



## ADDITIONAL MINISTRY REPORTS

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Lay Deacon	2
Disaster Response (Hurricane Helene)	3
The Lutheran Foundation	7
Lutherans in Black Ministry	10
Peru Mission	13
Pals	16
Staffing and Facilities Taskforce	17
Resolutions Report	30

# LAY DEACON

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*Submitted by Rev. Lannon Martin*

"...therefore pray earnestly to the Lord of the harvest to send out laborers into his harvest." Mt. 9:38

Following the command and invitation of Jesus to pray for laborers, the SED has welcomed Lay Deacons to join Pastors, Deaconesses, DCEs, Teachers, and Lay Leaders in the harvest fields of our communities. Lay Deacon service in the Southeastern District is flourishing in terms of both numbers and activity. At the beginning of this triennium, challenges of purpose, direction, and utility threatened this promising program. Great effort and creativity from the Lay Deacon Advisory Board have strengthened the program and led to the expansion of faithful diaconal service throughout the mission field of our district.



"So what is a Lay Deacon?" This is the most common question that I hear as I talk to Lutherans throughout our region. The answer is that Lay Deacons are trained in theology and practice through a lens of outreach every step of the way. Congregational needs and individual gifts and interests collide to form green shoots of service in congregations and communities. In the Southeastern District, Lay Deacons under the supervision of the pastor, lead evangelism efforts and youth groups. They begin home Bible studies and chair building committees. They visit the sick and serve meals to the hungry. In an era of increased vacancy, Lay Deacons often are able to add a sense of stability to congregational leadership by walking alongside Vacancy Pastors.

The Lay Deacon Program has been able to successfully adapt to meet the needs of synodical resolutions, congregational culture, and pastoral feedback. Training involves academics in partnership with Concordia University Irvine, Mission Training Center, taught at an associate level. Coaching huddles form around SED-trained and certified coaches to offer framework and direction. Internship under the local pastor brings the tools from academics together with the focus on coaching and offering opportunities in both congregations and communities.

The future of the Lay Deacon Program is bright. Fall 2024 welcomed our first double cohort of new students, with a total of 28 students beginning their studies. Previously, Lay Deacon Program enrollment has averaged 12 new students each year. With current enrollment, the total roster of Lay Deacons in the SED will double by Spring 2026. Each time a new student enrolls, a congregation and community are blessed with heart and passion that will bring bold witness to the harvest fields of our congregations and communities.

# DISASTER RESPONSE (HURRICANE HELENE)

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*Submitted by Rev. Martin Schultheis*

We are thankful for the work of our SED Disaster Response Coordinator, Deaconess Sally Hiller, and our SED Disaster Response Team, Lutheran Servants for Christ, as well as Shepherd's Heart response team, St. Peter's (Conover), and all of the congregations/ministries in the affected area and those throughout our District and Synod, who have found ways to support these historic recovery efforts.

As of December 19, 2024, the district had received \$677,030.81 from over 700 donors, plus \$207,500 from LCMS Disaster Response, with another \$207,500 from LCMS-DR to be given to the SED in January 2025. Overall, the SED will coordinate well over \$1M to support the ministries and communities that have been affected by Hurricane Helene.

As of 12/19/24, the following expenditures have been made from these donations:

- \$37,304.71 was distributed in the initial response for food supplies, cleaning supplies, gift cards, an LSC Shower Trailer, storage units, travel, and more.

In partnership with the LCMS-DR grant money, the following was distributed:

- Trinity, Tryon - \$75,000 for foundation repair and relocation/reinforcement of riverbed and \$20,000 for church/community members in need;
- Mt. Pisgah, Hendersonville - \$30,000 for sanctuary repairs and congregational member support;
- Mountainside, Linville - \$150,000 for flood damage repair for sanctuary, parsonage, offices, and fellowship hall;
- Camp Linn Haven, Linville - \$250,000 for flood damage repair/reconstruction for cabins, kitchen, dining facility, and workshop/garage
- Lutheran Servants for Christ - \$140,000 for immediately needed disaster response equipment, including Bobcat MT 100, pickup truck, and dump trailer – all of which are presently being used for response efforts.

(Note: Emmanuel, Asheville received grant support directly through LCMS-DR. Additionally, LCMS-DR has given direct support for the initial phase of volunteer response teams from throughout the district and synod who have come to serve.)

As of February 2025, our next phase of funding will help support an on-site disaster response coordinator at Mountainside/Camp Linn Haven, provide continued support for volunteer response teams, support the construction of a non-public road bridge, and provide three new community grants. These new community grant recipients will be identified through our local pastors and congregations, in conjunction with Lutheran Servants for Christ, and provide funding for tree removal, reconstruction, or replacement of household/personal items.

# DISASTER RESPONSE (HURRICANE HELENE)

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*Submitted by Deaconess Sally Hiller*

District Disaster Response Coordinator (DDRC)

*Fear not, for I have redeemed you;  
I have called you by name, you are mine.  
When you pass through the **waters**, I will be with you;  
and through the **rivers**, they shall not overwhelm you;  
when you walk through **fire** you shall not be burned,  
and the flame shall not consume you. Isaiah 43: 1b-2*

A report in words does not begin to paint the journey of Disaster Response capacity and growth during this triennium. Setting goals to encourage and engage individuals, congregations, schools, and missions for service in times of disaster has been the focus of the District Disaster Response Team and Lutheran Servants for Christ (LSC). LSC is a Recognized Service Organization (RSO) of the LCMS created to better respond to the need to grow the District's ability to serve in times of Disaster.

During these past years, LSC has provided the leadership for training and response. Today, the LSC had developed tools for aiding in disaster that include two tractors with grappling hooks, a 10-bed mobile bunk unit, a mobile shower trailer, skid steer, mobile food trailer, truck, and several trailers to move equipment to sites. Ongoing training for learning how to use the equipment and maintaining it takes place. We are thankful that Jordan Lutheran (Apex, NC) opened their mission site to us to teach and practice the skills needed to be able to safely use these tools on a disaster site.

Yet, more than just equipment, LSC established goals that make the District better able to position people, ministries, and resources to serve at times when mercy and compassion are most needed.

During this triennium, the SED helped

- a homeowner who lost his garage, containing his work tools to a fire
- a pastor and his family whose house was flooded
- a retired LCMS teacher whose house was severely damaged by a fallen tree through the roof
- families who experienced downed trees and property damage in the 2022 Tornadoes in the Carolinas
- with response after the 2023 Hurricane Idahlia and Summer Storms
- Is supplying 2024 Hurricane Helene support in Tryon, Hendersonville, Asheville, Linville NC and in Seneca and Clyde SC

## MINISTRY REPORTS

### 2025 SED Convention

LSC sets numerous goals for equipping individuals. As of this report:

- 227 individuals have been trained as LERT volunteers through 24 classes throughout the District. Goal: 50 individuals.
- 31 circuit Visitors and District staff were trained last spring.
- 94 individuals have been trained in basic chainsaw operations. An Intermediate class is scheduled for May. Goal: 30
- The next Disaster Response Training Conference is being planned for January 2026. Our goal is to have 150 participants. (January 2024: 100 participants)

The Southeastern District's response to flooding, hurricanes, tornadoes, and fire continues to be supported through the Disaster Response Team and LSC. In addition, resources and funding for disaster response come through the generous people of the SED, as well as throughout the greater LCMS. We are thankful for the strong grant support from LCMS Disaster Response, Lutheran Servants for Christ (LSC), Mid-Atlantic Lutherans in Mission (MALIM), and the Lutheran Church Extension Fund (LCEF). We especially appreciate the work of our resident Comfort Dogs. Did you know that the SED is home to 7 dogs? On behalf of all who serve in recovery, restoring, rebuilding – thank you for your partnerships that extend hope and healing to the many whose lives have been impacted.

Moving forward, we are seeking to grow the number of ministries that are willing to serve as Volunteer Operation sites. Words of thankfulness cannot begin to express our appreciation for the members of Our Savior, Clyde SC, who, after a phone call and evening presentation, opened their doors to serve as a host site. Mt. Pisgah, Hendersonville, NC, is now known as the Lutheran Hotel of Hendersonville – their generosity at making space and food available has been received by many. St. Peter's, who offered to receive the gifts and treasures of so many who wanted to contribute. Without knowing the extent of the generosity of the people of God, they opened their doors. Emmanuel, Asheville, opened their parking lot to receive the community in need as they handed out food and household items by the carload and arranged to have mobile food kitchens on-site to assist with a community that had no running water or electricity for weeks (and months). Mountainside and Camp Linn Haven, with their retreat house spared from the flooding of the campsite site, have welcomed disaster volunteers from around the country. Each of these ministries has stepped into the unknown of serving in a time when God's grace and mercy were surely needed by the folks of their congregations and neighborhoods.

We do not stand alone in this work of serving in times of disasters. Gifts of support have come from throughout the LCMS. When in the midst of the Bridge Collapse, the contributions and responses included quilts from congregational quilting groups across the country, memorial crosses from Lutheran Church Charities (LCC), incredible support with Comfort Dog ministry led by Ric Durham, and food help from Orphan Grain Train, MD Branch who among other food items, prepared fresh-baked desserts for the sailors who were trapped /stuck in port until the waterway could be cleared.

## MINISTRY REPORTS

### 2025 SED Convention

Today, as we work in Hurricane Helene recovery, we have been supported by volunteers from 20 District and 7 Disaster RSOs, and DDRCs from 6 LCMS Districts. That does not begin to count the contributions that have arrived from all over the country and the many folks within our District who have given countless hours to help the larger SED family.

Disasters are never welcomed. They always interrupt, and they create hurt and uncertainty. The stories of shattered dreams and broken hearts are painful. And just when there appears to be no hope or help for recovery, the family of God steps up and shows just how loving and merciful and present God is. You are the family of God, responding to broken hearts and shattered dreams. You are the generous hearts that provide your time and resources. This work could not be done without your caring partnership. Thank you.

