

January 18, 2025



To: LCMS Agencies and Officers
LCMS Member Congregations
LCMS Ordained and Commissioned Ministers

Re: First Call for Nominations – LCMS 2026 Convention

The **Committee for Convention Nominations (CCN)** members for the 2026 convention of the Synod will be elected by the 2025 district conventions, as specified by the 2023 *Handbook*. The CCN members are charged with the selection of candidates from the list of nominees gathered by the nominations process. [Bylaws 3.12.3 ff. (pp. 189–92)] **Their success depends on you.**

The Secretary of the Synod, who is responsible for the preliminary work of the CCN [Bylaw 3.12.3.4 (p. 190)], has now solicited and compiled the list of positions to be filled and the criteria for qualified candidates. With such criteria in view, the Secretary has issued the **first call for nominations** through *The Lutheran Witness* and *Reporter* and on the Synod website 18 months prior to the convention. Such is also the purpose of this mailing.

The CCN urgently needs names of the most highly qualified and churchly lay members of member congregations, ordained and commissioned ministers, to fill the important offices that govern the Synod and its agencies on behalf of the member congregations. Nominations are accepted from agencies and officers of the Synod, congregational and individual members of the Synod, and lay persons of the congregations of the Synod. Each congregation is urged to search itself diligently for those with the requisite gifts. For further details on the *specific requirements* of each office requiring nominations and information about the eligibility of incumbents, please see the “Officer, Board, and Commission” document enclosed and available electronically at:

lcms.org/nominate

Nominations are being received for the first time in an online system, replacing the familiar fillable PDF forms. The site above also provides necessary instructions and a link to the forms system. Any eligible nominator (including any lay member of a Synod member congregation) is welcome to establish an account and submit nominations; only an active e-mail address is required. Drafts may be saved and returned to, but please be sure to *submit* each nomination when complete. You will need to be prepared to provide the following information about your nominee:

- full name, address, phone, email, roster class (if any), district, and congregation membership
- offices for which you intend to nominate (please carefully consider the above-referenced document)
- at least two additional references (with their addresses, phones, and emails)
- an evaluation of general good standing and the standing and experience of the individual in the church
- an evaluation of general aptitudes and suitability, as well as relevant gifts, abilities, or skills

Please note that all **incumbents** are automatically considered for nomination and their names need not be resubmitted. When submitting **other** names, it will be helpful to include complete and accurate information to assist the Committee for Convention Nominations in its work. The **final deadline** for submitting nominations through the electronic system will be **October 18, 2025**. However, please submit **as soon as possible**, and preferably no later than August 18, 2025, to allow our office ample opportunity to handle the preliminary work for the Committee for Convention Nominations, which will meet in early 2026.

Thank you for your cooperation. We ask the guidance and blessing of our Lord as we prepare for the 2026 convention of our Synod.

Sincerely in Christ's service,

John W. Sias
Secretary, LCMS

Enclosure: **OFFICER, BOARD, AND COMMISSION POSITIONS**

OFFICER, BOARD, AND COMMISSION POSITIONS TO BE FILLED BY ELECTION BY THE 2026 SYNOD CONVENTION

This document supplements the official call for nominations extended by the Office of the Secretary on behalf of the Committee for Convention Nominations. For instructions on who can nominate and how, see the call memorandum. Nominations for President and Vice-Presidents are submitted by the member congregations through a separate process.

All nominees for officer, board, and commission positions are expected to be fully committed to the Holy Scriptures and the Lutheran Confessions; to honoring and upholding the Constitution, Bylaws, and resolutions of the Synod; and to the mission and ministry of the Synod. Such commitment should already be demonstrated by participation and leadership in the nominees' local congregations. Nominees should also possess the ability to carry out the responsibilities of the respective office, as provided in the Synod *Handbook*, as well as a willingness to work with others.

References are made to the 2023 *Handbook* of the Synod (www.lcms.org/handbook) for information regarding the responsibilities of the positions to be filled. A complete list of current officers and board and commission members may be found in the 2025 *Lutheran Annual*, which became available in December 2024; an updated list will be published in the 2026 *Lutheran Annual* a year hence.

GENERAL INFORMATION AND REGULATIONS

The following is important information when considering an individual for an elective position in the Synod:

Membership in a Member Congregation of the Synod

- All nominees must be members of member congregations of the Synod (*Const. Art. X B 3; Bylaw 1.5.1*).

