

ALWAYS CHANGING YET EVER THE SAME

*First-Hand Historical Perspectives of Recruitment for Our
Ministerial Education System Spanning the Last 30 Years*

Church History 3031

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“Objective 6 of our synod’s mission statement outlines ministerial education’s task: *To recruit and train candidates qualified for public ministry and provide for their continuing education so that the Word of God is proclaimed faithfully and effectively in accord with the Lutheran Confessions.*”¹

“How can they hear without someone preaching to them” (Rom. 10:14)? The importance of our synod’s Ministerial Education system cannot be underscored enough. Training candidates for public ministry is by no means a strange or rare topic in our synod. In a recent Quarterly article concerning pre-Seminary curriculum, Prof. Joel Fredrich claimed to have a folder with frequent studies of this very topic from almost every generation since the mid-1800’s.² The discussions of classrooms and curricula, training and teaching are most certainly prevalent and relevant. And yet there is an earlier stage to consider. Candidates need to be identified and encouraged to enroll and stay in this system. This particular objective or mission of our synod is not only to train candidates, but also to recruit. “The harvest is plentiful, but the workers are few” (Lk. 10:2).

When considering the topic of recruiting, it might be easy for one to subjectively draw conclusions from the objective numbers. The evidences found in numbers, whether they be numbers of students, tuition, cutbacks, subsidy, openings, assignments, and the like, do provide an opportunity for assessment and projection. But while statistics are a valuable asset, they are not everything.

¹ WELS Reports and Memorials: 1999 (Milwaukee: Northwestern Publishing House, 1999), 1. 1999

² Fredrich, Joel, “Our College Pastoral Training Curriculum: A Channel of Blessings from Our God,” *Wisconsin Lutheran Quarterly*, Vol. 106/1 (Summer 2009): 1.

The purpose of this paper is to portray a historical perspective of recruitment for our worker training system since 1980. The historical evidences presented in several synodical documents (e.g. BORAM, RTTD, Convention Proceedings, et al.) will be used to describe the timeframe and the difficulties therein. The primary sources for this paper are the correspondences with recruiters themselves, past as well as present. Thus, this essay will demonstrate both the challenges and unique differences that have arisen over the past thirty years on the basis of the e-mail and phone interviews with those who have been or are on the front lines of recruitment. Such differences among the recruiters range from their time frame and setting to their struggles and methods. Yet in the end, based upon the interviews and a statistical study, this paper will portray something that has been very consistent... something very much the same.

There is a perceived need for recruiting for our ministerial educational system. This perceived need can be observed just in the number of recruiters in our worker training schools today compared to thirty or more years ago. The concepts of recruiting looks much different today than it did thirty years ago.

FROM THEIR PERSPECTIVE: SOME MAJOR CHANGES

Pastor Gary Baumler served at Northwestern College (NWC) from 1976 to 1989. He reflected on his initial work in recruitment as an “extra-curricular assignment.”³ It was an added responsibility to his full load of teaching Greek. Of course, at this time it was very customary for multiple faculty members, tutors, as well as various students to serve as recruiters. They often encouraged the younger students at NPS and even some of the nearby area Lutheran high

³ Baumler, Gary. interviewed by author, e-mail. 25 November, 2010

schools. And in 1979 the commission for recruitment developed policies that “authorized each college to have up to one full-time recruiter officer. The preparatory schools have been authorized to select one or more persons from a school’s faculty to serve as part-time recruitment officers.”⁴ Ken Brokmeier remembers this emphasis. He recalls Dean Ed Lindemann telling him upon his assignment as a tutor at NWC in 1988, that, “one of the main responsibilities a tutor at the Northwestern campus would have would be direct and indirect recruitment.”⁵

Yet it wasn’t until after Pastor Baumler’s first four years at NWC that the apparent need for full-time recruitment was realized. In 1980 he accepted a call as the first full-time recruiter at NWC. Although Pastor Baumler still taught some classes in the second semester, he still recalls how big of a change this was from the past. It certainly marked an emphasis that would continue from that point on.

During his time at NWC, Pastor Baumler never remembered making any major changes in response to enrollment trends. Still, trends in the enrollments in the preparatory schools were often perceived and considered for planning. And the adjustment of taking on a full-time recruiter did come at an opportune time, as enrollment was on the decline.⁶ This downward trend was apparent in the projected enrollments of the feeder schools, especially that of Northwestern’s campus-cousin Northwestern Preparatory School (NPS).⁷ In addition to this

⁴ WELS Reports and Memorials: 1977-81 (Milwaukee: Northwestern Publishing House, 1977), 3.

⁵ Brokmeier, Ken. interviewed by author, e-mail. 20 November, 2010

⁶ Appendix A.

⁷ WELS Reports and Memorials: 1977-81 (Milwaukee: Northwestern Publishing House, 1979), 1-3.

declining trend there was an added pressure. Back in 1971 the synod expressed a higher target of pastor and teacher candidates by the dawn of 1980.⁸ These numbers had not been met.

Similar to what we are seeing today, WLS and DMLC experienced a lack of assignments in the mid-1980's. The recruiter is the constant face not only of our preparatory and pres-seminary training but also of the worker training system as a whole. Pastor Baumler said that the lack of assignments reflected badly on their recruitment efforts. But he mentioned that this was not the greatest difficulty he faced. Pastor Baumler's biggest struggle was a less than supportive attitude towards his efforts in the area Lutheran high schools.

"Some high schools were very active in promoting the pastoral and teaching ministries and in cooperating with the college recruiters. Some did not help much at all. I have seen a school go from sending students to NWC every year (some years several) to sending virtually no one following a change in the school's leadership. I have also seen situations where area high school counselors actually discouraged gifted students from going into the ministry. ... The biggest difficulty was the lack of cooperation (sometimes opposition) in some schools."⁹

Since one of his main objectives was to enlist as many contacts in field as he could (e.g. counselors, called workers, lay leaders, etc.), such opposition made recruitment difficult. When asked how his work would be affected by this opposition in both the area Lutheran high schools and the prep schools, he said his recruitment methods would not change. However, a primary concern still remained; that was relying on the area Lutheran high schools to produce candidates. Even though Pastor Baumler recalls sentiments to recruit more among the area Lutheran high schools, he saw no evidence that much would change nor should expect it to.

