



# THAT THE MAN OF GOD MAY BE *Complete*

*Seminaries form pastors through intensive immersion in the Word of God, the Lutheran Confessions and the liturgy of the Church.*



By Rev. Dr. James Baneck,  
executive director of LCMS Pastoral Education

**S**ince the founding of The Lutheran Church—Missouri Synod in 1847, one of the main reasons for the church's existence has been to “recruit and train pastors.” Pastors preach God’s Word, administer Christ’s Sacraments and provide biblical pastoral care to God’s people for their daily life and their eternal salvation. The Office of the Holy Ministry is that important!

The culture of the Church involves forming pastors from the time of infant Baptism, raising them in a Christian family, and nurturing them with Word and Sacrament in a Lutheran congregation by a faithful pastor. This formation — carried on in our Lutheran day schools and universities by our Lutheran teachers — is one of the main reasons our schools exist.

All this leads up to focused formation at the seminary. While at the seminary, the seminarian undergoes an intensive formation as he is immersed in the Word of God, the Confessions and the liturgy of the Church, while also being challenged academically. Through his engagement with God’s Word, the Church’s seminary professors, his fieldwork experience and his seminary peers, this man is formed to know God, the world and himself.

While The Lutheran Church—Missouri Synod has developed various routes to ordination for specific situations, the 2016 Synod convention affirmed that “the most complete means of preparing a man for the general responsibilities of the pastoral office and a lifetime of service is the Master of Divinity (M.Div.) route at our two seminaries,” stating that “this full residential experience has always been our ‘gold standard’ for pastoral formation” (2016 Res. 6-03).

## Pastoral formation involves forming the whole man

-  **Spiritual development** encompasses a thorough knowledge of Holy Scripture, a father-confessor/pastor, a godly family, immersion in the liturgical life of the Church, reception of the Lord’s Supper and daily prayer.
-  **Character development** encompasses a baptismal faith and life. This baptismal, sanctified life includes repentance, the fruits of the Spirit, integrity, virtue, manhood, manners and civility.
-  **Confessional development** encompasses a thorough immersion and understanding of the Lutheran Confessions (the *Book of Concord*), the ability to rightly divide Law and Gospel, the ability to distinguish orthodoxy from heterodoxy, Christology, Lutheran ethos and the Lutheran biblical hermeneutic.
-  **Physical and emotional development** encompasses First Article categories, including healthy choices and living, exercise, a healthy diet, an understanding of self, interpersonal relationships and the capacity to navigate physical and emotional issues.
-  **Synod development** encompasses a thorough understanding of Synod structure, the *LCMS Handbook*, ecclesiastical supervision, the call process, Synod and district conventions, convention resolutions and church-worker conferences.
-  **Intellectual development** encompasses general liberal arts, a well-rounded curriculum, quality instruction, practical experience, thinking skills, reasoning skills, verbal skills, philosophy, music, art, knowing the world, and a desire for and immersion in continuing education.



PHOTO: LCMS/ERIK M. LUNSFORD

*“All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work.” (2 Tim. 3:16–17)*





# Q&A: This is the vicarage year

The Rev. Dr. Gary Zieroth, director of Vicarage and Internship at Concordia Theological Seminary, Fort Wayne (CTSFW), Ind., and the Rev. Dr. Glenn Nielsen, director of Vicarage and Deaconess Internships at Concordia Seminary, St. Louis (CSL), talk about the importance of the vicarage year.

### What do you want the church to know about vicarage?

**Zieroth:** During his year of vicarage, the student interacts with members of a Lutheran congregation under the special supervision and training of an experienced pastor. Within this setting, the vicar can realize the very practical nature of theology, put to the everyday test his current understandings and attitudes, grow in various skills by overcoming errors and repeating salutary experiences, and personally experience the power and blessing of God as the Spirit of God works through His Word and Sacraments. As one of God’s empowered servants, the vicar works among God’s people on a daily, weekly and monthly basis to prepare himself for his life’s work.

