



## Ten Things You Might Not Know about Augsburg Fortress

Spring 2015

- 1 Augsburg Fortress, the ministry of publishing of the ELCA, receives no financial support except through the sale of resources to our partners in ministry.
- 2 We publish a number of innovative faith formation resources for children including Spark: Activate Faith, Holy Moly, Connect, and Whirl. These all include print resources. In addition, Holy Moly, Connect, and Whirl include animated videos for teaching and learning. Learn more at <http://wearesparkhouse.org>
- 3 Sunday school planning has never been easier than with Sparkhouse Online Sunday School, our web-based subscription resource for our children's faith formation resources. Your congregation may subscribe to one curriculum, several, or all with this innovative online resource. <http://wearesparkhouse.org/kids/SHOSS>
- 4 sparkhouse is proud to announce **Colaborate**, a new Lutheran confirmation resource! This innovative curriculum invites students to ask tough questions and work together to find answers. **Colaborate** will be published this summer, but information is available now at <http://wearesparkhouse.org/teens/colaborate>
- 5 Augsburg Fortress is delighted to partner with Liturgical Press, the Roman Catholic publishing house, in the co-publication of *One Hope: Re-Membering the Body of Christ*, a resource to help Lutheran and Catholic communities walk together, recognizing and nourishing unity at a grassroots level. Find out more at <http://www.augsburgfortress.org/onehope>
- 6 For higher education, our Fortress Press imprint publishes in three categories: education (textbooks), academic (specialized monographs), and reference. Learn more at <http://fortresspress.com>
- 7 Later this year, Fortress Press is launching a new initiative, Theology for the People, offering adult readers books that are culturally engaged and grounded in fresh, substantive, and accessible theological reflection. Watch for more information at <http://fortresspress.com> this fall.
- 8 Augsburg Fortress continues to partner with churchwide worship staff toward the ongoing renewal of worship in the ELCA, especially through the Evangelical Lutheran Worship and Sundays and Seasons resource families. Since Fall 2014 these resources have included a new annual publication, *Sundays and Seasons: Preaching*, and a bilingual version of *Evangelical Lutheran Worship Setting Seven, Santa Comunion / Holy Communion*. Coming in 2015 are major enhancements to [sundaysandseasons.com](http://sundaysandseasons.com), which has served the ELCA as a rich and reliable online worship planner since 2005.
- 9 We offer free webinars every week on a variety of topics related to congregational life. Explore and register at <http://gatherlearnlead.org>
- 10 Want to learn more? Sign up for emails and our free eNewsletters!  
<http://augsburgfortress.org/eNewsSignup.jsp>  
<http://wearesparkhouse.org>  
<http://fortresspress.com>



## 2015 ANNUAL REPORT TO THE SYNODS

***Seeking Truth, Building Strength, Inspiring Service—Together.*** These seven, simple words are the Carthage mission statement. They serve as the foundation for everything we do here as we seek to educate young men and women. We proudly embrace our Lutheran heritage, even as we welcome all to our beautiful, lakefront campus. We challenge students, faculty, and staff to seek excellence in every endeavor, and we affirm that the privilege of an education carries with it the responsibilities of social awareness. We are, in short, *your* college.

But what *is* your college? Physically, Carthage comprises an 80-acre campus on the shore of Lake Michigan. The campus is in Kenosha, a city of 100,000 in southeastern Wisconsin—an hour from downtown Chicago, a half-hour from downtown Milwaukee. Intellectually, Carthage is more than 150 full-time faculty—no graduate assistants teach our students—with degrees from some of the most prestigious universities in the world. 91% of the full-time faculty have the terminal degree in their field. The average class size is 18; there simply are no large lecture halls on campus. Carthage was named a **Best Midwestern College** by *The Princeton Review* (2014), and a **Tier 1 National Liberal Arts Institution** by *U.S. News & World Report* (2014).