To continue to follow the work of SED Disaster Response and to learn of ways to help through needed items or volunteer deployments, [check out the SED Website here.](#)

## LCMS FOUNDATION

Submitted by Rev. John R. Denninger

In the opening words of the 2024 Annual Ministry Report of the LCMS Foundation, President David Fiedler said, “The mission of the LCMS Foundation is to care for and grow God’s gifts so that ministries flourish. We are blessed and grateful for this, but as important and impactful that may be to our Church, this year we are once again reminded that our work and efforts would amount to nothing without God’s guiding hand and the amazing gifts from His faithful people.”

President Fiedler went on to say that \$62.3 million was distributed to LCMS ministries in 2024 – that’s \$16 million more than any previous year in the Foundation’s 65-year ministry. “The amazing gifts from His faithful people” came about because these people were aware of the ministry of the LCMS Foundation and the specific ways it could benefit the Lord’s kingdom work and their own family.

The goal of this report is to ensure that each SED ministry is aware of the specific ways that the LCMS Foundation can support the mission and ministry of your congregation. Here are five facts every SED Convention Pastoral and Lay Delegate can share at their churches.

**Fact #1 – Did you know that a gift that created an estate plan will often be more than the total amount of offerings the individual/couple gave over their entire lives?** Our non-liquid assets (real estate, life insurance, retirement assets, etc.) are usually much greater than our liquid assets. For that reason, gifts planned in an estate plan are usually large.

When meeting with SED pastors, I ask them about their church’s experience in receiving gifts from the estates of members who have died. One pastor in Maryland said that after two decades of ministry in that congregation, there may have been one gift. That response is common among SED pastors.

**A record  
\$62.3 million  
was distributed to  
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Our 65-year history.**



What is puzzling is that in these same churches, there have been people who have been active, faithful stewards. Certainly, if they knew how to give a gift to ministry in their estate plans, they would certainly plan a gift for ministry.

When the LCMS Foundation works with congregations, people grow in their understanding of the significant way they can support the ministry of their congregation, the SED, and beyond.

## MINISTRY REPORTS

### 2025 SED Convention

**Fact #2 – From October 2022 until October 2024, SED people created gift expectancies of more than \$6 million.** By the time we meet in convention, we fully expect that number of expectancies to increase by \$2 million. Without the work of the LCMS Foundation in the SED, none of these gifts would exist.

Can you imagine what kind of expectancies your congregation's endowment could receive if your church began working with a Gift Planning Counselor this year?

**Fact #3 – The LCMS Foundation helps congregations develop long-range funding.** Did you know that when congregations establish an endowment, it gives their members a signal? It signals that this congregation is prepared to receive and steward large estate gifts. Gift planning is the way that congregation endowments experience significant growth.

A congregation that has been active in gift planning for decades can easily have an endowment of \$5 – \$15 million. Several of our SED congregations have endowments or investment accounts with the LCMS Foundation of \$1 – 3 million. A \$1 million endowment yields \$50,000 of income every year that the congregation can use to support their ministry and impact the mission around them. When people of the church see the way lives are impacted through these gifts, they want to also create a gift plan in their estate plan. People want their gifts to be meaningful. You don't have to have a large congregation to have this kind of endowment.

**Fact #4 – The LCMS Foundation and the SED have a partnership that provides an incredible gift to every ministry and every SED congregation member.** In other LCMS districts where there is not a partnership with the LCMS Foundation, the congregation will sign an agreement for \$5,500 – \$11,500 per year for the service of a Gift Planning Counselor. Due to the SED partnership with the LCMS Foundation, every congregation can have access to the Gift Planner for \$0. There is no cost for SED congregations. There is no cost to any member of an SED congregation to have a gift plan created and implemented. This is an incredible gift to all our ministries from the SED.

In thankfulness, please remember to include the SED in your gift plans. Please share your thankfulness with President Harmon, the SED Staff, and the Board of Directors. This is a strategic partnership that will bless the SED for years into the future.

**Fact #5 – You probably know the LCMS Foundation Gift Planning Counselor in the SED**

The Gift Planning Counselor working in the SED might look familiar to many of you. In Fall 2022, the SED President Emeritus, the Rev. Dr. John R. Denninger, was installed as the Gift Planning Counselor for the Southeastern District. His retirement from full-time ministry lasted about ten days before he began his training as a Gift Planning Counselor in September 2022.

The Southeastern District has had full and part-time Gift Planning Counselors over the decades. You will remember names like Robert Wirth, John Haas, Richard Cox, and Robert Schultze.



## MINISTRY REPORTS

2025 SED Convention



Since his installation, Pastor John has enjoyed crisscrossing the SED, much in the same way he did as District President. He makes presentations at Circuit Pastor Winkels, in congregations, and meeting people in their homes to help them with their gift plans. He and Connie are very thankful to the SED and the LCMS Foundation for this specialized ministry opportunity in this season of life.

The Rev. John R. Denninger  
SED President Emeritus  
LCMS Foundation Gift Planning Counselor  
[John.Denninger@LFND.org](mailto:John.Denninger@LFND.org)

# LUTHERANS IN BLACK MINISTRY

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Submitted by The Black Ministry Think Tank

## The 2025 State Of Black Ministry January 2025

The Black Ministry Think Tank (BMTT) is a group of committed and experienced lay and clergy leaders in Black/African Immigrant ministry who meet regularly, on their own time, to develop strategies for strengthening the ministry among people of color in the LCMS. Below is a report on our concerns and actions during the fourth quarter of 2024.

*BLACK MINISTRY is our response to the recognition that the LCMS continues to be a 96% White church body despite the demographics of our nation and world. BLACK MINISTRY is the earnest and historical efforts of a persistent minority of voices challenging the LCMS to be more wholistic in embracing its mission. We recognize that BLACK MNISTRY will not happen without a deliberate, intentional effort. BLACK MINISTRY is not exclusive or divisive but rather a sorely needed emphasis to unite and equip God's church to grow!*

## It's Convocation Time!!

Black ministry convocations have been important milestones in the LCMS ministry since 1978. In 1993, the then Board for Black Ministry Services made another critical advance. In response to our growing recognition of the need to be more deliberate in keeping our youth actively engaged in ministry, The Black Ministry Convocation became The Black Ministry FAMILY Convocation! And that's what is scheduled to take place from WEDNESDAY, JULY 7TH through FRIDAY, JULY 9TH in DALLAS, TEXAS. St. Paul Lutheran Church, pastored by Rev. Byron Williams, is eagerly preparing to host the 2025 BLACK MINISTRY FAMILY CONVOCATION!

### Black ministry convocations are an enjoyable opportunity to:

- Discover there are MORE Black Lutherans all over the country!!
- Discover there are Lutherans all over the country who are addressing some of the same unique challenges of sharing the gospel in communities where Lutheranism is viewed as "White", "Catholic," or just unappealingly different.
- Meet Lutherans from the Motherland (Africa), where the Lutheran church is growing! And to meet Lutherans of color from other countries!
- Learn about organizational or policy changes in our church body and their potential impact on Black ministry. It's also a valuable opportunity to learn of agencies within our church body that we need to support and/or which can lend us support.
- Share our concerns as well as our triumphs with fellow laborers in the harvest!

## MINISTRY REPORTS

2025 SED Convention

### In short, The Black Ministry Family Convocation is a valuable opportunity!

Since the retirement of Rev. Dr. Roosevelt Gray in April 2024, after 10 years of service as LCMS Director of Black Ministry, there is no distinct Black ministry office. Thankfully, the LCMS Black Clergy Caucus has stepped up to the plate to plan and oversee the development of this year's convocation.

The Convocation theme is "**Empowering and Advancing The Next Generation**" with special emphasis on five aspects of ministry: *communication, ownership, recruitment, revitalization, and ministry focus*. There will be a dedicated agenda just for youth and young adults.

The "early bird" registration fee for adults is \$150 and \$65 for youth/young adults (ages 23 and under). There will also be a \$35 per person charge for attending the celebratory banquet on the final evening of the convocation. Registration fees and banquet charges are scheduled to increase after January 16th. After that deadline, adult registrations will be \$175, youth/young adult registrations will be \$70, and the charge for the banquet will be \$45 per person.

In order for all who are interested in attending the Convocation to check out the planned agenda, the Convocation planners have committed to making the Convocation agenda available prior to the early bird registration deadline. We will be emailing that out to you as soon as we get it! If that agenda is not available for review prior to January 16th, the early bird deadline will be appropriately adjusted. But for those who already plan to attend the Convocation, the registration form is currently available. If you have not received one, please reply to this email, and we'll send you the form. In the meantime, put the Convocation dates on your calendar and stay tuned for more information!

### Introducing...The All Nations Council!

With the retirement of LCMS Director of Black Ministry, Rev. Roosevelt Gray, and the elimination of his position from Synod's structure, Black ministry is now included under All Nations Ministry, a department of the Office of National Missions. Rev. Stephen Heimer, who serves as the manager of this new ministry arena, has established the All Nations Council. The Council is made up of LCMS leaders, lay and clergy, of all races and ethnicities. It convened for the first time on November 19th. We look forward to reports from the All Nations Council.

### Have You Updated Your Listing In The Church Locator?

The online LCMS church locator has been updated. Largely due to requests from congregations in Black ministry, "Black/African American" has been added as a ministry type in the directory and further highlights ethnic diversity within the LCMS. This option has been available for several months; but thus far, only FIVE congregations have updated their listings! From all reports, the slow response has been a problem of oversight; so we again want to remind and encourage you:

## MINISTRY REPORTS

2025 SED Convention

### Update Your Congregation's Listing!

The process is very simple:

1. Log on to the LISN website at <https://lc.lcms.org> (For congregations that may not remember their LISN username and/or password, assistance is available by contacting the LCMS Office of Rosters, Statistics, and Research Services at (314) 996-1366 or by e-mail at [LCMS.RSRS@lcms.org](mailto:LCMS.RSRS@lcms.org) for assistance.)
2. Select Congregation Profile
3. Select Visit Section
4. In the middle section, click Ministries, then select Human Care.
5. Check the box next to "Black/African American" to add it.
6. Click the "X" to return to the profile main page. (It will automatically save your changes.)

