



President's Report
Fall Pastors' Conference – Mid-South District–LCMS
October, 2020

MID-SOUTH DISTRICT ACTIVITY

I. CHURCH PLANTING:

The BOD's Mission and Ministry Committee and Executive Staff have worked with the congregation in Munford to settle in their newest location on the south side of Munford. A welcoming for the community was held on August 17 at the new location. The event was well attended.

At this time, we continue support for 10 church plants in the Mid-South District:

- Northwest Arkansas, Fayetteville, AR (Rev. JD Zischke, planter)*
- Salem Hispanic Ministry, Springdale, AR* (Rev. Brandon Martin, planter)*
- GracePoint Lutheran, Munford, TN (Rev. Dan Hawkins, planter)*
- Mekane Yesus, Nashville/Franklin, TN (Rev. Alebachu, planter)*
- West Little Rock, AR with Christ Lutheran, Little Rock, AR (Daniel Bodeman, planter)*
- Glasgow, KY with Holy Trinity Lutheran, Bowling Green, KY [Franklin, KY Discontinued] (Rev. Mark Press, planter)
- Smiths Grove, KY with Holy Trinity Lutheran, Bowling Green (Rev. Mark Press, Planter)
- Beautiful Savior Lutheran, Olive Branch, MS (This is a new re-plant cosponsored with the congregation and the Mid-South District. Rev. Sawyer Meyers installed on July 25, 2020.*)
- Hohenwald, TN, with Faith Lutheran, Thompson Station, Rev. Douglas DeWitt, Planter. *
- Cadiz, KY, with Faith Lutheran, Hopkinsville, KY (Rev. Neely Owen, Planter)

* The District financial support for Salem Ministries Hispanic plant was completed as of September 30, 2019.

In addition to the church planting activity of the NW Arkansas plant, Rev. JD Zischke is working with the Fayetteville Circuit to determine what will happen with the future areas of opportunity and concern. This includes:

- The University of Arkansas campus ministry ("Lutherans and Friends")
- The Rock House properties and ministry
- Prairie Grove properties and ministry
- Siloam Springs ministry
- St John's and Living Savior in Fayetteville and Lowell property and ministries

Rev. Dr. Peter Meier has announced that C4USM will discontinue its arrangements with their clients for mission development and church planting. Eric Wenger (24/7 Ministries) started a more personalized service for congregations, and for our Mid-South District for Church Planting. Rev. JD Zischke has completed their training session and is now a certified church planting trainer, mentor and coach. Two other planters will be appointed to continue this work in the three regions of the District – West, Central and Eastern. We will have a planning session on how this may affect the mission and church planting efforts of the Mid-South District. We will complete a report on the NW Arkansas developments after meeting with the leaders in the circuit and C4USM personnel. The meeting was held on December 2, 2019 in Little Rock as an all-day program.

We identified potential church planting "hotspots" in the state of Arkansas that include, Northwest Arkansas (in addition to the work in Fayetteville), Fort Smith, Little Rock (in addition to West Little Rock), Stuttgart, Alexander, and Hot Springs; in Tennessee the focus is on Hohenwald and Lebanon; for Kentucky, Cadiz and Smiths Grove.

Dr. Mark Press informed us that the Smiths Grove church planting effort has reached over 50 souls in attendance at his worship services. They are currently renting space in the First Christian Church of Smiths Grove, and conducting weekly Bible studies in the community. Several of those attending have committed to making this a permanent mission opportunity.

II. SYNOD CONVENTION:

The Mid-South District Convention held on June 28-30, 2018, unlike many other District Conventions, showed collegiality and unity in passing every resolution without significant opposition. One of the Resolutions (2-02A) was to submit an overture to the Synodical Convention on the processes that affect the ordination of Specific Ministry Pastors. Our overture was received and assigned for discussion at the Synod's July Convention. As a result, the Pastoral Formation Committee of the Synod will be evaluating the process that SMP candidates move toward ordination and make their recommendations to the 2022 Synod Convention.

Our Generation to Generation (G2G) project received overwhelming support as a study model for the rest of Synod. We will submit a report on the findings and methodologies we have developed to evaluate ways Synod and other Districts can work to keep our young adults active in the church, and ways to have families become more deeply involved in faith formation for future generations. That report will be presented to the Council of Presidents at their November meeting, 2020. A more extensive report will be coming from the Family Ministry Subcommittee and Tessa Brasher. She is leading this effort with some great results.

III. **CHURCH WORKER AND CONGREGATIONAL CHANGES:**

Calls accepted or declined - Ordained

Rev. Kirk Neugebauer, Accepted a Call (Associate Pastor) to St John's Lutheran, Lapeer, AR and Redeemer Lutheran, Paragould, AR. Installation was November 10, 2019.

Rev. Michael Schleider, Declined a Call to Nebraska.

Rev. Donald Welmer, Accepted a Call to First Lutheran, Chattanooga, TN. Installation was October 4.

Rev. Joshua Leigeber, Accepted a Call to Pilgrim Lutheran, Jonesboro, AR. Installation was August 9.

Rev. Paul Leigeber, Accepted a Call to be Faith Lutheran, Union City and Trinity Lutheran, Dyersburg, TN. Installation was July 26.

Rev. Sawyer Meyers, Received a Call as Missionary-at-Large for the Mid-South District, serving Beautiful Savior Lutheran Church, Olive Branch, MS. Ordination and Installation was July 25 at Beautiful Savior.

Rev. Jesus Ricardo Granado, Called as Associate Pastor, Trinity, Memphis, TN, Hispanic Ministry. The process to receive Rev. Granado as a pastor in the LCMS is a bit complicated as he is rostered in the Lutheran Church-Venezuela. He received approval of our Synod President and the President of the Lutheran Church-Venezuela. Pastor Granado will serve one year under my direction before being installed as the pastor at Trinity.

Rev. Kevin McReynolds, Accepted a Call to Redeemer Lutheran, Mountain Home, AR. Installation was September 20.

Rev. Terry Tieman, Accepted a Call to Grace Celebration, Cordova, TN. Installation was November 27, 2019.

Rev. Neely Owen, Accepted the Call to Faith Lutheran, Hopkinsville, KY. Installation was March 22.

Rev. Edward Maanum, Accepted the Call to First Lutheran, Knoxville. Installation was May 31.

Rev. Kent Schaaf, Accepted a Call as Senior Pastor, Grace Lutheran, Little Rock, AR. Installation was July 19.

Rev. Douglas DeWitt, Accepted a Call as Associate Pastor, Faith Lutheran, Thompson's Station, TN. Installation was August 15.

Rev. Dean Herberts, Declined a Call to Our Redeemer Lutheran Church, Ft Smith, AR.

Rev. Donald White, Declined a Call to the Kansas District.

Rev. Donald White has resigned as Circuit Visitor for the Stuttgart Circuit in the Mid-South District. He is being replaced by **Rev. Chad Philipp**.

Rev. Daniel Hauser, Accepted a Call to serve as Pastor, Holy Cross Lutheran, Indianapolis IN.

Retirements and Removals from Roster

Rev. Russell Shewmaker, Retired, Spring 2020.

Rev. Shawn Hunze+, Died in office, August 2019.

Rev. John Truede, Retired, December 31, 2019.

Rev. John Easterling, Retired, December 31, 2019+.

Rev. Paul Jilg+, Called to glory, September, 2019.

Rev. Roy Jacob+, Called to Glory, December 29, 2019 .

Rev. Christopher Powell+, Called to Glory, December 21, 2019.

Rev. James Walter, Retired, Spring 2020.

Deacon Thomas Kyner, Called to Glory, October 2, 2020.

Commissioned Ministers

Michelle Fischer, Accepted a Call as Principal for Immanuel Lutheran, Memphis, TN.

Katie Baumann, Accepted a Call as DCE, Good Shepherd Lutheran, Chattanooga, TN.

Matthew Fischer, Accepted a Call as DCE, Our Savior Lutheran, Nashville, TN.

Samantha Brown, Declined a Call as Family Life Minister, Our Savior Lutheran, Nashville.

Celia Walkowicz, Accepted a Call as Family Life Minister, Our Savior Lutheran, Nashville.

INTERVIEWS FOR ADMISSION TO PASTORAL MINISTRY

There are a number of candidates who have applied for one of the several routes toward ordination that are in the process of their matriculation.

- Randall Lewis, Community of Faith, Little Rock, AR (Colloquy)
- Joshua Brown, Cleveland, TN (Colloquy)
- Patrick Darnell, Nashville, TN (Colloquy)
- Davin Albertson, Searcy, AR (Concordia, St Louis)
- Daniel Bueckman, Knoxville, TN (Concordia, St. Louis)
- Wesley Keene, Chattanooga, TN (SMP – Ft Wayne)

VACANT CONGREGATIONS

Tennessee/Kentucky

Grace Lutheran, Abingdon, VA* – (Steven Meier continues to serve as deacon, Rev. Steven Harmon, Vacancy Pastor)

Hawkins County Lutheran Service* – (Rev. Paul Becker, Vacancy Pastor, Rev. John Freitag assisting)

Hope, Smyrna, TN* - (Rev. Eric Phillips, Vacancy Pastor)

Mid-South District – Executive Director of Mission and Ministry

Arkansas/Mississippi

Community of Faith, Little Rock* (Deacon Randall Lewis)

Faith, Magnolia* (Rev. Chad Philipp, Vacancy Pastor)

Our Savior, El Dorado (Rev. Chad Philipp, Vacancy Pastor)

St. John, Crossett* (Live Streaming from LCMS, Rev. Chad Philipp, Vacancy Pastor)

St. John, Fayetteville/Living Savior, Lowell (Rev. Duncan Cox, Vacancy Pastor)

Faith, Forrest City* (Served by Deacon Earl Burghart, President Paavola, Vacancy Pastor)

Christ, Siloam Springs* (Served by Vacancy Pastors Rev. David Hudak, and Rev. Albert Quoss)

Our Shepherd, Searcy (Being served with Military approval, Rev. Neil Vanderbush)

Our Redeemer, Ft Smith (Being served by Rev. Josh Willadsen)

River Valley Grace Lutheran, Lamar (Vacancy Pastor – To Be Determined)

* Non-Calling Congregations, or served by deacons

IV. YOUTH AND FAMILY MINISTRY FORUM:

The Youth and Family Ministry Committee has set its Beta-study congregations in Arkansas, and will begin their work toward presenting Generations to Generations to those congregations. Currently, there are seven congregations that have agreed to be part of the Beta-study. A similar arrangement was attempted in Tennessee and Kentucky; as a result several congregations have decided to become part of the Generation to Generation process. There will likely be substantial changes made in the first four modules.

V. LAY MINISTRY ASSOCIATES

With the conclusion of the implementation phase of the Synod's 13-02A Resolution, that outlines the transition from deacon to ordained pastor, the Mid-South District has completed the groundwork toward ordination of these men, and set the template for other Districts in the Synod to follow.

