's distinct purpose; and

WHEREAS, Alleviating scheduling conflicts and the strain on resources can enhance participation, planning, and overall effectiveness of these important gatherings, therefore be it

RESOLVED, That the South Wisconsin District in convention adopt a policy that no Spring District Pastors' Conference be held in years when the District meets in Convention; and be it further

RESOLVED, That District leadership, in consultation with circuit visitors, schedule District Pastors' Conferences to allow pastors and lay leaders the necessary time and resources to prepare adequately for both events; and be it finally

RESOLVED, That copies of this overture be provided to the appropriate District officials, with an earnest desire that the timing of these gatherings be arranged in such a way as to promote meaningful pastoral participation and thorough support of the Church's mission in word and deed.

Passed unanimously by Good Shepherd Lutheran Church, Tomah, WI, on January 2, 2025.

OVERTURE 2-02

To Amend Synod Bylaw 3.2.4.1 to Limit Terms of Office for President, First Vice-President, Regional Vice-Presidents, and Secretary

WHEREAS, the Lord gifts all people with many and diverse gifts, and

WHEREAS, Paul acknowledges this truth in 1 Cor. 12:28-31 with reference specifically to the Office of the Holy Ministry, where it is written, *"…and God has appointed in the church first apostles, second prophets, third teachers, then miracles, then gifts of healing, helping, administrating, and various kinds of tongues. Are all apostles? Are all prophets? Are all teachers? Do all work miracles? Do all possess gifts of healing? Do all speak with tongues? Do all interpret? But earnestly desire the higher gifts"* [ESV], and

WHEREAS, the Lord has gifted the Church with many faithful men who possess the gifts of leadership and administration, and

WHEREAS, we are discouraged from trusting in human princes—precisely because of their humanity—rather than in God who alone saves and endows all pastors with these various gifts, as it is written in Psalm 146:3, "*Put not your trust in princes, in a son of man, in whom there is no salvation* [ESV], and

WHEREAS, all elected offices in the world and in the church, including the elected offices of The Lutheran Church-Missouri Synod, are often very stressful and take their toll on any and all who hold them, and

WHEREAS, we should always be concerned for the physical, emotional, and spiritual welfare of all who hold office in our Synod, that they not become negatively impacted by their work and are encouraged to return to their lives after service, healthy at all levels, and

WHEREAS, one of the benefits of term limitation is that it focuses the office holder by helping him to see what limits there are to his time and the authority of his office, and

WHEREAS, the Synod has already seen the wisdom of limiting the tenure of board and commission members; therefore be it

RESOLVED,

That the South Wisconsin District in Convention memorialize the 2026 Synod Convention to consider the following amendment to Synod Bylaw 3.2.4.1:

~~PRESENT~~/PROPOSED WORDING

3.2.4.1 AS TO REELECTION, THE ~~The~~ offices of President, the first Vice-President, regional vice-presidents, and Secretary shall ~~be without limitation as to reelection~~ be LIMITED TO FOUR CONSECUTIVE TERMS OR A MAXIMUM OF 15 YEARS LIFETIME IN ONE PARTICULAR OFFICE.

and be it further *Resolved*,

That this amendment take immediate effect, meaning that the count of consecutive terms begin with the convention at which the amendment is adopted.

Passed unanimously by Good Shepherd Lutheran Church, Tomah, WI, on December 8, 2024.
Passed by the pastors of the Metro Southwest (5) Circuit on January 13, 2025.
Passed unanimously by the Madison North (19) Circuit Forum on January 26, 2025.
Passed unanimously by the Madison South (20) Circuit Forum on January 26, 2025.
Adopted by the Watertown (22) Circuit Forum on January 26, 2025.
Passed by the Janesville (23) Circuit Forum on February 2, 2025.
Passed by the Beloit (24) Circuit Forum on February 2, 2025.
Passed unanimously by the Oconomowoc (21) Circuit Forum on February 21, 2021; reaffirmed unanimously on February 4, 2025.

OVERTURE 2-03

To Amend Bylaw 1.24.a. to Limit Terms of the Office for District President, Vice-Presidents, Secretary, Assistant Secretary, and Treasurer

WHEREAS, the Lord gifts all people with many and diverse gifts, and

WHEREAS, Paul acknowledges this truth in 1 Cor. 12:28-31 with reference specifically to the Office of the Holy Ministry, where it is written, *"…and God has appointed in the church first apostles, second prophets, third teachers, then miracles, then gifts of healing, helping, administrating, and various kinds of tongues. Are all apostles? Are all prophets? Are all teachers? Do all work miracles? Do all possess gifts of healing? Do all speak with tongues? Do all interpret? But earnestly desire the higher gifts"* [ESV], and

WHEREAS, the Lord has gifted the Church with many faithful men who possess the gifts of leadership and administration, and

WHEREAS, we are discouraged from trusting in human princes—precisely because of their humanity—rather than in God who alone saves and endows all pastors with these various gifts, as it is written in Psalm 146:3, "*Put not your trust in princes, in a son of man, in whom there is no salvation* [ESV], and

WHEREAS, all elected offices in the world and in the church, including the elected offices of the South Wisconsin District of the Lutheran Church-Missouri Synod, are often very stressful and take their toll on any and all who hold them, and

WHEREAS, we should always be concerned for the physical, emotional, and spiritual welfare of all who hold office in our District, that they not become negatively impacted by their work and are encouraged to return to their lives after service, healthy at all levels, and

WHEREAS, one of the benefits of term limitation is that it focuses the office holder by helping him to see what limits there are to his time and the authority of his office, and

WHEREAS, the Synod and District have already seen the wisdom of limiting the tenure of circuit visitors and board and commission members; therefore be it

Resolved, That Bylaw 1.24a. be amended as follows: ~~PRESENT~~/PROPOSED WORDING

1.24.a. The offices of President, Vice-Presidents, Secretary, Assistant Secretary, and Treasurer of the District shall be ~~without limitation as to re-election~~ LIMITED TO FOUR CONSECUTIVE TERMS OR 15 YEARS LIFETIME IN ONE PARTICULAR OFFICE.

and be it further *Resolved*,

That this amendment take immediate effect, meaning that the count of consecutive terms begin with the convention at which the amendment is adopted.

Passed unanimously by Good Shepherd Lutheran Church, Tomah, WI, on December 8, 2024.
Passed by the pastors of the Metro Southwest (5) Circuit on January 13, 2025.
Passed unanimously by the Madison North (19) Circuit Forum on January 26, 2025.
Passed unanimously by the Madison South (20) Circuit Forum on January 26, 2025.
Adopted by the Watertown (22) Circuit Forum on January 26, 2025.
Passed by the Janesville (23) Circuit Forum on February 2, 2025.
Passed by the Beloit (24) Circuit Forum on February 2, 2025.
Passed unanimously by the Oconomowoc (21) Circuit Forum on February 21, 2021;
reaffirmed unanimously on February 4, 2025.

OVERTURE 2-04

To Direct The Office of the Secretary of the Synod to Decline Applications for Recognized Service Organization Status from Organizations Currently Supporting, Advocating, or Otherwise Promoting the LGBTQIA+ Agenda and Lifestyle and to Direct The Office of National Missions and The Office of International Mission to Revoke RSO Status of the Same

WHEREAS, Since before the fall into sin, God created human beings male and female, (Genesis 1:27); and

WHEREAS, Since before the fall into sin, God gave man and woman to be husband and wife, (Genesis 2:24); and

WHEREAS, After the fall into sin, God reiterates that he still gives man and woman to be husband and wife in marriage, (Mathew 19:5, Mark 10:7, Ephesians 5:31); and

WHEREAS, Sin is anything that goes contrary to God's purpose and design, (1 John 5:17); and

WHEREAS, Our country has adopted policies and practices that uphold, promote, and uplift LGBTQIA+ positions on gender, sexuality, and marriage that are contrary to God's design and are therefore sinful according to God's Word, (e.g. ruling that marriage is no longer exclusively the lifelong union of one man and one woman); and

WHEREAS, The LGBTQIA+ community is supported, uplifted, and celebrated at many times and places (e.g. Pride month, Pride parades, etc.); and

WHEREAS, The Christian is called to not follow in the deeds of darkness, but rather, is to lead a holy and God-pleasing life, (Ephesians 5:11; 1 Peter 2:9); and

WHEREAS, Such a God-pleasing life does not seek to remain in sin nor to celebrate it, but repents of it, receives forgiveness for it, and strives to sin no more, (Romans 6:1-2, Psalm 32:5, John 8:11); and

WHEREAS, The Commission on Theology and Church Relations (CTCR) published a report on marriage and sexuality entitled *A Chaste and Decent Life: An Update to Human Sexuality (1981)* which concludes that, "attitudes towards gender identity and dysphoria, homosexuality and homosexual marriage, and societal pressures regarding sexuality, among others, have changed markedly in the last forty years," yet still maintaining that "God's intention for human sexuality does not change," (*A Chaste and Decent Life: An Update*, 37); and

WHEREAS, The Lutheran Church—Missouri Synod (LCMS) has upheld and reaffirmed such positions regarding Marriage and Sexuality, as recently as the 2023 Synod Convention, (Resolution 5-11, "To Reaffirm Synod's Biblical Positions on Marriage and Sexuality"); and

WHEREAS, The granting of Recognized Service Organization (RSO) status by the Synod "signifies that a service organization fosters the mission and ministry of the church, engages in program activity that extends the mission and ministry of the Synod, is in harmony with the programs of the Synod, and respects and does not act contrary to the doctrine and practice of the Synod," (Bylaw 6.2.1); and

WHEREAS, Many resources from the Synod and its partners (LCEF, Concordia Plans, etc.) are made available to the RSOs of the Synod to support their work; and

WHEREAS, The Office of the Secretary of the Synod is tasked with receiving and facilitating applications for RSO status, (Bylaw 6.2.4.a); and

WHEREAS, The Office of National Mission (ONM) and the Office of International Mission (OIM) are tasked with the granting of RSO status, (Bylaw 6.2.4); and

WHEREAS, Lutheran Community Services Northwest (LCSNW) and Lutheran Social Services of Northern California (LSSNorCA) have both been granted RSO status; and

WHEREAS, LCSNW, as recently as June of 2024, participated in an annual Pride Parade in Spokane, WA "as they do every year" in an effort to make their communities "more healthy, just, hopeful and [sic] *Pride*ful for all," ("Pride is more

than a month at LCSNW; it's a mindset to serve LGBTQ clients", accessed October 1, 2024, https://www.lcsnw.org/2024/06/pride-is-more-than-a-month), and

WHEREAS, LSSNorCA stands with the LGBTQIA+ community and proudly supports them, as stated in a 2023 letter from the President and CEO of the LSSNorCA, ("Statement on LGBTQIA+ Pride", accessed October 1, 2024, https://www.lssnorcal.org/file_download/b8699925-8345-437f-8cda-dad7d95d3d77), therefore be it

Resolved, That LCSNW and LSSNorCA be immediately removed by the Synod in Convention of their RSO status.

Resolved, That the members of Synod support and encourage their respective District Presidents as they go about their task given them in Bylaw 6.2.1.c of overseeing the RSOs under their ecclesiastical supervision.

Resolved, That the Office of the Secretary of Synod decline any applications for RSO status received from any organization supporting, uplifting, celebrating, or otherwise promoting LGBTQIA+ groups, agendas, thoughts, ideas, ideals, etc., including organizations seeking RSO status that are partnered with an organization supporting, advocating, or otherwise promoting the same; and be it further

Resolved, That the ONM and OIM do not grant or renew RSO status to any organization supporting, uplifting, celebrating, or otherwise promoting LGBTQIA+ groups, agendas, thoughts, ideas, ideals, etc., including organizations seeking RSO status that are partnered with an organization supporting, uplifting, celebrating, or otherwise promoting LGBTQIA+ groups, agendas, thoughts, ideas, ideals, etc.; and be it further

Resolved, That Bylaw 6.2.3 be amended as follows:

~~PRESENT~~/PROPOSED WORDING

6.2.3 Program administration shall be carried out by the Offices of National and International Mission according to these bylaws, and according to policies and criteria developed by the Synod Board of Directors, mission boards, and mission offices.

(a) The Board of Directors of The Lutheran Church—Missouri Synod shall adopt common policies and criteria for granting of recognized service organization status by Synod's mission offices, such polices relating to expectations for the corporate structure and governance of the organizations, statements regarding their legal and corporate independence from the Synod, and the necessary relation of their work to the mission and ministry of the Synod as generally expressed in its Constitution and Bylaws. These policies shall include an agreement with the recognized service organization stating that they adopt and will uphold the biblical definition of manhood, womanhood, and marriage, as adopted by the Synod and that they will not endorse, support the work of, nor enter into partnerships with other organizations who either undermine or do not uphold the same. The Board of Directors shall approve the standard form of agreement to be entered into by the Synod and each recognized service organization.

…

and be it finally

Resolved, That Bylaw 6.2.4 be amended as follows:

~~PRESENT~~/PROPOSED WORDING

6.2.4 Subject to policies adopted by the Synod's Board of Directors and the respective mission board, recognized service organization status may be granted and revoked by the Office of National Mission or the Office of International Mission to a service organization (other than an auxiliary) that extends the mission and ministry of the Synod but is not part of the Synod as defined by its Constitution and Bylaws.

(a) Applications for recognized service organization status shall be made to the Office of the Secretary of the Synod, which will facilitate the application as follows:

…

(4) Decline applications for RSO status from organizations currently supporting, uplifting, celebrating, or otherwise promoting groups, agendas, thoughts, ideas, ideals, etc. contrary to God's design for man

and woman as well as declining applications from organizations seeking RSO status that are partnered with the same.

(b) Within the area of its responsibility and in accordance with policies and criteria developed by the Synod Board of Directors, the respective mission board and office, each mission office shall determine to which organizations recognized service organization status will be granted and revoked.

…

Adopted by the Kenosha (25) Circuit Forum February 2, 2025.
Adopted by the Racine (26) Circuit Forum on February 2, 2025.

OVERTURE 2-05

To amend District Bylaw 1.25b Vacancies

Rationale: The current bylaw 1.25b is unclear regarding the process of "in consultation with" and the composition of "elected representatives of the region."

Resolved, that bylaw 1.25b be amended to read:

1.25 Vacancies

b. If a vice-president for any reason shall leave office, the vacancy shall be filled by the district President after consultation with elected representatives of the region, namely, circuit visitors, and the district Board of Directors. The appointed vice-president shall be last in line of succession.

Adopted by the South Wisconsin District Board of Directors on February 13, 2025.

OVERTURE 2-06

Resolution Affirming the Board of Regents and Administration Of Concordia University Wisconsin and Ann Arbor

Whereas, in February 2024 the Board of Regents of Concordia University Wisconsin and Ann Arbor (BoR & CUWAA), President Erik Ankerberg, and the administration of both campuses were confronted with financial realities that included a growing deficit and limited sustainability at the Ann Arbor campus located in Michigan; and

Whereas, the Ann Arbor campus had been unable to generate auxiliary revenue sufficient to meet its needs leading to an annual average operational shortfall of $4 million for the entire university; and

Whereas; CUWAA is recognized as a Lutheran higher education community of the Lutheran Church-Missouri Synod serving a focused educational mission accountable for responsible stewardship; and

Whereas, the BoR, President Ankerberg, and the administration of CUWAA have demonstrated intentional strategic thought as they considered a variety of initiatives designed to better position CUWAA for the future; and

Whereas, they all have exhibited faithful Christian leadership in their service to the students, faculty, staff, and Synod in a fair, reasonable, and responsible manner; therefore, be it

Resolved, that the BoR, President Ankerberg, and the administration of CUWAA be commended for making the necessary decisions to ensure that CUWAA is financially secure and sustainable for future generations; and be it

Resolved, that the South Wisconsin District continue to pray in good faith for the on-going efforts of the BoR, President Ankerberg, and the administration of CUWAA and; be it further

Resolved, that by our prayers they would be encouraged in their responsibility to be "*steadfast, immovable, always abounding in the work of the Lord, knowing that in the Lord your labor is not in vain*" (1 Corinthians 15:58 ESV) and; be it finally

Resolved, since CUWAA directly impacts our churches, schools and ministries and in the spirit of fraternal support and encouragement; the South Wisconsin District receive a report at its next Convention regarding the outcomes, benefits, and the ongoing efforts of the BoR, President Ankerberg, and the entire administration of CUWAA.

Passed by the Janesville (23) Circuit Forum on February 2, 2025.
Passed by the Beloit (24) Circuit Forum on February 2, 2025.

Parish Education: Overtures

OVERTURE 3-01

To Encourage the Production, Promotion, and Distribution of Resources to Aid in the Teaching of Creation

WHEREAS, Christians are surrounded by teaching that contradicts the Scriptures concerning creation; and

WHEREAS, The Missouri Synod was once at the forefront of combatting such false teaching; and

WHEREAS, Many of the most prominent defenders and institutions of the biblical doctrine of creation are from a Reformed confession; and

WHEREAS, This literature has false teaching mixed into it; and

WHEREAS, The Missouri Synod is one of the largest denominations to uphold the Lord's six-day creation of the universe (cf. 1932 Brief Statement Article 1); therefore be it

Resolved, That we urge the South Wisconsin District, including its congregations, pastors, district leadership, and schools, to not only uphold the biblical teaching of creation, but also increase emphasis on this doctrine by the production, collection, and distribution of resources and providing increased educational opportunities on the subject; and be it finally

Resolved, That 2025 South Wisconsin District Convention submit this same overture to the 2026 Synod Convention so that Synod leadership and institutions (such as Concordia Publishing House and institutions of higher learning) may be encouraged and directed to make this undertaking a priority for the next triennium and in years to come.

Adopted by the Kenosha (25) Circuit Forum February 2, 2025.
Adopted by the Racine (26) Circuit Forum on February 2, 2025.

Miscellaneous: Overtures

OVERTURE 6-01

Regarding Use of the name "Lutheran" in our Schools and Universities

WHEREAS the word 'Lutheran' used to be in the name of many Synodical universities and colleges; and

WHEREAS the inclusion of the term in the names of our current Concordia Universities would clearly identify the institutions as Lutheran; and

WHEREAS the current Concordia Universities are in the process of maintaining and/or strengthening their attention to and cultivation of their commitment to a distinctly Lutheran identity; therefore, be it

RESOLVED that the word 'Lutheran' be included in the name of each Concordia University after 'Concordia' in order to clearly communicate to all the intentional commitment to a distinctly Lutheran approach to education, formation, and culture on said campuses.

Unanimously adopted by the Metro West (2) Circuit Forum on January 12, 2025.

OVERTURE 6-02

To Correct the *Gloria In Excelsis* in Divine Service, Setting IV

WHEREAS, Jesus Christ is "the Lamb of God, who takes away the sin of the world" (John 1:29); and

WHEREAS, the *Lutheran Service Book* (*LSB*) cites John 1:29 for the *Gloria In Excelsis* in Divine Service, Setting IV (DS IV); and

WHEREAS, this *Gloria In Excelsis* paraphrase changes John the Baptist's word of "sin" to "sins," and

WHEREAS, this is an addition to God's Word; and

WHEREAS, this thereby changes the meaning of God's Words spoken by John the Baptist; and

WHEREAS, there is a consistent Biblical warning against adding to or taking away from God's Word (Deut 4:2, 12:32; Prov 30:5-6; Rev 22:18), therefore be it

RESOLVED, that the churches of the South Wisconsin District (SWD) of the Lutheran Church—Missouri Synod should refrain from using the *Gloria In Excelsis* as found in DS IV as long as this wording persists, and be it further

RESOLVED, that the SWD will propose that Concordia Publishing House, in all future printings of the *LSB*, would change the wording of "sins" to "sin," which causes no musical problems as it still fits the meter, and be it finally

RESOLVED, that if a congregation desires to sing the *Gloria in Excelsis* from DS IV in its current form, they would white out or not sing the erroneous plural "s" in "sins" and instead sing the singular "sin."

Adopted by the Racine (26) Circuit Forum on February 2, 2025.

OVERTURE 6-03

For the Church of Christ to Stay and Do Her Duty

WHEREAS, God commands, "Remember the Sabbath day, to keep it holy" (Ex. 20:8); and

WHEREAS, Our Lord and Savior proclaims, "Man shall not live by bread alone, but by every word that comes from the mouth of God" (Matt. 4:4); and

WHEREAS, The apostle Peter declares, "We must obey God rather than men" (Acts 5:29); and

WHEREAS, The Scriptures admonish Christians to "consider how to stir up one another to love and good works, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near" (Heb. 10:24–25); and

WHEREAS, Christian liberty should not be determined by someone else's conscience (1 Cor. 10:29); and

WHEREAS, The Large Catechism teaches that the Sacrament of the Altar is essential to Christian faith, "A great number of people who hear the gospel, now that the pope's nonsense has been abolished and we are freed from his compulsion and commands, let a year, or two, three, or more years go by without receiving the sacrament, as if they were such strong Christians that they have no need of it. Others let themselves be kept and deterred from it because we have taught that none should go unless they feel a hunger and thirst impelling them to it. Still others pretend that it is a matter of liberty, not of necessity, and that it is enough if they simply believe. Thus the great majority go so far that they become quite barbarous and ultimately despise both the sacrament and God's Word" (Large Catechism V 41 [Kolb-17 Wengert]; cf. AC VII, AC XXIV; 1932 Brief Statement); and

WHEREAS, During the years 2020, 2021, and 2022, responses to the COVID-19 pandemic included the cancellation of public, communal, in-person worship services, by congregations, pastors, and affiliated educational institutions and

WHEREAS, These responses taught God's flock and the world at-large that public, communal, in-person worship is non-essential (while allowing grocery stores, liquor stores, and cannabis dispensaries to remain open); that such public worship of God by those who wish to do so can be forbidden by the consciences of others who do not wish to gather in public worship; that public opinion or government demand can forbid public worship; and

WHEREAS, Great societal distress over the COVID-19 pandemic ought to have instead compelled the Church to keep her doors open instead of close them; therefore be it

Resolved, That we commend the desires of faithful pastors to care for their flocks in a time of pandemic, granting charity and a wide latitude of understanding to our brothers in the Public Office of the Holy Ministry due to the emergency nature of the situation at that time confronting us all; and be it further

Resolved, That pastors and congregations recognize that not offering public worship for an extended period of time was sinful, even if done in ignorance, and to repent; and be it further

Resolved, That appropriate Synod leadership, repent for not encouraging pastors, congregations and educational institutions of Synod to stay and do their duty by holding public worship services during the COVID-19 pandemic for those who wished to attend; and be it further

Resolved, That in the future, Synod leadership should give proper concern and understanding to the doctrine of the two Kingdoms especially as it relates to resistance to government tyranny (cf. 1932 Brief Statement, Church and State), and be it further

Resolved, That the Synod's district presidents and those who assist them be counseled and urged to instruct our pastors and congregations on the basis of Holy Scripture's exhortation to gather and meet together and also celebrate the Lord's Supper (Acts 2:42; Hebrews 10:25) on the basis of the examples found in Augsburg Confession Articles VII and XXIV, and be it further

Resolved, That in the future the Church should stay and do Her duty and not abandon Her people in such a crisis and instead exhort pastors and congregations to not abandon the holy, faithful people of God but rather that the sheep be gathered together accompanied by their pastors, comforted by the Word of God, by the sacraments, by fellowship, and by prayer, and be it finally

Resolved, That this overture be submitted to the 2026 Synod Convention by the 2025 South Wisconsin District Convention.

Adopted by the Kenosha (25) Circuit Forum February 2, 2025.
Adopted by the Racine (26) Circuit Forum on February 2, 2025.

OVERTURE 6-04

To Use the Title "Chaplain" Exclusively for Ordained Clergy within The Lutheran Church—Missouri Synod

WHEREAS, Holy Scripture teaches that the pastoral office is entrusted with the public preaching of the Word and the administration of the Sacraments (Matthew 28:18–20; John 20:21–23; 1 Corinthians 4:1), and

WHEREAS, The Lutheran Confessions affirm the necessity and centrality of the called and ordained pastor in the life of the Church (Augsburg Confession, Article XIV; Treatise on the Power and Primacy of the Pope, 67–74), and

WHEREAS, The term "chaplain" historically designates an ordained clergyman entrusted with the spiritual care of a specific community, institution, or military unit, thus reflecting a pastoral function, and

WHEREAS, The usage of "chaplain" for individuals not holding the office of the public ministry can create confusion regarding who is authorized to preach the Gospel and administer the Sacraments, potentially undermining the pastoral office and our confession of the Office of Holy Ministry, therefore be it

RESOLVED, That the South Wisconsin District in convention memorialize the 2026 Synod Convention of The Lutheran Church—Missouri Synod to adopt the position that the title "chaplain" within LCMS contexts be reserved for ordained ministers of Word and Sacrament; and be it further

RESOLVED, That institutions, agencies, and ministries within the LCMS be encouraged to ensure that titles and job descriptions make clear any distinction between ordained chaplains and other spiritual-care providers (e.g., deaconesses, lay ministers, or pastoral counselors) who may assist but are not called and ordained to the Office of the Holy Ministry; and be it further

RESOLVED, That districts, circuit visitors, and local congregations be urged to instruct their members regarding the proper use of the term "chaplain," reaffirming our confessional understanding that preaching the Gospel and administering the Sacraments are entrusted to the pastoral office; and be it finally

RESOLVED, That the Synod give thanks for the faithful service of all who provide spiritual care within our fellowship, while upholding in doctrine and practice that the title "chaplain" belongs to those ordained to serve as called ministers of Christ and stewards of the mysteries of God (1 Corinthians 4:1).

Passed unanimously by Good Shepherd Lutheran Church, Tomah, WI, on January 2, 2025.

OVERTURE 6-05

To Request Additional Resources Using the New King James Version

WHEREAS, God is a God of order (I Cor 14:33) and *repetitio est mater studiorum* (repetition is the mother of learning); and

WHEREAS, having a good stable text that does not change is helpful for hearing, reading, marking, learning and inwardly digesting the Word; and

WHEREAS, the English Standard Version (ESV) was published by Crossway in A+D 2001 and has since that time undergone revisions in 2002, 2007, 2011, & 2016, along with a standing desire for ongoing revisions < https://www.crossway.org/articles/crossway-statement-on-the-esv-bible-text/>; and

WHEREAS, The New King James Version (NKJV), published by Thomas Nelson, is also a clear, faithful, beautiful, and true translation, quoted by Synod's *Lutheran Service Book: Agenda* including the Rites of Holy Baptism: Mark 10:13-16, Ordination: Matthew 28:18-20, John 20:21-23, Ephesians 4:11-12, Acts 20:28, & II Timothy 3:14-17, and Committal Service: Job 19:23-27; and the New King James has not been revised since A+D 1982; and

WHEREAS, the New King James Version is used in faithful Catechetical material including *Lutheran Catechesis*, Kloria Publishing, Ad Crucem Family Bible Commentaries, and has seen increased usage throughout our Synod, therefore be it

RESOLVED, that the churches of the South Wisconsin District (SWD) of The Lutheran Church—Missouri Synod in convention ask Concordia Publishing House to produce additional resources—*id est* Bibles, Commentaries, Devotionals, *et cetera*—using the New King James Version, and be it finally

RESOLVED, that the SWD will send this proposal to the Synod in her next regular Convention in A+D 2026.

Adopted by the Kenosha (25) Circuit Forum February 2, 2025.
Adopted by the Racine (26) Circuit Forum on February 2, 2025.

Late Overtures

OVERTURE 2-07

Resolution regarding the oversight and execution of the Annual SWD Pastors Conference

Whereas, pastors' conferences serve a valuable purpose in the ongoing development of knowledge and skills;

Whereas, pastors' conferences help to promote healthy relationships between pastors;

Whereas, expenses related to pastors' conferences have been increasing and many congregations have limited resources;

Whereas, choosing topics, finding locations, and making arrangements for multiple conferences each year is challenging for the organizers;

Whereas, Circuit Visitors represent the pastors and congregations in their circuit and can provide valuable input on the topics selected; now, therefore be it

Resolved that the pastors' conference of the South Wisconsin District be held annually (date to be determined by the District President); and be it finally

Resolved, that the District President select the topic for the conference in consultation with the Circuit Visitors.

Passed by the pastors of the Metro Southwest (5) Circuit on January 13, 2025.

Board of Directors

The meeting minutes from the Board of Directors of the South Wisconsin District of The Lutheran Church—Missouri Synod from the past triennium (i.e., since the publication of the previous Convention Workbook) are on the following pages.

May 19, 2022 4074

September 22, 2022 4078

December 15, 20222 4082

February 23, 2023 4085

May 4, 2023 4088

September 21, 2023 4091

December 12, 2023 4096

February 15, 2024 (Meeting Cancelled)

May 16, 2024 4101

July 25, 2024 4104

September 19, 2024 4107

December 12, 2024 4112

February 13, 2025 4117

MINUTES

THE BOARD OF DIRECTORS
The South Wisconsin District of The Lutheran Church–Missouri Synod

May 19, 2022

The regular meeting of the Board of Directors of the South Wisconsin District of The Lutheran Church-Missouri Synod, was called to order in the name of the Father, and of the Son, and of the Holy Spirit at 4:00 p.m. by Mr. Myron Buss, Board Chair, with the Secretary, the Reverend Bryan Osladil, present.

The following voting members were present:

The Rev. Darrel Bergelin	Mr. Ronald Kabitzke	Mr. Dean Sievert
Mrs. Sarah Billings	Mrs. Kristen Kolell (via Zoom)	The Rev. Mark Wangerin
Mr. Myron Buss	The Rev. Bryan Osladil	The Rev. Dr. John Wille
Mr. Bradley Jentsch		

The following advisory members were present:

Mr. Ralph Klevenow (via Zoom)	Rev. Christian Gugel	Rev. Daniel Torkelson

The following staff members were present:

Dr. Christopher Cody	Mr. Paul Reske
Rev. Dr. Nathan Meador	

The following were excused:

Mr. William Budd	Mrs. Greta Martin	The Rev. Dr. Douglas Stowe
Mrs. Diana Raasch		

The following individuals were absent:

Mr. Robert Pulley

The following were guests:

Mr. Michael Kuhn	Ms. Kelli Keys

1.0 Preliminaries

1.1 Devotion
The Reverend Bryan Osladil led the board opening devotion. His devotion was based on Revelation 21:1-7.

1.2 Agenda review
Approved as amended so that we could hear the Audit Report from Vrakas CPA's and Advisors at the beginning of our meeting.

M S C to revise agenda. [Sievert : Kabitzke]

1.3 Introduction of Rev. Christian Gugel, Assistant to the Secretary, was made to the Board.

3.1.4.1 The Board received the audit report from Vrakas CPA's and Advisors. Ms. Kelli Keys and Mr. Michael Kuhn made the presentation to the Board. A full report was given this past Monday (May 16th) to the Finance Committee. (2 handouts were received) It was reported to be a clean audit.

M S C to receive the audit as presented. [Sievert : Kabitzke]

2.0 Board Education

2.1 Nothing at this meeting

3.0 Board Business

3.1 Board Action Items

3.1.1 Approval of Minutes from the February 10, 2022 meeting. [attached]

M S C to approve minutes as amended.
(Journeys School is in Hales Corner, not Milwaukee - line 838) [Wille : Kabitzke]

3.1.2 Approval of Congregational Constitutions
Divine Redeemer, Hartland
Immanuel, Sheboygan
Living Word, Jackson
Mount Zion, Greenfield
Our Savior Deaf, Madison
St. Andrew, West Bend
St. Bartholomew, Brillion
St. Martin, Chilton

M S C to approve the constitutions. [Kabitke : Bergelin]

3.1.3 Approval of Amendments to District Bylaws (attached to end of minutes)

M S C to approve Amendments as presented and forward them to the Floor Committee for presentation to the Convention assembly.

3.1.4 Finance Committee

3.1.3.1 (Presented by Paul Reske)
We are coming to the end of our lease agreement at the University bookstore in Madison. A meeting will be held to discuss the lease moving forward.
Ebenezer Lutheran, Sheboygan - looking for an appropriate vehicle to dispose of the property from our books.
The Trinity-Borth account is now settled and closed.
Some 50-55 boxes of records previously stored at 8100 are now in the hands of the Historical Institute in St. Louis.

A break was taken for supper. Meeting reconvened at 5:45 pm

3.2 Board Monitoring

3.2.1 Board Reports

3.2.1.1 Board Chairman

Thanks to outgoing board members: Jensen, Bergelin, Martin, Pulley, Budd, and Osladil as their service to the Board comes to a close.

M S C to express thanks. [Wangerin : Wille]

Second knee surgery scheduled, prayers requested.

3.2.1.2 Secretary

Nothing to report at this time.

3.2.2 President's Report

Received President Wille's written report (attached) He highlighted:

- Resolution to the SWD Convention, June 12-14.
  The Board was encouraged to let floor committees address the overtures

3.2.2.3 Schools, Youth, and Family

Received Dr. Cody's written report. (attached) He highlighted:

- Colloquy Overture (attached)

M S C to bring the overture to the floor committee. [Cody : Kabitzke]

- Leadership changes. (10 elementary schools)
- Plant new school (Classical High School at Trinity, West Allis) to begin Fall of 2023
- Mt. Olive, Madison, suspending school operations
- Ongoing discussions for other future plants (Onalaska)
- Still working on Family Life Conference to be held in 2023

3.2.2.4 SWD Financial Report – (Through April 30, 2022)

Mr. Paul Reske presented his report:

- The District was the recipient of a generous estate gift
- Statement of Financial Position (attached)
- Statement of Activities (attached)
- Summary of Congregational Remittances and Intentions (attached)
- Congregational Financial Report (attached)
- Temporarily Restricted Accounts (attached)
- Giving Report (attached)

3.2.2.5 LCEF/Stewardship Report

Diana Raasch's written report is attached

3.2.2.6 Mission and Mercy

Received Rev. Dr. Meador's report (printed). He highlighted:

Overture to memorialize the 2023 Convention to amend the bylaws of Synod to make all CUS Board of Regents of Concordia Universities Advisory Members

(See printed attached)

M S C to move it to the floor committee.

- Micro-grants: applications and ministry to communities (Madison, Milwaukee, etc.)
- Mission plants - color coded (emphasis to Fall River/Columbus - first service on June 4th, and Holmen)
- Hispanic Outreach in Sheboygan - Fiesta Sept. 18th
- Chinese outreach working partnership between Madison and Elm Grove
- Mercy and Ministry Moments - monthly email updates
- St. Martini looking to replant congregation
- BASIC LERT training to happen on May 7. More training will be available in the District in the near future.
- Stewardship training ongoing.
- Rural and Small Town Conference to be developed.

President's Report (continued)

Printed report

Report of calls and placements. 6 newly placed, 5 vicars assigned

3.3 Board Policy Review and Revisions

Nothing at this meeting

3.4 Self Evaluation

Nothing at this meeting

4.0 Announcements

4.1 Future Meetings: September 22, and December 15, 2022, at 4:00 p.m.

4.2 Devotional Leader for next meeting: The Rev. Dr. Nathan Meador

5.0 Adjournment

M S C to adjourn at 6:20 p.m. [Kabitzke : Wille]

6.0 Closing Prayer

Rev. Osladil led the board in a closing devotion and benediction.

Respectfully submitted,

Rev. Bryan R. Osladil
Secretary

MINUTES

THE BOARD OF DIRECTORS

The South Wisconsin District of The Lutheran Church—Missouri Synod

September 22, 2022

The regular meeting of the Board of Directors of the South Wisconsin District of The Lutheran Church—Missouri Synod, was called to order in the name of the Father, and of the Son, and of the Holy Spirit at 4:00 p.m. by Mr. Myron Buss, Board Chair, with the Secretary, the Reverend David Knuth, present.

The following voting members were present:

Mrs. Joan Anderson	Mrs. Sarah Billings	Mr. Myron Buss
Mr. Bradley Jentsch	The Rev. William Kilps	The Rev. David Knuth
Mrs. Kristen Kolell	Mr. Michael Oldenburg	Mr. Dean Sievert
Mr. David Sleight	Mr. Robert Trapp	
The Rev. Dr. Douglas Stowe	The Rev. Mark Wangerin	The Rev. Dr. John Wille

The following advisory members were present:
The Rev. Daniel Torkelson

The following staff members were present:

Dr. Christopher Cody	The Rev. Dr. Nathan Meador	Mrs. Diana Raasch
Mr. Paul Reske		

The following were excused:
Mr. Ronald Kabitzke

The following individuals were absent:
None

The following were guests:
None

1.0 Preliminaries:

1.1 Devotion: The Rev. Dr. Nathan Meador led the board opening devotion.

1.2 Agenda review: Approved.

1.3 Introductions: Mr. Myron Buss led introductions of all present board members for the triennium of 2022-2025.

2.0 Board Education:

2.1 The Rev. Dr. Douglas Stowe led a review of the Board Policy Manual.

3.0 Board Business:

3.1 Board Action Items:

3.1.1 Approval of Minutes from the May 19, 2022 meeting.

M S C to approve the minutes. [Stowe : Jentsch]

A break was taken for supper. Meeting reconvened at 5:40 p.m.

3.1.2 Approval of congregation constitutions

Trinity, Wisconsin Dells
Redeemer, Manitowoc
Trinity (Rantoul), Hilbert
Our Father, Greenfield
St. James, Neceedah
Trinity, West Allis
St. Paul, Oconomowoc
Trinity, Mecan

M S C to approve the constitutions. [Wangerin : Trapp]

3.1.3 Finance Committee

Mr. Paul Reske announced the Finance Committee did not meet.

3.1.4 Neighborhood Schools Resolutions

RESOLVED, that the South Wisconsin District Board of Directors approve funding for up to three years for the Lutheran Neighborhood Schools proposal (see attached).

M S C to approve the resolutions. [Kilps : Sievert]

RESOLVED, that the South Wisconsin District Board of Directors extend a Call to Dr. Steven Gerner to serve as the superintendent of Lutheran Neighborhood Schools, to be renewed annually at each May board meeting.

M S C to approve the resolutions. [Stowe : Sievert]

Received Curriculum Vitae for Dr. Steve Gerner (attached).

3.1.5 District Building Resolution

Whereas the current location of the South Wisconsin District (SWD) office has served the district well since the 1960's when the office was first dedicated, and

Whereas, with the reduction in district staff we have been blessed with a building that has extra space, and

Whereas, especially in the last two years, the safety of district staff has been an increasing concern, and

Whereas, the District President is entrusted with the safety of our SWD staff,

Therefore, be it resolved that the SWD Board of Directors authorize the District President, along with staff, to begin the search for a new location which will meet the needs of the SWD and the various ministries of the staff, and

BE IT FINALLY RESOLVED that, in accordance with SWD Policy, the SWD Board of Directors be consulted for approval to sell the current SWD office building, and for approval of the lease or purchase of a new office building.

M S C to approve the resolution. [Knuth : Jentsch]

3.1.6 Election Advisory Delegate & Alternate to the 2023 LCMS Convention in Milwaukee.

Nomination received for Advisory Delegate: Myron Buss.
M S C to approve the nomination. [Jentsch : Kolell]

Nominations closed. Myron Buss elected as Advisory Delegate.

Nomination received for Alternate Advisory Delegate: Brad Jentsch.
M S C to approve the nomination. [Wangerin : Kolell]
Nominations closed. Brad Jentsch elected as Alternate Advisory Delegate.

3.1.7 Election of Board Chairman and Vice Chairman

Nomination received for Board Chairman: Myron Buss.
M S C to approve the nomination. [Jentsch : Kolell]
Nominations closed. Myron Buss elected as Board Chairman.

Nominations received for Board Vice Chairman: Dean Sievert and Rev. Doug Stowe.
Nominations closed. Dean Sievert elected as Board Vice Chairman.

3.2 Board Monitoring:

3.2.1 Board Reports

3.2.1.1 Board Chairman
Board Chairman Myron Buss extends thanks to the board members for prayers during his knee replacement surgery.

3.2.1.2 Secretary
No report.

3.2.2 President's Report

Received President Wille's written report (attached). He highlighted calls and placements.

3.2.2.3 Schools, Youth & Family
Received Dr. Cody's written report. (See attached.)

3.2.2.4 SWD Financial Report through August 31, 2022
Mr. Paul Reske presented his report.
- Statement of Financial Position (attached)
- Statement of Activities (attached)
- Summary of Congregational Remittances and Intentions (attached)
- Congregation Giving Report (attached)
- Restricted Accounts (attached)

3.2.2.5 LCEF Report
Diana Raasch's written report is attached.

3.2.2.6 Mission & Mercy
Rev. Dr. Meador's written report is attached.

3.3 Board Policy Review and Revisions: None.

3.4 Self Evaluation: None.

4.0 Announcements:

4.1 Future meetings: Thursday, December 15 at 4:00 pm

4.2 Devotional Leader for next meeting: President Rev. John Wille

5.0 Adjournment

M S C to adjourn at 7:30 p.m. [Kilps : Sievert]

6.0 Closing Prayer:

Rev. Meador led the board in a closing devotion and benediction.

