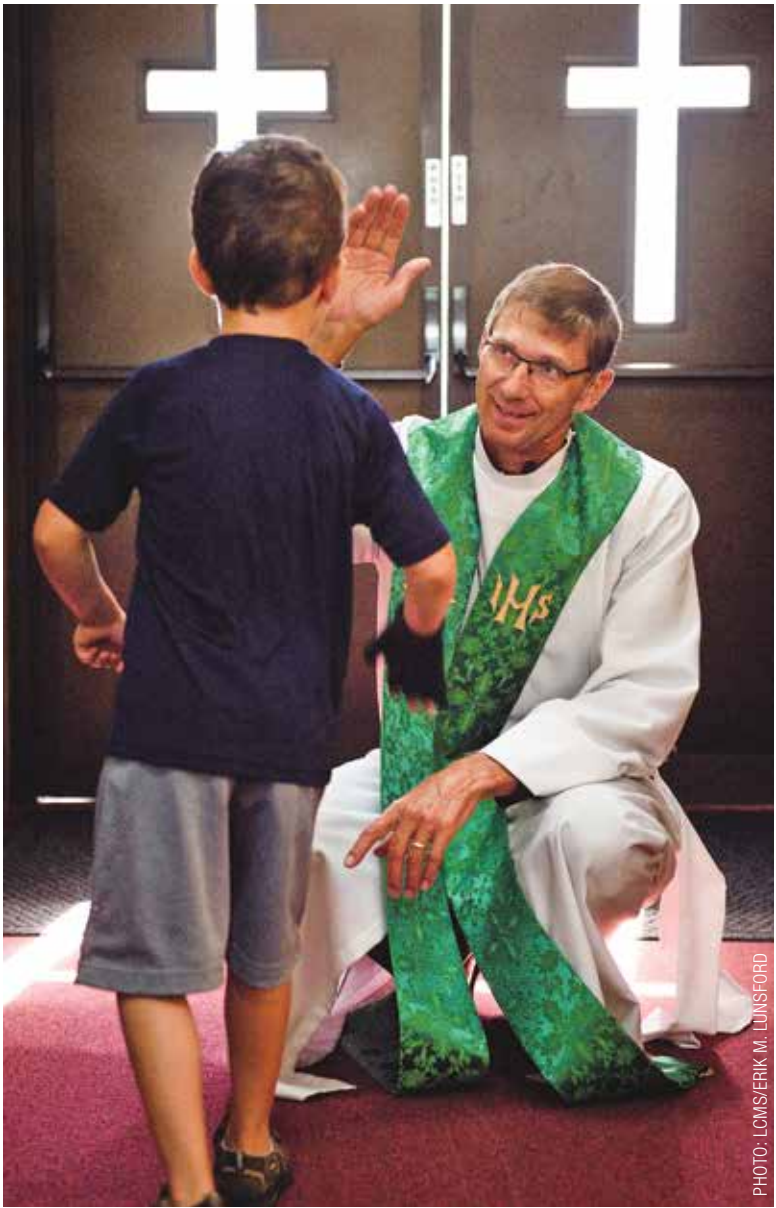


Let's talk — ABOUT — CHURCH WORK



MENTOR YOUR YOUTH — help them picture themselves as church workers. Assist them as they pursue church work.

In hundreds of conversations with youth in the LCMS, we learned that they generally have a good understanding of what a pastor is. However, many of our youth — especially youth who come from smaller congregations or congregations without a school — either have never heard about or have little understanding of the other full-time church work vocations in

the LCMS. This means they are unaware of the many full-time church vocations. Over the years, the LCMS has established several full-time church work vocations to support the Office of the Holy Ministry. We call these Ministers of Religion—Commissioned. Along with the Office of the Holy Ministry (pastor), these are sacred and joyful vocations, serving God and neighbor in honorable ways.

Sacred and Joyful: Church Work Vocations

Pastors

Serve in the Office of the Holy Ministry, the one sacred office given by God for the sake of the church. They proclaim forgiveness, preach and teach God's Word, administer God's life-giving Sacraments and provide faithful pastoral care to His people.

Lutheran school teachers

Provide quality academic and Lutheran education rooted in God's Word to the children in their care. They support the Office of the Holy Ministry to assist and strengthen Christian fathers and mothers in their God-given responsibility to bring up their children in the nurture and instruction of the Lord.

