



**47th Pacific Southwest District  
Convention  
Workbook Supplement 2**



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# UPDATED Board of Directors – Lay Members

You may vote for one candidate per region regardless of which region you are located

## Region 1

### Mrs. Susan Marie Shillert

Professional Occupation: Human Resources Consultant/MFT  
Canoga Park Lutheran Church, Canoga Park, CA

*Mrs. Shiller's bio can be found on page 109 of the Convention Workbook.*

## NEW Region 1 Floor Nomination

### Mr. Joshua Salzberg

Professional Occupation: Filmmaker  
First Lutheran Church of Culver City & Palms, Los Angeles, CA



#### Relevant Experience:

- A lifelong LCMS Lutheran and attendee of Lutheran schools, I've served as First Lutheran's Executive Director for six years. In the broader Synod, I've served as the Media Director for The LCMS National Youth Gathering and have written for Concordia Publishing House and LCMS Youth Ministry. In 2020, I co-founded Lutherans for Racial Justice (LRJ), a grassroots coalition committed to fostering multiethnic church and school cultures within the communities of The LCMS. The LRJ community wrote and organized the passing of the Synod's largest multiethnic study at the 2023 National Convention.
  - I have two children in Lutheran schools and Sarah Trinklein Salzberg, my spouse, has been a Lutheran high school teacher of Hebrew Scripture/Old Testament for over 18 years and is a respected scholar and speaker across the Synod.
  - In my professional work, I've produced Film and TV projects with budgets as large as \$10 million and as small as \$35,000. This work has required me to navigate tight finances, strict timetables, and stark differences of opinion – all useful skills for faithfully navigating the District's work.
- I love my congregation and my city. When First Lutheran elected me as Executive Director, membership was in decline, and the board faced a near-certain reality that the church would have to close its doors. After calling the first full-time pastor in over 15 years, our board raised up new leaders and helped the congregation reach financial solvency and new membership. Our congregation serves one of the most densely populated and diverse neighborhoods in the country. In recent years, we've partnered with local congregations and organizations to support homeless communities and underpaid workers.

From Mr. Salzberg:

*I have been infinitely blessed through God's work in The LCMS and have a deep desire for others to experience the same love and grace. As someone leading a congregation in the city, I would love to bring our community's voice to the table.*

*At my core, I'm a peacemaker and have a passion for bridging divides in our congregations and schools.*



# Circuit Visitors

Region 1	Circuit 1	Rev. Paul Wenz*	Emanuel, Santa Barbara, CA
	Circuit 2	Rev. Paul Koch	Grace, Ventura, CA
	Circuit 3	Rev. Tim Jenks	Canoga Park, Canoga Park, CA
	Circuit 4	Rev. Mike Harnack	First, Burbank, CA
	Circuit 5	Rev. Ed Killian	Good Shepherd, Inglewood, CA
	Circuit 6	Rev. Matthew Wait	First, Los Angeles, CA
Region 2	Circuit 7	Rev. Eric Eichinger	Our Savior, Arcadia, CA
	Circuit 8	Rev. Sean Pica	Good Shepherd, Downey, CA
	Circuit 9	Rev. Paul Terhune, Emeritus	Glendora, CA
Region 3	Circuit 10	Rev. Dr. Richard Paul, Emeritus	Orange, CA
	Circuit 11	Rev. Jim Elmore*	Trinity, Anaheim, CA
	Circuit 12	Rev. Darrin Sheek*	Prince of Peace, Anaheim, CA
	Circuit 13	Rev. Glenn Lucas	Abiding Savior, Lake Forest, CA
	Circuit 14	Rev. William Maggard	Grace Evangelical, Rialto, CA
Region 2	Circuit 15	Rev. Patrick Curley	Immanuel, Chino, CA
Region 3	Circuit 16	Rev. Larry Bogardus	Good Shepherd, Sun City, CA
	Circuit 17	Rev. Luke Kastner	St. John's, Hemet, CA
Region 2	Circuit 18	Rev. James Harris	Ascension, Apple Valley, CA
Region 3	Circuit 19	Vacant*	
	Circuit 20	Rev. Matthew Knauss-Behal	Community, Escondido, CA
	Circuit 21	Rev. Tim Gerdes	Victory, Chula Vista, CA
	Circuit 22	Rev. Richard Ross	Morning Star, Lakeside, CA
	Circuit 23	Rev. Mike Kessler	Calvary, Yuma, AZ
Region 4	Circuit 24	Rev. Nate Schaus	Summit Community, Buckeye, AZ
	Circuit 25	Rev. Dr. Scott Seidler	Shepherd of the Desert, Scottsdale, AZ
	Circuit 26	Rev. Adam Burke	Shepherd of the Hills, Prescott, AZ
	Circuit 27N	Rev. Mark Hoffman	Christ, Coolidge, AZ
	Circuit 27S	Rev. Gregory Rachuy, Emeritus	Tucson, AZ
	Circuit 28	Rev. Paul Frank	Hosanna, Mesa, AZ
	Circuit 29	Rev. Bradley Wellik	Mountain View, Las Vegas, NV
	Circuit 30	Rev. Adam Stetson	Christ, Boulder City, NV