Respectfully submitted,

Pastor David Knuth
Secretary

MINUTES

THE BOARD OF DIRECTORS

The South Wisconsin District of The Lutheran Church—Missouri Synod

December 15, 2022

The regular meeting of the Board of Directors of the South Wisconsin District of The Lutheran Church—Missouri Synod, was called to order in the name of the Father, and of the Son, and of the Holy Spirit at 4:00 p.m. by Mr. Myron Buss, Board Chair, with the Secretary, the Reverend David Knuth, present.

The following voting members were present:

Mrs. Joan Anderson (via Zoom)	Mrs. Sarah Billings	Mr. Myron Buss
Mr. Bradley Jentsch	The Rev. William Kilps	The Rev. David Knuth
Mrs. Kristen Kolell	Mr. Michael Oldenburg (via Zoom)	Mr. Dean Sievert
Mr. Ronald Kabitzke	The Rev. Dr. Douglas Stowe	
The Rev. Mark Wangerin	The Rev. Dr. John Wille	

The following advisory members were present:
The Rev. Daniel Torkelson

The following staff members were present:

Dr. Christopher Cody	The Rev. Dr. Nathan Meador
Mr. Paul Reske	

The following were excused:

Mr. David Sleight	Mr. Robert Trapp

The following individuals were absent:

The following were guests:
None

1.0 Preliminaries:

1.1 Devotion: The Rev. Dr. John Wille led the board opening devotion on Matthew 11.

1.2 Agenda review: M S C to approve the minutes.

2.0 Board Education:

2.1 The Rev. Dr. Douglas Stowe continued a review of the Board Policy Manual, Section II.

3.0 Board Business:

3.1 Board Action Items:

3.1.1 Approval of Minutes from the September 22, 2022 meeting.

M S C to approve the minutes. [Wille / Stowe]

3.1.2 Approval of congregation constitutions

Grace, Oak Creek
Hope, Milwaukee

M S C to approve the constitutions. [Stowe / Kilps]

3.1.3 Finance Committee

3.1.3.1 Approval of Proposed SWD Budget 2023/2024. See attached Budget Summary.

M S C to approve the budget. [Kabitzke / Wangerin]

A break was taken for supper at 5:05 p.m. Meeting reconvened thereafter.

3.1.3.2 Housing Allowance

RESOLVED, that the South Wisconsin District of The Lutheran Church—Missouri Synod, authorize and establish the following individual housing allowance(s) to be paid from February 1, 2023, to January 31, 2024:

- Chris Cody – 75% of his gross annual compensation
- Ryan McDermott – $27,520 annually

M S C to approve the resolution.

3.2 Board Monitoring:

3.2.1 Board Reports

3.2.1.1 Board Chairman Report (See attached.)

3.2.1.1.1 On November 21, 2022 the BOD unanimously voted to extend a Divine Call to Mr. Rob Lunak to Serve as Superintendent for SWD Lutheran Neighborhood Schools, see below.

Whereas, the SWD Board of Directors has unanimously approved the "neighborhood schools initiative" which includes calling a full-time director for the project, and

Whereas, the SWD executive staff has interviewed prospective candidates to serve as the Superintendent for SWD Lutheran Neighborhood Schools, and

Whereas, the SWD executive staff unanimously agrees that Mr. Rob Lunak, a LCMS commissioned worker and principal at Mount Calvary Milwaukee, is extremely qualified to serve as the Superintendent for SWD Lutheran Neighborhood Schools,

Therefore be it

Resolved, that the SWD Board of Directors extend a divine call to Mr. Rob Lunak to serve as Superintendent for SWD Lutheran Neighborhood Schools.

3.2.1.1.2 The Board Chairman appointed a Performance Evaluation Committee for a 3-year term, consisting of: Mr. Dean Sievert, Chair; Rev. Mark Wangerin, Mrs. Joan Anderson, Rev. William Kilps.

3.2.1.1.3 The Board Chairman appointed a Policy Manual Review Committee/Board Education committee for a 3-year term, consisting of: Rev. Dr. Douglas Stowe, Chair; Rev. David Knuth, Secretary; Mr. Michael Oldenburg, Mrs. Kristen Kolell

3.2.1.1.4 President Willie presented the names of Mr. Bryan Seider (chair), Rev. Harold Bender and Jon Lorenz for reappointment to the Finance Committee.

Mr. Ronald Kabitske and Mr. Dean Sievert will continue as Board members on the Finance Committee. **M S C**

3.2.1.1.5 Rev. Chris Gugel elected to serve as SWD Assistant District Secretary.

M S C [Kilps / Jentsch]

3.2.1.2 Secretary

SWD Delegates to the 2023 LCMS National Convention are registered. Two elected delegates, Pastor German Novelli, Jr. and Pastor Aaron Moldenhauer, are ineligible to serve and were removed.

3.2.2 President's Report

Received President Wille's written report (attached). President Wille named the following to be reappointed for another three years to serve on the Committee on Constitutional Matters: Rev. Chris Gugel, Rev. Bryan Osladil, Mr. Thomas Balgemann, Rev. Patrick Niles. Rev. David Knuth also serves on the Committee by virtue of his election as District Secretary. **M S C**

3.2.2.3 Schools, Youth & Family

Received Dr. Cody's written report (attached).

3.2.2.4 SWD Financial Report through November 30, 2022

Mr. Paul Reske presented his report.

- Statement of Financial Position (attached)
- Statement of Activities (attached)
- Summary of Congregational Remittances and Intentions (attached)
- Congregation Giving Report (attached)
- Restricted Accounts (attached)

3.2.2.5 LCEF Report

No report.

3.2.2.6 Mission & Mercy

Rev. Dr. Meador's written report is attached.

3.3 Board Policy Review and Revisions: None.

3.4 Self Evaluation: None.

4.0 Announcements:

4.1 Future meetings: Thursday, February 23, and May 11, 2023 at 4:00 pm

4.2 Devotional Leader for next meeting: The Rev. Daniel Torkelson

5.0 Adjournment

M S C to adjourn. [Kabitzke / Anderson]

6.0 Closing Prayer:

Rev. Dr. Wille led the board in a closing devotion and benediction.

Respectfully submitted,
Pastor David Knuth
Secretary

THE BOARD OF DIRECTORS

The South Wisconsin District of The Lutheran Church—Missouri Synod

February 23, 2023

The regular meeting of the Board of Directors of the South Wisconsin District of The Lutheran Church—Missouri Synod, was conducted via Zoom Meeting and called to order in the name of the Father, and of the Son, and of the Holy Spirit at 4:00 p.m. by Mr. Myron Buss, Board Chair, with the Secretary, the Reverend David Knuth, present.

The following voting members were present via Zoom:

Mrs. Joan Anderson	Mr. Myron Buss	
Mr. Bradley Jentsch	The Rev. William Kilps	The Rev. David Knuth
Mrs. Kristen Kolell	Mr. Michael Oldenburg (via Zoom)	Mr. Dean Sievert
Mr. Ronald Kabitzke	Mr. David Sleight	The Rev. Dr. Douglas Stowe
Mr. Robert Trapp	The Rev. Mark Wangerin	The Rev. Dr. John Wille

The following advisory members were present:
The Rev. Daniel Torkelson

The following staff members were present:
Dr. Christopher Cody
The Rev. Dr. Nathan Meador
Mr. Paul Reske

The following were excused:
Mrs. Sarah Billings

The following individuals were absent:

The following were guests:
The Rev. Eric Skovgaard

1.0 Preliminaries:

1.1 Devotion: The Rev. Daniel Torkelson led the board opening devotion on Luke 18:31-43.

1.2 Agenda review: M [Kabitzke] S C to approve the minutes.

2.0 Board Education:

2.1 Section III: Board & Executive Relationship Policies will be covered at the September meeting.

3.0 Board Business:

3.1 Board Action Items:

3.1.1 Approval of Minutes from the December 15, 2022 meeting.

M [Stowe] S C to approve the minutes.

3.1.2 Approval of congregation constitutions

Prince of Peace, West Salem
Christ, Clinton
Our Savior, Sheboygan

Emmanuel, Adell
St. John, North Prairie

M S C to approve the constitutions. [Wangerin : Anderson]

3.1.3 Finance Committee

3.1.3.1 Lease discussion for Our Savior in Madison

3.1.3.2 Discussed Disaster Recovery Plan

3.1.3.3 Revisited District Salary Guidelines

3.2 Board Monitoring:

3.2.1 Board Reports

3.2.1.1 Board Chairman Report
The Rev. Daniel Torkelson is a guest at this meeting. He expressed his thanks to the Board. He is moving on from District work as he has accepted a call to Mt. Olive, Madison.

3.2.1.2 Secretary
No report

3.2.2 President's Report

President Wille reports that if Rev. Eric Skovgaard is 1st Vice President there will be a vacancy in #4 spot. He will ask Rev. Jonah Burakowski to be 4th Vice President. Reconcilers will be appointed at the September Board of Directors meeting. Volunteers will be needed for the Synodical Convention. An "Alt-Right" Neo-Nazi movement letter was sent by President Harrison. Dr. Erik P. Ankerberg has been installed as the President of CUWAA.

3.2.2.1 Schools, Youth & Family
Received Dr. Cody's written report (attached).

3.2.2.2 SWD Financial Report through January 31, 2023
Mr. Paul Reske presented his report.
- Statement of Financial Position (attached)
- Statement of Activities (attached)
- Summary of Congregational Remittances and Intentions (attached)
- Congregation Giving Report (attached)
- Restricted Accounts (attached)

3.2.2.3 LCEF Report
No report.

3.2.2.4 Mission & Mercy
Rev. Dr. Meador's written report is attached.

3.2.2.4.1 To Call a Church Plant, Seminary Candidate for Green County, WI Church Plant (Presented via email dated March 20, 2023)

Whereas, the South Wisconsin District has committed to "Confess Christ for the Next Generation: and,

Whereas, the South Wisconsin District Board of Directors has committed that we be distinctly Lutheran, that we plant new congregations and schools, that we honor our Christian vocation, and that we engage our communities, and

Whereas, our most recent church plant, in Green County Wisconsin based in Monticello, is growing faster than first expected with a solid number of committed people in addition to potential contacts for a new congregation, the new plant has taken steps to incorporate, and it is currently working on governing documents to bring the new congregation into the South Wisconsin District of the LCMS, and

Whereas, there is no nearby partner to serve as a mother church for this new church start, and

Whereas the most recently passed budget included funding for a traditional church planter to be called by SWD to shepherd the Green County plant, and

Whereas, after interviews with prospective church planting candidates at Concordia Theological Seminary Fort Wayne, by Rev. Dr. Nathan Meador, a candidate has been identified for this church planting position, therefore be it

RESOLVED, that the South Wisconsin District Board of Directors authorize the extension of a preferred call for a Church Planter Candidate to CTSFW Candidate Joshua Benish as a part of 2023 Placement.

M S C to approve. [Wille : Buss]

This Resolution passed. Results: Yes = 14 votes; No = 1 vote.

3.3 Board Policy Review and Revisions: None.

3.4 Self Evaluation: None.

4.0 Announcements:

4.1 Future meetings: Thursdays, May 11, September 21, December 14, 2023 at 4:00 pm

4.2 Devotional Leader for next meeting: The Rev. Bill Kilps

5.0 Adjournment

M [Kabitzke] S C to adjourn.

6.0 Closing Prayer:
Rev. Daniel Torkelson led the board in a closing devotion and benediction.

Respectfully submitted,
Pastor David Knuth
Secretary

MINUTES

THE BOARD OF DIRECTORS

The South Wisconsin District of The Lutheran Church—Missouri Synod

May 4, 2023

The regular meeting of the Board of Directors of the South Wisconsin District of The Lutheran Church—Missouri Synod, was called to order in the name of the Father, and of the Son, and of the Holy Spirit at 4:00 p.m. by Mr. Myron Buss, Board Chair, with the Secretary, the Reverend David Knuth, present.

The following voting members were present:

Mrs. Joan Anderson	Mr. Myron Buss	The Rev. William Kilps
The Rev. David Knuth	Mrs. Kristen Kolell	Mr. Michael Oldenburg
Mr. Dean Sievert	Mr. Ronald Kabitzke	Mr. David Sleight
Mr. Robert Trapp	The Rev. Mark Wangerin	The Rev. Dr. John Wille

The following advisory members were present: The Rev. Eric Skovgaard

The following staff members were present:

Dr. Christopher Cody	The Rev. Dr. Nathan Meador	Mr. Paul Reske

The following were excused:

Mrs. Sarah Billings	The Rev. Dr. Douglas Stowe	Mr. Bradley Jentsch

The following individuals were absent: None

The following were guests: Ms. Kelli Keys, representative of Vrakas

1.0 Preliminaries:

1.1 Devotion: The Rev. William Kilps led the board opening devotion on Luke 18:31-43.

1.2 Agenda review: M S C to approve the agenda.

2.0 Board Education:

2.1 Section III: Board & Executive Relationship Policies will be covered at the September meeting.

2.1.1 Audit Report – Vrakas

M S C to accept the audit as presented. [Kabitzke : Sievert]

3.0 Board Business:

3.1 Board Action Items:

3.1.1 Approval of Minutes from the February 23, 2023 meeting.

M [Kabitzke : Wille] S C to approve the minutes.

3.1.2 Approval of congregation constitutions

Bethlehem, Sheboygan
Hope, Twin Lakes

Zion, Clyman

M S C to approve the constitutions. [Kilps : Kabitzke]

3.1.3 Finance Committee

Paul Reske highlighted some of the great work being done by the committee. He mentioned he would prefer to not be responsible for overseeing the move to a new District Office location.

Dean Sievert was recommended by the Finance Committee to serve as interim treasurer until the September BOD meeting. **M S C to approve the appointment. [Wille : Trapp]**

3.2 Board Monitoring:

3.2.1 Board Reports

3.2.1.1 Board Chairman Report

Chairman Buss reported that Michael Oldenburg received the 2023 Lutheran Education Association Christus Magister Award (see Campus Clips attachment).

Chairman Buss also shared a health update about Brad Jentsch and that Brad regrets that he is unable to attend the LCMS Convention representing the Board.

Break for Dinner 5:02 p.m.
Reconvened at 5:45 p.m.

Chairman Buss reported that as of May 15, 2023, Christopher Rowan will serve as the new LCEF District Vice President.

Board of Directors elected The Rev. William Kilps to serve as BOD advisory delegate to the LCMS 2023 National Convention, to replace Brad Jentsch. **M S C to approve the election. [Kabitzke : Anderson]**

Resolution Authorizing the Listing of the Our Savior's Deaf Property Madison

Whereas, Our Savior's Deaf Lutheran Church has vacated the property at 3110 Dairy Drive, Madison, and has moved into Monona Lutheran, Monona Grove/Madison, and is sharing their campus, in an effort to save on expenses, and,

Whereas, the property and building at 3110 Dairy Drive, is now no longer needed for ministry, and

Whereas, the South Wisconsin District owns the property at 3110 Dairy Drive, along with its building(s),

Therefore be it..

Resolved, that the South Wisconsin District Board of Directors hereby authorizes the District President and his staff to list the building for sale with an asking price consistent with a current appraisal, and be it finally,

Resolved, that before any such sale is finalized the SWD Board of Directors will authorize such sale.

M S C to approve. [Wille : Wangerin]

This Resolution passed. Results: Yes = 14 votes; No = 1 vote.

3.2.1.2 Secretary

The Rev. David Knuth reported his ongoing work on District delegate registrations for the LCMS National Convention.

3.2.2 President's Report

Received President Wille's written report (attached). President Wille also mentioned the ordination/installation of The Rev. Joshua Benish on July 23, and the installation of The Rev. Jonah Burakowski on June 18 at Our Redeemer, Delavan.

3.2.2.1 Schools, Youth & Family

Received Dr. Cody's written report (attached).

Addition to list of participants being sponsored to attend FLAME, Zach Bickel.

Eric Eberts has been called to First Immanuel, Cedarburg as principal.

3.2.2.2 SWD Financial Report through January 31, 2023

Mr. Paul Reske presented his report.

- Statement of Financial Position (attached)
- Statement of Activities (attached)
- Summary of Congregational Remittances and Intentions (attached)
- Congregation Giving Report (attached)
- Restricted Accounts (attached)

3.2.2.3 Mission & Mercy

Rev. Dr. Meador's written report is attached.

3.3 Board Policy Review and Revisions: None.

3.4 Self Evaluation: None.

4.0 Announcements:

4.1 Future meetings: Thursdays, September 21, December 14, 2023 at 4:00 pm

4.2 Devotional Leader for next meeting: The Rev. David Knuth

5.0 Adjournment

M [Kabitzke] S C to adjourn at 6:52 p.m.

6.0 Closing Prayer:

The Rev. William Kilps led the board in a closing devotion and benediction.

Respectfully submitted,
Pastor David Knuth
Secretary

MINUTES

THE BOARD OF DIRECTORS

The South Wisconsin District of The Lutheran Church—Missouri Synod

September 21, 2023

The regular meeting of the Board of Directors of the South Wisconsin District of The Lutheran Church—Missouri Synod, was called to order in the name of the Father, and of the Son, and of the Holy Spirit at 4:00 p.m. by Mr. Myron Buss, Board Chair, with the Assistant Secretary, the Reverend Christian Gugel present.

The following voting members were present:

Mrs. Joan Anderson	Mr. Myron Buss	The Rev. William Kilps
Mr. Ronald Kabitzke	Mrs. Kristen Kolell	Mr. Michael Oldenburg
Mrs. Sarah Billings	The Rev. Dr. Douglas Stowe	Mr. Bradley Jentsch
Mr. Robert Trapp	The Rev. Mark Wangerin	The Rev. Dr. John Wille

The following advisory members were present:

Mr. David Begalke	The Rev. Eric Skovgaard	The Rev. Christian Gugel

The following staff members were present:

Dr. Christopher Cody	The Rev. Dr. Nathan Meador
Mr. Paul Reske	Mr. Christopher Rowan

The following were excused:

The Rev. David Knuth	Mr. Dean Sievert	Mr. David Sleight

The following individuals were absent:

The following were guests: Mr. Robert Lunak, Superintendent of Lutheran Neighborhood Schools

1.0 Preliminaries:

1.1 Devotion: Rev. Christian Gugel led the board opening devotion on St. Matthew 9:9-13.

1.2 Agenda review: M S C to approve the agenda. [Jentsch : Kabitzke]

1.3 Introductions: Rev. Christian Gugel (Assistant Secretary); Mr. Robert Lunak (Superintendent of Lutheran Neighborhood Schools); Mr. David Begalke (Treasurer); and Mr. Christopher Rowan (SWD LCEF Vice President).

1.4 Special Guest: Robert Lunak spoke with the Board concerning the progress of our Lutheran Neighborhood Schools. He presented a report of his activity and talking points for the Board meeting. The first day of School was September 5 at Beautiful Savior, Milwaukee. Six students are currently enrolled; each studies at their own individual level and pace. In order to take advantage of state vouchers accreditation is necessary, so a partnership has been established with First Immanuel in Cedarburg. The plan is for these schools to remain small (under fifty students) to facilitate individual attention for each student. Future sights are being explored, including the possibility of the S.O.S. Center on North Avenue. LCEF has offered a $25,000 matching grant; a link is available on the SWD website so individuals can give. Follow Lutheran Neighborhood Schools on Facebook and Instagram.

2.0 Board Education:

2.1 Rev. Douglas Stowe led the Board in a review of The Board Policy Manual: Section III: Board & Executive Relationship Policies. In Policy Based Governance it is important that the Policy Manual define the relationship between the Executive (the District President) and the Board of Directors in terms of: a) what is delegated to the President; b) how it is delegated; and c) the reporting that is expected.

3.0 Board Business:

3.1 Board Action Items:

3.1.1 Approval of Minutes from the May 4, 2023 meeting.

M S C to approve the minutes. [Kabitzke : Wille]

3.1.2 Approval of congregation constitution

St. Peter's, Lebanon

M S C to approve the constitution. [Stowe : Kilps]

3.1.3 Finance Committee

Paul Reske reported that the Finance Committee was not able to meet on Monday. He presented the 2024 Salary Guidelines along with an introductory document. In the last quarter the Finance Committee has approved the following loans from LCEF in the District: on August 7, a $5.6 million loan for Trinity, Freistadt; on August 23, a $5.2 million loan for Divine Redeemer, Hartland.

3.2 Board Monitoring:

3.2.1 Board Reports

3.2.1.1 Board Chairman Report

Chairman Buss reported that:

1) On May 30, in an e-mail election, the Board of Directors appointed David Begalke to be the District Treasurer;

2) The position of the West Region Ordained Member of the Board of Directors is vacant because the Ordained Minister elected at the District Convention was ineligible. The Rev. Mark Wenzel of Grace, Omro, has agreed to serve.

M S C to approve the appointment of Rev. Wenzel. [Kilps : Wangerin]

3.2.1.2 Secretary

There was nothing to report.

Break for Dinner 5:00 p.m.

Reconvened at 5:35 p.m.

3.2.2 President's Report

Received President Wille's written report (attached). President Wille highlighted:

a) His personal update: he has greatly appreciated the prayers of the district. Recent reports from the oncologist indicates numbers are down, which is good. Thanks be to God.

b) Concordia University Texas has refused to seat the regents elected by the Synod Convention. Anyone who desires to be informed of the latest developments in relations between the Synod and Concordia University Texas, is referred to the Synod website for information.

c) Discussions have proceeded regarding a new site for the District Office with Concordia University Wisconsin.

d) 4th Vice-President Jonah Burakowski is representing President Wille on the CUW Regents as he continues his chemotherapy. The Rev. John Berg has been elected the new chairman of the CUW Regents and The Rev. David Fleming is the vice-chairman.

e) Every September after the Synod Convention, four reconcilers (two ordained, one commissioned, and one lay) are appointed by the District. President Wille recommends: The Rev. William Kilps and The Rev. M. Douglas Peters (ordained); Dr. Christopher Cody (commissioned); and Mr. Mattias Gugel (lay).

M S C to approve the appointment of the four reconcilers. [Wille : Kabitzke]

3.2.2.1 Schools, Youth & Family

Received Dr. Cody's written report (attached). Dr. Cody highlighted:

a) He served on the Synod Convention Floor Committee on Schools, Family, Young Adults, and Youth. Resolution 12-01A on a Uniform Set of Lutheran Academic Standards passed which directs Synod give help to every school of synod with standards they can use as they choose curricula for their students.

b) The Lutheran Neighborhood Schools are showing great potential.

c) The Lutheran Classical School at Trinity, West Allis, began August 20, with three 9th Grade students.

d) The Family Life Conference will be held June 8, 2024, at the CUW Campus.

3.2.2.2 SWD Financial Report – through August 31, 2023

Received Mr. Paul Reske's written reports:

- Statement of Activities (attached)
- Statement of Financial Position (attached)
- Summary of Congregational Remittances and Intentions (attached)
- Congregation Giving Report (attached)
- Restricted Accounts (attached)
-2024 Salary & Benefits Guidelines and Considerations (attached).

Mr. Reske highlighted:

a) Congregational giving has been behind; could it be fatigue after the Convention Assessment or a catch-up after the issues of 2020? There is no reason to panic at this time; Interest has been outperforming the budget; funds will be shifted within LCEF to take advantage of the new rates; we are speaking with the Synod about funds not yet received for our Partnership for Deaf Ministry in Madison; following the synod convention the SWD was $30,000 to the good, the profit will be applied to the District Convention in 2025.

b) Note that in the Restricted funds on hand, the Neighborhood School line, these funds directly support the schools, Mr. Lunak is paid by the District directly.

c) Regarding properties: conversation has been ongoing with CUW and LCMS Real Estate regarding a new District Office and the best use of places and properties. There is no talk of sale of the 8100 Property yet; the Our Savior Deaf, Madison Property is vacant now that the congregation is worshipping at Monona, Madison.

d) The Salary Guidelines have been approved by the Finance Committee. Option A: They chose to use the Cost of Living Adjustment used for Federal Workers of 4.1%. It will be high for our congregations, but is reasonable. Option B, which is geographically based, suggests increases between 1.38% and 4.78%. Concordia Plans also offer suggestions based on the congregational zip code.

e) The Budget will be coming to the December, 2023, BOD meeting.

f) The Board should remember that it is their responsibility to establish legal counsel for the District.

3.2.2.3 Mission & Mercy

Rev. Dr. Meador's written report (attached) and Mission and Mercy Handbook 2023 (attached). The Rev. Dr. Meador highlighted:

a) The Attached Mission and Mercy Handbook is a draft document of how the District works with its mission partners. Dr. Meador would like to see the Board's suggestions.

b) The Green Country Mission (Peace Valley Lutheran) is progressing at a rapid pace. Pastor Benish has been installed. A UCC Church in Monticello is renting space to them for worship. Work is beginning on incorporation documents and a constitution.

c) Pastor Prada at St. Martini is making plans to start services in English.

d) The SOS Center on North Avenue may become a ministry hub offering a site for a micro-school and a missionary-to-the-city. Northside Milwaukee parishes are developing a partnership to reach out to the neighborhoods.

e) Deaf Ministry and how we conduct it is in transition. The Free-standing congregation model is continuing to be challenged.

f) Hispanic Ministries continue to grow. Dr. Meador will begin monthly group meetings with the pastors serving in these ministries.

g) The Dominican Republic congregations continue to make progress. It is amazing how much they continue to do with as little as they have. One significant change is that until recently each of their parishes had a seminary professor as a lead pastor, but all five congregations now have home-raised pastors and the seminary professors are all serving the parishes in supporting roles.

h) In Stewardship, on Monday and Tuesday Dr. Meador was able to meet with 32 rural and small-town pastors. Doxology gave support to facilitate this meeting. New models for ministry were discussed. A follow-up with lay leaders will come next. Appreciation was expressed from those present that their ministries were being affirmed.

i) Dr. Meador Shared the "Why Discovery Process" offering an outline for conversations within congregations.

3.2.2.4 LCEF

September, 2023 Investment Interest Rates were attached.

Mr. Christopher Rowan introduced his background to the Board and then reported:

a) Earnings distribution for the South Wisconsin District is $77,844. This amount is based on the following formula: 1) Operating Income; 2) Level of income producing assets; 3) Investors as a percent of communicants; 4) Capital to asset ratio; and 5) Percentage of congregations with loans.

b) Loan Production: Divine Redeemer Hartland--$2.2M Bridge Loan; Divine Redeemer Hartland--$3M Construction Loan; Elm Grove--$500,000 Debt consolidation and operating expense; Luther Memorial Chapel Shorewood--$662,716; Construction Loan —Trinity Freistadt--$4,764,363 Construction Loan; Trinity Freistadt--$885,637 Bridge Loan; Total: $12,012,716.

c) New Lines of Credit: Approximately $400k in new lines of credit extended.

d) Investments: Total investments--$55,095,236; Total number of investors--2,612; Total investment Goal-- $56,748,093; Growth of 3%--$1,652,857; Confirmed Members--71,027; Number of Investors—1515; % of Members that are investors--2.1%.

e) Focus for the coming year: Work to develop strategies for rural and small congregations to grow using the readily available tools provided by the LCEF and LCMS. Utilizing demographics as the starting point.

3.3 Board Policy Review and Revisions: None.

3.4 Self Evaluation: None.

4.0 Announcements:

4.1 Future meetings: Thursday, December 14, 2023 at 4:00 pm
The Budget will be on the agenda.

4.2 Devotional Leader for next meeting: The Rev. Eric Skovgaard will lead devotions.

5.0 Adjournment

M [Kabitzke : Trapp] S C to adjourn at 7:15 p.m.

6.0 Closing Prayer:
The Rev. Christian Gugel led the board in closing prayer.

Respectfully submitted,
Pastor Christian Gugel
Assistant Secretary

MINUTES

THE BOARD OF DIRECTORS

The South Wisconsin District of The Lutheran Church—Missouri Synod

December 14, 2023

The regular meeting of the Board of Directors of the South Wisconsin District of The Lutheran Church—Missouri Synod, was called to order in the name of the Father, and of the Son, and of the Holy Spirit at 4:00 p.m. by Mr. Myron Buss, Board Chair, with Secretary, the Reverend David Knuth present.

The following voting members were present:

Mr. Myron Buss	Mr. Bradley Jentsch	The Rev. William Kilps
Mr. Ronald Kabitzke	The Rev. David Knuth	Mrs. Kristen Kolell
Mr. Michael Oldenburg	Mr. Dean Sievert	The Rev. Dr. Douglas Stowe
Mr. Robert Trapp	The Rev. Dr. John Wille	

The following advisory members were present:

Mr. David Begalke	The Rev. Eric Skovgaard

The following staff members were present:

Dr. Christopher Cody	The Rev. Dr. Nathan Meador
Mr. Paul Reske	Mr. Christopher Rowan

The following were excused:

Mrs. Joan Anderson	Mrs. Sarah Billings	Mr. David Sleight
The Rev. Mark Wangerin	The Rev. Mark Wenzel	

The following individuals were absent:

The following were guests:

1.0 Preliminaries:

1.1 Devotion: Rev. Eric Skovgaard led the board opening devotion on Psalm 127.

1.2 Agenda review: M S C to adjust the agenda to move Board Education presentation to after 3.2.2.2. [Kabitzke : Trapp]

1.3 Introductions: None.

3.0 Board Business:

3.1 Board Action Items:

3.1.1 Approval of Minutes from the September 21, 2023 meeting.

M S C to approve the minutes. [Kabitzke : Trapp]

3.1.2 Approval of congregation constitution

Good Shepherd, East Troy

Good Shepherd by the Lake, Stoughton

St. John, Edgerton

St. Paul, Janesville

St. Matthew, Warrens

M S C to approve the constitution. [Jentsch : Kilps]

3.1.3 Finance Committee

3.1.3.1 Proposed SWD Budget 2024/2025 discussion. **M S C to approve the budget. [Kabitzke : Sievert]**

3.1.3.2 Housing Allowance

RESOLVED, that the South Wisconsin District of the Lutheran Church-Missouri Synod, as a standing resolution to remain in force and effect until such time as amended or revoked, hereby authorizes and establishes a housing allowance for each ordained or commissioned minister of religion at any time serving it in an amount each year equal to 50 percent of that person's gross annual compensation unless otherwise requested and approved. [Adopted December 12, 2019]

Joshua Benish	50%
Afam Ikanih	50%
Robert Lunak	50%
Nathan Meador	50%
John Wille	50%

RESOLVED, that the South Wisconsin District of the Lutheran Church-Missouri Synod, authorize and establish the following individual housing allowance(s) to be paid from February 1, 2024, to January 31, 2025:

Chris Cody	75%

M S C to approve the housing allowances. [Stowe : Jentsch]

3.2 Board Monitoring:

3.2.1 Board Reports

3.2.1.1 Board Chairman Report

Chairman Buss had no report.

3.2.1.2 Secretary

Secretary Knuth had no report.

3.2.2 President's Report

Received President Wille's written report (attached). President Wille mentioned that the pastoral call issued by Grace, Racine was accepted.

3.2.2.1 Resolution Authorizing the Listing of the Our Savior's Deaf Property Madison

Thursday, December 12, 2023

Whereas, Our Savior's Deaf Lutheran Church has vacated the property at 3110 Dairy Drive, Madison, and has moved into Monona Lutheran, Monona Grove/Madison, and is sharing their campus, in an effort to save on expenses, and

Whereas, the property and building at 3110 Dairy Drive, is now no longer needed for ministry, and

Whereas, the South Wisconsin District owns the property at 3110 Dairy Drive, along with its building, and,

Whereas, the property has been appraised for $740,000.00

Therefore be it..

Resolved, that the South Wisconsin District Board of Directors hereby authorizes the District President and his staff to offer the property for sale with an asking price consistent with a current appraisal , and be it finally,

Resolved, that before any such sale is finalized the SWD Board of Directors will authorize such sale.

M S C to approve the resolution. [Wille : Jentsch]

3.2.2.2 Resolution to Relocate the South Wisconsin District Office to the CUW Campus, Mequon

Submitted to the November CUWAA Regents

Whereas, the South Wisconsin District (SWD) Board of Directors has authorized the SWD President, Rev. Dr. John C. Wille to find viable sites for relocating the SWD Office, and

Whereas, President Erik Ankerberg of CUWAA, and President Wille agree that such a move to the CUW campus would be a "win-win" for both the university and SWD and its congregations, and

Whereas, President Erik Ankerberg of CUWAA, and President Wille agree that such a move would strengthen CUW's connection and relationship with the church at large,

Therefore, be it…

Resolved, that President Erik Ankerberg of CUWAA and President Wille be entrusted with working out the details of this arrangement, which includes both financial and the location of this SWD office, and

Resolved, that once the location and financial details are in place, the agreement would then be approved by the CUWAA regents and the SWD Board of Directors.

M S C to approve the resolution. [Kilps : Kabitzke]

Break for Dinner 5:05 p.m.

Reconvened at 5:45 p.m.

2.0 Board Education:

2.1 Rev. Douglas Stowe led the Board in a review of The Board Policy Manual: Section IV: Executive Limitation.

Resumed with President's report.

3.2.2.3 Schools, Youth & Family

Received Dr. Cody's written report (attached). Dr. Cody reported that he is taking a sabbatical for the months of January and February, 2024. He will be substitute teaching as needed during this time.

3.2.2.4 SWD Financial Report – through August 31, 2023

Received Mr. Paul Reske's written reports:

- Statement of Activities (attached)
- Statement of Financial Position (attached)
- Summary of Congregational Remittances and Intentions (attached)
- Congregation Giving Report (attached)
- Restricted Accounts (attached)

3.2.2.5 Mission & Mercy

Rev. Dr. Meador's written report (attached).

3.2.2.6 LCEF Report

Christopher Rowan presented the following:

- Working with Rob Lunak to help area schools. Generating mailing lists to market the existing school to residents with school age children and creating marketing campaigns around potential school sites.

- Looking at various areas and real estate options for potential school locations. We are using demographic reports to look at potential new school plant areas around the SWD. We are identifying congregations that are currently looking to have a school of some type and then seeing the viability based off the demographics of that area.

- Plan to design and build a media center to train members and help them utilize various media tools in their own churches.

-Provided 27 display panels to SWD congregations on a first-come, first-served basis. The funds for this project were provided through the Signature Sponsorship Series of the LCEF. In addition to the TV's each congregation was given a USB flash drive to display announcements.

-Looking to create a district wide marketing strategy to not only promote the SWD but each individual congregation.

-Building relationships and utilizing the LCEF's Real Estate Solutions Team (RES) to analyze district properties and potential use cases. Tom Campbell Senior Vice President of RES gave suggestions on the Madison property and the office building at 8100 W Capitol Dr. Tom recommended selling the Madison property and listing the 8100 W Capitol Dr property for sale. He feels that it will take several years to sell the 8100 property.

3.3 Board Policy Review and Revisions: None.

3.4 Self Evaluation: None.

4.0 Announcements:

4.1 Future meetings: Thursday, February 15, 2024 at 4:00 pm

4.2 Devotional Leader for next meeting: The Rev. David Knuth will lead devotions.

5.0 Adjournment

M [Kabitzke : Sleight] S C to adjourn at 6:54 p.m.

6.0 Closing Prayer:

The Rev. Eric Skovgaard led the board in closing prayer.

Respectfully submitted,
Pastor David Knuth
Secretary

BOD Meeting for 2-15-24 was cancelled.

MINUTES

THE BOARD OF DIRECTORS

The South Wisconsin District of The Lutheran Church—Missouri Synod

May 16, 2024

The regular meeting of the Board of Directors of the South Wisconsin District of The Lutheran Church—Missouri Synod, was called to order in the name of the Father, and of the Son, and of the Holy Spirit at 4:00 p.m. by Mr. Myron Buss, Board Chair, with Secretary, the Reverend David Knuth present.

The following voting members were present:

Mr. Myron Buss	Mr. Bradley Jentsch	The Rev. William Kilps
Mr. Ronald Kabitzke	The Rev. David Knuth	Mrs. Joan Anderson
Mr. Michael Oldenburg	Mr. Dean Sievert	The Rev. Dr. Douglas Stowe
Mr. Robert Trapp	The Rev. Mark Wangerin	The Rev. Mark Wenzel
Mrs. Sarah Billings		

The following advisory members were present:

Mr. David Begalke	The Rev. Eric Skovgaard

The following staff members were present:

Dr. Christopher Cody	The Rev. Dr. Nathan Meador
Mr. Paul Reske	

The following were excused:

Mrs. Kristen Kolell	Mr. David Sleight	The Rev. Dr. John Wille

The following individuals were absent:

The following were guests:

1.0 Preliminaries:

1.1 Devotion: Rev. David Knuth led the devotion on John 17:13-19.

1.2 Agenda review: M S C to adjust the agenda to move the Audit Report to follow Introductions. [Kabitzke : Anderson]. M S C to set future meetings to September 12, 2024 and December 12, 2024. [Trapp : Wangerin]

1.3 Introductions: The Rev. Mark Wenzel was introduced as a member of the board.

1.4 Audit Report: Ms. Kelli Keys from Vrakas, CPAs & Advisors, presented the SWD-LCMS 2024 Audit Results (attached). Ms. Keys commended the work done by Mr. Paul Reske.

M S C to accept the report from Vrakas. [Kabitzke : Wangerin]

2.0 Board Education:

2.1 Section II: Board Training & Self Review: Presented by Rev. Douglas Stowe. Highlighted several sections, including section 2.10.3 concerning our policy based governance review, which is to be done at least one year before District Convention.

Break for Dinner 5:11 p.m. Resumed at 5:50 p.m.

3.0 Board Business:

3.1 Board Action Items:

3.1.1 Approval of Minutes from the December 14, 2023 meeting.

M S C to approve the minutes. [Kabitzke : Anderson]

3.1.2 Approval of congregation constitutions – None.

3.1.3 Finance Committee (See 1.4 above.)

3.2 Board Monitoring:

3.2.1 Board Reports

3.2.1.1 Board Chairman Report, Mr. Myron Buss

Motion to ratify the February 22, 2024 motion received by email in Support of the Board of Regents of CUW/AA and President Erik Ankerberg in Regard to Possible Significant Reductions at Concordia University Wisconsin/Ann Arbor (see attached.)
M S C to approve the motion. [Kabitzke : Anderson]

Motion for our South Wisconsin District Convention to be held June 8-10, 2025 at Concordia University Wisconsin.
M S C to approve the motion. [Wangerin : Billings]

3.2.1.2 Secretary

Secretary Knuth had no report.

3.2.2 President's Report

Received President Wille's written report (attached).

3.2.2.1 SWD Financials

Received Mr. Paul Reske's written reports:

- Fiscal Year-to-Date Financial Summary Reports, April 30, 2024 (attached)
- Statement of Activities (attached)
- Statement of Financial Position (attached)
- Summary of Congregational Remittances and Intentions (attached)
- Congregation Giving Report (attached)
- Restricted Accounts (attached)

Mr. Paul Reske also reported:
- the bookstore lease extension
- ongoing discussion of moving the District Office to CUW campus
- Apostles Lutheran Church in Platteville will be closing in June, appraised at $500,000.

- Motion to ratify the January 10-11, 2024 resolution by President Wille, seconded by Buss, received by email as follows:

Whereas, Our Savior's Deaf Lutheran Church has vacated the property at 3110 Dairy Drive, Madison, and has moved into Monona Lutheran Church, Monona, and is sharing their campus, in an effort to save on expenses, and
Whereas, the property and building at 3110 Dairy Drive, is now no longer needed for ministry, and

Whereas, the South Wisconsin District owns the property at 3110 Dairy Drive, along with its building, and,
Whereas, the SWD Board of Directors has authorized the placement of the property on the market at their December 2023 meeting, and
Whereas, we have received an unsolicited offer of $680,000.00 prior to listing with realtor and
Whereas, this offer has been reviewed by legal counsel,
Therefore be it Resolved, that the South Wisconsin District Board of Directors hereby authorizes the sale of said property as noted above.
All board members voted yes. (Sievert assented after the voting period closed.)
M S C to approve the motion. [Kilps : Stowe]

- Paul also reported the sale of property located at 3110 Dairy Dr. (Madison):
    i) The property was sold February 15, 2024 for $680,000 ($674,610.28 at closing).
    ii) Because of the present book value, the resulting net loss on the sale of the property was $181,697.02.
    iii) Proceeds were invested with LCEF @ 5% for 18 months.

3.2.2.2 Schools, Youth & Family

Received Dr. Cody's written report (attached).

3.2.2.3 Mission & Mercy

Rev. Dr. Meador's written report (attached).

3.3 Board Policy Review and Revisions: None.

3.4 Self Evaluation: None.

4.0 Announcements:

4.1 Future meetings: Thursdays, September 12 and December 12, 2024 at 4:00 pm
4.2 Devotional Leader for next meeting: Rev. Douglas Stowe (opening) and Rev. Mark Wangerin (closing).

5.0 Adjournment

M [Kabitzke : Kilps] S C to adjourn at 7:01 p.m.

6.0 Closing Prayer:
The Rev. David Knuth led the board in closing prayer.
Respectfully submitted,
Pastor David Knuth
Secretary

MINUTES

THE BOARD OF DIRECTORS

The South Wisconsin District of The Lutheran Church—Missouri Synod

July 25, 2024

The special meeting of the Board of Directors of the South Wisconsin District of The Lutheran Church—Missouri Synod, was called to order in the name of the Father, and of the Son, and of the Holy Spirit at 3:30 p.m. by Mr. Myron Buss, Board Chair, with Secretary, the Reverend David Knuth present.

