

World Missions Board of Directors Meeting

2/22-23/2024

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Contents

Meeting date and Location	4
Present	4
Meeting Called to Order	4
Devotions	4
Agenda Approval.....	4
Approval of Minutes	4
Director’s Report.....	4
Home and planned Furloughs.....	4
Administration	5
Updates from previous meeting:.....	5
Personal Support Update.....	5
Estate Received.....	5
Reserve Funds	5
Wisconsin Mission House	5
Director Evaluation	6
World Missions 2025 Budget.....	6
World Missions Policy and Procedures Manual	6
Journey Missions Policy Updates.....	7
Mexico.....	7
Puerto Rico.....	8
India	8
John and Hannah Lee (via Teams)	8
Uganda	9
Michael Rokenbrodt (via Teams)	9
Nate and Rhoda Resignation	10
Meeting Continued (Friday).....	10
Completing Issues previous day.....	10
Brazil.....	11
SETELL	11
Jonathan and Tamba.....	11

World Missions Board of Directors Meeting

2/22-23/2024

Jonni Sliver	11
John and Hannah	11
Nate and Rhoda Jore (via Teams)	11
Executive Director Review Continued	12
Brent and Emily Raan (via Teams)	12
Brazil (Continued)	13
Paul and Becky Abel	13
Matthew and Ednay Abel.....	13
Augusto and Deise Fiuri	13
Vision and goals	13
Administration	13
Journey Missions.....	14
Brazil.....	14
Paraguay.....	15
Switzerland / Europe.....	15
India	15
Mexico.....	16
Uganda	16
Ambassador Institute.....	16
Next Meeting	17
Adjournment.....	17

World Missions Board of Directors Meeting

2/22-23/2024

Meeting date and Location

World Mission Board meeting at California and via Teams February 22-23, 2024

Present

Pastor Earl Korhonen, Wanda Jacobson, Pastor Craig Johnson, Dr. Lyle Mattson, Ken Sletten, Pastor David Johnson, Pastor Jerry Nelson and Bill Sheldon.

Meeting Called to Order

The meeting was called to order by Chairman Craig Johnson.

Devotions

Acts 13:2-3 – Pr. Jerry Nelson - Did Paul's approach or personality change as he was sent out? He moved from antagonist to protagonist. His "neurodiversity" changed. Paul and Barnabas traveled for several years - learning from each other - though they remained unique in personality...especially in their approach to John Mark. Their division wasn't doctrinal - but personal. The lesson we can learn from their relationship was to **PAUSE** - *Prepare - affirm - understanding - Search for creative solutions - Evaluate apart from personal opinion*. The dispute was resolved along the way - and John Mark was restored.

Agenda Approval

Changes were made in the schedule of meeting with various missionaries. This required the movement of meals and breaks. Jores requested funds for a debriefing session at Summit Ministries. Other items were added to various issues already on the agenda.

202401 ***MSC KS/BS to accept the Agenda for the meeting***

Approval of Minutes

Approval of minutes – page 4 – (line) one L

Page 8 - Janisly should be Janisley, and Connolly Dyrud has only one L

202402 ***MSC JN/LM to accept corrected minutes***

Director's Report

Began with a brief devotional based on Is. 55:8-9

Pr. Earl reviewed his past and upcoming travel plans.

Home and planned Furloughs

Michael	Home:	2023-24 FLS School year, 2025 Spring, 2026 Spring
	Uganda:	August-December 2024
Nate & Rhoda	Home:	Completion of Service – July 2024
John & Hannah	Home:	Return to Brazil – June 2024
Brent & Emily	Home:	December 2023 – October 2024

World Missions Board of Directors Meeting

2/22-23/2024

Paul & Becky	Approved	Mid-July 2024 – Mid-Jan 2025
Jonni Sliver	Planning	2025

Administration

Updates from previous meeting:

Next informational meeting for World Mission Corp coming in April. Board members are encouraged to participate.

International Student Scholarship Fund - Neither Reinhard or Josue Flores have applied to date.

The World Still Needs Missionaries - Please continue to pray for more missionaries. WM has been asked to steer clear of the San Juan (Puerto Rico) church for now. The coordinating committee is dealing with this situation.

International Orality Institute - A peaceful relationship with IOI will continue if they focus on countries outside of Uganda. But since they appear to be focused on Uganda, and we may be backing out of the area, Uganda may be an opportunity for IOI. IOI would then need to deal directly with the government per their needs.