The status of those in the transition includes these men as follows:

Deacon	Applying for	Calling Congregation
*Earl Burghart	SMP	Faith Lutheran, Forrest City, AR
*Steven Meier	SMP	Grace, Abingdon, VA
*Raymond Vester	SMP	St John, Stuttgart, AR
*Randall Lewis	SMP	Community of Faith, Little Rock, AR

+ - Pitt has postponed his application for general colloquy to a later date.

* - Those who have interviewed for SMP-Colloquy

SMP Colloquy Men newly ordained

None

Men who have not yet completed their initial SMP-Colloquy requirements included:

Richard Shambaugh, Elizabethton, TN
David Wurm, Chattanooga, TN (Spirit of Joy)

Vacant Commissioned Ministries

Director of Parish Music – Avilla Christian Academy, Alexander, AR

Principal – Christ Lutheran School, Little Rock, AR

VI. COMPASS and C.A.R.:

- In the queue or completed C.A.R. report:
 - Trinity Lutheran, Columbia, TN
 - Christ our Savior, Loudon, TN
 - St. Paul Lutheran, Westlake, OH
 - Immanuel Lutheran, Danbury, CT
 - St. Paul Lutheran, Cullman, AL

THERE ARE SEVERAL CONGREGATIONS OUTSIDE OF THE MID-SOUTH DISTRICT THAT HAVE REQUESTED C.A.R. AND COMPASS ASSISTANCE. CURRENTLY WE HAVE REQUESTS FROM:

Minnesota North District
North Dakota District
Nebraska District
Kansas District
Florida-Georgia District
Missouri District

Ohio District
South Dakota District
Southern District
New England District
Rocky Mountain District
Northern Illinois District

- Considering the process:
 - Faith Lutheran, Fairfield Bay, AR
 - First Lutheran, Little Rock, AR
 - Our Shepherd Lutheran, Searcy, AR
 - St. Paul Lutheran, Westlake, OH
 - Trinity Lutheran, Columbia, TN
 - Christ Our Savior, Loudon, TN

Included in the entire **COMPASS** study program, there have been 83 congregations who have completed the **C.A.R.** tool for assessing congregational activity.

The Educational component for **C.A.R.** has been completed. A BETA study was conducted on January 23 to work out any details or changes that were necessary on the draft form. Those changes have been submitted to Holybytes and became operational in April, giving us a chance to launch the additional component. The Copyright has been secured.

Trinity Lutheran Church, New York Mills, MN has completed its **COMPASS** study.

First Lutheran Church and School, Ft Smith, AR has completed its **COMPASS** study.

Shepherd of the Hills Lutheran Church and School, Centennial, CO has completed its **COMPASS** study.

Faith Lutheran, Oak Ridge, TN has completed its **COMPASS** study.

Beautiful Savior, Olive Branch, MS has completed its **COMPASS** study.

Immanuel Lutheran Memphis, TN has completed its **COMPASS** study.

VII. CAR and COMPASS DEVELOPMENTS

In January, the Mid-South District invited Dr. Lane Sietz and every participant we have had in our **COMPASS** studies to do an evaluation of our first version of **C.A.R.** and **COMPASS**. We experienced significant results and have been asked by several other Districts to use our programs in their Districts. Any revisions to the programs to streamline the responses and information will be forthcoming.

VIII. EACH ONE – REACH ONE (E1-R1):

Diane Reimold (LWML District President) and I continue the second phase of **E1-R1** in the District. We employ the materials from Synod's "Every One His Witness" program and apply those principles in our local congregations. In addition to Christ the King Lutheran, Memphis; Grace Lutheran, Knoxville; Zion Lutheran, Ulm; Immanuel Lutheran, Memphis; and First Lutheran, Fort Smith, the LWML Spring Zone rallies have had an additional 180 participants from the LWML. That brings the total of **E1-R1** participants to over 250 people. Two additional locations were scheduled for Our Savior, Morristown, TN (completed) and Chapel of the Good Shepherd, Sharps Chapel, TN (completed).

IX. MID-SOUTH DISTRICT DEACON PROGRAM:

The Synod's Resolution provides for LLD's to be in the process of their application to the ordained ministry to continue their work until the General Colloquy Committee for Pastoral Ministry of the Synod acts on their applications. Therefore, those men who are in the process, and have been placed in the queue for colloquy may continue to serve in that capacity until their day with the colloquy committee. Those men who have applied for the SMP ministry colloquy must have completed the one-week intensive offered by the Synod and Seminaries, or take the course via a video presentation with attestation by a monitor who is an ordained LCMS pastor.

We have developed a potential program with the Concordia University, Mequon, WI for on-line courses for the deacons who aspire to the pastoral office, and encourage men and women who are not on a pastoral ministry track to become Lay Ministry Associates who will focus on visitation, shut-in visitation, outreach, assimilation, and general work within the congregations, schools, and ECCs of the District. Rev. Curt Hoover is developing the Lay Ministry Associate program for the District and will have the program included in our 2021 work plans.

X. DEVELOPMENT:

Since 2013, the IMPACT program has allowed us to engage individuals across the Mid-South in prayerful financial support of the District's ministry building work—programs and services for congregations, schools, workers and future ministries. The IMPACT program was launched with an initial campaign to raise \$1.5 million in three years (2013-2015). At the close of the campaign period, the District was blessed to achieve 97.5% of the financial goal, receiving pledges of just over \$1,462,313 in gifts and commitments.

The objective for this triennium is for us to launch additional conversations with individual congregations to bring the Mid-South District message to each person. Development will conduct additional information sessions in 2020 and 2021.

XI. MISSION AND MINISTRY EXECUTIVE:

The Executive Committee has not met for candidates to be interviewed because of the impact of the pandemic. We will evaluate the process in comparison to the economic wellbeing and long range outlook for churches in general, and the District specifically. The Presidium will consider our options as we move toward the fourth quarter of this year.

XII. CONGREGATION PARTNERSHIP ARRANGEMENTS

Our Savior Lutheran Church, El Dorado, AR, and Faith Lutheran Church, Magnolia, AR are working out final arrangements for a Dual Parish congregation in their area. But, because of the pandemic, those discussions were on hold. Recently, there has been a renewed interest in calling a pastor to be a part of the dual parish arrangement. We will be working with the new Circuit Visitor, Rev. Chad Philipp to make meeting arrangements with the congregations.

The meaning of these arrangements is that the voting responsibilities and privileges change under the guidelines of Synod definition of "congregation." Similarly, Living Savior Lutheran Church in Lowell, AR, and St John's Lutheran Church in Fayetteville have been functioning as a Dual Parish, but have not participated in District or Synod proceedings since the vacancy pastor, Rev. Duncan Cox began his coverage there six years ago.

In addition to these communities, there is discussion taking place in Fort Smith on the possibility of a dual parish arrangement with some combinations of the three Fort Smith congregations, Greenwood, and Salisaw, Oklahoma. This is in the discussion stages at this point and has been postponed until such time that the Safer-at-Home restrictions are lifted.

XIII. BEGINNING GREEK CLASSES

The Mid-South District has begun a program to teach Biblical Koine Greek to the men who have gone through SMP Colloquy. At the present time, there are nine men who are taking the class. Rev. Greg Bauch is teaching the class on line, using the information from Dr. James Voelz and his syllabus for introductory work in Biblical Greek. They are currently meeting on Monday evenings via Zoom Room, and the iTunes presentations by Dr. Voelz. I am the back-up should Pastor Bauch not be able to teach on a Monday evening.

XIV. TUESDAY NIGHT SERMON STUDIES

In addition, each week, the Mid-South District offers an exegetical sermon study on the upcoming pericopes of the lectionary. A variety of pastors lead discussions on the passages with commentaries and outlines of possible sermon presentations. If you are interested in being a presenter or wish to join the discussions, please let Missy Washburn know of your interest. Her email address is mwashburn@mid-southlcms.com.

XV. TORNADO ALLEY

As a result of the Mid-South District's six tornadoes this Spring in Knoxville, Cookeville, Nashville, Hermitage, Jonesboro, and Chattanooga the Mid-South District was able to provide relief to families in the amount of \$16,581 to assist in cleanup and relief. The Lutheran Church Charities organization has been unable to participate in clean-up activities in the last four events because of the lockdown due to the pandemic.

XVI. RALPH WEISER EXCELLENCE IN MINISTRY AWARD, 2020

The recipient for the award for 2020 will be Michael McDowell. The award will be presented at Immanuel Lutheran Church, Murray, KY.

XVII. ANNIVERSARIES IN MINISTRY

The Mid-South District recognized the anniversary milestones of ministry for our Mid-South District. (Appendix A)

XVIII. CARES ACT

As the US Congress struggled with ways of keeping businesses moving as the pandemic began to close down the economy, Congress passed the CARES ACT that provided substantial dollars to assist businesses and support wage earners in those businesses. The Mid-South District was eligible to receive CARES dollars through the PPP loan and made application for \$118,800. The funds were received April 24, 2020. At this point, we are closely monitoring commitments from our congregations. We should have somewhat of a downturn in commitments for a while, but the CARES dollars will sustain the Mid-South District until the lockdown has been lifted and congregations get back to normalcy.

Districts have reported a downturn in commitment payments coming from their congregations. Of those reporting, 0% have reported no drop; 6% report a drop of less than 10%; 22% report a drop between 10-20%; 22% report drops of 20-30%; while 16% report a drop in excess of 30%. The District partnered with the Synod's Soldiers of the Cross program to distribute funds to our church workers. The Synod funded \$43,920 (80%) to the cause, with the District adding \$10,980 (20%) to provide assistance for our district's church workers – commissioned, ordained, and lay. A total of 38 grants were awarded for a grand total of \$54,900. (Appendix B)

XIX. LWML DISTRICT CONVENTION

Like many other organizations, the Mid-South District LWML had to hold its biennial District Convention in a virtual setting. We sent greetings (via Zoom) to the women who joined the proceedings from their homes or in person. We presented our thanks for the many years of help for our professional church workers' support program. Once again this year, the Mid-South District, with the help of the LWML, will send \$81,000 scholarship dollars to help our fifteen students in our Concordia University system and Seminaries. The newly elected President for the Mid-South LWML is Candi Habisch who replaces Diane Reimold.

XX. BACK-TO-SCHOOL RECOMMENDATIONS

The Mid-South District schools and Early Childhood Centers have reported some changes in their plans. I have included those in (Appendix C). During the pandemic, the Mid-South District supplied our schools and ECC's with temporal temperature scanners to test everyone entering their buildings. (Appendix D). The entire staff of the Mid-South District were tested for the COVID virus. All of the results came back negative!