The following voting members were present:

Mr. Myron Buss	Mr. Bradley Jentsch	The Rev. William Kilps
Mr. Ronald Kabitzke	The Rev. David Knuth	Mrs. Joan Anderson
Mr. Michael Oldenburg (Zoom)	Mr. Dean Sievert	The Rev. Dr. Douglas Stowe
Mr. Robert Trapp	The Rev. Mark Wangerin	Mr. David Sleight (Zoom)
Mrs. Sarah Billings	Mrs. Kristen Kolell	The Rev. Eric Skovgaard

The following advisory members were present:
The Rev. Bryan Osladil

The following staff members were present:
The Rev. Dr. Nathan Meador Mr. Paul Reske

The following were excused:
The Rev. Mark Wenzel Mr. David Begalke Dr. Christopher Cody

The following individuals were absent: none

The following guests were present:
The Rev. Christian Gugel The Rev. Jonah Burakowski

Agenda review: M S C to approve the agenda. [Anderson : Wangerin]

Introductions: Myron Buss welcomed everyone to this special meeting.

President Skovgaard gave a brief discussion on how his first six weeks as President have been going and how he plans to manage duties as pastor of Elm Grove Lutheran and SWD District President.

Prayer was given by Pastor Bill Kilps.

Presentation of Resolutions:

Three resolutions were presented by Mr. Paul Reske to the board.

RESOLUTION 1 To Encourage a Memorandum of Understanding between Elm Grove Lutheran Church and the South Wisconsin District
M S to consider Resolution 1. [Kilps : Kabitzke]

Whereas Rev. Eric Skovgaard was elected 2nd Vice President by the South Wisconsin District in convention in June 2022, and
Whereas Rev. Skovgaard, through circumstances both foreseen and unforeseeable, ascended to the presidency in June 2024, and

Whereas there is less than one year remaining until the end of the current triennium at which new district leadership will be elected, and
Whereas Elm Grove Lutheran Church, where Rev. Skovgaard currently serves as Administrative Pastor, is in no position to go without pastoral leadership; therefore, be it
Resolved that the South Wisconsin District Business Manager issue a temporary and mutually beneficial memorandum of understanding between Elm Grove Lutheran Church and the South Wisconsin District that allows for Rev. Skovgaard to serve concurrently as parish pastor and district president.

- Discussion followed.

SUBSTITUTE RESOLUTION PRESENTED: To Execute a Memorandum of Understanding between Elm Grove Lutheran Church and the Sound Wisconsin District.

- Replace "Resolved" of Resolution 1 with the following:
Resolved that the BOD of the SWD of the LCMS empower it's Executive Committee (Board Policy Manual, 2.13.4) to negotiate a temporary and mutually beneficial memorandum of understanding between Elm Grove Lutheran Church (EGLC) and the South Wisconsin District that allows Rev. Eric Skovgaard to serve concurrently as pastor of EGLC and District President of the South Wisconsin District. And be it finally **Resolved** that the memorandum of understanding be submitted to the full Board for approval no later than the Board's next regular meeting.
- Some discussion and rationale followed.
M S C to adopt Substitute Resolution 1. [Stowe : Jentsch]

RESOLUTION 2 To Confirm Financial and Signatory Privilege Changes
M S to consider Resolution 2. [Kabitzke : Sievert]

Whereas Rev. Dr. John C. Wille was called home to heavenly glory by our Lord on June 10, 2024 and is no longer the President for the South Wisconsin District; and
Whereas the former 1st Vice President, Rev. Eric Skovgaard, became President of the South Wisconsin District as of June 10, 2024; therefore, be it
Resolved that the financial authorizations and signatory privileges held by John Wille on behalf of the South Wisconsin District be transferred to Eric Skovgaard; and be it finally
Resolved that Mr. Paul Reske, as the Business Manager for the South Wisconsin District and our current agent of record, work to change these authorizations with our financial institutions.

SUBSTITUTE RESOLUTION PRESENTED: To Memorialize Financial and Signatory Privilege Changes
- Replace final "Resolved" as follows:
Resolved that President Eric Skovgaard or his delegate is authorized to execute such documents as are needed to make the above changes.
- Some discussion followed.
M S C to adopt Substitute Resolution 2. [Stowe : Kilps]

RESOLUTION 3 To Authorize the Liquidation of Apostles Lutheran Church Property (Platteville, WI)
Whereas Apostles Lutheran Church (Platteville) voted to close and held their final service on June 29, 2024, and
Whereas the property and building at 6732 WI-81 in Platteville is now no longer considered useful for ministry, and

Whereas the deed contains a reversionary clause by which the South Wisconsin District (as the original Grantor) again becomes the rightful owner should religious or educational uses by the Grantee cease; therefore, be it

Resolved that the South Wisconsin District Board of Directors hereby authorize the District President and his staff to pursue the liquidation of the property with an asking price consistent with the current real estate market, and be it finally

Resolved that before any such sale is finalized the SWD Board of Directors will authorize such sale.

- Short discussion followed.

M S C to adopt Resolution 3. [Kabitzke : Trapp]

Appointment of the 4th Vice President of SWD

- President Skovgaard appointed Pastor Hal Senkbeil to serve as 4th VP.

M S C to confirm his appointment. [Stowe : Kilps]

Other business / discussion: none.

- Next regular Board meeting will be September 19th, 2024.

M S C to adjourn.

Closing prayer: Rev. Bill Kilps

Adjourned: 4:20 P.M.

Respectfully submitted,

Pastor David Knuth

Secretary

MINUTES

THE BOARD OF DIRECTORS

The South Wisconsin District of The Lutheran Church—Missouri Synod

September 19, 2024

The special meeting of the Board of Directors of the South Wisconsin District of The Lutheran Church—Missouri Synod, was called to order in the name of the Father, and of the Son, and of the Holy Spirit at 4:00 p.m. by Mr. Myron Buss, Board Chair, with Secretary, the Reverend David Knuth present.

The following voting members were present:

Mr. Myron Buss	Mr. Bradley Jentsch (Zoom)	The Rev. William Kilps
Mr. Ronald Kabitzke	The Rev. David Knuth	Mrs. Joan Anderson
Mr. Michael Oldenburg	Mr. Dean Sievert	The Rev. Dr. Douglas Stowe
Mr. Robert Trapp	The Rev. Mark Wangerin	Mr. David Sleight
Mrs. Kristen Kolell	The Rev. Eric Skovgaard	The Rev. Mark Wenzel

The following advisory members were present:
The Rev. Bryan Osladil

The following staff members were present:

Dr. Christopher Cody	The Rev. Dr. Nathan Meador	Mr. Paul Reske

The following were excused:
Mrs. Sarah Billings

The following individuals were absent: None

The following were guests: None

1.0 Preliminaries:

1.1 Devotion: Opening prayer by President Skovgaard and devotion led by The Rev. Dr. Douglas Stowe.

1.2 Agenda review: No adjustments were made.

1.3 Introductions: None.

2.0 Board Education:

2.1 Section III: Board & Executive Relationship: Presented by Rev. Douglas Stowe. Highlighted several sections, including section 3.1.2 needs to be revised or reworded; 3.2.3 should be done; 3.3.1 some research on why the BOD does not have permission to undertake capital campaigns. We should check the bylaws to see why that's the case.

3.0 Board Business:

3.1 Board Action Items:

3.1.1 Approval of Minutes from the May 16, 2024 meeting.

M S C to approve the minutes. [Kabitzke : Sievert]

Approval of Minutes from the special meeting on July 25, 2024**.**

M S C to approve the minutes. [Anderson : Kabitzke]

3.1.2 Approval of congregation constitutions

Covenant, Milwaukee

Immanuel, Brookfield

Our Redeemer, Delavan

Our Savior, Burlington

St. Paul, Grafton

St. Paul, Hillpoint

Shepherd of the Hills, Onalaska

Shepherd of the Hills, Pewaukee

M S C to approve the constitutions. [Wangerin : Kolell]

3.1.3 Finance Committee

3.1.3.1 2025 Salary Guidelines – Paul Reske provided a written report entitled "New for 2025" (see attached).

3.2 Board Monitoring:

3.2.1 Board Reports

3.2.1.1 Board Chairman Report, Mr. Myron Buss

3.2.1.1.1 Chairman Buss presented the August 21, 2024 Memorandum of Understanding (MOU) between Elm Grove Lutheran Church and the South Wisconsin District of the Lutheran Church – Missouri Synod (see attached). **M S C to confirm the Memorandum of Understanding. [Kabitzke : Sievert]**

3.2.1.1.2 Chairman Buss requests adding three names to Committee on Convention Nominations: Emily Heins of Racine; Derek W. Bult of Sheboygan; and Rev. Dan Torkelson of Madison. **M S C to approve. [Sievert : Kilps]**

3.2.1.1.3 Chairman Buss allowed Dr. Cody and Rob Lunak to discuss the history of the Neighborhood Schools Project (see attached document). Dr. Cody concluded with the following proposal:

Whereas a full-time Superintendent of Lutheran Neighborhood Schools (SLNS) was previously approved by the BOD for school planting and church revitalization in the city of Milwaukee, and

Whereas the work of the SLNS began in the summer of 2023, and

Whereas the need for this work extends beyond the Milwaukee area, and be it further

Resolved, that the three-year timeline for the SLNS shall be recognized as follows: Year one - 2023-24; Year two – 2024-2025, Year three – 2025-26, and be it further

Resolved, that the work of the SLNS shall not be limited to the Milwaukee area, and be it further

Resolved that the SLNS, Rob Lunak, will be allowed to do outside consulting with other schools as needed.

M S C to approve the Resolution. [Kilps : Anderson]

3.2.1.2 Secretary

Secretary Knuth had no report.

3.2.2 President's Report

President Skovgaard's Report

President Skovgaard shared some information he learned at the Council of Presidents meeting, including:

- In preparation for 2026 Synod Convention there will likely be discussion about realigning of circuits because 25% of our circuits are out of alignment. (A circuit is supposed to consist of 7 to 10 congregations with 1500 or more members.)

- 50% of our congregations have 50 or less members in attendance.

- District Convention information was shared by Rev. Bill Kilps, the chairman of the Convention Planning Committee. The Committee recommends shortening the Convention to two days, Monday, June 9 and Tuesday, June 10.

M S C to accept the recommended convention dates. [Kilps : Wenzel]

- President is in the process of appointing a committee to investigate the cost involved in moving the District Office to CUW.

- President presented the Motion to Call a Missionary (see attached). After some discussion and minor changes it was presented as follows:

To Call a Missionary for International Outreach for the South Wisconsin District

WHEREAS, the South Wisconsin District (SWD) of the Lutheran Church—Missouri Synod (LCMS), serving nearly 90,000 baptized members in more than 200 congregations, 25 preschools, 50 elementary schools, 7 high schools, and 1 university, is committed to "Confess Christ for the Next Generation" within our congregations and beyond; and

WHEREAS, the demographic landscape of the SWD includes diverse communities with immigrants from Asia and Africa, Hispanic populations from numerous nations, as well as rural, suburban, and urban settings; including our state's educational institutions across the area the SWD serves and

WHEREAS, the SWD is dedicated to identifying and responding to the needs of these communities through Gospel outreach and service, supporting resources, and mission partnerships; and

WHEREAS, there is an identified need for a Missionary for International Outreach to support, organize, and expand the District's outreach initiatives to these diverse and dynamic communities, thus maximizing the effectiveness of our missional efforts; therefore be it

WHEREAS, the current operating budget contains funding for this needed missionary salary and benefits,

RESOLVED, that the Board of Directors of the South Wisconsin District hereby authorizes the District President to recommend a candidate for a Missionary for International Outreach; and be it further

RESOLVED, that this Missionary will be tasked with developing and implementing strategies that leverage District resources and partnerships to extend the Gospel's reach primarily in Madison and Milwaukee utilizing existing mission partnerships and creating new partnerships; and be it further

RESOLVED, that the Missionary will work in collaboration with the Office of Mission & Mercy, congregations, schools, and Recognized Service Organizations (RSOs) within the District to drive Gospel outreach initiatives based on up-to-date demographic data and theological principles of Gospel Outreach; and be it finally

RESOLVED, that the Board of Directors requests the President and Mission Executive of the South Wisconsin District to proceed with the necessary steps to present a candidate for call as the Missionary for International Outreach.

M S C to approve the Resolution. [Kabitzke : Kilps]

3.2.2.1 SWD Financials

Received Mr. Paul Reske's written reports dated August 31, 2024:

- Statement of Activities (attached)
- Statements of Financial Position (attached)
- Congregation Giving Report (attached)
- Restricted Accounts (attached)

3.2.2.2 Finance Committee

Dean Sievert reported on the work of the Finance committee. They are looking at how to best utilize the gifts that have been given to District and are accumulating, the committee will discuss possible options.

- The committee was looking into the possibility of offering financial assistance for those church workers who are out of school but still have financial needs as they continue as their work in the ministry.

- Proposed a motion: To Direct the Finance Committee to work with the Policy Board toward specific resolutions to present to the BOD regarding policy changes concerning budgeting direction.

M S C to approve the proposal. [Sievert : Kabitzke]

3.2.2.3 Schools, Youth & Family

Received Dr. Cody's written report (attached).

3.2.2.4 Mission & Mercy

Rev. Dr. Meador's written report (attached).

3.2.2.5 LCEF Report

Chris Rowan gave a written report (attached).

3.3 Board Policy Review and Revisions: None.

3.4 Self Evaluation: None.

4.0 Announcements:

4.1 Future meetings: Thursday, December 12, 2024 at 4:00 pm

4.2 Devotional Leader for next meeting: Rev. Bryan Osladil

5.0 Adjournment

M [Kabitzke : Kilps] S C to adjourn at 6:32 p.m.

6.0 Closing Prayer: Pastor Mark Wangerin

Respectfully submitted,
Pastor David Knuth
Secretary

MINUTES

THE BOARD OF DIRECTORS

The South Wisconsin District of The Lutheran Church—Missouri Synod

December 12, 2024

The regular meeting of the Board of Directors of the South Wisconsin District of The Lutheran Church—Missouri Synod, was called to order in the name of the Father, and of the Son, and of the Holy Spirit at 4:00 p.m. by Mr. Myron Buss, Board Chair, with Secretary, the Reverend David Knuth present.

The following voting members were present:

Mr. Myron Buss	Mr. Bradley Jentsch	The Rev. William Kilps
Mr. Ronald Kabitzke	The Rev. David Knuth	Mrs. Joan Anderson
Mr. Michael Oldenburg	Mr. Dean Sievert	The Rev. Dr. Douglas Stowe
Mrs. Sarah Billings	The Rev. Mark Wangerin	Mr. David Sleight
Mrs. Kristen Kolell	The Rev. Eric Skovgaard	The Rev. Mark Wenzel

The following advisory members were present:

The Rev. Bryan Osladil	Mr. David Begalke

The following staff members were present:

Dr. Christopher Cody	The Rev. Dr. Nathan Meador	Mr. Paul Reske

The following were excused:

Mr. Robert Trapp

The following individuals were absent: None

The following were guests:

Dr. Erik Ankerberg	The Rev. Dr. Aaron Moldenhauer	The Rev. John Berg
Mr. Jonathan Rindt	Mr. Nathan Hasenstein	

1.0 Preliminaries:

1.1 Devotion: Opening devotion led by The Rev. Bryan Osladil.

1.2 Agenda review: Postponing "2.2 Section IV Executive Limitation" until February meeting.

1.3 Introductions: None.

2.0 Board Education:

2.1 CUWAA Campus Update

Dr. Erik Ankerberg, the President of Concordia University Wisconsin and Ann Arbor [CUWAA], the Rev. Dr. Aaron Moldenhauer, CUW Vice President for Mission and Church Relations, and the Rev. John Berg, chair of the CUWAA Board of Regents, gave an update on the work being done at CUWAA. Dr. Ankerberg shared recent history and financial realities, including CUW's assumption of ownership and administration of Concordia Ann Arbor ten years ago. Dr. Ankerberg's presentation also included a thorough strategic plan for continuing educational ministry in Ann Arbor into the future.

Break for Dinner 5:30 p.m.
Reconvened at 6:20 p.m.

3.0 Board Business:

3.1 Board Action Items:

3.1.1 Approval of Minutes from the September 19, 2024 meeting.

M S C to approve the minutes. [Kabitzke : Anderson]

3.1.2 Approval of congregation constitutions:

Bethlehem, Sheboygan

Elm Grove, Elm Grove

Good Shepherd, Sheboygan

M S C to approve the constitutions. [Kabitzke : Sievert]

3.1.3 Finance Committee

3.1.3.1 Investment Review

A thorough investment review was presented to the BOD by Mr. Jonathan Rindt and Mr. Nathan Hasenstein from Morgan Stanley. They offered some helpful suggestions for future investments that would best utilize the gifts given to SWD.

Dean Sievert presented several changes to the BOD Policy Manual, suggested by the Finance Committee, as follows:

Motion to change Policy Manual section 4.6.5.1.6.1 to read as follows:

Common or preferred stocks, corporate notes and bonds, convertible securities, loans or asset backed securities, tax exempt or local government entity securities, commodity contracts, derivative securities or alternative investments including private equity, credit and real estate when not made through investment with The Lutheran Church Extension Fund, LCMS Foundation, or with another specific financial institution and advisor approved by the Board.
M S C to approve the motion. [Sievert : Kabitzke]

Motion: To change Policy Manual section 4.6.5.1.6.2 to read as follows:

Any securities or contracts that significantly or uniquely benefit corporations or organizations primarily or predominantly involved in activities that are counter to the Outcomes Policies, mission, vision, or doctrinal beliefs of the District.
M S C to approve the motion. [Sievert : Kabitzke]

Motion: That the BOD, with recommendation from the Finance Committee, approve John Rindt and his team at Morgan Stanley as an authorized institution and financial advisor for the South Wisconsin District of the LCMS.
M S C to approve the motion. [Sievert : Kabitzke]

Motion: To change Policy Manual section 4.6.7.2 to read as follows:

The District President shall ensure that all persons who handle district receipts or disbursements shall be covered by sufficient employee dishonesty insurance coverage. **M S C to approve the motion. [Sievert : Billings]**

Motion: To remove section 4.6.10 from the Policy Manual.
M S C to approve the motion. [Billings : Kolell]

3.1.3.2 Proposed SWD Budget 2025/2026 - Presented by Mr. Paul Reske, see attached.
M S C to approve the budget. [Kabitzke : Anderson]

Resolved, that the South Wisconsin District of the Lutheran Church – Missouri Synod, as a standing resolution to remain in force and effect until such time as amended or revoked, hereby authorizes and establishes a housing allowance for each ordained or commissioned minister of religion at any time serving it in an amount each year to 50% of that person's gross annual compensation, unless otherwise requested and approved.

Joshua Benish	*50%*
Afam Ikanih	*50%*
Samuel Lee	*50%*
Robert Lunak	*50%*
Nathan Meador	*50%*

M S C to approve the resolution. [Billings : Anderson]

Resolved, that the South Wisconsin District of the Lutheran Church – Missouri Synod, authorize and establish the following individual housing allowance(s) to be paid from February 1, 2025, to January 31, 2026:

Christopher Cody	*75%*

M S C to approve the resolution. [Wenzel : Jentsch]

3.1.4 Appointment of Auditor

Paul Reske stated that Vrakas Advisors, LLC continues as our auditor with the signing of an annual Engagement Letter. The Board of Directors would need to act if this arrangement is to be changed.
M S C to approve Vrakas Advisors as auditor. [Billings : Anderson]

Break 7:28 p.m. to 7:33 p.m.

3.1.4.1 Discussion of following resolutions tabled until February, 2025 meeting:

Resolution: To Amend Synod Bylaw 3.2.4.1 to Limit Terms of Office for President, First Vice-President, Regional Vice-Presidents, and Secretary.

Resolution: To Amend Bylaw 1.24.a. to Limit Terms of the Office for District President, Vice-President, Secretary, Assistant Secretary, and Treasurer.

3.2 Board Monitoring:

3.2.1 Board Reports

3.2.1.1 Board Chairman Report, Mr. Myron Buss

3.2.1.1.1 Confirm sale of Apostles Lutheran Church, Platteville property, October 4, 2024 and October 7, 2024. **M S C to confirm the sale. [Kabitzke : Anderson]**

3.2.1.1.2 To confirm the Divine Call extended to Rev. Dr. Samuel Lee to the position of Missionary at Large for International Outreach for the South Wisconsin District on October 14, 2024. **M S C to confirm. [Wangerin: Kabitzke]**

District Nominations committee has shared information on which current board members are eligible to run for another term (Rev. Mark Wenzel, Kristen Kolell, Joan Anderson and Sarah Billings) if they so choose. Those who are ineligible to serve another term are: Rev. Mark Wangerin, Bradley Jentsch, and Myron Buss.

Committee on Convention Nominations: There is another vacancy that needs to be filled. A Commissioned worker from Western region, if needed.

Discussion concerning the writing of a letter of support from South Wisconsin District resulted in the following motion:

Resolved: That President Skovgaard write a letter in support of Concordia University Wisconsin Ann Arbor to the Board of Regents, President Ankerberg's Administration and President Harrison. This letter will be shared with the BOD before it is sent out so that we have the chance to review it by December 19. **M S C to approve motion. [Billings : Anderson]**

3.2.1.2 Secretary

Secretary Knuth had no report.

3.2.2 President's Report

President Skovgaard reported on the following:

Dr. Christopher Cody has received a call to be Principal at Martin Luther High School. We value his work at the District office and encourage him in his work for SWD. He also recently recommended the book, "The Anxious Generation," which shows the effects of a phone-based childhood as opposed to a play-based childhood.

Trinity Lutheran Classical High School at Trinity Lutheran Church in West Allis has had a good first year with three students. The next incoming freshman class is expected to be 11, and they already have 13 for the following year with open enrollment coming soon. They may be outgrowing their current facility.

Pastor David Jewell will be the new PALS coordinator.

There has been a 2.9% shrinkage in LCMS membership each year, which affects Circuits. We may need to look at combining some visitation circuits for the sake of electoral circuits. Requirements for a circuit are a minimum of six congregations with 1500 total communicant members. We currently have five circuits (out of 26) in SWD that do not meet those criteria. In the synod there are 99 circuits that do not meet the necessary criteria. This will need to be addressed at our District convention.

Plans are underway for a commemoration of President Willie at the District Convention.

Long-range planning for moving the SWD office continues. A meeting was held with two attorneys at the vonBriesen & Roper law firm to discuss the move to CUW. Also have been in touch with President Ankerberg looking at potential location sites on the CUW campus site.

3.2.2.1 SWD Financials

Received Mr. Paul Reske's written reports dated November 30, 2024 (attached).

- Statement of Activities (attached)
- Statements of Financial Position (attached)

- Congregation Giving Report (attached)
- Restricted Accounts (attached)

He highlighted a few items on the documents and asked BOD members to please share the SWD Newsletter which includes a synopsis of our financials.

Some of the proceeds from recent property sales should help to lower convention expenses assessed to congregations.

3.2.2.2 Schools, Youth & Family

Received Dr. Christopher Cody's written report (attached).

Received submitted report from Rob Lunak (attached).

3.2.2.4 Mission & Mercy

Rev. Dr. Nathan Meador's written report (attached).

Highlighted the work of Pastor Josh Benish in Monticello. That church is seeing some growth. A property came available in Monroe that they are considering.

The work in Viroqua is going well. Starting a Bible class in January.

Informational meeting in Slinger went well. Hoping to start the process for a church plant there in early first quarter 2025 which will be SWD's third active church plant. Looking for local partner churches in the area to assist.

The urban ministry has been going well.

Recommended the book: "The Gift of Small," helps us see past the size of a congregation and instead looking at the health of our churches through faithful Word and Sacrament ministry.

3.3 Board Policy Review and Revisions: None.

3.4 Self Evaluation: None.

4.0 Announcements:

4.1 Future meetings: Thursday, February 13, 2025 at 4:00 p.m.

4.2 Devotional Leader for next meeting: Rev. Dr. Nathan Meador

5.0 Adjournment

M S C to adjourn at 9:00 p.m. [Kabitzke : Billings]

6.0 Closing Devotion: Rev. Bryan Osladil

Respectfully submitted,
Pastor David Knuth
Secretary

MINUTES

THE BOARD OF DIRECTORS

The South Wisconsin District of The Lutheran Church—Missouri Synod

February 13, 2025

The regular meeting of the Board of Directors of the South Wisconsin District of The Lutheran Church—Missouri Synod, was called to order in the name of the Father, and of the Son, and of the Holy Spirit at 4:00 p.m. by Mr. Myron Buss, Board Chair, with Secretary, the Reverend David Knuth present.

The following voting members were present:

Mr. Myron Buss	Mr. Bradley Jentsch	The Rev. William Kilps
Mr. Ronald Kabitzke	The Rev. David Knuth	Mrs. Joan Anderson
Mr. Michael Oldenburg	Mr. Dean Sievert	The Rev. Dr. Douglas Stowe
Mrs. Sarah Billings	The Rev. Mark Wangerin	Mr. Robert Trapp
The Rev. Eric Skovgaard	The Rev. Mark Wenzel	

The following advisory members were present: None

The following staff members were present:

The Rev. Dr. Nathan Meador	Mr. Paul Reske	Dr. Christopher Cody (via Zoom)

The following were excused:

The Rev. Bryan Osladil	Mr. David Begalke	Mr. David Sleight

The following individuals were absent: None

The following were present via Zoom: Kristen Kolell

1.0 Preliminaries:

1.1 Devotion: Opening devotion led by The Rev. Dr. Nathan Meador.

1.2 Agenda review: Add 3.1.6 Memorial to the South Wisconsin District Convention (June 2025) – To Amend District Bylaw 1.25b Vacancies

1.3 Introductions: None.

2.0 Board Education:

2.1 Section IV Executive Limitation

Pastor Stowe led the Board in education regarding Section IV Executive Limitation. During his presentation the motion that is stated was made and passed. Motion to appoint Rev. Dr. Douglas Stowe to arrange and lead a Board of Directors training session within 90 days following District Convention election. This training will be open to all members of the Board. **M S C to approve the appointment. [Jentsch : Anderson]**

Break for Dinner 5:04 p.m.
Reconvened at 5:45 p.m.

3.0 Board Business:

3.1 Board Action Items:

3.1.1 Approval of Minutes from the December 12, 2024 meeting.

M S C to approve the minutes. [Anderson : Stowe]

3.1.2 Approval of congregation constitutions – None at this time.

3.1.3 Finance Committee

3.1.3.1 Housing Allowance Pastor Afam Afamefuna (Ikanih)

RESOLVED, that the South Wisconsin District of the Lutheran Church-Missouri Synod, authorize and establish the following individual housing allowance to be paid from February 16, 2025 to January 31, 2026: Afam (Ikanih) Afamefuna – 70% of his gross wages.

M S C to approve. [Stowe : Jentsch]

3.1.4 Resolution: To Amend Synod Bylaw 3.2.4.1 to Limit Terms of Office for President, First Vice-Presidents, Regional Vice-Presidents, and Secretary (see attached)

M S to approve. [Stowe : Wangerin] DEFEATED

3.1.5 Resolution: To Amend Bylaw 1.24.a. to Limit Terms of the Office for District President, Vice-Presidents, Secretary, Assistant Secretary, and Treasurer (see attached) **WITHDRAWN**

3.1.6 Memorial to the South Wisconsin District Convention (June 2025) – To Amend District Bylaw 1.25b Vacancies

Rationale: The current bylaw 1.25b is unclear regarding the process of "in consultation with" and the composition of "elected representatives of the region."

Resolved, that bylaw 1.25b be amended to read:

1.25 Vacancies

b. If a vice-president for any reason shall leave office, the vacancy shall be filled by the District President after consultation with elected representatives of the region, namely, Circuit Visitors, and the District Board of Directors. The appointed Vice-President shall be last in line of succession.

M S C to approve amendment. [Wangerin : Jentsch]

3.2 Board Monitoring:

3.2.1 Board Reports

3.2.1.1 Board Chairman Report, Mr. Myron Buss

3.2.1.1.1 Concerning SWD Missionary Rev. Sam Lee, the following resolution was submitted to the Board of Directors **via email** and approved on January 20, 2025:

To Authorize an Application for Grant Funds from the Siebert Lutheran Foundation in Support of the International Outreach of SWD Missionary Rev. Sam Lee

Whereas, the South Wisconsin District has a long history of International Mission Partnerships and Outreach both internationally and within our District and,

Whereas the SWD has recently called Rev. Samuel Lee to serve as a Missionary for International Outreach to coordinate mission efforts in Madison, Milwaukee and across the District and,

Whereas there are many interested parties, including the Siebert Lutheran Foundation and others, who have the resources to commit to making this effort not only survive, but thrive in Confessing Christ for the Next Generation,

Whereas our mission and ministry efforts have been blessed by partnership with the Siebert Lutheran Foundation in the past, therefore be it,

RESOLVED that the South Wisconsin District authorize the application for grant funds from the Siebert Lutheran Foundation in support of the mission efforts the District's Missionary for International Outreach.

M S C to confirm. [Skovgaard : Buss]

3.2.1.1.2 Motion to delay Dr. Cody's replacement:

That the Board of Directors will not take any action to replace Dr. Christopher Cody until after the District Convention and the elections of new Board of Directors officers. **M S C to approve motion. [Skovgaard : Buss]**

Board Chairman Buss reported on an update he received from Rev. Gary Gehlbach, Chairman of the Committee on Convention Nominations. Pastor Gehlbach indicated the process is going well with more work to be done. Some Board members are ineligible to serve again due to term limits.

3.2.2 President's Report

President Skovgaard reported on the following:

He visited Concordia University Irvine as part of the Concordia University System visitation team.

There are approximately 80 fourth-year seminary graduates this year. We are hopeful to receive two graduates for calls in the South Wisconsin District.

Motion to combine Circuits 3, 4, and 6 as one electoral circuit. Also, combine Circuits 16 and 17 as one electoral circuit. **M S C to approve motion. [Kabitzke : Kilps]**

Shared information about moving the South Wisconsin District office to the Concordia University Wisconsin campus grounds.

Motion: Approval to list the property of South Wisconsin District office for sale. **M S C to approve motion. [Skovgaard : Kilps]**

3.2.2.1 SWD Preliminary Financials – January 31, 2025

Received Mr. Paul Reske's written reports (draft) dated January 31, 2025 (attached).

- Statement of Activities (attached)
- Statements of Financial Position (attached)
- Congregation Giving Report (attached)
- Restricted Accounts (attached)
- Congregation Intention Remittance Summary (attached)

3.2.2.2 Schools, Youth & Family

Received Dr. Christopher Cody's written report (attached).

Received submitted report from Rob Lunak (attached).

3.2.2.4 Mission & Mercy

Rev. Dr. Nathan Meador's written report (attached).

3.3 Board Policy Review and Revisions: None.

3.4 Self Evaluation: None.

4.0 Announcements:

4.1 Future meetings: Thursday, May 22, 2025 at 4:00 p.m.

4.2 Devotional Leader for next meeting: Rev. Mark Wenzel

5.0 Adjournment

M S C to adjourn at 7:45 p.m. [Kilps : Kabitzke]

6.0 Closing Devotion: Rev. Dr. Nathan Meador

Respectfully submitted,
Pastor David Knuth
Secretary

Report of District President

Rev. Eric C. Skovgaard, President

It seems like years ago now that I sat through Dr Wesselschmidt's history class at Concordia Seminary St Louis on the early Church. His lecture style was not nearly as entertaining as a Dr Nagel presentation on Matthew 28 as he stared out the window or a Dr Voelz table-top argument for Greek infinitives; Wesselschmidt simply read from his written notes. But the Church's history captured my imagination. Emperor Constantine, Athanasius contra mundum, and the heretic Arius, et al have lived rent-free in my head ever since. What we confess about God, specifically about Christ, makes all the difference in this world and the one to come. It is our duty and our joy to know that history and to pass that knowledge on to the next generation, which is completely consistent with the theme of the 2022 District Convention, "Confessing Christ for the Next Generation."

As we gather together in the year of our Lord 2025 at Concordia University Wisconsin in Mequon on June 9 & 10 as The Lutheran Church—Missouri Synod in this place we call home, the South Wisconsin District, we do so under the banner of "One Lord, One Faith, One Baptism: Nicea at 1700." This theme was chosen to confess that the faith articulated at the Council of Nicea in the suburbs of Constantinople 1700 years ago was not just a historical footnote but the enduring truth on the nature and work of the Triune God. Each June 12 the Church commemorates the ecumenical Council of Nicea in AD 325. This year, this convention, we have the privilege of celebrating the anniversary by hearing from Dr Adam Francisco as he teaches us how the great Reformer of the Church, Martin Luther, viewed Islam's false doctrines on the Trinity.

Let's not be afraid to identify clearly the things we lay before God's throne of grace in prayer, like the conversion of those burdened by Islamic teachings. Would that God would open the flood gates of faith in our communities as He has done so visibly in places like in Berlin, Germany, where under the preaching and teaching of Pr Gottfried Martens 100's of former Muslims have embraced the Nicene Creed without any watering down of the Gospel. But we ought to pray equally as hard for those who bear the name of God in Holy Baptism but who have wandered away from the faith once for all delivered to the saints. It is not a problem unique to the LCMS, but the numbers of those who have fallen away from their confirmation vows are at tragic levels.

Permit me to reflect on a few items from this past year in the District Office, filling out John Wille's last term. What a joy it was to see the completion of Dr Sam Lee's studies as a Specific Ministry Pastor brought to fruition with a call as Missionary at Large for international outreach within our District. If you haven't met Dr Lee yet, he's a one-man-greeting machine. Under the leadership of Nathan Meador, the District's mission executive, Pr Lee divides his time between campus ministry at CUW as well as in Madison in conjunction with Calvary and Pr Strawn. Almost every week he has exciting stories to tell of how the Gospel is being heard and bearing fruit in the lives of international students. Sam came to faith as an international student in the States, working on a PhD in theoretical physics, and has maintained over the years an honest love for those in the same situation he came to the States in.

You also should know that during the last triennium we ordained & installed 17 seminary candidates in their first calls, as well as receiving and installing 24 pastors at various congregations and other RSO's across the district. Combining those numbers with the even greater number of teachers, we have so much to be thankful for as God works through us to proclaim Christ and Him crucified. During this past triennium we also welcomed Deaconess Grace Rao as the executive director for A Place of Refuge, the SWD's crisis pregnancy center. She led the efforts to seriously renovate the center. As you can see by reading Dr Cody's report, great things are happening in schools, with the start of Lutheran Neighborhood Schools under the able direction of Mr Rob Lunak, school plants, and several other initiatives. In the same way you can also read Dr Meador's report and see that great things are happening with missions in the District. Meador has a significant toolbox of programs that can be enlisted to support and extend your church's efforts. The District Office wants to partner with you in helpful ways, at your request. May God grant our church planters much opportunity and success for the honor of His name!

There's only so much I can say in a few sentences about the treasure we have in Concordia University Wisconsin [CUW] in Mequon. Without college-age students, CUW might easily escape your attention, but the faculty and leadership there work tirelessly for you to ensure that Christ is front and center in all that is taught to our young men and women. The beauty of Christian vocation is unpacked from physical therapy to political science. To have all these study options undergirded by such a world-class theology faculty is a profound blessing. In addition to President Ankerberg, your elected Board of Regents, chaired by Pr John Berg, over the past triennium has navigated extremely rough waters. They have earned our thanks more than we can express. The investment of time and effort that Ankerberg and Berg have made in the future of CUW cannot be overestimated.

In October we celebrated Pastor Anniversary Month with a barbeque at the District office. We hope to repeat this wonderful event later this year but in a different location within the District. In April of this year, we put together a promotional piece that was shared during Holy Week encouraging people to attend church which was shared through various social media platforms. Thank you to everyone who shared photos of their churches! Don't overlook the extremely valuable contribution the LCEF [Lutheran Church Extension Fund] can make to your ministry. Mr Chris Rowan, our LCEF District Vice President, is a crucial part of the District team and stands ready to serve.

One of the responsibilities of a District President [DP] is to attend the quarterly Council of Presidents' [COP] meetings. The first couple of meetings was an absolute blur for this new DP. The number of issues and their importance coming at the COP can be overwhelming at times. But these are opportunities to exercise our conviction that the Church belongs to the Lord now just as much as it did in AD 325. We ought always to strive to be as faithful as humanly possible in the work God has given us, and then entrust the results to God, who has promised to never leave us or forsake us. For instance, what a privilege to be involved in the calling of 4th year seminarians and the placement of vicars, to experience how God works through the mechanisms of the Church to preserve Word and Sacrament ministry, and to extend the Gospel footprint through missionary efforts.

On that topic alone, I encourage you to catch some of the urgency of the Synod's church worker recruitment effort, entitled Set Apart to Serve. With only a little more than 80 total 4th year seminarians graduating this year from both seminaries and ready for calls this year, we have much work to do in filling our ranks with men fit for the Office of the Holy Ministry. This concern is easily magnified – and can be overwhelming – when we recognize the need for teachers and principals. I've thought about this need for a number of years after I buried a dear lady of the Church named Ruth. Ruth had grown up in St Louis, the daughter of a pastor who in his younger years had helped dig CFW Walther's grave at Concordia Cemetery in St Louis. As I would visit her in the nursing home and hear her stories, connecting me with the founding of the Synod, I couldn't help but pray that there would be a faithful pastor to visit my daughter when she's in her 90's, 70 years from now. For that to be the case, we need to produce two to three more generations of pastors after us today.

Motivated by a desire to enrich and refresh our church workers – ordained and commissioned – we baked into this current fiscal year's budget money set aside to support congregations who want to send their workers on "Christian Heritage Tours." These trips need not be taken in this fiscal year, ending January 31, 2026, but the application process needs to be completed by then. My personal hope is that as our workers get a chance to walk the Biblical sites in the Holy Land, Greece, Turkey, Italy, or Reformation sites in Germany, etc, they will find a renewed love for the faith they possess and an eagerness to communicate that historical faith to the congregations and schools entrusted to them. See the District website for details and the application form.

Speaking of ways to refresh our teachers, pastors, and their families – for the sake of longer and healthier service – remember Camp LuWiSoMo here in the South Wisconsin District and Camp Luther in the North Wisconsin District. There are some limited resources available for helping cover costs for such retreats, if support makes the difference between a little R&R and nothing. Doxology: The Lutheran Center for Pastoral Care and Counseling is another valuable resource for enriching Pastors, their wives, and congregational lay leaders.

I was elected several times as Circuit Visitor [CV] and served 10 years as such, so I experienced a variety of various CV training programs. As DP this year it was my responsibility to plan the joint training session in Stevens Point for the North and South Wisconsin Districts' CV's. In my interactions with the Office of International Missions, I became acquainted with a group called Concilium, whom the Synod has used in the past to help train our future overseas missionaries. So I asked Concilium to put together a two-day training for our CVs aimed at helping them develop comprehensive awareness for church security. The idea is that these CVs will then at least pass on the salient points to the pastors and principals in their circuits. We all know that our communities are not immune to threats of violence, but supporting a safe environment for our people is more than just protecting against active shooters. I am convinced that providing for the various safety concerns of our school children and worshipping congregations is a matter of Christian stewardship and ought to be taken seriously.

Now an observation directed specifically at my brother pastors. Whether we consider our ministries in the light of the founding of the Synod, or in the context of 1700 years since Nicea, the reality is that, unless the Lord returns, one day we will all be replaced in the Office. Pastors come and go, but the Church as the Bride of Christ remains forever. When we have given ourselves fully to caring for the saints in a given location; when we have baptized, catechized, married, and buried them; when we have planted a new congregation and have seen that church grow, we can't help but love them deeply. It is natural to have a profound sense of attachment to the saints in that place, and to want what is best for them (as we see it) when we retire or take a new call. But honestly, brothers, when you retire or take a new call, remember what we learned from our esteemed seminary professors: "get out of Dodge." It's the extremely rare pastor who can retire in place and not be a

stumbling block for the new guy. It's good for us to remember that we are but stewards; your congregation belongs to Christ. It's good for the congregation because they can begin to look forward to the new man God will provide. And it's good for the incoming man to be fully the pastor in that place without your shadow hanging around. If the options are limited, at least be gone for well over a year after the new man has been installed before you join that worshipping community again. A draft "covenant" is available at the District Office for helping to honor our promises, if needed.

By the time you read this report we will be nearing the end of the past triennium. There are many thanks to be given. A hearty thank-you to all of the District Office staff as I filled out Rev Dr John Wille's last term as DP. Because terms were extended one year due to COVID, if John had finished this current term, he would have served as DP for 19 years. Nonetheless he was already the longest serving of any DP in South Wisconsin District history. In any case, you ought to have appreciation and gratitude for the more-than capable support team we have serving here in the District Office: Paul Reske as Business Manager, Karen Rayner and Robin Mueller as Administrative Assistants to the President and Education Executive, respectively. The good that was accomplished this past year would not have been possible without their labors on your behalf.