**Nielsen:** Certainly, classroom instruction is needed for a student preparing for the ministry. But it is not sufficient for someone who wants

to be a pastor. He needs experience carrying out the activities of the pastoral office. But not just any experience. Vicarage provides a guided journey with a pastoral mentor walking alongside him. How does one sit at the side of the bed with the family as a young mother dies of cancer? What does a Lenten series look like? How can this sermon better proclaim God’s Word to this particular congregation? To learn the answers to these questions and hundreds like them, it is simply vital to have an experienced pastor coaching the vicar while he is getting hands-on experience in those very moments of ministry.

### What would it be like if seminarians weren’t offered a vicarage?

**Zieroth:** Without the one-year vicarage experience, the student would be unable to better see his need of his own position in the Church, the Body of Christ. Without the guidance of an experienced pastor (supervisor) and the laity, the variety of the student’s own emotions and abilities would not become very clear to him. In short, the student would find it very difficult to grow in the combination of the practical experiences and spiritual rejuvenation that is best for him.

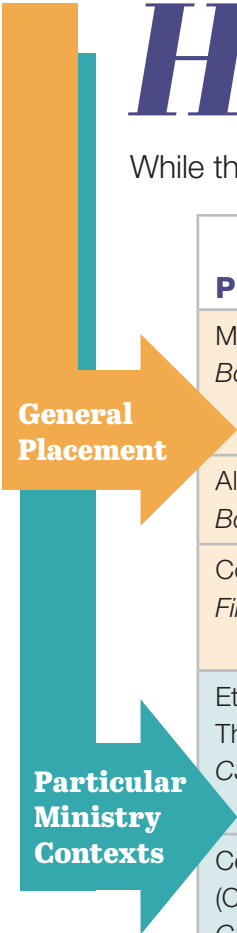
**Nielsen:** One thing that would be lost if a student did not have vicarage would be some of the confidence congregations have when they call a graduate from the seminary. When a congregation looks to the seminary for a pastor or assistant pastor, they are expecting someone who can walk into the congregation and get started. Of course, he will not be as skilled as an experienced pastor, but a certain level of competence is required to be a pastor of a congregation. Without vicarage, the new pastor would be using much of his early months just learning what would have been learned during the vicarage year.

*“It is simply vital to have an experienced pastor coaching the vicar while he is getting hands-on experience in those very moments of ministry.” —Rev. Dr. Glenn Nielsen*



## Here are the routes

While there are several routes to the pastoral office in the LCMS, there is but **one Office of the Ministry of Word and Sacrament**.



PROGRAM	GOAL	YEAR BEGAN	LOCATION	BIBLICAL LANGUAGES	CURRICULUM LENGTH
M.Div. <i>Both Seminaries</i>	Forming general pastors	1839	Residential	Greek/Hebrew	108 quarter hours + 12 Greek + 12 Hebrew + vicarage
Alternate Route (AR) <i>Both Seminaries</i>	Forming general pastors	1996–97	Residential	Greek	90 quarter hours + 12 Greek + vicarage
Colloquy <i>First VP Office</i>	For pastors trained outside of the LCMS and 10-year Licensed Lay Deacons	1847	NA	NA	NA
Ethnic Immigrant Institute of Theology (EIIT) <i>CSL</i>	First-generation ethnic pastor for ethnic ministry, where traditional grad unable/unlikely to go	2003–04	Distance education	None	16 courses; 48 quarter hours
Center for Hispanic Studies (CHS) <i>CSL</i>	General Hispanic pastor; for mission and ministry where Spanish language predominates	1987	Distance ed with on-campus residential intensives	None	18 courses; 54 quarter hours
Specific Ministry Pastor (SMP) <i>Both Seminaries</i> SPM/ESE – Español/English (CTSFW)	Specific Ministry Pastor for specific ministry contexts, not where general pastor can be placed	2008–09	Distance ed with on-campus residential intensives	None, but Greek req. for the SMP AR continuation track	16 courses; 48 quarter hours
Cross-Cultural Ministry Center (CMC) <i>CSL/Irvine</i>	New, sustainable, urban, cross-cultural church planter	1995	Hybrid (face-to-face and video conf)	Greek	27 courses; 109.5 quarter hours + 6 Greek + vicarage

