



NORTH AMERICAN  
LUTHERAN  
CHURCH

20/20  
VISION



# IMPACT REPORT

Fall 2024

**ENSURING A LEGACY OF FAITH  
TODAY, TOMORROW & FOREVER**

*Posterity shall serve him; it shall be told of the LORD to the coming generation; they shall  
come and proclaim his righteousness to a people yet unborn, that he has done it.  
—Psalm 22:30-31*



## Dear Partners in the Gospel, Sisters and Brothers in Christ,

Two years ago, in response to the strategic plan adopted by our church body at the 2020 Mission Convocation, we embarked on a transformative journey with our 20/20 Vision Initiative. The initiative was born out of a strategic plan to strengthen and expand our witness to the Gospel, ensuring a legacy of faith today, tomorrow, and forever. Our dual goals were to deepen engagement in our shared ministry in the North American Lutheran Church and to secure the necessary funding to faithfully respond to our calling.

With a financial target of \$5 million by December 2025, I am pleased to report that we are nearly halfway there, having received commitments amounting to over \$2.3 million. This remarkable progress is a testament to the faith and generosity of our congregations and many individual supporters.

Thank you to those of you who have already responded in faith and have made commitments to this shared effort. Your support is making a significant difference. For those of you who have not yet joined us, I encourage you to consider making a pledge. Every contribution helps us move closer to our goal.

The impact of your generosity is already evident. **In the following pages, you will read about how your gifts are transforming lives and advancing our mission**—a mission that will expand our witness to the Gospel and secure a strong, fruitful and Christ-honoring future for our denomination:

### Raising Up Future Church Leaders

page 06

*Learn more about the growth of our seminary network, with over 300 individuals discerning a call to ministry and 27 new students joining the NALS Network this past year.*

### Strengthening Area Support

page 08

*Discover how the appointment of five area assistants to the bishop is enhancing pastoral care and support across our growing denomination.*

### Expanding Our Global Witness

page 10

*Learn about our 22 global workers who are engaged in diverse ministries worldwide, from church planting to theological education.*

### Life Together at the Bonhoeffer House

page 12

*Read about how the Bonhoeffer House in Ambridge, Pennsylvania, is fostering a vibrant academic and formative community for seminary students.*



## Nurturing Young Believers

page 14

*Read about the first-ever Continental Youth Gathering in Boerne, Texas, and its inspiring impact on nearly 350 attendees.*

## Collaborative Focus at the Continental Office

page 16

*Find out how our new continental office in Bedford, Texas, is boosting collaboration and supporting the NALC's mission-driven work.*

The stories shared in this report are a testament to the transformative power of your faithful giving. Your contributions are not just numbers; they are lives changed, communities strengthened, and the Gospel proclaimed.

On behalf of the North American Lutheran Church, **thank you for your partnership in the Gospel and for your generous and faithful giving.** We are committed to stewarding your gifts with utmost faithfulness, knowing that all we *have* and all we *are* come from the Lord.

May God continue to bless your ministries, and may our Lord continue to bless our shared efforts as we seek to respond faithfully to His call.