Positions Calling for Ordained or Commissioned Ministers

- *Ordained ministers* are all those who are rostered by the Synod, except that specific ministry pastors are not eligible to occupy elected positions assigned by the Bylaws to a *pastor* or *ordained minister* (*Bylaw 2.13.1 [b][2]*). A recent list of ordained ministers is provided in the 2025 *Lutheran Annual* under *ministers of religion—ordained*. Board positions may call specifically for a *parish pastor* (e.g., *Bylaw 3.9.5.1 [1]*).
- *Commissioned ministers* are all who are rostered by the Synod. A recent list is provided in the 2025 *Lutheran Annual* under *ministers of religion—commissioned*. Commissioned ministers include eligible teachers, directors of Christian education, directors of Christian outreach, directors of family life ministry, directors of parish music, deaconesses, parish assistants, and directors of church ministries (formerly, certified lay ministers) (*Bylaw 2.6.1.1*). Certain positions may call specifically for one subcategory of commissioned minister, such as a *parish teacher* (e.g., *Bylaw 3.9.5.1 [2]*).
- Positions calling specifically for *laypersons* are not open to *any* ordained or commissioned ministers.

Terms of Office

- Terms of office for the Secretary of the Synod are three years without limitation of terms (*Bylaws 3.2.4, 3.2.4.1*). Terms of office for elected board and commission members are six years, limited to two successive six-year terms (*Bylaw 3.2.4.2*), except for college and university boards of regents, which are three years and limited to three consecutive terms (*Bylaw 3.10.6.2 [6]*), and for the Board of Directors of the Lutheran Church Extension Fund—Missouri Synod, which are three years and limited to four terms (*Bylaw 3.6.4.3*).
- Incumbents who are eligible for reelection are considered to be nominees for a successive term and will automatically be reviewed for candidacy in the nominations process. Their names need not be resubmitted (*Bylaw 3.12.3.4 [d]*).

Holding of Multiple Offices / Employees of the Synod and Its Agencies

- Persons already holding offices or board or commission positions in the Synod and/or district may be nominated, but if elected, such persons will be required to choose between offices and/or board or commission positions if more than one is elective, or if more than two are held, whether elective or appointive (*Bylaw 1.5.1.2*). Elective offices/positions are those filled through election by a national or district convention, even though a vacancy in such an office may be filled by appointment (*Bylaw 1.5.1.2 [a]*).
- Unless otherwise specified or permitted by the Bylaws, chief executives and executive directors, faculty and staff, and all other employees on either the national or district level shall not be members of the board of the agency under which they serve, nor shall any such executives or staff be members of the board of any other agency of the Synod. See the bylaw for a more specific definition of *staff* (*Bylaw 1.5.1.1*).
- Persons already holding an office/position may be nominated for an office/position when one is directly responsible for the work done by the other, but if elected, such persons will be required to choose between offices or positions (*Bylaw 1.5.1.2*).

Conflict of Interest and Ethical Requirements

- “Every board or commission member, officer, and all staff of corporate Synod and Synod agencies shall avoid conflicts of interest...” Those elected will be required to receive, understand, acknowledge, and abide by the Synod’s conflict of interest policy, including that they disclose annually any gainful business contacts or relationships with the national Synod, a district, or any board or commission on which they would serve, as well as any other potential conflicts of interest (*Bylaw 1.5.2*).
- “Every board or commission member, officer, and all staff of corporate Synod and every agency of the Synod shall be sensitive in their activities to taking or giving offense, giving the appearance of impropriety, causing confusion in the Synod, or creating potential liability” (*Bylaw 1.5.1.3*).

Summary of Demands and Expectations of Regent Service (*College and University Regent Nominations Only*)

- Bylaw 3.10.6.2.2 (f) requires that nominees for regent of a college or university of the Synod “review and confirm” the contents of a document developed by the Concordia University System. This is accomplished as part of the submission of biographical information by nominees. The document will be posted online on the Synod website when available.