⁸ WELS of Reports and Memorials: 1971-1976 (Milwaukee: Northwestern Publishing House, 1971). 8-17. WELS Book of Reports and Memorials: 1977-81 (Milwaukee: Northwestern Publishing House, 1981), 2. The graduating candidates in 1979 were 112 for Dr. Martin Luther College (DMLC) and 51 for Wisconsin Lutheran Seminary (WLS), short of the benchmark of 200 and 65 respectively.

⁹ Baumler, Gary. interviewed by author, e-mail. 25 November, 2010

When asked more directly how he dealt with these main struggles he said, "My main objective at the schools and with the individual prospects was to extol the blessing and privilege of serving the Lord full-time in public ministry... to encourage young men to pursue the most meaningful calling on earth."¹⁰

After receiving and accepting the call to be the editor for the *Northwestern Lutheran*, Pastor John Braun was appointed to take his place. Pastor Ken Brokmeier was part of those two years of transition as he was assigned as a tutor to NWC in 1988-1990. As mentioned above, his part-time responsibility was to encourage the prep kids on campus as well as those in the surrounding area Lutheran high schools. After two years at NWC, he was then assigned to be a full-time recruiter at MLPS in Prairie du Chien, WI until 1999.

One former recruiter referred to Pastor Brokmeier as the "recruiter's recruiter." Many knew of him as the "road warrior." During his nine-year tenure both at Martin Luther Preparatory School (MLPS) and at Luther Prep School (LPS) after the amalgamation, he visited almost half of all WELS churches and over 280 Lutheran elementary schools. It was at this time in the early 1990's when there was another directed emphasis towards recruitment by our synod. Renewed importance was placed upon the recruitment both at NWC and in the prep schools, as the administration of the synod and the schools recognized and responded to the need to reach and retain candidates. They sought after ways to recruit both tradition and non-traditional students, such as minorities and second-career prospects.¹¹ And amid the constant

¹⁰ Ibid.

¹¹ WELS Book of Reports and Memorials: 1988-1989 (Milwaukee: Northwestern Publishing House, 1989), 37, 54

travel and emphasis on his work Pastor Brokmeier remembered experiencing three major issues.

The first issue was the opposition he faced on the area Lutheran high school and parental level. Similar to Pastor Baumler, he was dumbfounded upon reaching a larger school he had contacted well in advance with names of individuals, only to be given 10 to speak with. He recalls a particular conversation with a young man who was told by his area Lutheran high school guidance counselor that he had too many gifts to become a pastor. He even heard some claim that parents were becoming less likely to send their kids to a prep school. Unfortunately, in his experience, "such statements often became self-fulfilling prophecies."¹²

Secondly, the financial burden our church body is facing now was a struggle for him in his early years as well. When tuition was raised, he found that to be an issue with parents in discussing a prep school education.¹³ He also expresses his concern over what he perceived was a different generation of parents. Pastor Brokmeier perceived parents who on account of misplaced priorities, among other things, didn't plan for Christian education as much as the previous generation.

The third difficulty and probably the largest Pastor Brokmeier faced was the "amalgamation cloud" that loomed over MLPS leading up to its closure in 1995. It was said that one of the blessings of the amalgamation would be a combined and more centralized recruiting effort.¹⁴ Nevertheless, Pastor Brokmeier experienced difficulty before the big decision as many

¹² Brokmeier, Ken. interview

¹³ Tuition graph/numbers

¹⁴ WELS Book of Reports and Memorials: 1988-1989, 33

were deterred by the amalgamation. He remarked, "It was challenging to recruit to Martin Luther Prep in Prairie du Chien when there were rumors it was going to close."

Another topic that arose was the emphasis on projected numbers. Pastor Brokmeier felt that such statistics were never really done well or consistently well enough that major changes needed to be made. Nor did he feel that they accurately accounted for unpredictable variables such as retirements, openings, economy, etc. While these projections and predictions did help to give an idea, they were not the guiding rule. He mentioned that if these statistics did serve one purpose, they helped convey that the Lord Jesus is Lord of the Church. He alone is still and always will be the one in charge.

After the amalgamation Pastor Brokmeier was called to move his recruitment efforts from MLPS in Prairie du Chien, WI to LPS in Watertown, WI. Meanwhile, Pastor Phil Hirsch, recruiter for pre-seminary training on the college level, moved his efforts from NWC in Watertown, WI to MLC in New Ulm, MN. And from the summer of 1992 until the spring of 1997, Pastor Hirsch experience very similar struggles surrounding the topic of the amalgamation.

One of the difficult byproducts of the pre-amalgamation discussions was the bad reputation towards NWC. Another pastor, who will remain anonymous, mentioned that the negative attitudes towards NWC were even amplified all over around the time of the amalgamation. In his experience the proponents for the amalgamation were often voices in opposition to the reputation of NWC. To whatever degree this negativity was prevalent matters little. It was present. And wherever there exists negative opinions towards a school, recruiting to that school is that much more difficult. Even after the amalgamation there was much

sensitivity to the relationship between both teacher and pastor tracks. Pastor Hirsch spoke of having a “walking on egg shells” approach to handling both in his discussions.

There were certainly other byproducts of the amalgamation he had to deal with. A large portion of his efforts were spent simply informing others about the new setting in New Ulm. And from this situation of the same school arose the question of “generalized recruitment.” Should MLC’s recruitment method focus on pastor and teacher candidates distinctly? Or should the method simply be to recruit candidates to the school. Pastor Hirsch mentioned how he and another recruiter, Prof. John Sebald,¹⁵ worked very hard to think through this issue of whether they would recruit to the school or recruit individuals. Even if it was inevitable that Prof. Sebald (former teacher) and Pastor Hirsch would speak with potential pastor and teacher candidates, he emphasized his desire that recruitment to the candidacy of both tracks would be treated differently. In his estimation, this was the best way for them to approach a very sensitive situation in the post-amalgamation years. His approach to make recruitment nothing else but gospel ministry was what he claimed to be his greatest effort.