Your college has enjoyed a spectacular year, which simply challenges us to reach ever higher. Here are a few of the highlights of our work this year:

- When the present school year opened in September 2014, Carthage set an all-time record enrollment with 2,599 full-time undergraduate students. Thanks to the very hard work of our admissions officers, we were among the 13% of colleges nationally that reached their enrollment targets this year.
- Each year, some 800 adult learners enroll in undergraduate, graduate, or professional development classes at Carthage.
- We are good stewards of our resources. The College is on track to end this fiscal year with its 27<sup>th</sup> consecutive balanced budget.
- The endowment fund was at an all-time high of some \$82 million as of December 31. Still, this is well below the average of colleges our size, and well below what we need in order to truly support student financial aid and innovative academic projects.
- Phase I of the \$43 million renovation of our science facilities was completed in January 2015, and faculty and staff have moved back in to their new offices, classrooms, and labs. Phase II began even before Phase I was formally complete, and should be completed by June 1, 2015. Phase III takes place this summer, and will be completed by September 1, 2015. The project includes a major renovation of the 70,000-square-foot David A. Straz, Jr. Center for the Natural and Social Sciences, and creation of a new 35,000-square-foot wing to the south and east, embracing the Center's lakeside location. This will increase classroom and laboratory space by more than 40%, which is essential, given that more than 25% of Carthage students major in the natural sciences.
- As part of this renovation project, Carthage received the second largest gift in its history, a \$10 million grant from the Tarble Family Foundation of Los Angeles.
- Carthage is the new home for NASA in Wisconsin. Carthage was named the lead institution for the Wisconsin Space Grant Consortium, which funds education, research, and informal education projects through a national network of university-based Space Grant consortia.

- After a lengthy process of research and preparation, Carthage launched a Bachelor of Science in Nursing program. The founding director of the program is working to satisfy all educational, regulatory, and accreditation requirements. We hope to welcome our first students this September.
- The American Institute of Physics (AIP) recently selected Carthage’s Department of Physics and Astronomy for its new study on effective undergraduate physics programs. Carthage is among the best in the country at preparing undergraduate physics students for careers in STEM fields—science, technology, engineering and mathematics—according to the AIP. Carthage is one of six colleges and universities nationwide selected for the project.
- Over the past fifteen years, Carthage has invested close to \$200 million in new campus facilities. There is no deferred maintenance.
- The Higher Learning Commission of the North Central Association of Colleges and Schools has given Carthage high marks and granted reaccreditation without condition.
- The latest strategic plan is nearly complete. More than 125 faculty and staff members, and some 75 or so members of the greater community, have been working in conjunction with the Board of Trustees, which is fashioning its next five- and ten-year strategic plan for the College. The Board will approve the plan later this year.
- When it comes to critical thinking, problem solving, and written communication, Carthage seniors are in the top 11 percent nationwide among colleges and universities using the Collegiate Learning Assessment, a national tool administered at institutions across the country to assess their impact on student learning.
- Carthage is ranked seventh nationally for student participation in short-term study abroad by the Institute of International Education (Open Doors 2013 Report).
- Carthage students studied on five different continents during the 2015 January Term. The Carthage Choir went to Spain, and the Women’s Ensemble sang in China. Students studied economics and business in South Africa; the tropical ecology of Costa Rica; religion and society in India; the economics and science of rural development in Guatemala; business and marketing in Sweden; and biology and geography in Nicaragua, among other J-Term trips.
- Carthage students volunteered their time and effort in thriving partnerships with the United Way campaigns in both Kenosha and Racine Counties, as well as Kenosha’s Boys and Girls Club, Women and Children’s Horizons, Shalom Center, and other non-profit agencies. Students also supported national efforts such as the ALS “Ice Bucket Challenge” (more than 75% of the incoming freshman class participated!), the Relay for Life, and Walk a Mile in Her Shoes.
- Finally, and most importantly, within six months of graduation, 95 percent of graduates report landing a satisfying career position or enrollment in graduate school.

