

Mark Your Calendar!

January 27, 2006 - LSA - Lutheran Schools Association - New York and New Jersey schools and centers - Administrator's Professional Day. Contact Marlene Lund at marlene-lund@mindspring.com or 212-665-5599.

February 26, 2006 - ELEA Network 20 (LSSCH) - Southern California - Winter Administrator's Meeting. Contact Alan Feddersen at afeddersen@lssch.org or 818-956-1485.

February 10 - ELEA Network 18 (Illinois & Missouri) - Urban Ministries Conference at Concordia University, River Forest, IL. Contact Hugh Kress at 708-366-6900 or hkress@graciverforest.org.

February 10-11, 2006 - ELEA Network 4 (Minnesota) - Early Childhood Education Conference at Normandale Lutheran in Edina, MN. Contact Brenda Jensen at 507-451-8247 or brendaj@tlcowatonna.org.

March 6-13, 2006 - Lutheran Schools Week

March 17, 2006 - LSA New York/New Jersey - Professional Development Day for all Teachers. Contact Marlene Lund at 212-665-5599 or marlenelund@mindspring.com.

March 17-18, 2006 - ELEA Network 1 (Alaska, Idaho, Montana, Oregon & Washington) Director & Teacher Conference. Contact Karen Beasley at flutpresch@msn.com or 206-546-0320.

For more information on upcoming events, visit www.eleanational.org and click on "What's New"

SCHOOL RECEIVES GRANT FROM ELEA SCHOOL EXTENSION FUND

MARY ANN POLLOCK
ELEA NATIONAL BOARD PRESIDENT

The ELEA is pleased to present a \$1000 grant from our School Extension Fund to The Augsburg Academy of Beltsville, Maryland! The Augsburg Academy is one of our newest ELCA schools, opening its doors for the first time this August 22nd with K4 and K5 children. It is their intention to add a grade a year until they have a school that serves 140 students from K4 through grade six. They have plans to consider adding grades seven and eight if it is deemed appropriate at some time in the future.

The associate pastor of the sponsoring congregation, The Lutheran Church of the Abiding Presence, Pastor Art Hebbeler, is the principal of The Augsburg Academy. When I met with Pastor Hebbeler to present the check, he talked about how excited the congregation was about this school and its place in the mission of this congregation. I experienced this enthusiasm in the staff members I met and also in congregants who passed through as I visited. Congratulations to The Augsburg Academy as they seek to serve God's children in the Prince George's, Montgomery, and Howard counties of Maryland. They are members of Network 11.

For more information on the school extension, designed to assist new or expanding schools, please visit our website at www.eleanational.org.



Pastor Art Hebbeler receiving
ELEA School Extension Fund check from
Mary Ann Pollock

This fund is sustained by gifts from schools and individuals who wish to support the Extension Fund and schools who are eligible for grants.

Mary Ann Pollock serves as President of the ELEA National Board. She lives in Pasadena, Maryland and can be reached at maryannpollock@comcast.net

ELEA's Purpose Statement

The Evangelical Lutheran Education Association promotes and supports quality, Christ-centered schools and early childhood programs of the ELCA.

NOTES FROM NATIONAL . . .
 GAYLE DENNY, ELEA EXECUTIVE DIRECTOR



Those of you with active email addresses receive weekly electronic newsletters from me, entitled "Notes from ELEA National" on Fridays. The newsletters are filled with a host of "what's new" kind of blurbs, including links to websites and other information including:

- Free curriculum ideas and classroom activities;
- Research on education-related topics;
- Grant opportunities for schools and early childhood centers;
- Teacher training, awards, and scholarship opportunities;
- My (occasionally) thought-provoking editorials in the "Thought for the Week".

If you have never supplied us with an active email address, or have chosen to unsubscribe from the YahooGroup which brings you "Notes from ELEA National", along with threaded discussions among administrators on a variety of topics, you're missing out on a great vehicle for receiving info.

Knowing that some of you simply do not have Internet access at work, however, and may not want to utilize your personal time accessing work-related emails at home, this column, "Notes from National" will appear in Views & Vision, giving you a glance at some of the topics discussed through email and reminding you of upcoming events.