Personal Support Update

We praise God for His faithful provision of our missionaries' personal support. A review of each account was encouraging, but a couple accounts were close to the "line" of acceptability. The future of the Jores account/expenses will need to be watched as they close in on the finality of their time as AFLC missionaries. There was also discussion pertaining to any monies remaining in accounts of missionaries who complete their service. Notifications will be sent out when/if this happens.

Estate Received

On January 23, 2024, World Missions received another payment of \$45,333.33 from the Bernhard Anderson estate. After the estate settles the taxes, there will likely be one smaller gift coming World Missions.

Reserve Funds

There was discussion as to any wish to transfer additional funds to the World Missions Reserve Fund Savings Account. The policy for the Fund was reviewed and a decision made to transfer \$20,000 from Legacies to the Reserve fund.

202403 *MSC KS/JN to transfer \$20,000 from Legacies to the reserve fund*

Wisconsin Mission House

On January 24, 2024, we received news that the property transfer was complete, and is now officially under AFLC World Missions. Tax exempt status is still being pursued.

World Missions Board of Directors Meeting

2/22-23/2024

David Anderson has been hired to do some work on the house; replacing the kitchen flooring and replacing some boards on the back deck.

Director Evaluation

The WMB discussed in detail, an evaluation of Pr. Earl's service as the director of WM for the AFLC. The discussion followed the review form used in previous years. The WMB also spent time defining each expectation for both review and future evaluation.

World Missions 2025 Budget

The 2025 Budget was discussed, with Corporation treasurer Paul Handsaker attending. The proposed budget for 2025 was presented at \$499,550 that reflects a 3% increase over 2024. A host of concerns were discussed pertaining to the various mission needs, and a new proposed position for the Development Office. If this position is added (as currently presented), \$30,000 would be charged to each ministry area or department. The budget sheet was evaluated, and each area discussed. The Personal Support budget was also reviewed and there was discussion on the amount for that budget. Even though we may have a change in our number of missionaries it was decided to leave the personal support budget request the same as last year \$ 775,000.

202404 ***MSC BS/LM to accept the proposed 2025 Budget – World Missions budget request \$499,550 and Personal Support \$ 775,000***

202405 ***MSC JN/BS to have an audit done on the World Mission books done***

World Missions Policy and Procedures Manual

The World Mission Board reviewed section 1104 Gifts and Contributions and are adding a section on honorariums, which will match the wording in the employee handbook.

1104.2 Honorariums: Any missionary who receives an honorarium for performing World Missions duties and responsibilities, or for representing World Missions is required to remit the honorarium to the World Mission Department.

The Board also reviewed section 1108.4 Cell Phone.

In the past a pay as you go cell phone was provided to missionaries upon request when home on furlough. Missionaries now have access to other means and prefer to use their own cell phones or get a new sim card to use in the U.S. There is really no need to offer a prepaid phones anymore.

Previous wording for 1108.4

A prepaid cell phone is available for the missionary to use. The monthly data plan is charged to the missionary's personal support. The missionary may choose to use a personal cell phone. The cost of a sim card to use in the U.S. and half of the data plan is reimbursable. This is reimbursed from the missionary's personal support.

World Missions Board of Directors Meeting

2/22-23/2024

Proposed new wording: 1108.4 Cell phone. The cost of a sim card to use in the U.S. and half of the data plan is reimbursable. A missionary's monthly data plan will be charged to that missionary's personal support.

202406 *MSC KS/JN to accept each of these modifications*

Journey Missions Policy Updates

Jerry Nelson presented suggestions for the code of conduct policy updates.

202407 *MSC LM/KS to accept the changes presented by Pastor Jerry Nelson*

See below for changes:

Missions Missionary Assistant Application and Policy Manual changes for the sake of uniformity and clarity:

1. Missionary Assistant Application
Add "Are there any previous or current mental health diagnosis?"
2. Missionary Assistant Application, Code of Conduct, page 4
Replace "Refrain" from item 9 with "Abstain."
Replace "Refrain" from item 10 with "Abstain."
3. Missionary Assistant Application, item 5 Health Status; Medical Care; Other Emergencies, page 7
Add "or mental" to read: "I hereby release Journey Missions and the AFLC World Missions Corporation from and all claims, damages, injuries, or loss arising out of my failure to disclose such health **or mental** issues or diagnoses."
4. Missionary Assistant Policy Manual, Drugs and Alcohol, Subsection A, page 3
Replace "refrain" with "abstain" so subsection reads: "A Missionary Assistant shall **abstain** from using tobacco, alcohol, marijuana, and other illicit drugs, at any time while on the volunteer ministry opportunity."
5. Missionary Assistant Policy Manual, Mental Health Disclosure, Subsection A, page 3
Replace "the mission trip participant's current medical doctor" with "...a state licensed mental health provider experienced in the care and rigors of missionary life..."
6. Missionary Assistant Policy Manual, Dating and Relationship Guideline, subsection B, page 3
Add "see Code of Conduct, item 10" to last line to read: "The Missionary Assistant must keep to the Code of Conduct standard. See Code of Conduct, item 10."

Mexico.

Todd and Barb are doing better with improved security in Jerez.

Israel Florez is encouraged by Adrian's testimony.

Milton has two mission outreaches on Sunday afternoons - once per month. They are open to Journey missions, and Jon has reached out to them.

Josue Flores is interested in a 3-week Journey Missions ministry team.

World Missions Board of Directors Meeting

2/22-23/2024

Puerto Rico

The coordinating committee is dealing with the situation of Pastor Hector's AFLC Clergy Roster status.

India

Several different issues were discussed in reference to the overall ministry in India. Pastors Craig and Earl brought the group up to date on the ministry in India. Two possible trips are planned for 2025 and 2026:

Two groups of pastors/teachers are slated to travel to India: Pastors James Molstre and Earl Korhonen (2025) and Pastors Micah Hjermstad and Earl Korhonen (2026)

There was also discussion of several potential projects happening in India and the possible source of their funding/assistance.

202408 *MSC KS/JN to take \$4,750 from the Bacon legacy for the Parsonage project.*

John and Hannah Lee (via Teams)

On deputation - currently in Kalispell - headed to Colorado for debriefing...and then back to the Midwest. John explained a bit of the debrief experience. He said it helps the missionary family work through any potential stress and drain from the mission field. It helps the family deal with potential issues that arise on the field. The debrief week they are moving into focuses more on the cultural stresses that arise on and off the field. John shared that they have found the program very helpful. All are going - including the children.

Road life has been challenging - they are tired (especially John). They have spent more time in fewer places, which has also been good in building relationships. John is hoping to have a physical done soon - and has had some bloodwork done (several options but no clear diagnosis). One daughter was diagnosed with an infection, but they were able to deal with that. They have been advised to travel less and get some consistent help. Various ideas and options were shared as possibilities for their health challenges. Hannah has felt the burden of increased responsibilities, and weariness, but feeling well.

John shared the desire to discuss better "board governance" with his leadership in Brazil. The WMB evaluated some of the concerns raised, and shared some ideas for further use. Board Source was one resource mentioned, and have been useful in the past – but they are kind of costly. John said that his leadership has been slow in the uptake on this issue...and some of it is cultural.

John also passed on some of the unique challenges and protocols of life in Brazil...and the ministries happening there. Several of the decisions discussed were issues unique to the church in Brazil, and decided by the conference there. John will discuss some of these observations with the leadership in general in Brazil. It was observed that having healthy boards would definitely

World Missions Board of Directors Meeting

2/22-23/2024

help with many of John's concerns. The option was discussed to stay a bit longer stateside (maybe through the beginning of July - 1/4?).

Prayer concerns:

- Health issues
- Fund-raising
- Personal Support
- Travel mercies

Pr. Jerry closed our time with John and Hannah in prayer.

The WMB spent a season of time in concentrated prayer for the various areas of ministry around the world. Many aspects of the AFLC World Mission and its ministries were addressed in prayer. Specific missionaries were brought before the Lord as we prayed.

Uganda

In the past, we held office space for the Ambassador Institute in Uganda. This is required as long as there are missionaries in the country. If there are no missionaries, no Ambassador Institute, then we don't need this office, or management of the same. Several elements of the ministry in Uganda were discussed. The many facets of concern in the nation complicate the outreach there. The status of **AI**, the lack of full-time missionaries, the fact that Uganda has denied the visa request of the Raan's (2x), the part-time status of Michael R, the definition of "church" by those involved, and the cultural understanding of the term... All play into the issues of Uganda.