In Christ Jesus,

*Bishop Dan*



## ENSURING A LEGACY OF FAITH TODAY, TOMORROW & FOREVER

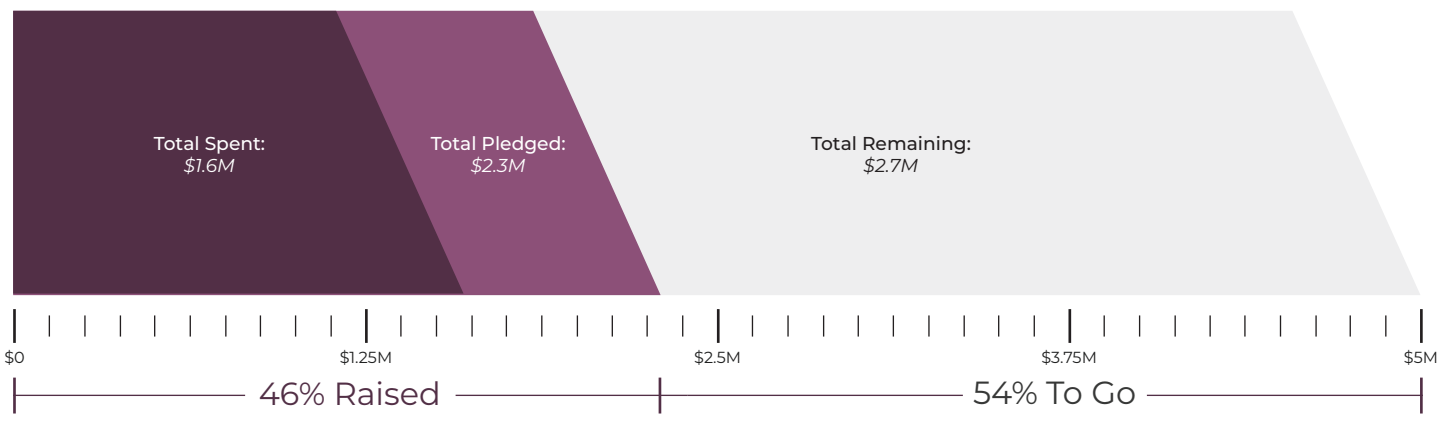
### Our Vision

In 2020, the North American Lutheran Church embraced our 20/20 Vision to ensure a legacy of faith today, tomorrow, and forever. The Vision was crafted to meet the diverse needs of our growing congregations, providing a dynamic framework as we continue to expand and mature. Rooted in our four Core Values—Christ Centered, Mission Driven, Traditionally Grounded, and Congregationally Focused—the 20/20 Vision lights a pathway for our church body as we grow in numbers and reach, serving our congregations, renewing our commitments, and joining God in His work to fulfill His promises.

### Our Objectives

The 20/20 Vision calls us into four objectives, each with a number of new strategic initiatives. **GROW** invites us to boldly carry out Christ's Great Commission, ensuring our congregations thrive and bear fruit. **SERVE** underscores the importance of nurturing strong, theologically grounded leaders and vibrant Christian communities. **RENEW** inspires us to seek the Holy Spirit's revitalization, breathing new life into our congregations. **FULFILL** compels us to join God's mission, continuing the legacy of faith through unwavering dedication to our call to discipleship and our Core Values. Together, these objectives propel us forward, fostering a flourishing and enduring community of faith for generations to come.

### Our Financial Status



# Our Growth Since 2020

These efforts demonstrate our commitment to fostering growth, supporting global missions, and nurturing future leaders within the NALC. Our expanding network of congregations, clergy, and global workers highlights the dynamic and far-reaching impact of the 20/20 Vision. As we continue to grow, we remain dedicated to building a vibrant, faithful community that spreads the Gospel and serves Christ's mission both locally and globally.



**303**

## *New Aspirants*

Over 300 individuals are currently discerning and pursuing a call to vocational ministry, ensuring a robust future leadership for the NALC.



**17**

## *New Global Workers*

The number of global workers has increased to 22, enhancing our international mission efforts as vocational missionaries are commissioned to serve around the world.



**158**

## *New Clergy*

Our total number of pastors and deacons has grown significantly, with numerous individuals joining the NALC or being ordained, strengthening our capacity to serve and lead.



**99**

## *New Congregations*

Since 2020, the NALC has added 99 new congregations, reflecting a strong and expanding community. This includes congregations that have joined the NALC and new mission starts that have become fully self-sustainable congregations.

---

# RAISING UP FUTURE CHURCH LEADERS



Our seminary network is experiencing significant growth, with over 300 individuals discerning a call to ministry and 27 new students welcomed into the North American Lutheran Seminary (NALS) Network this past year. This growth is largely due to the strategic investment in a director of vocational discernment and recruitment. Pastor Jeff Morlock, appointed to this role in 2022, identifies potential seminary students and guides them through the discernment process, ensuring a robust pipeline of future church leaders.

As we anticipate a doubling of the number of NALC clergy reaching retirement age within the next decade, and with more congregations joining the NALC without pastors, proactive measures are crucial. By investing in discernment and recruitment resources, the NALC is committed to addressing this urgent need. Our 20/20 Vision Initiative has enabled us to step out in faith, supporting initiatives like the June Intensive course at the NALS, which saw attendance grow from 14 to 38 participants over two years. This commitment underscores our dedication to ensuring a legacy of faith through the development of future pastors, deacons, and leaders.

**303**

The number of aspirants discerning and pursuing a call to vocational ministry.

---

**63**

The number of seminarians currently enrolled in NALS Network schools.

---

**27**

The number of new seminarians welcomed into the NALS Network this past year.

---

**23**

The number of individuals discerning a call to vocational ministry from the 2024 Continental Youth Gathering.