Directors of Christian education (DCE)

Serve as lifespan ("cradle to grave") Christian educators, typically within congregations and their ministries. Through their leadership and service, they teach the faith to children, youth and adults.

Directors of Christian outreach (DCO)

Focus on witness and outreach. Through their expertise and guidance, they help congregations witness to those outside of the church and share the Gospel in a relational and evangelical way so that people may have saving faith through Jesus Christ.

Directors of family life ministries (DFLM)

Nurture the church's families and family life according to the Holy Scriptures and the Lutheran Confessions. They work within congregations to strengthen and equip Christian homes to live and serve God and their neighbor.

Directors of parish music (DPM)

Teach, foster and edify the church's worship with their biblical and confessional musical leadership and direction. They assist with worship planning; provide musical education; and direct choirs, ensembles and musicians for services in God's house.

Directors of church ministries (DCM)

Serve congregations by overseeing the administrative life of the congregation. They are often involved in developing and leading congregational ministries such as Bible studies, community outreach and mercy work.

Deaconesses

Share the Gospel and serve God's people through works of mercy, spiritual care and teaching the Christian faith. They are women who serve in congregations, on the national and international mission field and in a variety of other settings and service organizations, particularly among women, children and God's people with special needs.



FORMING AND RECRUITING CHURCH WORKERS IS A SYNODWIDE EFFORT.

SET APART TO SERVE 
LCMS CHURCH WORK RECRUITMENT

Set Apart to Serve is a Synodwide effort to encourage the church and provide resources to form and recruit Lutheran church workers. Pastors, parents, Lutheran school teachers, DCEs, deaconesses and congregations form their children to be Lutheran Christians who have the potential to serve as church workers. The foundational development and formation of the church worker takes place in the home, congregation and Lutheran school.

THE FORMATION OF A CHURCH WORKER INCLUDES:

- Spiritual Formation** — Baptizing our children; immersing them in the hearing of the preached Word of God in the weekly Divine Service and the reception of the Lord's Supper; teaching them God's Word in Sunday school, VBS, Bible study and home devotions; involving them in church music, Lutheran camps, Youth Gathering, Higher Things, Christ Academy and Vocatio.
- Confessional Formation** — Teaching our children Luther's Small Catechism, the Lutheran Confessions, Law and Gospel, and how to think and live as Lutheran Christians.
- Intellectual Formation** — Teaching our children the love of learning, grammar, rhetoric, thinking skills, reasoning skills, logic, mathematics, literature, music and art.
- Character Formation** — Teaching our children the sanctified baptismal life of faith, virtue, integrity, manhood, womanhood, fruits of the Spirit, manners, maturity and the development of interpersonal skills.
- Physical and Emotional Formation** — Raising our children in a healthy family and church environment; teaching them stewardship of the body as a temple of the Holy Spirit, how to navigate emotional issues, and how to make healthy choices for body and mind.

Synodical Formation — Teaching our children our mutual commitment to confession, mission and good order in our life together in The Lutheran Church—Missouri Synod as described in the LCMS Constitution and Bylaws. This includes speaking well of our pastor and church workers, respecting them, compensating them fairly and praying for them. How do *you* play a role in this foundational development and formation of future church workers in *your* congregation and family?

SET APART TO SERVE UPDATES

Pilot program
An SAS pilot congregation and/or school has been identified in each of the 35 LCMS districts in partnership with the district presidents. SAS will provide these pilot congregations/schools with church work recruitment resources and strategies. We will then collect and incorporate their feedback before these resources are rolled out to the entire Synod. In support of this pilot program, a generous donor has offered a matching opportunity for up to \$140,000. To support *Set Apart to Serve* and have your gift matched, please make your check payable to "The Lutheran Church—Missouri Synod." On the memo line or in an included note, write: "*Set Apart to Serve* Pilot Program Match." You can also contribute by going to lcms.org/make-a-gift/matching-gifts.