Michael Rokenbrodt (via Teams)

He explained that there "could be a way forward." Michael shared that Nate suggested Brent R present himself as the possible director of Ambassador Institute to Uganda. Would the government see him differently? Has God already closed the door, or is there another option? Michael has also applied for and received 3 work visas. He explained that Uganda may express a "NO" when he applies for his 4th work visa. He may need to apply for a tourist visa (3 months). There are also costs involved in each application. On the other hand, if it was necessary to leave the nation, now would be a good time - circumstances are such that small issues could be addressed in a short period of time.

Michael share of his time back in Uganda. He described it as enthusiastic. There was an assortment of people who attended Ambassador Church in Jinja. Though all they have is teaching and fellowship, it is drawing people from all over Jinja. The group is financially optimistic, but the small size is limiting. The people (leaders) have been directed to another teacher, Mark Wise who seems to be solid and building on Michael's foundation.

Michael shared the testimony of a coworker, Alex, who has suffered greatly, but seen amazing returns from the ministry there. Michael encouraged us to act towards the churches in Jinja in a

World Missions Board of Directors Meeting

2/22-23/2024

similar way...assisting, and encouraging the churches in Jinga to stand on their own. To rely on outside help entirely is a handicap to them.

He also spoke a brief time on his season in Gulu. He was encouraged to see the development of students there. He was able to travel with some of them, and the students were able to speak for themselves to testify about their time studying with **AI**, and even invested some of their own resources for the trip...but the benefit of doing so was a blessing.

Michael shared that the Uganda (**AI**) NGO would be unnecessary if we shifted our focus in Uganda. This would impact the staff - but it might be for the best. Michael's encouragement was to keep the status the same for now. Community Business Organization (CBO) status would mean closing the office, and a release of the staff. To maintain the NGO would require the current status to continue. The NGO is only there for the missionaries. **AI** would be untouched if the NGO were to be closed. He also added that unfortunately, the fish project was a failure - though much knowledge was gained if a future fish project was attempted. Lyle closed the call with prayer for Michael and the various concerns he addressed.

Nate and Rhoda Resignation

202409 *MSC BS/LM to accept the resignation letter from the Jores.*

There was some discussion of a modified agenda for tomorrow. The meeting was suspended until the following day Friday at 9 am.

Meeting Continued (Friday)

Meeting reconvened at 9am with Bill leading devotions:

Acts 28 and 2 Corinthians - Paul did much to transform the culture - even to this day. Bill shared about Paul's shipwreck and his rapport with the crew and the soldiers. The people of Malta were confused about Paul's future and identity (murderer or god). But Paul used the circumstance to speak of God. We are Christ's ambassadors, just as Paul was to his culture - having the righteousness of God in Jesus Christ.

Completing Issues from the previous day

It was decided to take the cost of the Jores debriefing out of their personal support, but also seek funding for other needs as they close their season of AFLC ministry. One option is to encourage future counseling for them.

202410 *MSC JN/LM to approve the Jores participation at the Summit debrief.*

The WMB reviewed the Jores use of a "ministry van," and purchase of a van for their own use. We also discussed the schooling and mileage needs of both the Jores and Raans. The conversation bled over into a host of care questions for our missionaries as a whole. There was also conversation about the broader vision for ministry in Uganda, and Pr. Earl's future trip in March.

World Missions Board of Directors Meeting

2/22-23/2024

Brazil

President Iran and Janisley are coming 4/15-29, staying with Connely Dyrud and attending FLBCS concerts and graduation.

SETELL

Seminary in Brazil - Vision and Goals were discussed. John Lee had some helpful input in our call with them yesterday. Ideas were considered about how to deal with some of the issues at the school.

Jonathan and Tamba Abel

Support has improved with year-end gifts. They are not currently planning on retirement, and hope to continue in ministry for several years. They are currently preparing for camps.

Jonni Sliver

Things have improved in her circumstances, and she has been able to carry out her responsibilities adequately. She is getting close to retirement age, but she has not expressed a desire to do so. She plans to delay her furlough until the summer of 2025.

John and Hannah Lee

They are on furlough, and an update was given during the call yesterday. The Board suggested they seek additional health screening for John and their daughter, as well as attending the Summit Debriefing in Colorado. Health issues are the priority now, and must be addressed!!

Brazil discussion was suspended to take TEAMS meetings with Nate and Rhoda Jore and Brent and Emily Raan.

Nate and Rhoda Jore (via Teams)

They are doing well - busy but not stressed. Kids are also doing well. The WMB informed the Jores that they are approved for the "Debriefing." Rhoda said the first opening for the Debriefing isn't until August. Not an issue, but the Board encouraged the Jores to get registered ASAP.