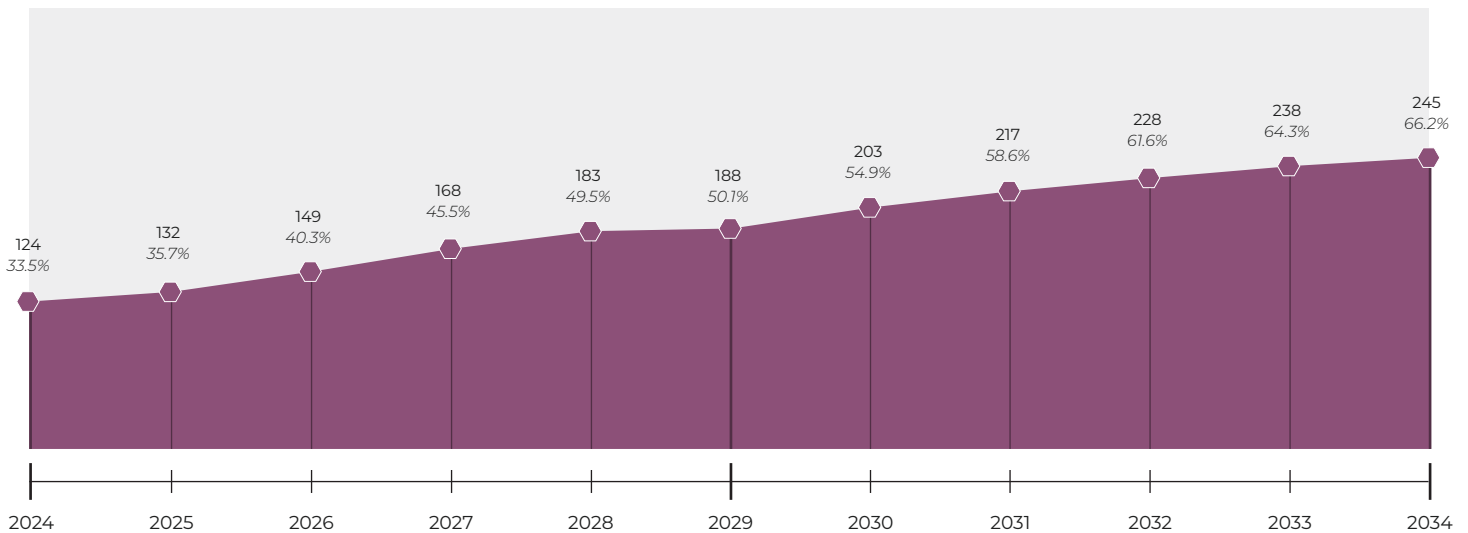
### NALS June Intensive

The Rev. Canon Dr. Dan Alger teaches at the 2024 June Intensive course, *Word & Sacrament Mission In a Post-Christian World*. Thirty-eight attendees explore effective mission strategies in a secularized context while maintaining a commitment to Word and Sacrament ministry.



### Urgent Notice Regarding Pastoral Retirements

A significant number of NALC pastors actively serving congregations are projected to reach the retirement age of 67 within the next decade, potentially doubling the current number. With more congregations joining the NALC without pastors, it is crucial to invest in discernment and recruitment to address this urgent need.