**We look forward to seeing your congregation in that listing.**

### The Case For The Letter "B"

We shared in our July and October reports the importance of using an uppercase "B" when using the term Black as the name of a race of people in printed media. And we continue to promote and publicize that issue with congregations, circuit and districts. We are pleased to share that two districts—the Southeastern and Southern districts--have committed to operate with that policy in their printed and online material. And we encourage YOU to recommend that practice at your congregational meetings, circuit gatherings and with any other LCMS agencies in which you participate. It's a small effort that can make a big difference in offering much needed reinforcement of the truth that Black folks were created in the image of God too! To Him be the glory!

### The Think Tank Still Seeking To Expand

An effective think tank needs a representative spectrum of viewpoints. The Black Ministry Think Tank is currently a team of 12 people: 6 pastors and 6 lay women coming from 7 of our 35 districts (Southern, Southeastern, Missouri, Indiana, Rocky Mountain, Minnesota-South and Pacific Southwest). We are eager to welcome lay males, members from the African immigrant community, Whites, and youth leaders—especially people from districts beyond those currently represented. If you might be interested in serving on the Think Tank or want to recommend a potentially good candidate, PLEASE contact us at [blackministrythinktank@gmail.com](mailto:blackministrythinktank@gmail.com) and we'll get back to you promptly.

### ***Blessed New Year!***

*With you in His service,*

#### **The Black Ministry Think Tank**

Rev. Donald Anthony	Mrs. Lucinda Mosley
Mrs. Cheri Laurent Blair	Rev. McNair Ramsey
Rev. Delwyn Campbell	Ms. Nikki Rochester
Mrs. Shirley Jackson	Rev. Douglas Shamburger
Rev. Cleveland Lewis	Mrs. Mary Wise
Mrs. Aisha Lewis-Scott	Rev. Perry McCullum, BCC Liaison

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Immeasurable Hope

2025 Southeastern District Convention

# PERU MISSION

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*Submitted by Rev. Michel Merker*

The Southeastern District in the Convention voted to support an international mission. Working in conjunction with the Office of International Mission, the mission in Peru was chosen. The Southeastern District and the North Wisconsin District are key contributors to the mission work taking place in Peru.

As part of our work with the mission, twice a year, a “Foro” or meeting of collaborators and contributors is held in Lima, Peru. Mr. Ron Bostick faithfully served as the SED President’s representative at the Foro. In 2024, he retired from that position, and President Harmon appointed Pastor Michel Merker, Jordan Lutheran in Apex, North Carolina, to serve.



Mr. Ron Bostick attended the Foro in 2022. President Harmon and Mr. Bostick attended in 2023. Pasto Michael Merker attended in 2024. Below are excerpts from Pastor Merker’s recent visit:

### **Visit: October 17-21, 2024**

There were three days of meetings during my time in Lima, Peru, which included reports from Rev. Ted Krey the Regional Director of Latin America, Rev. James Sharp (based in Uruguay and provides oversight to many countries in South America as well as Rev. Rafael Milagres (main pastor serving Peru mission) and Ms. Yepci Santana who runs the Castillo Fuerte project.

Rev. Krey began our time with an overview of the vision for Latin America. Our goal is not to create independent churches. Rather, we seek interdependence as we look to the head, who is Christ. The Gospel is spread (Word out), Lutheran Churches are planted (Gather in – Word, Sacrament, Discipleship), and we show mercy to a world of need.

The single greatest indicator of the success of mission efforts is the speed with which a mission can raise up, train, and ordain local leaders for the church. They increase (local leaders) so that I may decrease (the missionary).

## MINISTRY REPORTS

### 2025 SED Convention

#### Overview

The entire mission has experienced challenges in turnover due to personnel as well as visa issues pertaining to some clergy who had been sought out to serve in the Peru mission. Pastor Milagres from Brazil (most recently served just under 3 years in Guatemala) is the main pastor in Peru, and Rev. Krey and Rev. Sharp are pleased with his work and efforts. Pastor Rafael is helping to build up a strong congregational community across the three different mission outposts. While Pastor Rafael preaches at two places each weekend, Pastor Abraham (colloquy from Norwegian Synod), who is retired, covers the other mission site with preaching when Pastor Milagres is away. Pastor Milagres is running confirmation online for three young women since they all live in different parts of the city. There is also an active youth group which met while we were in the country and had about six youth in attendance with several adults supporting the event as well as the pastor.

The mission recently opened a new location at one of their three mission sites, which is a better location where there is now street traffic to the mission. The former location did not get any foot traffic.

The present mission house in the San Borjas home is not the ideal location long term for the Peru mission. There is a desire to find a new site in the neighborhood that would make for a better worship location and provide better facilities for mission teams. At present, while there is no permanent LCMS presence in Peru, the ability to host short-term teams is limited only to Foro partners. The long-term goal is to place an LCMS person in the country.

#### **Castillo Fuerte**

Ms. Yepci Santana and many others who came from the challenges in Venezuela have found life in Peru both rewarding and difficult as there are many tensions in Peru due to the influx of a criminal element from Venezuela.

In recent months, the Castillo Fuerte project, which serves as a school for children in the textile section of Lima, has provided education, catechesis, and healthy food for the children of those who work in the textile area. Ms. Yepci Santana became the director this year. Since Yepci has taken over the school, the number of children has doubled. Yepci's mother leads a childcare center in Venezuela, and Yepci is very well-trained theologically. The mission is richly blessed to have her talents and abilities. Due to the increased number of children, there has been a need to expand the food budget at Castillo Fuerte.

The music teacher in the school did a fantastic job of working with the children as the children shared music with those in attendance for the Foro as well as participating in the Saturday evening worship service.

The Castillo Fuerte efforts are focused on the children and seek to make connections to the parents through their children. I spoke with one young mother who was deeply touched by the care her children receive as she is a single mother who is not able to provide everything for her children, and this program fills in the gap in what she is able to provide.

## MINISTRY REPORTS

2025 SED Convention

### Deaconess Program

Women in Peru are heavily involved in the deaconess program as they seek to be supportive of the role of the local pastor. Many women will graduate from the deaconess program the same weekend as the next planned Foro (Friday, May 2- Sunday, May 4, 2025). The goal of the program is to create more theologically trained congregants who are able to help draw people into catechesis and the preaching and teaching of the Word. The congregations do not view their education as seeking a job; rather, it is an expansion of their vocational calling to live out the life of being a disciple of Christ.

During the worship service at Castillo Fuerte, the women gave a formal presentation about the role of a deaconess. This was a requirement as part of their theological studies to give a presentation to their local congregation so people understand what a deaconess is when they will have trained deaconesses next year in May.



### Short-Term Mission Trips

SED congregations are encouraged to consider taking part in short-term mission trips in Peru and supporting the mission efforts in Peru through your prayers and recurring donations. For more information, please speak with Pastor Merker, Mr. Bostick, or President Harmon.

## MINISTRY REPORTS

2025 SED Convention

### PALS

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*Submitted by Rev. Bill Beyer*

In the fall of 2024, the SED re-engaged with the Synod's Post-Seminary Applied Learning and Support (PALS) ministry. PALS regularly brings together groups of recent seminary graduates and their wives throughout the first three years of their ministries. In these meetings, participants worship, study, and discuss new ministry experiences with an experienced pastor and his wife.



Pastor Bill and Sue Beyer agreed to serve as the SED coordinators for PALS, and they had their first 2-day retreat in October 2024 at the Wintergreen Resort in Wintergreen, Virginia. Joining Bill & Sue at their first meeting were Pastor Matt & Natalie Doeblor, Pastor Sam & DCE Rachel Hoag (son Micah), Pastor Dakota Monday, and Pastor Ethan & Lauren Stoppenhagen (daughter Josie). We did several "ice breakers" to get to know each other and agreed that our PALS meetings would be a place for us to discuss anything about ministry, to pray for each other, and to support each other.

We studied Matthew 19:26 and Philippians 4:13 and discussed the vision we believed God had for each of us in our ministry settings. We shared some specifics about our ministry settings, how wives were involved in each congregation, how we support our spouses and families in ministry, our vision for ministry, and what we believed God wanted us to do in our ministries.

We also took time to meet in separate groups, with Bill leading a discussion with only the pastors and Sue leading a discussion with just the wives. The pastors discussed the value of establishing relationships with other pastors in your circuit, the role of the district president, what it means when church members leave, knowing your community, social media, and conducting weddings and funerals. The wives did a survey to discuss the joys and challenges of raising children in the church, how best to support your husband, and how to handle criticism.

The group ate their meals together, which allowed for more conversations about the joys and challenges of ministry, financial stewardship, and what we learned on vicarage. The group plans to meet about 3 times each year in different settings throughout the Southeastern District. Continuing Education Units (CEUs) are awarded to each participant for faithful participation in PALS meetings.