Towards the end of Pastor Hirsch’s tenure, he and Prof. John Sebald, were encouraged to ask for more staff so as to ratchet up recruitment anticipating a higher return in enrollment. Pastor Hirsch quietly disagreed. He was convinced there were very few *genuine* pastoral “prospects” recruiters were not finding and faithfully serving to come to a God-pleasing decision. Nevertheless, after taking a step out of recruitment and into teaching in the classroom, this would soon change.

¹⁵ DMLC’s first full-time recruitment director beginning in the 1991-1992 school year.

Pastor Earle Treptow was called in 1997 to pick-up where Pastor Hirsch left off, recruiting candidates for ministry, particularly pastors. He soon experienced the Lord blessing the labor of those past and present as the enrollment reached record highs by the summer of 2000. It was that summer that Prof. Sebald accepted a call out of MLC and three others came onto the admissions/recruitment staff. Ron Brutlag, Pastor John Dolan, and Stephanie Hopf joined Pastor Treptow to formulate the largest recruiting staff any of our synodical schools had seen. This certainly was a key mark in a time of expansion.

Pastor Treptow described this time period as a “ride.” It was a time when there was positive recognition and encouragement for recruitment beyond those directly involved. In his words, “Recruitment was the fair-haired child of the synod.”¹⁶ There was general support of the efforts from the college and synodical administration to the churches and schools. The recruiters experienced this support in the resources placed at their disposal. They were able to put out more publications and newer displays to name a few. They also experienced a good degree of support from the churches and schools. Pastor Treptow recalled a general, overall improvement in the area Lutheran high schools. Called workers both directly encouraged quality candidates and indirectly exemplified public ministry by their faithfulness and joy in service. It was at this time that the Lord blessed MLC with record enrollment reaching over 1,000 (2001-2002).¹⁷ In his mind, Pastor Treptow sensed a more consistent recognition for recruitment from the college and synodical administration.

Our Synod stressed this need in 2001.

¹⁶ Treptow, Earle. interviewed by author, audio-recording. 24 November, 2010

¹⁷ Appendix B.

“What have we been doing?”

“During the last biennium the BME has worked to

- “enhance recruitment efforts by addition of two full-time recruiters, a director of publications, and upgraded printing capabilities at MLC and a full-time recruiter at MLS; ... establish a grant program for ALHS to encourage recruitment of students for MLC.”¹⁸

“Where are we going?”

“...Based on the issues and challenges that appear to confront ministerial education today and in the decade to come, the BME envisions and will work toward the following:

- “Recruitment/retention. We will partner with congregations, Lutheran elementary schools, and area Lutheran high schools in recruiting students for ministry. We will intensify recruitment among public school, minority, and second-career students. We will establish on our campuses not only recruitment but also retention of students.”¹⁹

While there seemed to be an overall more positive attitude and while recruitment was being carried out on a grander scale, many eyes were focused on one place, MLC. And this centralized focus was felt by the recruiters as the topic of generalized recruitment to the school arose again. Should recruiters identify and encourage candidates to the college or individuals to the specific track of training which just so happens to be on the same campus as the other track?

In Pastor Treptow’s mind there was something very special about recruiting towards the particular track. Colleges flaunt their specialized science professors and programs. And this works well among prospective students interested in those areas. And although MLC’s recruitment efforts would be far from flaunting, there was a special advantage in having pastors and teachers recruiting pastor and teacher candidates. He recognized, as did Pastor Hirsch

¹⁸ WELS Book of Reports and Memorials: 2001 (Milwaukee: Northwestern Publishing House, 2001), 11.

¹⁹ Ibid 12

immediately following the amalgamation, that there would be unavoidable overlap due to one centralized institution. Yet he felt strongly then and still now, that retaining the distinction between the two allows a pastor to minister to potential pastoral candidates. From his experience, this particular aspect was and is a unique advantage that should not be deserted.

After MLC experienced record enrollments, the pendulum began to swing. Towards the end of Pastor Treptow's time as a recruiter, finances became fairly tight. With the surplus of graduates ready for assignment, budget crunches began happening around the synod. And as some graduates at MLC and WLS went unassigned, this was an issue the recruiters often faced as well.

The greatest harm Pastor Treptow saw in confronting the issue of lack of assignments, was the effect it had on the very instrumental and foundational level of recruitment, i.e. the pastors and teachers. If called workers pulled back from encouraging individuals on account of the uncertainty of "job-placement," this would have an adverse effect on certain quality candidates. The same effect was caused by some of the negative talk that surrounded the lack of graduate placements.

When asked how he approached his method of recruitment in reaction to some of the negative sentiments resulting from lack of finances and assignments, Pastor Treptow explained that he really didn't change much. His approach to lack of assignments was to speak very positively about preparing for the ministry and serving as the Lord wills. His consistent emphasis on God's grace for what the ministry is, especially as it applies to His Church was his directive instead of highlighting the negative.

Pastor Treptow did recall changes such as the kind of publications, number of visits, individuals on staff, and the kinds of discussion from person to person. Nevertheless his expressed intent was to never jump to “knee-jerk” conclusion. Rather, he emphasized a continual focus on the means of recruiting for the ministry. What that meant to him was a constant desire to talk with individuals about their life of service, even if that meant vocation outside of the public ministry. It meant a Pauline approach to be persistent yet humble in encouraging individuals, not being tempted to swing one way or the other with the swaying trends.