# These are our seminaries

CONCORDIA SEMINARY,  
St. Louis (CSL)

1839

CONCORDIA THEOLOGICAL SEMINARY,  
Fort Wayne (CTSFW), Ind.

1844

BEGINNINGS

LEADERSHIP

Walther (Saxons)

Founders/First President

Wyneken, Loehe, Sihler

Rev. Dr. Dale Meyer

Current President

Rev. Dr. Lawrence Rast Jr.

Rev. Todd Peperkorn

Board of Regents Chairman

Dr. Leo Mackay Jr.

Rev. Dr. Douglas Rutt

Provost (CSL)/  
Academic Dean (CTSFW)

Rev. Dr. Charles Gieschen

STUDENTS

193

Master of Divinity Enrollment

158

44

New M.Div. Students  
in Fall 2018

41

14

Alternate Route, Residential

10

93 + 14

SMP (plus CSL SMP-GPC,  
CTSFW SEM-EsE)

15 + 1

24

EIIT

N/A

199

Graduate

105

Minnesota South, Northern  
Illinois, Northwest, Eastern,  
Nebraska, Ohio

Top six LCMS home districts

Southeastern, Indiana, Northern  
Illinois, Minnesota South,  
Nebraska, Texas

25.7

Average Age at Registration

29.9

26

Former CUS students

16



## Seminary relationship to the Synod

- Concordia Seminary, St. Louis, and Concordia Theological Seminary, Fort Wayne, are both “agencies of Synod.” This means that the Synod in convention has caused or authorized the seminaries to be formed to further the Synod’s objectives (Synod Bylaw 1.2.1).
- The Pastoral Formation Committee shall be responsible for ensuring that the Synod’s objective of training pastors is fulfilled consistently (Bylaw 3.10.4).
- Each seminary of the Synod, with its president and faculty, shall be governed by a board of regents, subject to general policies set by the Synod (Bylaw 3.10.5).



## Staying in shape

Check out summer 2019 continuing-education opportunities for pastors by visiting [ctsfw.edu/ctsfw-events/continuing-education](https://ctsfw.edu/ctsfw-events/continuing-education) and [csl.edu/resources/continuing-education/summer-workshop-series](https://csl.edu/resources/continuing-education/summer-workshop-series).



# How you support our seminaries through the Synod\*

The following data, updated Jan. 11, 2019, shows funds disbursed from the Synod to its seminaries during the past five fiscal years. (The LCMS fiscal year runs July 1–June 30. Blue rows indicate Concordia Seminary, St. Louis. Yellow rows indicate Concordia Theological Seminary, Fort Wayne, Ind.)

FY14	FY15	FY16	FY17	FY18
<b>SYNOD SUBSIDIES: YOUR WORSHIP OFFERINGS</b>				
Undesignated Synod funds provided for undesignated seminary operations.				
\$368,542	\$326,504	\$326,504	\$326,504	\$326,504
\$275,182	\$267,223	\$267,223	\$267,223	\$267,223

<b>YOUR GIFTS VIA THE LCMS JOINT SEMINARY FUND**</b>				
Designated Synod funds raised by LCMS Mission Advancement for undesignated seminary operations.				
\$932,985	\$945,273	\$930,163	\$1,008,944	\$1,210,591
\$736,040	\$628,787	\$750,349	\$807,337	\$956,985