# STAFFING AND FACILITIES TASKFORCE

Submitted by Mr. Joe Carlin

## Directive from Convention

<p>5/13/2022 9:49:33 AM</p> <p>218 votes were cast 110 votes constituted the required majority</p> <p>Distribution of votes:</p> <table border="1" data-bbox="89 972 505 1062"> <tr> <td>Yes:</td> <td>186</td> <td>85.32 %</td> </tr> <tr> <td>No:</td> <td>32</td> <td>14.68 %</td> </tr> </table> <p>Required majority reached</p>	Yes:	186	85.32 %	No:	32	14.68 %	<p>RESOLVED, That the SED President appoint a task force to conduct a study of district staffing and facility needs in order to promote the vision of the SED and support and empower congregations, schools and other ministries; and be it further</p> <p>RESOLVED, That the SED President present the SED Board of Directors with its findings before the next SED Convention; and be it finally</p> <p>RESOLVED, That the SED President present findings of the report and any action taken from the report to the next convention.</p>
Yes:	186	85.32 %					
No:	32	14.68 %					

## Task Force Members

<p><b>Joe Carlin</b> (Central Region, Task Force Chair, Lay member, retired corporate executive)</p> <p><b>John G. Brunner</b> (Southern Region, Ordained member, President Emeritus Eastern District LCMS and Pastor Emeritus Resurrection Lutheran Church, Franklin, NC)</p> <p><b>Steve David</b> (Central Region, Lay member, VP Supply Chain Ferguson Enterprises retired)</p> <p><b>Brent Johnson</b> (Northern Region, Lay member, Headmaster Concordia Preparatory School Towson, MD)</p>	<p><b>Karen Robertson-Keck</b> (Northern Region, Lay member, Vice President and Chief Human Resources Officer Sheppard Pratt)</p> <p><b>Karen Suter</b> (Southern Region, Commissioned member, Congregational Deaconess Grace Lutheran Church, Summerville, SC)</p> <p><b>Paul Wockenfuss</b> (Northern Region, Lay member, President of Wockenfuss Candy Co, Inc, member of St. John's, Glen Arm, MD)</p>
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# MINISTRY REPORTS

## 2025 SED Convention

### Introduction

In response to the directive of the 2022 SED convention, the Staffing and Facilities Task Force was stood up to address these identified items. The members comprising the taskforce were diverse geographically across the SED, age, gender, ministry status, and expertise. This Task Force conducted its work within three subcommittees: Staffing, Facilities, and Presidential Tenure and additional roles. The group's findings are organized into sections according to these subcommittees. Each section consists of an overview, discussion, and recommendations based on the findings of the Task Force.

The Task Force was formed and began its work in the early fall of 2022 and completed its work in early summer 2023. During this time, the Task Force primarily operated remotely with approximately monthly Zoom coordination meetings and individual/subteam work between meetings. The group did meet in person at the SED facility to kick off the effort, define the objectives, process and plan, tour the facility, talk to local staff, and better understand the SED operations process and needs.

The results and recommendations included in this report are dependent on the ever-changing context and time in which the issues are analyzed. As such, any future reliance on the results of this report should confirm that the underlying factors have not changed in resulting in different outcomes.

The Task Force would like to acknowledge and thank all those whose support was critical to our ability to accomplish the objectives. In particular, the support of the SED staff and Mr. Matt Messier of Foundry Commercial were noteworthy.

### Staffing Subcommittee

#### Overview

An in-person tour of the current SED building, including meeting staff and seeing the work area, was conducted in October of 2022 for the Task Force to understand the current state and future vision of district staffing. Examples of workflow were described. Document review included: job descriptions, organizational charts, and biographies of District Executives. Discussions with the new District President and the Executive Director for Congregational Services and District Operations about work, work processes, roles, and the future vision were undertaken.

#### Discussion

The Task Force considered a list of questions regarding deployed work, number of staff, and utilization of staff. These items are addressed topically in the paragraphs that follow.

The presence of hardcopy files in the current SED office requires on-site access, and thus creates a need to be present in the building that digitized files would not. It is noted that the amount of manual back-office work

## MINISTRY REPORTS

### 2025 SED Convention

requires current staff to spend labor that could be directed to more valuable efforts should fully automated work processes and digitized records be enacted. We recommend the automation of processes and the digitization of paper records to facilitate access by all staff.

The development of effective deployed work is role-based and balanced by the necessity to spend time together. Determining the amount of time deployed balanced with the frequency with which the team needs to be together in person is part of this work. Being tethered to manual processes and the location of hardcopy records is currently a constraint to optimizing the deployment of some roles. The priority should be to utilize more deployed staff. For example, the President has transitioned his role to deployed.

Vice Presidents and Circuit Visitors can be better utilized to assist the District President. Circuit Visitors and Vice Presidents are the District in the areas where they live. They are elected by the District to serve and to represent the District President. The Circuit Visitors and the Vice Presidents can be used in working with congregations in vacancy, as the first line of communication for renewal, and to assist in dispute resolution and other “crisis” management. This creates a stronger system of support for the church and the workers: Circuit Visitors, Vice Presidents, Deployed Executive Staff, and District President all working together to support and serve.

If the District office considers or undergoes relocation, a reassessment of the number and qualifications of staff needed, as well as a reassessment of which roles require in-person presence and which roles can be performed remotely or hybrid, will be undertaken.

The President is the CEO and is accountable to the Board through approved organizational policies to ensure the mission, vision, and targets of the District are met. The President assembles the team he needs within the boundaries of the budget to do this.

The vision President Harmon put forth following a realistic assessment of the current state, specifically organized around Witness, Wellness, and Renewal, is supported completely by the Task Force. Full-time work may be accomplished by either a full-time employee or part-time employees who, in combination, add up to full-time effort.

### **Staffing Recommendations**

The Task Force unanimously endorses President Harmon’s proposal for updating existing roles to meet current needs. The committee endorses the District President role as the appropriate place for staffing decisions to be made.

Much of the District President’s role, particularly around mission, vision, and strategy, cannot be delegated to subordinates.

The legacy Facilitator roles are overwhelmingly crisis management positions. President Harmon’s vision to convert these roles to proactive support and nourishing to prevent crises is endorsed by the Task Force.

## MINISTRY REPORTS

### 2025 SED Convention

Any specific recommendations in this document are point-in-time references. The pace of change and the need to re-prioritize in the moment are realities of the work, and nothing in our recommendations is intended to restrict the ability of the President to pivot to meet the needs of the changing present or future. This Task Force encourages a regular and frequent review of these matters to be able to provide support to the President and the employees of the SED as they carry out their mission-based work.

Notes to the Staffing Recommendations:

The Task Force volunteers to stay connected with one another and President Harmon for touchpoints along the three-year horizon—to function as a support at the President’s discretion. Designated individuals will be available to have periodic check-ins with President Harmon to provide support as he navigates the upcoming three years.

This report notes the rapid pace of change, and to meet changing needs timely requires latitude be given to the President to change/adapt staffing as needs dictate. Any recommendations made in 2022/early 2023 may no longer be appropriate by the time of the convention.

## Facilities Subcommittee

### Overview

The current district office is located at 6315 Grovedale Dr, Alexandria, VA 22310. The property is a ~5,000 SF brick building consisting of two floors of approximately 2,500 SF each. The land size is just under half an acre and has 24 paved parking spaces. In 2021, the building had an assessed property value of \$630,430. The building is wholly owned by the District and has no outstanding mortgage. Annual operating expenses for the District Office are approximately \$100,000 per year to include maintenance, utilities, and IT expenses. 14 associates utilize the building for an office with half using it on a dedicated basis and the other half using it as a deployment location.

### Discussion

The Task Force believes that the mission and vision of the SED should dictate real estate needs and therefore seeks to evaluate whether the physical building and location are critical to the mission and vision of the District.

This is an administrative building. It provides space for the physical file processing and retention critical to the operation of the District. It also serves as a central hub for communication with the District at large. It has limited meeting space. Larger gatherings are held at area churches that have adequate space.

## MINISTRY REPORTS

### 2025 SED Convention

The location is central to the population center of the SED but not geographically central to the District. Three of the seven associates using the building on a dedicated basis are dependent on a physical location to perform their tasks.

Upon investigation, the Task Force does not conclude that this location is critical to the mission and vision of the SED.

### Options

The Task Force considered 3 options regarding the location of the District Office.

**Option 1** – Continue to use the current building as the District Office.

This is the least disruptive option to current operations and staff. The building is underutilized, providing for more than 500 SF per associate using the building on a dedicated basis where industry norms for this type of office space are approximately 150 SF per associate. The annual operating cost of the building does not include any mortgage or rent expenses.

During our work as a Task Force, a tenant was identified to rent the top floor of the building which would provide \$30,000 in annual rental income on a 3-year lease. This would significantly reduce the annual operating expense of the building to \$70,000 per year. It should be noted that entering a lease arrangement with a tenant would eliminate the option of selling the building until the lease could be terminated.

**Option 2** – Sell the building and relocate the District Office.

This option would free up the value of the building to support other options to advance the mission and vision of the District. The value of the building is in a range of \$1,000,000 to \$1,200,000. The method for valuation of the property is outlined below.

The Task Force considered several factors regarding the option of selling the current building and relocating the District Office:

- Where the SED office should be located:
  - Consideration was given to whether there is a geographic location within the borders of the District that would be more advantageous to further the mission and vision of the SED than the current location. The Task Force determines that geographic location is not critical to the mission and vision.
  
- What the cost of a new location would be:

## MINISTRY REPORTS

### 2025 SED Convention

- A city that can facilitate air travel to and from the SED is desirable. The metropolitan areas of Washington DC, Richmond, VA, Raleigh, NC, Charlotte, NC, Baltimore, MD, Norfolk, VA, Greensboro, NC, and others all meet this criterion. The Task Force finds that the cost of office space in any of these major cities within the region would be comparable.
  - Class B/Class C commercial office buildings in any of the cities listed above would range from \$17.50 to \$23.50 per SF. Based on 1200 SF to 2000 SF, the rental cost of a new location would be in a range of \$25,000 to \$41,000 per year. This would be incremental to the \$100,000 current annual operating cost.
  - One time relocation costs of the existing operation of moving expenses and set up current operations to include IT up set are also incremental to this option.
- The impact on current staff:
    - Recalibration of current staffing requirements is considered in another section of the Task Force report.
    - At a minimum, costs for recruitment and training of new office staff would be incurred. Severance costs for existing associates may also be incurred.

**Option 3** – Sell the building and eliminate a physical location for the District Office.

This option would also free up the value of the building to support other options to advance the mission and vision of the SED. Additionally, this option would reduce the cost of annual operations significantly.

The lessons learned from the COVID pandemic have taught us that eliminating the physical location and continuing the work of the SED District Office is possible. However, there is still a requirement for physical storage and processing of files. Provisions also need to be made for remote work for all associates.