Be sure to thank Dr Cody for his ten years of service in the District as the Executive Assistant to the District President for Education, Youth, and Family. As he moves on to a new call as the principal of Martin Luther High School in Greendale, we have our work cut out for us in finding his replacement.

Another category of District servants deserving our thanks are those elected to various offices. One of the earliest decisions I made last summer as DP was to lean heavily on our regional Vice Presidents and CVs. This was done for two reasons: One, it was not possible for me to be active throughout the District in this interim period while still being a parish pastor in a shared capacity. Two, I operate from the conviction that the regional VPs and CVs were elected to their offices by the Church, and as such have the endorsement of the Church to serve in cooperation with the DP. Among the many things I have learned this past year is respect for these men whom you have elected to be VPs and CVs. They have thrown themselves into the work of the Church outside their own congregations, which has been beautiful to see. The District is in good shape because of them.

In June we will begin the 57th District Convention of the South Wisconsin District of The Lutheran Church—Missouri Synod with 198 congregations, down 5 from the number reported as the 2022 convention. When we consider the demographic changes affecting the Synod nationwide, this is not as bad as it could be. The changes are much more pronounced in other parts of the country. Being realistic, however, we need to acknowledge the fact that the demographic bulge in the python is not among our young families. We most certainly want to encourage our people to treasure Christian marriage and to receive children as gifts from God as He provides, but, baring a miracle, we cannot rely on natural family growth to return to the numbers Synod once reported when I entered ordained ministry 25 years ago – 2.5 million members. But the harvest fields are still white for the harvest! The God confessed at Nicea 1700 years ago still speaks in His Word and still reigns over all things for the benefit of those who love Him. As we pray and strive to be faithful to what has been entrusted to us, we commend ourselves body and soul into His hands, trusting in His mercy.

In closing, I want to thank and draw special attention to Mr Myron Buss, who is terming out on the District's Board of Directors. As he finishes this term as Chairman, it's really just the end of one term in a life-long pursuit of serving God and His people as a faithful layman. Where would the Church be without men like Myron who give so fully of themselves to the Church, in addition to their vocations as husbands, fathers, and businessmen! They are gifts from God.

Finally, allow me to thank all of you, members and delegates of the South Wisconsin District, for your understanding as I stepped into this office on a part-time basis last June, following the death of President Wille. I have continued to serve this past year as the Administrative Pastor of Elm Grove Evangelical Lutheran Church, so there are undoubtably District circumstances I did not address in a timely manner. For that, I plead for your forgiveness! It's been an honor to serve in this capacity. God bless the work of the South Wisconsin District!

Business Office

Paul Reske, Business Manager

■ SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Organization – The South Wisconsin District (the District) is one of 35 geographic districts of The Lutheran Church—Missouri Synod (the Synod), encompassing nearly two hundred congregations in southern Wisconsin. The District is a not-for-profit Wisconsin corporation organized to provide spiritual and financial support to member Lutheran churches, schools, and mission partners in the South Wisconsin District. The District relies on donations from congregations for the majority of its support. These donations are subject to fluctuations in the economic status of the area in which the congregations are located.

Basis of accounting – The financial statements of the District have been prepared in accordance with accounting principles generally accepted in the United States of America (GAAP).

Use of estimates – The preparation of financial statements in accordance GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Net assets – The District classifies net assets into two categories: with donor restrictions or without donor restricted, based on the exists or absence of donor-imposed conditions.

> *Net assets without donor restrictions* - net assets available for use in general operations and not subject to donor (or certain grantor) restrictions. The governing board has designated, from net assets without donor restrictions, net assets for the endowment.
>
> *Net assets with donor restrictions* - net assets subject to donor (or certain grantor) imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Gifts of long-lived assets and gifts of cash restricted for the acquisition of long-lived assets are recognized as restricted revenue when received and released from restrictions when the assets are placed in service. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

Gifts, grants, and bequests – The District reports gifts of cash and other assets as restricted support if they are received with donor stipulations that limit the use of the donated assets. When a donor restriction expires, that is, when a stipulated time restriction ends or purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statements of activities as net assets released from restrictions.

The District reports gifts of property and equipment as unrestricted support unless explicit donor stipulations specify how the donated assets must be used. Gifts of long-lived assets with explicit restrictions that specify how the assets are to be used and gifts of cash or other assets that must be used to acquire long-lived assets are reported as restricted support. Absent explicit donor stipulations about how long those long-lived assets must be maintained, the District reports expirations of donor restrictions when the donated or acquired long-lived assets are placed in service.

Cash and cash equivalents – The District considers all short-term investments with an original maturity of three months or less to be cash and cash equivalents. The District has cash deposited in noninterest-bearing transaction accounts at a Federal Deposit Insurance Corporation (FDIC) insured bank. The FDIC provides limited insurance on cash deposits. At times, the District's cash deposits may exceed the FDIC insurance limit, however, the District does not expect to experience any losses on its cash deposits. The District's cash equivalents are at Lutheran Church Extension Fund (LCEF) in St. Louis and are not FDIC insured; however, the District does not expect to experience any losses on these deposits.

Credit losses – Financial instruments, including accounts and notes receivable, are measured at the net amount expected to be collected though an allowance for credit losses that is deducted form the amortized cost basis. The measurement of expected credit losses is based on ta broad range of reasonable and supportable information, including economic outlooks.

An allowance for credit losses is maintained based on any specific customer collection issues and aggregate historical collection experience adjusted for current conditions, forecasting data and any relevant industry specific economic factors. Receivables are written off when deemed uncollectable and are recognized as a reduction to the allowance for credit losses.

Investments – Investments are comprised of split-interest agreements, common trust funds, board designated endowment funds and perpetual endowments held by the LCMS Foundation (the Foundation). Investments are carried at fair value with realized and unrealized gains and losses reflected in the statements of activities.

Property and equipment – Purchased property and equipment are recorded at cost. Donated property and equipment are recorded at the fair value on the date of donation. Depreciation is computed using the straight-line method over the estimated useful lives by category.

Long-lived assets – The District annually considers whether indicators of impairment of long-lived assets held for use are present. If such indicators are present, the District determines whether the sum of the estimated undiscounted future cash flow attributable to such assets is less than their carrying amounts and if so, the District would recognize an impairment loss based on the excess of the carrying amount of the assets over their fair value.

Functional allocation of expenditures – Expenditures specifically identifiable with a program are charged to that program. Other expenditures, primarily occupancy related items, are allocated to the programs based on the estimated use in each program.

Donated services – Volunteers may have donated secretarial and custodial services to the District during the year. These donated services are not reflected in the financial statements since the services do not require specialized skills. Any significant donated professional services are reflected in the statements of activities at their fair value as both support and offsetting expenditures.

Tax-exempt status – The District is an organization as described in Section 501(c)(3) of the Internal Revenue Code of 1986, as amended, and has received a determination letter from the Internal Revenue Service (under Synod's umbrella) that it is exempt from federal income tax on its related exempt activities under Code Section 501(a).

Audit and review – Monthly interim financials are presented to the executive staff for their monitoring of incurred expenses versus board-approved budget allocations. The monthly financials are reviewed by the Treasurer in addition to quarterly reviews by the Finance Committee and summary reporting to the District Board of Directors.

Vrakas S.C. CPAs+Advisors conducts the District's annual audit. The Finance Committee, Treasurer, and Business Manager review and work together to implement as many as reasonable of the suggested process and accounting practice changes received from Vrakas in their letters to management. One such example was the creation, implementation (May 2023), and maintenance of a Continuity of Operations (COOP) plan, which are documents and resources that outline procedures to maintain essential functions and services during and after a disruption or emergency, ensuring minimal impact on operations and objectives.

The previous triennium has resulted in clean opinions from Vrakas that the financial statements present fairly, in all material respects, the financial position of the South Wisconsin District of The Lutheran Church—Missouri Synod, and the results of its operations and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America (GAAP).

■ PROPERTY MANAGEMENT

Calvary Chapel (Madison) and the University Book Store
The District's ministry partnership with Calvary Chapel and business relationship with our flagship tenant, the University Book Store, remains strong. The operating lease with the University Book Store, which was a dependable, consistent, and important source of operating income for the District was scheduled to run through 2032. In May of 2024, after months of negotiations, the District executed a new agreement with the University Book Store to extend and amend the lease with an increased annual lease amount that escalates 3% annually.

Ebenezer (Sheboygan) – After exploring the feasibility of again entering a land lease or rent-to-own agreement with the long-time tenant, the District entered into an agreement to sell the church and parsonage to that tenant for a nominal cost. The sale closed in March of 2023 for net proceeds of $6,400.

Our Savior Deaf (Madison) – Through the District's *Office of Mission and Mercy*, we had attempted to revitalize the partnership with Our Savior Deaf, their pastor, and the LCMS Office of National Mission. Even with the full costs of ownership falling to the District, the daily expenses of operating Our Savior Deaf hastened their relocation to Monona Lutheran Church (which has turned into a wonderful partnership using a more sustainable model for deaf ministry) leaving the property unused and unattended. After various consultations and a best-use assessment, the property was sold in February of 2024 and the proceeds of $674,610 were placed in an 18-month note of deposit at 5% with the Lutheran Church Extension Fund.

8100 W Capitol Drive (Milwaukee) – District leadership has been considering whether our current office building would be our "forever home." While the District's center of mass has shifted beyond Milwaukee, many of our key Mission Partners remain there. In 2023, we sought valuations from commercial realtors and suggested best-use ministry opportunities from LCEF Real Estate Solutions. We invited the Executive Director from the Concordia Historical Institute to visit and offer guidance on record retention and managing our documentary history. We have had (and continue to have) amicable conversations with the leadership team at Concordia University Wisconsin to discuss if there is a place for us on campus and what that partnership might look like. Admittedly, we have not yet fully explored a long- or short-term commercial lease nor considered reinvesting in the current property to make staying the best option.

In spite of these uncertainties, in addition to our regular board and committee meetings, we continue to welcome guests and host various events at the District Office including pre-seminary student interviews, meetings of our Mission Partners, Urban Pastors, LERT Volunteers, Black Ministry Convocation satellite site, orientations for new teachers and pastors, pre-retirement workshops, training sessions for circuit visitors, the Great Lakes Region District Presidents, and even a Pastor Appreciation lunch. While we have no significant capital expenses budgeted for 2025-26, we strive to maintain a safe and welcoming environment for our guests (and out of respect for our neighbors) we intend to be good stewards of the property and building we have inherited from the previous generation.

Church Closings – While never ideal, we continue to have occasion to facilitate the orderly closings of churches. When invited into the process, in addition to facilitating sound legal counsel, we offer guidance in accord with congregation constitution and bylaws and where appropriate, we receive the property: (e.g., Apostles/Platteville ceased operations in June 2024. Their deed contained a reversionary clause by which the District regained ownership and the property was sold for $337,730 in November.)

■ CONGREGATION SUPPORT

The role of financial leadership in the church extends beyond traditional corporate responsibilities. While financial planning, budgeting, and forecasting are crucial, our stakeholders—pastors, teachers, and lay leaders alike—rely on guidance in navigating the unique financial and legal landscape of ministry. Our goal is to equip them with resources, knowledge, and tools to support their work faithfully and sustainably.

The annual ***Salary Guidelines & Considerations*** (reimagined in 2020) continues to be a work-in-progress as we keep abreast of the changes and challenges in the tax and HR worlds, work to offer advice where appropriate, and in all cases to be a worthwhile resource to employers and their employees alike.

As the Synod faces a significant pastor and teacher shortage, one might assume that compensation is a primary factor. In March and August of 2022, we conducted salary and benefits surveys of congregations and found this may not always be the case. We confirmed that salary comparisons between individual ministries and across secular industries are complex, making

it difficult for church leaders to assess fair compensation. Because volunteer treasurers in particular may struggle to interpret differences in wages, benefits, and taxation, we found that education for and communication between both the employer and the employee are of paramount importance. While we readily admit that salaries for church workers could and should increase in most of our congregations, we know that many church workers may not fully realize the long-term value of their compensation, including benefits that provide financial security now and in the future.

Thus as our workers encounter inflation and rising cost-of-living expenses, and employers see rising costs of employer-provided health care, we have encouraged employers to consider the following:

1. Be patient, yet intentional and informed. While inflation and salary increases generally move in the same direction and impact each other, they are driven by different inputs. Markets move quickly, but wages do not and should not.
2. Seek creative ways to increase value to the employee and limit employer expenses without simply increasing salary.
3. Encourage the use of the benefits the employer is paying for such as physical, mental, and financial health wellness initiatives.
4. Consider the *entire* cost of employment for workers. This is something both the employer and employee should explicitly understand and hopefully appreciate.

To continue the theme of supporting our stakeholders – in addition to sending out quarterly giving statements with an accompanying letter informing the reader of current issues, pitfalls, and best practices relative to their roles in the church, and in addition to administering an email listserv used to bounce questions off counterparts in sister congregations – we created a set of ***Instructions for Congregation Treasurers***. This regularly updated document serves as a curated clearinghouse of resources, best practices, and answers to questions newly appointed congregation treasurers might not yet know to ask.

We also announced the launch of a ***Vocational Directory***, designed specifically for LCMS business owners and professionals in South Wisconsin. This directory is not about finding volunteers for *pro bono* work; it is about building a network of skilled professionals within our membership as we work to honor our Christ-centered vocations.

With the continuation of the ***Rev. Dr. Edwin S. Suelflow Mission & Mercy Micro-Grant*** program aimed at supporting projects that honor Lutheran values while expanding the reach of ministry, outreach, and educational initiatives, we found that a little can go an exceedingly long way. Knowing that small infusions of financial backing can help a ministry reach critical mass where time is of the essence, our grants are intended to empower transformative initiatives capable of revolutionizing how we engage with and serve others.

Just as our grant process is intended to empower creative thinkers to unlock new avenues for growth, transformation, and service, through a partnership with the Lutheran Church Extension Fund (LCEF), we have been encouraged to seek new ways to equip and engage our stakeholders. Each year LCEF makes available to the District an ***earnings distribution*** based on their prescribed formula. The allocation of earnings to individual districts is determined by the percentage relationship of each district's five-factor average ratio (i.e., operating income, level of income producing assets, investors as a percentage of communicants, capital to asset ratio, percentage of congregations with loan) to the total five-factor average ratio of all district programs.

During the last triennium, we received more than $340,000 from LCEF that we used to support various initiatives, including the following:

- Rev. Dr. Edwin S. Suelflow Mission & Mercy Micro-Grants
- Lutheran Neighborhood Schools
- Rural and Small-Town Ministry Convocations
- Worker Wellness (e.g., LCMS Soldiers of the Cross Grants, Doxology, and Grace Place Wellness)
- Continuing Education (i.e., Making Jesus Real on-line course in partnership with Pacific Southwest District)
- Communications and Technology (i.e., District Media Studio and partnership with Concordia Technology Services)

In addition to being elected to and serving on the LCMS Joint Business Managers Conference committee to help guide the education and discussion of his national counterparts, Paul Reske was invited by Concordia Plan Services to sit on their inaugural Ministry Advisory Panel as an advocate for the various ministries in South Wisconsin. We welcome these opportunities and others to maintain and build ***strategic partnerships*** for the benefit of our congregations.

Strategic partnerships relationships of note include:

- Alliance Defending Freedom
- Concordia Historical Institute
- Concordia Plan Services
- Concordia Publishing House
- Concordia Technology Services
- Concordia University Wisconsin
- LCMS Foundation
- LCMS Office of National Mission
- Lutheran Church Extension Fund
- Lutheran Women's Missionary League
- Siebert Lutheran Foundation

We also serve as liaisons and resources to various District committees in budgeting, contract negotiations, and execution of events such as:

- Pastors' Conferences
- Principals' Conferences
- Teachers' Conferences
- Circuit Visitor Retreats
- District and National Youth Gathering
- District and Synod Conventions

■ FINANCIAL INSIGHTS

Through our budgeting process each year, we support Mission Partners across South Wisconsin to help raise up and bolster strategic ministries, especially church plants and new schools. Other Mission Partners serve in Campus Ministry, Ethnic Ministry, Specialized Ministry (e.g., deaf, prison, community, etc.), and Urban Ministry. Through various grants, endowments, and budgeted funds, we award student aid each year to future church workers from South Wisconsin who are studying at our Synodical universities and seminaries. Twenty-five percent of all unrestricted congregation support is shared directly with Synod in addition to our continued support of the LCMS Office of International Mission's work in the Dominican Republic. We also encourage participation in disaster relief and mercy ministry efforts when needs arise locally or nationally.

We invite you to visit www.swd.lcms.org/resources to view our *Q3 Annual Report* (from October 2024) which highlights various talking points and details that the preceding summary does not.

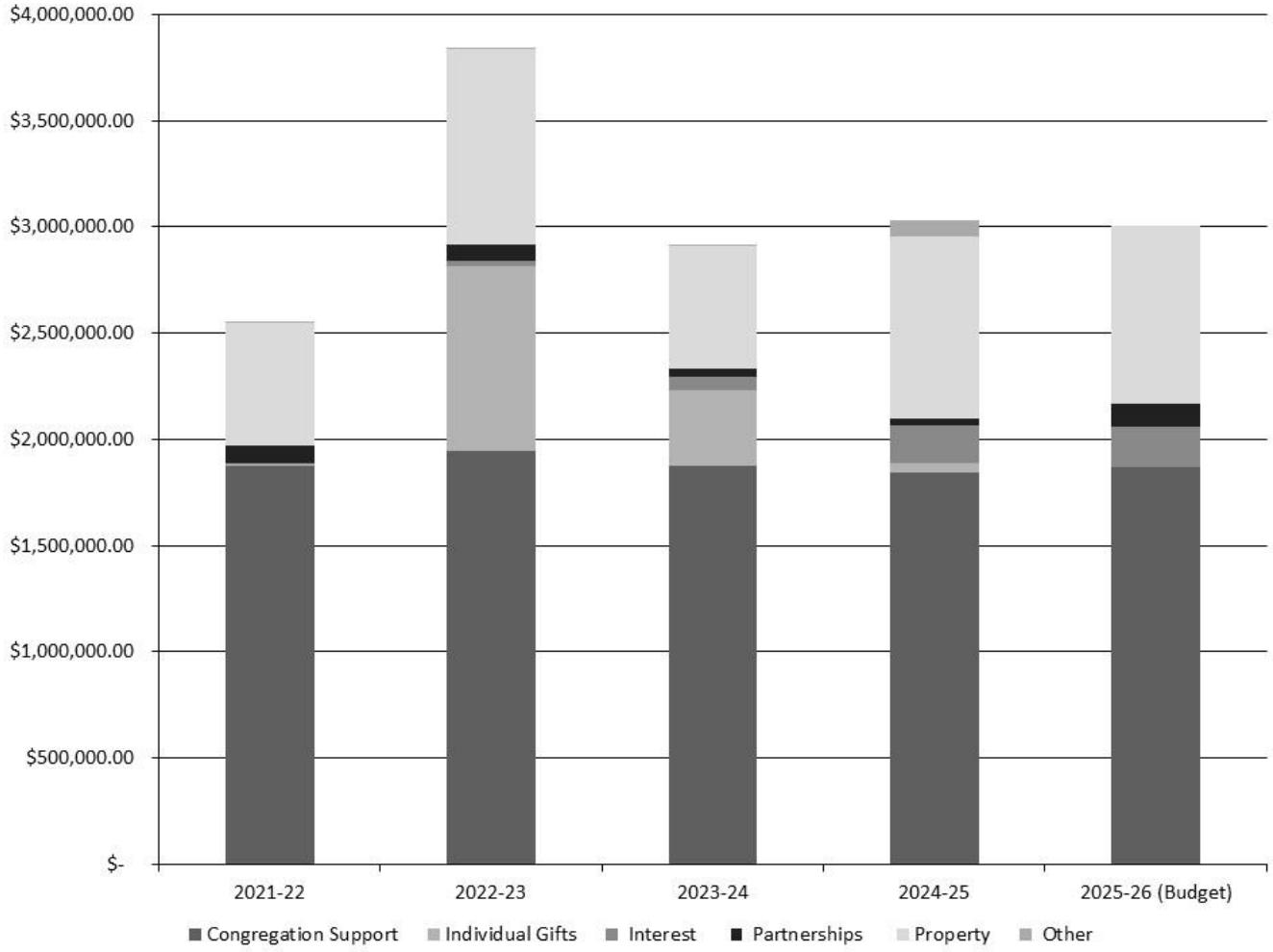
Over the last triennium (as one might infer from the following graphs) alternative revenue streams paired with regular and reliable support from District congregations (both restricted and unrestricted gifts) have provided an increase in cash and cash equivalents. Recent occurrences of year-over-year of positive cash flow have emboldened the Board of Directors to adopt a "deficit" budget for fiscal year 2025-26 that includes several first-time opportunities that could become regular, renewable budgeted expenses. In addition to maintaining our commitment to ministries through church and school planting, micro-grants, student aid, and church worker debt reduction, new initiative headings include:

- Ministry Support and Church Worker Wellness
- Congregation and Lay Leadership Development
- District-wide Communications and Advertising Campaign

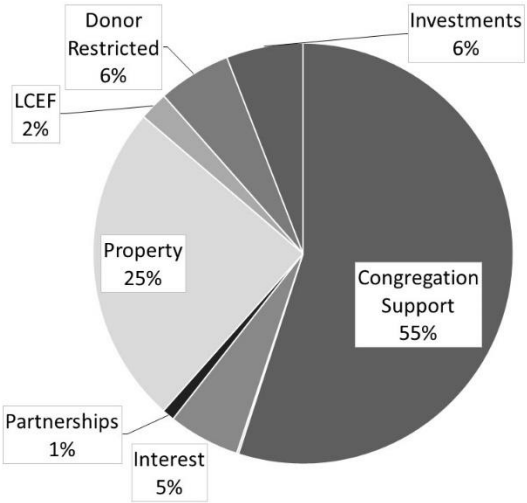
As faithful stewards of God's gifts, we serve today and build for tomorrow by equipping congregations, schools, and leaders to share the Gospel and strengthen Christ's Church. Through strategic partnerships, church planting, worker wellness, vocational education, and financial support, we seek to advance God's mission with wisdom, sustainability, and adaptability—always ready to pivot as the Holy Spirit leads.

■ FINANCIAL HIGHLIGHTS

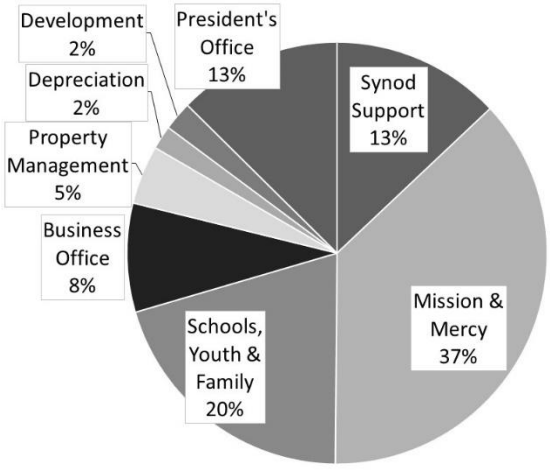
Sources of Operating Revenue



Budgeted Income | $3.4MM *(2025-26)*



Budgeted Expense | $3.6MM *(2025-26)*



■ STATEMENTS OF FINANCIAL POSITION

	2024-25	2023-24	2022-23	2021-22
ASSETS				
CASH AND CASH EQUIVALENTS				
Cash	$ 228,234	$ 280,747	$ 449,480	$ 746,369
LCEF Money Market Accounts	$ 3,573,053	$ 3,037,276	$ 2,806,717	$ 1,231,217
Total Cash and Cash Equivalents	**$ 3,801,287**	**$ 3,318,023**	**$ 3,256,197**	**$ 1,977,586**
RECEIVABLES (net)				
Other	$ -	$ 5,455	$ 7,492	$ 506
Term Note(s) held by LCEF	$ 1,068,167	$ 351,293	$ -	$ -
LCMS Foundation Split-Interest Agreements	$ 163,867	$ 154,052	$ 138,678	$ 180,337
Total Receivables (Net)	**$ 1,232,034**	**$ 510,800**	**$ 146,170**	**$ 180,843**
PREPAID EXPENSES	**$ 91,780**	**$ 64,834**	**$ 59,425**	**$ 83,708**
NET PROPERTY AND EQUIPMENT	**$ 975,898**	**$ 1,907,710**	**$ 1,958,214**	**$ 1,727,202**
ENDOWMENTS AND INVESTMENTS				
Board Designated Endowments	$ 82,241	$ 79,976	$ 78,846	$ 87,754
Investment Fund held by LCMS Foundation	$ 3,376,153	$ 3,004,755	$ 2,803,816	$ 3,040,842
Perpetual Endowments held by LCMS Foundation	$ 2,086,025	$ 1,914,901	$ 1,830,730	$ 2,060,374
Total Endowments and Investments	**$ 5,544,419**	**$ 4,999,632**	**$ 4,713,392**	**$ 5,188,970**
TOTAL ASSETS	**$ 11,645,418**	**$ 10,800,999**	**$ 10,133,398**	**$ 9,158,309**
LIABILITIES AND NET ASSETS				
ACCOUNTS PAYABLE				
Accounts Payable	$ (10,303)	$ (21,349)	$ (49,999)	$ (54,353)
Synod Pledge Payable	$ (56,603)	$ (48,408)	$ (53,510)	$ (41,028)
Synod Agency Payables	$ (4,880)	$ (2,298)	$ (946)	$ (4,289)
Total Accounts Payable	**$ (71,786)**	**$ (72,055)**	**$ (104,455)**	**$ (99,670)**
ACCRUED LIABILITIES	**$ (259,674)**	**$ (286,412)**	**$ (271,072)**	**$ (254,063)**
DEFERRED REVENUE	**$ (69,598)**	**$ (62,918)**	**$ (77,873)**	**$ (52,960)**
TOTAL LIABILITIES	**$ (401,058)**	**$ (421,385)**	**$ (453,401)**	**$ (406,693)**
NET ASSETS				
Unrestricted	$ 8,417,328	$ 7,519,206	$ 6,742,289	$ 5,522,470
Donor Restricted	$ 577,141	$ 791,457	$ 968,298	$ 988,435
Time Restricted	$ 2,249,891	$ 2,068,951	$ 1,969,410	$ 2,240,711
TOTAL NET ASSETS	**$ 11,244,360**	**$ 10,379,614**	**$ 9,679,997**	**$ 8,751,616**
TOTAL LIABILITIES AND NET ASSETS	**$ 11,645,418**	**$ 10,800,999**	**$ 10,133,398**	**$ 9,158,309**

Mission and Mercy

Rev. Dr. Nathan Meador, Executive Assistant to the President for Mission & Mercy

For millennia, the Church has been steadfast in its confession of the timeless faith in the Triune God: Father, Son, and Holy Spirit. This confession has endured through epochs marked by varying degrees of hostility, tolerance, and acceptance. In the present age, marked by increasing hostility toward God's Word and the Gospel, the Church continues its witness as described in the Acts of the Apostles. Jesus Himself initiated the outward movement of the Gospel in Acts 1:8, commissioning the Eleven and the Church to bear witness to Him in Jerusalem, Judea, Samaria, and to the ends of the earth.

The daunting task of confessing this timeless faith persists today as it did in the first century. Initially, the religious leaders in Jerusalem and later the Roman civil authorities were adversaries of the early Church's mission. Despite the perilous nature of their efforts, the early Church courageously pursued its mission, undeterred by persecution, which often forced them to flee their homelands. But they did not leave the Gospel behind. They took the timeless faith with them and shared it where the Lord led them.

In our current age, similar challenges confront us. The words of the Nicene Creed, integral to our regular confession and the theme of this convention, were born out of challenges from within the Church itself. Some who claimed membership in the body of Christ denied the identity and purpose of Jesus. In response, the Church gathered, studied, prayed, and forged a common confession that we boldly confess 1700 years hence.

These enduring challenges persist today. Denials of the Word Made Flesh, which necessitated the Nicene Creed, persist even among those who claim Christian identity. Some self-proclaimed teachers within the Church endorse doctrines contrary to the clear Word of God, endangering our confession of this timeless faith. Such individuals publicly embrace and celebrate the very sins that timeless faith condemns and calls those living in them to repentance.

Similarly, civil authorities have reverted to viewing the timeless faith as an adversary, placing constraints on our public engagement, and attempting to dictate which doctrines the Church may confess. As King Solomon wisely noted, "there is nothing new under the sun."

Despite these obstacles, our commitment to confessing the timeless faith remains unwavering. The Church continues its mission 1,700 years after Nicaea, and our 199 congregations remain dedicated to this confession despite the evolving challenges of the world. It begins in South Wisconsin, originating from the local fonts where the baptized are gathered, from the local pulpits from whence the baptized hear the life-giving, eternity changing Word and receive Holy Absolution, and from the local altars where the redeemed are nourished by the Holy Body and Blood of Jesus Christ. The South Wisconsin District joyfully adds its voice to the timeless confession of faith in this ever-changing world, serving as our Jerusalem and Judea. Our confession of the timeless faith extends to the Samaria of our district and moves beyond to the ends of the earth in our mission partnerships in distant lands. South Wisconsin's commitment to this confessing the timeless faith in both word and deed remains undaunted, regardless of societal, political, and cultural challenges.

But to echo the words of St. Paul the Philippians:

> *I thank my God in all my remembrance of you, [4] always in every prayer of mine for you all making my prayer with joy, [5] because of your partnership in the gospel from the first day until now. [6] And I am sure of this, that he who began a good work in you will bring it to completion at the day of Jesus Christ.* (Philippians 4:3-6 ESV)

The confession of the timeless faith in a changing world cannot be done alone. It takes partnership at every level. Pastor and people partner together to steward the Gospel of Jesus Christ in the communities where the Lord has planted them. Word and Sacrament ministry is at the very core of this confession. From the altar, the Gospel is carried out to the community by the stewards who have richly received the grace offered. Through the faithful labor on the local level, the timeless faith is shared with a new generation of those in need of Jesus.

Partnership in Action

Radiating out from the 199 fonts, pulpits, and altars of the congregations of the South Wisconsin District, this partnership in confessing the timeless faith in a changing world continues to be living and vibrant. SWD Mission and Mercy continues to facilitate these partnership efforts in several levels.

- Actively seeking to establish new, sustainable congregations and ministries where a distinct Lutheran identity is not present, under-represented, or when circumstances dictate.
- Work in conjunction with the LCMS Office of National Mission to resource, equip, and fund new ministry efforts in concert with congregations and circuits.
- Seek out, support, expand and resource local congregation partnerships that seek to support local outreach to ethnic, cultural, and other underserved communities.
- Seek to encourage the recruitment of future church workers through traditional, residential, and alternative routes leading to ordained or commissioned ministry.
- Expand resources for congregations in congregational culture, stewardship development, and strategic planning that equips them to best confess the timeless faith for this changing world.

Church Planting

Three years ago, the convention rejoiced in the good news of a re-planted mission that became Cross Lutheran Church in Westport, near Madison. There were also the planning stages of a preaching station in the Columbus/Fall River area. This partnership was well thought out and the preliminary stages were well conducted. However, a congregation start in that area did not materialize.

Since then, the Lord of the Church has opened new opportunities for church planting. After a phone call from an individual from Monticello, things were set in motion for the birth of what is now Peace Valley Lutheran Church. An initial group that was about a dozen people gathered for Bible Study led by a DCE from Northern Illinois is now a congregation twenty-five that is served by Church Planter Rev. Joshua Benish. After initially gathering around Word and Sacrament in a home, they gather weekly in the library of a local congregation of another confession. This faithful and growing group has also recently completed the Church Planting Simplified process of the Office of National Mission. This process has culminated the award of a $100,000 grant that will be used to further the Peace Valley Lutheran Church going forward. They are also currently looking for their own location.

The Lord of the Church opened another front in church planting because of a sidebar conversation at a circuit visitors conference. A pastor from North Wisconsin told of his mother in Viroqua that was frustrated with the ELCA and wondered why there were no LCMS congregations in Vernon County. A partnership was formed between Faith Lutheran Church in La Crosse, Pastor Eichers and SWD Mission and Mercy. Vicar Josiah Junkin was placed at Faith La Crosse to serve a vicarage. A substantial portion of the vicarage would be to captain the Church Planting Simplified process in Viroqua. This faithful effort has borne fruit. A Bible Study group is now meeting in the breakfast area of a Viroqua hotel. Application has also been made for a second vicar to complete the process and lead to the potential of a new church plant!

Initial work has also been done on a congregation plant in the Slinger as well. An informational meeting was held in November of 2024 that included representatives of three congregations closest to Slinger, as well as a few interested laity. Demographic information and a tutorial on the Church Planting Simplified were presented. An invitation to pray for the effort was laid on the table. At the time of this writing, a voters meeting is scheduled in one of those congregations to consider becoming the mother congregation for this new effort.

Planting new congregations is essential for us currently. While it may seem counterintuitive due to the growing challenge of pastors for existing congregations, this does not mean that we cannot broaden our mission footprint in new communities. There are those who do not know Jesus. There are active Christians that have been left behind by other church bodies that have abandoned the timeless faith. SWD will continue to aggressively seek to gather the unchurched and the de-churched into faithful, distinctively Lutheran Congregations that confess the timeless faith in this changing world.

Dominican Republic

While the church planting efforts of SWD Mission and Mercy are new efforts, there is also a long-standing partnership that confesses the timeless faith in this changing world. Rev. Ted Krey continues to lead a dynamic team of missionaries not only in the Dominican Republic but also across Latin America. We rejoice with our brothers and sisters in Christ in the DR as they mark 20 years of mission work. What started out with a Brazilian pastor and an American Deaconess in 2005 has now blossomed into five congregations, several preaching stations, two schools, Casa Hogar – a group home for people with intellectual developmental disability that has revolutionized the way the Dominican Republic meets the needs of those with IDD, and Concordia the Reformer Seminary in Palmar Ariba. Within the next four years, the seminary will have reached the point of forming 70% of the pastors in Latin America!

The SWD remains the last of the original FORO partners. As we mark the twentieth anniversary of this effort, this is a time to reflect on the number of times the district has had a direct impact on this mission effort. Financial support and hands-on

teams have made it possible for three of the properties to be purchased, buildings built, and ministries becoming self-sufficient. There is an opportunity on the horizon for yet another capital investment in this ministry in Pueblo Nuevo. It would be wonderful if SWD would once again step forward to ensure that the timeless confession of the faith will continue to happen in a new location in Pueblo Nuevo.

As a third decade of partnership is about to launch, this is the time for SWD Mission and Mercy to continue this effort. There are remarkable things happening in the DR. There are also many lessons that we can learn in mission from our brothers and sisters in Christ in the Dominican Republic.

Ethnic Ministry

Regions of the South Wisconsin District continue to live out the truth that North American is the third largest mission field on the planet. To be active in mission used to mean that we had to go the corners of the globe. But those corners of the globe continue to flock to South Wisconsin. Despite the recent impacts of enhanced immigration enforcement, the effort to confess the timeless faith in a changing world continues to bear much fruit.

Hmong Ministry

Faithful pastors continue to lead Hmong congregations in Milwaukee and Oshkosh. Hosted by a number of English-speaking congregations, these communities of faith continue to confess the timeless faith in a culture that is strong in tradition. The number of children that participate in these communities that have a love for Jesus and their heritage is encouraging.

African Immigrant Ministry

There have been some changes in this area over the last three years. Long-standing pastor Christian Ikanih retired from Bethany. However, the work in these areas continues. Pastor Afam Afamefuna, Pastor Ikanih' s son, was called to serve Bethany in addition to his duties at the CRC in Franklin. This has added a new-found commitment to partnership in the urban ministry. Pastor Afam, Pastor Gui Kasongo-Kobeo, and Pastor Elijan Ndon continue to gather immigrants from Africa into Word and Sacrament ministry. They continue to use the Small Catechism to be a handbook for Christian living in an area that is beset by unemployment, under-employment, homelessness, and other economic and societal challenge.

Hispanic Ministry

St. Martini Lutheran Church continues its long-standing tradition of confessing the timeless faith in their southside neighborhood. But the real story is that the ministry is no longer done in German. Pastor Alfonso Prada continues his tireless efforts of extending the Gospel into the neighborhood. Using health fairs, school outreach, and visitation, St. Martini continues to be a beacon of light. There has also been an effort to relaunch their English service since there are a growing number of English-speaking neighbors moving it the area.

Pastor David Blas, Associate Pastor at Good Shepherd Lutheran Church in Sheboygan is faithfully leading the Sheboygan County Hispanic Outreach. This effort, once just a dream of a few Sheboygan County congregations, continues to thrive despite recent challenges. Efforts to reach the community through fellowship, translation, and efforts like "Operation Backpack," have proven to make the Outreach an essential way to confess the timeless faith in Spanish.

Urban Ministry

Pastor Dennis Harmon and Pastor Afam continue to labor in some of the most challenging neighborhoods in Milwaukee. Harmon, who serves as pastor of Mission of Christ and Hope Lutheran Churches have been using their food pantry to open the door for Gospel outreach in the city. A recent development of a GriefShare program, under the leadership of Armita Harmon. This has proven to be an open door for the Gospel in an area where senseless violence, drug abuse and reckless driving run rampant. GriefShare has brought people to the waters of baptism and to a life of faith in Jesus!

Pastor Afam and Mr. Patrick Batom continue to work as a one-two punch for those who are incarcerated and those attempting to re-enter society after serving their time. The CRC in Franklin welcomes the work of Chaplain Afam. He is seen as a vital piece to the puzzle that is the CRC. He continues to share the Gospel with those on the inside. Mr. Batom and Free at Last are integral to assisting those coming out of incarceration from going back in. Providing basic hygiene, education and employment connections, and other needs, Free at Last is connecting former inmates with a new life in the world. They are also working collaboratively with other agencies in the community, all while connecting those they serve with the timeless faith of Jesus Christ.

The SOS Center

Lydia Beasley continues her tireless efforts in this long-standing and unique ministry. From their base on North Avenue in Milwaukee, they continue to seek to provide a safe place after school for kids to find mentoring, educational assistance and

all the other support they and their families need. While facing sever financial challenge, they still manage to be able to meet the needs of those they serve. This has expanded to include life skills. A group of faithful volunteers manage a sewing room that teaches kids and others how to sew. They have made many projects in fabric that provide both needed skills and great opportunities. They also have Math help, Chess club and many other efforts that would not be possible without SOS. Through it all, they are pointing the children they serve and their families to Jesus.

Campus Ministry

Much has changed in this area of Mission and Mercy since our last convention. Pastor Dan Anderson needed to step down from Calvary Lutheran Chapel and our UW-Madison campus ministry for health reasons. This created a huge vacuum. Rev. Tom Konz stepped in and was a tireless vacancy pastor. During this vacancy, the leaders of Calvary went through an extensive call process. After a couple of difficult declinations, the Lord of the Church led Rev. Allen Strawn to accept the call and be our next campus pastor in Madison. Pastor Strawn has taken to this new role with vigor and the timeless faith is being confessed at the very heart of the campus in Madison!

UW-Platteville also faced a major challenge. Holy Apostles Lutheran Church, after years of struggle, voted to close. This left our campus ministry in Platteville without a host congregation. Enter St. Luke Richland Center! Served by Pastor Mark Kufahl, who also served Holy Apostles, the people of St. Luke stepped up to be the host congregation for the campus ministry. The campus ministry now meets on Wednesdays in a classroom on campus for Word and Sacrament ministry. They are also active on campus. Recently hosting one of the recruiters from Concordia Seminary, St. Louis! There are a number of young men in the campus ministry at Platteville who are seriously considering going to the seminary!

Pastor Larson of Luther Memorial in Shorewood continues to lead the campus ministry for UW-Milwaukee. They continue their long-standing tradition of being fearless to the UW-M campus. They have hosted speakers on important topics facing our society to engage the campus community.

Pastor Doug Peters and Pastor Ben Schimm team up to lead the campus ministry at both Marquette and MSOE. They continue to connect students with Word and Sacrament ministry in the heart of downtown Milwaukee.

Pastor Jacob Eichers and Vicar Josiah Junkin, in addition to their church planting efforts mentioned earlier, continue to grow the campus ministry at UW-La Crosse. Relationships, study, and mission are the hallmarks of this faithful campus ministry.

Deaf Ministry

This may be the area of our ongoing mission partnership that faced the most change in the last triennium. While SWD has one of the longest existing deaf ministry congregations, the horizon for deaf ministry faces challenges like never before. These challenges will not be able to be met only by those in the deaf community. It requires a partnership for this important ministry to do more than just survive but also thrive.

Rev. William (Bud) Palmer continues to serve at Emmanuel Deaf Lutheran Church in West Allis. However, there is an addition at Emmanuel. John Szupica is currently serving a vicarage at Emmanuel Deaf through the Deaf Institute for Theology. Emmanuel continues to serve the deaf in Milwaukee and beyond.