In October of 2002 Pastor Treptow left recruitment, accepting a pastor call to Zion Lutheran Church in Denver. The incipient downward trends he began to experience on his way out would grow steeper for those who followed. The financial burden grew. The administration at MLC was unable to fill Pastor Treptow’s vacant position, leaving 3 recruiters at MLC for a time. For the next six years the enrollment would drop from 1032 in 2001 to 680 in 2007.²⁰

When Pastor Ross Stelljes came on board in the spring of 2007, he experienced the affects of these financial constraints. A reoccurring topic was the discussion of raised student tuition due to Synod’s inability to subsidize. And one of the most difficult issues to deal with was the turnover of personnel. When Pastor Stelljes first arrived there were seven people in the Admissions Department at MLC. Out of the seven in 2007, two remain today. And with Prof. Ron Brutlag set to retire in June of 2011, that leaves at present (winter of 2010) Ron Brutlag’s replacement Pastor Stelljes, Pastor Nick Schmoller, and Prof. Lori Unke. In Pastor Stelljes’

²⁰ Appendix C.

opinion this has cost a loss of “institutional knowledge.”²¹ Yet amid the changes in personnel, there are many issues that were the same.

Pastor Stelljess and Pastor Schmoller still face the issue of lack of assignments. Yet Pastor Stelljes questions whether this topic *should* be considered at all. History has shown that the pendulum in both a surplus of openings and a surplus in enrollment and candidates can swing in four to eight years. Thus, he echoes what Pastor Hirsch and Pastor Treptow said almost verbatim. “I should be aware of ‘knee-jerk’ reactions to (pendulum) swings.”²² The difficulty both Pastor Stelljes and Schmoller are dealing with right now, are the needs of our church body four to eight years down the road. The numbers of future enrollments will not always be able to accurately pin-point potential openings down the road.

Pastor Schmoller spoke of a reoccurring issue from years past found in the area Lutheran high schools. A lack of cooperation from a growing number of non-traditionally trained area Lutheran high-school teachers has seemingly worked against recruiters. The number of non-traditional teachers is much larger than ever before. Several teachers who have not gone through our synod’s ministerial education system have portrayed both a lack of understanding of and appreciation for ministerial education. Even still, these sentiments are almost the same that Pastor Baumler and Brokmeier faced. This is nothing new or surprising.

Probably the biggest change, which Pastor Treptow reflected much upon even after leaving MLC, was the topic of changing to a more “generalized recruitment.” Pastor Stelljes pointed to this issue in his interview:

²¹ Stelljes, Ross., interviewed by author, e-mail. 30 November, 2010

²² Ibid.

"Prior to my coming, there were recruiters who mainly targeted pastoral candidates and those who mainly targeted teacher candidates. Now, we all recruit for both. There are major differences those fellas (predecessors) can point out to you as well. I don't know how this new experiment is going. (It) may be too soon to tell. But recruiting pastoral candidates always seems to be the most difficult, and that's what most pastoral eyes are monitoring."²³

Pastor Stelljes stated that the direction in recruitment has changed. Now, their efforts are more generalized. All recruiters encourage both pastor and teacher candidates to come to the one place where they are trained, MLC. While this emphasis is a change from the past, Pastor Stelljes echoes a direction which is exactly the same. His directive, especially among the pastoral candidates, which he admits are under much scrutiny, is to make a priority of building one-on-one relationships and serving those students with the Gospel. Pastor Stelljes did mention that this change in recruiting has not blurred the distinction between the two tracks. Yet he does admit that it is too soon to tell if this is the right direction for this generalized emphasis.

Among the various change in times and even in methods, the clear direction remains the same. MLC's mission statement for the Department of Admissions "The Recruitment and Admissions Department helps prospective students understand that they have been redeemed to serve the Lord and his Church in a variety of ways of which the public ministry is one, to guide those who wish to train at Martin Luther College through the admissions process, and to encourage them in their training after they have enrolled."²⁴

Looking back at the different first-hand experiences, there have been many changes in recruiting over the last thirty years. Some of those changes are the amalgamation, the turnover

²³ Stelljes, Ross., interviewd by author, e-mail. 30 November, 2010

²⁴ Ibid.

in recruiting staff, the motivation on the Synodical level, and the pendulum of enrollment and finances swinging this way and that. And yet amid all these changes throughout these first-hand perceptions spanning the last thirty years, there is something altogether the same.

FROM THEIR PERSPECTIVE: SOMETHING ALTOGETHER THE SAME

One thing that has become apparent through this study is that history does repeat itself. Numbers rise and fall. We go through cycles of high and low numbers in our church body. Such observances are no new phenomena. However, from these trends and the first hand perspectives above, these trends do lead us to certain conclusions.

In 1980 there was a downward turn. Enrollment at NWC was projected to drop. And although it bubbled up in 1981 and 1982 there was an overall drop until 1987.²⁵ The primary reason for this drop was, of course, the decline in the preparatory schools. This trend would get progressively worse, especially at NPS, and MLPS until 1985. Yet it wasn't until after this trend has already started in 1980 that Pastor Baumler was called to be a full-time recruiter. As mentioned above, the synod had made desired bench marks for 1980 back in 1971, but nothing else was done until after these marks were not met.

Consider the almost identical drop after 1980, that is the decline in enrollment from 2002 to 2007.²⁶ In 2000 MLC took on a large staff in their Admissions Department. Yet it was right when enrollment peaked, or very shortly after, that the majority of these recruiters were actually at work. And it was less than two years after their beginning that the enrollment began

²⁵ Appendix A.

²⁶ Appendix C.

to drop drastically from 970 down to 680. Even though multiple capable staff were on board it takes some time before efforts in recruitment are actually experienced in enrollment.

What these past numbers and historical perspectives suggest is that maybe our church body has been a little slow in recognizing and acting on such decline. It takes four to eight years before the Lord's blessings upon recruitment efforts are realized. Thus, it seems that recruitment has been ratcheted up in reaction to a prevalent need, more than in anticipation and preparation for it.

Pastor Treptow reacted to these experiences in a phone interview. He said that up until the year 2000, the administrations never fully recognized the consistent need for recruitment. But with the multiple positions retained at MLC and the stressed emphasis made by our synod he feels, "Now, we get it."²⁷ His words have a lot to say as to how our church body's perception of recruitment has changed. And as there seems to be a steady focus, maybe recruitment and our admissions departments are close to where we want them to be.