SYNODICAL BUSINESS:

XXI. VACANCY REPORT – LCMS:

From the Council of Presidents, Clergy Call and Rosters Committee: The number of vacancies in the LCMS is as follows:

	<u>2020</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Sole Pastors	355	344	377	314	312
Senior Pastors	56	62	67	44	47
<u>Associate Pastors</u>	<u>76</u>	<u>60</u>	<u>67</u>	<u>55</u>	<u>75</u>
Total:	487	436	413	465	434
 Part Time Pastors	 443	 436	 413	 465	 357
Congregation starts	1	7	5	20	12
Congregations closed	8	6	12	8	10

XXII. The Lutheran Church-Missouri Synod has announced the appointment of Rev. Daniel McMiller as Executive Director of the Office of International Missions. He will be overseeing the OIM missionary recruitment and regional operations.

XXIII. CONGREGATIONAL STATISTICS

There is an extension of the deadline for completing the annual Congregational Statistics information. The Mid-South District is around 85% complete for our congregations getting their information processed to Synod. We sent reminders going out to our congregations to bring up our compliance. The report determines the layout of our circuits, representation at the Synod Convention, and delegates.

Those non-reporting congregations include: Living Savior, Lowell; Community of Faith, Little Rock; Friends in Christ, Bryant; First, Benton; River Valley, Lamar; Our Savior, El Dorado; Faith, Forrest City; Faith, Magnolia; Christ Lutheran, Siloam Springs; St Paul, West Memphis; Peace, Mountain Home; and LakePointe, Hot Springs in Arkansas. In Tennessee, St Phillip, Chattanooga; Christ the Columbians, Harrogate; Shepherd of the Hills, McMinnville; Concordia, Nashville; Faith, Oak Ridge; and Spirit of Joy, Chattanooga. In Kentucky, Immanuel, Murray.

XXIV. CIRCUIT CONFIGURATION for 2021 CONVENTION

The Synod has published the latest results of the baptized and confirmed members of our respective congregations in the Mid-South District. Prior to the 2018 District Convention, we had:

<u>2017 Congregations</u>		<u>Confirmed Members</u>	<u>Baptized Members</u>	<u>Weekly Attendance</u>
125		21,773	26,134	12,842
<u>2019</u>	<u>122</u>	<u>21,484</u>	<u>25,342</u>	<u>11,612</u>
-3		-289	-792	-1,230

We did not request exceptions in 2018 for circuits that did not meet the minimum requirements under Synod Bylaw 3.1.2, for the Synod Convention. The Bylaw requires between 7 and 20 member geographically contiguous congregations with an aggregate confirmed membership of between 1,500 and 10,000 members. Both of the lower numbers are critical for our consideration.

The current breakdown of circuit memberships includes:

<u>Circuit</u>	<u>Member Congregations</u>	<u>Confirmed Members</u>	<u>Baptized Members</u>
Chattanooga	9	1513	1830
Fayetteville	9	1650	2065
Fort Smith*	8	1029	1191
Jonesboro	15	1545	1770
Knoxville	12	2598	3072
Little Rock North	10	1642	1862
Little Rock South	10	2647	2904
Memphis	11	2595	3119
Nashville	8	1753	2213
Middle Tennessee	8	1671	1909
Paducah	8	1658	2126
Stuttgart*	9	776	850
Johnson City	5	407	431
	122	21,484	25,342

A detailed breakdown of each congregation is included in (Appendix E). We propose circuit re-alignment in the Resolution before the Board at this November meeting. The Resolution of the Board of Directors will create another electoral voting circuit for the Mid-South District at the 2022 Synod Convention.

The re-circuiting would work as follows:

Fort Smith Circuit (FSC) currently has 1029 confirmed members.	1,029
Move Faith, Hot Springs Village to FSC 216 Confirmed members.	216
Move St John/Living Savior 128 members to FSC	128
Move Malvern, Crossett, El Dorado, Magnolia 100 members to FSC	100
Move Ulm and Brinkley 46 members (dual parish) to FSC	46
	<u>1,519 confirmed</u>

This leaves the Fayetteville Circuit with 1,522 members and 7 congregations. It leaves Little Rock South Circuit with 2,431 members and 9 congregations. And, it leaves Stuttgart Visitation Circuit with 630 members and 4 congregations.

Stuttgart and Johnson City Circuits have been Visitation Circuits only for over a decade. Fort Smith was a Visitation Circuit, but with these changes, can now become an Electoral Circuit. We are still requesting no exceptions for Circuit Certification from Synod.

XXV. CANDIDATES FOR 2020 SPRING PLACEMENT

The preliminary information we received from both seminaries was that the graduating class for the 2020 Spring Placement service would have 80 students out of both seminaries. This is approximately half of the number of students coming from the seminaries ten years ago. The Mid-South District requested vicars, but received none in the Spring Placement. We will receive one, pending the approval of the COP for Winter Placement. We received a candidate for our Missionary-at-Large position. The Call services and Commencement Exercises were done remotely, without any crowd assembling for the ceremonies.

There were 134 requests for candidates for this year's Candidate Placement Services. There are 76 candidates from the MDIV programs at our two seminaries (34 FW, 42 StL). We were blessed to receive our single requested candidate to fill the Missionary-at-Large position for Beautiful Savior Lutheran Church, Olive Branch, MS (re-plant) Rev. Sawyer Meyers. There were 95 applications for vicars with 76 placements filled. Both seminaries indicated that their first year classes are substantially larger than this year's graduating classes, so a better trend for filling vacancies seems to have a better prospect.

XXVI. PRESIDENT OF CONCORDIA SEMINARY, ST LOUIS

The Board of Regents of Concordia Seminary, St Louis, were notified that the vacancy to fill the position of President of the Seminary when Dr. Dale Meyer retired was extended to Rev. Dr. Larry Rast. After a month of deliberation, he declined the Call.

Nominations in a second attempt to fill the position are being requested by the Presidential Search Committee. Those nominations has evaluated each of the candidates and made a recommendation of the top five candidates from the list of nominees. The Electors will meet to elect a new President. In the meantime, Rev. Dr. Daniel Preus has been named as Interim President of the St Louis Seminary. Nominations were due from congregations by August 15, 2020.

The new list of nominees include: Drs. Joel Biermann; Gerhard Bode, Jr.; Phillip Brandt; Jon Bruss, Albert Collver, IV; Anthony Cook' Burnell Eckardt; Thomas Egger; Joel Elosky; Alfonso Espinoza; Carl Fickensher, II; Kevin Golden; Gifford Grobien; Matthew Harrison; Benjamin Haupt; Erik Hermann; Ross Johnson; Jeff Kloha; Joel Lehenbauer; Robert Lessing; David Loy; David Maier; Aaron Moldenhauer; Steven Mueller; Martin Noland; David Preus; Jeff Pulse; Timothy Rossow; Travis Scholl; Klaus Schultz; Bill Schumacher; Don Stuckwisch; Dien Taylor; Daniel Torkelson; William Utech; Jon Vieker; James Voelz; Wilhelm Weber; John Wohlrabe, Jr.; and Lucas Woodford

The electors are made up of the District President in the District where the seminary resides (Rev. Dr. Lee Hagen), the Chairman of the Board of Directors of the LCMS (Rev. Dr. Michael Kumm), the President of the LCMS (Rev. Dr. Matt Harrison), and one member of the current Board of Regents for the Concordia Seminary (Rev. Dr. John Wille).

XXVII. COMMISSION ON THEOLOGY AND CHURCH RELATIONS.

With the retirement of Rev. Larry Vogel, the LCMS has announced the acceptance of the Call for CTCR Associate Director by Rev. Dr. Rick Serina.

XXVIII. LCMS OFFICE OF NATIONAL MISSIONS

The International Office of Mission for the LCMS will be contacting all Districts of the Synod to determine what "best practices" have led to self-sustaining church plants in our Districts. As you know, the Mid-South District has worked hard to determine what ingredients make for possible successful church planting. They will be reviewing all church plants beginning from 2000 to 2019. During that time, the Mid-South District had planned to start 23 different church plants. Of those 23, five are in their initial stages of working with the District and its financial support, and 16 have ceased operations.

XXIX. UNITED STATES SUPREME COURT RULINGS

Two significant decisions by the US Supreme Court have an impact on our congregations and schools. In the first case, the SCOTUS ruled 7 to 2 in favor of the Little Sisters of the Poor on ObamaCare imposition of contraceptives. President Trump had expanded the exemption under the ACA for employers to provide insurance coverage that included contraceptives. Several church-owned insurance plans opted out of offering contraceptive medications as a prevention against pregnancies, but allow for their use in cases where a woman has other medical concerns.

The second ruling, the SCOTUS ruled that civil courts cannot become involved in employment discrimination claims against religious organizations where the employee served in a religious function. This expanded the 2012 Tabor ruling that said religious organizations have a ministerial exception from employment discriminations lawsuits, but did not define the function of a "minister." The claimant filed suit in California that she did not have her contract renewed by a Catholic school, because of her age. Another Californian claimed that her contract was not renewed after she was able to return to work after a lengthy leave of absence for cancer treatment. In both cases, the women were teaching religious classes.

XXX. LCEF

We have received notification that LCEF will be discontinuing its' program of Laborers For Christ (LFC). The program began in 1980 to assist congregations in their building programs as a way to minimize construction costs. This will be a huge loss to congregations, schools, and other church-related organizations who are contemplating future building or remodeling programs. (Appendix F)

XXXI. CONCORDIA PLANS SERVICES

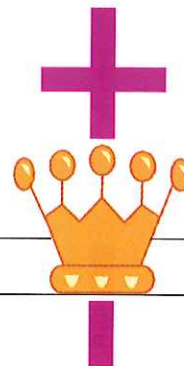
Concordia Plans Services has announced the aggregate rate increase for healthcare insurance coverage will be set at 4.95% for fiscal year 2021. (Appendix G)

Concordia Plans Services will be conducting Town Hall meetings in three different locations to give congregations the opportunity to see what Concordia Plans has to offer in the area of healthcare, retirement, supplemental retirement and disability, as well as answer questions that may arise. The Town Halls are scheduled for November 6, 7 & 8. Please encourage the decision makers in your congregation to attend these very important meetings.

