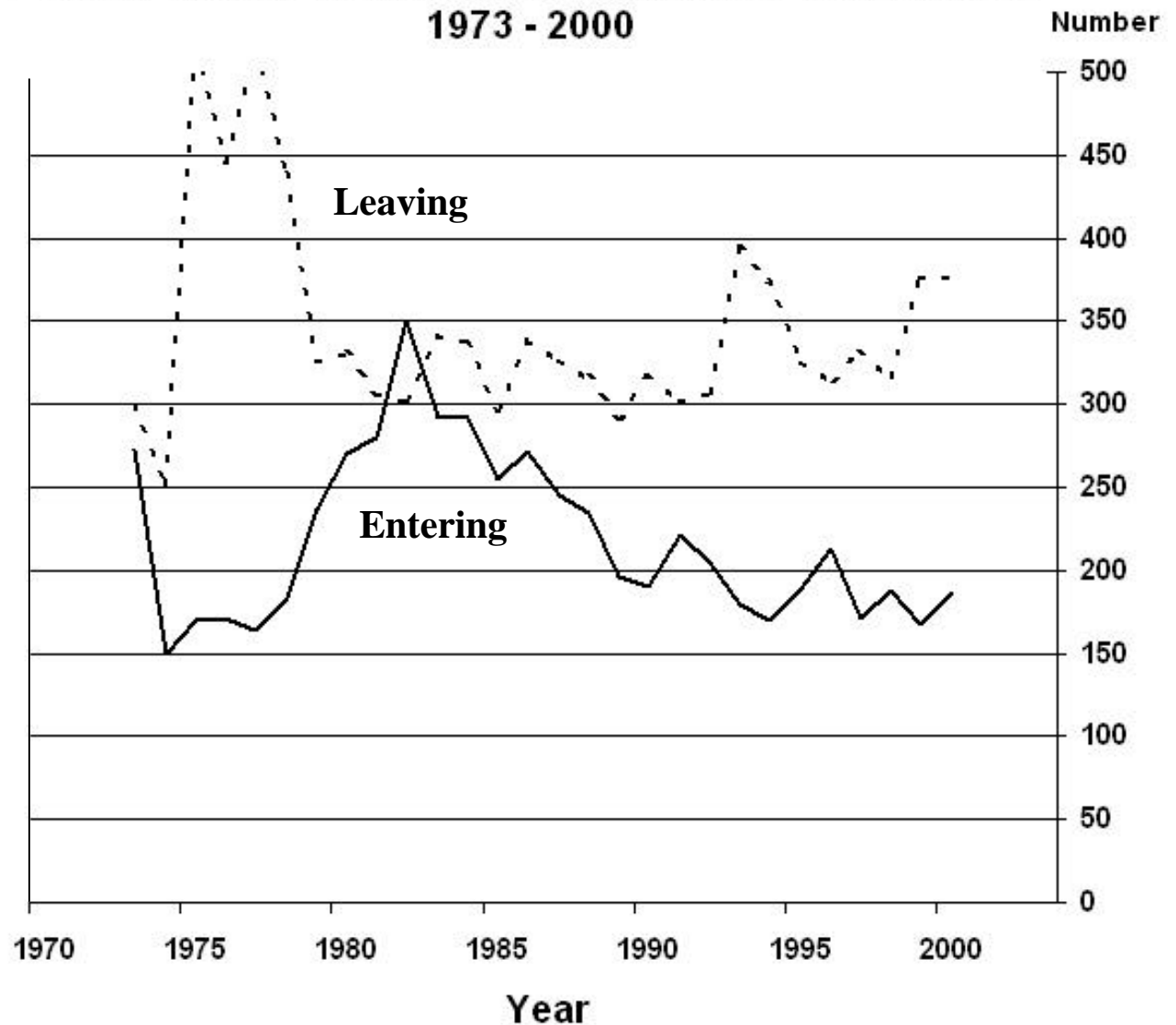


Slide 3

LCMS Pastors Entering and Leaving the Pulpit Ministry 1973 - 2000

Highlights

1. "Leaving" includes deaths, retirements and resignations.
2. Except for years 1974-'00, resignations above retirements.
3. "Theological differences" a major cause resignations in 1970s.
4. Factors in resignations:
 - a) Pastors/Cong. Differed on kind of ministry desired.
 - b) Internal cong. Dissension prior to new pastors' arrival.
 - c) Ostricized by fellow pastors.
 - d) Other stresses, various sources.(Items 4a-d) from Klaas report of November 1999 (see below)



Data for chart from the LCMS, St Louis, Series discontinued.
"Clergy Shortage Study", by Dr. Alan C ands Ms Cheryl Klaas
Conducted for the Board of Higher Education, LCMS, St Louis.