SYNOD OFFICERS TO BE ELECTED BY THE 2026 SYNOD CONVENTION

Common Qualifications

The elected officers of the Synod are its President, First Vice-President, five regional vice-presidents in line of succession, and Secretary. Because the nominations processes for the election of the President and vice-presidents are *not the responsibility of the Committee for Convention Nominations*, specific information regarding the desired qualifications of candidates for these offices is provided elsewhere. Desired qualifications for election to the office of Secretary are as follow:

Secretary:

One (1) Minister of Religion—Ordained

O: John Wollenburg Sias (26)

Duties: Three-year term. A full-time position, the Secretary is an officer of the Synod and serves as secretary of the LCMS Board of Directors and the Commission on Constitutional Matters; he supervises the maintenance of rosters, administers the Synod's dispute resolution and expulsion processes, edits the *Lutheran Annual*, and has extensive convention responsibilities. (2023 *Handbook*, pp. 16, 116–17; convention duties, 17, 20, 34, 102, 103, 105, 107, 114–15)

Desired Qualifications: The Secretary must be an ordained minister with the skills necessary to perform the customary duties of a corporate secretary; to carry out the required responsibilities relating to conventions of the Synod; to perform such other work as pertains to his office by bylaw or by assignment by conventions, the President, or the Board of Directors; and to provide counsel from the Constitution, Bylaws, and resolutions of the Synod to the members of the Synod on a daily basis. Administrative responsibilities include administration of the Synod's dispute resolution and expulsion processes and supervision of the official rosters of the Synod. Membership on numerous boards, commissions, and committees includes service as secretary of the Commission on Constitutional Matters and of the Board of Directors. A high degree of integrity is essential, and a range of prior experience in the Synod will be helpful.

SYNOD BOARD AND COMMISSION MEMBERS TO BE ELECTED BY THE 2026 SYNOD CONVENTION

Common Qualifications

Desired qualifications of members of individual boards and commissions are noted below. More information regarding specific board or commission responsibilities may be found in the corresponding sections of the 2023 *Handbook* (www.lcms.org/handbook).

Regional positions: All members of the **Board for National Mission** and the **Board for International Mission** and five lay members of the **Synod Board of Directors** are elected according to the geographical regions in which they reside. See region map at www.lcms.org/convention/districts-map. While a nomination for such a position may come from any region, each nominee must be a resident in the region of the position for which he or she is nominated and remain so throughout the period of service.

Details for each board/commission are listed as follows: the positions *for election in 2026*, a brief description of the responsibilities and desired qualifications, and the names of convention-elected incumbents by position, indicated as “O”=Ordained, “C”=Commissioned, and “L”=Layperson. *All incumbents* are listed with the years (in parentheses) their terms expire; an asterisk (*) indicates the individual is *not* eligible for reelection.

Board of Directors (LCMS):

At Large: **One (1) Layperson**
 One (1) Minister of Religion—Commissioned

O: Roger B. Gallup (29) NI; Josemon T. Hoem (29*) IN **C:** Jan W. Lohmeyer (26) SO **L:** Christian A. Preus (26*) MNS; K. Allan Voss (29) SW

Regional: **One (1) Layperson from each of the following regions:**

- **Central Region**
- **West-Southwest Region**

L: Andrew N. Grams (26) MDS (*Central Region*); Larry W. Harrington (29*) WY (*Great Plains Region*); Leo S. Mackay, Jr. (29) EN (*East-Southeast Region*); Rick H. Stathakis (29) MI (*Great Lakes Region*); Jesse L. Yow (26) CNH (*West-Southwest Region*)

Duties: Six-year term. Meetings of two or more days at least four times a year. The Board serves as the legal representative of the Synod, is custodian of the Synod's properties, and is responsible for the management and supervision of all business affairs of the Synod. (2023 *Handbook*, pp. 14, 16, 117–21, 216)

Desired Qualifications: The Board of Directors is responsible for the legal, property, and financial affairs of the Synod, as outlined in Bylaws 3.3.4.2-3.3.4.10.1. The Board is responsible for the plans and operating budgets as well as the human resources, financial, and other policies of corporate national Synod, and has certain oversight responsibilities regarding the synodwide corporations and other agencies. Board members should be able to see the “big picture,” both nationally and internationally. Experience on district or national boards is desirable, particularly for the ordained and commissioned members. Experience in large organization management, leadership, and oversight is always helpful. In addition, representation by laypersons who are active in the parish with a record of service in the Synod is valuable as well. Commitment to committee work and availability for occasional special meetings between regular quarterly meetings is also expected.

Additional Regulations: With the exception of the President and the Secretary of the Synod, no more than one voting member from any category (lay, ordained, commissioned) and no more than two voting members total may be elected from any one district (*Bylaw 3.3.4.1*). Those elected to regional positions must hold residence within the respective region; should they subsequently take residence outside the region for which elected, they may continue in the present term but would not be eligible for a new term without resuming said residence. (As to these regional positions, see Bylaws 3.12.1 and 3.12.2.8.)