*\*denotes change from what was published in the Convention Workbook, or Workbook Supplement #1*



# UPDATED Concordia University Irvine, Board of Regents

One ordained minister, one commissioned minister, and two laypersons shall be elected by the geographical district in which the institution is located

SOURCE: LCMS HANDBOOK, 3.10.6.2.2

*At the 2023 LCMS Convention, the following bylaw was passed:*

**Qualification of all nominees for appointment or election...shall be reviewed and verified by the Concordia University System... (3.10.6.2.1a)**

**Concordia University System shall also ensure that it is prepared to review and verify qualification of floor nominees at each district and Synod convention... (3.10.6.2.1b)**

*With the bylaw in mind, the following procedure is in place for the nomination and election of Board of Regents members:*

*All nominated individuals for the Board of Regents will be vetted for prior approval by the Concordia University System before being included on the official ballot. Any person nominated by PSD congregations for a regent position will be submitted for qualification review. We acknowledge that it is possible that nominees may be disqualified. The District Convention Nominating Committee will inform the nominating congregation if the nominee is declined.*

*Incumbent Regents do not need prior approval. A list of approved Board of Regent nominees is below:*

**You may vote for one ordained candidate, one commissioned minister candidate, and two lay candidates**

## Ordained

**Rev. Glenn Lucas, incumbent**

Professional Occupation: Pastor  
Abiding Savior, Lake Forest, CA

**Rev. Timothy Lawson**

Professional Occupation: Pastor  
Saving Grace, Queen Creek, AZ

## Commissioned:

**Mr. Timothy Gast**

Professional Occupation: Principal, Valley Lutheran High School, Phoenix, AZ  
Trinity Lutheran Church, Litchfield Park, AZ



Lay

## Mr. Matthew Flandermeyer, incumbent

Professional Occupation: Senior Management in Biotech Industry

## Mr. Neil Cowen, incumbent

Professional Occupation: Business Owner

## Ms. Veronica Steele

Professional Occupation: Marketing Operations

St. Paul's, Irvine, CA

Veronica Steele is a seasoned leader in global operations, marketing strategy, and governance, with a career spanning role at Concordia University Irvine, Amazon Web Services (AWS), Amazon.com, and Microsoft. A two-time alumnus of Concordia University Irvine (BA in Christian Education Leadership, 2006; MBA, 2013), Veronica served the university for a decade, leading transformative initiatives in admissions, marketing, and social media strategy. Currently, as Senior Global Social Operations Manager at Microsoft

Relevant Experience:

- Led cross-functional projects at CUI to streamline operations and enhance student engagement.
- Built a governance model for 300+ accounts at AWS and negotiated enterprise contracts.
- Launched internal programs at Amazon.com to improve employee advocacy and workflow.
- Directs global asset management and workflow optimization at Microsoft.
- Graduate of the Townsend Leadership Program, focused on servant leadership and emotional intelligence.