### Valuation of Property

The Task Force engaged Mr. Matt Messier of Foundry Commercial to help value the property. Based out of Orlando, FL, Foundry Commercial is a traditional real estate services and property management company. Mr. Messier was recommended to the Task Force because he specializes in helping religious organizations with decisions regarding maximizing real estate assets toward fulfilling their mission and vision for ministries. Mr. Messier supported the sale of the Concordia College Bronxville, NY property.

Mr. Messier provided a Broker Price Opinion for the property at 6315 Grovedale Dr. The BPO is based on his research of commercial real estate market in Alexandria, VA. This included an onsite visit by two of his colleagues based in Northern Virginia.

## MINISTRY REPORTS

### 2025 SED Convention

The BPO is included in this report. It should be noted that the report overestimated the SF of the building at ~6000 SF. The building is just under 5000 SF. With this correction, Mr. Messier summarized the value as follows:

When we measured it from the air, it came close to 3,000SF and then doubled it since it is 2 stories. The assessor's office has it as 4,992 SF but they are sometimes wrong. Thus, if we said that the building was 5,000 SF (rounding up from what the county) has, the pricing would be affected.

We would change the **price range to \$925,000 to \$1,150,000 and ask \$1,275,000.**

In tandem to Foundry's evaluation, Mr. Josh Simon of the commercial real estate services group Lee and Associates in Washington DC was contacted about the value of the property. Mr. Simon had represented a developer who offered an unsolicited bid for the building and property in 2021. The developer is interested in obtaining the land to expand an existing town house project.

Mr. Simon presented a new offer for the property in February 2023 for **\$1,050,000.**

Based on these two independent evaluations of the property, the value of the property is within the range of **\$1,000,000 to \$1,200,000.**

### Facilities Recommendations

The Task Force agrees that all three of the options considered in this report are viable.

Option 1 is the least disruptive to current operations. The cost of Option 1 is known and the potential income from a tenant reduces operating costs by \$30,000 per year. There are also no expenses incurred for displacement, recruitment, and training of the staff.

Option 2 presents the District with a significant opportunity to use the value of the property to further the mission and vision of the SED. What is not known is: where the office could relocate, what the cost of relocation and occupancy of a new property would be or what the cost of impact to operations, displacement, recruitment, and training of staff.

Option 3 represents the same opportunity for the SED as Option 2. There will be some costs to move from a physical office to a virtual office. If this option is pursued, a separate analysis of the business processes that represent the work of the SED office should be conducted.

### Presidential Tenure Subcommittee

#### Overview

With regard to the current tenure of the District President, the Southeastern District LC-MS Bylaws state that “The regular term of office for all Officers and Directors of the District shall be three-years. Tenure is limited to three full consecutive terms of three years in any given office (Article IV, 3).” Regarding the District President’s ability to serve in another call while serving in the office of President, the SED Bylaws also state that “The President shall be a full-time, salaried official of the District, and the President (except one called to fill an unexpired term of less than 18 months) may not serve as a Pastor of a congregation (Article VI, 1).”

#### Discussion (Term Limits)

The Task Force notes a lack of consistency in the history of the Southeastern District regarding the number and length of terms to be served by the District President.

- The Southeastern District in Convention has previously rejected a motion to extend the limit of the number of terms a President may serve from three to four.
- Historically, however, a District President has served more than three three-year terms.

A review of the rationale of for imposing term limits on the Office of the District President finds two primary reasons for doing so:

- Greater turnover in the office might serve to allow the District to exploit the variety of gifts among the eligible candidates.
- The imposition of term limitations may mitigate the “Advantage of Incumbency” in the election process.
- Shorter terms can provide impetus to promote greater focus on those goals and programs.

Among the advantages of removing term limitations are:

- Continuity of Leadership style and direction
- Opportunity for greater long-range program development

Of note is the fact that a majority of Districts in the LCMS do not impose term limits on the tenure of their President.

This Task Force recognizes that the issue regarding the limitation of tenure for the District President is complex, and as it requires a by-law revision to change, this issue deserves further and more intense study by the Southeastern District Board of Directors.

### Presidential Tenure Recommendations

#### President’s Auxiliary Roles

It is the consensus of this Task Force that under the current circumstances and with the ongoing expectations of the District regarding the function and nature of his office, the President of the SED should not ordinarily serve



## MINISTRY REPORTS

### 2025 SED Convention

as a called pastor to any congregation or other ministry entity. As Article IV of the By-laws of the Southeastern District LCMS prohibit the District President from “serving as a Pastor of a congregation,” the Task Force recommends the Board of Directors take no action in this regard.

#### Term Limits

It is the recommendation of the Task Force that the SED Board of Directors remove the limitation on the number of terms a District President may serve.

It is also the recommendation of the Task Force that to avoid the tyranny of urgency the Board of Directors initiate this discussion before the current District President comes to the end of his three-term limit.

#### Epilogue

As the Task Force did its work, the circumstances and situation of the areas of analysis changed significantly. The Task Force deliberately chose to complete its report current with the situation at the time of effective completion of its work. This was concurrent with the sale of the SED facility. This epilogue is meant to update this report to the situation as of May 31, 2023. It is acknowledged that the situation is likely to continue to change before the next SED convention. It is recommended that an additional update be provided before the next SED convention. It is noted that the actions associated with the sale of the SED facility and the various staffing changes have been informed by the in-process analysis of the Task Force.

#### 31 May 2023

As of May 31, 2023, the SED has contracted to sell the owned facility in Springfield, Virginia and has signed a lease for rental property in the Richmond Virginia area. This will result in both significant funds from the selling of real property assets into liquid cash, and a reduction in the monthly facility costs. Any contemplation of the use of funds is outside of the scope of this Task Force. In addition to staffing changes focused on aligning with future mission, the relocation of the SED facility has introduced additional staffing changes. While current staff was offered opportunities to relocate with the new facility in Richmond many of the current staff have chosen not to relocate. While the staff turnover will no doubt result in short-term challenges, it does allow for opportunities to build and organize a staff without legacy constraints.

#### Appendices

Included as reference material are 2 appendices used by the Task Force in its deliberations and included here for reference: (click below to view)

**Appendix 1** is a timeline of events related to the sale of the SED facility. While the Task Force efforts and the sale of the facility were generally contemporaneous, the timeline clarifies the time dependencies between them (click here).

**Appendix 2** includes staffing and governance information from the other district offices. This has been used as comparative reference material (click here).

# PROPERTY MANAGEMENT POLICY AND GUIDANCE

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*Created January November 2024: Adopted by SED BOD*

The mission and vision of the Southeastern District is to connect people with Jesus so that lives are transformed and God's Kingdom grows. It is the District's desire that every mission station thrive and none would need to close or sell property. To that end, a healthy partnership and relationship between the District and mission stations is vital.

However, there are times and seasons when a mission station closes. As properties are given to the Southeastern District and assets are sold, the District remains committed to supporting the mission and ministry in the circuit and region where the closed property resided. This includes new starts, renewals, and worker wellness.

## POLICY

When a property is given to the SED, the Board of Directors directs the President of the District to:

- **Assess the Property:**
  - When a property is given to the SED, the District will assess it, including identifying, evaluating, and onboarding the property.
- **Strategically Focus the Property for Ministry Use:**
  - When a property is given to the SED, the focus of the property and/or its assets will be used to achieve the mission and vision of the District. This strategy includes:
    - Retain-Remodel or Replant the Property
    - Holding or Leasing the Property
    - Selling the Property

## GUIDELINES

### **Assess: Identification, Evaluation, and Onboarding Process**

When a property is given to the SED, the District will engage in a time of assessment of the property to:

1. Determine any amounts owed (loans, mortgages, etc.) and total liabilities
2. Obtain title report; determine encumbrances and other potential issues

## MINISTRY REPORTS

### 2025 SED Convention

3. Determine if there are tenants, income generation, and existing documentation
4. Determine any legal matters in effect
5. Determine property condition and level of deferred maintenance
  - a. Engage a property inspector to do a deep dive into structures and provide a comprehensive report on required/optional remodeling/repairs and requisite investment
  - b. Obtain property maintenance history as soon as possible
6. Obtain Broker Price Opinion
7. Evaluate the strategic mission and ministry potential of the property:
  - a. Identify what God may already be doing in the area
  - b. Alignment with SED vision and initiatives
  - c. Location
  - d. Demographics
  - e. Zoning
  - f. Potential ministry/community/development partnerships
  - g. Ministry-sustaining revenue possibilities/financial modeling
8. Should the SED determine to decline the transfer of property to the SED
  - a. The SED President will work with the church/school on alternate recommendations
  - b. The SED President will draft an agreement outlining the decision to decline the transfer

## FOCUS: 3 Tier Strategic Approach

### a. TIER 1: Retain-Remodel-Replant Property

- i. Revision and repurposing of property for new launch(es)
  1. A strategically important location for ministry
  2. Desirable property location
  3. Manageable deferred maintenance
  4. Potential partnerships (circuits, community, developers, etc.)

### b. TIER 2: HOLD AND LEASE

- i. Generate rental revenue while determining future potential: While the SED determines the best use of the property, there may be cases where the property is ready whose rental income may support regional ministry emphasis.
  1. Possible important location for ministry
  2. Property location in transition or not clear
  3. Deferred maintenance issues require further analysis
  4. Few partnership options
- ii. Implement property management
  1. Market property for tenants: There may be cases where a tenant (examples: early childhood center, senior center) exists.
    - a. Compliant leases
    - b. Market-rate rents
    - c. Accounting system for property receivables and payables
  2. Evaluate maintenance needs further
- iii. Develop timeline and criteria for evaluating next decision point (retain or sell)

### c. TIER 3: SELL

- i. Proceeds from property sale fund mission and ministry for the District. The reason for the sale may include:
  1. Low ministry potential
  2. Undesirable property location
  3. High levels of deferred maintenance
  4. No partnership options
- ii. Market property for sale
  1. Formalize brokerage agreement
  2. Formal BPO
- iii. Should the property be sold:

## MINISTRY REPORTS

### 2025 SED Convention

1. After expenses related to closing the property, 80% of the assets from the sale of the property will be used toward the mission work of the Circuit or region of the SED.
2. After expenses related to closing the property, 20% of the assets of the property will be used toward the wider work in the District.
3. The District President may determine if the assets will be used specifically for the Circuit or for the region.