NEW ELEMENTARY ACCREDITATION TOOL AVAILABLE

The culmination of over 3 years of hard work on the part of an Accreditation Reinvention Team made up of elementary principals and other professionals who volunteered many hours of time, along with myself as ELEA staff, is an exciting new tool. The newly revised ELEA Elementary Accreditation Self Study process launched in September, and 11 schools are currently in process utilizing the new materials.

Christ Lutheran School in Cape Coral, Florida, and Bethel Lutheran School in St. Louis, Missouri, were the two pilot schools who were first to complete this new process, and both report that it has made major differences in the way they look at school improvement and in how staff, parents, and students value their schools.

The new process is standards-based, with an "outcome" approach, designed to help schools evaluate not only their academic

quality, but also the spiritual dimension of their school.

For more information or to begin the process for your school, contact the ELEA National Office at 800-500-7644 or eleanational@cs.com.



EARLY CHILDHOOD CERTIFICATION PROCESS SOON TO BE REVISED

The response to the newly designed standards-based elementary accreditation process has been so positive that work is currently underway to revise the existing ELEA Early Childhood Certification process as well.

Beginning in the summer of 2006, Certification will become Accreditation for early childhood programs. Many of the components will look the same or similar to the new elementary tool; i.e. areas of School Overview, Christian Mission and Educational Philosophy, Structure and Governance, Facilities, etc. The areas of the documents which look at curriculum, teacher and administrator standards and physical environment will obviously be tailored for the age groups served.

Those early childhood programs currently working on the existing Certification program must be well underway by January 1, 2006, in order to be allowed to continue with the process. Those not underway at that time will need to wait until the new Accreditation tool is available next summer.

Many thanks to all who have volunteered their time and expertise in both the elementary and early childhood reinvention projects. We are excited about the possibilities!



ORDERING PACKETS FOR TESTING MATERIALS HAVE BEEN MAILED

Harcourt Educational Measurement, Inc. has recently mailed ordering packets to all ELEA schools and early childhood centers.

Elementary schools should have received ordering materials for the Stanford 10, the OLSAT 8, and a variety of ancillary products, including an exciting new early childhood observation system entitled, "ECHOS", appropriate for K-2 learners.

Early childhood centers should have

received ordering materials for the FirstSTEPs: Screening Test for Evaluating Preschoolers, along with the Greenspan Social-Emotional Growth Chart - a Screening Questionnaire for Infants and Young Children.

Participation in testing programs is voluntary at all levels, but there are many benefits to ordering materials as part of the ELEA group, including discounts and exemptions from requirements when tests are ordered directly from Harcourt.

For more information on testing products and services, contact the ELEA office at 800-500-7644 or call Robi Skloss, your Harcourt Key Account Administrator at 800-228-0752, extension 8164.



WEBSITES WITH FREE RESOURCES

Visiting the following websites will yield you free curriculum, classroom activities, songs, project ideas, and possibly a whole lot of fun:

- <http://.peggiesplace.gospelcom.net>
- www.edhelper.com
- <http://pbskids.org> (check out the Africa link - cool)
- www.tolerance.org (visit "For Teachers" and "For Kids" in particular - subscribe to FREE magazine and a host of FREE curriculum to be mailed to you)
- www.food-force.com (download free video game)
- www.teacherquicksources.com
- www.seaworld.org (excellent site)
- www.teacherplanet.com
- www.theteacherscorner.net
- www.learningpage.com
- www.bibleforchildren.org (bible stories in many languages, activity sheets and projects)



Look for your 2006 Membership Directory and more resources in the January administrator packet coming your way soon!

THOUGHTS FROM THE ELCA . . .

DONNA BRABAND, ELCA INTERIM DIRECTOR FOR SCHOOLS



A new feature in Views & Vision is a column written by the Interim Director for Schools at the ELCA Churchwide Offices. In this issue, Ms. Braband answers a frequent question from ELEA members:

Question: Our school is looking at ELEA's Accreditation program and notice that completion of the ELCA's Ministry of the Congregation Recognition Program is a prerequisite. What is Ministry of the Congregation?