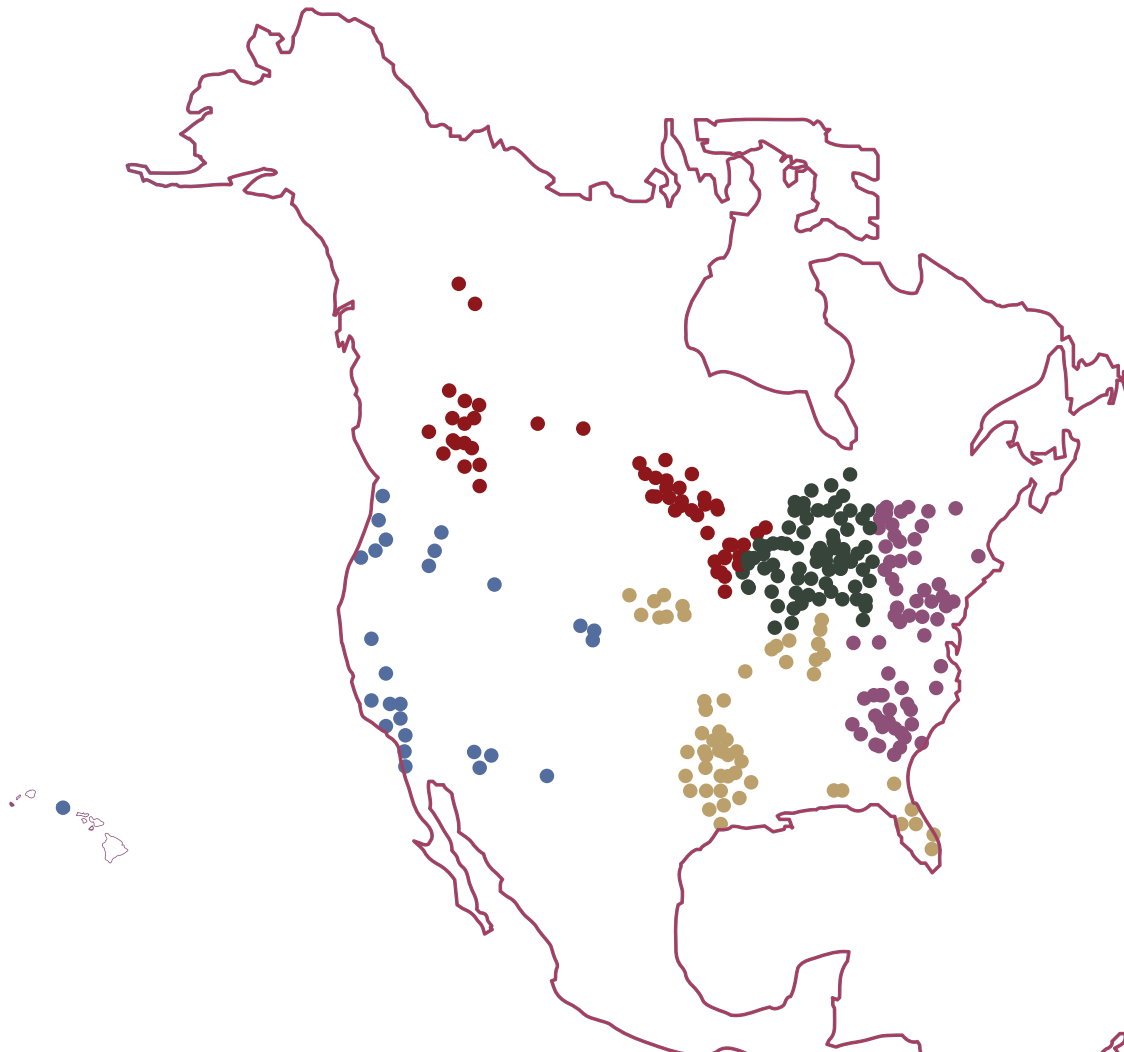
---

# STRENGTHENING AREA SUPPORT

---

As the NALC continues to grow, five area assistants to the bishop have been appointed to provide discipling and pastoral care for NALC deans, pastors, and mission districts across five geographic areas. Bishop Dan Selbo emphasizes the importance of these roles, stating, *“As the NALC continues to grow numerically, it is essential that we stay connected and continue to grow in the support and discipling relationships we provide.”* The area assistants, each responsible for a specific geographical area, are integral in enhancing communication and support, thereby strengthening our commitment to the Great Commission.

The area assistants were nominated by the mission districts they serve and ultimately appointed by the bishop for four-year terms. In addition to these appointments, Bishop Emeritus John Bradosky has joined our team, coordinating efforts with the area assistants to the bishop. This new structure, created directly through the 20/20 Vision Initiative, exemplifies the NALC’s dedication to discipleship and pastoral care. The Rev. Dr. Jess Abbott (Midwestern), the Rev. Dr. Mark Braaten (Southern), the Rev. Marv Combs (Western), the Rev. Kevin Ree (Northern), and the Rev. Dr. Bill White (Eastern) bring diverse experiences and deep commitment to their roles. Their appointments, along with Bishop Emeritus Bradosky’s coordination, highlight the NALC’s proactive approach in addressing the needs of its congregations, ensuring that each mission district receives the support necessary to flourish.





“The Area Assistants’ personal witness and support undergird a fundamental understanding of discipleship: relationships are the primary means through which our faith grows and is shared. This premise holds true at every level of our life together in the NALC. These healthy relationships with Christ Jesus and one another make our congregations stronger and growing.”

– The Rev. John Bradosky



**THE REV.  
JOHN BRADOSKY**  
BISHOP EMERITUS / DIRECTOR OF  
AREA SUPPORT & DEVELOPMENT

**46 YEARS**  
OF PASTORAL EXPERIENCE



**THE REV. DR.  
JESS ABBOT**  
MIDWESTERN AREA  
ASSISTANT TO THE BISHOP

**35 YEARS**  
OF PASTORAL EXPERIENCE



**THE REV. DR.  
MARK BRAATEN**  
SOUTHERN AREA  
ASSISTANT TO THE BISHOP

**42 YEARS**  
OF PASTORAL EXPERIENCE



**THE REV.  
MARV COMBS**  
WESTERN AREA  
ASSISTANT TO THE BISHOP

**13 YEARS**  
OF PASTORAL EXPERIENCE



**THE REV.  
KEVIN REE**  
NORTHERN AREA  
ASSISTANT TO THE BISHOP

**33 YEARS**  
OF PASTORAL EXPERIENCE



**THE REV. DR.  
BILL WHITE**  
EASTERN AREA  
ASSISTANT TO THE BISHOP

**39 YEARS**  
OF PASTORAL EXPERIENCE

---

# EXPANDING OUR GLOBAL WITNESS

---

The NALC now has 22 global workers throughout the world, a significant increase from just eight in 2020. These individuals are formally endorsed by the NALC for upholding the church's beliefs and values, thereby expanding the NALC's reach globally. Our global workers are engaged in diverse ministries, including church planting, theological education, and humanitarian efforts. The 20/20 Vision initiative set a goal of increasing our global workers to 25 by 2025, and we are well on our way to achieving this target. We are pleased to announce that Pastor Carol Fryer has been named the new director of missions for the NALC. Her role will significantly enhance our relationships and connections with Lutheran church bodies around the globe.

As part of this transition, Pastor Gemechis Buba, former assistant to the bishop for international mission, has now been commissioned as a global worker for the NALC. Our global workers, such as Pastor Sam Chim in Southeast Asia, Randy Stubbs in Tanzania, and Pastor Dagaga Gemachu in Kenya, are at the forefront of this mission. Chim leads a network of churches and schools, bringing the Gospel to rural villages, while Stubbs trains church musicians and pastors at Tumaini University in Makumira. Gemachu ministers among the Borana people in northern Kenya and leads the Oromo Christian Fellowship in Nairobi, where he serves as the only ordained pastor on staff. Their work, along with that of other global workers, is supported through grants and the NALC's commitment to the Great Commission. By fostering these global relationships, we are building a stronger, more connected church that reflects the universal body of Christ.