Our Savior's Deaf Lutheran Church has faced some sever challenges in the past triennium. The loss of a pastor led to some serious time of refocus for the ministry. However, the Lord provided a solution. Building on a long-standing spirit of partnership, Monona Lutheran Church invited Our Savior's Deaf to move into the Monona property. During the vacancy, Monona's pastor, Rev. Tom Nowak agreed to serve the extended vacancy. It was in that process that we learned that Rev. Nowak had served a vicarage in deaf ministry over 35 years earlier but never got to use that experience until now! This gives Our Savior's a new lease on life and has allowed them to become active in ministry partnerships in the Madison area.

Mt. Olive – Milwaukee has also started serving a consistent group of the deaf as a part of their ministry as well. Pastor Michael Schlieder has done magnificent work in creating an atmosphere of inclusion for the deaf among the larger hearing congregation. There is regular presence in the Divine Service as well as a growing deaf Bible Study.

Mercy Ministry

The primary effort of mercy ministry from SWD takes the shape of Lutheran Early Response Teams. At present, there are three highly active teams in South Wisconsin. Brookfield Lutheran, St. Paul Grafton, and St. Paul Sheboygan Falls have highly active teams that regularly deploy in response to disasters.

Under the leadership of SWD Assistant Disaster Coordinator, Mr. Mark Bruggemann, there has been a flurry of new training for those in the Milwaukee area. There is a constant need to expand the efforts of LERT trained teams in congregations and circuits across the district.

To facilitate this expansion, SWD Mission and Mercy has entered a partnership with Lutheran Church Charities. LCC has a larger network of teams and resources across the Midwest from which our LERT teams can draw. They have also assisted us in getting a chainsaw training held in our district. They are also rolling out a new program entitled "Spiritual First Aid." This is an effort to better equip the responders to be spiritual care givers even as they are responding to the physical needs that arise during a disaster. This training can also be extremely useful in the local parish setting as well. Watch for future trainings in all aspects of Lutheran Early Response.

Ministry Partnerships

SWD Mission and Mercy have been spearheading efforts in our district to create ministry partnerships in different areas. In Madison, a growing partnership now exists between Immanuel, St. Paul, Monona, and Our Savior's Deaf. This partnership approach has developed in response to what was an otherwise foreboding horizon. After a series of fellowship events, the four congregations worked together to develop a partnership that is much more than a formal merger. These congregations, while independent, are willingly aligning in ministry to reach the east side of Madison by targeting underserved communities. Pastors Michael Erdman (Immanuel/St. Paul) and Pastor Tom Nowak (Monona/Our Savior's vacancy) and a dedicated team of lay leaders have coalesced around this idea of having intentional Word and Sacrament ministry that is distinctly Lutheran that sees the other congregations as part of the same team, not competition. This has created a tremendous opportunity for strengthening our shared work in that area. What the Lord is doing through them will serve as a guide to other partnerships in the SWD.

There is also a partnership agreement between the LCMS Foundation and SWD Mission and Mercy. Mr. Craig Toerpe has been under contract with SWD for two years now and is doing fabulous work in helping families being good stewards of the Gospel via legacy gifting. Toerpe, using the LCMS Foundation's "Lifetime Plan for Giving" has helped families and congregations across the SWD to support current and future Gospel work while still honoring their desire to care for their families. Congregations are encouraged to work with Mr. Toerpe going forward.

Conclusion

The South Wisconsin District does indeed confess the timeless faith in this ever-changing world. We take this stewardship of the Gospel seriously. From the Jerusalem and Judea of the community where the Lord of the Church placed the particular font, altar, and pulpit where the Holy Spirit gathers us, to the Samaria of our partnership in the Gospel carried out through our various mission efforts within South Wisconsin, to the ends of the earth in the Dominican Republic and beyond, our shared work is indeed blessed by the Lord.

We seek to remain faithful in this confession. We will do this by being distinctly Lutheran, planting congregations and schools, encouraging Christian vocations, and engaging our communities for the sake of the Gospel of Jesus Christ. Where we go from here is not a matter of our strategy or effort. It is the Holy Spirit who will call, gather, enlighten, sanctify, and keep us in the critical mission effort of Confessing Christ for the Next Generation!

Schools, Youth and Family

Dr. Christopher Cody, Executive Assistant to the President for Schools, Youth and Family

■ SCHOOL MINISTRY

Nurturing the faith of children is a high priority for congregations in the South Wisconsin District. Congregations operate 23 freestanding preschools, 51 elementary schools and 8 high schools. Dr. Chris Cody has served as Education Executive of the South Wisconsin District since August 2015. He is an advisory member on the committees for the Mental Health Professionals group, North/South Wisconsin Teachers' Conference, fall administrators' conference, new principal/new worker orientation and Firm Foundations professional development program. Other events include the Lutheran Schools Night at American Family Field, Lutheran Night at the Admirals and Lutheran Schools Night with the Milwaukee Bucks. He is assisted by three Regional Superintendents and an NLSA Commissioner:

Mr. Terry Hubbard – Dells/Janesville, Racine
Dr. Jon Mielke – Sheboygan/Winnebago
Mr. Dennis Gehrke – NLSA Commissioner and Waukesha

The regional superintendents attend regularly scheduled principal meetings in their region each year and meet with the administrators in their regions on a regular basis. Dr. Cody also represents our schools at the Wisconsin Council of Religious and Independent Schools (WCRIS). Dr. Cody was elected as WCRIS Board President in 2017 and continues to serve in this capacity. At a minimum, he strives to visit every preschool, elementary school, and high school on an annual basis. He has conducted various workshops, as well as board and individual worker consultations. Dr. Cody prepares call lists to congregations for principal positions filled by commissioned ministers.

■ NATIONAL LUTHERAN SCHOOL ACCREDITATION (NLSA)

Since 1991, the South Wisconsin District has been a part of the National Lutheran School Accreditation process. The purpose of NLSA is to measure the quality of the educational program of Lutheran schools. The result of that measurement is to help these good schools become even better schools. The NLSA process is demanding. A rigorous evidence-based self-study process is followed by a site visit. The combination of insights gained through the internal self-study and the recommendations from the external site visit team enables the school to develop its own self-improvement model. NLSA accreditation is valid for five years and may be renewed. Mr. Dennis Gehrke serves as the SWD Commissioner for NLSA and as the chair for the District Accreditation Commission.

Schools currently accredited or are in-process:

St. John, Berlin
Immanuel, Brookfield
First Immanuel, Cedarburg
Our Redeemer, Delavan
St. John, Glendale
St. Paul, Grafton
Martin Luther High School, Greendale
Our Father's, Greenfield
Journeys, Hales Corners
Divine Redeemer, Hartland
Lake Country Lutheran High School, Hartland
Trinity, Hilbert
St. Stephen, Horicon
Living Word Lutheran High School, Jackson
St. Paul's, Janesville
St. John, Mayville
Grace, Menomonee Falls
Zion, Menomonee Falls
Trinity, Mequon
Granville, Milwaukee
Milwaukee Lutheran High School, Milwaukee
Mt. Calvary, Milwaukee
Mt. Olive, Milwaukee
Northwest, Milwaukee
St. Martini, Milwaukee
St. Peter-Immanuel, Milwaukee
Grace, Oak Creek
St. Paul, Oconomowoc
Trinity, Oshkosh
St. John, Plymouth
St. John's, Portage
Renaissance, Racine
St. John, Racine
Trinity, Racine
St. John, Random Lake
St. Peter's, Reedsburg
Bethlehem, Sheboygan
Sheboygan Lutheran High School, Sheboygan
St. Paul, Sheboygan
Trinity, Sheboygan
Concordia, Sturtevant
Peace, Sussex (CCLE)
Good Shepherd, Watertown
Lebanon, Watertown
Beautiful Savior, Waukesha
Our Redeemer, Wauwatosa

Pilgrim, Wauwatosa
St. Paul, West Allis
Trinity Lutheran Classical H.S., West Allis (CCLE)
St. John, West Bend

■ JOURNEYS LUTHERAN SCHOOL

We thank and praise God for the many decades that Journeys has been providing services to children with learning difficulties and their families throughout the South Wisconsin District. Journeys is an independent Lutheran school located in Hales Corners, WI serving students in grades 3 – 12. Through a variety of programs and resources Journeys has enabled children with special education needs to receive the help they need to learn while remaining in a Lutheran school. For more information about Journeys Lutheran School programs and services, or to find out how you can be of help, please call Jenny Stollenwerk, Head of School at 414-461-8500.

■ LUTHERAN NEIGHBORHOOD SCHOOLS

Over the past two years, Lutheran Neighborhood Schools has experienced steady growth and development, both in strengthening current programs and laying the groundwork for future expansion. Since launching, we've welcomed new students each year, added dedicated staff, and introduced innovative educational models, including the launch of our hybrid model pilot this past January. We've been intentional about planning for long-term sustainability, with a major focus on preparing for the addition of a high school program set to open in Fall 2025. Enrollment for the 2025-26 school year is now open, and we've been actively exploring potential new locations to support continued growth. Along the way, we've also celebrated key milestones such as Christmas programs, chapel services, and participation in National Lutheran Schools Week, all of which highlight the vibrant, Christ-centered community we continue to build.

Interest in the Lutheran Neighborhood Schools model has extended far beyond our local area. Over the last two years, we've had conversations with 13 individuals and organizations eager to learn more about what we're doing. These connections reflect a growing interest in replicating or partnering with our model. We're excited by the momentum God has provided and remain committed to pursuing new opportunities that allow Lutheran Neighborhood Schools to further its mission and serve even more families.

■ FUTURE LUTHERAN ADMINISTRATORS – MIDWEST EDUCATORS (FLAME) PROGRAM

There continues to be an urgent need to train future school leaders. The Synodical Leader Education Development (SLED) program has enough financial support to provide training for 25 leaders each year. Recognizing that this is not nearly enough, the SWD worked with other Midwest districts (CID, NWD, NID, IN, OH, MI) to develop and implement a separate but similar principal training program for future leaders in our region. Since its inception in 2017, the FLAME program has trained over 100 school leaders.

■ FIRM FOUNDATIONS

This is the 14th year for a combined Professional Development with many of our elementary and high schools. Topics have included Developing Resilience and Deepening Intellectual Toughness/Emotional Poverty (2022/23), Sexuality in Education (2023/24) and Emotional Intelligence/Student Belonging (2024/25). The goal and purpose of these events is to provide alignment of programs and staff of our schools to attract, retain and serve the greatest number of students and families for the greatest period of time for our school ministries. Over 200 educators have participated in this event each year.

■ SWD ENROLLMENT

Level	2022-23	2023-24	2024-25
Special Ed	42	47	53
Child Care/Freestanding Preschools	1,292	1,755	1,985
School Pre-Kindergartens	1,278	1,265	1,476
Kindergarten	770	800	808
First Grade	795	821	802
Second Grade	794	821	788
Third Grade	762	802	808
Fourth Grade	754	785	813
Fifth Grade	741	767	770
Sixth Grade	766	781	769
Seventh Grade	713	772	735
Eighth Grade	684	708	740
Ninth Grade	786	830	779
Tenth Grade	685	714	738

Eleventh Grade	613	659	637
Twelfth Grade	581	581	598
Grand Total	**11,968**	**12,908**	**13,299**
Special Education Totals	42	47	53
Early Childhood Totals	2,570	3.020	3,461
K-8 Totals	6,779	7.057	7.033
High School Totals	2,665	2,784	2,752

Total Educational Ministries in South Wisconsin:

23 Freestanding preschools and childcare programs
51 Elementary schools (25 also have preschool programs not included above)
8 Lutheran High Schools

■ LUTHERAN SCHOOL CHANGES

June 2024 – Elm Grove Lutheran School, closed
September 2023 – Lutheran Neighborhood School at Beautiful Savior, Milwaukee, opened
August 2023 – Trinity Lutheran Classical High School, West Allis, opened

■ EARLY CHILDHOOD COMMITTEE

The Early Childhood Committee supports the ministry to young children and their families in our schools. The committee includes early childhood directors and teachers. They meet on a regular basis to plan events for early childhood educators in the district. Workshops are held in Spring and in August. Attendance at the workshops ranges from 40-100. Topics for the workshops included: Joyous Ways to Learn/Music, Faithful Foundations: Fostering Literacy Learning and Resources for Families, Build Your Bible Board, Neurodiversity and Supporting Parents.

■ TEACHER/ADMINISTRATOR OF THE YEAR RECIPIENTS

2024/2025

Gene Ladendorf Principal of the Year - Wendy Kretschmar, St. Paul, Sheboygan
High School - Jeff Jurss, Sheboygan Lutheran High School, Sheboygan
Elementary (4th-8th Grade) - Mariel Olp, Immanuel, Brookfield
Early Childhood (K4-3rd Grade) - Elizabeth Gottschalk, Mt. Olive, Milwaukee

2023/2024

Gene Ladendorf Principal of the Year - Jenny Wolff, Beautiful Savior, Waukesha
Early Childhood Director - Melinda Neuenfeldt, Trinity ECC, Mequon
High School - Jill Hofstad, Journeys Lutheran High School
Elementary (4th-8th Grade) - Jennifer Boris, Divine Redeemer, Hartland
Early Childhood (4K-3rd Grade) - Hannah Covek, Immanuel, Brookfield
Early Childhood (lnfant-3yr) - Dawn Weber, Divine Redeemer ECDC

2022/2023

Principal - Jennifer Comfort, St. John, Glendale
High School - Scott Nickel, Martin Luther High School, Greendale
Elementary (4th-8th Grade) - Erin Ballard, Mt. Olive, Milwaukee
Early Childhood Director - Ally Spars, Divine Redeemer, Hartland
Early Childhood (lnfant-3yr) - Angie Kelm, First Immanuel, Cedarburg
Early Childhood (4K-3rd Grade) - Allison Toerpe, Trinity, Sheboygan

■ HEARTS FOR JESUS

Each year a recipient for Hearts for Jesus offerings is selected on a rotation of local, national, and international levels. While February is the traditional month for this effort, many schools emphasize it for a longer period of time.

2024-2025 – LeadAChild - $2,073.37 (as of 3/15/25)
2023-2024 – A Place of Refuge - $4,385.68
2022-2023 – Eastern European Ministries - $7,848.46

■ CUEnet TEACHER COLLOQUY PROGRAM

This continues to be a popular option for teachers trained outside the Concordia University System to become certified as Ministers of Religion – Commissioned. The program consists of 8 courses offered online followed by an exit interview at CUW. In the past triennium the following SWD teachers have completed the program:

Carla Abel
Hilary Collins
Samantha Hansen
Shawn Heckert
Karli Luchterhand
Mark Paterson (CUW)
John Saleska (CUW)
Courtney Seider
Nicholas Smedal (CUW)
Justin Speck (CUW)
Nancy Stoehr (CUW
Aaron Viets (CUW)
Michael Waugh

■ CONFERENCES

The following conferences were developed and organized:

2024 – North/South Wisconsin Districts Teachers' Conference
2023 – Concordia Teachers' Summit
2022, 2023, 2024 – Administrators' Conference
2022, 2023, 2024 – New Teacher Orientation
2022, 2023, 2024 – New Principal Orientation
2022, 2023, 2024 – Early Childhood Conference
2023, 2024 – Mental Health Professionals Professional Development

■ STUDENT AID AND RECRUITMENT

Each year, the district distributes money to modestly assist students from the South Wisconsin District who are entering full-time church work professions. Generous grants from the SWD, LWML and several foundations make these awards possible.

2024/2025	$66,149	16 seminary students/4 Deaconess/4 DCM/3 DPM/4 EC/8 Elem/12 HS
2023/2024	$105,021	22 seminary students/4 Deaconess/2 DCM/3 DPM/3 EC/10 Elem/12 HS
2022/2023	$122,842	21 seminary students/1 Deaconess/1 DCE/2 DPM/4 EC/9 Elem/12 HS

■ NEW SCHOOL PLANTS

There has been a renewed interest in planting new Lutheran schools. This renewed interest can be attributed to a number of different factors, including the response of public schools as it relates to COVID-19 as well as issues such as critical race theory in public school curricula. Most of our Lutheran schools are found in the metropolitan areas of Racine, Milwaukee, and Sheboygan. Congregations and families are looking for Lutheran school options in areas that are currently without an LCMS school presence. Areas that are ripe for a Lutheran school include the far western region of our district (Onalaska/La Crosse), the Winnebago region (possible high school), and the Madison area. Finally, we are excited about the opening of St. John's Lutheran School, Port Washington in the Fall of 2025.

■ YOUTH AND FAMILY MINISTRY

This past triennium efforts continued to be made to develop networks that will enable congregations to support and encourage one another in the various arenas of youth and family ministry. On a quarterly basis the Parish Pros meet for collaboration and ministry support. Dr. Cody is an advisory member of this group. They plan a Restart-End of Summer Party in August for 6^{th}-12^{th} graders. This is an opportunity to meet youth from other churches, play games and worship.

In 2024 and 2025, the Parish Pros attended a retreat to spend time in God's Word, promote fellowship, and share best practices with each other. This group is invaluable to the overall youth ministry occurring in the South Wisconsin District.

Over 725 youth and adults from SWD attended the 2022 National LCMS Youth Gathering in Houston, TX. In 2022, 2023, 2024, over 750 people attended Lutheran Schools Night at American Family Field. Planning continues for the 2025 National Youth Gathering in New Orleans, LA.

Lutheran Church Extension Fund (LCEF)

Christopher Rowan, South Wisconsin District Vice President

Mission
The mission of Lutheran Church Extension Fund (LCEF) is to support The Lutheran Church—Missouri Synod (LCMS) by ensuring that financial resources and related services are available now and, in the future, empowering ministry and spreading the Gospel of Jesus Christ.

Organization Overview
Since 1847, The Lutheran Church—Missouri Synod (LCMS) has steadfastly pursued its mission to "make known the love of Christ by word and deed within our churches, communities, and the world."

Established in 1978, LCEF plays a crucial role in this mission.

- Purpose: To empower ministry by providing loans, investments and support services designed to serve the financial needs of congregations, schools and other ministry organizations within the LCMS.
- Growth: From humble beginnings with $100 million in assets to a current portfolio exceeding $2.0 billion—demonstrating our commitment to financial stability, trustworthiness and advancing Christ's kingdom.

Historical Context
LCEF's primary function has been to provide loans funded by investments and gifts from dedicated church members and supporters. Over the years, our services have broadened to include strategic advisory services, such as:

- Ministry Solutions: Offering mission clarity and guidance through ministry clarity processes and capital campaigns.
- Real Estate Solutions: Providing expert consultation and execution in property development, repurposing and expansion.

Financial Strength
LCEF's strong financial foundation plays a crucial role in supporting the LCMS today and securing its future. Our investment programs empower LCMS individuals and organizations, funding projects such as home loans, sanctuary renovations, senior living communities and Lutheran schools.

Leadership
Our leadership is committed to guiding the organization with vision, expertise and a dedication to our mission. Here's a snapshot of our leadership team and workforce:

- President and CEO: Bart Day, MBA MDiv., reports to a 12-member Board of Directors.
- Workforce: LCEF employs over 150 people across the United States, including our headquarters in St. Louis and representatives in 31 LCMS districts.

Connection to Ministries
LCMS ministries connect with LCEF through their district vice presidents (DVPs), who act as vital links to ensure our services meet each district's unique needs.

For over 45 years, LCEF has been committed to providing the financial resources and services that support the church's mission. As we look ahead, we remain dedicated to serving the LCMS and strengthening ministries through trusted financial and strategic partnerships.

Economic Overview

A period of complex and evolving economic challenges:

2022:

- Continued recovery from the initial shock of the pandemic.
- Significant inflation, with the Consumer Price Index peaking at 9.1% in June.
- Gross Domestic Product (GDP) growth of 2.1%.
- Unemployment was around 3.6% by year's end.
- Federal Reserve initiated a series of interest rate hikes to control inflation.

2023:

- Ongoing efforts by the Federal Reserve to combat inflation.
- Interest rates reached levels not seen since before the Great Recession.
- Inflation cooled to 3% by December.
- Tepid GDP growth of 1.8%.
- The housing market experienced a significant slowdown due to higher borrowing costs.
- Unemployment remained low at 3.5%.

2024:

- Continued economic challenges but signs of stabilization.
- Inflation moderated to 2.5% year-over-year.
- GDP growth is projected to remain sluggish at 1.5%.
- Unemployment slightly increased to 3.8%.
- The Federal Open Market Committee (FOMC) paused rate hikes to monitor economic data closely.

LCEF's Response

LCEF navigated volatile markets with prudence, strengthening our capital and positioning for sustained growth. Despite economic challenges, we ended FY 2024 with over $17.5M in gains, reinforcing our commitment to financial stability and ministry support.

Concordia Plan Services (CPS)

Our mission is "Serve ministries… Care for workers… So that the Word of God spreads."

Our promise is to provide affordable, quality employee benefits and ministry solutions, freeing leaders to focus on spreading the Word of God. These include health and disability benefits, retirement solutions including a pension and 403(b), and ministry solutions such as payroll and HR services to take administrative burden off ministry staff.

On a national level, Concordia Plans leadership works to protect benefits of LCMS workers through the Church Alliance, a diverse network of 34 church benefits organizations that advocates for employee benefits for clergy, lay workers, and their families.

Concordia Retirement Solution

CPS administers two retirement Plans: The Concordia Retirement Plan (CRP) – a defined benefit (or pension) Plan and the Concordia Retirement Savings Plan (CRSP) – a defined contribution 403(b) Plan, the nonprofit industry's version of a 401(k). Offering the CRP pension and CRSP 403(b), combined with Social Security, gives LCMS workers the best opportunity for success in retirement.

CRP Pension

The CRP pension provides vested workers a monthly income throughout their retirement and supports surviving spouses. A retiree cannot outlive his or her CRP monthly benefit and investment risk does not lie with the individual but is managed by our expert team. The pension remains the right solution for some organizations such as religious and government entities and schools.

To maintain the promise made to current and future retirees as well as account for projected investment returns and cash flow demands, in 2025 the ministry contribution rate for the CRP was increased by 1% of worker compensation. A similar increase will take place in 2026 and 2027. This phased approach helps ministries budget accordingly while ensuring adequate funding for current and future pension recipients.

We've made additional changes to strengthen the CRP and better align it with industry best practices. Adjustments include a withdrawal liability paid by ministries who leave the CRP, which protects ministries that remain committed to providing their workers a strong retirement, and a minimum age 21 requirement for CRP enrollment.

> *At the close of 2024, more than 3,800 ministries participated in the CRP with nearly 30,000 active workers – increases over 2023 & 2022. Almost 30,000 retirees were receiving benefits and the Plan's assets totaled more than $4 billion.*

Concordia Retirement Savings Plan 403(b)

The CRSP 403(b) allows workers to save directly from their payroll, invest those dollars in professionally managed and low-cost funds, and grow their savings into additional retirement income. In 2024 the CRSP surpassed $1 billion in total assets.

The CRSP is reviewed regularly by an independent investment consulting firm. Recent findings showed the weighted investment management fee is lower than the peer group average. A separate review concluded the CRSP's administrative fees charged to members and investment fees are favorable.

> *At the close of 2024, more than 2,800 ministries have adopted the CRSP with more than 13,000 participants actively contributing to their account.*

Concordia Health Plan

Concordia Plans invests in the long-term health and wellness of workers and their family members, offering benefits and solutions that care for them throughout their lives. The Concordia Health Plan (CHP) offers a comprehensive suite of health care and wellness benefits to meet the needs of your ministry, workers and their family members so everyone can be well to serve well.

Just like the early Church in Acts shared one another's burdens, today thousands of LCMS ministries come together to share one another's health burdens by participation in the CHP. Additionally, as a church plan, you can rest assured benefits are aligned with our faith.

By driving better health outcomes, meeting members' needs and limiting costs, CPS expects to reduce expenses by $86.2 million over the next three years. These savings will be realized by renegotiating our largest pharmacy benefits manager contract, changing medical third-party administrators for enhanced claims processing, introducing healthcare navigation and making adjustments to the Concordia Disability and Survivor Plan.

In 2024 we introduced Quantum Health, a dedicated healthcare service that helps CHP members navigate the complexities of healthcare. Whether they need help finding in-network providers, understanding coverage, or replacing an ID card, this service provides personalized guidance.

With the increased focus on mental health across the Synod, we launched Evernorth Confide. This enhanced Employee Assistance Program provides members access to expanded mental health care solutions - in person or digitally - to address what is challenging their mental well-being.

At the close of 2024, more than 2,900 ministries have adopted the CHP with more than 14,000 enrolled workers.

Concordia Disability and Survivor Plan

The Concordia Disability and Survivor Plan (CDSP) provides three valuable components of income replacement - short- and long-term disability coverage and basic life insurance - with a goal of supporting a worker on a path to return to service. The CDSP provides a monthly income benefit to make sure a financial burden doesn't distract from the ability of workers to recover.

We continually evaluate the structure of the CDSP, the benefit it provides and industry best practices. In 2024 we reduced the waiting period for short-term disability benefits from 14 days to seven days, ensuring workers receive financial support more quickly. Additionally, members and enrolled dependents on disability will continue coverage in the CHP with contributions waived beginning at the fourth month. After this period, the member receive a monthly healthcare stipend which will continue until they become eligible for Medicare coverage.

At the close of 2024, more than 3,800 ministries have adopted the CDSP with nearly 30,000 enrolled workers.

Focus on Service

In addition to providing the right Plans and products, we are focused on providing a high level of day-to-day service to those who interact with our team.

For ministries with limited HR resources, managing payroll and benefits administration can be challenging. In 2023, we piloted MyAdminPartner, an administrative support service that helps ministries work more efficiently, eliminate errors and stay in compliance. A broader rollout is occurring in 2025.

Supporting ministries with more HR resources, My Service Partner launched in 2025 as a cross-functional team dedicated to assisting with the most complex benefits administration needs. It includes representatives from key departments chosen for their expertise.

On May 1, 2025, our CDSP disability administration transitioned to Sedgwick from Lincoln Financial. This change is designed to improve the customer experience and streamline the disability claim process for our members.

Additionally, to align with industry best practices, we moved from advance billing to current billing — helping simplify the process, increase accuracy and reduce the need for reconciling.

Looking Ahead

As we move into 2025 and beyond, Concordia Plans remains dedicated to enhancing our offerings. We are currently evaluating a Property & Casualty captive to provide better insurance coverage for ministries. We also remain focused on simplifying administration to better support ministries and their workers.

With every decision we make, our goal remains the same: to equip ministries with the benefits and support they need to flourish. Together, we are strengthening the LCMS and ensuring those who serve today—and in the future—are cared for and supported.

Aligned in faith with a passion to serve… you are our ministry.

Report on District Membership Statistics

THE PRESIDENT'S OFFICIAL REPORT ON DISTRICT MEMBERSHIP STATISTICS

March 16, 2022 through March 15, 2025

CANDIDATES ORDAINED AND INSTALLED

BENISH, Joshua – Church Planter, SWD 07/23/23
BRANDMAHL, Joshua – St. Bartholomew, Brillion 7/9/22
CHRISTIANSEN, Brennick – Peace, Sussex 6/19/22
HASSELBROOK, Silas – Trinity/Oklahoma Ave., West Allis/Milwaukee 6/18/22
JENKINS, Graham – Divine Redeemer, Hartland 8/4/24
LEE, Samuel – Elm Grove Lutheran 5/20/24
LEEPER, Benjamin – Bethlehem, Sun Prairie 7/16/23
MEIER, Austin – Good Shepherd, Two Rivers 7/10/22
OTTEN, Luke – Christ the King & Holy Cross, Racine 7/21/24
REY, Daniel – Trinity Freistadt, Mequon 7/2/23
SEDOTTO, Anthony – Grace, Menomonee Falls 7/7/24
STRAND, Noah – Shepherd of the Hills, Pewaukee 6/24/23

CANDIDATES ORDAINED

HER, Joel – Hmong Hope, Milwaukee 6/23/24
PATTERSON, Drake – Shepherd of the Hills, Pewaukee 6/23/24

CANDIDATES INSTALLED

HANSON, Jeremy – Bethlehem, Sheboygan 7/9/23
HOWELL, Colby – Immanuel, Brookfield 8/14/22
SCHOBER, John – Risen Savior, Franklin 7/14/24
STURGES, Christopher – Divine Redeemer, Hartland 8/4/24
THOMPSON, Andrew – St. John, Plymouth 7/24/22

PASTORS ENTERED THE DISTRICT

ADELSEN, Peter – Prince of Peace, West Salem 8/7/22
BAKKER, Jonathon – Campus Pastor, CUW, Mequon 5/4/24
BEVERSDORF, James – Emeritus 11/10/23
DUESENBERG, Timothy – Gift of Grace, Holmen 3/5/23
FRAHM, John – Grace, Racine 2/11/24
FREMER, Noah – Trinity, Howards Grove 6/5/22
HECKERT, Peter – Our Redeemer, Wauwatosa 5/13/23
HILGENDORF, William – Emeritus 6/15/22
HINTZ, Gregory – New Hope, Neenah 1/22/23
HOWARD, Thomas – Mt. Calvary, Milwaukee 3/2/25
HUEHN, Jonathan – Redeemer, Manitowoc 10/27/24
JOHNSON, Paul – Emeritus 8/1/22
JOHNSON Ricky – Emeritus 8/8/22
KLEMP, Stephen – St. John, Glendale 9/17/23
KOLANDER, Mark – Emeritus (Colloquy) 11/21/21
LAFEVE, Joshua – Concordia University, Mequon 8/25/24
LAUX, John – Emeritus 8/28/24
LOPPNOW, Richard – Candidate 7/1/23
MECH, Gregory – Emeritus 7/2/22
NELSON, Andrew – St. Paul, Janesville 4/6/25
NIELSEN, Michael – S. John, North Prairie 4/14/24
NUCKOLS, Mark – Military Chaplain, US Army 2/26/22
PUTNAM, Vincent – First Immanuel, Cedarburg 8/20/23
RATHER, Ronald – Emeritus 12/3/22
ROGNESS, Noah – Good Shepherd, Tomah 10/8/23
SCHNEIDER, Richard – Brookfield Lutheran 10/13/24

SCHROEDER, Ryan – Candidate 02/10/23
SCHULTZ, Charles – Calvary/Zion, Princeton/Neshkoro 12/8/24
SCHULTZ, Jacob – St. Paul, Grafton 8/28/22
SHOUSE, Tod – Candidate 3/18/24
STEIN, Michael – Beautiful Savior, Mequon 12/15/24
STEINBRUECK, Roger – Emeritus 2/12/24
STORK, Steven – Emeritus 11/6/23
STRAWN, Allen – Calvary Chapel, Madison 1/28/24
THOMAS, Howard – Mt. Calvary, Milwaukee 3/2/25
THOMPSON, Matthew – Emeritus 8/8/24
VAN DELLEN, James – Emeritus 9/14/22
WALTERS, Mark – Racine Lutheran H.S. 8/27/24
WALTHER, Galan – Emeritus 8/30/22
WEBER, David – St. Matthew, Warrens 4/30/23
WILKENS, Mark – St. Matthew, Warrens (Intentional Interim) 6/5/22

PASTOR CHANGES WITHIN THE DISTRICT

AFAMEFUNA, Afam – House of Corrections, Milwaukee & Bethany, Milwaukee 11/17/24
ANDERSON, Daniel – Calvary Chapel, Madison to Candidate 1/4/23
ANDERSON, Dustin – Candidate to St. John, Port Washington 6/26/22
BEHNKE, Allen – Emeritus to St. John, Horicon 5/28/23
BRASSFIELD, Joel – Candidate to Good Shepherd, Two Rivers 1/7/24
BURAKOWSKI, Jonah – OIM- Dominican Republic to Our Redeemer, Delavan 6/18/23
CHRISTIANSEN, Brennick – Peace, Sussex to Candidate 2/1/25
DEARMOND, Zachary – Redeemer, Manitowoc to Blessed Savior, New Berlin 6/4/23
DUMMER, Dean – Emeritus to Zion, Menomonee Falls 10/15/23
FICKEN, Paul – Candidate to Chapel of the Cross, Mount Pleasant 7/31/22
GEHRKE, Matthew – Trinity/Wisconsin Dells & Our Savior/Baraboo 2/19/23
HAUSER, Aaron – Divine Savior, Hartford to Candidate 6/26/23
HAUSER, Aaron – Candidate to First Immanuel, Cedarburg 10/20/24
KOBLE, Brandon – Trinity/Oklahoma Ave, West Allis/Milwaukee & LHSAGM at Trinity Classical HS, West Allis 8/17/23
KOLONICH, Eric – Brookfield Lutheran to Concordia, Mequon 1/27/23
LEE, Samuel – Elm Grove Lutheran to SWD Missionary for International Outreach
MECH, Gregory – Emeritus to Beautiful Savior, Milwaukee 11/10/24
MUMME, Jonathan – Concordia, Mequon to Candidate 8/1/22
NIERMANN, Scott – Risen Savior, Franklin to Martin Luther High School, Greendale 8/15/22
NUCKOLS, Mark – Military Chaplain to Our Father, Greenfield 10/30/22
PAAVOLA, Daniel – Concordia, Mequon to First Immanuel/River of Life, Cedarburg/Saukville 6/24/24
RESEBURG, Aaron – Elm Grove Lutheran to Good Shepherd, Watertown 11/18/23
ROSER, Dennis – St. John, Beloit to St. Paul, Brown Deer 6/5/22
SCHIMM, Benjamin – Racine Lutheran High School to Sherman Park 8/27/23
SCHRADER, Robert – St. Paul, Sheboygan Falls to St. John, Berlin 7/28/24
SCHROEDER, Ryan – Candidate to Milwaukee Lutheran HS (LHSAGM) 8/17/23
SHOUSE, Tod – Candidate to Pilgrim, Wauwatosa 12/1/24
SKOVGAARD, Eric – Elm Grove Lutheran & South Wisconsin District President 7/25/24
TORKELSON, Daniel – St. John, North Prairie to Mt. Olive, Madison 4/30/23
WILKENS, Mark – St. Matthew, Warrens, to St. Stephens, Horicon 6/18/23 Intentional Interim
WILKENS, Mark – St. Stephens, Horicon to Grace, Milwaukee 11/10/24
WOLFE, Adam – Divine Redeemer, Hartland to St. Paul, Sheboygan Falls 1/12/25

PASTORS TRANSFERRED TO OTHER DISTRICTS

BAHR, Ferdinand – Emeritus to English District 8/26/23
BARTHOLOMEW, Richard – Emeritus to St. John, Almond, WI 1/5/24
BENDER, Douglas – Concordia, Mequon to Immanuel, Macomb, Michigan 8/19/23
BUMGARDNER, John – Zion/Tri Parish, Neshkoro to Redeemer, Columbus, Georgia 7/23/23
CONKLING, Christopher – Trinity Freistadt, Mequon to Vine & Branches, Aldie, Virginia 3/25/24
CRANE, Brian – Grace, Racine to Eternal Life, Mesa AZ 10/9/22 English District
DUCHOW, Gilbert – Emeritus to English District 8/4/22

FITCH, Josiah – Peace, Neenah to Faith, Columbus, Indiana 12/1/24
FLICK, Seth – Divine Redeemer, Hartland to King of Kings, Omaha, Nebraska 6/15/25
GIEBEL, Franklin – Emeritus to North Wisconsin District 12/12/22
IKANIH, Christian – Emeritus to Florida/Georgia 03/16/23
JANNEKE, Kory – St. Matthew, Warrens to St. Matthew, Conway, Arkansas 5/9/22
KLATT, Zachary – Grace, Menomonee Falls, to Immanuel, Freeport, Illinois 7/7/23
KRYSTOWIAK, Dustin – Candidate to Southern Illinois District 6/27/24
KRUSE, Scott – Candidate to English District - Peace, New Berlin, WI 2/4/24
LANE, Jason – Concordia University Wisconsin to Concordia Seminary, St. Louis 7/1/24
LUHMAN. Ethan – First Immanuel, Cedarburg to Concordia, San Antonio, Texas 9/26/22
MATZ, Brett – Calvary, Princeton to Bethany, Erlanger, Kentucky 1/20/24
MCCOID, James – Community of Life, Oregon to Christ the Rock, Rockford, Illinois 5/22/22
MUDGE, Ronald – Concordia, Mequon to Concordia Seminary, St. Louis, Missouri 5/16/22
MUELLLER, Jeffrey – Berea, Milwaukee to Hope, Watersmeet, MI (Land O' Lakes, WI) 2/1/25
MUMME, Jonathan – Candidate to Michigan District 8/1/22
MUNDINGER, Paul – Emeritus to North Wisconsin District 10/25/23
NIEMAN, David – St. John, West Bend to Zion, Hinsdale, IL 3/1/25
NIERMANN, Scott – Martin Lutheran H.S, Greendale (LHSAGM) to Immanuel, Altamont, Illinois 6/15/25
SIMEK, Brett – Trinity, Hilbert to Our Redeemer, Sioux Falls, South Dakota 2/7/25
STEIN, Donald – Emeritus to Missouri District 12/1/22
RITTER, Timothy – Our Redeemer, Delavan to Immanuel, Wisconsin Rapids 3/28/22
RUSNAK, Jonathan – Pilgrim, Wauwatosa to Concordia University Nebraska 6/3/24
SCHEMPF, Michael – Emeritus to Missouri 03/25/22
SCHULTZ, Gary – Beautiful Savior, Milwaukee to Eternal Savior, Lafayette, Colorado 5/16/22
SEBAN, Timothy – First Immanuel, Cedarburg to St. Paul, Kingsville, Maryland 5/23/23
SORENSON, Grant – St. Paul, Madison to Calvary, Bedford, Indiana 9/30/24
VANG, Yia – Emeritus to English District 9/10/24
WURDEMAN, David – OIM Chaplain to the Armed Forces to the Rocky Mountain District 6/14/22
ZEMPLE, Dean – St. John, Sullivan to Immanuel/St. John, Elgin/Hammond, Minnesota 9/8/24

PASTORS RETIRED

BOETTCHER, Dennis 03/18/22
BRANDT, Charles 1/9/23
BUTLER, Robert 10/31/23
CORTRIGHT, Charles 9/6/23
DECKER, Daniel 12/31/24
FABRIZIUS, Karl 8/10/22
HILLENBRAND, Philip 12/31/23
IKANIH, Christian 1/1/23
JOHNSON, Don L. 1/1/25
KAUL, Thomas 11/25/24
KILPS, William 3/1/22
KING, Wayne 6/1/22
KRAUSE, Donald 2/28/23
KRUEGER, Mark 6/13/22
MCVEY, Todd 12/31/24
MUNDINGER, Paul 7/31/23
NUCKOLS, Mark 1/1/25
PREWITT, Jeff 12/31/24
RAASCH, Randolph 6/1/24
SCHROEDER, Ricky 7/15/24
SCHOEMANN, Randall 8/25/24
SCHULZ, Gregory 4/6/24
SMITH, Steven 12/31/24
STEELE, Robert 8/1/24
SZCZESNY, Jonathan 4/1/22
VOSS, Kevin 7/01/24

PASTORS REINSTATED BY COP
MYERS, Larry 02/25

PASTORS RESIGNED/REMOVED FROM THE SYNODICAL ROSTER
KOLONICH, Eric 6/26/24
MCDERMOTT, Ryan 6/09/23
MOON, Colin 1/8/23
STEINKE, Andrew 3/25/24

PASTORS RESIGNED FROM THEIR CONGREGATION
HAUSER, Aaron – Divine Savior, Hartford 6/26/23
MCDERMOTT, Ryan – Our Savior Deaf, Madison 6/09/23
MOON, Colin – Bethlehem, Sheboygan 1/8/23
STEINKE, Andrew – Our Redeemer, Wauwatosa 3/25/24

PASTORS DECEASED
BEK, Edwin 6/11/22
BOECK, Richard 3/27/23
BOENING, Dale 7/7/23
BREITWISCH, John 3/18/24
BROGAARD, John 2/11/24
CORNIELS, Douglas 6/23/22
EGLOFF, Carl 7/24/23
HEINERT, Daniel 12/19/23
HINTZ, Thomas P. 10/6/23
KNAPPE, Wolf 1/9/24
KRUEGER, Willard 9/12/24
LEIDER, John 1/23/23
MANTEUFEL, Julius 6/24/22
MUELLER, Gilbert 6/8/22
NOVOTNEY, Robert 12/13/24
OLDENBURG, Donald 3/7/25
OSWALD, Arthur 6/14/24
PIEL, Thomas 11/25/23
REDEKER, William 9/8/22
REEHL, Charles 2/18/24
SCHOCKMAN, Gary 8/8/22
WAGNER, William 2/16/25
WILLE, John 6/10/24
WURM, William 3/5/24

DUAL PARISHES
Trinity, Wisconsin Dells & Our Savior, Baraboo 12/19/22
Calvary, Princeton & Zion, Neshkoro 9/1/24

DUAL PARISHES DISSOLVED
Zion, Neshkoro & Tri-Parishes of St. John, St. Paul, & Trinity, Neshkoro 7/31/24

CONGREGATIONS ADDED
Gift of Grace – Holmen 3/6/23

CONGREGATIONS DISBANDED/DISSOLVED
Apostles – Platteville 6/30/24
Community of Life – Oregon 5/16/22
United in Christ – Arkdale 4/7/24