Board for National Mission:

Regional: **One (1) Individual Member (Minister of Religion—Ordained/Commissioned)**
 from each of the following regions:

- **Central Region**
- **Great Lakes Region**
- **West-Southwest Region**

One (1) Layperson from each of the following regions:

- **East-Southeast Region**
- **Great Plains Region**

O/C: Peter C. Bender (26) SW (*Great Lakes Region*); Timothy J. Droegemueller (29*) FG (*East-Southeast Region*); Alfonso O. Espinosa (26) PSW (*West-Southwest Region*); Craig K. Niemeier (29) NEB (*Great Plains Region*); VACANT (26) (*Central Region*) **L:** Carol A. Hack Broome (29*) CNH (*West-Southwest Region*); Carla M. Claussen (26*) MNS (*Great Plains Region*); Janis McDaniels (26) SE (*East-Southeast Region*); Crysten Sanchez (29*) IE (*Great Lakes Region*); Stephen Weller (29) KS (*Central Region*)

Duties: Six-year term. Three two-day, in-person meetings (in St. Louis) and one one-day, internet conference meeting per year. Significant work is done between meetings, especially in communication with the districts of the Synod as to how the Office of National Mission can serve effectively and consistently in “coordination and support of district ministries which support congregations and schools.” The board is charged with developing and determining policies for the coordination of and in support of district ministries that support congregations and schools, and with overseeing ONM implementation of its policies. The board assists in identification of specific

goals for the Office of National Mission (ONM), annually reviews and endorses the ONM strategic plan, and annually reviews and provides input on the ONM budget proposal. In its work, the board embraces and applies the mission and ministry emphases adopted by the Synod national convention and communicates with district representatives to build cohesion and unity in the Synod's domestic mission activities. It serves as the calling agency for institutional and agency chaplains and other non-foreign specialized ministers after consultation with the appropriate district president. (2023 *Handbook*, pp. 23, 103–4, 123, 142–44)

Desired Qualifications: Nominees for election to the Board for National Mission should possess familiarity with and express strong leadership in and support for LCMS mission and ministry activities, particularly in contexts within the United States. Experience and expertise in one or more of the following areas is especially desirable: ministry and theology, witness and outreach, education and catechesis, human care, stewardship, policy writing, extended church work on or interaction with one or more domestic mission fields or focused ministry areas, prior service on national or district boards of the Synod, administration of complex organizations, business, law, finance, human resources, and donor relations. Board members are expected to work collaboratively under individual and committee assignments, actively speak and listen to one another in board and staff interactions, faithfully review and evaluate board-related working materials offered by other board members and Synod staff, provide constructive comments, honor confidentiality, and maintain a spirit of mutual encouragement and reliance on the Word of Christ that is reflected in worship and devotion together during meetings.

Additional Regulations: Board members occupy regional positions and must hold residence within the respective region to be eligible for election. Should they subsequently take residence outside of the region for which elected, they may continue in the present term but would not be eligible for a new term without resuming said residence. (As to these regional positions, see Bylaws 3.12.1 and 3.12.2.8.)

Board for International Mission:

- Regional:**
- One (1) Individual Member (Minister of Religion—Ordained/Commissioned) from each of the following regions:**
 - **East-Southeast Region**
 - **Great Plains Region**
 - One (1) Layperson from each of the following regions:**
 - **Central Region**
 - **Great Lakes Region**
 - **West-Southwest Region**

O/C: Terrence Chan (29) CNH (*West-Southwest Region*); James A. Douthwaite (26) SELC (*East-Southeast Region*); James D. Gier, Jr. (29) IN (*Central Region*); Daniel O. S. Preus (26) MNN (*Great Plains Region*); Scott Yakimow (29) MI (*Great Lakes Region*) **L:** John W. Edson (29) MNS (*Great Plains Region*); Michael Hawk (26) IN (*Central Region*); Terrence Lung (26) CNH (*West-Southwest Region*); John L. Powers (26) SW (*Great Lakes Region*); James S. Wolf (29*) EN (*East-Southeast Region*)