The Lutheran concept that God gives us our vocations, that we strengthen them through the attainment of skills and knowledge, and that we use these strengths in the service of others, is essential to our mission, inspiring and leading students to find their own particular way in this complex world. Carthage is proud to be a college of the church, and proud to provide a challenging and rewarding liberal arts education in a Lutheran context. Thank you for your partnership with us!

Gregory S. Woodward  
President

Paul R. Hegland  
Executive Director, Church and Professional Relations

February 2015

Stats for January



### Sunday Services

Average 57 students  
1,044 since Sept. 2014



### Midweek Program

Average 101 students  
(37% of campus)  
1,612 since Sept. 2014



### Small Groups

Average 5 students  
26 since Dec. 2014



### Dakota Word of the Month

**yawaste** (yah-wah-shday)

v. to call good, to bless, to praise

**Wakantanka yatai**

(wah-kahn-dahn-kah yah-dahn-ee)

Praise God



### Serving Flandreau Indian School

- One of oldest, off-reservation boarding schools in US
  - 1873 began in local Santee Sioux Presbyterian church
  - 1892 became federal boarding school
- School: Educates/houses 300+ students in grades 9-12; capacity for 600
- Students: Native American teenagers enrolled in a federally-recognized tribe
- Last school year: students from 16 states representing 43 tribes

# Stats & Stories

Because there's a name behind every number.



## To God Be The Glory

RealTalk: On January 25, we had **89 students in attendance—our largest attendance ever for a Sunday service.** We've been studying purpose and "what on earth am I here?" and how God fits into all of that. It's exciting when students approach during the week and can verbalize the challenge from the talk the previous Sunday; "*Pastor Bill, I forgot to pray for a few minutes yesterday morning, but I made it up today.*"

Small Group Bible Studies: Using the sermon from Sunday, we're digging deeper into the Bible on a more personal level. Students continue to ask a lot of thought-provoking questions resulting in honest conversation and prayer.

Connections: As they identify students that seem to be distant or disconnected, staff directs them to the Chaplaincy for conversation, relationship-building opportunities and prayer. There have been many opportunities to offer "Real Hope for Real Life" through Jesus.

***Therefore I will praise you among the nations, O LORD;  
I will sing praises to your name.***

Psalms 18:49

## Real Hope for Real Life.

Your gifts and contributions are vital for the students and staff to encounter the hope and love of Christ.

*Flandreau Indian School Chaplaincy Program is a 501(c)(3) organization.  
Donations to the ministry are considered a charitable contribution for tax purposes.*



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## Portico Benefit Services — 2015 Report to Synod Assemblies

Dear Partners in Ministry,

Healthy, resilient leaders shape healthy, resilient faith communities. This ELCA core belief is referenced in guiding church documents, and explains the enduring partnership between ELCA organizations, their leaders, and Portico Benefit Services. As one community, we're called to strengthen ministry.

ELCA organizations are expected to provide sustainable livelihoods for their leaders, and give them time to tend their well-being. Leaders are expected to tend their well-being so they are able to shape healthy congregations in changing, often challenging, times. Portico delivers cost-effective benefits, resources, and inspiration, helping leaders use services and tools to strengthen their financial, emotional, and physical well-being.

This partnership comes to life in a story Portico shared during last year's Open Enrollment. Erik Heskin, pastor at Bethany Lutheran Church in Escanaba, Michigan, required an organ transplant in 2013. Supported by his congregation and the benefits it provides, Pastor Heskin is now reclaiming his role in parish ministry.

Yes, his care was costly — in fact, about 1% of members incur one-third of annual health claims. But on any given day, through illness or injury, any of us could find ourselves in Pastor Heskin's shoes. By standing together as a community, purchasing health care wisely, and maintaining healthy lifestyles, we're better able to shape resilient faith communities and afford quality care for leaders in need.