From Ms. Steele: *Serving in the Pacific Southwest District would allow me to bring this perspective and experience to further the mission of advancing the Gospel, fostering collaboration, and equipping others for impactful service. Having lived and worked in this region for much of my life, I have a deep connection to its communities and a heartfelt desire to contribute to their growth and flourishing. It would be both a privilege and a responsibility to serve in this capacity, living out my calling in a way that honors God and strengthens His church.*

## Mr. Michael Mathes

Professional Occupation: Pilot

Faith Community, Las Vegas, NV

From Mr. Mathes: *I've served on church and school boards. I have four grown children. I have a deep interest in Christian Education as well as a leadership development.*



**To Encourage Equal Outcomes in Routes to Pastoral Formation in the LCMS**

**RESOLUTION 25.01.03**

Overtures 1-03, 1-04

WHEREAS, Jesus' words still ring true such that there remains an urgent need for sending workers into the harvest fields where, "*the harvest is plentiful, but the workers are few*" (Luke 10:2, Matthew 9:37); and

WHEREAS, among the main objectives listed in the LCMS constitution for the purpose of the Synod is the preparation of such workers: "Recruit and train pastor, teachers, and other professional church workers and to provide opportunity for their continual growth" (2023, LCMS Handbook, p. 11); and

WHEREAS, another main objective in the LCMS constitution for the purpose of the Synod is to "encourage congregations to strive for uniformity in church practice, but also to develop an appreciation of a variety of responsible practices and customs which are in harmony with our common profession of faith" (2023, LCMS Handbook, p. 12); and

WHEREAS, the Pastoral Formation Committee of the Synod, working with the two seminaries of our Synod, Concordia Seminary in St. Louis, MO and Concordia Theological Seminary in Fort Wayne, IN, make provision for both that uniformity and appreciation of variety in recommending new routes leading to ordination (2023, LCMS Handbook, p. 157); and

WHEREAS, new routes to ordination may only be implemented after "approval by resolution of the Synod" (2023, LCMS Handbook, p. 157); and

WHEREAS, the LCMS in convention has implemented a variety of routes of pastoral formation leading to ordination, which include the residential pathways of Masters of Divinity (MDiv) and Residential Alternate Route (RAR), and the non-residential pathways of the Specific Ministry Pastor (SMP), Cross-Cultural Ministry Center (CMC), the Center for Hispanic Studies (CHS), and the Ethnic Immigrant Institute of Theology (EIIT); and

WHEREAS, these routes do not offer equal outcomes as students are only able to earn a Masters of Divinity (MDiv) degree through the residential routes versus only a Masters of Arts in Theology (MAT) through non-residential routes and some ordained pastors who have completed their route to ordination, such as SMP Pastors, are given a distinctly limited roster status; and

WHEREAS, already in the nineteenth century the LCMS instituted variety in its routes for training its pastors by offering a more practical seminary in Springfield, IL or a more theological seminary in St. Louis, MO without instituting a difference in roster status such that throughout the history of the practical seminary students graduating from the more practical seminary received the same roster status as those who graduated from the more theological seminary; and

WHEREAS, the roster distinction introduced for SMP graduates makes these pastors distinct from EIIT graduates, CHS graduates, and Residential Alternate Route graduates who also may be ordained without an academic degree and who have also received a lesser level of theological training than full MDiv students; and

WHEREAS, *The Lutheran Confessions* in the *Treatise of the Power and Primacy of the Pope* state that before God there is no substantive difference between ordained pastors (paragraphs 60-65); and

WHEREAS, the difference in roster status for SMP pastors creates confusion among the pastorate and laity over their status as pastors, such as the ability of SMP pastors to be on call lists, the ability of SMP pastors to serve as ecclesiastical supervisors for Commissioned Ministers, even though *The Lutheran Confessions* are clear an ordained pastor is a full pastor; and