The Jores informed the WMB of a call to the IOI effective August 1. It will be full-time, based in the US, but may include shorter trips to Uganda, etc. They are planning to remain in the Minneapolis/Saint Paul area. They will probably sell their home in Uganda (possibly to the current renters). They will be traveling back to Uganda with the whole family at the end of June. Some of the kids are struggling with the process of closure in Uganda, while moving ahead. Grief is part of the process to peace. It has been tough for Nate and Rhoda, but they have had more time and capacity to work through the various emotions in this process. They are praying the Debriefing will help further their transition, and the emotions of the kids.

World Missions Board of Directors Meeting

2/22-23/2024

They suggested the office and staff of Ambassador Institute be continued for now, but that a CBO be considered in the future. An NGO may serve the purpose in the immediate time-line, but a CBO might serve the purpose in the short-term. Nate shared the possible thought that Brent could be named the new National Director of Ambassador Institute, which may open the "Visa door."

Spent some time talking about the status of the churches. No new information from a couple months ago. Nate encouraged that the WMB consider the potential DNA of each new church. Nate shared about how one church made their own drums, which challenged other groups to make their own drums. We need to be careful how far we go in the support and growth of our mission churches. When you define things in local terms, it becomes reproducible. To do things "the American way" may carry limitations. But to do things the "local way" allows the native church to solve their own issues.

Executive Director Review Continued

The WMB spent the next significant season completing the review of Pr. Earl Korhonen.

Brent and Emily Raan (via Teams)

We spent a chunk of time meeting with the Raan's. They expressed their disappointment in the Visa process, but they have experienced God's peace even as they walk through this storm. They are currently seeking God as to what the next step may be for them. They have had some wonderful conversations with the congregation in Tioga pertaining to an assistant pastor position. The door seems closed as far as the Visa application process is concerned. But they haven't come to a point of peace in their future plans yet.

As far as the children, they are doing well in their therapy experiences. They are growing and responding well to the treatments. They (Emily) explained some of the issues they deal with, and some of the outcomes of the therapy.

There was a season of discussing concerns surrounding the van and the mileage costs for personal miles. They expressed a concern that they weren't charged for personal usage in the past, and now are charged \$.44 cents per mile. They expressed a great frustration in the seeming "new" application of a principle, that wasn't applied before. They acknowledged that it was there, but not enforced. A breakdown in communication was acknowledged, and Brent appealed for grace for the last 3 months.

202411 ***MSC JN/BS to wave any money owed for personal miles during their time home up to 2/23.***

Jerry suggested a kind of "cheat-sheet" for missionaries going on furlough detailing some of the handbook points they are likely to encounter.

World Missions Board of Directors Meeting

2/22-23/2024

Pr. Earl asked for input as to the topics he should speak to when he travels to Uganda. The Board shared various observations and topics for dialogue.

Brazil (Continued)

Paul and Becky Abel

The WMB discussed the various aspects of the letter sent by the Abels. Any counsel would be premature at this point. It was decided to take time to consider the content of the letter and talk again in June.

Matthew and Ednay Abel

Doing well. The new baby has been born, and all is going well.

Augusto and Deise Fiuri

Hoping to be at the 2024 Annual Conference. Visas are in line. The idea of a sister congregation is a possibility. Augusto is still seeking a missionary couple or individual to come alongside them. He is working full-time while also serving the church - and the congregation is growing.

Vision and goals

Administration

One Year Goals

- Risk assessments for each field - including exit plans and DNA samples.
- Global visits are moved to the December meeting.
- Welcome packet for furlough missionaries.
- Encourage missionaries to subscribe and listen to the Home Mission Podcast.

Three Year Goals

- Each World Mission Board member and missionary should read Global Church Planting Church Planting Collaboration with Home Missions

Five Year Goals

- Provide ongoing training for those called to church planting in their cultural context.

World Missions Board of Directors Meeting

2/22-23/2024

Journey Missions

One Year Goals

Missionary Assistant Program

Continue FLBC Partnership

Continue expanding the Missionary Assistant Program

Continue to refine the training curriculum to prepare people for the country in which they are going to minister.

Mission Trips

Continue to develop volunteer trip leaders as needed.

Continue to make short-term trips feasible for congregation members.

Investigate the possibility of other (non-AFLC) Fields.