**SAMUEL CHIM**

SOUTHEAST ASIA

*"This support helps me a lot. I don't have to travel back to work in Canada and bring cash back to run the ministry in Southeast Asia any more. I can now go further in ministry, as now I have some money to spend on gasoline and food. I am praying that I can have a little more to share because there are lots of need out there."*



**RANDY STUBBS**

MAKUMIRA, TANZANIA, AFRICA

*"NALC support helps to supplement my local salary and means that I can focus more on my work and less on trying to find funds to help with monthly expenses for my family. Thank you NALC for supporting our work here in church music and cultural education in Tanzania."*



**DAGAGA GEMACHU**

NAIROBI, KENYA, AFRICA

*"The support of the NALC has been a tremendous blessing for our ministry to the Oromo (Borana) people. Despite financial challenges, we are committed to spreading the Gospel. Your prayers and support enable us to travel to remote villages and baptize many people. Thank you for making a significant impact on our mission."*



 25 countries

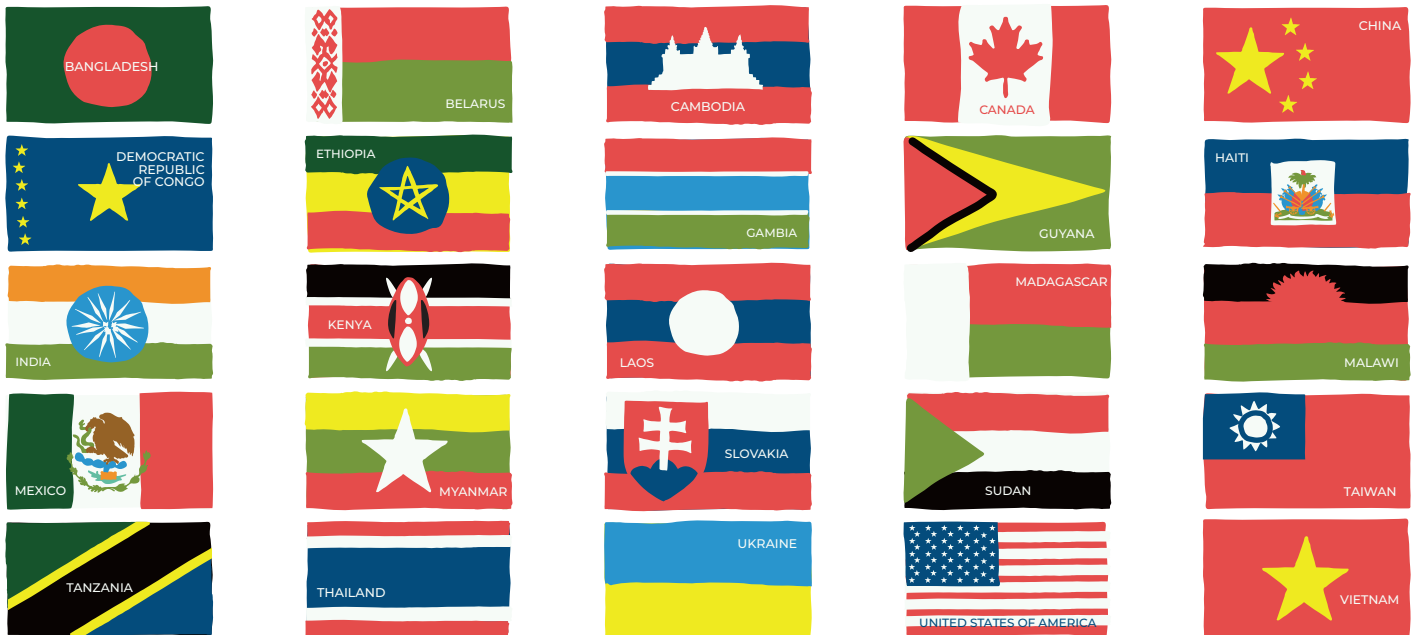
NALC mission partners serve in 25 countries, fostering relationships and spreading the Gospel of Jesus Christ across the globe. This expansive reach exemplifies our commitment to international ministry and global support.

 22 global workers

The NALC has commissioned 22 global workers who are dedicated to serving as missionaries in various parts of the world. These individuals are pivotal in expanding our reach and fulfilling our mission through diverse types of ministries.

 9 partner agencies

The NALC collaborates with 9 partner agencies, working together to carry out our shared mission of proclaiming the Gospel and serving human needs. These partnerships enhance our ability to support our ministry efforts worldwide.



---

# GROWING THROUGH *LIFE TOGETHER*

---

The Bonhoeffer House at our NALS Seminary Center in Ambridge, Pennsylvania, is dedicated to fostering a vibrant academic and formative community for our seminary students. Purchased in the spring of 2024, this historic home will house seminary students and serve as a center for formation for the NALS Network. The property features three student apartments and communal spaces designed for prayer, fellowship, and study, blending historic charm with modern amenities to create an ideal environment for theological formation.