Answer: The Ministry of the Congregation is a self study that is done in cooperation with the Evangelical Lutheran Church in America to assist your school or center and congregation to find areas that need improvement and areas where things are going well. It is intended also to look to the future of the school or center and congregational ministry.

The purpose behind this study is threefold;

- To take a look at why the congregation chose a school or early childhood education center as an outreach ministry,
- To explore where the school or center is today in its relationship with the congregation,
- To determine how the ministry relationship will continue in the future.

The relationship between a congregation and its school or early childhood center ministry is an important piece to insure the health of the program.

This self study looks at 5 areas, ministry and mission, spiritual formation, governance, finances, and administration. The questions and ideas asked are to guide the process. They take into consideration that all of our schools and centers do not operate the same. Some maintain their own budgets and checkbooks, some run their finances through the church budget process, some receive money

from their congregations to help in the school/center and some receive only the money that is taken in through tuition and fund raising. There are almost as many possibilities as we have schools/centers.

The Ministry of the Congregation is not designed as a promotional program to make oneself look good in the community. Rather, it is designed to bring the congregation and school/center back to the mutual ministry that they selected to fulfill the congregation's promise at baptism, to educate the children of God in the faith.

When there is a healthy relationship this process promotes working together to bring the unchurched into the congregation by providing a safe and caring environment for both child and family. With the pastors assistance a feeling of comfort is afforded families and an invitation is provided them to join the family of Christ.

Finally, when changes happen in our schools, centers or congregations there are always questions about how the ministries will look. The ELCA Vocation and Education unit suggests that you sit down when new pastors, new directors, or new staff people come on board and review where you are. This is a useful tool to make sure that all new people are on the same page in your ministry's relationship. It might also be used to identify new ways in which the school or center and congregation will work together under new leadership.

I pray that if you use this process it is to improve, protect and enhance the relationship between your congregation and your school or early childhood education center ministry program.

The Ministry of the Congregation Self Study document is a free download available on the ELCA's website at www.elca.org/schools. Click on "Resources". If I can be of further assistance please feel free to call me 800-638-3522 ext. 5074. or email me at donna.braband@elca.org.

LOANS AVAILABLE FOR ELCA-RELATED SCHOOLS

Is your school considering an improvement or expansion project? ELCA-related schools and early childhood centers are eligible to apply for loans for capital projects from the Mission Investment Fund of the ELCA. The Fund makes loans for purchases of land, construction of buildings and additions, as well as repair and renovation projects.

For information on interest rates, terms and conditions, call the Mission Investment Fund's loan administrator toll-free at (877) 886-3522, or visit the MIF Web site at www.elca.org/mif.

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DON'T LEAVE IT TO CHANCE!

WALTER M. SCHOEDEL, DIRECTOR OF CHURCH RELATIONS, LUTHERAN SENIOR SERVICES OF MISSOURI AND ILLINOIS

Today's horizon doesn't look very pleasant. There is an age separation. There are many family separations. We don't see many generational activities. Children and youth are bombarded with a skewed sense of morality.

Today's situation offers congregations, day schools, and Sunday schools an opportunity. Are they ready to catch the age wave? Are they willing to tap the resources of an aging population? In the next 20 years, there will be a 74 percent increase in the number of people over the age of fifty and only a 1 percent increase of people under 50. Many will be healthy, able, and available to be in ministry.

Today's older adults are viewed as the Go-Go's, the Slow-go's, and the No-Go's. That calls for a ministry by the Go-Go's, a ministry with the Slow-Go's, and a ministry to the No-Go's.

Today's retirees manifest many of the following life-styles.

- They will volunteer provided they are helping a worthwhile cause
- They want to be with people
- They are busy, active and have broad interests
- They enjoy living
- They desire to be independent
- They are forward looking
- They still have a desire to learn
- They have a concern for church and community
- They demonstrate a strong work ethic

Today is the time to develop an intentional plan to involve older adults in a ministry with children and youth. Listen to what God says to us in His word.

"The Levites must retire from their regular service at the age of 50 . . . Then they may assist their brothers in performing their duties (mentors)."

Numbers 8:25-26

"Even when I am old and gray, I declare your marvelous deeds . . . I tell them to the next generation."