Appendix A

Anniversaries in Ministry

THE MID-SOUTH DISTRICT OF THE LUTHERAN CHURCH--MISSOURI SYNOD



Ordained Ministers Celebrating Anniversaries in 2020

60 Years

Rev. Arthur Avery (EM)
Harrogate, TN
Rev. Albert Eichelberger (EM)
Knoxville, TN
Rev. Clarence Helmich (EM)
Oviedo, FL
Rev. Frank Zirbel (EM)
Harrison, AR

55 Years

Rev. David Callies (EM)
Brentwood, TN
Rev. Larry Marhenke (EM)
Hot Springs Village, AR
Rev. Donald Neiswender (EM)
Paducah, KY
Rev. Gilbert Pingel (EM)
Chattanooga, TN

50 Years

Rev. Linsey Dettmer (EM)
Sevierville, TN
Rev. John Freitag (EM)
Rogersville, TN
Rev. Roger Reckling (EM)
Oak Ridge, TN
Rev. Kenneth Taglauer (EM)
Grace Lutheran Church, Mountain View, AR

45 Years

Rev. Darrell Kobs (EM)
Russellville, AR

40 Years

Rev. Dean Clausing (EM)
Benton, AR
Rev. Larry Peters
Grace Lutheran Church, Clarksville, TN

35 Years

Rev. Robert Benke
Faith Lutheran Church, Hot Springs Village, AR
Rev. Jonathan Beyer
First Lutheran Church, Hot Springs, AR
Rev. Gerald Meyer (EM)
Crossville, TN
Rev. John Treude
Our Redeemer Lutheran Church, Fort Smith, AR

30 Years

Rev. James Burns
First Lutheran Church, Benton, AR

15 Years

Rev. Greg Bearss
LakePointe Lutheran Church, Hot Springs, AR
Rev. Jasson Kalugendo, (Candidate)
Nashville, TN
Rev. Joel Krogen
*Hope Lutheran Church, Batesville, AR and
Zion Evan. Lutheran Church, Waldenburg, AR*
Rev. David Schmidt
Faith Lutheran Church, Bentonville, AR

10 Years

Rev. Michael Croom
Trinity Lutheran Church, Memphis, TN
Rev. David Witte
Grace Lutheran Church, Little Rock, AR

5 Years

Rev. Eric Longman
Holy Trinity Lutheran Church, Rogers, AR
Rev. Mark Tooley
Peace Lutheran Church, Conway, AR
Rev. Daniel Ulrich
Grace Lutheran Church, Clarksville, TN

Well done good and faithful servants!

Appendix B

Soldiers of the Cross Program

SPECIAL COVID-19 SOC PROGRAM POOLED FUND SUMMARY (as of 3 JUNE 2020)

(based on number of LCMS-rostered church workers including emeriti)

(A) Initial SOC \$ Available:	\$2,500,000	(at program inception; LCMS \$1.5MM, LCEF \$1.0MM)
(B) Additional SOC \$ Raised/Designated:	471,089	(since program inception; includes LCEF \$36,055)
(C) Less "Fast Track" Upfront SOC \$:	(997,500)	(disbursed to districts)
(D) Less SOC \$ Reserve:	(250,000)	(temporarily held for final disbursements)
(E) SOC \$ Available Beyond "Fast Track" and Reserve:	\$1,723,589	

		(F)	(F x (A + B - D))	(C / 35 = G)	(H)	(E x H = I)	(G + I = J)	(K)		(J - K)	
		Rostered Workers (w/Emeriti)	Rostered Workers %	"Fair Share" of Available SOC \$	"Fast Track" Upfront SOC \$	Adjusted Rostered Workers %	Additional SOC Funds Beyond "Fast Track"	Max Total Allocated SOC \$ to District	Number of SOC Grants Awarded	Actual SOC \$ to District	Available Remaining SOC \$ to District
Rank	District										
35	New Jersey	95	0.44%	\$11,899	\$28,500	n/a	\$0	\$28,500	16	\$25,600	\$2,900
34	North Dakota	97	0.45%	12,149	28,500	n/a	0	28,500			28,500
33	Wyoming	105	0.48%	13,151	28,500	n/a	0	28,500			28,500
32	Montana	113	0.52%	14,153	28,500	n/a	0	28,500			28,500
31	SELC	127	0.58%	15,907	28,500	n/a	0	28,500	4	5,600	22,900
30	New England	145	0.67%	18,161	28,500	n/a	0	28,500	3	4,640	23,860
29	Oklahoma	178	0.82%	22,295	28,500	n/a	0	28,500			28,500
28	South Dakota	183	0.84%	22,921	28,500	n/a	0	28,500	1	800	27,700
27	Atlantic	241	1.11%	30,186	28,500	1.17%	20,084	48,584	16	25,600	22,984
26	Eastern	253	1.16%	31,689	28,500	1.22%	21,084	49,584	3	4,280	45,304
25	Iowa East	274	1.26%	34,319	28,500	1.32%	22,835	51,335			51,335
24	Iowa West	295	1.36%	36,949	28,500	1.43%	24,585	53,085	1	1,600	51,485
23	Mid-South	300	1.38%	37,575	28,500	1.45%	25,001	53,501	35	39,120	14,381
22	Southern	314	1.45%	39,329	28,500	1.52%	26,168	54,668			54,668
21	Minnesota North	321	1.48%	40,206	28,500	1.55%	26,751	55,251	1	1,200	54,051
20	Southern Illinois	375	1.73%	46,969	28,500	1.81%	31,252	59,752			59,752
19	Kansas	405	1.86%	50,727	28,500	1.96%	33,752	62,252	4	4,800	57,452
18	English	434	2.00%	54,359	28,500	2.10%	36,169	64,669	8	12,000	52,669
17	Ohio	480	2.21%	60,121	28,500	2.32%	40,002	68,502	12	17,840	50,662
16	Central Illinois	486	2.24%	60,872	28,500	2.35%	40,502	69,002			69,002
15	California Nevada Hawaii	548	2.52%	68,638	28,500	2.65%	45,669	74,169			74,169
14	North Wisconsin	556	2.56%	69,640	28,500	2.69%	46,336	74,836	7	9,040	65,796
13	Southeastern	660	3.04%	82,666	28,500	3.19%	55,003	83,503	31	20,800	62,703
12	Rocky Mountain	685	3.15%	85,797	28,500	3.31%	57,086	85,586			85,586
11	Florida Georgia	800	3.68%	100,201	28,500	3.87%	66,670	95,170	22	29,030	66,140
10	Northwest	833	3.83%	104,335	28,500	4.03%	69,420	97,920	31	19,200	78,720
9	Nebraska	925	4.26%	115,858	28,500	4.47%	77,087	105,587	1	1,600	103,987
8	Minnesota South	1,009	4.64%	126,379	28,500	4.88%	84,088	112,588	99	110,840	1,748
7	South Wisconsin	1,287	5.92%	161,199	28,500	6.22%	107,256	135,756	2	3,200	132,556
6	Northern Illinois	1,315	6.05%	164,706	28,500	6.36%	109,589	138,089	13	18,736	119,353
5	Indiana	1,367	6.29%	171,219	28,500	6.61%	113,923	142,423	7	11,200	131,223
4	Pacific Southwest	1,571	7.23%	196,770	28,500	7.60%	130,923	159,423	12	19,200	140,223
3	Texas	1,626	7.48%	203,659	28,500	7.86%	135,507	164,007	22	34,835	129,172
2	Missouri	1,657	7.63%	207,542	28,500	8.01%	138,090	166,590			166,590
1	Michigan	1,665	7.66%	208,544	28,500	8.05%	138,757	167,257	7	7,280	159,977
TOTAL		21,725	100.00%	\$2,721,089	\$997,500	100.00%	\$1,723,589	\$2,721,089	358	\$428,041	\$2,293,048
		(A + B - D)		(C)	(E)		(A + B - D)				

Appendix C

Mid-South District Schools & ECC's



The Mid-South District of The Lutheran Church-Missouri Synod

LCMS Nationwide School Statistics

Recently polled, there were 85% of the LCMS schools that reported data for the information that follows:

- 1) There are currently 1,761 early childhood centers; 827 elementary schools; and 95 high schools
- 2) Of those reporting, 65% of schools have less than 100 students. 22% have 100 to 200 students
- 3) The student components are 84,556 enrolled in (47%) early childhood centers; 80,393 enrolled as (44%) K-8 students; and 9% are High School.
- 4) The racial mix is 74% white, 7% Black, 6% Hispanic, 6% Two or more races, and 5% Asian
- 5) The LCMS Rostered educators include 5,647 (26%) LCMS Rostered-active; 3,492 (16%) Rostered emeritus; 1,438 (7%) Rostered candidate; and 11,078 (51%) Non-rostered
- 6) The Students mix components are 37% Non-Lutheran; 31% LCMS; 24% No church affiliation; and 8% Other Lutheran
- 7) Funding for school operations include 72% from Tuition and fees; 19% support from Congregation; and 9% from other sources.
- 8) Accreditation for all schools is 35% NLSA accredited and 65% Non-NLSA accredited
- 9) The number of schools by year has changed: 2,526 (2005); 2,444 (2010); 2,111 (2015); and 1,914 (2020)
- 11) The Emeritus teachers have changed: 2,510 (2014); 2,823 (2016); 3,180 (2018); and 3,492 (2020)



The Mid-South District of The Lutheran Church-Missouri Synod

Mid-south District Early Childhood Centers – June 2020

Avilla Christian Academy	Alexander, AR	NR
--------------------------	---------------	----

St. John Luth. Child Care Ctr	Fayetteville, AR	NR
-------------------------------	------------------	----

First Lutheran School	Fort Smith, AR	Comments on current conditions June 2020
------------------------------	-----------------------	---

"Summer Care: 40 total enrolled verse 75 total enrolled a year ago School Year: We will be limited to 18 by DHS pandemic regulations verse 30 last school year. Both ECE classes are full at 9 with at least one student on a waiting list. Reduce staffing?

Summer - no due to smaller group sizes and no crossover of groups - my summer care employee hours are what I would typically use for a program twice the size (meaning budget projections of \$25,000+ profit is now running on break even).

School Year - probably not due to DHS reg's - I will be over employing for the number of students compared to a typical year because we cannot combine our classrooms in the afternoon under grouping reg's. (similar to summer care, income projections from ECE will cover direct costs of program but not provide revenue to contribute towards shared costs ie: utilities, custodial, etc.)"

St. Paul's Lutheran Preschool	Gillett, AR	NR
-------------------------------	-------------	----

Concordia Christian Academy	Jonesboro, AR	Closed
-----------------------------	---------------	--------

Christ Lutheran Preschool	Little Rock, AR	Comments on current conditions June 2020
----------------------------------	------------------------	---

"Current enrollment for summer program: 54 Up from last year: 40 Enrollment goal for end of August is 65 preschool and 30 school age aftercare. All staff have returned to work but all are working part time hours- 25 per week (We plan to return our full time staff back to regular hours in August).

Grace Lutheran E. C. Center	Little Rock, AR	NR
-----------------------------	-----------------	----

Salem Lutheran School	Springdale, AR	NR
-----------------------	----------------	----

St. John's Lutheran Preschool Stuttgart, AR NR

Holy Trinity Lutheran Preschool Bowling Green, KY Comments on current conditions June 2020

We have a waiting list in all of our preschool classes but we are having difficulty finding workers. We will lose one who is at risk for Covid-19 and can't even get applications for the openings we have. May have to shut down a class or two of our summer care next week due to shortage of workers.