Named after the 20<sup>th</sup>-century Lutheran pastor and theologian Dietrich Bonhoeffer, the Bonhoeffer House embodies his vision of *Life Together*. This initiative, made possible through gifts given to the NALC 20/20 Vision initiative, highlights our commitment to raising up pastors, deacons, and leaders who embody the Core Values of the NALC.

Additionally, the NALS Network has emphasized relational formation by introducing Leadership Formation Groups (LFGs) for online students. These weekly gatherings allow seminary students to come together in small groups, fostering a sense of community, mutual support, and spiritual growth as they are formed for pastoral and diaconal leadership in the same spirit of *Life Together*.



## Prayer Chapel

---

The chapel in the Bonhoeffer House will provide a dedicated space for worship, reflection, and spiritual growth, embodying Bonhoeffer's vision of *Life Together* in communal prayer.



## Common Room

---

The common room will serve as a central gathering place for fellowship and community events, fostering relationships and mutual support among students.



## Study Center

---

Our study center on the second floor will be a hub for academic excellence, offering a quiet and collaborative environment for theological study and research.



## Student Apartments

---

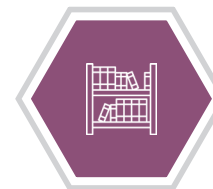
Each of the three student apartments will provide comfortable and private living spaces, designed to support the rigorous demands of seminary life.



## Communal Kitchen

---

The communal kitchen will be a place for shared meals and culinary fellowship, strengthening the bonds of community through the joy of eating together.



## Theological Library

---

The library will house a collection of theological texts and resources, supporting the academic and spiritual formation of our students in their pastoral and diaconal studies.



## PRAYER AT THE CLOSE OF THE DAY

*Compline*

1. The congregation assembles in silence.

Almighty grant us a quiet night and peace at the last.

2. Hymn 278 or another hymn appropriate for a night service is sung.

*Kneel/Sit*

3. The CONFESSION follows.

Let us confess our sin in the presence of God and of one another.

*Silence for self-examination.*

Let Holy and gracious God,

I confess that I have sinned against you this day. Some of my sin I know—the thoughts and words and deeds of which I am ashamed—but some is known only to you. In the name of Jesus Christ I ask forgiveness. Deliver and restore me, that I may rest in peace.

By the mercy of God we are united with Jesus Christ, and in him we are forgiven. We rest now in his peace and rise in the morning to follow him.

OR Let me confess to God Almighty, before the whole company of heaven, and to you, my brothers and sisters, that I have sinned in thought, word, and deed by my fault, by my negligence, by my own most grievous sins, wherefore I pray for your forgiveness. Have mercy on me, O God, and do not be angry with me.



"We are experiencing unprecedented growth, with more students than ever before. This house will provide our students with a unique opportunity to live out Bonhoeffer's vision of life together, fostering friendships and spiritual growth in an ecumenical setting."

– The Rev. Dr. Eric Riesen, NALS Network President

---

# NURTURING YOUNG BELIEVERS



In July, the NALC hosted the first-ever Continental Youth Gathering (CYG) in Boerne, Texas, attended by nearly 350 individuals from across North America, representing 57 congregations. This milestone event brought leaders and youth together in worship, learning, and fun, fostering growth in community and faith. Over four days, attendees engaged in corporate worship, Scripture study, large and small group sessions, mission and service activities, and enjoyed an inspiring lineup of speakers and special musical performances. One of the highlights was the baptism and reception of first communion of a youth participant by her pastor from Brighton Heights Lutheran Church (Brighton Heights, Pennsylvania) during the closing worship service. Additionally, more than 20 youth participants expressed a serious interest in discerning a call to vocational ministry as pastors or deacons in the NALC, highlighting the event's impact on nurturing future church leaders.

The CYG is part of the NALC's broader commitment to youth- and family-focused ministries. This event and other youth-focused initiatives underscore the NALC's dedication to raising up believers of all ages for a life of mission and service. Participants traveled from as far away as Trinity Evangelical Lutheran Church (Ponoka, Alberta) and Immanuel Lutheran Church (New York, New York), to as close as the event site at St. John Lutheran Church (Boerne, Texas). As we continue to invest in these ministries, we aim to reach and inspire the entire church body, fostering a deepening of faith and a commitment to the Great Commission.

---

**335**

The total number of participants, including students, team leaders, leaders-in-training, and volunteers, who attended the NALC's first-ever Continental Youth Gathering (CYG).

---

**57**

The number of congregations from across North America represented at the 2024 CYG, showcasing the breadth of the NALC and the unity of its mission.

---

**28**

The number of pastors who participated in the CYG, actively shepherding youth, leading worship sessions, and engaging in meaningful discussions throughout the event.

---

**1**

New child of God who was baptized and received her first communion during the closing worship service of the CYG, creating a joyful and unforgettable moment for all attendees.