### To Strengthen Ministry — ELCA Organizations Support Their Leaders

*Benefits are an investment in God's ministry as carried out through the lives of rostered leaders and lay employees.*

— ELCA Philosophy of Benefits

Last year, 7,085 ELCA organizations partnered with Portico to sponsor one or more leaders in the ELCA benefit program, honoring the ELCA's long-standing commitment to protect members and their families against the impact of aging, illness, injury, disability, and death. Since the ELCA's founding, the number of its pastors enrolled in the ELCA benefit program has remained above 90%.

This commitment was evident during last year's Open Enrollment. Ninety percent of sponsoring employers chose to offer the Gold+ health benefit option for 2015, despite an 11% health contribution rate increase triggered by higher than expected health claims. While this kind of increase isn't typical for Portico, it is typical in the marketplace. Since 2007, Portico's average health contribution rate increase has stayed well below the average U.S. employer rate increase, saving millions of dollars for ministry.

ELCA sponsoring organizations also partner with Portico to administer benefits efficiently. In 2014, we automated several manual processes and encouraged sponsors to save time and increase accuracy by paying their monthly bill online. Currently, 48% use this simple, cost-saving process, and we're encouraging the rest to take this stewardship step in 2015.

"In every respect, I have been thankful to our church for providing such a superb retirement program. As a third generation pastor in our family, I am pleased with the way in which our denomination has progressed in its care for all of her pastors and lay professionals. Thank you!"

Pastor Ken Gamb, Retired  
Iowa City, Iowa

## To Strengthen Ministry — Leaders Strive to Live Well

*The ordained minister needs to be an example of self-care, as well as caring for others.*

— ELCA Vision and Expectations

Annually, Portico invites health plan members and spouses to take stock of their health, and then take a small step to improve their emotional or physical well-being. In 2014, our members responded in force.

Eighty-one percent of ELCA-Primary health plan members took the Mayo Clinic health assessment, up from 77% the year before. This increase helped the number of sponsors earning the 2% discount on ELCA health contributions jump for the sixth consecutive year to 97%, saving the ELCA \$2.3 million collectively.

Even more impressive, over 51% of ELCA-Primary health plan members earned all their wellness dollars by completing last year's featured wellness activity, up from 44%. One result of these healthy steps: Among those taking the health assessment each year from 2010 to 2014, 5.4% are no longer at risk for poor nutrition, and 7% are no longer at risk for poor emotional health.

Other ways leaders stepped up their use of ELCA benefits in 2014:

- In an average month in 2014, 769 ELCA-Primary health plan members received the fitness center discount by visiting a fitness center at least eight times during the month — an 11% increase from 2013.
- As of Jan. 1, 2015, 47% of plan members are now partnering with Portico to strengthen their future financial well-being by making pretax retirement contributions, up 8% from last year. Forty-eight percent of plan members who made pretax retirement contributions in 2014 increased their contribution amount for 2015.
- 955 sponsored members and 24 retirees purchased a discounted long-term care insurance policy as part of Portico's first-year offering.

"I have let my 'be still' practice spill over into the church I serve and it is having GREAT effects. We gather for guided silence now before the Lenten Wednesday evening services."

Keith Weber, Dir. of Music  
Salem Evangelical Lutheran Church  
Houston, Texas

## To Strengthen Ministry — Portico Helps Leaders Tend Their Well-being

*Benefits should support and enhance the unique needs of this church.*

— ELCA Philosophy of Benefits

To best serve ELCA sponsoring organizations and leaders, Portico routinely asks the ELCA community for feedback. In 2014, we gathered survey responses from members and sponsors, as well as input from our advisory committees, the Conference of Bishops, synod assembly participants, synod office staff, theological conference attendees, our own Live Well ELCA Facebook page, and the ELCA Clergy Facebook group.

Through this intentional listening, we improve our offerings. For example, after hearing a number of members request long-term care insurance, we used our collective purchasing power in 2014 to offer it at a discounted rate. Another example: Using Customer Advisory Committee feedback, we were able to streamline last year's Open Enrollment process, a clear benefit for time-strapped sponsors and members.