Three Year Goals

Investigating the possibility of a trip to France/Switzerland

Have Jon visiting congregations as his schedule allows.

Five Year Goals

Utilize Journey Missions to train/teacher to minister to a cross-cultural setting.

Brazil

One Year Goals

Continue to provide materials that encourage a greater understanding of what is meant by the freedom of local congregations.

Continue to encourage the AILLB churches to be a world mission sending body by supporting the work of Augusto Fiuri in Switzerland, as well as Matthew and Ednay Abel in Paraguay by prayer.

Encourage SETELL to work under the school board as set up in their documents.

Explore Board Governance Training.

Encourage quarterly meetings of the school board as the overseeing body of SETELL. A report of each meeting needs to be submitted prior to the quarterly wire.

Pray that the Lord will raise up assistants to come alongside the staff and national workers at the Miriam Infant Home.

Pray that more students in SETELL would stay with AILLB ministries.

Three Year Goals

Encourage the AILLB to continue in the establishment of a mission department, Home and World.

Encourage every congregation to prayerfully consider starting a daughter congregation.

Encourage a connection between the local churches and the Miriam infant Home.

Prepare for the potential retirement of three missionaries (Paul, Jonathan, and Jonni).

World Missions Board of Directors Meeting

2/22-23/2024

Transfer the property owned by "The Mission" to the AFLC Brazil.

Five Year Goals

See missionaries partner with Brazilians in church planting.

Paraguay

One Year Goals

Establish a membership class and a core group.
Continue to assess and pray through the potential of a second and third church.
Send a second American missionary family to aid Matthew and Ednay.
Finish construction and utilize the new pavilion being completed on site.
Establish an exploratory trip to Santiago, Chile along with another AFLC leader.

Three Year Goals

Identify leaders that can be discipled.

Five Year Goals

Have an established congregation in Paraguay.
Have leaders in place to assume the ministry of the church.
Encourage AILLB to send a missionary family to aid Matthew and Ednay.

Switzerland / Europe

One Year Goals

Consult with Augusto about having the El Shaddai congregation begin a work in a French-speaking sister congregation
Define what a sister congregation entails, and communicate that need to state-side churches.

Three Year Goals

Pursue a tent-making pastor to Switzerland.
Pursue a Journey Missions trip to Switzerland in an effort to identify missionary candidates.

Five Year Goals

Have a missionary or team in place.

India

One Year Goals

Encourage the AFLC-India to teach the pastors Luther's Small Catechism - and pass that on to their congregations.
Encourage the AFLC-I to pursue unreached people groups.

World Missions Board of Directors Meeting

2/22-23/2024

Continue the work of the Ambassador Institute India.
Continue promoting the Horeb Children Ministry.

Three Year Goals

Support Luther in providing training classes for the pastors and Bible women.
Support Reinhard in his pursuit of theological training at the AFLC Schools.

Five Year Goals

Identify additional leaders too come alongside Luther in the work in India.

Mexico

One Year Goals

Pray for unity among the Central Mexican Lutheran Church.
Encourage Milton Flores Sr and the Central Mexican Lutheran Church to continue to reach out and start congregations in South Celaya, Leon, Queretaro, Irapuato, and other places.
Pray for the open hearts of the Mexican people.
Pray for the safety and security of national and international workers and missionaries.
Continue to assess the security of the Schierkolks and evaluate other options as other things develop.

Three Year Goals

Pray for national leadership for the Jerez congregation and the Central Mexican Lutheran Church.

Five Year Goals

Seek God's direction in the possible addition of another missionary in Mexico.

Uganda

[Goals for Uganda were tabled due to the fluid situation of our missionaries.]

Ambassador Institute

One Year Goals

Using Ambassador Institute as a tool to plant free and living Lutheran congregations.
Encourage the utilization of Ambassador Institute book #4 to be used in Uganda.

World Missions Board of Directors Meeting

2/22-23/2024

202412 *MSC BS/KS to adopt the goals for 2024*

202413 *MSC LM/JN to continue paying the costs of the AI office in Uganda*

202414 *MSC BS/JN to approve expenses*

Next Meeting

Next Meeting at the start of the AFLC Annual Conference being held on the FLBC Campus the Board will meet at the World Missions Office on June 12, 2024 starting at 8 am.

Ken Sletten closed the meeting in prayer

Adjournment

202415 *MSC JN/KS to adjourn*

Respectfully Submitted,

David Johnson
Secretary