Church work curriculum
We are excited to work with Concordia Publishing House in the development of an SAS church work curriculum for all ages. Curriculum topics include:

- What Is the Church** — A theological understanding of the Body of Christ
- Workers in the Church** — A primer on specific vocations within church work

- Life Within the Church** — How we serve one another and care for our church workers
 - Using Gifts as the Church** — How we serve God in daily vocations and pursue church work vocations
- The SAS curriculum will include videos; posters about church work vocations, identity in Christ and life in the church; information about Concordia universities and seminaries, Synod structure and more; and chapel and Sunday school openings. Teacher kits will include downloadable curriculum resources, booklets, leaflets, parent letters, handouts and several other items.

To support the CPH SAS curriculum and to help make this curriculum available to LCMS congregations and schools, please make your check payable to "The Lutheran Church—Missouri Synod." On the memo line or in an included note, write: "*Set Apart to Serve* CPH Curriculum."

- KFUO Coffee Hour**
SAS is the featured topic each Friday on *The Coffee Hour*. You can listen to these great conversations about forming church workers at kfuo.org/tag/set-apart-to-serve.
- Episode 1** (6/10/22) — Rev. James Woelmer, pastor of Faith Lutheran Church in Plano, Texas
 - Episode 2** (6/17/22) — Rev. Andrew Wehling, pastor of Grace Lutheran Church in Liberal, Kan.
 - Episode 3** (6/24/22) — Rev. Karl Bollhagen, pastor of Trinity Lutheran Church in Hampton, Iowa
 - Episode 4** (7/1/22) — Daniel Sanchez, camp director at Camp Io-Dis-E-Ca
 - Episode 5** (7/8/22) — Dr. Bruce Schultz, Board of Regents member for Concordia University Chicago, River Forest, Ill.
 - Episode 6** (7/15/22) — Dr. Bernard Bull, president of Concordia University, Nebraska, Seward, Neb.
 - Episode 7** (7/22/22) — Deaconess Mika Patron, Grace Lutheran Church in Auburn, Mich.

Raise your boys **to be men ...** **even pastors.**

BY JAMES BANECK

MANLINESS

There are calls to action that resonate with the virility, masculinity and innate responsibilities in every man — qualities with which God created them. These calls to action appeal to the depth of man's most inner being; calls to honor, protect, provide, guard, sacrifice and save.

Men responded to General Patton's words "Duty is the essence of manhood." Men are awakened by the U.S. Army's motto, "This We'll Defend!" The Marines capture a man's sense of honor with "Always Faithful!"

Men responded to God's call to duty and sacrifice throughout Scripture. Moses went to Egypt in the name of I AM. Elijah stood before Ahab as God consumed the altar of Baal. The disciples were compelled by Christ's command, "Follow me."

THE MANLINESS OF CHRIST

Jesus is true God and true man — the only-begotten Son of God (JOHN 3:16) and born of Mary (GAL. 4:4). Jesus came to fulfill the will of His Father by loving His holy Bride, the church, and giving His life to redeem her from sin and death. He comes as the

mighty warrior, destroying the evil one who seeks to devour God's people. He comes to protect His people with His mighty Word and wash them with the water that comes from His side and pours over them from the font. He comes to sacrifice Himself on the cross, becoming our sin to make us holy. He comes to feed us and provide for us with His Word, which is the one thing needful for life and salvation. He comes as the valiant, bloody, strong, humble God-man to save us and lead us to His heavenly home.

A MANLY OFFICE

The Son of Man gathered His apostles after His resurrection. He breathed the Holy Spirit on them and placed them into the manly, Christly Office of the Holy Ministry (JOHN 20:19-23). In the stead of the Son of God, these men are called to forgive the sins of the repentant and withhold forgiveness from the unrepentant. The men called into the Office of the Holy Ministry are called to a noble task. As shepherds of the flock, pastors are called to protect and feed God's people with the Word of God and the gifts of Baptism and Holy Communion.

"Whom shall I send, and who will go for us?" (ISAIAH 6:8) And like Isaiah and Jeremiah, Peter and Paul, Luther and Walther, and every pastor after them, we pray our boys answer by saying "Send me, send me."

This Office of the Holy Ministry is a manly office. It is a Christly office. It is an office of virility and masculinity, of responsibilities given by the one, true, holy God. It is an office of honor and protection; of providing and guarding; of sacrificing, loving and saving by giving Christ to God's people. It is an office of fortitude in the preaching of the pure Word of God even while people are itching for a false gospel. It is the office of defending people against the vile evils of this world. It is the office of being faithful to Christ and His Word while Satan attacks on every side. It is the office of being forged by the cross of suffering and sacrifice. It is the office of being strong in Christ, even while the pastor is battling the temptations of his own flesh.