Portico continues to steward the ELCA investment program with efficiency and precision, carefully selecting managers and calibrating asset allocation to enhance the performance of the funds. In 2014, more than 70% of Portico’s investment managers exceeded their benchmarks. This was not the case for most of the investment industry. Morningstar reported that fewer than 20% of U.S. stock mutual funds exceeded their benchmarks during 2014.<sup>1</sup> What’s more, our actively managed funds, with few exceptions, performed better than comparable mutual fund peer group benchmarks during the year — in some cases, by a wide margin. Importantly, this also holds for 10-year and longer time periods.<sup>2</sup>

Beyond the ELCA, Portico’s ongoing involvement with multi-denominational church benefit organizations like the Church Alliance continues to deliver value. When a federal district judge struck down the clergy housing allowance exclusion as an unconstitutional preference for religion under the First Amendment in Nov. 2013, Portico, as part of the Church Alliance, jointly filed an amicus brief urging the court to uphold the exclusion’s constitutionality. Thanks, in part, to our effort, the U.S. Court of Appeals, 7th Circuit, acted in Nov. 2014 to preserve the clergy housing allowance exclusion.

“A few of our staff members petitioned our local gym to be on the Fitness Center discount list, and I can now continue my daily workouts (aka sanity sessions) and save money, too! Thank you for such great benefits to help keep me healthy, ELCA!”

Pastor Amy Stewart  
Good Shepherd Lutheran Church  
Manchester, Missouri

## Together, for Life

Our partnership with sponsoring organizations and members is enduring. In 2015, we’re partnering with synods to learn how Portico can better support sponsors and leaders in the ELCA call process. And to simplify things for our members, we’ve begun to enable “single sign-on” access to our benefit partner websites. As of Jan. 2015, members can access Mayo Clinic’s new Healthy Living website directly from myPortico, and we intend to expand single sign-on to other health benefit partners later in the year.

As always, we thank you for your partnership in this shared call to strengthen ministry.

In Christ,



The Rev. Jeffrey D. Thiemann  
President and CEO

1. Source: Return of the Stockpickers, S. Max, Barrons — The Dow Jones Business and Financial Weekly, Jan. 12, 2015.

2. Find specifics about ELCA Retirement Plan investment fund performance at [myPortico.PorticoBenefits.org](http://myPortico.PorticoBenefits.org).



ELCA Synod Assemblies 2015

Greetings from St. Olaf College!

Since 1874, St. Olaf College has provided a distinctive education grounded in academic rigor, residential learning, global engagement, and our vibrant Lutheran faith tradition. Students work closely with dedicated faculty who challenge them to grow in mind, body, and spirit. In both the curriculum and the co-curriculum, they explore theological issues and are challenged to choose their vocations in light of this exploration. All St. Olaf students take two religion courses, one focusing on the Bible and the other on Christian theology, as well as a third course introducing Christian and other ethical systems. The Harry C. Piper Center for Vocation and Career assists students in discerning their vocations and preparing for their careers during their four years at St. Olaf.

The appointment of the Rev. Dr. Darrell Jodock '62 as Martin E. Marty Professor of Religion and the Academy, which began in Fall 2013, has been extended through the 2014-15 academic year. Dr. Jodock continues to engage faculty and staff in exploring the distinctive contributions of Lutheran theological principles to our educational practices and community commitments. In July 2014, following the departure of Dr. Paula Carlson to assume the presidency of Luther College, Dr. Jo Beld, Professor of Political Science and former Director of Evaluation and Assessment at St. Olaf, was appointed Vice President for Mission. In early August, St. Olaf also welcomed a new Associate College Pastor, the Rev. Katherine (Katie) Fick, to the College Ministry staff. A graduate of Augustana College (Sioux Falls) and Luther Seminary, Pastor Fick previously served as pastor of Hayward Lutheran Church and Trondhjem Lutheran Church in southern Minnesota.