CHURCH PLANTS
Peace Valley – Monticello 7/23/23

CONGREGATION SUSPENDED

St. Stephen, Milwaukee 5/17/22
Holy Cross Deaf, Delavan 7/18/24

TEACHERS ENTERING DISTRICT

ABEL, Carla – Commissioned/Installed, Prince of Peace Preschool, Racine, 9/18/22
ABRAMOWSKI, Meredith – Candidate, 10/28/24
ANKERBERG, Erik – Installed, Concordia University Wisconsin, Mequon, 2/5/23
BAHR, Lindsey – Commissioned/Installed, Lake Country LHS, Hartland, 8/17/23
BAUKNECHT, Nathan – Commissioned/Installed, First Immanuel, Cedarburg, 9/10/23
BAUMGARN, Jeanette – Candidate, 2/13/24
BARRINGTON, Abigail – Commissioned/Installed, Racine Lutheran High School, 8/27/24
BENDER, Rachel – Commissioned/Installed, First Immanuel, Cedarburg, 9/10/23
BERRY, Rachel – Installed, St. John, Berlin, 8/27/23
BEVERSDORF, Bonnie – Emeritus, 11/10/23
BICKETT, Payton – Commissioned/Installed, Immanuel, Brookfield, 8/18/24
BIERLEIN, Beth – Installed, St. Peter's, Reedsburg, 8/25/24
BLUE, Emily – Commissioned/Installed, St. John's, West Bend, 8/28/22
BOHNHOFF, Rachel – Candidate, 8/5/22
BOK, Karen – Emeritus, 8/11/22
BRANDMAHL, Ashely – Candidate, 12/15/22
BREDMAN, Elizabeth – Commissioned/Installed, Sheboygan Lutheran High School, 8/20/23
BRENNER, Mark – Installed, Racine Lutheran High School, 8/27/24
BRENNER, Renee – Installed, Racine Lutheran High School, 8/27/24
BREY, Jeremy – Installed, St. John's, Mayville, 9/8/24
BREY, Sarah – Installed, St. John's, Mayville, 9/8/24
CHIAPPETTA, Madison – Commissioned/Installed, Milwaukee Lutheran High School, 8/17/23
CIGELSKE, Sara – Installed, St. John, Plymouth, 8/28/22
COLLINS, Hilary – Commissioned/Installed, St. Paul, Grafton, 1/8/25
CUTLER, Stephanie – Commissioned/Installed, Divine Redeemer, Hartland, 1/14/24
DERUYTER, Rebecca – Commissioned/Installed, St. Paul's, Sheboygan, 1/26/25
DILLS, Megan – Commissioned/Installed, Milwaukee Lutheran High School, 8/20/24
DOMKE, Amelia – Commissioned/Installed, St. John's, Glendale, 8/25/24
EHLERT, Emily – Installed, Trinity, Menasha, 8/28/22
EIGENFELD, Timothy – Installed, Trinity, Sheboygan, 8/25/24
FRERKING, Rachel – Commissioned/Installed, Divine Redeemer, Hartland, 8/14/24
FRISKE, Graham – Commissioned/Installed, Racine Lutheran High School, 8/23/22
FUCHS, Judith – Installed, Sheboygan Lutheran High School, 8/21/22
FUCHSBERGER, Lindsey – Commissioned/Installed, Mt. Olive, Milwaukee, 8/21/22
GERNER, Steve - Candidate, 10/30/23
GERTH, Joseph – Installed, Immanuel, Mayville, 6/16/24
GOLTERMANN, Vicky – Installed, Good Shepherd, Watertown, 8/20/23
HAESE, Taylor – Installed, Trinity, Mequon, 8/18/24
HANSEN, Samantha – Commissioned/Installed, Trinity, Racine, 3/29/23
HARDING, Allysa – Commissioned/Installed, Good Shepherd, Watertown, 8/18/22
HECKERT, Hannah – Candidate, 8/1/23
HECKERT, Shawn – Commissioned/Installed, Milwaukee Lutheran High School, 3/30/23
HEROUX, Jerika – Commissioned/Installed, St. John's, West Bend, 8/27/23
HOHNSTADT, Rebecca – Installed, Trinity, Mequon, 8/20/23
HOLMAN, Matthew – Installed, Sheboygan Lutheran High School, 8/21/22
HOLT, Deborah – Installed, Our Redeemer, Delavan, 9/11/22
HOLT, Jeffrey – Installed, Our Redeemer, Delavan, 9/11/22
JURSS, Jared – Commissioned/Installed, First Immanuel, Cedarburg, 9/11/22
KARNER, Steven – Installed, Martin Luther High School, Greendale, 8/18/22
KERSTEN, Jayne – Emeritus, 6/30/22
KERSTEN, Robert – Emeritus, 6/30/22
KINSEY, Melissa – Installed, First Immanuel, Cedarburg, 8/18/24

KOEPKE, Kelsey – Commissioned/Installed, Racine Lutheran High School, 8/23/22
KRAFFT, Anna – Commissioned/Installed, Living Word LHS, Jackson, 8/25/23
KROEMER, Jeff – Installed, Martin Luther High School, Greendale, 8/18/22
LEBECK, Sandra – Emeritus, 3/17/23
LEEPER, Emily – Candidate, 2/3/25
LOCKE, Geroge – Emeritus, 1/9/24
LUCHTERHAND, Karli – Commissioned/Installed, Prince of Peace, Racine, 6/23/24
MAHNKEN, Jordan – Commissioned/Installed, Good Shepherd, Watertown, 8/18/22
MARCH, Tristiana – Commissioned/Installed, St. Paul's, Janesville, 8/28/22
MEULENDYKE, John – Installed, Divine Redeemer, Hartland, 8/21/22
MEYER, Lindsay – Installed, St. Stephen, Horicon, 8/21/22
MICKELSON, Drew – Commissioned/Installed, Living Word LHS, Jackson, 8/25/23
MO, Ku – Commissioned/Installed, Trinity, Mequon, 10/6/24
MOLLWITZ, Katherine – Commissioned/Installed, Trinity, Mequon, 8/20/23
MOON, Emily – Commissioned/Installed, St. John, Plymouth, 8/28/22
MUSSELL, Leah – Installed, St. John's, West Bend, 8/28/22
MUTHER, Julia - Installed, Our Redeemer, Wauwatosa, 8/21/22
O'DONNELL, Aiden – Commissioned/Installed, Trinity, Mequon, 8/21/22
O'HARA, Rachel – Commissioned/Installed, St. John's ECC, West Bend, 8/28/22
OSELL, Rachel – Commissioned/Installed, Living Word LHS, Jackson, 8/25/23
PATERSON, Mark – Commissioned/Installed, Concordia University Wisconsin, Mequon, 5/31/23
PEPERKORN, Renata – Commissioned/Installed, Trinity, Sheboygan, 8/18/24
PEPPEL, Sofia – Commissioned/Installed, St. Paul's, Oconomowoc, 10/27/24
PIDSOSNY, Mary – Emeritus, 11/1/23
POLSTER, Sheryl – Commissioned/Installed, St. John, Random Lake, 8/14/22
PROST, Linda – Installed, St. John's, West Bend, 8/25/24
RAGLAND, Sarah – Commissioned/Installed, Racine Lutheran High School, 8/23/22
REISLER, Bennett – Installed, Martin Luther High School, Greendale, 8/17/23
ROCKROHR, Megan – Candidate, 4/11/22
RODRIGUEZ, Rachel – Candidate, 8/8/23
ROEGLIN, Zachary – Commissioned/Installed, Living Word LHS, Jackson, 8/25/23
ROLLINS, Glenn – Installed, LCMS Office of Pastoral Education, MO, 2/28/23
SALESKA, John - Commissioned/Installed, Concordia University Wisconsin, Mequon, 5/31/23
SCHOLZ, Christina – Installed, Our Father's, Greenfield, 8/18/24
SCHROEDER, Douglas – Emeritus, 4/27/22
SCHUH, Emily – Commissioned/Installed, Concordia, Sturtevant, 8/20/23
SCHULTE, Natalie – Installed, St. Paul's, West Allis, 8/20/22
SCHULTZ, Rebecca – Candidate, 12/1/23
SCHUMACHER, Timothy – Candidate, 1/3/23
SEIDER, Courtney – Commissioned/Installed, Immanuel, Brookfield, 8/21/22
SELF, Rebekah – Commissioned/Installed, St. John, Plymouth, 8/27/23
SHIPLER, Katelyn – Commissioned/Installed, Racine Lutheran High School, 8/29/23
SMEDAL, Nicholas – Commissioned/Installed, Living Word LHS, Jackson, 8/25/23
SPECK, Justin - Commissioned/Installed, Concordia University Wisconsin, Mequon, 5/31/23
STAPLETON, Michael – Emeritus, 8/11/22
STEINHAUS, Paul – Candidate, 7/1/24
STENKLYFT, Joshua – Installed, Trinity, Hilbert, 8/21/22
STOEHR, Nancy – Commissioned/Installed, Concordia University Wisconsin, Mequon, 5/31/23
TERNUS, Karissa – Commissioned/Installed, Sheboygan Lutheran High School, 8/21/22
THOMPSON, Amelia – Installed, Bethlehem, Sheboygan, 8/21/22
TROCHINSKI, Desiree – Commissioned/Installed, Mt. Olive, Milwaukee, 3/10/24
TSCHUDY, Joy – Candidate, 6/1/24
TSCHUDY, Matthew – Installed, Sheboygan Lutheran High School, 8/18/24
VIETS, Aaron - Commissioned/Installed, Concordia University Wisconsin, Mequon, 5/31/23
WAUGH, Michael – Commissioned/Installed, LHSAGM, West Allis, 5/15/24
WIEMER, Rebecca – Candidate, 6/10/24
WIEMER, Thomas – Installed, St. Paul's, Sheboygan, 9/10/23
ZANDER, Tyler – Installed, Racine Lutheran High School, 8/23/22

ZOBEL, Rebecca – Commissioned/Installed, Divine Redeemer, Hartland, 8/20/23
ZUNKER, Morgan – Candidate, 9/22/22

TEACHER CHANGES WITHIN THE DISTRICT

BAHR, Angela – Active to Candidate, 8/1/22
BALLESTEROS, Kristine - Installed, Immanuel, Brookfield, 8/20/23
BECKMAN, Jessica – Active to Candidate, 6/16/24
BEVERSDORF, Melvin – Installed, St. John's, Racine, 8/27/23
BLANCK, Emily – Installed, Immanuel, Brookfield, 8/20/23
BORIS, Scott – Installed, Zion, Menomonee Falls, 8/21/22
BUDNIK, Adrienne – Active to Candidate, 6/16/23
BUSKE, Karlee – Installed, Immanuel, Brookfield, 8/21/22
BYNUM, Willie – Installed, Living Word Lutheran High School, Jackson, 8/27/24
CAHILL, Robert – Installed, Our Father's, Greenfield, 8/20/23
CHARPENTIER, Jaelle – Installed, Racine Lutheran High School, 8/23/22
CHARPENTIER, Kevin – Active to Candidate, 6/2/22
CIGELSKE, Sara – Active to Candidate, 12/29/23
CLONKEY, Elizabeth – Installed, Good Shepherd, East Troy, 9/17/23
COMFORT, Jen – Installed, Immanuel, Brookfield, 8/18/24
COVEK, Hannah – Installed, Immanuel, Brookfield, 8/21/22
COX, Lynn – Active to Candidate, 8/1/23
DANNEHL, Emma – Active to Candidate, 6/2/22
DENECKE, Suzanne – Installed, Pilgrim Lutheran Church/CC, Wauwatosa, 6/23/24
DOBLER, Lori – Active to Emeritus, 7/1/24
DUCHAC, Rachel – Installed, Racine Lutheran High School, 8/29/23
FORSHEE, Marlene – Installed, Immanuel, Brookfield, 8/21/22
FRAZEE, Anna – Active to Candidate, 6/22/22
FRIEDRICH, Laura – Installed, Immanuel, Brookfield, 8/21/22
FRISKE, Graham – Active to Candidate, 7/1/24
FROEHLICH, Hannah – Active to Candidate, 7/1/22
GANSWINDT, Pamela – Active to Candidate, 8/4/22
GMIREK, Samuel – Installed, Trinity, Racine, 8/25/24
GRABENHOFER, Kaethe – Active to Candidate, 7/1/23
GREENFIELD, Sophia – Active to Candidate, 6/16/22
HARDING, Allysa – Installed, St. Paul, Grafton, 8/13/23
HEINS, Emily – Installed, St. John's, Racine, 8/27/23
HILLMAN, Laura – Active to Candidate, 7/1/24
JACKSON, Karin – Installed, St. John, Random Lake, 9/10/23
JACOBY, Kristina – Installed, Concordia University Wisconsin, Mequon, 5/31/23
JAGLER, Kyle – Installed, Immanuel, Brookfield, 12/15/24
JENSEN, Wayne – Installed, Milwaukee Lutheran High School, 8/19/24
JESERITZ BAKER, Laura – Installed, Good Shepherd, Watertown, 8/20/23
JURSS, Jared – Installed, Trinity, Mequon, 8/20/23
KEGLEY, Denise – Installed, St. John's, West Bend, 8/25/24
KIDD, Laura – Installed, Our Father's, Greenfield, 8/20/23
KIPP, Marla – Installed, St. John, Random Lake, 9/10/23
KOCH, Jessica – Installed, St. John CC, Glendale, 9/11/22
KOCH, Jessica – Installed, St. Paul Extended Care, Grafton, 6/2/24
KREGER, Nichol – Installed St. Stephen, Horicon, 8/21/22
KRUEGER, Shannon – Installed, Trinity, Mequon, 8/20/23
KUEHL, Mary – Installed, Divine Redeemer, Hartland, 8/21/22
LARSON, Mariah – Installed, Trinity, Sheboygan, 8/27/23
LAUBENSTEIN, Katherine – Active to Candidate, 7/1/23
LEICHT, Rachelle – Installed, St. John, Plymouth, 8/28/22
LEON, Melissa – Installed, Journeys, Hales Corners, 8/30/23
LINDHOLM, Kelsey – Installed, St. Paul's, Oconomowoc, 8/21/22
LINSE, Melissa – Installed, St. John, Berlin, 8/27/23
LORENZ, Elise – Installed, Divine Redeemer, Hartland, 8/21/22

LUERSSEN, Abigail – Installed, Concordia, Sturtevant, 8/20/23
LUNAK, Brooke – Installed, St. Paul's, West Allis, 8/20/22
LUNAK, Robert – Installed, SWD, Milwaukee, 8/27/23
MARGRETT, Deborah – Installed, St. Paul's, West Allis, 8/19/23
MEADOR, Jill – Active to Candidate, 6/16/22
MEADOR, Jill – Installed, Concordia University Wisconsin, Mequon, 8/25/24
MEINZEN, Katie – Installed, St. Paul's, West Allis, 8/19/23
METZGER, Kelsey – Active to Candidate, 8/1/22
MISKIMEN, Bethany – Installed, St. John's, West Bend, 8/28/22
MOON, Emily – Active to Candidate, 7/1/24
NIMMER, Joshua – Installed, Trinity, Mequon, 8/21/22
O'CONNOR, John – Installed, Divine Redeemer, Hartland, 8/20/23
O'CONNOR, Stephanie – Active to Candidate, 7/1/23
OTTO, Reid – Installed, Elm Grove, Elm Grove, 8/21/22
OTTO, Reid – Installed, Zion, Menomonee Falls, 1/14/24
OTTO, Reid – Installed, St. Peter-Immanuel, Milwaukee, 1/16/25
PARKER, Tracy – Installed, Divine Redeemer, Hartland, 8/18/24
PATTERSON, Laura - Installed, Zion, Menomonee Falls, 1/14/24
PETERS, Kenzie – Installed, Zion, Menomonee Falls, 8/20/23
PETERS, Kenzie – Installed, Mt. Olive, Milwaukee, 8/18/24
PIPKORN, Anne – Installed, Trinity, Mequon, 8/21/22
PLOETZ, Melissa – Installed, St. John's ECC, West Bend, 8/28/22
PRINCE, Michelle – Installed, Good Shepherd, East Troy, 8/28/22
ROOT, Katy – Installed, Divine Redeemer, Hartland, 1/14/24
SCEPANSKI, Kathleen – Installed, St. Paul's, West Allis, 8/20/22
SCHUH, Emily – Installed, Martin Luther High School, Greendale, 8/20/24
SCHULTZ, Sarah – Active to Candidate, 8/1/24
SCHULTZ, Sarah – Installed, St. John, Plymouth, 8/25/24
SCHULZ, Shari – Active to Candidate, 6/16/23
SCHUMACHER, Timothy – Installed, St. John's, West Bend, 8/27/23
SAFARIK, Emily – Active to Candidate, 5/24/24
SEIDER, Courtney – Active to Candidate, 6/16/23
SIMONIS, Mallory – Active to Candidate, 6/1/22
SIMONIS, Mallory – Installed, Immanuel, Brookfield, 8/20/23
SMITH, Cristine – Active to Candidate, 1/1/24
SMITH, Cristine – Installed, St. John, Plymouth, 8/25/24
STAEDLER, Heather – Installed, Good Shepherd, Watertown, 8/18/24
STOHS, Sarah – Active to Candidate, 8/16/22
THOMPSON, Amelia – Active to Candidate, 8/2/23
TIMM, Trevor – Installed, Our Redeemer, Wauwatosa, 9/23/23
TRUTTSCHEL, Rebecca – Installed, Trinity, Sheboygan, 8/27/23
WEGNER, Jeffrey – Active to Candidate, 3/4/25
WEYMIER, Amy – Installed, Zion, Menomonee Falls, 8/20/23
WILLER, Kirsten – Installed, Grace, Menomonee Falls, 8/25/24
WILLMAN, Meghan – Active to Candidate, 6/8/22
WINGFIELD, Nathan – Installed, Trinity, Sheboygan, 8/28/22
WOLFE, Morgan – Installed, Divine Redeemer, Hartland, 1/8/23
WOLFF, Sara – Installed, St. John, Glendale, 8/21/22
ZANDER, Tyler – Installed, Martin Luther High School, Greendale, 8/20/24

TEACHER COLLOQUY

ABEL, Carla – 9/18/22
COLLINS, Hilary – 1/8/25
HANSEN, Samantha – 3/29/23
HECKERT, Shawn – 10/14/22
LUCHTERHAND, Karli – 5/10/24
PATERSON, Mark – 5/31/23
SALESKA, John - 5/31/23

SEIDER, Courtney – 8/21/22
SMEDAL, Nicholas – 8/25/23
SPECK, Justin - 5/31/23
STOEHR, Nancy - 5/31/23
VIETS, Aaron - 5/31/23
WAUGH, Michael – 5/15/24

TEACHER REINSTATEMENT

BAUMGARN, Jeanette – 2/7/24
JAGLER, Kyle – 9/12/24
KRAASE, Peggy – 9/12/24
PROST, Linda – 2/8/23
ROOT, Katy – 9/19/23
SCHULTZ, Stephanie – 11/13/24

TEACHERS REMOVED

CHARPENTIER, Kevin – 1/16/25
DZELZKALNS, Stacy – 12/6/23
ENRIGHT, Rebecca – 1/16/25
HAHN, Lana – 1/23/24
HINCK, Megan – 1/16/25
HUEBNER, Sara – 1/8/25
JASS, Judith – 8/1/24
KALIES, Cynthia – 1/16/25
KLEMME, Stephine – 2/1/24
KOHLMEIER, Rebekah – 1/24/24
LEICHT, Rachelle – 1/24/24
LEMKE, Kathleen – 1/24/24
LESHER, Victoria – 12/6/23
MISKIMEN, Beth – 1/24/24
OLDENBURG, Kathryn – 2/29/24
STOHS, Sarah – 1/16/25
TANNEY, Megan – 1/16/25
VICTORSON, Kathleen – 4/5/23
WEBER, Thomas – 2/28/23
WERTH, Dawn – 3/21/23

TEACHERS RESIGNED

BALSMAN, Jonathan – 8/24/22
CAHILL, Cheryl – 7/26/24
CULLI, Heather – 11/30/22
EVENSON, Kelli – 9/14/22
FORSHEE, Sara – 4/6/23
KELLY, Katelyn – 9/1/24
KIDD, Laura – 7/10/24
KROEMER, Jeffrey – 11/28/23
LITTLE, Lynn – 7/1/22
MASON, Hunter – 11/27/23
POLLOCK, Lawrence – 2/12/23
SCHEER, Sue-Lynn – 6/21/24
SCHOCKMAN, Colette – 6/20/22
SMITH, Gene – 1/15/25
TARR, John – 6/1/23
THIEL, Matthew – 9/1/22
WINGFIELD, Phillip – 12/20/22
WITTMANN, Nicole – 8/10/22

TEACHERS RETIRED

ADAMS, Richard – 7/1/24
ALLES, Cheryl – 1/24/23
ARNHOLT, Philip – 8/1/19
BAHR, Joel – 6/30/22
BOECK, Susan – 9/1/22
BRUEGGEMANN, Karen – 7/1/23
CARIO, William – 1/1/24
DAMROW, Kirsten – 6/4/22
DECKER, Elizabeth – 7/1/24
DENKERT, Sally – 6/18/22
FREESE, James – 7/1/22
GIESCHEN, Timothy – 10/1/22
GRELK, Margaret – 8/1/22
HASSELDAHL, Cynthia – 7/1/23
HEIMSOTH, Barbara – 6/16/23
HILL, Kenneth – 1/1/23
KESTER, Brenda – 6/18/23
KOHRS, Stephen – 5/27/24
KRAUSE, Hope – 6/22/24
LANGFIELD, Tammy – 6/16/22
LINDSEY, Dean Jay – 12/21/23
LUPTAK, Andrew – 6/1/21
MALLEGNI, Kimberly – 6/2/24
MANNING, Mary – 7/1/22
MEIER, Rosalie – 7/1/24
NATZ, Debra – 7/1/22
NICKEL, Scott – 6/8/24
OLDENBURG, Michael – 7/1/24
OVERLEY, Kathryn – 1/24/23
PANKOW, Eric – 6/4/23
POLSTER, Sheryl – 6/4/23
PUECHNER, Amy – 7/1/23
RESEBURG, Julie – 6/16/21
ROSE, Dwayne – 7/1/22
SATTLER, Carol – 8/16/22
SATTLER, Karl – 8/16/22
SCHEID, Sherry – 7/1/22
SCHNAKE, Richard – 1/1/19
SNOW, Curtis – 7/1/22
STENKLYFT, Terry – 6/6/22
STREHLOW, Gloria – 8/16/24
TESSENDORF, Karen – 7/1/24
TESSENDORF, Roger – 7/1/24
VAN DYKE, Ellen – 6/11/22
WITTE, Kenneth – 7/1/22
ZIMMER, Jenifer – 7/1/22
ZIMMER, Michael – 7/1/22
ZUTZ, Ellen – 6/16/22

TEACHER TRANSFERS

AMLING, Albert – PSW, 6/30/24
AMLING, Christa – PSW, 6/1/24
AMLING, Grace – ENG, 6/30/23
BEARDSLEY, Ronald – SE, 1/1/23
BENDER, Rachel – OH, 7/1/24
BERAN, Amber – NWD, 6/15/23
BOECK, Susan – IDW, 3/11/24

CURRY, Alexis – MO, 7/1/22
DAMROW, Kirsten – NWD, 7/1/22
DANNEHL, Emma – NEB, 11/21/23
DOBLER, Lori – MI, 7/1/24
EATHERTON, Lois – MO, 7/15/24
EATHERTON, Sam – MO, 7/1/24
FRISKE, Graham – MNS, 7/22/24
FROEHLICH, Hannah – SO, 4/19/23
GEDVILASE, Emily – NID, 6/20/22
GERLACH, Lucas – MDS, 7/1/22
GERLACH, Michelle – MDS, 6/4/22
GERNER, Steven – NID, 1/1/23
GNAN, Paul – NEB, 7/6/23
GREENER, Melissa – IN, 8/16/23
GREENFIELD, Sophia – MNN, 9/2/22
GULLICKSRUD, Timothy – MNS, 7/1/22
JESGARZ, Anne – CID, 6/30/22
JOHNSON, Tanya – NWD, 6/15/23
KESTER, Brenda – NWD, 6/26/23
KIRSCH, Adam – MO, 7/1/23
KLATT, Emmalynn – NID, 8/1/24
LAUBENSTEIN, Katherine – NID, 12/6/23
LOVELESS, Aaron – NID, 8/1/22
MAHNKEN, Jordan – MO, 7/1/23
MOON, Emily – NWD, 7/26/24
NICKEL, Scott – ENG, 6/17/24
OCHNIKOWSKI, Joshua – ENG, 8/27/22
PANKOW, Eric – IN, 6/19/23
PFEIFFER, Linda – MI, 7/1/24
PROST, Linda – ENG, 3/21/23
REIMER, Matthew – NWD, 6/15/22
REISLER, Bennett – NWD, 6/4/24
RINKINEN, Jenna – MI, 8/21/23
RUSNAK, Julie – NE, 11/13/24
SAFARIK, Emily – NW, 5/24/24
SCHLIE, Abigail – IN, 7/1/23
SCHLIE, David – IN, 7/1/23
SCHULTZ, Eric – ENG, 6/19/24
SCHULTZ, Judith – ENG, 6/19/24
SCHULTZ, Sarah – NWD, 8/2/24
SOHL, James – FG, 12/19/23
STAPLETON, Michael – NWD, 3/13/24
STATZA, Diane – ENG, 2/14/23
STEINHAUS, Paul – NWD, 8/15/24
STRAVERS, Kenneth – FG, 4/21/22
STREHLOW, Gloria – TX, 8/16/24
TESCH, Debra – SED, 1/30/24
TIMM, Tyler – SED, 8/15/22
THIBODEAU, Sandra – IN, 8/16/23
WALKER, Dawn – MO, 7/1/22
WEBER, Kristine – PSW, 7/1/24
WRIGHT, Steven – OH, 4/29/22

TEACHERS DECEASED

BELLIN, Williard – 1/4/24
BRAATZ, Ruth – 9/15/23
BROCKDORF, Jeanette – 10/1/23

HAUSER, Arlene – 9/21/23
JENKS, Albert – 10/9/22
JORDING, David – 3/27/22
KERSTEN, Jayne – 9/10/23
KINAS, Harold – 3/25/24
KORTE, Mary – 7/30/23
LOOMANS, Dale - 3/16/22
PARKER, Krista – 7/20/24
RAHN, Marlene – 1/20/22
ROESKE, Karl – 4/24/23
SCHWENKHOFF, Mary – 10/18/23
SPITZER, James – 9/7/22
WILSON, Craig – 11/7/22

TEACHER/DCE ENTERING DISTRICT
LEAPLEY, Michael – Installed, Brookfield Lutheran Church, Brookfield, 7/7/24
PAAPE, Darcy – Installed, First Immanuel, Cedarburg, 3/10/24

TEACHER/DCE CHANGES WITHIN DISTRICT
PAAPE, Darcy – Installed, First Immanuel, Cedarburg, 3/10/24

DCE/DCO ENTERING DISTRICT
BURGENER, Matthew – Commissioned/Installed, Grace, Menomonee Falls, 2/5/23
FINLEY, Jessica – Installed, Hope, Fond du Lac, 6/25/23
GLAW, Emilie – Installed, Lutheran Church of the Living Christ, Madison, 6/11/23
SCHULT, Abigail – Commissioned (7/30/23)/Installed, Zion, Menomonee Falls, 8/20/23

DCE/DCO CHANGES WITHIN DISTRICT
RITTER, Robyn – Active to Candidate, 6/11/22

DCE/DCO RETIRED
TWEETEN, Duane – 1/1/22

DCE/DCO TRANSFERS
RITTER, Robyn – NWD, 8/26/22
SCHULTZ, Josiah – PSW, 7/31/22

DCE/DCO DECEASED
PINKEPANK, Ronald – 3/18/24

DEACONESS ENTERING DISTRICT
BATTU RAO, Grace – Installed, A Place of Refuge, Milwaukee, 2/19/23
KING, Carole – Candidate, 10/15/23
SERBUS, Phaedra – Candidate, 7/26/22

DEACONESS CHANGES WITHIN DISTRICT
EWERT, Christiana – Installed, Elm Grove, Elm Grove, 3/5/23
KARSCHNIK, Anna – Active to Candidate, 3/4/22
KING, Carole – Installed, St. Paul's, West Allis, 10/29/23
SERBUS, Phaedra – Installed, Living Christ Preschool, Madison, 8/28/22
WERTH, Dawn – Active to Candidate, 5/2/22

DEACONESS TRANSFERS
AUGUSTINE, Jennifer – MNS, 9/25/23
EWERT, Christiana – NWD, 10/8/23
HODGE, Kristin – IN, 6/14/23
KARSCHNIK, Anna – MNS, 3/15/22

DEACONESS RETIRED
HODGE, KRISTIN – 1/1/22

DEACONESS REINSTATEMENT
AUGUSTINE, Jennifer – 9/19/23

DEACONESS REMOVED
HYCNAR, Patricia – 7/23/24
SOENKSEN, Michelle – 1/16/25
STENNES, Loreena – 7/23/24
WILLMAN, Katie – 1/24/24

DEACONESS DECEASED
BRAEGER, Grace – 8/24/23

DIRECTOR OF CHURCH MINISTRY (formerly Lay Minister) ENTERING DISTRICT
GROLEAU, Sandra – Emeritus, 7/12/22
HAUBAUM, Abigail – Commissioned/Installed, APOR, Milwaukee, 9/29/24
HENDRIKSON, Paige – Commissioned/Installed, St. Peter's, Reedsburg, 7/23/23

DIRECTOR OF CHURCH MINISTRY CHANGES
BALLARD, Nathan – Active to Candidate, 7/26/22
HANSEN, Ryan – Installed, Trinity, Mequon, 8/18/24

DIRECTOR OF PARISH ASSISTANT TRANSFERS
WITTO, Gregory – MI, 3/30/24

DIRECTOR OF PARISH MUSIC TRANSFERS
HENNY, Ann – NEB, 8/30/22

SCHOOLS CLOSED
ELM GROVE, Elm Grove, 6/30/2024
PLEASANT PRAIRIE, Good Shepherd ECC, 7/2022

SCHOOLS NEW
MILWAUKEE, Lutheran Neighborhood Schools at Beautiful Savior, 9/5/23
WEST ALLIS, Trinity Classical High School, 8/22/23

Committee on Convention Nominations—District

MEMBERS
O – Rev. Gary Gehlbach (Chair)
O – Rev. Darrell Bergelin
O – Rev. Daniel Torkelson (Secretary)
O – Rev. Kyle Verage
C – Mr. Derek Bult
C – Mr. Duane Graf
C – Ms. Emily Heins
L – Mr. John Ebel
L – Mr. Blaine Henkel
L – Mrs. Carrie O'Donnell
L – Mr. Wayne Oliver
O – Rev. David Knuth (Advisory)

A. NOMINATIONS FOR THE OFFICE OF PRESIDENT OF THE SOUTH WISCONSIN DISTRICT

SWD Bylaw 1.53a, as amended at the 2018 District Convention, states:

1.53.a. The candidates for the office of President shall be a maximum of five ordained ministers (or greater, in the case of ties) receiving the highest number of votes on the nominating ballots of the congregations and agreeing to serve if elected. Only those candidates for the office of President who have received at least five votes on the nominating ballots shall be listed on the ballot of the district convention. All those receiving nominations shall be listed by the Secretary of the District in the convention workbook together with the number of votes each received. The election must be by ballot. No nominations may be made on the floor of the convention unless fewer that two candidates results from the congregation nominating process, nor are write-in candidates permitted on the convention ballot. Written consent and biographical materials shall be presented to the Secretary at or before the time of nomination.

Seventy-five (75) congregations submitted nominations for the office of President. There were 73 valid nominations as 2 ballots were received after the deadline. The men, all of whom are ordained, nominated for the office of President were as follows:

Office of President: (Need 5 nominations to be on Ballot)
Nathan Meador: 39
John Berg: 20
Eric Skovgaard: 20
Michael Henrichs: 3
Peter Bender: 2
Jonah Burakowski: 2
Daniel Paavola: 2
Daniel Torkelson: 2
William Kilps: 1
Timothy Maschke: 1
M. Douglas Peters: 1
Randolph Raasch: 1
David Ramirez: 1
Michael Schleider: 1

In accordance with the requirements of bylaw 1.53.a, Nathan Meador, John Berg and Eric Skovgaard are the only individuals who meet the requirements for inclusion on the presidential ballot based upon congregational nominations. They become our slate for the office of President.

B. NOMINATIONS FOR THE OFFICES OF VICE PRESIDENT (BY REGION)

SWD Bylaw 1.53.b, as amended at the 2018 District Convention, states:

1.53.b The candidates for the office of vice-president shall be ordained ministers from each region receiving at least two votes on the nominating ballots from the congregations in that region and agreeing to serve if elected. They shall be listed on the ballot of the district convention. All those receiving nominations shall be listed by the Secretary of the

District in the convention workbook together with the number of votes each received. The election must be by ballot. No nominations may be made from the floor of the convention unless fewer than two candidates results from the congregation nominating process. Floor nominations must be made by a delegate of the region served by the vice-president. Write-in candidates are not permitted on the convention ballot. Written consent and biographical materials shall be presented to the Secretary at or before the time of nomination.

In the nominating process for vice president, 49 congregations submitted nominations. Five (5) ballots were disqualified; 3 due to nominating individuals from regions other than that in which the congregation was located, and 2 because they were received after the deadline. There was a total of 44 valid nominating ballots for the office of vice president.

Central East

Ten (10) congregations submitted nominations for the office of vice president from the Central East Region. One (1) nomination was invalid due to nomination of someone outside the region (or because of the location of the congregation outside of the region). The men nominated, and the number of nominations received for the office of District vice president were as follows:

Office of Vice President: (Need 2 nominations to be on Ballot)

Aaron Koch: 4
Eric Skovgaard: 3
Michael Henrichs: 1
Robert Mrosko: 1
M. Douglas Peters: 1
Michael Schleider: 1
Peter Schmidt: 1

Seven (7) men listed above received valid nominations for this region. Two (2) men: Aaron Koch and Eric Skovgaard are eligible and willing to be placed on the ballot. They become our slate of candidates for this office.

Northeast

Fifteen (15) congregations submitted nominations for the office of vice president from the Northeast Region. One (1) nomination was invalid due to nomination of someone outside the region (or because of the location of the congregation outside of the region). The men nominated, and the number of nominations received for the office of District vice president were as follows:

Office of Vice President: (Need 2 nominations to be on Ballot)

Bryan Osladil: 8
Marshal Frisque: 3
John Berg: 2
William Kilps: 2
Nathan Meador: 1
J. Patrick Niles: 1

Six (6) men listed above have received valid nominations for this region. One (1) of the men listed has declined. Three (3) men: Bryan Osladil, Marshal Frisque, and John Berg are eligible and willing to be placed on the ballot. They become our slate of candidates for this office.

West

Thirteen (13) congregations submitted nominations for the office of vice president from the West Region. The men nominated and the number of nominations received for the office of District vice president were as follows:

Office of Vice President: (Need 2 nominations to be on Ballot)

G. Gregory Hovland: 12
Daniel Torkelson: 2
Charles Brandt: 2

Three (3) men listed above have received valid nominations for this region. One (1) of the men listed has declined. Two (2) men: G. Gregory Hovland and Daniel Torkelson are eligible and willing to be placed on the ballot. They become our slate of candidates for this office.

Southeast

Nine (9) congregations submitted nominations for the office of vice president from the Southeast Region. One (1) nomination was invalid due to nomination of someone outside the region (or because of the location of the congregation outside the region). The men nominated, and the number of nominations received for the office of District vice president were as follows:

Office of Vice President: (Need 2 nominations to be on Ballot)

Jonah Burakowski: 2
Joshua Conradt: 2
Lance O'Donnell: 3
Jack Gilbert: 1
David Groth: 1
Timothy Oswald: 1
Jason Shockmann:1
Gary Tillman: 1

Three (3) men listed above have received valid nominations for this region. One (1) of the men listed has declined. Two (2) men: Jonah Burakowski and Joshua Conradt are eligible and willing to be placed on the ballot. They become our slate of candidates for this office.

C. ELECTION OF CIRCUIT VISITORS (2025-2028)

Circuit #	Region	Visitor (elected or appointed)
1	Metro South Shore	Rev. Aaron Koch
2	Metro West	Rev. Barry Akers
3	Metro Northwest	Rev. Michael Schleider
4	Metro Central	
5	Metro Southwest	Rev. David Paape
6	Metro North Shore	Rev. Michael Larson
7	Ozaukee/Washington	Rev. Carl Lehenbauer
8	Horicon	Rev. David Knuth
9	West Bend/Random Lake	Rev. Mark Eckert
10	Sheboygan South	
11	Sheboygan North	Rev. Alan Kretschmar
12	Sheboygan West	Rev. Kyle Backhaus
13	Manitowoc	Rev. Joel Brassfield
14	Winnebago	Rev. Ricky Schroeder
15	Berlin	Rev. Bryan Fritsch
16	Marquette	Rev. Larry Shepherd
17	La Crosse	Rev. Noah Rogness
18	Southwest	Rev. Randal Poppe (appointed)
19	Madison North	Rev. David Juhl
20	Madison South	Rev. Allen Strawn
21	Oconomowoc	Rev. Lance O'Donnell
22	Watertown	Rev. Douglas Bergelin
23	Janesville	Rev. Carl Seeger
24	Beloit	Rev. Andrew Harris
25	Kenosha	Rev. David Ramirez
26	Racine	Rev. Jack Gilbert

D. NOMINATIONS FOR OTHER ELECTED POSITIONS

The Committee on Convention Nominations—District (CCN) is responsible for 1) nominating candidates for the offices and positions to be elected at the district convention, other than for president and vice-presidents; 2) gathering the consent and biographical information on all candidates; and 3) presenting the slate and collected information to the delegates at the convention.

The call for recommendations was sent to all congregations in September 2024. Forms for submitting recommendations and for candidate information were made available on the district website.

As of February 2025, the CCN received over 100 recommendations for the 21 elected positions to be filled by the convention. However, less than one-third of those recommended consented to serve if elected. The committee members followed up with about 20 people who had not responded to the email notifications. The result is that as of March 1, 2025, nine positions had no candidates who had consented to serve if elected. A notice was sent to all pastors in early March requesting additional recommendations be sent to the CCN.

All eligible incumbents were given priority for nomination. The number of recommendations did not provide any preferential consideration for nomination. The CCN slated some people in multiple positions because they consented and due to the limited number of overall recommendations.

The SWD bylaws require the CCN to nominate twice the number of candidates to be elected for each position. However, the convention reserves the right to nominate candidates from the floor (SWD Bylaw 1.57d). Nominations from the floor require in writing 1) a motion and a second, 2) the nominee's consent, and 3) the nominee's biographical information. These must be presented to the district secretary before the name may be put into nomination. Forms for nominations and nominees' consents are available online at the district website (swd.lcms.org).

The committee will continue its work of securing nominees for all offices and submit an updated report for the convention in the first Today's Business. Once the slate of candidates is complete, it must be approved by the convention before the election takes place (SWD Bylaw 1.57c).

The nominees slated by the CCN are as follows:

SWD Secretary

Rev. Christian Gugel
_____

SWD Board of Directors—Ordained

Central East Region
Rev. Donald Hougard
Rev. M. Douglas Peters

West Region
Rev. Mark Wenzel (incumbent)
Rev. Daniel Torkelson
Rev. Matthew Gehrke (alternate)

SWD Board of Directors—Commissioned

Central East/Northeast Region
Mr. Derek Bult
Mr. Duane Graf

SWD Board of Directors—Lay

Central East Region
Mrs. Kristin Kolell (incumbent)
Mr. Robert Denkert
Mr. Brian Peterson (alternate)

Northeast Region
_____
_____

West Region
Ms. Joan Anderson (incumbent)
_____

Southeast Region
Mr. Steven Grindeland
Mr. Matthew Patzke

SWD Committee on Convention Nominations—Ordained

Central East Region
Rev. Gary Gehlbach (incumbent)
Rev. Michael Henrichs

West Region
Rev. Daniel Torkelson (incumbent)
Rev. Robert Schrader
Rev. Matthew Gehrke (alternate)

SWD Committee on Convention Nominations—Commissioned

Central East Region
_____
_____

West Region
_____
_____

Northeast Region
[Three-year term to fill unexpired term.]
Mr. Derek Bult
_____

Southeast Region
[Three-year term to fill unexpired term.]
Ms. Emily Heins
_____

SWD Committee on Convention Nominations—Lay

Central East Region
_____
_____

West Region
_____
_____

CUWAA Board of Regents—Ordained

Rev. Jack Gilbert
Rev. Michael Henrichs
Rev. Daniel Torkelson

CUWAA Board of Regents—Commissioned

Ms. Jill George
Mr. Jeff Holt
Mr. Jeff Jurss

CUWAA Board of Regents—Lay [Two to be elected]

Mr. Brian Peterson
Mr. Jeffrey G. Steely
Mr. Richard Sovitzky
Mr. Dale Stratil

LCMS Committee for Convention Nominations—Ordained or Commissioned

[Elect Representative and Alternate]
Rev. David Baumgarn
Rev. Gary Gehlbach
Rev. David Ramirez
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Respectfully Submitted,
Parts A-C: Rev. David Knuth, Secretary of the SWD
Part D: Rev. Gary Gehlbach, CCN-D Chair

BIOGRAPHICAL INFORMATION OF THOSE NOMINATED

(Names not listed here may be found in Today's Business.)