Another conclusion drawn from this study is not just that history is repetitive, but how such repetition is not necessarily a bad thing. Consider the overall progression of enrollment at DMLC and NWC moving onward to MLC.²⁸ Similarly, see the timeline of the prep schools.²⁹ You can compare the upward and downward trends and see that they are almost identical in measure. The pendulum certainly does swing both ways. And from the voices of past and present recruiters, this should not lead us to hasty tactics or quick-adjustments in methods. Pastor Stelljes' response to this topic ought to be considered heavily by our church body. He

²⁷ Treptow, Earle. interviewed by author, audio-recording. 24 November, 2010.

²⁸ Appendix D.

²⁹ Appendix E.

mentioned that the lack of assignments, or any trends in particular, should not really be a topic with recruitment. Just as this study has demonstrated from history, things can quickly change. And what this finally tells us is that the *Lord* is the Lord of the harvest.

Pastor Treptow emphasized to this very theocentric point. He said that the Lord either gives us a seeming surplus of students or the money for openings, never both at the same time. The Lord is always teaching us. Echoing issues of the past are nothing but constant reminders that the Lord is in control of his Church, over which *he* is the Head.³⁰

And it is with this point that we consider the final and most important conclusion that was derived from this study. Pastor Treptow put it well when he spoke of Jesus' words, "The harvest is plentiful but the workers are few" (Lk. 10:2). He reminds us that what Jesus is saying, "the harvest is plentiful," describes a present and constant reality. And what was seen from every recruiter, no matter the time or difficulties, was an emphasis upon the harvest *being* continually plentiful. Therefore, as a church, we seek to be faithful in ministering to individuals considering such a noble task (1 Tim. 3:1). This foundation on the very purpose of recruitment has guided and governed a methodology that does not jump to "knee-jerk" reactions, even when numbers and trends suggest otherwise. "Marketing" or "selling" a school never was part of their job. Instead, the overriding theme from every recruiter was to *stay the course*. Certainly tools, information, and gifts are practical and wise to use. But ultimately, stay the course.

CONCLUSION

Why point this out? Certainly the relevance of this topic today is important. Many people "get" the importance and even know something about recruitment for our ministerial

³⁰ Treptow, Earle. interviewed by author, audio-recording. 24 November, 2010.

education system. Nevertheless, to see the first-hand perspectives and the numbers that help portray previous path of recruitment are valuable to analyze.

I give my gratitude to these men who offered their time and insight to this study which is by no means exhaustive, but I pray is still valuable for others as it was for me. Most of all, this study leads me to thank my Lord for the faithful service and diligent consideration these men have given to the Lord's Church as they encourage(d) young candidates as potential workers. The pendulum swings with historical trends as does even the slight adjustments in methodology. There was and will be an ever-changing environment. Nevertheless, the first-hand perspective of these men continually pointed to something altogether the same amid the many changes. Be faithful. Stay the course. The harvest *is* plentiful. The Lord *is* the Lord of the harvest.

APPENDIX*

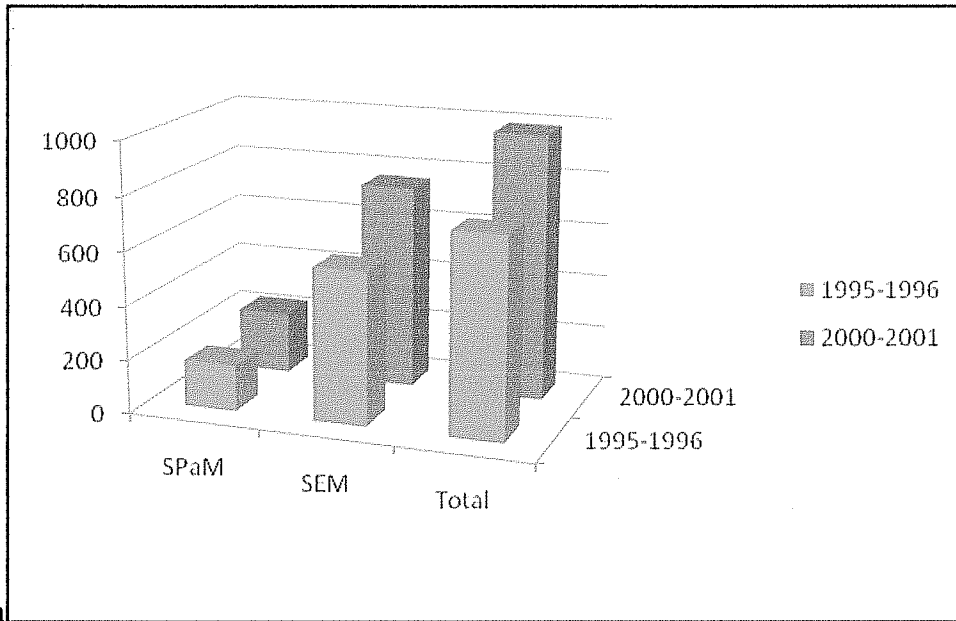
A.