Duties: Six-year term. Three two-day, in-person meetings (in St. Louis) and one one-day, internet conference meeting per year. Some work of the board is done through committees, which meet as needed by internet conference; each board member is expected to participate in at least one committee. The board is charged with developing and determining policies in support of mission and ministry in foreign countries and with overseeing the Office of International Mission (OIM) implementation of its policies. The board assists in identifying specific goals for the OIM, annually reviews and endorses the OIM strategic plan, and annually reviews and provides input on the OIM budget proposal. In its work, the board embraces and applies the mission and ministry emphases adopted by the Synod national convention. It serves as the only sending agency through which workers and funds are sent to the foreign mission areas of the Synod, including the calling, appointing, assigning, withdrawing, and releasing of missionaries and other workers for ministries in foreign areas. (2023 *Handbook*, pp. 23, 103–5, 123, 144–46)

Desired Qualifications: Nominees for election to the Board for International Mission should possess familiarity with and express strong leadership and support for LCMS mission and ministry activities, particularly in contexts outside the United States. Experience and expertise in one or more of the following areas is especially desirable: ministry and theology; extended church work on or interaction with one or more foreign mission fields; mercy

work and human care; international relations; business, law, or finance; prior service on national or district boards of the Synod; policy writing; administration of complex organizations; education; stewardship and donor relations; or human resources. Board members are expected to work collaboratively under individual and committee assignments, actively speak and listen to one another in board and staff interactions, faithfully review and evaluate board-related working materials offered by other board members and Synod staff, provide constructive comments, honor confidentiality, and maintain a spirit of mutual encouragement.

Additional Regulations: Board members occupy regional positions and must hold residence within the respective region to be eligible for election. Should they subsequently take residence outside of the region for which elected, they may continue in the present term but would not be eligible for a new term without resuming said residence. (As to these regional positions, see Bylaws 3.12.1 and 3.12.2.8.)

Commission on Theology and Church Relations:

One (1) Minister of Religion—Ordained (parish pastor)

One (1) Layperson

O: (*both parish pastors*) Robert A. Dargatz (26*) PSW; David Petersen (29) EN **C:** (*parish teacher*) Joseph Gerth (29) SI **L:** Jack D. Kilcrease, III (29*) MI; Andrea Pitkus (26*) SW

Duties: Six-year term. Three-day meetings four times a year in St. Louis. The commission assists the President in his constitutional responsibilities; provides guidance to the Synod in matters of theology and church relations; and serves as a clearing house for materials relating to membership in societies, lodges, cults, or any organizations of an unchristian or anti-Christian character. (2023 *Handbook*, pp. 151–55)

Desired Qualifications: The Commission on Theology and Church Relations “exists to assist congregations in achieving the objectives of Article III 1 and 6 of the Constitution of the Synod, and to assist the President of the Synod in matters of church relationships” (*Bylaw 3.9.5*). Article III 1 speaks of conserving and promoting “the unity of the true faith (Eph. 4:3–6; 1 Cor. 1:10),” and Article III 6 speaks of “providing a variety of resources and opportunities” to congregations “for recognizing, promoting, expressing, conserving, and defending their confessional unity in the true faith.” Nominees for election to the Commission on Theology and Church Relations should therefore be well grounded in their knowledge of and commitment to the Holy Scriptures and Lutheran Confessions and the doctrinal position of the Synod. They should have a good understanding of the internal workings of The Lutheran Church—Missouri Synod. Above all, they should have a Christ-centered concern for the pure teaching of the Gospel, the right administration of the Sacraments, and God-pleasing relationships with all members of the Body of Christ. Must be available for quarterly meetings of three days each.

Concordia Historical Institute Board of Governors:

Two (2) Ministers of Religion—Ordained

One (1) Minister of Religion—Commissioned/Layperson

O: Rodney A. Benkendorf (26) MO; Robert V. Roethemeyer (26) IN **C/L:** Mary Kathleen Graumann (26) TX

Duties: Six-year term. One-day meetings four times a year. Concordia Historical Institute serves as the Department of Archives and History of the Synod, collects and preserves articles of historical value, promotes interest in the history of Lutheranism, stimulates historical research, and promotes retention of historical documents throughout the Synod. (2023 *Handbook*, pp. 127–28)

Desired Qualifications: The Board of Governors of the Concordia Historical Institute sets policies and oversees the operations of the institute, a separately incorporated organization that serves as the Department of Archives and History of The Lutheran Church—Missouri Synod. It is responsible for developing long- and short-range plans, operating budgets, and policies to enable the institute to gather, preserve, and make available for use historical resources on the history of Lutheranism in America, especially of the LCMS. Board members should have an appreciation for and interest in history. Experience and/or training in archives and library work and historical research is especially desirable. Also helpful are skills and interest in developing sources of financial support for the institute and representing the institute to the church. Must be available for quarterly meetings of one day each.