Anderson, Joan
Age: 60; **Occupation:** Church secretary and childcare; **Region/Circuit:** West (Circuits 15-20); **Education:** St. Cloud AVTI - Sales and Marketing Associate 1984; **Experience and Activities—Congregation:** church secretary 1998-2001, 2006-2014, Sunday school/VBS teacher 1978-present, choir director 2007-present, Recording Secretary 2013-2017, Board of Education Chair 2017-2021, Youth Treasurer 2006-present, LWML Group officer 2006-2020; **District/Circuit:** SWD Board of Directors 2022-present; LWML SWD Vice President Gospel Outreach and Christian Life 2022-present; **Synod:** National LWML Heart to Heart Sisters Committee 2023-present; **Community**: Area Community Theatre volunteer (director, actress, officer, crew member) 1997-2020; Parent Volunteer for HS Band, Choir, and Show Choir 2003-2012; **Present Congregation:** Good Shepherd Lutheran Church, Tomah; **Hopes for the District:** My hopes and prayers for the South Wisconsin District of the Lutheran Church Missouri Synod is to remain true to God's precious Word in all endeavors. I also hope that the Board of Directors remains diligent in being good stewards of the many blessings that our gracious Lord has bestowed on this district. I hope and pray that the South Wisconsin District remains diligent in the support of Concordia University Wisconsin and Ann Arbor. My greatest hope is that the District continues to plant churches and schools to share the love and grace of our Savior.

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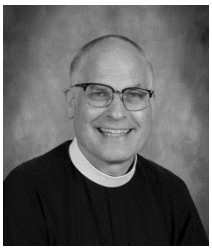

Berg, Rev. John
Age: 57; **Occupation:** Pastor of Trinity Evangelical Lutheran Church and School; **Region/Circuit:** Northeast (Circuits 8-14); **Education:** Concordia University Wisconsin, B.A. 1989; Concordia Theological Seminary, Fort Wayne, MDiv. 1993; **Experience and Activities -- Congregation:** Organist/Choir Director - Holy Ghost Lutheran Church, Milwaukee, WI (1985-1989), Vicar - St. John Lutheran Church, Hannibal, Missouri - (1991-1992), Pastor - Concordia Lutheran Church and Student Center, Vermillion, SD. (1993-1998), Pastor - Lamb of God Lutheran Church, Pleasant Prairie, WI. (1998-2007), Pastor - Trinity Evangelical Lutheran Church, Sheboygan, WI. (2007-present); **District/Circuit:** Circuit Visitor (1995-1998, 2001-2007), LWML Pastoral Advisor (2000-2007), District Education Committee (2000-2005), Chairman SWD District Convention (2018), Chairman of Education Floor Committee (2022), Delegate South Dakota District Convention (1993-1998), Campus Ministry Committee South Dakota District (1993-1998), Campus Ministry International Ministry South Dakota District (1993-1998), Delegate SWD Convention (1998-2025), PALS Coordinator SWD (2015-2021), Pastoral Leader for Higher Things Retreat, Sheboygan, WI (2007-Present), Concordia Bible Institute Board (2024-Present), CUW/AA Board of Regents (2015-Present), CUW/AA Board Chair (2023-Present); **Synod:** Delegate LCMS Convention (1998, 2001, 2007, 2013, 2016, 2019, 2023), Synod Floor Committees (2013, 2016, 2019, 2023), Higher Things Chaplain (2013), Celebrant at Opening Service of Synod Convention (2023), Chaplain Synod Worship Conference (2009), Chaplain Doxology Classic Retreat (2011), Chaplain Concordia Deaconess Conference (2007-2012), Recipient of Phoebe Award from Concordia Deaconess Conference (2012), Doctrinal Reviewer (2010-Present), Presenter at Liturgy/Preaching Institute Concordia University, Seward, NE (2024); **Community:** President Vermillion, SD Ministerial Alliance - (1994-1998), Little League Coach (2004-2005), Veritas Society Wisconsin Right to Life - (1999-Present), Pastoral Advisor 40 Days for Life Sheboygan, WI (2010-Present); **Present Congregation:** Trinity Lutheran Church (Sheboygan); **Hopes for the District:** "We do not proclaim ourselves, but Jesus Christ as Lord!" (2 Corinthians 4:5). These words describe our life together and our mission to the communities in which we serve. Our efforts to confess the truth, evangelize the lost, teach the faithful, and extend mercy to all must be anchored in the pure Gospel! I'm humbled to be nominated for South Wisconsin District President. For thirty-two years, I have served as campus pastor, church/school planter, pastor of a large congregation/school, and as chairman of the Board of Regents of CUW. I believe that God has prepared me, at this critical time, to shepherd the district with compassionate pastoral care, confessional Christ-centered catechesis, and an unwavering approach to doctrinal oversight. My hope is that the District would joyfully: 1. Equip congregations to confess Christ boldly and thrive in ministry. 2. Strengthen schools to nurture the next generation of church workers and maintain continuity in the BOR. 3. Plant churches and schools prioritizing our efforts to minister in urban and rural contexts. 4. Provide biblical resources to families that are challenged by a culture hostile to Christianity. 5. Support synod in her efforts and demand a confessional Lutheran Church body.

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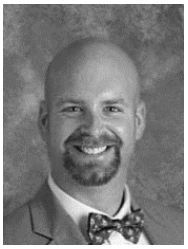

Bult, Derek

Age: 43; **Occupation:** Lutheran High School Principal; **Region/Circuit:** Northeast (Circuits 8-14); **Education:** 1. Concordia University, Nebraska; Bachelors of Science in Secondary Education, concentrations in Mathematics and Physics, LTD; 2005; 2. Concordia University, Nebraska; Master of Education in Secondary Educational Administration; 2010; **Experience and Activities—Congregation:** 1. St. John Lutheran School - Seward, NE; Teacher & Ath. Director; Aug 2010-June 2013; 2. Lutheran HS of Sioux Falls-Sioux Falls, SD; Ex. Dir., Principal, Teacher, & AD; July 2013- June 2020; 3. Sheboygan Lutheran High School - Sheboygan, WI; Principal; July 2020 - Present; **District/Circuit:** 1. Elected teacher representative for South Dakota District to District Conventions (2015, 2018); **Synod:** 1. Elected teacher representative for South Dakota District to Synod Conventions (2016, 2019); 2. Teacher representative for South Wisconsin District to Synod Convention (2023); **Community**: 1. Board of Director for "Faith Based Education, Inc." (Sheboygan County, WI); January 2021 – Present; 2. Junior High and High School Basketball Referee (November 1999 - Present); 3. Volunteer at "NeatRepeats" (Plymouth, WI); **Present Congregation:** The Lutheran Church of Our Redeemer, Sheboygan; **Hopes for the District:** It is my hope that the South Wisconsin District continues putting the Gospel message of Jesus Christ first and foremost in everything it does. I also hope that the SWD continues to forward the mission of the church to all communities and neighborhoods in SWD so that all individuals may hear the Gospel message and come to the saving faith in Jesus Christ. I would love to see additional schools, including elementary and high schools, planted in the coming years. I would also love to see additional churches planted.

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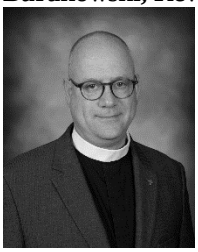
Burakowski, Rev. Jonah



Age: 51; **Occupation:** Senior Pastor at Our Redeemer Lutheran Church with School in Delavan, WI.; **Region/Circuit:** Southeast (Circuits 21-26); **Education:** Master of Divinity, February 2009, Concordia Seminary, St. Louis, MO; Master of Science, May 1999, Emporia State University, Emporia, KS, Counselor Education - Higher Education Administration; Bachelor of Science, May 1997, Central Michigan University, Mt. Pleasant, MI, Family Science and Human Sexuality; **Experience and Activities -- Congregation:** Senior Pastor, June 2023 – Present; Our Redeemer Lutheran Church with School, Delavan, WI; Pastor, August 2014-August 2017, Living Hope Lutheran Church and Child Development Center, Stafford, VA, Mission Revitalization/Replant; Pastor, August 2011 - August 2014, St. John Lutheran Church and School, Beloit, WI; Pastor and Campus Ministry, February 2008 - August 2011, Good Shepherd Lutheran Church and Southwest Minnesota University (Town and Gown model); Vicar - Church Plant (mission track); Our Redeemer Lutheran Church and Child Care, Fredericksburg, VA Embraced by Christ Lutheran Mission, Ladysmith, VA; **District/Circuit:** Third Vice President, July 2023 - Present (appointment), South Wisconsin District, Southeast Region; Regent, September 2023 - Present (appointment), District President Proxy South Wisconsin District, Concordia University Wisconsin and Ann Arbor ; Executive Assistant to the President for Mission and Mercy, August 2017 - December 2020, South Wisconsin District; School Counseling Task Force and Response Team, September 2017 - December 2020, South Wisconsin District; **Synod:** Associate Regional Director for Latin America and the Caribbean, December 2020 - June 2023, Office of International Mission - The Lutheran Church - Missouri Synod, Deployed - Santiago de los Caballeros, Dominican Republic; Doctrinal Reviewer, September 2018 – Present, Office of the President of The Lutheran Church - Missouri Synod; Re:Vitality Facilitator, December 2018 - December 2020, Office of National Mission - The Lutheran Church - Missouri Synod; **Present Congregation:** Our Redeemer Lutheran Church with School (Delavan); **Hopes for the District:** Serving the Lord and His Church is a true privilege, and I am grateful for the opportunity to contribute in this unique way. I am blessed to be part of a faithful community with many members, each bringing a variety of gifts. Christ Our King has extraordinary plans to provide "a future and a hope" (Jeremiah 29:11), which includes helping congregations nurture disciples of Jesus, strengthening families, and establishing new mission and mercy ministries. Because of our shared confession, our commitment to study God's Word diligently, and our desire to receive God's gifts faithfully, I am eager to support the District President's work in a District uniquely positioned to carry out our Lord's work. We face many cultural challenges, but it is our privilege and responsibility to meet the needs of our neighbors as we proclaim, "This Jesus God raised up, and of that we all are witnesses" (Acts 2:32).

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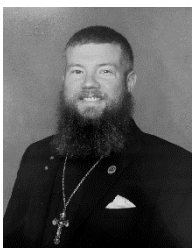

Conradt, Rev. Joshua

Age: 40; **Occupation:** Pastor; **Region/Circuit:** Southeast (Circuits 21-26); **Education:** Concordia University Wisconsin, Bachelor's, '08; Concordia Theological Seminary Ft. Wayne, M. Div. '12**; Experience and Activities -- Congregation:** Associate Pastor at St. Peter, Waterford from 2012-2020, Sole 2020-present; **District/Circuit:** Circuit Visitor 2015-2021, LWML Zone Counselor 2014-2018; **Synod:** Delegate to Synod Convention in 2023; **Community:** Explore Waterford Chamber of Commerce Board of Directors March 2024-present, Village Committee (Police Exploratory) February 2025-present; **Present Congregation:** St. Peter Ev. Lutheran Church (Waterford); **Hopes for the District:** It is my hope that the Lord would continue using the churches of South Wisconsin District to rightly teach the Gospel and administer

the Sacraments (Augsburg Confession VII). That our churches walk together in a living faith centered in the cross of Jesus Christ as St. Paul writes, "we preach Christ crucified" (I Cor. 1:23). That we encourage all people to devote themselves to God's Word and prayer, remember their baptism daily, confess their sins and hear Christ's absolution, and receive Christ's body and blood for the remission of sins. It is my prayer that God would use us to call the wandering and erring back to the way, the truth, and the life. That He raise up godly men and women who teach the faith to their children and train them in the way they should go. That God continue raising up faithful teachers and schools to assist parents in the race toward eternal life. "Now to Him who is able to do exceedingly abundantly above all that we ask or think, according to the power that works in us, to Him be glory in the church by Christ Jesus to all generations, forever and ever. Amen" (Eph. 3:20-21).

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Denkert, Robert

Age: 62; **Occupation:** Certified Public Accountant - Owner of Mighty Fortress Accounting LLC; **Region/Circuit:** Central East (Circuits 1-7); **Education:** University of Wisconsin - Whitewater BBA-Accounting 1983;

Experience and Activities—Congregation: Formerly: Executive Director of congregation (2003-2005), Chaired constitution review committees (2004 and 2022), Capital campaign chair, member and secretary Board of Christian Education (2000-2004), Member of Mission & Ministry Council (2006-2007), Treasurer/Comptroller/Accountant 2008-2019; Currently: Worship Elder and communion assistant, lay reader, choir, small group Bible study leader; **District/Circuit:** Lay delegate to 2009, 2012, 2015, 2018, 2022 conventions, Floor Committee 2022 convention, member of District pre-seminary interview committee since 2022. Member of CUW Board of Regents since 2015, secretary of the Board since 2023. Lay representative of congregation to Circuit Forums.; **Synod:** Circuit Lay Delegate to 2019 and 2023 conventions, Floor Committee 2023 convention; **Community**: None recent. Previously involved with the Childrens Miracle Network Telethon.; **Present Congregation:** Immanuel Lutheran Church Brookfield, WI, Milwaukee; **Hopes for the District:** My hope for the SWD is a continued commitment to the Great Commission and confessional Lutheranism. To that end by providing various types of support to congregations as they fulfill that mission and to our Lutheran child care centers, elementary schools, high schools and CUW. A renewed commitment to outreach is necessary. We need to be bold in proclaiming the truth and hope that is found in Lutheran Christianity. We need to show an increased commitment to identifying youth to become the future pastors, teachers and involved lay people of our District. And to hold up our educational institutions as the first option when choosing where to attend. At the same time understanding that our older member still have an important role in service to the church either directly or by encouragement of others.

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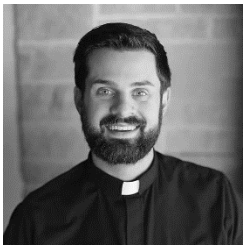

Frisque, Rev. Marshal

Age: 36; **Occupation:** Sole Pastor; **Region/Circuit:** Northeast (Circuits 8-14); **Education:** Concordia University Wisconsin-B.S. Computer Science 2011, Concordia Theological Seminary-M. Div. 2018; **Experience and Activities -- Congregation:** Sole Pastor 2018-Present; **District/Circuit:** Elections Floor Committee 2022 SWD Convention, Chairman of Planning Committee for Pastors Conferences Fall 2020-Spring 2023; **Synod:** Voting Delegate LCMS 2023 Synod Convention, Chairman of the SWD Convention Volunteer Committee July 2023; **Community:** Waubeka Fire Department Chaplain 2020-Present, Chaplain of National Flag Day Association 2018-Present; **Present Congregation:** St. John Ev. Lutheran Church (Fredonia); **Hopes for the District:** The SWD-LCMS is a dedicated district made up of incredible and Christ-centered congregations, clergy, laity, and mission organizations. Having spent most of my life in this district, I am deeply passionate about Christ's work here. He cares for the needs of both body and soul, not only for our members but also for our neighbors, both locally and globally. In my years of chairing the planning committee for our SWD Pastors Conferences, our goal was to strengthen the relationships among the brothers through meaningful fellowship and purposeful attention to God's Word. We utilized our rich tradition of daily office services and tapped into some of our Synod's greatest thinkers, theologians, and pastors. My hopes for the SWD are simple: to encourage our congregations and their pastors to walk in the unity of the Spirit in the bonds of peace. We face many opportunities to serve a hurting world, and this unity, rooted in Christ, will emphasize His grace and mercy. Applied with gentleness, our goal is to build up Christ's eternal Kingdom for generations to come. There was once a time when you could walk into any Missouri-Synod Congregation and feel right at home, singing together psalms, hymns, and spiritual songs, chanting the Divine Service that is completely otherworldly, and utilizing the five senses God gave us to receive Christ in His gifts for us. I hope that this can become the case once again in this blessed district.

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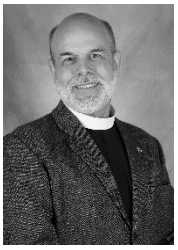

Gehlbach, Rev Gary

Age: 64; **Occupation:** Assistant Pastor/Headmaster/Teacher, Peace Lutheran Church and Academy, Sussex, WI; **Region/Circuit:** Central East (Circuits 1-7); **Education:** Concordia College, River Forest (BA, 1983); Concordia Seminary, Saint Louis (MDiv, 1987); **Experience and Activities—Congregation:** Assistant Pastor/ Headmaster/ Teacher, Peace LC, Sussex, WI (2012-present); Pastor, Triune LC, Sharon, WI (1991-2008); Associate Pastor, Trinity, Grace, & Our Redeemer/Wautoma, Hancock, & Plainfield, WI (1987-1991); **District/Circuit:** SWD Committee on Convention Nominations (2018-present); SWD Secretary (1991-1997); **Synod:** LCMS Board for Youth Ministry (1981-1983); **Community**: Coach, Darien (WI) Youth Softball (early 1990s); **Present Congregation:** Peace Lutheran Church, Sussex; **Hopes for the District:** It is my desire that the SWD continue to support its members as they live their lives in this fallen world. Accordingly, the ongoing catechesis of its members in the Gospel and Lutheran doctrine will help the SWD in this task. The SWD needs to be a voice of confessional Lutheranism in the world so that the Gospel of Jesus Christ is proclaimed in its truth and purity. As the world falls deeper into the depths of unbelief, the SWD and LCMS have the opportunity to shine the light of Christ's peace and forgiveness to the people who walk in the world's darkness.

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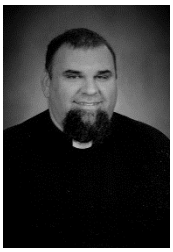

Gehrke, Rev. Mattthew

Age: 45; **Occupation:** Pastor at Trinity Lutheran Church in Wisconsin Dells and Our Savior Lutheran Church in Baraboo.; **Region/Circuit:** West (Circuits 15-20); **Education:** Concordia University Wisconsin Undergraduate Spring 2002; Concordia Seminary St. Louis M-Div Spring 2006; **Experience and Activities—Congregation:** Pastor at Concordia Lutheran Church in Cottage Hills, IL. July 2006-Nov. 2014; Pastor at Trinity Lutheran Church in Wisconsin Dells Dec. 2014-present; Pastor at Our Savior Lutheran Church in Baraboo Feb. 2023-present; **District/Circuit:** LWML Zone 15 Pastoral Counselor 2019-present; LWML-SWD Pastoral Counselor 2020-2024; Pastors Conference Planning Committee 2016-2020; **Synod:** LWML National Convention Host Committee Pastoral Counselor 2021-2023; Volunteer at LCMS Convention 2013 and 2016; **Community**: Board of Directors for Community Hope Center 2006-2012; Board of Directors for Options Now 2012-2014; Kiwanis Club Treasurer 2021-present; **Present Congregation:** Trinity Lutheran Church, Wisconsin Dells; **Hopes for the District:** I pray that the South Wisconsin District can support all our existing district congregations and ministries so that they can faithfully proclaim the Gospel of Jesus Christ to all people. It is my hope that every single church, school, and ministry throughout the district is a beacon of God's Gospel light into a dark world and gives everyone hope in Christ. It is also my hope that the district is able to support new ministries in our communities throughout southern Wisconsin. As God has equipped and empowered each member with the Holy Spirit through God's Word and Sacraments to share the Gospel of Jesus, the district is a servant to these ministries so that they may faithfully serve the Lord in whatever context God has placed them to proclaim the Gospel of Jesus Christ.

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George, Jill

Age: 62; **Occupation:** Principal at St. Paul's Lutheran Church, School and ECC, Oconomowoc WI; **Region/Circuit:** Southeast (Circuits 21-26); **Education:** Concordia University Wisconsin - Colloquy; 2019; St. Mary's University of Minnesota - Administrator's License; 2023; Marian University - Teacher's License; 2012; University of North Texas - M. Ed. Counseling and Student Services; 1986; Carthage College - B.A. English; 1984; **Experience and Activities—Congregation:** Co-Director Board of Parish Fellowship - 2003-2008; Adult Choir - 2017- present; Altar Guild - 2017-2024; Women's Bible Study Leader - 2010 – present; Board of Education - 2017 – present; Strategic Ministry Plan Committee - 2023 - present; **District/Circuit:** LHSAGM Board Member - 2021- present; Sectional Presenter at N/S Wisconsin District Teachers' Conferences – 2018; CLI - Connecting, Learning, and Innovating - founding group of five principals in Waukesha County that schedule and prepare professional development for teachers and administrators - 2024 - present; **Synod:** Sectional Presenter at LEA - Milwaukee - 2022; **Community**: Volunteer at the YMCA; **Present Congregation:** St. Paul's Lutheran, Oconomowoc; **Hopes for the District:** My prayer is that the SWD will continue to be a thriving district that receives the blessings of God through Word and Sacrament and stays true to the inerrant Word of God. Through these means, I pray that we will continue to share the Good News of Jesus Christ with all that have ears to hear and that we continue to grow new workers for the field. One way we can do this is to find a way to offer affordable tuition for our future church workers who wish to attend CUW. This will require work to fund programs like Lutheran Teacher, Pre-Seminary, Parish Music, and Director of Church Ministry so that students entering these programs can attend with little or no tuition costs.

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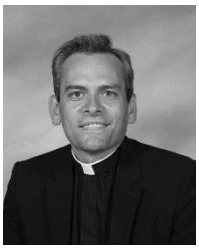

Gilbert, Rev. Jacob (Jack)
Age: 42; **Occupation:** Pastor; **Region/Circuit:** Southeast (Circuits 21-26); **Education:** Northern Illinois University - B.A.; Communications; Concordia Seminary - M.Div.; **Experience and Activities—Congregation:** Carmel Lutheran Church, Carmel, IN (July 2009-May 2013); St. John's Lutheran Church and School, Racine, WI (June 2013-present); **District/Circuit:** SWD Recircuiting Committee (2014), SWD Convention Floor Committee 2 (2018), SWD Convention Floor Committee 6 (2022), Circuit Visitor (2022-present); **Synod:** LCMS Convention Delegate (2016), LCMS Convention Floor Committee 16 (2016), Bugenhagen Conference Planning Committee (2018-present) LCMS Convention Delegate (2023); **Community**: St. John's Tri-Church Neighborhood Block Party (2014-2019); **Present Congregation:** St. John's Lutheran Church & School, Racine; **Hopes for the District:** My hope for the South Wisconsin District is that, as a group of believers standing together on God's Word and under our shared confession, we might serve the Lord in a faithful response to His saving work, through which the world may join us with God's will by the power and work of the Holy Spirit who calls and gathers us around the means of grace. Serving in this district for over eleven years has been a blessing, and I am thankful to be able to go about my work here! By God's grace, we can continue forward under His care until Christ's return!

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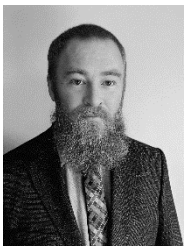

Grindeland, Steven
Age: 41; **Occupation:** Electrical Engineer; **Region/Circuit:** Southeast (Circuits 21-26); **Education:** UW Parkside, Gateway Technical College; **Experience and Activities—Congregation:** Elder (currently head elder) 2021 – present; Also board of Stewardship, Social Ministry, previous Sunday School Superintendant, choir participant; **District/Circuit:** Lay delegate; **Synod:** NA; **Community**: Previously on Caledonia Stormwater Commission; **Present Congregation:** St Peter's, Waterford; **Hopes for the District:** It is my prayer that our South Wisconsin District, and the Church generally, continue to move down a path that is rich in confessional and traditional Lutheran doctrine and practice. May her footsteps be directed by God's clear Word, that we trust in the Lord and not lean on our own understanding. May she be guided by the Holy Spirit to be blessed with wisdom and prudence, to give thought to her ways and be firmly rooted and built up in Jesus Christ. That she gives thanks, honor, and glory to God in all things. Amen.

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Gugel, Rev. Christian
Age: 63; **Occupation:** Pastor, Good Shepherd & Christ Lutheran Churches, Sheboygan, WI; **Region/Circuit:** Northeast (Circuits 8-14); **Education:** Concordia College, Ann Arbor, MI, BA, 1983; Concordia Theological Seminary, Fort Wayne, IN, MDiv, 1987; **Experience and Activities—Congregation:** Assistant Pastor, First English Lutheran Church, Spencer, IA 1987-1994; Pastor, Trinity Lutheran Church, Osage, IA 1994-2004; Pastor, Good Shepherd Lutheran Church, Sheboygan, WI 2004-present; Pastor, Christ Lutheran Church, Sheboygan, WI (Dual Parish with Good Shepherd) 2019-present; **District/Circuit:** Circuit Counselor, St. Ansgar Circuit, Iowa East District, 1995-2000; District Secretary, Iowa District East, 2000-2002; 2nd Vice President, Iowa District East, 2002-2004; Circuit Visitor, Sheboygan South Circuit, South Wisconsin District, 2012-2022; Committee on Constitutional Matters, South Wisconsin District, 2015-present; Assistant Secretary, South Wisconsin District, 2022-present; **Synod:** Delegate to LCMS Convention, 2001; Delegate to LCMS Convention, 2016; **Present Congregation:** Good Shepherd, Sheboygan; **Hopes for the District:** It is my prayer that the South Wisconsin District and the Lutheran Church-Missouri Synod continue: to boldly confess Christ to those entrusted to our congregations as their baptized members, that they know their eternal consolation and strength; and to boldly confess Christ to the world, that they know their salvation which only comes from him.

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Heins, Emily
Age: 39; **Occupation:** Principal at St. John's Lutheran School in Racine, WI; **Region/Circuit:** Southeast (Circuits 21-26); **Education:** Concordia University in Mequon (Bachelor's in Elementary Education, 2007); Concordia University in St. Paul (Master's in Educational Leadership, 2015); **Experience and Activities—Congregation:** Middle School ELA teacher at Trinity Lutheran School in Tinley Park, IL (January 2008-June 2011); Middle School ELA teacher at St. John's Lutheran School in Racine, WI (August 2011-June 2023); Principal at St. John's Lutheran School in Racine, WI (July 2023-current); I served on the Stewardship Board at St. John's for 3 years, and I have been a member of the St. John's Adult Choir for 14 years.; **District/Circuit:** I have filled an open position on the SWD Nomination Committee since fall of 2024. I have participated in a number of teacher conferences for the SWD since I started at St. John's in 2011.; **Synod:** I have participated in LEA since I began serving the synod as a teacher.; **Community**: I have served on the Board of Directors for Racine Lutheran High School, both as a member and as the chair (2013-2019). I have regularly coordinated and/or participated in service events both in the local community (neighborhood cleanups sponsored by our; **Present Congregation:** St. John's Lutheran, Racine; **Hopes for the District:** It is my hope that by God's grace, the South Wisconsin District

continues to grow and flourish. The South Wisconsin District has always had a history of preserving the church's traditions and liturgies, upholding the doctrines of the Lutheran Church-Missouri Synod. As a principal in one of our schools, I'd like to see all of our South Wisconsin District classrooms full of students-- but more importantly, I'd like to see those students and their families connected to the church in an active and meaningful way.

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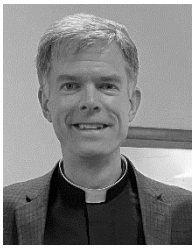

Henrichs, Rev. Michael

Age: 56; **Occupation:** Senior Pastor; **Region/Circuit:** Central East (Circuits 1-7); **Education:** Concordia University, St. Paul, MN, BA 1991; Concordia Seminary, St. Louis, MO MDiv 1995, STM 1996; **Experience and Activities—Congregation:** Senior Pastor at Our Savior Ev. Lutheran Church of Whitefish Bay, 2003-Present; Sabbatical to Germany 2022; Pastor, Christ Lutheran Church of Sioux Falls, SD 1999-2003; Pastor, Zion Lutheran Church of Avon, SD 1996-1999; **District/Circuit:** Circuit Visitor 2006-2019; District Convention Delegate; Adjunct Instructor at CUW 2007-2008; **Synod:** Synod Convention Delegate 2007, 2016, 2023; CUW Board of Regents 2019-Present; Contributor to The Lutheran Study Bible, CPH, 2009; Author of various Bible Studies, Sermon studies, and Hymn Texts, CPH; Doxology Grad 2014; Doctrinal Reviewer; **Community**: "Run the Bay" 5k; Whitefish Bay July 4th Parade; **Present Congregation:** Our Savior Evangelical Lutheran Church, Whitefish Bay; **Hopes for the District:** We are blessed to live and serve in a wonderful district! My prayer for the SWD is for lively congregations and schools, drawing deeply from the life-giving Holy Scriptures and from the Lutheran Confessions. Our worship life should be characterized by a joyful reverence which recognizes the Lord's holy presence in our midst, and by excellence in preaching and teaching. I envision a district with healthy, well-trained church workers who fulfill the duties of their callings with zeal and faithfulness--confident that the Lord will use our humble efforts to achieve the results He desires. I see congregations shaped by love for one another, always prepared to give a defense for the hope that we have in Jesus Christ, continually drawing life and forgiveness from our Lord's gifts in Word and Sacrament, inviting many others to join us on the path to Heaven. I also pray for wise and effective stewardship of all the gifts and resources which the Lord has entrusted to our district. I hope that the SWD continues to be a beacon of truth and hope, shining the light of Jesus Christ on a lost and confused culture, showing all people the path to heaven, looking forward with anticipation to the Day of Resurrection.

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Holt, Teacher Jeffrey

Age: 64; **Occupation:** I currently am in my third year serving as a middle school teacher and athletic director ar Our Redeemer Lutheran Church with School in Delavan, WI. Prior to that, I served in the same capacity at Trinity Lutheran Church and School in Merrill, WI for 11 y; **Region/Circuit:** Southeast (Circuits 21-26); **Education:** BS from the UW/Oshskosh (BS, 1983); CUW (Teacher Certification, 1994); **Experience and Activities—Congregation:** I have served as an elder at all three congregations to which I have belonged: Trinity Lutheran (Sheboygan) 2002-2010; Trinity Lutheran (Merrill) 2012-2022 including 2 years as chair of Board of Elders; Our Redeemer Lutheran (2023-current). I have also been a part of special stewarship, strategic planning, and pastoral and teacher call commitees at both Trinity (Sheboygan) and Trinity (Merrill) congragations. While my own children attended Trinity (Sheboygan), I also served as a grade school basketball coach.; **District/Circuit:** None; **Synod:** Other than taking my students to visit both the International Center and the seminary in St. Louis, I have had no other activities directly involving the synod offices.; **Community**: I have served as an Cub and Boy Scout leader in the 1990s and early 2000s. I coached community baseball and basketball teams in the 1990s and early 2000s. From 1983 to 1995, I also served as the director of speech and debate at Sheboygan Lutheran High Sch; **Present Congregation:** Our Redeemer Lutheran Church with School, Delavan; **Hopes for the District:** In an every changing world, my prayer is that the South Wisconsin District of the Lutheran Church Missouri Synod, would hold fast to it scriptural foundations in all aspects and at all levels of ministry. Even while serving our traditional Lutheran communities, in Wisconsin, as a result of things like the Parental Choice Program, we have the opportunity to share the gospel message of hope and salvation within that changing world. We need to do so without sacrificing Truth in doing so. As SWD takes advantage of the opportunity to reach into different communities, the Holy Spirit touches hearts in incredible ways. One of the things that is important, not just in Wisconsin but across the Synod and in our Concordia University System is a revitaliazion of our church worker programs. Lutheran schools throughout the nation are in dire need of called workers with a firm foundation in scriptural-based education. By taking advantage of the work of the Holy Spirit in the hearts of young people and their families new to Lutheran education, my hope is that we can encourage them to make church work an affordable education process and a vialable vocation for them. This is the opportunity that lies before the SWD specifially and the LCMS in general.

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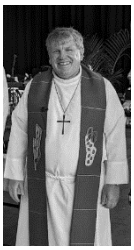

Hougard, Rev Donald

Age: 63; **Occupation:** pastor; **Region/Circuit:** Central East (Circuits 1-7); **Education:** Valparaiso University 80-84, Concordia Theological Seminary, Ft. Wayne 84-88, Lutherische Theologische Hochschule, Oberursel, Germany 85-86; **Experience and Activities—Congregation:** Practicum - St. Peter Lutheran Church, Hoerpel, Germany; Vicarage - Trinity Lutheran Church, Nashville, IL; Pastor of Christ Lutheran Church, Harrow, ON; Pastor of Benediction Lutheran Church, Milwaukee, WI; **District/Circuit:** Circuit Counsellor, Chairman of the Convention Missions Resolution Committee; **Synod:** Three time Synod convention delegate and member of a resolution committee, adjunct professor at CUW, mentor for the CUW Lay Ministry Program, Mentor and Vicarage Supervisor for 3 EIIT students; **Community**: Chairman of the Community Policing Partnership - Harrow, ON; President of the Board - A Place of Refuge Ministries; Board of Directors - Journeys Lutheran School; **Present Congregation:** Benediction, Milwaukee; **Hopes for the District:** There is no church body that is as grounded in the Scriptures and centered on the Gospel of our Savior Jesus Christ as the Lutheran Church. In addition our forefathers have blessed us with many Lutheran social agencies in S. Wisconsin to care for the physical needs of our neighbors. The Gospel has the power of the Holy Spirit and is so powerful that not even the gates of hell can prevail against it. Satan fights hard, but the victory is ours in Christ Jesus. In His mercy God promises to even bless the work of our hands, and it is a blessing when we can see some of the fruit of our labors. It is my hope that the people of our district will come to experience the joy that I have had in my years as a pastor as I have watched German-immigrant, Hmong, African-Immigrant, African-American, and others rejoice in our Savior and our dear Lutheran teachings. I have rejoiced as I have seen lives impacted by the aid that we have given to neighbors in need, new immigrants, mothers in crisis pregnancy situations, and children with disabilities in my congregation and the boards that I serve on. I rejoice in dear brothers and sisters in Christ who are different from me in many ways. I pray that God will bless the work of our hands as we bring the Gospel and love of Christ to the people in S. Wisconsin and beyond. Like our sainted Prof. Dr. George Stoeckhardt, I pray that we will be able to look back and say, " Yes. a miracle before our very eyes and an occasion for great joy! "

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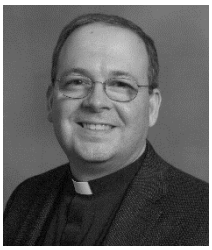

Hovland, Rev. Greg

Age: 54; **Education:** Concordia University Wisconsin, B.A. (1993); Concordia Seminary, Saint Louis, M.Div. (1997); **Region/Circuit:** West (Circuits 8-14); **Experience and Activities—Congregation:** Pastor, St. Paul Lutheran (Amboy, MN) & St. Peter Lutheran (Vernon Center, MN) 1997-2002; Pastor, Messiah Lutheran Church (LaCrescent, MN) 2002-2009; Vacancy Pastor Faith Lutheran Church (LaCrosse, WI) 2008; Associate Pastor, Our Savior Lutheran Church (Green Bay, WI) 2009-2015; Senior Pastor, St John Lutheran Church (Portage, WI) 2015-present; **District/Circuit:** Youth Representative 1988 SWD Convention; Circuit Secretary Mankato Circuit (MNS) 1998-2001; Circuit Counselor Mankato Circuit (MNS) 2001-2002; Hope Lutheran High School Association BOD 2003-2009; Green Bay Lutheran School Association BOD 2009-2015; Stewardship Task Force 2019; Circuit Visitor Madison North 2020-2025; **Synod:** Pastoral Delegate Winona Circuit (MNS) 2007 Convention; **Community:** Sheriff Department Chaplain (Columbia County, WI) 2017- present; Chaplain, Training Officer, Safety Officer, Firefighter, First Responder (LaCrescent, MN) 2002–2009; Chief, Assistant Chief, Firefighter, First Responder (Vernon Center, MN) 1998–2002; NWS Storm Spotter 1998-present; **Present Congregation:** Saint John's Evangelical Lutheran Church – Portage, WI; **Hopes for the District:** My hope for the South Wisconsin District is that we remain steadfast in the true and inerrant Word of God, joyfully embracing our Lutheran identity as we faithfully confess the doctrine of the Book of Concord. Our calling is clear—to proclaim the Gospel of Jesus Christ in both Word and action. I envision a district united in doctrine and mission, reaching out with coordinated and intentional efforts to bring Christ to the lost. While the work of mission is best tailored to local contexts, it must be supported by and remain consistent with the larger body of Christ. Our district must strengthen and equip existing congregations and schools, nurture new ministries where opportunities arise, and organize impactful mission and mercy efforts both locally and globally. I am committed to standing for a district built on a foundation of common confession and mutual trust—one that faithfully stewards every dollar received to advance the mission and ministry of Jesus. With God's guidance, may we boldly and joyfully serve together for the sake of the Gospel.

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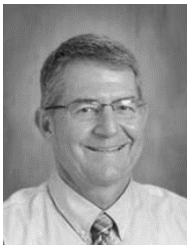

Jurss, Jeff

Age: 57; **Occupation:** Called Teacher - Sheboygan Area Lutheran High School, Sheboygan WI.; **Region/Circuit:** Northeast (Circuits 8-14); **Education:** Concordia College River Forest - 1989 - Bachelor of Arts; Concordia University Wisconsin - 2003 - Master of Curriculum and Instruction; **Experience and Activities—Congregation:** 1989-1994 Luther East High School - Lansing, Illinois - Teacher and Coach; 1994-Current Sheboygan Area Lutheran High School - Sheboygan, WI. - Teacher and Coach; Trinity Sheboygan Board of Education 2006-2009; Trinity Sheboygan Board of Elders 2000-2006 and 2024-Current; **District/Circuit:** 2008 SWD Teachers Conference Planning Committee; SWD Secondary Teacher of the Year 2025; **Synod:** None; **Community**: Volunteer at various ministries in the Sheboygan Community; Meals on Wheels, Salvation Army, Neat Repeats, Generations Center, Camp Y Koda, Friends of Kohler-Andrae State Park, Pine

Haven Christian Community, Community Recreation Department Coaching.; **Present Congregation:** Trinity Lutheran Sheboygan, Sheboygan; **Hopes for the District:** The importance of Lutheran Education is obvious in today's world of mixed up values. It all starts at the home with Lutheran Education partnering with parents to raise children up in the way they should go. I belong to a family of educators. My wife and I have 4 children. We have all attended Trinity Lutheran Grade School in Sheboygan, Wi., Sheboygan Area Lutheran High School and Concordia University Wisconsin. I see the value of Lutheran Education in preparing Christian Leaders from preschool through Graduate School. My experience is that Concordia University Wisconsin sets itself apart from other universities, incorporating God's word into daily instruction no matter what major, and helping further develop Christian values into all vocations. My hope is that Concordia University Wisconsin stays committed to their Lutheran mission of helping students develop in mind, body, and spirit for service to Christ in the Church and the world.

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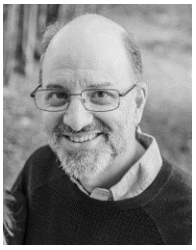

Koch, Rev. Aaron

Age: 60; **Occupation:** Pastor; **Region/Circuit:** Central East (Circuits 1-7); **Education:** B.A. Education, Concordia University, River Forest; M.Div. Concordia Seminary, St. Louis; **Experience and Activities—Congregation:** Associate Pastor, St. Peter Reedsburg, WI, 1990-1994; Mt. Zion Lutheran Church, Greenfield, WI, 1994 – present; **District/Circuit:** Circuit Visitor 2004-2013, 2022-present; **Synod:** Adjunct instructor, Concordia University, Wisconsin, 2005 – present, Have written for Concordia Pulpit Resources, Portals of Prayer, Gottesdienst; **Present Congregation:** Mt. Zion Lutheran Church (Greenfield); **Hopes for the District:** In an increasingly challenging environment for the church, my hope for the SWD is that our congregations would engage in more joint local activities to strengthen both our outreach and our connection and fellowship with one another. That fellowship has at its heart our common worship, receiving the saving ministry of our Lord's words and sacraments. Promoting reverent, Biblically-based, Christ-centered, liturgical worship is essential to the mission of the Church as we proclaim Christ crucified to save sinners. My hope is that our common use of the Bible, the Catechism, and the hymnal will make every one of our district congregations feel like home.