# RESOLUTIONS REPORT

Submitted by President Bill Harmon

## Report on Southeastern District 2022 Resolution Progress

Mission Development	
<p><b>MD 01-22-01A: To Declare a Year of Jubilee</b></p>	<p><b>2025 Update</b></p>
<p>RESOLVED, The SED continue to support the seven priorities identified at the 2019 LCMS Convention:</p> <ol style="list-style-type: none"> <li>1. Plant, sustain, and revitalize Lutheran churches;</li> <li>2. Support and expand theological education;</li> <li>3. Perform human care in close proximity to Word and Sacrament ministries;</li> <li>4. Promote and nurture the spiritual, emotional, financial, and physical wellbeing of pastors and professional church workers;</li> <li>5. Collaborate with the Synod’s members and partners to enhance mission effectiveness;</li> <li>6. Enhance early childhood education, elementary and secondary education, and youth ministry; and</li> <li>7. Strengthen and support the Lutheran family in living out God’s design; and be it further</li> </ol> <p>RESOLVED, That the SED in Convention declares the 85th anniversary of the District in 2024 as a year of Jubilee, a season of celebration and sending, where congregations, schools, and service organizations focus on the Great Sending; and be it finally</p> <p>RESOLVED, That the President of the SED work with congregations to provide resources and guidance for the Jubilee.</p>	<p>The Southeastern District (SED) continues to be a strong advocate for the seven priorities identified at the 2019 Lutheran Church-Missouri Synod (LCMS) Convention. All seven aspects are summed up in the critical targets developed by the SED Board of Directors: <b>Wellness and Witness</b>.</p> <p>The 85<sup>th</sup> anniversary year (2024) was declared a year of Jubilee. A Jubilee celebration, including an 85<sup>th</sup> Anniversary worship service and dinner held at Emmanuel, Ashville, NC, was held as part of the President’s Conference October 13-18, 2024.</p> <p>The regional Leadership gatherings were used to promote the principals of the Great Sending. Working in partnership with Lutheran Hour Ministries, these gatherings provided the opportunity for attendees to discover the gifts within their mission stations to use to the glory of God to make community connections and partnerships.</p> <p>Rev. Dr. Yared Halche, Executive Director of Witness offered an eight-week training for ministries to discover tools and guidance for witnessing the Gospel. Dr. Halche has</p>

## MINISTRY REPORTS

2025 SED Convention

	<p>formed cohorts/working groups for ministries planting churches and those seeking to engage their communities with the Gospel.</p> <p>Webinars were offered to the District on witnessing and evangelism.</p>
<p><b>MD 01-22-02: To Expand Partnerships Among English-Speaking and Interethnic Congregations</b></p>	
<p>RESOLVED, That the SED President work with congregations and ethnic ministries within the SED to create paths for partnership; and be it finally</p> <p>RESOLVED, That new ways of connecting with new people groups for the sake of the Gospel be established.</p>	<p>This is an ongoing aspect of mission and ministry within the SED. Congregations are invited to seek partnerships with All Nations Ministries (ethnic). Encouragement for partnerships, mergers and transfer of property are part of conversations with congregations.</p>
<p><b>MD 01-22-03A: To Conduct a Southeastern District Staffing and Facility Study</b></p>	
<p>RESOLVED, That the SED President appoint a task force to conduct a study of district staffing and facility needs in order to promote the vision of the SED and support and empower congregations, schools and other ministries; and be it further</p> <p>RESOLVED, That the SED President present the SED Board of Directors with its findings before the next SED Convention; and be it finally</p> <p>RESOLVED, That the SED President present findings of the report and any action taken from the report to the next convention.</p>	<p>A Staffing and Facility Study Task Force was appointed in 2022. Members of the Task Force included: Mr. Joe Carlin (Chair), Mrs. Karen Robertson-Keck (Human Resources Executive), Mr. Paul Wockenfuss Owner, Wockenfuss Candies), Mr. Brent Johnson (Head of School-Concordia Prep), Deaconess Karen Suter (Deaconess), Mr. Steve David (VP Fergusson Enterprises), President John Brunner (President Emeritus, Eastern District).</p> <p>The Task Force has completed its work. Their findings were presented to the SED Board of Directors, and their report is posted in the 2025 Convention Workbook.</p>

## MINISTRY REPORTS

### 2025 SED Convention

	The Task Force submitted an overture for this convention.
<b>MD 01-22-04: To Call for Prayer for Peace</b>	
<p>RESOLVED, That the members of the Southeastern District continue to pray for peace and reconciliation in Ukraine, Russia, and throughout the world, and be it further</p> <p>RESOLVED, That the members of the SED be encouraged to support agencies and organizations within the church to promote peace, reconciliation between warring parties and aid and comfort to those displaced or effected by the war, and be it finally</p> <p>RESOLVED, That the SED pray for LCMS workers all over the world and especially in areas of war and conflict.</p>	The SED at their 2022 Convention began fulfilling this resolution by offering prayers for peace in Convention. The Spiritual Life Team of the District continues to offer these prayers. Over the triennium prayers for peace have been posted and requested. A prayer for peace is included in the Wednesday Connect, a weekly email sent to the District.
<b>Congregational Outreach</b>	
<b>Sub CO 02-22-01A: Substitute Motion</b>	
<p>RESOLVED, That the congregations and the people of the Southeastern District of the LCMS do everything necessary that there be zero deeds or words among us that support or encourage racial divisions; and be it</p> <p>RESOLVED, That each of us examine our hearts to see if we hold or harbor any prejudicial thoughts against anyone of a different race and, if we do, repent, seek God’s forgiveness, and live with a renewed heart and attitude; and</p> <p>RESOLVED, That if any racial offenses done by us against an individual or individuals become known to us, we seek reconciliation, in order that that there may be true unity in the Body of Christ among us; and be it finally</p> <p>RESOLVED, That any congregations, school, or other entity within the Southeastern District that is discovered to be engaging in racial division or</p>	<p>A working group was formed to create a resource for ministries and members of the District. The resource was sent to each congregation with encouragement for use on Life Sunday. Please find this resource in the Appendix.</p> <p>A webinar was held focusing on the history of Black Lutheranism in the Southeastern District.</p>



## MINISTRY REPORTS

2025 SED Convention

<p>discrimination be called to account, brought to acknowledge its offensive behavior, and guided by proper authorities within the church body to bring its behavior within the clear will of the God they are established to serve.</p>	
<p><b>CO-02-22-02A : To Address the Lutheran Teacher Shortage and Low Teacher Salaries by Initiating a Student Debt Assistance Program for LCMS Commissioned Minister - Teacher</b></p>	
<p>RESOLVED, That a National Lutheran Teacher Student Debt Assistance Program be developed that recognizes the service of Lutheran Teachers through student loan debt repayment assistance; and be it further</p> <p>RESOLVED, That a committee comprised of members of the Education Department of the Concordia University System, LCMS School Ministry, Concordia Plans, The Foundation, and the Council of Presidents develops the loan repayment assistance process; and be it further</p> <p>RESOLVED, That a special, designated offering to establish this program be taken during the National Lutheran Schools Weeks of 2024, 2025, and 2026; and be it further</p> <p>RESOLVED, That reports of this work be provided through regular communications of the Synod; and be it finally</p> <p>RESOLVED, That the Southeastern District, LCMS memorialize the Synod in Convention to adopt National Lutheran Teacher Student Debt Assistance Program.</p>	<p>The Southeastern District submitted an overture to the 2023 LCMS Convention. Along with similar overtures a resolution was created by the Floor Committee and passed by the Convention.</p> <p>The Southeastern District continues to offer debt relief for workers of the Southeastern District including educators. This debt relief has increased throughout the triennium. Over the past three years \$98,755 has been given toward debt relief for workers in the SED.</p> <p>Mr. Tom Kolb, Executive Director of Education and Youth continues to provide support and assistance to workers in need of debt relief through the Southeastern District.</p> <p>The SED continues to highlight other organizations who seek to assist workers with debt to the workers of the SED.</p>
<p><b>CO 02-22-03: To Give Thanks For Concordia College - New York And Explore Future Lutheran</b></p>	

## MINISTRY REPORTS

2025 SED Convention

Higher Education Opportunities In The East Coast Region	
<p>RESOLVED, That the Southeastern District gives thanks to God for Concordia College - New York and its contribution to the wider church and society; and be it further</p> <p>RESOLVED, That the Southeastern District gives thanks to God for the Care and Comfort Committee that raised dollars to support the staff members of Concordia College – New York who were losing jobs due to the closure of the school; and be it finally</p> <p>RESOLVED, That the Southeastern District in Convention instructs the District President to work with other District Presidents in the East Coast Region and the Lutheran Church—Missouri Synod, in identifying opportunities for the establishment of a new higher education learning center, either physically or virtually, based in the East Coast Region.</p>	<p>The Southeastern District gave thanks for the Care and Comfort Committee and their work in raising dollars to support staff members of Concordia College. All the monies raised through the Care and Comfort Fund were distributed to support the staff of Concordia, New York.</p> <p>Concordia, New York is now fully closed. Several million dollars was transferred to the Lutheran Church Missouri Synd. Per a court order, those funds are to be used to support scholarships for students from the Eastern Region of the Synod to pursue church work.</p> <p>The East Coast Common Endeavor (ECCE) is the coalition of the Eastern region District Presidents, including: Southeastern, Eastern, New England, Atlantic, New Jersey, Synod of Evangelical Churches (SELC) and Florida/Georgia. This triennium, the Ohio District joined the coalition. The SED President brought the topic of working together towards an East Coast University to ECCE. Although there is a great desire by all to see this come to fruition, there is not agreement on the best path forward.</p> <p>The SED President engaged in a conversation with Concordia, Nebraska who is currently partnering with Concordia Preparatory School in Baltimore. Teams from the SED, Concordia Prep and Concordia, Nebraska continue to meet and discuss the potential satellite campus of Concordia, Nebraska at Concordia Prep.</p> <p>The Concordia University System has reached out to the SED President in 2025 to</p>