Trend in the Early 80's



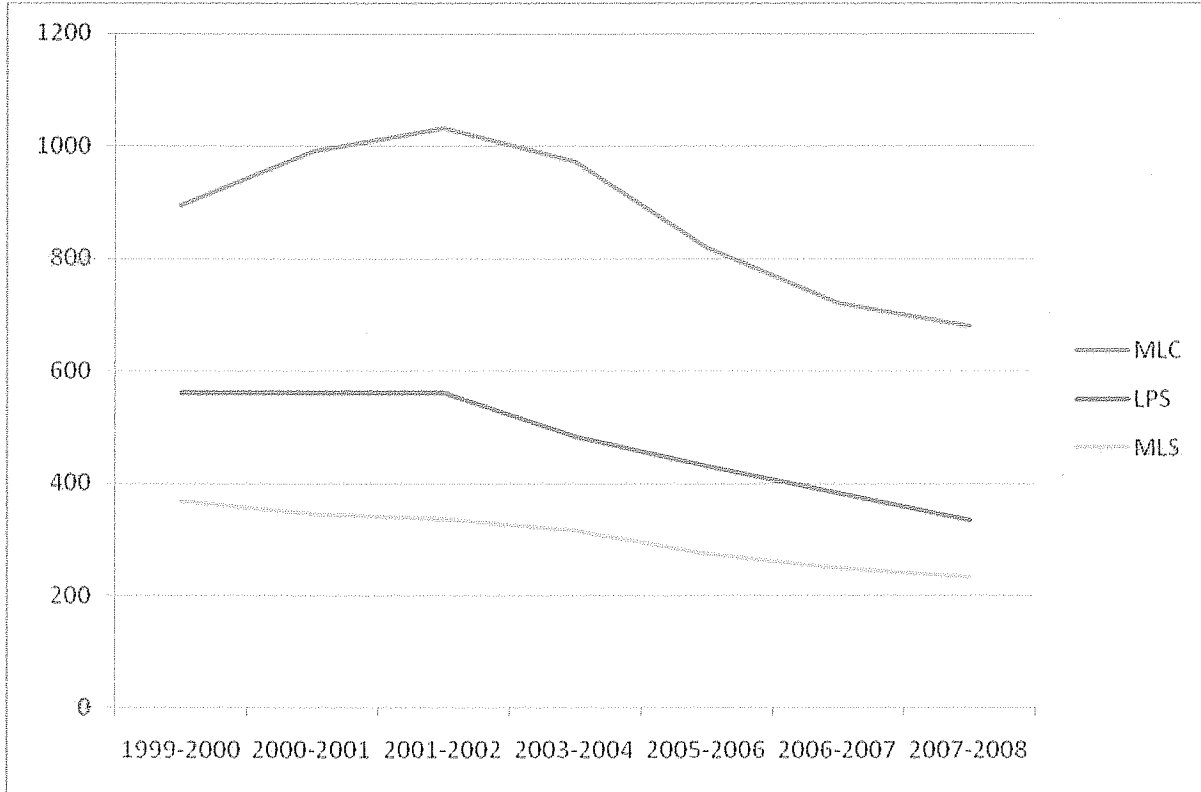
* All figures take into account the final or average enrollment for that particular school year unless otherwise stated.