Psalm 71:18, 48:13

"We will still bear fruit in our old age."
Psalm 92:14

"The older women must train the younger women to love . . . To live wisely."
Titus 2:4,5

In the church, in Christian day schools, in Sunday schools, older adult ministries cannot be left to chance. The wake-up call is to arouse God's people to this great opportunity . . . To help older adults touch the lives of children and youth in meaningful ways. Older adults, with their wisdom and experiences and faith, can be on the cutting edge of an intergenerational ministry. Congregations need to consider the future in the following way.

Formulate a plan to develop a ministry by older adults

Unite around the needs of young and old

Take time to develop new approaches with children and youth

Use the gifts of older adults

Rally broad ownership on the part of older adults

Engage the entire congregation in the process

Here are six ministry ideas -

1. Plan ministries where older adults can tell their faith stories.
 - a. Youth adopt an older person as a pen pal
 - b. Older adults adopt a child whose grandparents live far away
 - c. Older adults come into a classroom to share their faith story
2. Celebrate May as "Older Adult Month".
 - a. Invite older adults to a gathering
 - b. Promote a theme - e.g. "Uniting the Generations"?
 - c. Offer T-shirts with logo

3. Celebrate Grandparents week in September
 - a. Grandparents Day is the second Sunday in September
 - b. Invite grandparents to a program
 - c. Serve a meal with youth serving
4. Develop a mentoring program
 - a. Invite older adults to be a mentor as a tutor, role model
 - b. Invite older adults to spend time with at-risk students
 - c. Invite older adults to be prayer partners
5. Promote service opportunities for older adults
 - a. Be a foster grandparent
 - b. Work with children in nursery classes
 - c. Assist in the library
 - d. Volunteer in school office
 - e. Organize historical records
 - f. Get out mailings
 - g. Do minor repairs
 - h. Prepare materials that can be used in the classroom
6. Sponsor intergenerational social activities
 - a. A talent night
 - b. A trip
 - c. A dance
 - d. A trivia night

It is very important for congregations and schools to organize an intergenerational task force that endeavors to SIFT through all suggestions, SORT out all ideas, ADAPT to meet educational needs, and ADOPT a ministry of action.

In this way congregations and schools will not leave an intergenerational ministry to chance.

Walter Schoedel serves as Director of Church Relations for Lutheran Senior Services of Missouri and Illinois and is a writer for Wheat Ridge Ministries.

HIGHLIGHTS OF THE ELEA NATIONAL BOARD MEETING - OCTOBER 5-7, 2005 - PHOENIX, AZ

This year's ELEA National Board meeting, held at the Grace Inn in Ahwatukee, Arizona, brought four new board members to the table:

- ◆ Rose Moore, Network 1 (Alaska, Idaho, Montana, Oregon, Washington)
- ◆ Amy Conley, Network 10 (Pennsylvania ECE's)
- ◆ Linda Burrier, Network 12 (Alabama, Florida, Georgia, North Carolina, South Carolina, Tennessee)
- ◆ Kay Nickelsen, Network 19 (Indiana, Michigan, Ohio (except Ohio ECE's))

The agenda was full, and the board did an exceptional amount of work in its two days together. ELEA's national board meets once per year as a full board; in addition, the Executive Committee (all officers and advisors) meets one additional time per year in the Spring.

Pastor Steve Goodwin, ELEA's pastoral advisor, led the group in devotions at the beginning of each session, providing opportunities for sharing personal and professional struggles and joys.

The board's two other advisory members, Donna Braband, ELCA's Director for Schools, and Nancy Bond O'Neal, ELEA Employee Benefits Administrator, both provided detailed reports on their work. Highlights of the ELCA Schools report:

- ◆ The ELCA now has publishing rights to "Graceways", the Christian Studies curriculum published by Augsburg Fortress Publishers a few years ago. Augsburg currently has the curriculum at a 67% discount - only \$99 per band. Visit www.augsburgfortress.org and enter "Graceways" in the search line for more information on this great resource;



Board Members
Marge Robison and Amy Conley

- ◆ "Dare to Soar" is the theme of the 2006 Lutheran Schools Week, being celebrated March 5-12, 2006.