## MINISTRY REPORTS

2025 SED Convention

	begin discussion of a potential satellite campus of one of our Universities in the Southern Region of the District.
<b>CO 02-22-04: To Provide Disaster Response Training For Every Circuit Of The Southeastern District</b>	
<p>RESOLVED, That the Circuit Visitors of the Southeastern District, or their designee, participate in a LERT basic training course prior to the end of 2023; and be it finally</p> <p>RESOLVED, That congregations of the SED be encouraged to host a LERT basic training course during the next triennium.</p>	<p>LERT training was conducted at a Circuit Visitors meeting where Presidium, Executive Staff and Circuit Visitors were given basic LERT training. A Disaster Responses conference was held in Myrtle Beach where training was offered. Since Hurricane Helene, the District has seen an expansion of LERT trainings taking place in various congregations.</p>
<b>CO 02-22-05A: To Promote And Support Bringing Called Church Workers To The Southeastern District</b>	
<p>RESOLVED, That the Southeastern District continue to place an emphasis on bringing Called Church Workers into the District; and be it further</p> <p>RESOLVED, That the Southeastern District make every effort to promote and support individual congregations in their efforts to encourage our youth and any other interested individuals in the ministry of the Church; and be it further</p> <p>RESOLVED, That the Southeastern District continue to encourage congregations to establish a salary scale that provides for the financial viability of its church workers; and be it finally</p> <p>RESOLVED, That the Southeastern District continue to seek to help candidates for the ministry by providing tuition financial support not only for pastoral candidates but to include all Call-eligible candidates attending the Concordia University System.</p>	<p>To promote church work within the District, the President of the District has included an invitation to serve in professional church work in each of his presentations.</p> <p>The President participated in a church worker forum at Concordia Preparatory School in Towson, Maryland utilizing Set Apart to Serve materials.</p> <p>The SED provided a grant for a group of students from Concordia Prep to visit several LCMS Universities.</p> <p>The SED has held middle school and high school district gatherings. As part of those gatherings, serving in professional church work has been an aspect of the conversation.</p>

## MINISTRY REPORTS

2025 SED Convention

	<p>District Presidents from the Eastern Region of the LCMS have hosted dinners at both seminaries to share the unique opportunities of church work in the East and to recruit workers.</p> <p>The Southeastern District continues to offer scholarships to applicants in church worker programs in our universities and seminarians.</p>
<b>CO 02-22-07A: Towards Racial Equality and the Great Commission</b>	
<p>RESOLVED, That by the next Synod Convention, we respectfully urge the President of Synod and its district presidents to incorporate within our annual celebration of life an encouraging call to repent of all sins against the equal value of life created in God's image, including, but not limited to, all sins devaluing people due to their tribe, language, skin color, or people group, urging all LCMS pastors and congregations and other affiliates of Synod to participate, and be it,</p> <p>RESOLVED, that we see this day of repentance and prayer as a long-overdue confession of sins of commission and omission against people of color, for which we truly repent, and seek God's forgiveness and great mercy in Christ, that sets all of us free to be reconciled with all people regardless of race or color; and be it finally</p> <p>RESOLVED, That we become known as a church body that eagerly welcomes people across all racial and ethnic groups into fellowship with us through our Lord and Savior.</p>	<p>A resource liturgy was created and every congregation received correspondence encouraging them to utilize this resource on Life Sunday.</p>
<b>Stewardship &amp; Finance</b>	

## MINISTRY REPORTS

### 2025 SED Convention

<p><b>SF 03-22-01A: To Enable the Sharing Of Best Practices and Lessons Learned Among The Southeastern District Churches, Schools, and Early Childhood Centers</b></p>	
<p>RESOLVED, That each church be encouraged to share individual lessons learned dealing with the financial and operational burdens; and be it further</p> <p>RESOLVED, That each church be encouraged to share best practices and lessons learned of delivering the message of Jesus Christ to its congregation and community; and be it finally</p> <p>RESOLVED, That the Southeastern District establish the means and methods to efficiently and effectively share these across the District.</p>	<p>This is an ongoing goal for the Southeastern District. Over the last three years, the regional conferences have been changed to Leadership Conferences including professional workers and lay volunteers. This provides a forum for greater discussion and sharing. A theme for one of the conferences was community engagement and outreach, with Lutheran Hour Ministries, where time was given to sharing best practices.</p> <p>Dr. Yared Halche has created a community engagement cohort. This provides a forum for those engaging their community to gather with each other, share best practices and support and encourage each other.</p>
<p><b>SF 03-22-02: To Form a Partnership Between The Southeastern District and The LCMS Foundation To Establish a Full-Time Estate and Endowment Planning Support</b></p>	
<p>RESOLVED, That the Southeastern District form a partnership with the LCMS Foundation so that there would be at least one full time worker making presentations and developing gift plans throughout the Southeastern District; and be it further</p> <p>RESOLVED, That the Southeastern District encourage congregations, schools and ministries to engage in gift planning in their congregations.</p>	<p>In partnership with LCMS Foundation, the SED budgets partial salary for a gift planner to serve in the District. This investment allows congregations and members of congregations, schools and RSO's to utilize the gift planner and the foundation at no cost.</p> <p>Please see President Emeritus John Denninger's report in the Convention Workbook.</p>
<p><b>BL 04-22-01: To Confer Emeritus Status</b></p>	
<p>RESOLVED, That the congregations of the Southeastern District and their members express their gratitude for his service and leadership; and be it</p>	<p>This was completed at the convention.</p>

## MINISTRY REPORTS

### 2025 SED Convention

<p>RESOLVED, That the Southeastern District in Convention officially confer the title of President Emeritus upon the Rev. Dr. John R. Denninger; and be it finally</p> <p>RESOLVED, That the delegates rise in affirmation by singing The Doxology.</p>	
<p><b>BL 04-22-02: To Ratify the Action of the Board of Directors Regarding The Southeastern District's Articles of Incorporation</b></p>	
<p>RESOLVED, That the Southeastern District in Convention ratify the decision of the Board of Directors that approved the Second Amended And Restated Articles of Incorporation of the Southeastern District of The Lutheran Church — Missouri Synod as approved by the Synod’s Committee on Constitutional Matters.</p>	<p>Completed.</p>
<p><b>BL 04-22-03A: To Bring Southeastern District Bylaws into Harmony with The Constitution, Bylaws, and Resolutions of The Synod</b></p>	
<p>RESOLVED, That Article V.2.a of the Bylaws of the SED be amended as follows:</p> <p>a. Each voting congregation of the District shall be entitled to nominate from the minister of religion-ordained roster of the Synod two (2) persons for the office of District President. Congregations shall also be entitled to nominate two (2) persons for all other positions to be filled. Nominations for offices designated for ministers of religion-ordained or ministers of religion-commissioned must be made from the appropriate roster and according to residence <b>their congregational membership</b> within the District or region as required. Lay nominations must also be made according to residence their congregational membership within the District or region as required. <b>Mid-term board members</b></p>	<p>This resolution is being brought again to the 2025 Convention due to the requirement of sending written notification to the congregations of the district 30 days <i>before</i> such convention in which they would be adopted.</p>

## MINISTRY REPORTS

2025 SED Convention

selected regionally, who find themselves residing in a designated region other than that of their election because regional designation was changed by the District may finish out their current terms of office.

and be it,

**RESOLVED**, That Article V.3.a of the Bylaws of the SED be amended as follows:

a. Vice Presidents shall be nominated by congregations within the defined District region in which they will reside and serve, if elected. In addition, nominees will be from among those on the minister of religion-ordained roster of the respective District region.

and be it

**RESOLVED**, That Article V.3.c of the Bylaws of the SED be amended as follows:

a. Following Upon the election of the regional Vice Presidents a final separate election will take place ranking the Vice Presidents by separate ballots with a simple majority of voting delegates determining the second and third Vice Presidents in line of succession. by the convention delegates shall be held to determine the ranking of the Vice Presidents.

and be it

**RESOLVED**, that Article V.4.c of the Bylaws of the SED be amended as follows:

a. Candidates receiving a majority on the first ballot shall be declared elected. In the election of the President and Vice Presidents, if no candidate receives a majority of the votes cast, the candidate receiving the least number of votes is to be eliminated from each successive ballot until one candidate has received a majority vote. In all other elections when a second or succeeding ballot is required for a majority, the candidate receiving the fewest votes and all candidates receiving less than 15% of the votes cast shall be dropped from the ballot, unless fewer than two candidates receive 15% or more of the votes cast, in which case the three highest candidates shall

## MINISTRY REPORTS

### 2025 SED Convention

constitute the ballot. In every election, balloting shall continue until every position has been filled by majority vote.

and be it

**RESOLVED**, That Article VI.1 be amended as follows:

1. The President, an officer of the district, is shall be the chief executive officer of the District and serves as a voting member of the Board of Directors. The President shall also perform the duties of a District President, servng as the ecclesiastical supervisor of all rostered workers in the district, under the Constitution and Bylaws of Synod. The President shall be a full-time, salaried official of the district, and the President (except one called to fill an unexpired term of less than 18 months) may not serve as a Pastor of a congregation.

and be it

**RESOLVED**, That Article VII.4 of the Bylaws of the SED be amended as follows:

1. Each member congregation of a Circuit shall be entitled to notice of and representation at a meeting of its Circuit. Multi-congregation parishes are represented by one voting pastoral delegate (if not vacant) and one voting lay delegate, plus an advisory delegate for each congregation that does not supply a voting delegate. but Each Circuit shall establish its own organization to achieve its objectives and to meet its responsibilities in and to the Circuit, the District, and the Synod.

and be it finally

**RESOLVED**, That Article X of the Bylaws of the SED be amended as follows with a new X.4 and the current X.4 renumbered to X.5.