<b>YOUR SEMINARY-SPECIFIC DONATIONS</b>				
Designated Synod funds raised by LCMS Mission Advancement from individual donors who restrict the use of their gifts to either or both of the seminaries for undesignated or designated seminary operations.				
\$60,339	\$131,325	\$52,430	\$36,862	\$28,067
\$143,175	\$131,400	\$147,214	\$187,548	\$123,854

<b>YOUR SUPPORT OF THE GLOBAL SEMINARY INITIATIVE</b>				
Designated Synod funds raised and restricted grants secured by LCMS Mission Advancement as Synod’s contribution to the GSI, a program which provides (1) graduate-level scholarships to international students studying at either of the Synod’s seminaries or (2) financial resources for sending seminary faculty members overseas for temporary teaching assignments.				
\$200,000	\$200,000	\$200,000	Program change	\$149,259
\$200,000	\$200,000	\$200,000	Program change	\$149,259

<b>FORWARD IN REMEMBRANCE</b>				
Designated Synod funds raised in a major, focused fundraising campaign in support of international students studying at either of the Synod’s seminaries (the fundraising campaign ended in 2015, but the accumulated contributions earn investment income which is disbursed to the seminaries).				
NA	\$40,036	} FIR ended	\$0	FIR earnings \$67,859
NA	\$59,963	\$38,052	\$0	\$67,859

<b>INTERNATIONAL STUDENT SUPPORT</b>				
Designated Synod funds raised in a precursor initiative to the GSI program.				
\$178,233	} Model shift	NA	NA	NA
	NA			
\$178,233	NA	NA	NA	NA

<b>YOUR GIFTS FOR SEMINARY SCHOLARSHIPS/STUDENT AID</b>				
Designated Synod funds disbursed in support of various scholarships, paid out of restricted funds and endowments controlled by the Synod.				
\$116,464	\$203,674	\$175,693	\$115,908	\$116,292
\$94,804	\$281,181	\$102,782	\$197,771	\$144,575

<b>EIIT SOUTHEASTERN DISTRICT</b>				
Designated Synod funds disbursed in support of LCMS Southeastern District students enrolled in the seminary’s Ethnic Immigrant Institute of Theology.				
NA	\$119,669	NA	NA	NA

<b>SPECIAL GRANTS</b>				
Undesignated Synod funds provided in support of “one off” purposes and initiatives (varies by year).				
\$0	\$3,750	\$3,756	\$3,750	\$3,750
NA	\$10,200	\$3,756	\$3,750	\$3,750



### What *else* might you do?

Are you a parent or grandparent of a young boy, or the pastor of a male member of a congregation?

- Get to know this young man. Care for him. Nurture him in his faith.
- Say to him, “I think you should consider being a pastor.”
- Pray for him. Support him in his education. Encourage him.

FY14	FY15	FY16	FY17	FY18
<b>YOUR MERCY/HUMAN CARE GIFTS VIA GRANTS</b>				
Designated Synod funds provided for deaconess studies and projects.				
NA	\$75,000	NA	NA	NA
NA	\$75,000	NA	NA	NA

<b>OTHER DONOR-FUNDED GRANTS</b>				
All other grants disbursed from the Synod to seminaries — generally in support of special projects requested by the Synod.				
\$35,050	\$43,657	\$180,965	\$44,188	\$51,688
\$60,766	\$126,380	\$194,309	\$4,266	\$40,450

<b>FACULTY SERVICES</b>				
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).				
\$15,500	\$0	\$59,167	\$20,280	\$20,280
\$33,861	\$42,496	\$64,548	\$104,308	\$48,144

<b>SUBTOTAL</b>				
\$1,907,113	\$2,088,888	\$1,928,678	\$1,556,436	\$1,974,290
\$1,722,061	\$1,822,630	\$1,768,233	\$1,572,203	\$1,802,099
<b>TOTAL</b>				
<b>\$3,629,174</b>	<b>\$3,911,518</b>	<b>\$3,696,911</b>	<b>\$3,128,639</b>	<b>\$3,776,389</b>

\*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](https://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.