Belvoir Christian Preschool Chattanooga, TN Comments on current conditions June 2020

"In our Children's center we have hired an additional Kindergarten teacher to maintain the 36 sq ft. per student guideline and a Prek 4 teacher to meet licensing guidelines with 1 less student. We are predicting 89 for the year with a \$20 K increase in financial aid."

Grace Lutheran Preschool Clarksville, TN NR

Faith Lutheran Preschool Collierville, TN Comments on current conditions June 2020

"This time last year we had 278/281 enrolled. This year we have 260/281 enrolled losing several recently due to virus concerns. If the Health Department and CDC allows, we will try to return to full enrollment this fall. Until otherwise notified, we will hold at this number to allow for smaller class sizes. will hold at 260 through August more than likely. We let our Maintenance person go and are hoping the men of the church come through with repairs if needed. We lost 13 staff members as well and will probably replace about 10 of those at this point. Hoping for enough enrollment to continue full employment for the staff of 60. None of the staff were full-time, all less than 29.5 hours per week.

For Summer Camps:

1. This time last year we had @80-85 children per week coming for camp in June and July and employed about 25 part-time teachers for camps. We cancelled June camps so only the three administrators are working 6 hours a day for the month of June-July 6th. All other employees are either off or furloughed for June if they were originally scheduled to work (so like 25 furloughed and 35 don't normally work camps).
 2. We had about 80 children enrolled for the camps for both June and July but after cancelling June camps and with continued concerns about possible spikes we have had enrollment dwindle to about 50-55 each week. We had planned to have the staff of about 25 work but are down to about 22 working part-time and reduced hours to have as lean as staff as we can given the health & safety precautions and class size limitations."
-

Heavenly Host Lutheran ECC Cookeville, TN Comments on current conditions June 2020

Enrollment comparison 45 now and last year 55 Expected numbers for August is 56-60 Reduced staff by one full time teacher and had another full time employee drop to part time.

TLC Child Care Ministry Columbia, TN Comments on current conditions June 2020

"Last Year this time = 65 This Year = 53 (Reduced due to social distancing have many on waiting list) We have postponed all enrollment for next school year until local school releases their start date. We will extend our summer program to meet their return to school. See no issues with having a full house next school year. Numbers will be lower due to the state guidance of 36 feet per child in class vs. 30 feet per child. actually added an additional staff person to work door to do temperature checks and walk kids to and from class as we are not allowing parents in the building. "

Grace Celebration CDC	Cordova, TN	Closed
------------------------------	--------------------	---------------

Shepherd's Little Flock Daycare	Crossville, TN	Comments on Current Conditions – June 2020
--	-----------------------	---

We are doing well, but anticipating a closer again when public school goes back.(end of August or beginning of September) Cumberland County had it largest positive one day count this week. We are all doing what we can.

Trinity Childcare	Gallatin, TN	Closed
--------------------------	---------------------	---------------

Emmanuel Learning Center	Hermitage, TN	NR
---------------------------------	----------------------	-----------

First Lutheran Preschool	Knoxville, TN	Comments on current conditions June 2020
---------------------------------	----------------------	---

We ended the year with 77 ECE. We have projected about the same amount for the coming year, but we only have about 50 application actually in. One less lead ECE Teacher and our Director will be taking that class. There is a chance we will not be hiring back another if we don't get more in the 2 year old room.

Christ the King EC Center	Memphis, TN	Comments on current conditions June 2020
----------------------------------	--------------------	---

"Enrollment: 6/19 109 6/20 64

Enrollment for Fall: If we are limited by guidelines, we can only have 70 students, if they allow us normal enrollment we would have 116-120. We currently have 86 enrolled for fall. No staff reduction for summer"

Immanuel Lutheran Preschool	Memphis, TN	Comments on current conditions June 2020
------------------------------------	--------------------	---

To date, 12 students (PK3 - 2, PK4 - 10) for 2020-21 schoolyear compared to 25 students (PK3 - 11, PK4 - 14) for 2019-20 school year. Budgeted to combine PK3 and PK4 with one teacher and one co-teacher/aide. Eliminated hours for two teacher aides. Terminated ECE Director. ECE Director responsibilities will be assumed by Principal. School administrative assistant will help with ECE paperwork.

Our Savior Lutheran Academy	Nashville, TN	NR
------------------------------------	----------------------	-----------

Faith Lutheran Childcare	Tullahoma, TN	NR
---------------------------------	----------------------	-----------

Saint Paul Lutheran Daycare	Wartburg, TN	NR
------------------------------------	---------------------	-----------

Mid-south District K-8 schools

Avilla Christian Academy	Alexander, AR	NR
---------------------------------	----------------------	-----------

<u>First Lutheran School</u>	<u>Fort Smith, AR</u>	<u>Comments on current conditions June 2020</u>
-------------------------------------	------------------------------	--

"Pre-Pandemic: 61 End of Year: 58 Current Paid Enrollment: 49 Day 1 Projected (verbal and typical late re-enrolling families included): 58. We have retained all of our staff."

Concordia Christian Academy	Jonesboro, AR	Closed
------------------------------------	----------------------	---------------

<u>Christ Lutheran School</u>	<u>Little Rock, AR</u>	<u>Comments on current conditions June 2020</u>
--------------------------------------	-------------------------------	--

Our enrollment is down this year. So far, we only have 13 new students joining us in the fall. I suspect the pandemic is the cause. Inquiries and tours hit a hard stop in the middle of March. We ended last year with 96 students K-8. We currently have 85 enrolled. Due to the decreased enrollment, we did let go 3 part time teachers, have 3 teachers working only 30 hours a week and combined some grades. The Kindergarten and first grade teacher had their hours reduced to 30 a week. They will combine grades in the afternoons. The Reach Out (special ed) teacher's hours were also reduced to 30 a week. The part time 3rd grade teacher was let go. The 2nd and 3rd grade will now be combined for the entire school day. The part time PE and computer teacher was let go. The part time 7th and 8th grade history and geography teacher was let go. The music and religion teacher will now only work 25% for the school teaching only music. The other 75% he will work in the church. The 4th and 5th grades were combined under the 5th grade teacher to allow the 4th grade teacher to pick up our history, geography, PE, computer and religion.

St. John's Lutheran School	Stuttgart, AR	NR
-----------------------------------	----------------------	-----------

<u>Holy Trinity Luth. School</u>	<u>Bowling Green, KY</u>	<u>Comments on current conditions June 2020</u>
---	---------------------------------	--

We had an enrollment of 135 when school closed in March. We anticipate enrollment a little higher for next year.

<u>Belvoir Christian Academy</u>	<u>Chattanooga, TN</u>	<u>Comments on current conditions June 2020</u>
---	-------------------------------	--

"We have lost one student to date: 84 enrolled in K-8. We have lost 2 staff who choose to collect unemployment and 1 to the Covid-19 restrictions.

Hiring is the issue - we have 30 applicants and most will not return phone calls or are no shows for interviews. We need an additional 2 full time employees and 3 part time to be in compliance with licensing. These positions will need to be filled by August."

Heavenly Host Lutheran School	Cookeville, TN	NR
--------------------------------------	-----------------------	-----------

First Lutheran School	Knoxville, TN	Comments on current conditions June 2020
------------------------------	----------------------	---

We ended the year with 55 K-8. We have projected 64 for the coming year. We cut staff but that was going to be necessary regardless of COVID, but because of budget concerns which happened before. We are not replacing the MS math teacher who resigned so I will be teaching full time as well. We let go a part time computer teacher as well. And one of our teachers is take a reduction in pay, semi retiring, and taking over specials.

Christ the King Lutheran School	Memphis, TN	NR
--	--------------------	-----------

Immanuel Lutheran School	Memphis, TN	Comments on current conditions June 2020
---------------------------------	--------------------	---

"Currently, total enrollment (including PK) is 83 students for 2020-21 school year compared to 128 students at end of 2019-20 school year. Budgeted enrollment goal is 90 students for 2020-21 school year. It should be noted that enrollment challenges that ILS continues to face, although complicated by it, are related to more than the pandemic and include, among other things, lack of adequate/focused resources dedicated to marketing/recruiting, increased competition, changing demographics, lack of a robust/growth-oriented ECE program, lack of summer programming, and lack of after-school programs. Budgeted to combine PK3 and PK4 with one teacher and one co-teacher/aide. Eliminated hours for two PK teacher aides. Terminated K teacher aide. Terminated ECE Director. Terminated half-time office manager and replaced with full-time administrative assistant who will also help with ECE paperwork. Plan to fill 1st grade teacher position from existing staff (1st grade teacher accepted Call to AZ). Reduced 7th grade teacher to 50%. Terminated Kitchen Director and Kitchen Worker due to not having hot lunch program for 2020-21 school year. Reduced budgeted hours for after care workers."



The Mid-South District of The Lutheran Church-Missouri Synod

Mid-south District Early Childhood Centers – July 2020

Avilla Christian Academy Alexander, AR

Our numbers are at a slight decrease in comparison to last year. We are currently at 30 enrolled. Our total enrollment last year was 38. However, with several weeks left until school begins, we hope to see that gap close. As far as staffing, we had four full-time teachers, one part-time, and one Director. This year we may see a drop to 3 full-time, 2 part-time, and a Director. We are right at the cusp of either maintaining our numbers, or having a slight drop. It's hard to tell what may happen in the next few weeks, but we are faithfully praying the Lord will provide in both areas.

St. John Luth. Child Care Ctr Fayetteville, AR NR

First Lutheran School Fort Smith, AR Comments on current conditions July 2020

"Summer Care: 40 total enrolled verse 75 total enrolled a year ago

School Year: We will be limited to 18 by DHS pandemic regulations verse 30 last school year. Both ECE classes are full at 9 with at least one student on a waiting list. Reduce staffing?

Summer - no due to smaller group sizes and no crossover of groups - my summer care employee hours are what I would typically use for a program twice the size (meaning budget projections of \$25,000+ profit is now running on break even)

School Year - probably not due to DHS reg's - I will be over employing for the number of students compared to a typical year because we cannot combine our classrooms in the afternoon under grouping reg's. (similar to summer care, income projections from ECE will cover direct costs of program but not provide revenue to contribute towards shared costs ie: utilities, custodial, etc.)"

St. Paul's Lutheran Preschool Gillett, AR NR

Concordia Christian Academy Jonesboro, AR Closed

Christ Lutheran Preschool Little Rock, AR Comments on current conditions July 2020

Current enrollment for summer program: 54 Up from last year: 40 Enrollment goal for end of August is 65 preschool and 30 school age aftercare All staff have returned to work but all are working part time hours- 25 per week (We plan to return our full time staff back to regular hours in August)

Grace Lutheran E. C. Center Little Rock, AR

A YEAR AGO WE HAD 67 CHILDREN, CURRENTLY WE HAVE 44. HOPING TO GET SOMEWHERE CLOSE TO AT LEAST 60 (65 WOULD BE BETTER). CURRENTLY ENROLLING AS WE CAN FOR THE NEW SCHOOL YEAR. HAVING TO WATCH GUIDELINES FROM THE AR DEPT. OF HEALTH AND DHS REGARDING SIZE OF "GROUPS" – IF THIS STAYS AT "10 PERSONS" PER GROUP AND WHETHER OR NOT MORE THAN 1 GROUP CAN BE IN A ROOM WILL DEFINITELY AFFECT THOSE WE ARE ABLE TO SERVE. Have you had to reduce staffing? yes or no – NO, NOT YET. BUT NOR HAVE WE HIRED IN ANTICIPATION OF INCREASED NUMBERS.