## Participants Across the Continent



### Furthest West

Trinity Evangelical  
Lutheran Church  
Ponoka, Alberta,  
Canada  
2,107 miles away

### Host Site

St. John Evangelical  
Lutheran Church  
Boerne, Texas,  
United States  
50+ volunteers served

### Furthest East

Immanuel  
Lutheran Church  
New York, New York,  
United States  
1,838 miles away



---

# COLLABORATIVE FOCUS AT THE CONTINENTAL OFFICE

---

The new NALC Continental Office in Bedford, Texas, serves as a central hub for key staff and leadership to gather, fostering increased collaboration and a more sophisticated communication process. Proposed by the 20/20 Vision initiative and directly supported by the 2021 Mission Convocation, the space includes several offices, a small kitchen, a recording studio, a boardroom, and a chapel where leaders are able to gather together in shared worship. This new space allows key staff members to work closely together to support the NALC as it resources and supports its congregations' missional efforts, while the majority of the staff continue to serve remotely across the United States and Canada. *"The Continental Office has been a great blessing to the organization and productivity of the bishop and his staff. The exchange of ideas and information, in person, day to day, has increased the efficiency, creativity, and effectiveness of the bishop's staff,"* says the Rev. Dr. Amy Little, NALC general secretary and chief operating officer.

Previously, NALC staff operated from a shared-office facility in Grapevine, Texas, while searching for a permanent location. The new office, located near the Dallas-Fort Worth (DFW) International Airport, provides easy access for NALC leadership and visitors, ensuring that the NALC's mission-driven work can proceed smoothly and effectively. This strategic location also enables NALC committees to meet consistently, enhancing their ability to work together effectively and support the broader mission of the church.

24

The number of NALC staff members serving in various roles across the continent, working remotely to support congregations and ministries in their local contexts.

---

22

The number of committee meetings planned for 2025 in Bedford, Texas. Hosting these meetings at the office, rather than in hotels, reduces costs and staff travel expenses, reflecting the collaborative effort and strategic planning involved in advancing the mission of the NALC.