WHEREAS, congregations recognize and value their pastors based on the functions of the office they faithfully execute and spiritual care they provide, regardless of their pathway to ordination or official roster status; and

WHEREAS, all rostered LCMS pastors serve under ecclesiastical supervision and under the mutual admonition of their fellow pastors; therefore be it

*Resolved*, that the Pacific Southwest District esteem all who hold the Office of the Public Ministry in the LCMS with honor, and encourage all those pursuing pastoral ministry regardless of their pathway to ordination, thanking God for their service to his people and their commitment to proclaim the gospel of Jesus Christ; and be it

48        *Resolved*, that the Pacific Southwest District memorialize the Synod in convention to ~~create~~ develop a process ~~by~~  
 49        through which an SMP pastor, after ten years of faithful and effective ministry, demonstrating ministerial competence  
 50        and spiritual fitness, and grounded in the daily work of pastoral ministry, may thereby ~~can~~ apply for general ordination  
 51        status on the roster of the LCMS ~~after a 10 year probationary period~~; and be it finally

52        *Resolved*, that the Pacific Southwest District memorialize the Synod in convention to create pathways for non-  
 53        residential seminary students to earn an MDiv degree and to allow the General Pastor Certification classes at the  
 54        Seminary to continue to give opportunity for SMP Pastors to earn an MDiv by continuing their education.





**To Encourage Ministry Sabbaticals for Church Workers and Ministries**

**RESOLUTION 25.01.04**

Overture 1-05

WHEREAS, Ministry Sabbaticals serve to bless both the church worker and the ministry; and

WHEREAS, the Word of God points to the command for Sabbath rest, (Genesis 2:3; Exodus 20:8-11; Leviticus 25:4ff); and

WHEREAS, many Christian denominations strongly encourage pastors to take sabbaticals, recognizing the importance of periodic rest and renewal for sustained ministry effectiveness; and

WHEREAS, a Ministry Sabbatical is a structured time for spiritual reflection, study, personal development, and rest for church workers, and differs from business or academic sabbaticals (i.e. working sabbaticals); and

WHEREAS, there is historical precedent in the Lutheran Church—Missouri Synod going back to the first Synod President, C.F. W. Walther, who in 1859 took much needed Ministry Sabbatical to be refreshed and renewed; and

WHEREAS, Walther's example of returning with renewed energy and great productivity blessed the LCMS; and

WHEREAS, currently we are seeing a decrease of seminary graduates, DCEs, DPMs, Lutheran School teachers and workers of other auxiliary offices available to fill a growing number of calls and a growing number of church workers retiring; and

WHEREAS, a Ministry Sabbatical is an investment in a local ministry to reinvigorate the ministry and the church worker, strengthening it for future ministry; and

WHEREAS, Ministry Sabbaticals can help church workers combat burnout, refresh their perspective, and return to ministry with renewed energy and focus; and

WHEREAS, even some in the business and academic world have recognized the benefit of offering sabbaticals to retain good workers, seeing that sabbaticals can also enable retention and longer service in churches; and

WHEREAS, since COVID in 2019 we have seen higher expectations placed on church workers with decreased participation and a steady decline in many places, leading to discouragement and burnout among current church workers; and

WHEREAS, the need to continually cultivate longevity among current church workers is beneficial to the whole church; therefore be it

*Resolved*, that ministries study the benefits of Ministry Sabbaticals on their workers; and be it further

*Resolved*, that the Pacific Southwest District provide a template for a Ministry Sabbatical Policy Guideline for ministries to adapt and adopt to their circumstances; and be it further

*Resolved*, that ministries be encouraged to set aside funding regularly to support their church workers (ordained, commissioned, and others as deemed appropriate by each individual ministry) in taking a sabbatical; and be it further

*Resolved*, that the Pacific Southwest District put together a list of available grants and scholarships which help provide necessary funding for a Ministry Sabbatical; and be it finally

*Resolved*, that the Pacific Southwest District avail itself of available resources within the LCMS, including those provided by LCEF (through Grace Place Wellness), to explore and promote healthier church workers and healthier ministries.