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Kolell, Mrs. Kristen

Age: 59; **Occupation:** Social Worker; **Region/Circuit:** Central East (Circuits 1-7); **Education:** CUW (BA, 1987); UW-Milwaukee (MSW, 1990); **Experience and Activities—Congregation:** Board of Education, Spiritual Life, Fellowship Committee, VBS teacher, Sunday School teacher, flute choir director, LWML member; **District/Circuit:** LWML-SWD Stewardship/Scholarship Chairman (1996-2000), LWML - SWD Recording Secretary (2002-2006), LWML VP of Special Focus Ministries and Mission Grants (2016 - 2020),Zone 4 President 12020 - 2024) TLC Fund Chairman (current), SWD LCMS BOD (current); **Synod:** LWML Host Convention Committee for the Milwaukee Convention in 2023 - Blood Drive Director, LWML Mission Grants Committee (National) 2023 - current, LERT certified (current); **Community:** Volunteer for: Menomonee Falls Patio Players, Bastille Days, Habitat for Humanity, Soup kitchen at Bethany Lutheran Church, Milwaukee Film Festival, Alzheimer's Association Walk, Saluting Branches; **Present Congregation:** Zion LC, Menomonee Falls; **Hopes for the District:** It is my hope and prayer that the SWD would stand together under our shared faith and common confession to be intentionally Lutheran. We need to support the church workers in our district, honoring their vocation as they sacrifice much to spread the Gospel. It is vital to reach out to the unchurched to share the amazing news of Jesus Christ and His saving grace, by way of planting new churches and schools. The Board of Directors is tasked with the role of overseeing the financial and legal affairs of the district. Being fiscally responsible and overseeing the strategic goals are two important areas of focus. As a current board member, I have appreciated the wise counsel and careful planning that has been accomplished over the last seven years.

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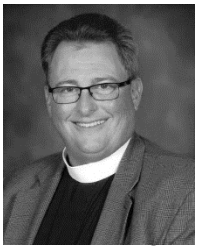

Meador, Rev. Dr. Nathan

Age: 55; **Occupation:** Executive Assistant to the President of the South Wisconsin District in the areas of Mission, Mercy, and Stewardship.; **Region/Circuit:** Northeast (Circuits 8-14); **Education:** Concordia University Wisconsin B.A. 1992, Concordia Seminary, St. Louis, MDiv. 1996, Concordia Seminary, St. Louis DMin. 2017; **Experience and Activities -- Congregation:** Trinity and Zion Lutheran Churches, Sheldon and Gilman, WI. 1996-1998 - sole pastor, Zion Lutheran Church, Town of Easton, Marathon Co. WI. 1998-2003 - sole pastor, Zion Lutheran Church, Staunton, IL 2003-2009 - sole pastor, St. John Lutheran Church, Plymouth, WI. 2009-2021 - Senior Pastor; **District/Circuit:** NWD Volunteer Teacher Conference Chair, SID Stewardship Task Force, SWD Stewardship Task Force, Circuit Visitor, SID Circuit 1, SWD Convention Committee Chairman (2014 & 2016); **Synod:** Assistant Coordinator for Office of National Mission - Stewardship 2013-2023, Office of National Mission - Stewardship Specialist 2023-present, Concordia Seminary St. Louis Alumni Council, District Stewardship Leaders Conference Planning Committee, National Youth Gathering Task Force, 2002-2004, Synod Convention Delegate (Three times); **Community:** Chaplain, Staunton (IL) Volunteer Fire Department 2004 -2009, High School Basketball, Football, and Volleyball Official (since 1987), President Sheldon (WI) Community

Club (1997-1998), Treasurer, Staunton (IL) Clergy Association (2004-2009); **Present Congregation:** St John Lutheran Church (Plymouth); **Hopes for the District:** Hope is built on Jesus's blood and righteousness proclaimed from the pulpits, splashed from fonts, and feasted upon from the altars of our congregations. This gives reason to celebrate! It is my prayer that we will embrace efforts focusing on Healthy Congregations, Healthy Families, and Healthy Mission. Healthy congregations are committed to Jesus Christ, His Word, defined by the Sacraments, and bearing with one another in love. They need pastors and church workers who are healthy spiritually, mentally, and physically. Family is where the faith is taught. Family altars and catechesis are elements leading to future generations of pastors, church workers, and lay leaders who share Jesus with others. Lutheran education from Early Childhood through High School, to CUW are critical. These need to be embraced and supported as we partner with families in their vocations. Finally, we need healthy mission rooted in a commitment to congregations being neighborhood churches and planting new congregations serving those closest to us while having a global outlook for sharing the Gospel. This means reaching new neighbors who don't look or sound like us. It takes pastors and congregations committed to living out our baptismal identity created in us by the Holy Spirit.

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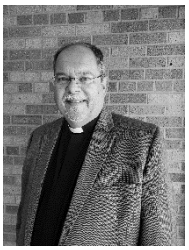

Osladil, Rev. Bryan

Age: 63; **Occupation:** Pastor; **Region/Circuit:** Northeast (Circuits 8-14); **Education:** Concordia College, St. Paul (BA), 1984; Concordia Theological Seminary, Ft. Wayne (MDiv), 1988; **Experience and Activities—Congregation:** Pastor since 1988 (Grace, Haven 1988-1997; Emmanuel, Adel and St. John, Sherman Center 1997-2003; The Lutheran Church of Our Redeemer, Sheboygan (2003-present); **District/Circuit:** District Human Care Comm.; SWD Assistant to the Secretary; District Secretary; District Committee on Constitutional Matters; Circuit Visitor; District Regional Vice-President; **Synod:** LCMS Convention delegate (1998); District Vice-Chair for Convention Registrations at 2016 Convention; **Community**: Worked with area hospital in the chemical dependency unit; served in numerous capacities at Sheboygan. Area Lutheran High School (including years on Executive Committee and as Chairman of the Board of Directors; **Present Congregation:** The Lutheran Church of Our Redeemer (Sheboygan); **Hopes for the District:** It is my hope and prayer that the SWD might continue to be a blessing to the Church at large, that it might offer strong leadership when called upon (especially in the areas of missions and stewardship) and that it might be a model for others to follow in these changing times. I also pray that it might continue to be a place of care and concern for God's people in these challenging times.

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Patzke, Matthew

Age: 35; **Occupation:** Senior Strategy Consultant - Advocate Health; **Region/Circuit:** Southeast (Circuits 21-26); **Education:** Carthage College, Bachelors Sports Medicine - Athletic Training 2012; **Experience and Activities—Congregation:** St. John's Lutheran Church Racine, WI. Board of Elders 2021- Present; - 2021: Board of Elders Member; - 2022: Board of Elders Secretary; - 2023 to Present: Board of Elders Vice Chair; **District/Circuit:** 2021 to Present - Bugenhagen conference volunteer & host; **Synod:** 2023 Synod Convention - Opening Service Usher; **Community**: N/A; **Present Congregation:** St. John's Lutheran, Racine; **Hopes for the District:** - Renewed commitment to traditional Lutheran doctrine and confessional identity. - Continued emphasis on Biblical authority in theological education and preaching. - Strengthening support and resources for traditional family values and biblical morality. - Expansion of hyperlocal evangelism efforts, while maintaining doctrinal purity. - Preservation of traditional liturgical practices and hymnody, rooted in historical Lutheran tradition. - Continued advocacy for pro-life causes. - Cultivation of a strong sense of Lutheran identity and heritage among members.

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Peters, Rev. Matthew Douglas

Age: 55; **Occupation:** Pastor; **Region/Circuit:** Central East (Circuits 1-7); **Education:** Concordia Theological Seminary-MDIV 2012; Michigan State University BA Social Sciences 1992; Ferris State University Associates Degree Liberal Arts 1989; **Experience and Activities—Congregation:** Pastor-Trinity Ev. Lutheran Church UAC, Milwaukee 11/2019-present; Assoc. Pastor-Elm Grove Lutheran, Elm Grove 1/2017-10/2019; Pastor-Luther Memorial, Sheboygan 7/2012-12/2016; President-Our Savior Lutheran Church, Benzonia, MI 2006-2008; Elder-Our Savior Lutheran Church, Benzonia, MI 2004-2008; **District/Circuit:** District Reconciler 2020-Present; LWML Counselor 2016-2020; **Synod:** Trustee and Board Member of Concordia Plan Services 2024-present (appointed position); Synod Reconciler 2020-present; ; **Community**: Hillsdale College Parents Association; SOS Center Volunteer; Crop Walk Coordinator; Right for Life Volunteer; **Present Congregation:** Trinity Ev. Lutheran Church UAC, Milwaukee; **Hopes for the District:** My hopes for the South Wisconsin District would that we be faithful to the Scriptures, the Lutheran Confessions in our care for our Lord's beloved in our congregations. Those placed into positions of leadership within the district have the joy of ensuring that we serve our Pastors, Teachers, Musicians and our Laity as our Lord has served us, sacrificially. In these gray and later days, the church finds her hope in our Lord's Words of promise, that our sins are forgiven, that we have life now and eternally, and salvation has been all won through Jesus' death and resurrection. Our district will do well to encourage our pastors, congregations, schools and

RSOS in sharing this magnificent gift our Triune God has gifted to us.

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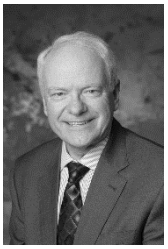

Peterson, Brian

Age: 69; **Occupation:** I am a consulting forensic pathologist, and have been working in that field for some 40 years.; **Region/Circuit:** Southeast (Circuits 21-26); **Education:** Undergraduate - Marquette University (3 years, no degree)
Graduate - The Medical College of Wisconsin, 4 years, M.D. 1980; Certified by the American Board of Pathology in Anatomic/Clinical and Forensic Pathology; **Experience and Activities—Congregation:** Elm Grove Lutheran Church, approximately 2016-2018; Trinity Evangelical Lutheran Church U.A.C., Milwaukee, since 2018; ; **District/Circuit:** No elected experience, but I have attended many, many meetings as an official lay person!; **Synod:** I attended the Milwaukee synodical convention and assisted "behind the scenes" for the Divine Service.; **Community**: I have been very active in my professional community. I am a past president of the Milwaukee County Medical Society and the National Association of Medical Examiners (NAME), and retired from my position as the Chief Medical Examiner for Milwaukee County i; **Present Congregation:** Trinity Evangelical Lutheran Church U.A.C., Milwaukee, Milwaukee; **Hopes for the District:** I pray that we are witnessing a national renaissance, and that during this time, theologically conservative, liturgical churches will experience a renaissance as well. We have seen abundant growth at Trinity as we attract young families, young professionals, and refugees from other less rigorous faith traditions. As goes for Trinity, so should go, God willing, for the South Wisconsin District. I hope that we are challenged, in years to come, by increased membership, increased giving, and increased devotion to Lutheranism. Encouraging youth to consider church vocations must absolutely be a top priority, given the vacancies that will arise as the "baby boomer" generation retires.

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Ramirez, Rev. David

Age: 43; **Occupation:** LCMS Pastor; **Region/Circuit:** Southeast (Circuits 21-26); **Education:** University: Valparaiso (B.A. 2003) Major: Theology Minors: German; Classics; Seminary: Concordia Theological Seminary (M.Div. 2008) and (S.T.M. 2020 in Historical Theology, Thesis: "Martin Luther and Religious Liberty"); **Experience and Activities—Congregation:** Assistant Pastor of Zion Lutheran Church, Lincoln, IL (2009-2015); Pastor of St. Paul's Lutheran Church, Union Grove, WI (2015-present); **District/Circuit:** Circuit Visitor (2021-present); SWD Pastors' Conference Planning Committee (2023-present); Floor Committee Member (2015 and 2022 SWD Conventions); CID Pastors' Conference Planning Committee (2011-2013; Chairman 2013); **Synod:** Doctrinal Reviewer (2014-present); Planning Committee for the Bugenhagen Conference (2017-present); Vicarage Supervisor; Delegate to the 2016 Synod Convention; Organizer of semi-annual regional Jr. and Sr. High Youth Conferences (2010-2015); **Community**: Youth Baseball Coach (2020-present); Church League Softball (2009-2014; 2019-present); Panelist for local TV monthly program: "Our Faith Today" (2011-2012); Board member of Lutheran Catechetical Society (2011-2012); Chairman of Zion Lutheran School's Accr; **Present Congregation:** St. Paul's Lutheran Church, Union Grove, WI, UNION GROVE; **Hopes for the District:** American culture has undergone a great shift—especially in regards to Christianity. The Church and her leaders must both preserve the treasures God has given us and effectively engage the particular opportunities of the day. Psalm 118 declares, "The Lord is my strength and my song; He has become my salvation." We must look to the Scriptures as our guiding light to faithfully pass on the inheritance we have received. Even though there are great gulfs in experience between different generations and within struggles within families, God's Word will give us wisdom to develop strategies to handle challenges and work as a team to further our common confession and mission. My hope for the South Wisconsin District is that we all labor together under the Lord's direction to "turn the hearts of fathers to their children and the hearts of children to their fathers." (Malachi 4:6)

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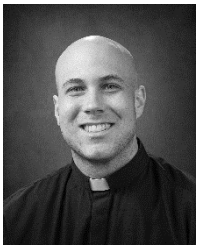

Schrader, Rev Robert

Age: 31; **Occupation:** Pastor; **Region/Circuit:** West (Circuits 15-20); **Education:** University of Wisconsin - La Crosse (Broadfield Social Studies Education - 2015) / Concordia Theological Seminary - Fort Wayne (Master of Divinity - 2021); **Experience and Activities—Congregation:** Pastor (2021-present); **District/Circuit:** None; **Synod:** None; **Community**: Neat Repeats Board (Thrift store supporting Lutheran High in Sheboygan); Love INC Board Member (Christian organization in the Sheboygan area); Second Time Around Shop Board (Thrift store supporting LCFS); **Present Congregation:** St. John Lutheran Church, Berlin; **Hopes for the District:** I hope that the South Wisconsin District will always seek to to do God's Will and do business in accordance with the Scriptures. I hope that we will grow by planting new churches and inviting more people to join our existing churches as we reach out to them through the promises and love of Jesus in word and action. I hope that we will put a greater emphasis on being welcoming as congregations and not only preaching the love of Christ, but more actively showing in our daily lives the love that he has shown us and how much he loves everyone.

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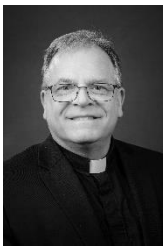

Skovgaard, Rev. Eric

Age: 57; **Occupation:** Administrative Pastor at Elm Grove Evangelical Lutheran Church; **Region/Circuit:** Central East (Circuits 1-7); **Education:** University of Virginia in Charlottesville, Virginia, BA in Political Science, 1989. Concordia Seminary St Louis, MDiv, 2000.; **Experience and Activities -- Congregation:** Elm Grove Lutheran has been a wonderful place to grow as a leader, in addition to the joys of Word and Sacrament ministry. Every day involvement in school ministry, summer T-Ball events, retirement home visitations, Christmas caroling in the neighborhood, outdoor summer services, outreach among first generation Chinese, supervision of an SMP candidate, etc.; **District/Circuit:** Various Convention Committees, Regional Vice President for one term, Circuit Visitor for 10 years; **Synod:** Circuit delegate to two Synod Conventions, 3x guest lecturer at the Lutheran Theological Seminary in Pretoria, South Africa, Member of the Board of Directors for DOXOLOGY; **Community:** A Place of Refuge; **Present Congregation:** Elm Grove Evangelical Lutheran Church (ELM GROVE**)**; **Hopes for the District:** Nowadays it's easy for the Church to feel besieged, with all the challenges we face from a sinful world. In fact, in some ways the world has even crept into the Church. We see that when people get carried away with theological priorities that properly belong to other confessions, or when individuals get enamored with what Bonhoeffer called wish dreams, or just plain old spiritual laziness. But this is nothing new, and as long as we are in the Church militant, there will always be challenges to our faith. Thank God we stand on the confessional Lutheran shoulders of those who went before us! My hope for the South Wisconsin District is that we will hold onto our baptismal identity in worship practice and intentional evangelism, as those washed in the blood of the Lamb, forgiven and sent into the world to bear witness to Christ and Him crucified. In these gray and later days, I am eager to cultivate a greater cooperation within the ministerium and among congregations, so that fellow Pastors can honor one another's ministry, and so that our congregations and schools consider new, faithful ways of sharing resources for the sake of proclaiming Christ.

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Sovitzky, Rick

Age: 50; **Occupation:** Certified Public Accountant; **Region/Circuit:** Southeast (Circuits 21-26); **Education:** UW-Milwaukee, Accounting 1996, UW-Milwaukee, MS-MIS 2000; **Experience and Activities -- Congregation:** Luther Memorial Chapel: currently serve as Chairman, previously served as Treasurer, Trustee; **Synod:** OIM Eurasia Regional Business Manager Oct 2014-Aug 2018; OIM Asia Regional Business Manager Sept 2018-Nov 2020.; **Community:** Cub Scout Leader 2008-2014; **Present Congregation:** Luther Memorial Chapel (Shorewood); **Hopes for the District:** My hope is that all LCMS districts focus their efforts on serving the faithful through Christ-focused pastors, providing care and support for those pastors and other church workers, encouraging outreach to those not yet saved through welcoming congregations, and encouraging our best young men to enter the ministry. Although there are many other worthwhile activities, I believe this simple summary should serve as the foundation for our live together as the LCMS.

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Steely, Jeffery

Age: 55; **Occupation:** Financial advisor; **Region/Circuit:** Northeast (Circuits 8-14); **Education:** MA, Marquette University, 1995; BS, Cumberland College, 1991; **Experience and Activities—Congregation:** Usher, 2020- present,Video 8am Sunday Service, 2020-present; Voters Meeting Secretary, 2023-present; **District/Circuit:** non3; **Synod:** none; **Community**: Milwaukee Armed Services Committee, 2019-present; Park Place Condominium Assn, Vice President, 2015-2023; Previously, Cudahy (WI) Chamber of Commerce, Officer and Direcctor; **Present Congregation:** Pilgrim Ev. Lutheran Church, West Bend; **Hopes for the District:** My hope for the South Wisconsin District that we remain united and steadfast in our faith and that we confidently spread the gospel when possible. This is especially important for our children. We must equip our children and students with knowledge of our faith in order to be both well educated in their chosen profession but also mentally resilient enough to remain strong in the faith. We must focus on both K12 education and collegiate education at CUW. I believe my professional background positions me well to help in this. As a former faculty member, I am familiar with CUW, its students and the efforts of the Campus Ministry. Office. Additionally, I am a financial advisor with extensive experience analyzing complex financial statements- including CUW's audit reports and IRS filings. If chosen, I pledge to do my best to work to preserve our CUW and a strong, active Lutheran presence on the campus, and among the faculty and staff.

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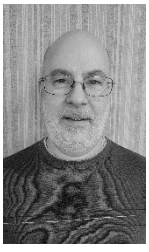

Stratil, Dale

Age: 56; **Occupation:** President, Stratil Enterprises, Inc. 33 years. Design, sales, installation, and support of computer networks and related technology solutions.; **Region/Circuit:** Southeast (Circuits 21-26); **Education:** Marquette University, Milwaukee, WI; Business Administration – 1992; MIS - Management Information Systems Specialization; **Experience and Activities—Congregation:** IT (Information Technology) Installation and Support; Board of Education; Technology Committee; Usher; Church fund raising auction; Attend weekly pastor led Bible Study; **District/Circuit:** Not Applicable; **Synod:** Attended

Latin America FORO in Dominican Republic Spring 2024; **Community**: Lead Weekly layman Bible Study for 15+ years; Attend Bi-Weekly layman led Bible Study; Volunteer with Pheasants Forever; Volunteer with National Wild Turkey Federation; Former member of NFIB, BNI, and other like groups; (NFIB = National Federation of Independe; **Present Congregation:** Saint Paul Lutheran Church, Oconomowoc; **Hopes for the District:** Stay true to the preaching and teaching of God's Word where Word and Sacraments are the paramount from which everything else flows. With the understanding that we are all members of the same body, we bring our God given gifts and individual strengths to strengthen the body as a whole. Through this cohesion we can better serve our neighbors, both within the district and outside of the district. While there are benefits of staying current and looking forward, it can not be at the cost of staying true to the one thing that has stayed the same yesterday, today, and forever, Jesus Christ.

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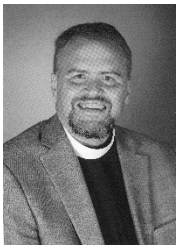

Torkelson, Rev. Daniel

Age: 54; **Occupation:** Senior Pastor; **Region/Circuit:** West (Circuits 15-20); **Education:** Concordia University Wisconsin, B.A.bTheology/Theo. Lang. 1992; Concordia Seminary, MDIV, 1996; Concordia Seminary, Master of Sacred Theology, 1997; **Experience and Activities—Congregation:** Pastor, St. John, Battle Creek, IA 1997-2001; Sole Pastor, Zion, Clyman, WI 2001-11; Senior Pastor, St. John, North Prairie, WI 2011-2023; Senior Pastor, Mount Olive, Madison, WI 2023-present.; **District/Circuit:** IDW Health Comm. 1998-2001; SWD Watertown Circuit Visitor 2003-2009; SWD SE Regional Vice-President 2009-Present; (2nd VP 2009-2015; 1st VP 2015-2023); Our Hearts Ablaze Steering Comm. 2005; Miscellaneous Floor Committee Chair, 2009 SWD Convention; Miscellaneous Floor Committee Chair, 2018 SWD Convention; Call Committee, SWD Ed. Exec. 2012; Call Committee, SWD Mission Exec. 2013.; **Synod:** LCMS Elections Floor Committee 2007 LC-MS Convention; LCMS Elections Floor Committee 2010 LC--MS Convention; Delegate from SWD, 2008-2010, Conference on LC-MS Restructuring; Chaplain, 2012 Doxology Retreat; Chaplain, 2015 LCMS OIM/ONM Wellness Retreat.; **Community**: Board Of Directors, Ida Sheltered Industries 1998-2001; Board of Directors, Battle Creek-Ida Grove High School Scholarship Comm, 1998-2001; Board of Directors, A Place Of Refuge, 2010-13, 2021-2022.; **Present Congregation:** Mount Olive, Madison; **Hopes for the District:** We, our Lutheran congregations, have what the preacher to the Hebrews called the “better” message. Where I serve in Madison, the challenge of bringing this better message is more than a challenge; it is an opportunity. Our world needs this better message and it needs pastors and congregations to take up the challenge/opportunity with courage and great boldness. With great joy, we should respond to the world's joylessness. With great boldness, we should broadcast every way possible this better message. With great courage, we should bring peace and comfort to this anxiety driven world. The world has nothing for people. We have everything in the Scriptures, the Sacraments, our Lutheran Confessions, our liturgy, our music. We have everything the world needs and my prayer for the District is that we would be authentically Lutheran without apologies. The world will never do better than we Lutherans do.

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Wenzel, Rev. Mark

Age: 54; **Occupation:** Pastor; **Region/Circuit:** West (Circuits 15-20); **Education:** CUW (BA, 1992), Concordia Seminary, St Louis (MDiv, 1996); **Experience and Activities—Congregation:** Pastor: Immanuel/Trinity Lutheran Churches, Auroraville/Borth, WI (1996-1999); Prince of Peace Lutheran Church, Sturgeon Bay, WI (1999-2003); Trinity Lutheran Church, Herscher, IL (2003-2008); Peace Lutheran Church, Beaver Dam, WI (2008-2020); Grace Lutheran Church, Omro, WI (2021-present); **District/Circuit:** LWML Zone Counselor (1997-1999, 2004-05, 2023-present); Circuit Visitor (2011-2018); SWD Board of Directors (2024-present); **Community:** Pastor: Immanuel/Trinity Lutheran Churches, Auroraville/Borth, WI (1996-1999); Prince of Peace Lutheran Church, Sturgeon Bay, WI (1999-2003); Trinity Lutheran Church, Herscher, IL (2003-2008); Peace Lutheran Church, Beaver Dam, WI (2008-2020); Grace Lutheran Church, Omro, WI (2021-present); **Present Congregation:** Grace LC, Omro; **Hopes for the District:** I pray that our District congregations will continue to shine the bright light of God's Word through the mission and ministry the Lord of the Church has given to us, proclaiming it in its truth and purity and having a mission-heart for the lost.

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Voting Delegates by City and Congregation

As of Convention Workbook publication

CITY	CONGREGATION	CIR/RE	DELEGATE
ADAMS	IMMANUEL	17/W	Rev. John Krebs Barbara Neumiller
ADELL	EMMANUEL	12/NE	Rev. Paul Marks Michael Schommer
ARLINGTON	ST. PETER	19/W	Rev. David Juhl Andrea Pitkus
BEAVER DAM	PEACE	22/SE	Rev. Jesse Gullion Jerry Klawitter
BELGIUM	ST. MARK	09/NE	Rev. Lewis Polzin Art Froemming
BELOIT	MESSIAH	24/SE	Rev. Dan Eddy Garrett Cook
	TRINITY	24/SE	Larry Arft
BERLIN	ST. JOHN	15/W	Rev. Rob Schrader Dave Faucett
BOSCOBEL / RICHLAND CENTER	HICKORY GROVE / ST. LUKE	18/W	Rev. Mark Kufahl Scott Napp
BRILLION	ST. BARTHOLOMEW	13/NE	Rev. Joshua Brandmahl Lon Fels
BROOKFIELD	BROOKFIELD	05/CE	Rev. Robert Mrosko Chuck Puls
	IMMANUEL	05/CE	Rev. Colby Howell Bob Denkert
BROWN DEER	ST. PAUL	06/CE	Rev. Dennis Roser Steve Stampa
BURLINGTON	OUR SAVIOR	25/SE	Rev. Paul Muther Greg Joslyn
BURNETT	ZION	08/NE	Rev. Timothy Sallach Bill Kuntz
CEDARBURG	FIRST IMMANUEL	07/CE	Rev. Vince Putnam Jonathan Means
CHILTON / HILBERT	ST. LUKE / ST. PETER	13/NE	Rev. Mark Peterson Kurt Bushman

CHILTON	ST. MARTIN	13/NE	Rev. Thomas Schmitt Tony Krake
CLINTON	CHRIST	24/SE	Rev. Andrew Harris Dave Burno
CLYMAN	ZION	22/SW	Rev. Daniel Bohn
DELAVAN	OUR REDEEMER	24/SE	Rev. Jonah Burakowski Jeremy Brockwell
EAST TROY	GOOD SHEPHERD	24/SE	Rev. Timothy Prince Wayne Pett
EDGERTON	ST. JOHN	23/SE	Rev. Carl Seeger Chris Belz
ELKHART LAKE	GRACE	12/NE	Rev. Peter Peitsch Kent Kalbacken
ELM GROVE	ELM GROVE	05/CE	Rev. Eric Skovgaard Jason Krueger
EVANSVILLE	ZION	23/SE	Rev. Donald Fehlauer David Thompson
FOND DU LAC	HOPE	14/W	Rev. Phillip Enderle Ryan Graham
FORT ATKINSON	LIVING SAVIOR	23/SE	Rev. David Emmrich Jim Larson
FRANKLIN	RISEN SAVIOR	01/CE	Rev. John Schober Tim Bellis
FREDONIA	ST. JOHN	09/NE	Rev. Marshal Frisque Steve Jagow
GLENDALE	ST. JOHN	06/CE	Rev. Stephen Klemp Jim Mumm
GRAFTON	ST. PAUL	07/NE	Rev. Luke Anderson Brad Dorn
GREENFIELD	MT. ZION	01/CE	Rev. Aaron Koch Joseph Beiler
	OUR FATHER	01/CE	Benjamin Janetzke
HARTFORD	DIVINE SAVIOR	22/SE	Rev. Douglas Stowe Derek Kirchner
HARTLAND	DIVINE REDEEMER	21/SE	Rev. Chris Sturges Ken Saydel
HIGHLAND / MUSCODA	CHRIST / ST. PETER	18/W	Rev. Dana Wilkie Joe West

HILLPOINT / LOGANVILLE	ST. PAUL / ST. JOHN	18/W	Rev. Tim Anderson Aaron Matteson
HOLMEN	GIFT OF GRACE	17/NE	Rev. Tim Duesenberg Tom Rislow
HORICON	ST. JOHN	08/NE	Rev. Allen Behnke Jeremy Ward
	ST. STEPHEN	08/NE	Rev. Daniel Seehafer Daniel Nickel
JACKSON	LIVING WORD	07/NE	Rev. Christopher Davis Norm Finster
JANESVILLE	MT. CALVARY	23/SW	Rev. David Bergelin Jim Enerson
	OUR SAVIOR	23/SE	Rev. Richard Sears Kris Baier
	ST. PAUL	23/SE	Rev. Andrew Nelson David Welton
KENOSHA	MESSIAH	25/SE	Rev. James Roemke Michael Henning
KEWASKUM	ST. JOHN	09/NE	Rev. Mark Eckert Randy Klumb
KOHLER	BETHANY	11/NE	Gerry Luebke
LA CROSSE	FAITH	17/W	Rev. Jacob Eichers John Jaeger
LA VALLE	ST. PAUL / ZION	28/SW	Pat Volk
LEBANON	ST. PETER	22/SE	Rev. Douglas Bergelin George Feller
MADISON	CALVARY CHAPEL	20/W	Rev. Allen Strawn Paul Lenharth
	IMMANUEL / ST. PAUL	19/W	Rev. Michael Erdman Elijah Rickenbach
	LIVING CHRIST	20/W	Rev. Daniel Kowert Marcus Barr
	MT. OLIVE	20/W	Rev. Daniel Torkelson Judy Adrianson
MANITOWOC	REDEEMER	13/NE	Rev. Jonathan Huehn Lee Matthias

MAYVILLE	IMMANUEL	08/NE	Rev. Douglas Zahner Thomas Fischer
	ST. JOHN	08/NE	Rev. Joshua Frazee Bill Koenitzer
MENASHA	TRINITY	14/W	Rev. Steven Billings David Collingwood
MENOMONEE FALLS	GRACE	07/CE	Rev. Joel Howard Steve Marsch
	ZION	05/CE	Rev. Dean Dummer Chuck Chaveriat
MEQUON	BEAUTIFUL SAVIOR	07/NE	Rev. Michael Stein Tom Daub
	TRINITY (FREISTADT)	07/NE	Rev. Daniel Reh Tim Schoessow
MILWAUKEE	BEAUTIFUL SAVIOR	03/CE	Rev. Gregory Mech William Lindemann
	BENEDICTION	06/CE	Rev. Don Hougard Renate Hougard
	BETHANY	04/CE	Rev. Afam Afamefuna Rita Whittow
	COVENANT	04/CE	Rev. Steve Voigt Leann Meyer
	DIVINE SHEPHERD	02/CE	Rev. Barry Akers Gene Kanning
	GOSPEL / SION INTERNATIONAL	04/CE	Rev. Gui Kasongo Jerome Thompson
	GRACE	01/CE	Rev. Mark Wilkens Terry Donaldson
	HMONG HOPE	03/CE	Rev. Faivneng Her Sai Thao
	HOPE / MISSION OF CHRIST	04/CE	Rev. Dennis Harmon Bill Vlach
	MT. CALVARY	03/CE	Rev. Daniel Czaplewski Allen Neuwirth
	MT. OLIVE	03/CE	Rev. Stephen Rosebrock Ted Salgado
	ST. MARTINI	03/CE	Rev. Alfonso Prada Lynn Lenz

	SHERMAN PARK	03/CE	Rev. Benjamin Schimm Tom Proffitt
	TRINITY	06/CE	Rev. M. Douglas Peters Brian Peterson
MILWAUKEE / WEST ALLIS	OKLAHOMA AVENUE / TRINITY	02/CE	Rev. Silas Hasselbrook Todd Zeilinger
MONONA	MONONA	20/W	Rev. Thomas Nowak Jeff Thur
MT. PLEASANT	CHAPEL OF THE CROSS	25/SE	Rev. Paul Ficken
NECEDAH	ST. JAMES / ST. PAUL	17/W	Rev. Roger Erdman Richard Meitz
	PEACE	14/W	Robbie Ertl
NESHKORO / PRINCETON	ZION / CALVARY	16/W	Rev. Charles Schultz Philip Dament
NEW BERLIN	BLESSED SAVIOR	05/CE	Rev. Zachary DeArmond Rick Krause
NEW HOLSTEIN	ZION	13/NE	Rev. Azor Cigelske Darrin Schuette
NORTH FOND DU LAC	DIVINE SAVIOR	14/W	Rev. Allen Bramstadt Marty Schroeder
NORTH PRAIRIE	ST. JOHN	21/SE	Rev. Michael Nielsen James Reinke
OAK CREEK	GRACE	01/CE	Rev. John Taggatz Dick Jackson
OCONOMOWOC	ST. JOHN	21/SE	Rev. Gary Tillmann Jeanette Tillmann
	ST. PAUL	21/SE	Rev. Jason Schockman David Meyer
OMRO	GRACE	15/W	Rev. Mark Wenzel Connie Belter
ORFORDVILLE	IMMANUEL	23/SE	Korey Statton
OXFORD / PACKWAUKEE	ST. JOHN / TRINITY	16/W	Rev. Larry Sheppard
PEWAUKEE	LAMB OF GOD	21/SE	Rev. Bruce Harrmann Sandra Axtman
	SHEPHERD OF THE HILLS	21/SE	Rev. Noah Strand Allen Tutino

PLEASANT PRAIRIE	GOOD SHEPHERD	25/SE	Rev. Kyle Verage Tim Bryan
PLYMOUTH	ST. JOHN	12/NE	Rev. John Schultz William Lagacy
PORT WASHINGTON	ST. JOHN	09/NE	Rev. Dustin Anderson Timothy Gierach
PORTAGE	ST. JOHN	19/W	Rev. Greg Hovland Robert Fairfield
RACINE	CHRIST THE KING / HOLY CROSS	26/SE	Rev. Luke Otten Paul Martin
	GRACE	26/SE	Rev. John Frahm David Eaton
	ST. JOHN	26/SE	Rev. Jack Gilbert Scott Schweitzer
RANDOM LAKE	ST. JOHN	12/NE	Rev. Christopher Gillespie Michael Rusch
REEDSBURG	ST. PETER	18/W	Rev. Paul Crolius Don McCauley
REESEVILLE	IMMANUEL	22/SE	Rev. Don Steinberg Susan Steinhofer
	TRINITY	22/SE	Chris Bengsch
RIPON	MESSIAH	15/W	Rev. Bryan Fritsch Richard Voss
SHARON	TRIUNE	24/SE	Rev. Dale Blanchard Wes Hardt
SHEBOYGAN	BETHLEHEM	10/NE	Rev. J. Patrick Niles Ryan Cyr
	CHRIST / GOOD SHEPHERD	10/NE	Rev. Chris Gugel Myron Buss
	IMMANUEL	10/NE	Rev. Donald Johnson David Roediger
	OUR REDEEMER	11/NE	Rev. Bryan Osladil Nicole Leganchuk
	OUR SAVIOR	10/NE	Rev. Jim Schulz Bill Stroo
	ST. PAUL	11/NE	Rev. Alan Kretschmar Greg Eirich

	TRINITY	11/NE	Rev. John Berg Jeffrey Maletzke
SHEBOYGAN / HAVEN	LUTHER MEMORIAL / GRACE	11/NE	Rev. Adam Barkley Craig Larson
SHEBOYGAN (WILSON) / WALDO	TRINITY / ST. THOMAS	10/NE	Rev. Shane Cota
SHEBOYGAN FALLS	ST. PAUL	12/NE	Rev. Kyle Backhaus
SHOREWOOD	LUTHER MEMORIAL	06/CE	Rev. Michael Larson Adam Scott
STOUGHTON	GOOD SHEPHERD	20/W	Jim Melka
STURTEVANT	FAITH	26/SE	Rev. Gerhard Grabenhofer Richard King
SULLIVAN	ST. JOHN	21/SE	Rev. Greg Barto Bill Gaugert
SUN PRAIRIE	BETHLEHEM	20/W	Rev. Benjamin Leeper Mattias Gugel
SUSSEX	PEACE	05/CE	Rev. Peter Bender James Frerking
TOMAH	GOOD SHEPHERD	17/W	Rev. Noah Rogness Dillin Lafferty
TWIN LAKES	HOPE	25/SE	Rev. Tim Oswald Peter Voigt
TWO RIVERS	GOOD SHEPHERD	13/NE	Rev. Joel Brassfield Patrick Vanden Heuvel
UNION GROVE	ST. PAUL	25/SE	Rev. David Ramirez Jerry Nigro
WARRENS	ST. MATTHEW	17/W	Rev. David Weber Steve Ditty
WATERFORD	ST. PETER	25/SE	Rev. Joshua Conradt Steven Grindeland
WATERTOWN	GOOD SHEPHERD	22/SE	Rev. Aaron Reseburg Gary Fisk
WAUKESHA	BEAUTIFUL SAVIOR	05/CE	Rev. Peter Schmidt Christopher Halverson
	CHRIST THE LIFE	05/CE	Rev. Christopher Bushre Troy Hildebrandt

WAUPUN	PELLA	08/NE	Rev. David Knuth Ben Kuenzi
WAUTOMA	TRINITY	16/W	Rev. Brian Rohde Rich Voigt
WAUWATOSA	OUR REDEEMER	02/CE	Rev. Peter Heckert David Irish
	PILGRIM	02/CE	Rev. Tod Shouse Tim Olp
WEST ALLIS	EMMANUEL (DEAF)	02/CE	Rev. William Palmer Jeff Mueller
	ST. PAUL	02/CE	Rev. Josh Grotelueschen Gary Knight
WEST BEND	PILGRIM	09/NE	Rev. Joseph Fisher Ronald Kabitzke
	ST. ANDREW	09/NE	Rev. Jonathan Vierkant Joseph Gutschmidt
	ST. JOHN	07/NE	Rev. Stephen Reynolds Margaret Leimkuhler
WEST SALEM	PRINCE OF PEACE	17/W	Rev. Peter Adelsen Tom Schran
WESTFIELD	IMMANUEL	16/W	Rev. Jesse Davis Gina Buchholz
WESTPORT	CROSS	20/W	Rev. Joel Brandt Tom Crum
WEYAUWEGA / POY SIPPI	CHRIST / EMMAUS	15/W	Rev. Brian Weber
WHITEFISH BAY	OUR SAVIOR	06/CE	Rev. Michael Henrichs David Schoenfeldt
WISCONSIN DELLS / BARABOO	TRINITY / OUR SAVIOR	19/W	Rev. Matthew Gehrke Jim Hesse

Robert's Rules of Order Summary

Summary of Robert's Rules

MOTION	REMARKS	PHRASING	SECOND	DEBATABLE	AMENDABLE	VOTE
Main		I move that the Technical Activities Board ...note specific action	Yes	Yes	Yes	Majority*
Amendment		I move to amend the pending Motion by striking out or inserting the following words	Yes	Yes, if motion to be amended is debatable	Yes	Majority*
Amendment to an Amendment		I move to amend the pending Amendment by striking out or inserting the following words	Yes	Yes, if motion to be amended is debatable	No	Majority*
Substitute		I move to substitute the following for the Motion pending	Yes	Yes	Yes	Majority*
Postpone to a Definite Time	Should be used to readdress Motion at a specific time	I move that the pending Motion be postponed until (note time)	Yes	Yes	Yes	Majority*
Postpone Indefinitely	Can be used to "kill" a Motion	I move to postpone indefinitely	Yes	Yes	No	Majority*
Refer to a Committee	Standing or Ad Hoc (can be appointed at any time)	I move to refer the issue to a committee	Yes	Yes	Yes	Majority*
Leave to Withdraw	Only used by maker of Motion	I ask permission to withdraw the Motion	Yes	No	No	Majority*
Division of Question	Used to consider multiple aspects of a Motion one at a time or in seriatim	I call for a division of the question	Yes	No	Yes	Majority*
Division of Assembly	Request for verification of a voting result	I call for a Division	No	No	No	None required
Secret Ballot		I move we take this vote by secret ballot	Yes	No	Yes	Majority*
Lay on the Table (Table)	When used to "kill" a Motion, Chair can rule it out of order. As part of Motion, maker may state time he/she intends to take item from the table during remainder of the meeting or the next meeting	I move to table the Motion	Yes	No	No	Majority*

Summary of Robert's Rules

MOTION	REMARKS	PHRASING	SECOND	DEBATABLE	AMENDABLE	VOTE
Take from the Table	At current or next meeting only	I move to take from the table the Motion relating to…	Yes	No	No	Majority*
Previous Question	Used to stop debate	I move to previous question or I call the question	Yes	No	No	Two-thirds
Parliamentary Inquiry	Response from Chair or Parliamentarian	I rise for Parliamentary inquiry…note reason	No	No	No	None required
Point of Order	Used to remind or question Chair on Bylaws, rules of order, etc. Chair may seek advice	I rise to a point of order (await recognition from Chair, state reasoning)	No	No	No	Chair rules
Appeal	Chair should state reason for decision. Vote is to uphold Chair's decision	I appeal from the decision of the Chair	Yes	Yes	No	Majority* (of neg. votes to overturn decision)
Open/Close Nominations	Second is not required when nominations come from a committee	I move we open/close nominations. I nominate…note reason	Yes	No	Yes, in terms of time only	Majority*
Reconsider	At same meeting only	Having voted on the prevailing side, I move to reconsider…	Yes	Yes, if Motion is debatable	No	Majority*
Rescind	Used a subsequent meeting	Note reason... Therefore, I move to rescind the Motion	Yes	Yes	Yes	Two-thirds
Adjourn		Note reason…I move to adjourn	Yes	No	No	Majority*

* Majority refers to those present

Notes