Salem Lutheran School Springdale, AR Comments on current conditions July 2020

"We are doing well pandemic and all. Enrollment is down some for summer but at this point we are on track for fall enrollment. We are pretty close to where we were last year at this time. I am hoping to have all placements filled by end of August. We have not reduced staff at all yet in full or part time. We are slated to start our pre-K program on August 6th."

St. John's Lutheran Preschool Stuttgart, AR NR

Holy Trinity Lutheran Preschool Bowling Green, KY Comments on current conditions July 2020

We have a waiting list in all of our preschool classes but we are having difficulty finding workers. We will lose one who is at risk for Covid-19 and can't even get applications for the openings we have. May have to shut down a class or two of our summer care next week due to shortage of workers.

Belvoir Christian Preschool Chattanooga, TN Comments on current conditions July 2020

"In our Children's center we have hired an additional Kindergarten teacher to maintain the 36 sq ft. per student guideline and a Pre-K-4 teacher to meet licensing guidelines with 1 less student. We are predicting 89 for the year with a \$20 K increase in financial aid."

Grace Lutheran Preschool Clarksville, TN

We are planning to reopen on September 8th, one week after the public schools start. We have been able to keep all of our teaching staff. We are down in numbers a little, but we still have a month or so to pick up some more students.

Faith Lutheran Preschool Collierville, TN Comments on current conditions July 2020

"This time last year we had 278/281 enrolled. This year 260/281 enrolled losing several recently due to virus concerns. If CDC allows, we will try to return to full enrollment this fall. Until otherwise notified, we will hold at this number to allow for smaller class sizes. Will hold at 260 through August more than likely. We let our Maintenance person go and are hoping the men of the church come through with repairs if needed. We lost 13 staff members as well and will probably replace about 10 of those at this point. Hoping for enrollment to continue full employment for the staff of 60. None of the staff were full-time, all less than 29.5 hours per week. For Summer Camps: 1. This time last year we had @80-85 children per week coming for camp in June and July and employed about 25 part-time teachers for camps. We cancelled June camps so only the three administrators are working 6 hours a day for the month of June-July 6th. All other staff are either off or furloughed for June if they were originally scheduled to work (so like 25 furloughed and 35 don't normally work camps). 2. We had about 80 children enrolled for the camps for both June and July but after cancelling June camps and with continued concerns about possible spikes we have had enrollment dwindle to about 50-55 each week. We had planned to have the staff of about 25 work but are down to about 22 working part-time and reduced hours to have as lean as staff as we can given the health & safety precautions and class size limitations."

Heavenly Host Lutheran ECC	Cookeville, TN	Comments on current conditions July 2020
-----------------------------------	-----------------------	---

Enrollment comparison 45 now and last year 55 Expected numbers for August is 56-60 Reduced staff by one full time teacher and had another full time employee drop to part time.

TLC Child Care Ministry	Columbia, TN	Comments on current conditions July 2020
--------------------------------	---------------------	---

"Last Year this time = 65 This Year = 53 (Reduced due to social distancing have many on waiting list) We have postponed all enrollment for next school year until local school releases their start date. We will extend our summer program to meet their return to school. See no issues with having a full house next school year. Numbers will be lower due to the state guidance of 36 feet per child in class vs. 30 feet per child. actually added an additional staff person to work door to do temperature checks and walk kids to and from class as we are not allowing parents in the building. "

Grace Celebration CDC	Cordova, TN	Closed
------------------------------	--------------------	---------------

Shepherd's Little Flock Daycare	Crossville, TN	Comments on Current Conditions – July 2020
--	-----------------------	---

We are doing well, but anticipating a closer again when public school goes back.(end of August or beginning of September) Cumberland County had it largest positive one day count this week. We are all doing what we can.

Trinity Childcare	Gallatin, TN	Closed
--------------------------	---------------------	---------------

Emmanuel Learning Center	Hermitage, TN	NR
---------------------------------	----------------------	-----------

First Lutheran Preschool	Knoxville, TN	Comments on current conditions July 2020
---------------------------------	----------------------	---

We ended the year with 77 ECE. We have projected about the same amount for the coming year, but we only have about 50 application actually in. One less lead ECE Teacher and our Director will be taking that class. There is a chance we will not be hiring back another if we don't get more in the 2 year old room.

Christ the King EC Center	Memphis, TN	Comments on current conditions July 2020
----------------------------------	--------------------	---

"Enrollment: 6/19 109 6/20 64

Enrollment for Fall: If we are limited by guidelines, we can only have 70 students, if they allow us normal enrollment we would have 116-120. We currently have 86 enrolled for fall. No staff reduction for summer"

Immanuel Lutheran Preschool	Memphis, TN	Comments on current conditions July 2020
------------------------------------	--------------------	---

To date, 12 students (PK3 - 2, PK4 - 10) for 2020-21 school year compared to 25 students (PK3 - 11, PK4 - 14) for 2019-20 school year. Budgeted to combine PK3 and PK4 with one teacher and one co-teacher/aide. Eliminated hours for two teacher aides. Terminated ECE Director. ECE Director responsibilities will be assumed by Principal. School administrative assistant will help with ECE paperwork.

Our Savior Lutheran Academy	Nashville, TN
------------------------------------	----------------------

July 2019- 49?, July 2020- 74 August 2019- 77, August 2020- 76 (We will be adding infants throughout the year as they age up into other classes.) No, forced reductions, but we have had a few staff members leave.

Faith Lutheran Childcare **Tullahoma, TN**

Enrollment change? same 24 I will have 6 empty spaces after school resumes. We have not reduced any staff.

Saint Paul Lutheran Daycare **Wartburg, TN**

We will be reopening our preschool in early August with a small number of students.

Mid-south District K-8 schools

Avilla Christian Academy **Alexander, AR** **Comments on current conditions July 2020**

In the past few weeks, enrollment has been going up since the local schools have announced their plans. It's too early to tell how it will affect us. Currently we have 56 enrolled for K-12th, but some of those are contingent upon whether or not they get the scholarships they have applied for. If the government locks us down again, our enrollment will surely suffer because some of the new families are coming because they realize the shortcomings of virtual learning. Currently we have 27 enrolled in our preschool, but some of those are not set in stone either. Those numbers are slightly up from where we were last year during the summer, but the way things are changing from day to day, it's really a guessing game till the first day of school when we often have parents who wait till the last minute. There were 5 teachers we haven't retained since the spring of 2020, but the causes were not covid related. We are working to replace 4 of the positions. We cannot afford to fill the administrator's position until we make up for some of the overspending that occurred the last few years. We are rewriting our contracts and personnel manual so that if the government shuts us down and does not provide additional funding like they did in 2020, we will have the option of laying off teachers in the preschool so we can keep our head above water financially. Hopefully, that won't happen, but we are preparing to take necessary decisive steps to protect the ministry if we must.

First Lutheran School **Fort Smith, AR** **Comments on current conditions July 2020**

"Pre-Pandemic: 61 End of Year: 58 Current Paid Enrollment: 49 Day 1 Projected (verbal and typical late re-enrolling families included): 58. We have retained all of our staff."

Concordia Christian Academy **Jonesboro, AR** **Closed****Christ Lutheran School** **Little Rock, AR** **Comments on current conditions July 2020**

Our enrollment is down this year. So far, we only have 13 new students joining us in the fall. I suspect the pandemic is the cause. Inquiries and tours hit a hard stop in the middle of March. We ended last year with 96 students K-8. We currently have 85 enrolled. Due to the decreased enrollment, we did let go 3 part time teachers, have 3 teachers working only 30 hours a week and combined some grades. The Kindergarten and first grade teacher had their hours reduced to 30 a week. They will combine grades in the afternoons. The Reach Out (special ed) teacher's hours were also reduced to 30 a week. The part time 3rd grade teacher was let go. The 2nd and 3rd grade will now be combined for the entire school day. The part time PE and computer teacher was let go. The part time 7th and 8th grade history and geography teacher was let go. The music and religion teacher will now only work 25% for the school teaching only music. The other 75% he will work in the church. The 4th and 5th grades were combined under the 5th grade teacher to allow the 4th grade teacher to pick up our history, geography, PE, computer and religion.

St. John's Lutheran School Stuttgart, AR Comment on current conditions July 2020

We are at 111 for 2020-2021.. Only lost 1 for this year because of the Pandemic.. > She pulled out in March of 2020. We have retained all staff.

Holy Trinity Luth. School Bowling Green, KY Comments on current conditions July 2020

We had an enrollment of 135 when school closed in March. We anticipate enrollment a little higher for next year. We have a waiting list in all of our preschool classes but we are having difficulty finding workers. We will lose one who is at risk for Covid-19 and can't even get applications for the openings we have. May have to shut down a class or two of our summer care next week due to shortage of workers. We plan on opening on Aug. 5 for our K-6 and Aug. 10 for our preschool. We will use Google Classroom if we go virtual.

Belvoir Christian Academy Chattanooga, TN Comments on current conditions July 2020

We have lost one student to date: 84 enrolled in K-8 In our Children's center we have hired an additional Kindergarten teacher to maintain the 36 sq ft. per student guideline and a Prek 4 teacher to meet licensing guidelines with 1 less student. We are predicting 89 for the year with a \$20 K increase in financial aid. We have lost 2 staff who choose to collect unemployment and 1 to the Covid-19 restrictions. Hiring is the issue - we have 30 applicants and most will not return phone calls or are no shows for interviews. We need an additional 2 full time employees and 3 part time to be in compliance with licensing. These positions will need to be filled by August.

Heavenly Host Lutheran School Cookeville, TN Comments on current conditions July 2020

We are staring face to face for our first full day on 7/27/20. Orientation is for 2hrs on 7/24/20. If/when we go remote, we will continue to utilize Google classroom.

First Lutheran School Knoxville, TN Comments on current conditions July 2020

We ended the year with 55 K-8. We have projected 64 for the coming year. We cut staff but that was going to be necessary regardless of Covid, but because of budget concerns which happened before. We are not replacing the MS math teacher who resigned so I will be teaching full time as well. We let go a part time computer teacher as well. And one of our teachers is take a reduction in pay, semi retiring, and taking over specials.

Christ the King Lutheran School Memphis, TN

I have been able to replace the kindergarten and first grade teachers so we are at full staff. I've been in contact with Ed at Immanuel about sharing a music person and maybe combining for sports. Our numbers are down a bit.