Christ became man to bear the sins of the world on the cross through to the resurrection. This bearing results in salvation and triumph at the Second Coming. Men whom God calls to the Holy Ministry are under a great burden, but a burden humbly accepted with valiant joy in proclaiming the Gospel of forgiveness and eternal life. It is a manly burden to fight valiantly for the Bride of Christ, knowing that Christ has won the victory. It is a manly burden to run headlong into the suffering and sins of God's people to give them the Good News of God with us, of life and salvation through Christ and His cross.

Moms and dads, pastors and church workers, congregations and schools — raise your boys to be men whom God may call into the Office of the Holy Ministry to be His valiant, humble, manly servants of the Gospel. And as Christian boys and men are nudged and nurtured, formed and encouraged, supported and equipped, we pray many respond when God says, "Whom shall I send, and who will go for us?" (ISAIAH 6:8) And like Isaiah and Jeremiah, Peter and Paul, Luther and Walther, and every pastor after them, we pray God calls more to answer, "Send me, send me."



PHOTO: LCM/ERIK M. LUNSFORD

Here are some ways to encourage young people to consider full-time church work

Remind them daily of their Baptism
Bring them to weekly Divine Service
Send them to Sunday School to learn the stories of the Bible
Teach them the Bible and Luther’s Small Catechism
Involve youth in the life of the church: music, fellowship, servant events, meals, property care
Speak well of and honor your pastor and church workers
Talk with your children about considering serving full-time in the church
Invite a Concordia university or seminary representative to your church to talk about church work vocations
Set up a scholarship fund to help with church work students’ tuition
Encourage and support youth to attend the LCMS Youth Gathering, Higher Things and Lutheran camps
Speak specifically about church work vocations to youth in confirmation class and Sunday school
Encourage and support them to go to Christ Academy (Fort Wayne) and Vocatio (St. Louis)
Teach them that the one thing needful for faith and life is the Word of God

The cost of church work education

If you haven’t checked into tuition for church work programs at our Concordia universities and seminaries lately, please contact them to learn of their latest tuition guarantees and rates. You will be pleasantly surprised that tuition for church work programs ranges from no tuition cost at all to very affordable. For these guarantees and rates to be possible, our seminaries and institutions are working hard with generous donors who have a passion to provide workers for the church for years to come.

For more information:

Concordia University Ann Arbor — *cuaa.edu*; contact *admission@cuaa.edu* or 734-995-7300

Concordia University Chicago — *cuchicago.edu*; contact *admission@cuchicago.edu* or 708-771-8300

Concordia University Irvine — *cui.edu*; contact *admission@cui.edu* or 949-854-8002

Concordia University Nebraska — *cune.edu*; contact *admiss@cune.edu* or 402-643-7233

Concordia University St. Paul — *csp.edu*; contact *admissions@csp.edu* or 651-641-8230

Concordia University Texas — *concordia.edu*; contact *admissions@concordia.edu* or 800-865-4282

Concordia University Wisconsin — *cuw.edu*; contact *admission@cuw.edu* or 262-243-5700

Concordia Seminary, St. Louis — *csl.edu*; contact *admit@csl.edu* or 800-822-9545

Concordia Theological Seminary, Fort Wayne — *ctsfw.edu*; contact *admission@ctsfw.edu* or 800-481-2155

How YOU support our seminaries through the Synod

The following data, updated June 28, 2022, shows funds disbursed from the Synod* to its seminaries during the past six fiscal years. (The LCMS fiscal year runs July 1–June 30.)