Concordia Publishing House Board of Directors:

Four (4) Laypersons

O: Mark Birkholz (29) NI **C:** Pamela J. Nielsen (29) MO **L:** Heidi K. Abegg (26) EN; Kurt A. Battles (29) MNN; Stephanie A. Egger (26*) IW; Elaine Graff (29*) RM; Thomas R. Halvorson (26) MT; Jill Johnson (29) NEB; Joseph L. Olson (26*) SW

Duties: Six-year term. One- to two-day meetings, four times a year in St. Louis. The board conducts the business affairs of Concordia Publishing House. (2023 *Handbook*, pp. 128–29)

Desired Qualifications: Concordia Publishing House is the publishing arm of the Synod, conducts market research to determine what is to be published, arranges for the writing and editing of materials, manages publication, and sells the product directly to users or to distribution outlets. CPH annual sales are approximately \$35 million. The members of its Board of Directors must be committed to producing resources faithful to God's Word and the Lutheran Confessions; committed to bringing the distinct witness of the Lutheran church to all whom the publishing house serves; and committed to what the LCMS believes, teaches, confesses, and practices. Board members should understand business management, as CPH is a self-sustaining corporation. Senior management experience in a corporation of significant size, with experience in publishing, e-delivery, law, finance, human resources, or marketing, would be helpful. Must exhibit openness to purchasing and using CPH materials and a commitment and willingness to influence others to use CPH materials. Must be available for quarterly meetings of up to two days each.

Lutheran Church Extension Fund Board of Directors:

One (1) Minister of Religion—Ordained/Commissioned

Two (2) Laypersons

O/C: Jason M. Braaten (26) CI **L:** Julie Johnson (26) SI; Jonathan H. Kramer (26) MO

Duties: Three-year term. Three one-day meetings and one two-day meeting per year. The board oversees the use of LCEF's assets to provide financial resources and services for ministry, witness, and outreach to the LCMS. All directors must have an understanding of the church extension program and/or demonstrate an expertise in fields or areas closely related to church extension activities, such as knowledge of real estate, management, and financial planning. (2023 *Handbook*, pp. 129–31)

Desired Qualifications: Board members should have a broad range of experience in one or more of the following: financial services, investments, loans and real estate, legal, banking, administration, and marketing. Prior experience on other LCMS boards is also desirable. Board members are expected to:

- Attend meetings regularly, not missing two consecutive meetings:
 - The board meets on a quarterly basis (January at a ministry site location, April in St. Louis, July via internet conference, and October/November in St. Louis). Committee meetings are held via internet conference prior to the start of the regular meeting. Board meetings are usually a day and a half in length, except for the first meeting of the calendar year, for which an incremental planning day is required.
 - Board members attend the Annual Meeting typically held each November in St. Louis, Mo.
- Submit to FBI criminal background checks (required for mortgage lender licenses in certain states). Certain states require that board members of licensed lenders do not have any conviction as a result of a criminal matter involving dishonesty or breach of trust or fraud.

LCMS Foundation Board of Trustees:

One (1) Minister of Religion—Ordained/Commissioned

One (1) Layperson

O: Todd C. Riordan (26) IN **L:** Gregory J. Miller (26*) MO

Duties: Two-day meetings four times a year. The board oversees a synodwide program of deferred giving for the advancement, promotion, endowment, and maintenance of the Synod and its agencies. (2023 *Handbook*, pp. 131–33)

Desired Qualifications: The Board of Trustees is responsible for the business, financial, property, personnel, and legal affairs of the LCMS Foundation. Board members should be experienced in financial, investment, or marketing matters. The Foundation's goal is to link more and more Christians with giving opportunities as an expression of biblical stewardship; therefore, members of the board must be committed to managing life and all of life's resources to fulfill God's purposes by being linked with and supportive of the mission and ministry of the LCMS and organizations associated with it. As a synodwide corporate entity of the Synod, the Foundation provides current and deferred giving instruments for individual use and investment management services for legacies, bequests, endowments, annuity gifts, and other trust funds available under the law. In addition to serving individual stewards, the Foundation serves the Synod, its agencies, congregations, auxiliaries, Recognized Service Organizations, and others under its bylaws and policies.