Immanuel Lutheran School Memphis, TN Comments on current conditions July 2020

"Currently, total enrollment (including PK) is 83 students for 2020-21 school year compared to 128 students at end of 2019-20 school year. Budgeted enrollment goal is 90 students for 2020-21 school year. It should be noted that enrollment challenges that ILS continues to face, although complicated by it, are related to more than the pandemic and include, among other things, lack of adequate/focused resources dedicated to marketing/recruiting, increased competition, changing demographics, lack of a robust/growth-oriented ECE program, lack of summer programming, and lack of after-school programs. Budgeted to combine PK3 and PK4 with one teacher and one co-teacher/aide. Eliminated hours for two PK teacher aides. Terminated K teacher aide. Terminated ECE Director. Terminated half-time office manager and replaced with full-time administrative assistant who will also help with ECE paperwork. Plan to fill 1st grade teacher position from existing staff (1st grade teacher accepted Call to AZ). Reduced 7th grade teacher to 50%. Terminated Kitchen Director and Kitchen Worker due to not having hot lunch program for 2020-21 school year. Reduced budgeted hours for after care workers."

Mid-South District Elementary Schools – Fall 2020

Principal	City, State	Face-to-face Start Date	Online Platform – if needed
Dr. Zachary Murphy	Cookeville, TN	July 27	Google Classroom
Bill Hiskey	Bowling Green, KY	Aug. 5 K-6 Aug. 10 Preschool	Google Classroom
Michelle Fischer	Memphis, TN	Aug. 10	Google Classroom Seesaw - Class Dojo
Ann Laury	Memphis, TN	Aug. 11	Google Classroom Seesaw – Zoom
Jessie Irwin	Knoxville, TN	Aug. 12	Google Classroom
David Topp	Chattanooga, TN	Aug. 12	Google Classroom
Kristian Dabbs	Stuttgart, AR	Aug. 12	Google Classroom Seesaw
Cara Steely	Little Rock, AR	Aug. 13	Google Classroom Seesaw
Pastor Mike	Alexander, AR	Aug. 17	Google Classroom Seesaw???
Samuel Fishburn	Fort Smith, AR	Aug. 24	Google Classroom Seesaw – Alpha Omega

Seesaw – a platform for student engagement that inspires students of all ages to do their best, and saves teachers time!

Class Dojo – an online behavior management system intended to foster positive student behaviors and classroom culture.

Alpha Omega - A comprehensive Christian homeschool program that offers computer-based mastery learning for grades 3-12

Appendix D

Temporal Temperature Scanners



Christ LITTLE ROCK

President Paarola,

Thank you for the temporal
Scanning thermometer for our ministry.
We are anxious to re-open so we
can serve our families and students.

The care and support from
the district has been a great
source of comfort and knowledge.

Prayers that you all stay
Safe and well.

In Christ's Service,
Cara Stuey, principal

315 S. Hughes St. | Little Rock, AR 72205 | 501.663.5212 | www.CLSLR.org

→ Julie Yarbrough, Director



Dear President Paavola,

On behalf of Holy Trinity Lutheran School in
Dorling Green, KY, I want to thank you for sending
us the temporal scanning thermometer to use with our
staff and children. The timing of this gift is perfect
since we will need to use several of these as part of
our safety protocol moving forward. Thank you for
your support and partnership in the Gospel.

In Christ, Bill Hesley

Appendix E

Visitation Circuits

Visitation Circuits

Based on 2019 Congregation Statistics with unreported statistics rolled forward

Confirmed Members	Baptized Members	Average Attendance	Last Year Reported
----------------------	---------------------	-----------------------	-----------------------

38 Mid-South District

001 Chattanooga

Circuit Visitor: Rev Mark Rhoads

Member Congregations in Circuit: 9 Confirmed in Circuit: 1,513

38986	Athens Lutheran Church	Athens, TN	62	93	61	2019
150651	Cross Of Christ Lutheran	Chattanooga, TN	162	202	110	2019
150794	First Lutheran Church	Chattanooga, TN	194	253	145	2019
150937	Good Shepherd Lutheran Church	Chattanooga, TN	401	481	230	2019
151080	Saint Philip Lutheran Church	Chattanooga, TN	35	50	30	2016
1000916	Spirit of Joy Lutheran Church	Chattanooga, TN	12	12	9	2018
182468	First Lutheran Church	Cleveland, TN	356	433	122	2019
226226	Prince Of Peace Lutheran	Dayton, TN	15	15	15	2019
825	Christ Our Savior Lutheran	Loudon, TN	276	291	203	2019

002 Fayetteville

Circuit Visitor: Rev Robert Herring

Member Congregations in Circuit: 9 Confirmed in Circuit: 1,650

69900	Bella Vista Lutheran Church	Bella Vista, AR	495	555	351	2019
74729	Faith Lutheran Church	Bentonville, AR	109	145	86	2019
775	Living Savior Lutheran Church	Bethel Heights, AR	41	50	20	2014
311669	Saint John Lutheran Church	Fayetteville, AR	87	99	47	2019
422226	Grace Lutheran Church	Holiday Island, AR	44	48	32	2019
1001343	Messiah Lutheran Church	Pea Ridge, AR	140	154	86	2019
777992	Holy Trinity Lutheran Church	Rogers, AR	354	454	175	2019
1001381	Christ Lutheran Church	Siloam Spgs, AR	48	61	22	2014
865222	Salem Lutheran Ministries	Springdale, AR	332	499	260	2019

003 Fort Smith

Circuit Visitor: Rev Joshua Willadsen

Member Congregations in Circuit: 8 Confirmed in Circuit: 1,029

327256	Bethel Lutheran Church	Fort Smith, AR	116	132	42	2019
327399	First Lutheran Church	Fort Smith, AR	294	352	135	2019
327461	Our Redeemer Lutheran Church	Fort Smith, AR	84	92	47	2019
206	Grace Lutheran Church	Greenwood, AR	91	100	76	2019
175498	River Valley Grace Luth Church	Lamar, AR	66	65	48	2016

Visitation Circuits

Based on 2019 Congregation Statistics with unreported statistics rolled forward

			Confirmed Members	Baptized Members	Average Attendance	Last Year Reported
43401	Zion Lutheran Church	London, AR	123	153	68	2019
571214	Trinity Lutheran Church	Mena, AR	37	37	18	2019
786715	Saint Johns Lutheran Church	Russellville, AR	218	260	86	2019
004 Jonesboro			Circuit Visitor: Rev Joel Krogen			
Member Congregations in Circuit: 15			Confirmed in Circuit: 1,545			
59918	Hope Lutheran Church	Batesville, AR	68	73	36	2019
88732	First Lutheran Church	Blytheville, AR	49	55	15	2019
152803	Peace Lutheran Church	Cherokee Village, AR	149	158	71	2019
204133	Saint Matthew Lutheran Church	Corning, AR	77	77	35	2019
323123	Faith Lutheran Church	Forrest City, AR	25	38	9	2018
398899	First Lutheran Church	Harrison, AR	83	95	47	2019
428250	Shepherd Of The Hills Lutheran	Horseshoe Bend, AR	49	49	29	2019
462391	Pilgrim Lutheran Church	Jonesboro, AR	123	150	57	2019
487988	Saint John Lutheran Church	Lafe, AR	324	386	180	2019
1001649	Peace Lutheran Church	Mountain Home, AR	25	25	18	2018
617546	Redeemer Lutheran Church	Mountain Home, AR	377	432	221	2019
1000843	Grace Lutheran Church	Mountain View, AR	29	31	28	2019
695624	Redeemer Lutheran Church	Paragould, AR	87	100	60	2019
941061	Zion Lutheran Church	Waldenburg, AR	60	78	24	2019
965538	Saint Paul Lutheran Church	West Memphis, AR	20	23	17	2014
005 Knoxville			Circuit Visitor: Rev Robert Portier			
Member Congregations in Circuit: 12			Confirmed in Circuit: 2,598			
477394	Redeemer Lutheran Church	Harriman, TN	121	141	54	2019
399292	Christ Of The Cumberland Luth	Harrogate, TN	60	63	30	2018
481103	Christus Victor Lutheran	Knoxville, TN	215	217	65	2019
481267	First Lutheran Church	Knoxville, TN	344	434	160	2019
481410	Grace Lutheran Church	Knoxville, TN	886	1,149	475	2019
1001648	The Point Lutheran Church	Knoxville, TN	155	172	122	2019
1000065	Praise Lutheran Church	Maryville, TN	165	177	120	2019
659588	Faith Lutheran Church	Oak Ridge, TN	152	161	115	2017
573	Saint Paul Lutheran Church	Sevierville, TN	185	208	129	2019
838659	Celebration Lutheran Church	Seymour, TN	25	26	21	2019
1001962	Chapel of the Good Shepherd	Sharps Chapel, TN	18	18	16	2019
946719	Saint Paul Lutheran Church	Wartburg, TN	272	306	153	2019

Visitation Circuits

Based on 2019 Congregation Statistics with unreported statistics rolled forward

Confirmed Members	Baptized Members	Average Attendance	Last Year Reported
----------------------	---------------------	-----------------------	-----------------------

006 Little Rock North

Circuit Visitor: Rev Kevin Conger

Member Congregations in Circuit: 10 Confirmed in Circuit: 1,642

1000549	Our Savior Lutheran Church	Cabot, AR	294	294	167	2019
201629	Peace Lutheran Church	Conway, AR	245	314	111	2019
889	Saint Matthew Lutheran Church	Conway, AR	66	71	25	2019
304448	Faith Lutheran Church	Fairfield Bay, AR	64	68	40	2019
453954	Hope Lutheran Church	Jacksonville, AR	204	227	73	2019
517196	Christ Lutheran Church	Little Rock, AR	370	389	219	2019
517303	First Lutheran Church	Little Rock, AR	201	274	46	2019
103	Shepherd Of Peace Lutheran	Maumelle, AR	82	97	49	2019
651151	Trinity Lutheran Church	N Little Rock, AR	47	50	30	2019
831081	Our Shepherd Lutheran Church	Searcy, AR	69	78	38	2019

007 Little Rock South

Circuit Visitor: Rev Michael Schleider

Member Congregations in Circuit: 10 Confirmed in Circuit: 2,647

11798	Immanuel Lutheran Church	Alexander, AR	27	36	10	2019
48549	Zion Lutheran Church	Avilla, AR	279	282	136	2019
74575	First Lutheran Church	Benton, AR	64	73	44	2018
973	Friends In Christ Luth Church	Bryant, AR	127	137	62	2017
428857	Faith Lutheran Church	Hot Springs Village, AR	216	222	122	2019
428500	First Lutheran Church	Hot Springs, AR	335	410	227	2019
1000914	LakePointe Lutheran Church	Hot Springs, AR	1,228	1,300	512	2017
823	Community of Faith Lutheran	Little Rock, AR	23	23	84	2011
517446	Grace Lutheran Church	Little Rock, AR	328	395	172	2019
542542	Saint Luke Lutheran Church	Malvern, AR	20	26	20	2019