B.
Growth of MLC into the



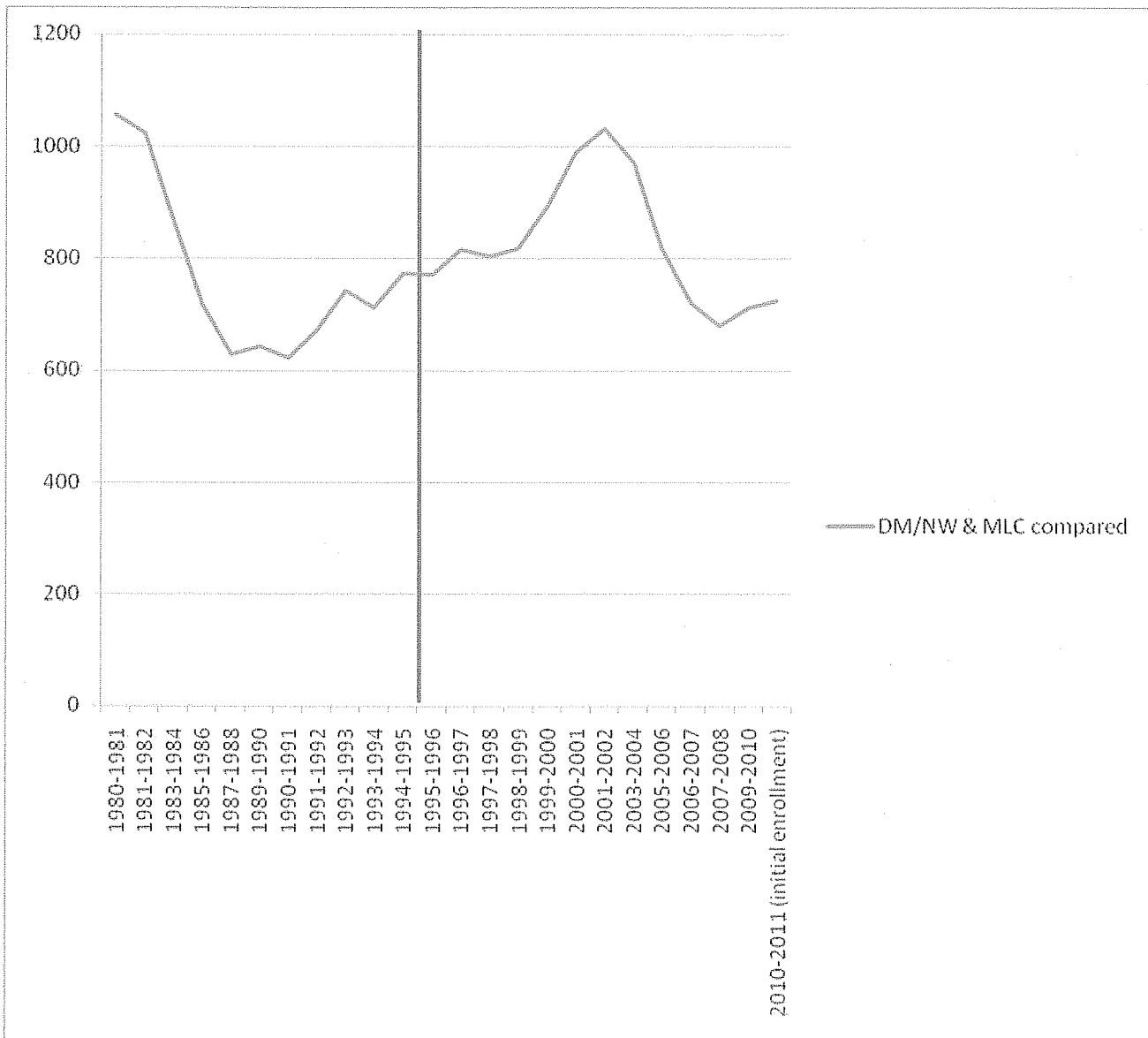
Millenium

C.
Declining Trend at MLC as well as in the Prep Schools



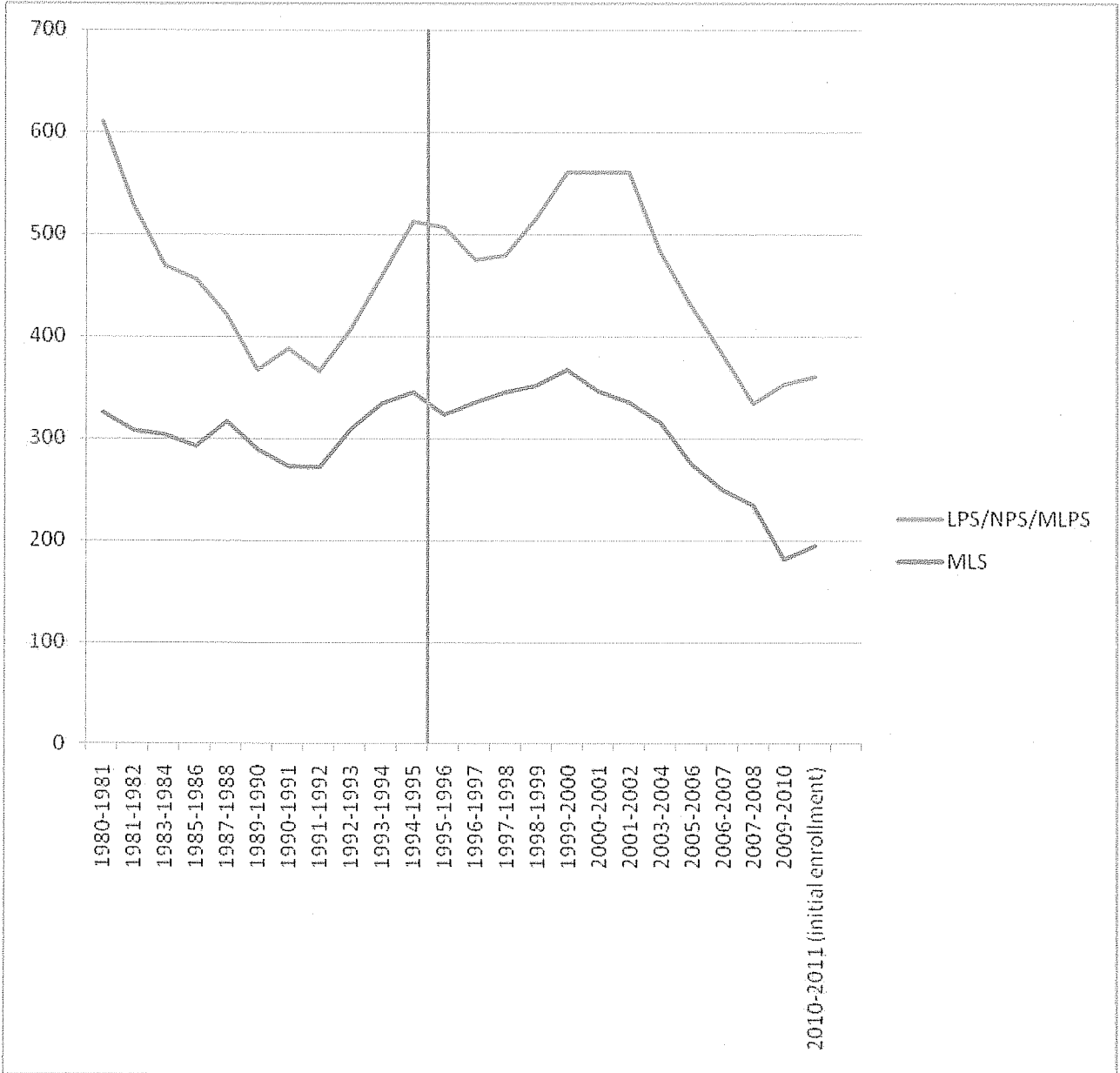
D.

College Progression (DMLC & NWC through MLC)