Concordia University System Board of Directors:

One (1) Minister of Religion—Ordained

O: Mark P. Braden (29) EN; Mark S. Nuckols (26) SW **C:** Jonathon Giordano (29*) SI **L:** Ellen R. Lange (29*) PSW; Gary R. Thompson (29) SW

Duties: Six-year term. Two-day meetings at least three times a year. The Concordia University System facilitates ecclesiastical visitation and affirmation of the Synod's colleges and universities and assists with their cooperation and coordination in preparing commissioned ministers for service in the Synod and pre-seminary students for study at a Synod seminary; raising up of Lutheran laypersons for lifelong, faithful service to Christ and the neighbor; and robust, intentional engagement of all students with the faith taught and practiced, with applications to their vocations in family, church, and state. (2023 *Handbook*, pp. 133–40)

Desired Qualifications: The Concordia University System Board of Directors defines and adopts the *Lutheran Identity and Mission Outcome Standards*, carries out visitation and affirmation of Synod colleges and universities on their basis, and provides for presidential and theological faculty prior approval and other functions related to the Synod's colleges and universities. Board members should have demonstrated familiarity and support of the institutions, *shall strongly and demonstrably articulate and support the confession and the doctrinal positions of the Synod*, and *shall have demonstrated a high degree to two or more of the following qualifications or background experiences*: theological acumen, an advanced degree, experience in higher education administration, higher education accreditation, professional church worker education, administration of or legal counsel to complex organizations, religious nonprofit law, higher education law, or the strengthening of the mission of the Synod's congregations and schools (*Bylaw 3.6.6.2.1*). [The required qualifications must be *clearly* specified on the biographical form submitted by nominees, as it provides the basis for their verification.] Board members should be acquainted with current trends in education and should have a heart and passion for Lutheran education that includes preparation for a variety of professions, especially leadership roles that serve parish life in local communities; that offers opportunities for an increasing number of the church's youth to select a Concordia as a preferred place for higher education experiences; and that promotes the educational system as a mission outreach of the LCMS as a significant feature. Must be available for three meetings per year of two days each.

Additional Regulations: No more than two (2) voting members elected by the Synod can be from the same district and no regent, executive, faculty member, or staff member (as defined in *Bylaw 1.5.1.1*) of a Synod college or university may serve on the board as a voting member. The President of the Synod (or a designee) and the Secretary of the Synod (or a designee) shall review and verify that nominees are qualified to serve as stated in *Bylaw 3.6.6.2.1*.

Synod University Boards of Regents:

For Each (6): **One (1) Minister of Religion—Ordained**
 One (1) Minister of Religion—Commissioned
 Two (2) Laypersons

Concordia University Chicago (River Forest, Ill.) — **O:** VACANT (26) **EN C:** Jennifer Siukola (26) **EN L:** John Thaelke (26) **TX:** Alison C. Witte (26) **OH**

Concordia University, Irvine (Irvine, Calif.) — **O:** Scott C. Klemsz (26*) **CNH C:** Jeffrey Scott Beavers (26*) **PSW L:** Laura G. (Davis) Hemminger (26) **NOW:** Michael C. McThrow (26) **CNH**

Concordia University, Nebraska (Seward, Neb.) — **O:** Scott T. Adle (26) **NEB C:** Craig A. Ernstmeyer (26) **MO L:** Timothy Hu (29*) **WY:** Douglas Tewes (26) **NEB**

Concordia University, St. Paul (St. Paul, Minn.) — **O:** Donald J. Fondow (26) **MNS C:** Mark Justin L’Heureux (26*) **NEB L:** Karl Abbott (26) **SE:** Paul C. Hinz (26) **TX**

Concordia University Texas (Austin, Texas) — **O:** Nathaniel Wade Hill (26) **TX C:** Miguel A. Ruiz (26) **TX L:** William (Bill) Brandt (26) **TX:** Bob Ssekyanzi (26) **TX** (all elected by the 2023 Synod convention but not seated by the university)

Concordia University Wisconsin (Mequon, Wis., and Ann Arbor, Mich.) — **O:** David C. Fleming (26*) **MI C:** Jennifer L. Knox (26) **SW L:** David Lambert (26) **EN:** Stephen Saunders (26) **SW**

Duties: Three-year terms. Meetings four times a year at the respective school. The board of regents governs the institution, its president and faculty, consistent with the institution’s mission, including its commitment to conduct all its affairs according to the Constitution, Bylaws, and resolutions of the Synod and policies of the Synod’s board of directors. It serves as governing body corporate, governing the institution comprehensively, advancing its spiritual, business, and legal welfare—for example, appointing and supervising a president and faculty, setting policy, approving campus plans, programs, and budgets—all with consistent attention to its Synodical confession, mission, and fundamental purpose of inculcating the faith. (2023 *Handbook*, pp. 171–78)