008 Memphis

Circuit Visitor: Rev Mark Goble

Member Congregations in Circuit: 11 Confirmed in Circuit: 2,595

1001199	Redeeming Grace Luth Church	Atoka, TN	47	53	65	2019
191191	Faith Lutheran Church	Collierville, TN	460	570	200	2019
551	Grace Celebration Lutheran	Cordova, TN	119	119	73	2019
453239	Concordia Lutheran Church	Jackson, TN	138	140	75	2019
570213	Christ The King Luth Church	Memphis, TN	917	1,145	430	2019
272	Cross Of Calvary Luth Church	Memphis, TN	95	95	55	2019
570499	Immanuel Lutheran Church	Memphis, TN	456	577	250	2019

Visitation Circuits

Based on 2019 Congregation Statistics with unreported statistics rolled forward

			Confirmed Members	Baptized Members	Average Attendance	Last Year Reported
570663	Messiah Lutheran Church	Memphis, TN	75	94	45	2019
571071	Trinity Lutheran Church	Memphis, TN	203	239	80	2019
1000789	Holy Spirit Lutheran Church	Oakland, TN	20	21	11	2019
569999	Beautiful Savior Luth Church	Olive Branch, MS	65	66	33	2019

009 Nashville

Circuit Visitor: Rev Kenneth Shaw

Member Congregations in Circuit: 8 Confirmed in Circuit: 1,753

658	Saint John Lutheran Church	Burns, TN	249	322	96	2019
343701	Trinity Lutheran Church	Gallatin, TN	211	211	61	2019
410267	Emmanuel Lutheran Church	Hermitage, TN	225	303	153	2019
539468	Ascension Lutheran Church	Madison, TN	126	170	65	2019
625268	Concordia Lutheran Church	Nashville, TN	60	68	48	2017
625455	Our Savior Lutheran Church	Nashville, TN	709	939	346	2019
625462	Redeemer Lutheran Church	Nashville, TN	98	116	72	2019
926	Prince Of Peace Lutheran	White House, TN	75	84	51	2019

010 Middle Tennessee

Circuit Visitor: Rev Gerald Meyer

Member Congregations in Circuit: 8 Confirmed in Circuit: 1,671

194552	Trinity Lutheran Church	Columbia, TN	113	131	91	2019
201916	Heavenly Host Lutheran Church	Cookeville, TN	377	432	132	2019
214644	Shepherd Of The Hills Lutheran	Crossville, TN	333	350	218	2019
565278	Shepherd Of The Hills Lutheran	Mcminnville, TN	52	61	42	2018
619834	Grace Lutheran Church	Murfreesboro, TN	289	363	148	2019
1001732	Hope Lutheran Church	Smyrna, TN	14	17	10	2019
17	Faith Lutheran Church	Thompsons Station, TN	222	273	114	2019
915415	Faith Lutheran Church	Tullahoma, TN	271	282	126	2019

011 Paducah

Circuit Visitor: Rev Larry Peters

Member Congregations in Circuit: 8 Confirmed in Circuit: 1,658

96883	Holy Trinity Lutheran Church	Bowling Green, KY	395	488	246	2019
175533	Grace Lutheran Church	Clarksville, TN	511	738	261	2019
265427	Trinity Lutheran Church	Dyersburg, TN	37	41	21	2019
427785	Faith Lutheran Church	Hopkinsville, KY	70	86	30	2019
620149	Immanuel Lutheran Church	Murray, KY	136	160	106	2018
690047	Saint Paul Lutheran Church	Paducah, KY	320	403	155	2019
696125	Christ Lutheran Church	Paris, TN	134	140	66	2019

Visitation Circuits

Based on 2019 Congregation Statistics with unreported statistics rolled forward

			Confirmed Members	Baptized Members	Average Attendance	Last Year Reported
920803	Faith Lutheran Church	Union City, TN	55	70	32	2019
<hr/>						
012 Stuttgart		<i>Circuit Visitor: Rev Monte Philipp</i>				
Member Congregations in Circuit: 9		Confirmed in Circuit: 776				
105034	Our Savior Lutheran Church	Brinkley, AR	15	16	13	2019
214500	Saint John Lutheran Church	Crossett, AR	7	7	5	2019
227585	Saint Luke Lutheran Church	De Witt, AR	50	67	24	2019
278064	Our Savior Lutheran Church	El Dorado, AR	83	90	62	2014
352996	Saint Paul Lutheran Church	Gillett, AR	111	134	45	2019
540898	Faith Lutheran Church	Magnolia, AR	10	10	9	2016
716931	Trinity Lutheran Church	Pine Bluff, AR	111	136	59	2019
880094	Saint Johns Lutheran Church	Stuttgart, AR	350	350	150	2019
919133	Zion Lutheran Church	Ulm, AR	39	40	21	2019
<hr/>						
013 Johnson City		<i>Circuit Visitor: Rev Steven Harmon</i>				
Member Congregations in Circuit: 5		Confirmed in Circuit: 407				
1001575	Grace Lutheran Church	Abingdon, VA	6	6	8	2019
283069	Redeemer Lutheran Church	Elizabethton, TN	32	33	12	2019
461247	Bethlehem Lutheran Church	Johnson City, TN	137	157	80	2019
477120	Concordia Lutheran Church	Kingsport, TN	150	150	53	2019
611254	Our Savior Lutheran Church	Morristown, TN	82	85	46	2019
<hr/>						
Totals for:			Member Congregations	Confirmed Members	Baptized Members	Average Attendance
38 Mid-South District			122	21,484	25,342	11,612

Appendix F

LCEF



Lutheran Church Extension Fund

> where investments build ministry

LCEF Announces Discontinuation of Laborers For Christ

Laborers For Christ (LFC), a ministry of Lutheran Church Extension Fund (LCEF) will discontinue operations on June 30, 2021, the conclusion of LCEF's fiscal year. This difficult decision comes following an extensive review of the LFC program over the past 18 months. This review revealed a number of critical issues impacting LFC operations, including a steady decline in available opportunities, increasing logistical and regulatory challenges and a marked shift in the needs of The Lutheran Church—Missouri Synod (LCMS) ministries we serve.

Current and pending LFC projects that have been contracted will be completed with work possibly continuing after June 30, 2021.

Beginning in 1980 as a ministry of the Rocky Mountain District, LFC operations were taken up by the LCMS Mission Board in 1985 and later by the LCMS Foundation. LFC activities were then transferred to LCEF in 2003. Over their 40 year history, LFC has completed more than 800 construction and renovation projects in service to LCMS congregations, schools and other ministries across the country. During this time, hundreds of dedicated men and women answered the call to serve. Their dedication to the church, the ministry of LFC and their love of our Lord has been a blessing to so many, and it has left an indelible mark upon the mission and ministry of the LCMS.

"The church has been blessed through the faithful work of Laborers For Christ for decades," said Rev. Bart Day, LCEF president and CEO. "We remember and celebrate the men and women who used their gifts and abilities to expand the footprint of the church. As the work now comes to an end, we thank God for all that has been accomplished. LCEF will consider new opportunities to serve the church in the future. As opportunities change, so must LCEF and the services we provide. We will honor the past and build the future, always growing ministry opportunities."

Heavenly Father, we thank you for the work and ministry of Laborers For Christ for the last 40 years and for the many lives and communities that their service has blessed and continues to bless. We ask that you bless the laborers as they finish their work and that you would continue to bless the ministry of LCEF. Amen.

LCEF, a non-profit organization, has served as the financial extension of the LCMS since 1978, offering funding and resources to LCMS congregations, schools and rostered church workers through investment support of LCMS members.

The mission of Lutheran Church Extension Fund is to support The Lutheran Church—Missouri Synod by ensuring that financial resources and related services are available now and in the future.

Ryan McIvor | Senior Vice President – Ministry Support

Appendix G

Concordia Plan Services

From: Jim Sanft, Concordia Plan Services <CSPresident@concordiaplans.org>
Sent: Monday, July 13, 2020 3:30 PM
To: Roger Paavola
Subject: CPS Insider: March 2020

To view this email as a web page, [click here](#) | To forward this email, [click here](#)

CPS Insider
for Leaders

**A Message From Jim Sanft
President and CEO
Concordia Plan Services**



A message from Jim Sanft

Moving Forward in Faith!

At the beginning of the COVID-19 crisis Concordia Plan Services (CPS), along with everyone else, focused on the transition to a new reality of quarantine. In a matter of a few days we transitioned from working at the International Center to working out of our homes. At the same time our churches, schools and other ministries also made the transition to this new environment. Online learning and online worship became reality overnight.

Although the nature and methods of ministry changed, by the grace of God ministry went on...and God's church continues to serve His people!

Like you, we still have a lot of unknowns ahead of us. Ministries are making plans for moving forward and CPS is making plans to serve LCMS ministries and workers—as together we move forward in faith!

At this time of year, CPS sets the rates for the Concordia Health Plan (CHP) for the upcoming year. **We are pleased to tell you that the aggregate CHP rate increase for 2021 is set at 4.95%.**

The best way to understand how we got to the aggregate increase is to think in terms of family finances. Ideally families have built up a "rainy day" fund.

Unexpected, non-budgeted expenses do arise. A rainy day fund can provide relief when these expenses hit. The availability of these funds provides financial stability during challenging times.

The CHP is managed to maintain a certain level of reserves. These dollars are intended to be a “rainy day” fund for the health plan. When expenses rise unexpectedly or if there is a run up in the number of high-cost claims, the reserves provide financial stability.

With the amount of uncertainty for all of us going into 2021, the CPS board and leadership determined this is an appropriate time to use a portion of the CHP reserves. Actuaries for the CHP estimated the rate increase needed for 2021 without using reserves could be as high as 9.9% — a number that would be devastating for ministries trying to rebuild from the pandemic!

We know challenging times bring questions and the need for conversation. We welcome the opportunity to engage with you and the ministries you serve. **Our Ministry Engagement Team is working with district business managers to schedule “town hall” sessions to discuss the 2021 rates, as well as the new options and flexibility available in the CHP.** We have heard repeatedly a desire for more choice, more flexibility and greater control in the benefits ministries offer workers. We are excited to respond to those calls and partner with LCMS ministries as we continue to provide a high level of care to those serving in His name.

Thank you for continuing ministry to a world that greatly needs the Good News of the love of Christ, and for caring for the workers of the LCMS!

In His Service,

James F. Sanft

President and CEO



2020 © Copyright. All rights reserved. Concordia Plan Services of The Lutheran Church—Missouri Synod (LCMS).

P.O. Box 229007, 1333 S. Kirkwood Rd., St. Louis, MO 63122-9007