- ◆ Two ELCA schools were named

U. S. Department of Education Blue Ribbon Schools for 2005: St. Mark's Lutheran School in Hacienda Heights, CA and Salem Lutheran School in Glendale, CA.

- ◆ The ELCA is providing leadership training: "Pastors & Directors - The Dynamic Duo" in various geographic locations with more trainings to come in the future;

Highlights of the ELEA Employee Benefits report:

- ◆ BenefitProtect, an individual limited medical plan with low premiums, is now available to all schools and centers in all states - a number of ELEA member schools are already using it;
- ◆ EZNet Automated Payroll Service is available to all ELEA member schools and centers;
- ◆ Nancy Bond Insurance Services is working with ELEA to develop a new group disability insurance coverage plan.

ELEA's annual fund drive, necessary to meet its budget, was discussed and it was decided that the "Kisses for Kids" theme would not be used this year. ELEA has been approved as a member matching gift recipient through Thrivent Financial for Lutherans' GivingPlus program. All donations made to ELEA's annual fund by

Thrivent members (including policy holders or those who join as volunteer members at \$10 per year) can have their gifts matched \$1 to \$2 by Thrivent. Information on the matching program will be included in this year's fund drive mailing.

The standing committees of the board met to review a variety of agenda items. These committees are:

1. Membership
2. Finance/Development
3. Elementary/Secondary
4. Early Childhood
5. Resources

ELEA membership at the national level is approximately 500 schools and centers, up from approximately 300 six years ago. Good



ELEA Board Members (left to right):
Brenda Jensen, Susan Ryan, Linda Burrier, Rose Moore

progress has been made each year in increasing membership. A membership solicitation mailing has recently been sent to all ELCA schools and centers who have not been members within the past two years, outlining the benefits of membership.

Network reports were given by each representative, and sub-committees were formed to review "Standards for Operating Networks of ELEA", "ELEA Board Manual", and proposed changes to our Constitution.

The Board toured the facility at the DoubleTree Suites in Phoenix, the site of the 2006 National Administrator & Pastor Conference, "Live, Learn & Lead in God's Amazing Grace", co-sponsored by ELEA and the ELCA.

Election of officers concluded with Susan Ryan (Network 3) being re-elected as Board Treasurer, and Sherri Bishop (Network 7) being elected as Member at Large Position #1.

A complete listing of all board members and officers can be found at www.eleanational.org.

Following the board meeting, members remained at the Grace Inn and were joined by 12 other administrators from around the country. All participated in a two-day training on October 8 & 9 on the newly revised Elementary Accreditation Self Study process, in order to prepare those individuals to serve as chairpersons of accreditation site visit teams, and to work on the revisions to the early childhood process.

A big thank you to all Board Members!



Board Members
Kay Nickelsen, Marlene Lund, Christi Lines

TEACHERS WITH NO OR POOR HEALTH INSURANCE? HERE'S THE ANSWER!

We know that every ELEA member school and early childhood center would like to be able to provide their employees with full medical coverage - ideally a great policy with low co-pays, a low deductible and low annual out-of-pocket. But we also know that isn't possible for many schools and centers. Budgets just do not allow full benefits to be paid. Also, in some states, obtaining group medical plans for part-day preschool programs can be impossible. Most carriers need to see full-time, full-year employment and only want to write policies on healthy employees. Nancy Bond Insurance Services, our ELEA Benefits Administrator, has been very successfully in setting up group policies in those areas where it's feasible, and at very competitive rates, but sometimes schools and centers are unable to find the funds and work within the parameters of the insurance carriers.

That's where BenefitProtect comes in. BenefitProtect is not full medical insurance. It is a limited medical reimbursement plan which is individually issued, which means you do not have to have full participation of your entire staff. It also means that the employee themselves can pay all or part of the premium - no "50% employer paid" requirement. BenefitProtect is issued regardless of pre-existing conditions and there are no copays.