In response to the recommendations of a Board of Regents Task Force on St. Olaf's Lutheran Tradition, the college is currently working to enhance both internal and external understanding of the ways in which that tradition enriches all that we do at the college. A recent contribution to that effort is the July 2014 publication of *Claiming Our Callings: Toward a New Understanding of Vocation in the Liberal Arts* (Oxford University Press), edited by L. DeAne Lagerquist and Kaethe Schwehn, in which fourteen St. Olaf faculty members across nine different departments reflect on their own callings as professors and their practices for fostering vocational discernment among their students. Finally, plans are well underway for the next St. Olaf Conference on Worship, Theology, and the Arts, scheduled for July 18-22, 2016 ([stolaf.edu/cwta/](http://stolaf.edu/cwta/)).

We look forward to welcoming you to St. Olaf. Come to campus to join us at concerts, lectures, conferences, or summer camps. You can also visit the St. Olaf multimedia website ([stolaf.edu/multimedia/](http://stolaf.edu/multimedia/)) to join in a wide variety of live and archived streamed events, including daily Chapel and Sunday morning worship services during the academic year, the weekly Sing for Joy radio program, and vocal and instrumental concerts and recitals.

We encourage you to send students to St. Olaf, we thank you for your prayers and support, and we offer you ours as well.

David R. Anderson '74  
President





## 2014 Annual Report to ELCA Synods and Congregations

### Mission Statement

Wartburg College is dedicated to challenging and nurturing students for lives of leadership and service as a spirited expression of their faith and learning.

Wartburg College helps students discover and claim their callings connecting their learning with faith and values, their understanding of themselves and their gifts, their perspective on life and the future, and the opportunities for participating in church, community, and the larger society in purposeful and meaningful ways.

### Enrollment

Fall 2014 enrollment at Wartburg College was 1,661 students. 10.1% are international students from a record 69 countries. 66.2% of our students are from Iowa, 8.2% are from Minnesota, and 6.9% are from Illinois. More than 25 Christian denominations and eight world religions are represented on campus, with 29.4% of the student body affiliated with the Lutheran church. The top five majors are biology, business administration, communication arts, elementary education, and music education, followed closely by psychology, engineering science, and fitness management.

### Strategic Plan 2010-2020

#### Living our Learning, Claiming our Calling, Transforming Tomorrow

The Wartburg College Strategic Plan embraces six goals: integrative learning, commitment to vocation, mentoring community, outstanding infrastructure, investing in people, and telling the Wartburg story. Additional information about the plan is available at <https://www.wartburg.edu/strategicplan>.

#### Transforming Tomorrow

The \$75 Transforming Tomorrow comprehensive campaign was publicly launched in 2014 and developed out of Wartburg's strategic plan to enrich the campus community through three components: investing in **people** to ensure student access, investing in **places** to enhance student living and learning, and investing in **programs** to enable student success. Additional information about the campaign is available at <http://www.wartburg.edu/transform>.

#### Commitment to Faith

Wartburg is an inclusive community of faith rooted in the ELCA Lutheran tradition. Spiritual Life & Campus Ministry accompanies students, faculty, and staff from all traditions on their spiritual journeys. Church Relations supports the work of the Center for Community Engagement by connecting college resources to faith community partners and identifying opportunities that provide student learning, meet community needs, and enrich the Wartburg mission.

#### The Saint John's Bible, Heritage Edition

*The Saint John's Bible* ignited the imaginations of people of all ages during the yearlong program at Wartburg College. Students, faculty, and staff collaborated across disciplines to provide educational opportunities to the campus and greater community. Thousands of people explored the handwritten, illuminated 21<sup>st</sup> century Bible in the art gallery, at Vogel Library, through campus and community programs, and at Christmas with Wartburg. Additional information is available at <http://knightguides.wartburg.edu/bible>.

#### Many Blessings

At Wartburg, students take a journey of discovery, embracing their passions and unlocking their potential to realize their purpose. Our Lutheran identity is central to who we are as a college. Thank you for your continued ministry, partnership, and prayers.

Dr. Darrel D. Colson  
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