---

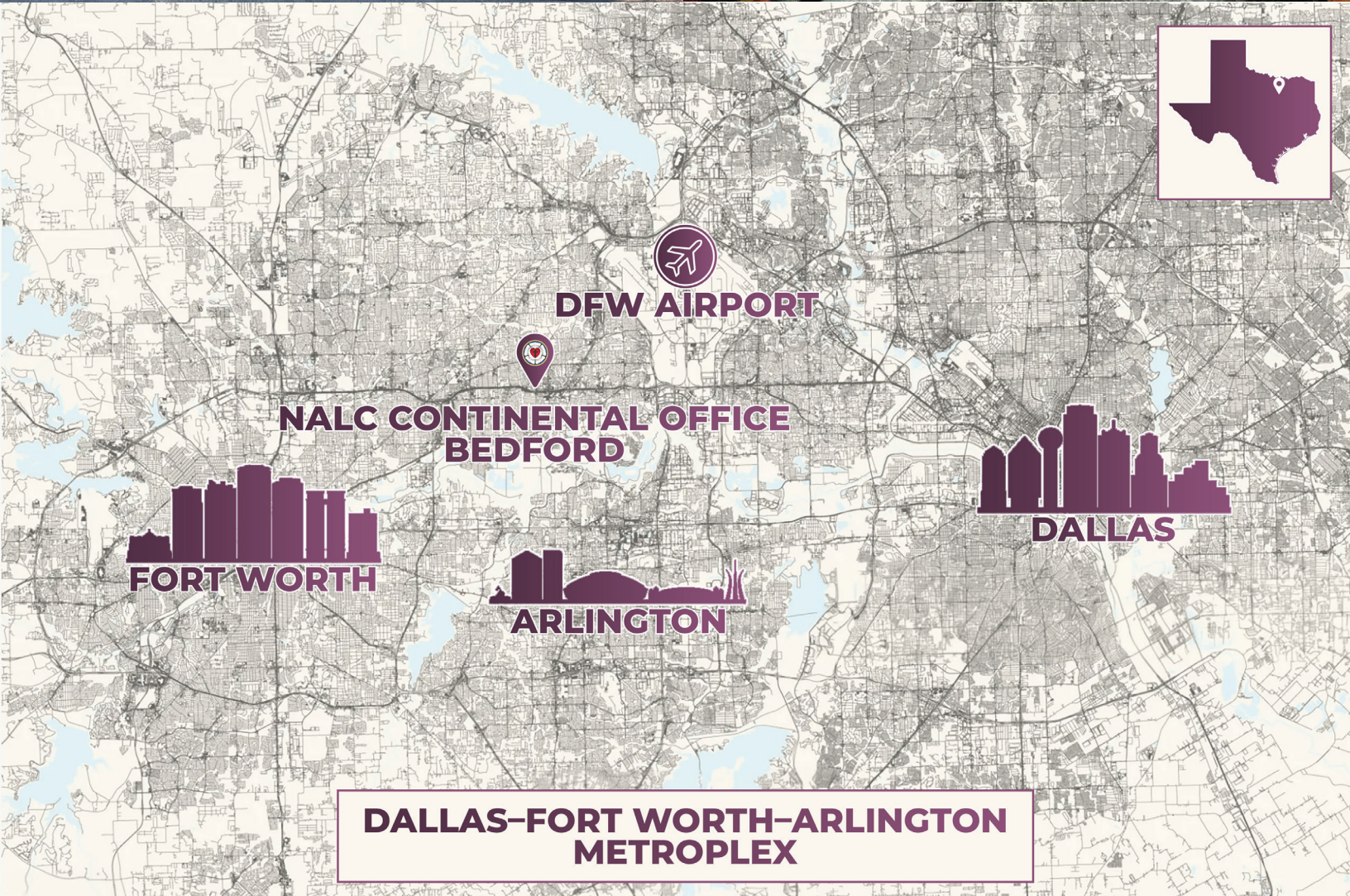
6

The number of staff members working directly from the NALC Continental Office, providing essential coordination, administrative support, and leadership to the wider church body.

---







---

# FUNDING A LEGACY OF FAITH

---

Thanks to the generosity of many individuals and congregations, the 20/20 Vision initiative is already impacting the lives of our congregations and enhancing the global witness of our church *today*, ensuring vitality and growth for *tomorrow*, and creating a lasting legacy of faith *forever*. In order to remain invested in these projects—and to step into future ministry opportunities—we continue to need your support. There is still time to take part in this initiative and make a gift that will contribute to a vibrant future for the NALC: fostering discipleship, strengthening future leaders for our church, and expanding our mission outreach.



## Considering a launch in your congregation?

Engage your congregation in a 5-week campaign in your services or simply share the 20/20 Vision with a few small groups. This is an opportunity to bring your congregation together to learn about the NALC's 20/20 Vision and how you can be involved. Visit [thenalc.org/vision](http://thenalc.org/vision) to **download the Launch Guide** and determine which roll-out plan is best for your congregation.

SUPPORT →

You can actively support the NALC through the 20/20 Vision and help ensure a legacy of faith today, tomorrow & forever in three main ways:

- 1 SHARE:** Spread the word about the 20/20 Vision
- 2 PRAY:** Engage in prayer for our vision
- 3 GIVE:** Consider making a donation to the 20/20 Vision

To get involved or to make an online donation we invite you to visit [thenalc.org/vision](http://thenalc.org/vision).

As we look toward the future, we are on the cusp of something **extraordinary**—a continuation of the legacy of faith that has already begun to transform lives and communities through the 20/20 Vision. To fully realize this vision, we must raise an additional \$2.7 million by 2025, completing our \$5 million goal. This funding is not just about sustaining what has been accomplished; it is about embracing the calling before us. It empowers us to expand our global missions, nurture future leaders, and strengthen our communities, ensuring that the seeds of faith we plant today will flourish for generations to come. *Your support is not merely a gift; it is an investment in the future of the Church, a bold step in faith to see God's kingdom grow and His love proclaimed to all corners of the earth.* Together, we can build a future where the legacy of faith we leave will endure and inspire generations to come.

**Join us in this vision by making a pledge today!**



## PLEDGE CARD

My donation of \$ \_\_\_\_\_ is enclosed

My total donation is \$ \_\_\_\_\_ which I intend to pay by \_\_\_\_/\_\_\_\_/\_\_\_\_

Bill me: monthly quarterly semi-annually annually Please begin payments on: \_\_\_\_/\_\_\_\_/\_\_\_\_

I hereby authorize the North American Lutheran Church to establish automatic withdrawals for my pledge payments for the 20/20 Vision from my bank account.\*

I hereby authorize the North American Lutheran Church to automatically charge my pledge payments for the 20/20 Vision to my credit card.\*

I would like to learn about making my gift through stock, grain, planned gift, etc.

*Note: If you indicated that you would like to make your donation via a bank account or credit card, you will receive a secure link to provide your account or card information electronically.*

**Please make checks payable to the North American Lutheran Church**

Signature: \_\_\_\_\_ Date: \_\_\_\_/\_\_\_\_/\_\_\_\_

Your gift to the North American Lutheran Church will be recognized as:

Congregation/Donor Name: \_\_\_\_\_

Address: \_\_\_\_\_ City, State, Zip: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_

I/we wish to have our gift remain anonymous

**NORTH AMERICAN LUTHERAN CHURCH**  
2113 Harwood Road, Suite 309  
PMB 409  
Bedford, TX 76021-4703

If you have any questions, please contact Maddie Benson at [development@thenalc.org](mailto:development@thenalc.org) or (888) 551-7254.  
*No goods or services have been or will be received for this contribution.*

**THANK YOU FOR YOUR GENEROSITY & SUPPORT!**



North American Lutheran Church  
2113 Harwood Road, Suite 309  
PMB 409  
Bedford, TX 76021-4703

Phone: +1 888 551 7254  
E-mail: [development@thenalc.org](mailto:development@thenalc.org)

*The kingdom of the world has become the kingdom of our Lord  
and of his Christ, and he shall reign forever and ever!  
—Revelation 11:15*