1. These Bylaws may be amended at a District Convention by the majority vote of those members present at a regular session, provided there is written notice to congregations concerning the proposed amendment 30 days in advance of the Convention.



## MINISTRY REPORTS

### 2025 SED Convention

<p>2. The Board of Directors shall submit proposed amendments to the Synod’s Commission on Constitutional Matters to ensure they are not inconsistent with the Constitution and Bylaws of the Synod prior to consideration by the District Convention. The Board of Directors will also obtain legal guidance to ensure that any proposed amendments are not inconsistent with the laws of the District of Columbia.</p> <p>3. In the event an amendment is approved by the District in Convention without prior approval of the Synod’s Commission on Constitutional Matters, such amendment will be contingent on approval of the Commission on Constitutional Matters. The amended articles or bylaws shall become effective immediately upon, and only upon, approval of the Commission on Constitutional Matters. Should the Commission on Constitutional Matters not approve the adopted changes, the District Board of Directors may modify the amendments to comply with the Commission on Constitutional Matters’ requirements upon their two-thirds vote.</p> <p><b><u>4. When necessitated by amendments to the Synod Constitution or Bylaws or otherwise expressly directed by a resolution of the Synod in convention, amendments may be made by a two-thirds majority of the District Board of Directors. Such amendment shall be drafted by the Board of Directors Policy Committee and shall be reviewed in advance by the LCMS Commission on Constitutional Matters.</u></b></p> <p>5. Amendments to the District Articles of Incorporation shall be approved by a District Convention. The provisions and processes for such amendments shall be the same as for amendments to the Bylaws.</p>	
<b>BL 04-22-04: To Ratify the Reassignment of Certain Congregations to Circuits</b>	
RESOLVED, That the following congregations are moved to new circuits:	This realignment was complete. Certain congregations have shared that they wish to

## MINISTRY REPORTS

### 2025 SED Convention

<p>Southern Region Recommendation: Grace by-the-Sea, Nags Head NC moves to Circuit (C)13E from C12</p> <p>Central Region Recommendations: Redeemer, Fredericksburg VA moves to C8 from C9.0 Living Hope, Stafford VA moves to C8 from C9.0</p> <p>Northern Region recommendations: St. Paul's, Glen Burnie MD moves to C3 from C4 Galilee, Chester MD moves to C4 from C1 Trinity, Chesterton MD moves to C4 from C1 First Lutheran, Towson MD moves to C3 from C2 Holy Cross, Towson MD moves to C3 from C2 Pilgrim, Bethesda, MD moves to C7 from C6 Calvary, Silver Spring MD moves to C7 from C6 Christ Deaf, Silver Spring MD moves to C7 from C6 and, be it finally</p> <p>RESOLVED, That the Southeastern District in Convention ratify the work of the Board of Directors.</p>	<p>be placed back into their former circuits. The LCMS in convention in 2023 voted to study the realignment of circuits including the number of churches and baptized members needed to form a circuit. This study and recommendation will be shared at the 2026 convention and the SED will move forward accordingly.</p>
<p><b>BL 04-22-05A: On Changing the Size Requirements for Electoral Circuits In The Synod</b></p>	
<p>RESOLVED, The Southeastern District at its 2022 Convention submit a resolution to the Lutheran Church—Missouri Synod in Convention that the number of communicant members for an electoral circuit be lowered; and be it finally</p> <p>RESOLVED, That the required number of communicant members reflect the change in our Synod membership.</p>	<p>This was submitted to the national convention. The convention voted to study the make up for circuits and present their findings and recommendations at the 2026 LCMS convention.</p>
<p><b>BL 04-22-06A: To Strengthen the Nonvoting Advisory Delegate Participation at Conventions</b></p>	
<p>RESOLVED, That the Southeastern District enable Nonvoting Advisory Delegates to provide a</p>	<p>This begins at the 2025 convention. Staff interviewed the Pacific Southwest and</p>

## MINISTRY REPORTS

### 2025 SED Convention

<p>preliminary non-binding vote during its regular convention, and be it further</p> <p>RESOLVED, That the results of the advisory vote be published prior to the delegate vote; and be it further</p> <p>RESOLVED, That this become effective with the next District Convention in 2025, and be it finally</p> <p>RESOLVED, That the Southeastern District in Convention memorialize the Lutheran Church—Missouri Synod in Convention to pass a like-minded resolution.</p>	<p>Northern Illinois Districts who have incorporated this practice into their conventions.</p> <p>The SED will ask registered non-voting delegates for their advice on main motions, amendments and ending debate.</p> <p>An overture was submitted to the LCMS convention. The resolution presented to the national convention failed.</p>
<p><b>BL 04-22-07: To Change to A Four-Year Convention Cycle</b></p>	
<p>RESOLVED, That the Southeastern District in Convention memorialize the Synod to adopt a four-year convention cycle, effective upon completion of the 2023 national convention.</p>	<p>An overture was submitted to the LCMS convention. The Convention voted against studying a four-year cycle.</p>
<p><b>BL 04-22-08: To Amend Synod Constitution to Grant Lay Vote to Every Congregation</b></p>	
<p>RESOLVED, That the Southeastern District in Convention memorialize the Lutheran Church—Missouri Synod at its 2023 convention to</p> <ol style="list-style-type: none"> <li>1. Give all organized congregations that hold membership in the Synod the opportunity to be represented by a lay delegate and a pastoral delegate at district conventions.</li> <li>2. Retain a single vote for a pastor who represents more than one congregation.</li> <li>3. Amend ByLaw 3.1.2.1.c of the Synod Constitution as follows:</li> </ol> <p>"All organized congregations that have joined the Synod holding voting membership. At the meetings of</p>	<p>An overture was submitted to the LCMS 2023 National Convention.</p>

## MINISTRY REPORTS

### 2025 SED Convention

<p>the districts of the Synod every congregation or parish is entitled to two votes, one of which is to be cast by the pastor and the other by the lay delegate. In the case of a single pastor representing two or more congregations, no individual shall cast more than one vote."</p>	
<p><b>BL 04-22-09: To Develop an Ethics Policy for The Southeastern District When Dealing with The Disposition of a Congregation's Property</b></p>	
<p>RESOLVED, That the Southeastern District in Convention direct the District Board of Directors to develop a policy statement that advises District officials working with a congregation involving the distribution of property; and be it</p> <p>RESOLVED, That the policy includes disclosure of the District's interest in the disposition of the congregation's property and that the congregation controls the disposition of their property.</p>	<p>The Southeastern District Board of Directors created and approved a policy statement and guidelines that advises District officials working with a congregation involving the distribution of property. The policy and its guidelines include disclosure of the District's interests (mission and ministry) and the controls the congregation has on the disposition of property. Please see the Appendix for the policy and guidelines as well as the SED website.</p>
<p><b>Theology and Practice</b></p>	
<p><b>TP 05-22-01: To Support The Lutheran Church—Missouri Synod's Specific Ministry Pastor Program</b></p>	
<p>RESOLVED, That the SED provide increased funding for SMP students to encourage enrollment and completion of the SMP program; and be it further</p> <p>RESOLVED, That the SED form a strategic partnership with the Ft. Wayne and St. Louis Seminaries to enroll sixteen students in the SMP program within the SED over the next triennium; and be it finally</p> <p>RESOLVED, That the SED memorialize the 2023 Convention of the LCMS for Synod to expand its current support of the SMP program by increasing funding and enrollment.</p>	<p>The Southeastern District expanded seminary scholarships to include SMP applicants. Since 2022, sixteen SMP students have been enrolled in Seminary. An overture was submitted to the 2023 LCMS convention supporting the SMP program.</p>

## MINISTRY REPORTS

### 2025 SED Convention

<p><b>TP 05-22-02: To The Use of The Koinonia Project Process to Resolve Conflict Due to Differences in Ministry and Practice</b></p>	
<p>RESOLVED, That the members of the Southeastern District commit to seeking unity with each other, bearing with each other, putting the best construction on every situation, and offering the benefit of the doubt to each other; and be it further</p> <p>RESOLVED, That the Southeastern District leadership provide training for all Professional Church Workers and others across the Southeastern District in the Koinonia Project during the next triennium; and be it further</p> <p>RESOLVED, That the members of the Southeastern District affirm and engage in the Koinonia Project prior to and as part of the dispute resolution process; and be it finally</p> <p>RESOLVED, That the Southeastern District memorialize the 2023 Convention of the LCMS to follow a similar pattern for conflict resolution.</p>	<p>The Southeastern District is committed to engaging the Koinonia process in dispute resolution and reconciliation conversations. Presidium, Executive Staff and Circuit Visitors were trained in the Koinonia Process at one of their bi-annual meetings. An overture was submitted to the LCMS 2023 Convention.</p>
<p><b>TP 05-22-03A: To Explore Non-Residential Opportunities for Pastoral Education</b></p>	
<p>RESOLVED, The Southeastern District in convention encourage the District Leadership and Synod to explore further non-residential opportunities for pastoral education and ordination, for the sake of the church.</p>	<p>An overture was submitted to the LCMS 2023 National Convention. Discussions continue among the national leadership and within the District concerning non-residential opportunities for Pastoral Education. The LCMS is a leader among theological education and has the recourses and ingenuity to create a world-class online education program.</p>
<p><b>Nominations &amp; Elections</b></p>	
<p><b>NE 06-22-01: To Ratify the Selection Of Circuit Visitors</b></p>	

## MINISTRY REPORTS

2025 SED Convention

RESOLVED, That the District in Convention ratifies the selection of Circuit Visitor in the circuits of the district as follows:	The Southeastern District informed the LCMS of the new Circuit Visitors. We thank God for their leadership and dedication to the Church.