As a free gift to each of our ELEA members, our new partners at BenefitProtect have provided each employee with a PharmaCare prescription discount card, offering discounts which may provide savings to you if you do not have good prescription coverage through your health insurance. Five cards were mailed to each school, but we are happy to supply you with as many as you need. Please contact

the ELEA office at 800-500-7644 or email at eleanational@cs.com to obtain more cards.

A number of ELEA schools and centers have already purchased policies for all or some of their employees through this new program and seem pleased.

There are three levels of plans available, but as an example, "Plan Two", with a premium of \$148.45 per month, regardless of age, gender, or medical status, provides:

- ◆ Office Visits (4 per year, not routine) - \$75.00
- ◆ Wellness Benefit - one checkup and related work, per year
- ◆ First Hospital Admission - up to \$5,000 for first 6 days
- ◆ In Hospital Benefit (day 7 and beyond) - \$100/day up to 180 days
- ◆ Surgery & Anesthesia - up to \$3,000
- ◆ Accidental Death - \$50,000
- ◆ Ambulance - up to \$200
- ◆ Private Duty Nurse - \$100 per day
- ◆ Intensive Care - \$500 per day, up to 20 days
- ◆ Emergency Hospital Care - up to \$200

For more information on BenefitProtect, call the special ELEA BenefitProtect line that they have set up just for us at 866-305-4779. For more information on full medical plans, retirement, disability, or any other ELEA Employee Benefit products, call Nancy Bond Insurance Services at 866-899-8559.

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SUITE HOME ARIZONA

PLAN NOW TO "LIVE, LEARN & LEAD IN GOD'S AMAZING GRACE"!

It wasn't really the Keystone hotel in the Wild West, but it was the DoubleTree Suites in Phoenix. The Double Tree Suites, just north of the Phoenix airport, is the site of "Live, Learn and Lead in God's Amazing Grace", the national conference for school and early childhood administrators and pastors. The conference, scheduled for October 5-7, 2006, is co-sponsored by ELEA and the ELEA's Vocation & Education unit.

The staff at the DoubleTree hosted a wonderfully fun event - "DoubleTree Suite Home Arizona" - which Gayle Denny, ELEA Executive Director, and Candy Rickard, ELEA Administrative Assistant, attended on November 2, 2005, to sample new items prepared by the new chef on staff. Menu items were available in four categories. Guests were invited to sample a taste of Arizona celebrating the area's heritage:

1. "Old West" (Keystone cowboy days) where we tasted "Saddle Bags with Slow Elk" - which was beef with kidney beans in a chili sauce and cheese in a puffy pastry (this is also the area where the picture to the right was taken);
2. "Native American" where "Hopi Fry Bread with Pumpkin Relish and Smoked Meat", along with "Dates Stuffed with Lamb and Tree Nuts" were on the menu;
3. "Spanish" foods (Candy's personal favorite) which featured "Tequila Slashed Chicken and other delights"; and
4. "Baby Boomers" where a Chocolate Fondue Fountain and a Martini Luge were hits.

Although food and the elegant ambiance of the DoubleTree will be an enticing part of the "Live, Learn and Lead" experience, the real reason for our gathering, of course, is to

get about the business of becoming the best administrators and pastors serving schools and early childhood centers that we can be.

In addition to the culinary delights, the conference offers:

- Thought-provoking keynote speakers;
- Pertinent workshop topics presented by professionals;
- Uplifting worship;
- Fellowship opportunities;
- Vendors presenting relevant products and services;
- A special pastor tract;
- Pre-conference events on Wednesday, October 4, including tours of local schools and centers;
- Plenty of time to network with others who work in similar settings.

Registration materials will be mailed out in January, but we hope you will mark your calendar NOW to join us in Phoenix on October 5-7, 2006, to "Live, Learn and Lead in God's Amazing Grace"!



Gayle Denny, ELEA Executive Director, and Candy Rickard, ELEA Administrative Assistant, pose at the "DoubleTree Suite Home Arizona" celebration at the Phoenix DoubleTree Suites, site of the October 5-7, 2006 National Administrator and Pastor's Conference, "Live, Learn & Lead in God's Amazing Grace"

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500 North Estrella Parkway
Suite B2, Box 601
Goodyear, AZ 85338
Phone: 800-500-7644

E-mail: ELEANational@cs.com

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