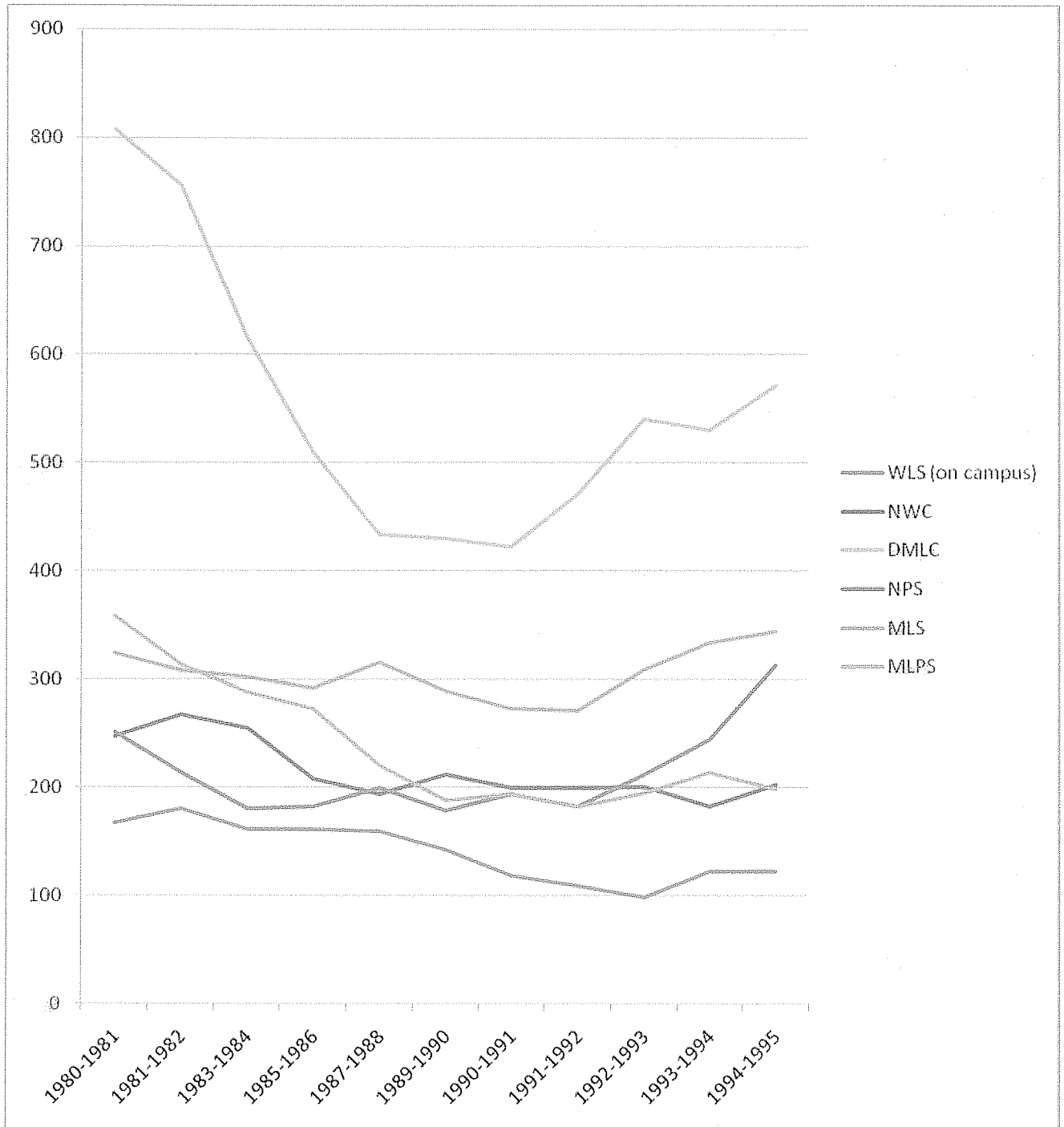
E.

Prep School Progression (MLPS & NPS through MLS)

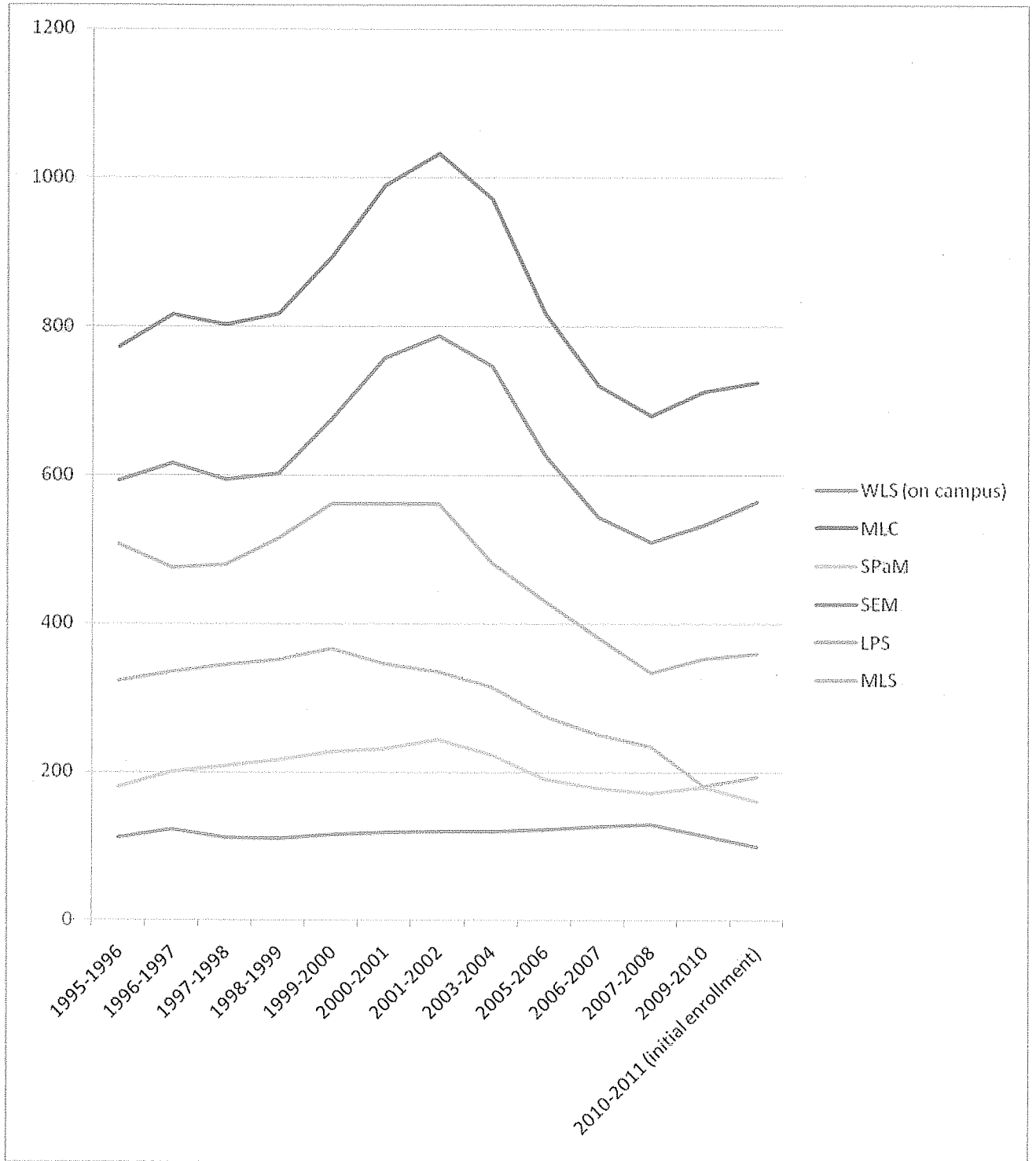


Other Graphs to Consider:

Pre-Amalgamation



Post-Amalgamation



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