FY16	FY17	FY18	FY19	FY20	FY21
SYNOD SUBSIDIES: YOUR WORSHIP OFFERINGS That portion of congregation worship offerings passed on by districts to support national-level work, then granted by the budgeting process as unrestricted Synod support for seminary operations.					
\$326,504	\$326,504	\$326,504	\$326,504	\$326,504	\$326,504
\$267,223	\$267,223	\$267,223	\$267,223	\$267,223	\$267,223
YOUR GIFTS VIA THE LCMS JOINT SEMINARY FUND** Donations and bequests restricted by the contributor to support the operation of both LCMS seminaries. Learn more at <i>lcms.org/seminary-topics/lcms-joint-seminary-fund</i> .					
\$930,163	\$1,008,944	\$1,210,591	\$1,083,395	\$1,282,369	\$984,581
\$750,349	\$807,337	\$956,985	\$856,435	\$1,059,858	\$867,876
YOUR SEMINARY-SPECIFIC DONATIONS Donations and bequests restricted to a specific seminary identified by the contributor.					
\$52,430	\$36,862	\$28,067	\$34,489	\$27,170	\$22,623
\$147,214	\$187,548	\$123,854	\$138,879	\$125,926	\$215,106
YOUR SUPPORT OF THE GLOBAL SEMINARY INITIATIVE (GSI) Donations voluntarily restricted for disbursement to both LCMS seminaries and used to bolster assistance to qualifying international students and the sending of LCMS seminary faculty to teach overseas. Learn more at <i>lcms.org/makeagift/gsi</i> .					
\$200,000	Program change	Program change	\$149,260	\$118,768	\$171,439
\$200,000	Program change	Program change	\$149,260	\$118,768	\$171,439
FORWARD IN REMEMBRANCE Income earned on the investment of certain donations (endowment) given in response to this historic fundraising campaign, restricted by the contributor to the support of qualified international students studying at either of the Synod's seminaries.					
Program change	Program change	Program change	\$67,859	\$47,801	\$48,766
Program change	Program change	Program change	\$67,859	\$47,801	\$48,766

FY16	FY17	FY18	FY19	FY20	FY21
CONCORDIA SEMINARY, ST. LOUIS					
CONCORDIA THEOLOGICAL SEMINARY, FORT WAYNE					
YOUR GIFTS FOR SEMINARY SCHOLARSHIPS/STUDENT AID Donations voluntarily given to the Synod carrying a donor-imposed restriction that they be given as financial assistance to students enrolled at either of the Synod's seminaries.					
\$175,693	\$115,908	\$116,292	\$142,833	\$333,427	\$123,338
\$102,782	\$197,771	\$144,575	\$114,389	\$269,672	\$103,218
SPECIAL GRANTS Undesignated Synod funds provided in support of “one-off” purposes and initiatives.					
\$3,756	\$3,750	\$3,750	\$3,750	\$3,750	\$3,750
\$3,756	\$3,750	\$3,750	\$3,750	\$3,750	\$3,750
OTHER DONOR-FUNDED GRANTS All other grants disbursed from the Synod to seminaries — generally in support of special projects requested by the Synod.					
\$180,965	\$44,188	\$51,688	\$8,365	\$0	\$1,000
\$194,309	\$4,266	\$40,450	\$16,725	\$10,199	\$2,855
FACULTY SERVICES*** Undesignated or designated Synod funds paid as fees to seminaries in return for services provided by seminary faculty members (e.g., presentations, seminars and short-term intensive teaching assignments).					
\$59,167	\$20,280	\$20,280	\$63,015	\$63,799	\$34,076
\$64,548	\$104,308	\$48,144	\$78,766	\$68,117	\$86,778
TOTAL SUPPORT TO EACH SEMINARY					
\$1,928,678	\$1,556,436	\$1,757,172	\$1,879,470	\$2,203,588	\$1,716,077
\$1,768,233	\$1,572,203	\$1,584,981	\$1,693,286	\$1,971,314	\$1,767,011

TOTAL SUPPORT TO BOTH SEMINARIES					
\$3,696,911	\$3,128,639	\$3,342,153	\$3,572,756	\$4,174,902	\$3,483,088

*The “Synod” referred to herein is the corporate entity headquartered at the LCMS International Center in St. Louis, e.g. “corporate Synod” or “LCMS, Inc.” **Formula: The first 50% of the net monthly receipts is distributed equally to each seminary. The remaining 50% is allocated to each seminary on a percentage basis, using the number of graduates at each seminary on a three-year rolling average each July 1 compared to the total. Any JSF gifts restricted by the donor for a specific seminary are immediately deposited into that seminary’s Synodical Treasury Account and are not subject to the above allocation formula. An internal audit report, operations manual and audited financial-impact reports are available at *lcms.org/giving/transparency*. ***Not reflected – airfare, lodging and other travel costs for faculty members engaged in short-term assignments, provided through various Synod units’ budget line items. **** NA – Not applicable.