Desired Qualifications: A board of regents of a college or university of the Synod is responsible for the spiritual, academic, and financial health of the institution. It makes decisions regarding the resources and strategic vision that are needed to provide church workers and Christian leaders for the church and the world. It develops detailed policies and procedures for governance of the institution and an institutional master plan and reviews and approves academic programs. Its members must assure themselves that the work of the institution is carried out effectively and managed in a business-like manner within an annually established budget. The board is also responsible for the general welfare of faculty, staff, and students. Its members should be acquainted with current trends in education and should have a strong commitment to Christian education at all levels, with special interest in the preparation of church workers. Committee work and other commitments may be requested between meetings. Regents may expect to be asked to support the institution financially as part of their personal stewardship commitments.

Persons elected or appointed to a board of regents should be knowledgeable regarding the institution and the region in which it is located and shall demonstrate familiarity and support for the doctrinal positions of the Synod. *They shall possess two or more of the following qualifications or background experiences:* theological acumen, an advanced academic degree, higher education administration, administration of complex organizations, finance, law, investments, technology, human resources, facilities management, fund development, or a specific instructional or operational domain designated by the college or university (e.g., “health care” or “marketing”). Qualifications are reviewed and verified by the Concordia University System (Bylaw 3.10.6.2.1 [a, c]). [The required qualifications must be *clearly* specified on the biographical form submitted by nominees, as it provides the basis for their verification.] Demonstrated familiarity with and willingness to advocate for and financially support the institution are desired qualities.

Nominees will be asked to review and confirm their willingness to accept a summary of the demands and expectations of service as a college or university regent, as prepared by the Concordia University System. They will also be required to undergo training within one year after the Synod convention at which elected, or their position will be declared vacant. (Bylaw 3.10.6.2.2 [d, f])

Additional Regulations: No more than two elective members of a college, university, or seminary board of regents may be members of the same congregation (Bylaw 3.10.6.2 [7]).

Synod Seminary Boards of Regents:

**For Each (2): Two (2) Ministers of Religion—Ordained
One (1) Minister of Religion—Commissioned
One (1) Layperson**

Concordia Seminary (St. Louis, Mo.) — **O:** Joel A. Brondos (26) CI; Bruce E. Keseman (26) SI; Adam C. Koontz (29) RM **C:** Michael S. Staub (26) TX **L:** Paul P. Edmon (29*) NE; Matthew R. Kenitzer (29) IE; Mark O. Stern (26) NI

Concordia Theological Seminary (Fort Wayne, Ind.) — **O:** William M. Cwirla (26*) PSW; Korey D. Maas (26) MI; Matthew W. Rueger (29) IE **C:** Mark W. Meehl (26) NEB **L:** David L. Daniels (26*) SE; Kaibo Feng (29) NE; Beverly Yahnke (29*) SW

Duties: Two-day meetings four times a year. The board's duties include the defining and fulfilling of the mission of the seminary, operating and managing it as an agent of the Synod, serving as its governing body, establishing and reviewing policies, promoting public relations, approving budgets, and in every way promoting the well-being of the seminary. (2023 *Handbook*, pp. 158–71)

Desired Qualifications: A seminary board of regents is responsible for the spiritual, academic, and financial health of the institution. It makes decisions regarding the resources and strategic vision that are needed to provide Christian pastors (and deaconesses) for the church and the world. It oversees the work of the president and creates appropriate policies to guide administrative activities. A board of regents is responsible for the educational program of its institution. Its members must assure themselves that the work of the institution is carried on effectively and managed in a business-like manner within an annually established budget. They are also responsible for the general welfare of faculty, staff, and students. Board members should be acquainted with current trends in education and should have a strong commitment to Christian education at all levels, with special interest in the objectives of preparing church workers. It is desirable to have had experience on a governing board of an elementary or secondary school, or on the board of regents or faculty of a college or university. Experience in finance, personnel, general corporate administration, corporate planning, or facility management is always helpful. The time requirements for meetings vary with the institution. Committee work and other commitments may be requested between meetings. Regents may expect to be asked to support the institution financially as part of their personal stewardship commitments.

Additional Regulations: No more than two elective members of a college, university, or seminary board of regents may be members of the same congregation (*Bylaw 3.10.5.2 [1]*).