



2020 VISION IMPLEMENTATION PHASE CONTINUES WITH FINANCIAL ENGAGEMENT PLAN

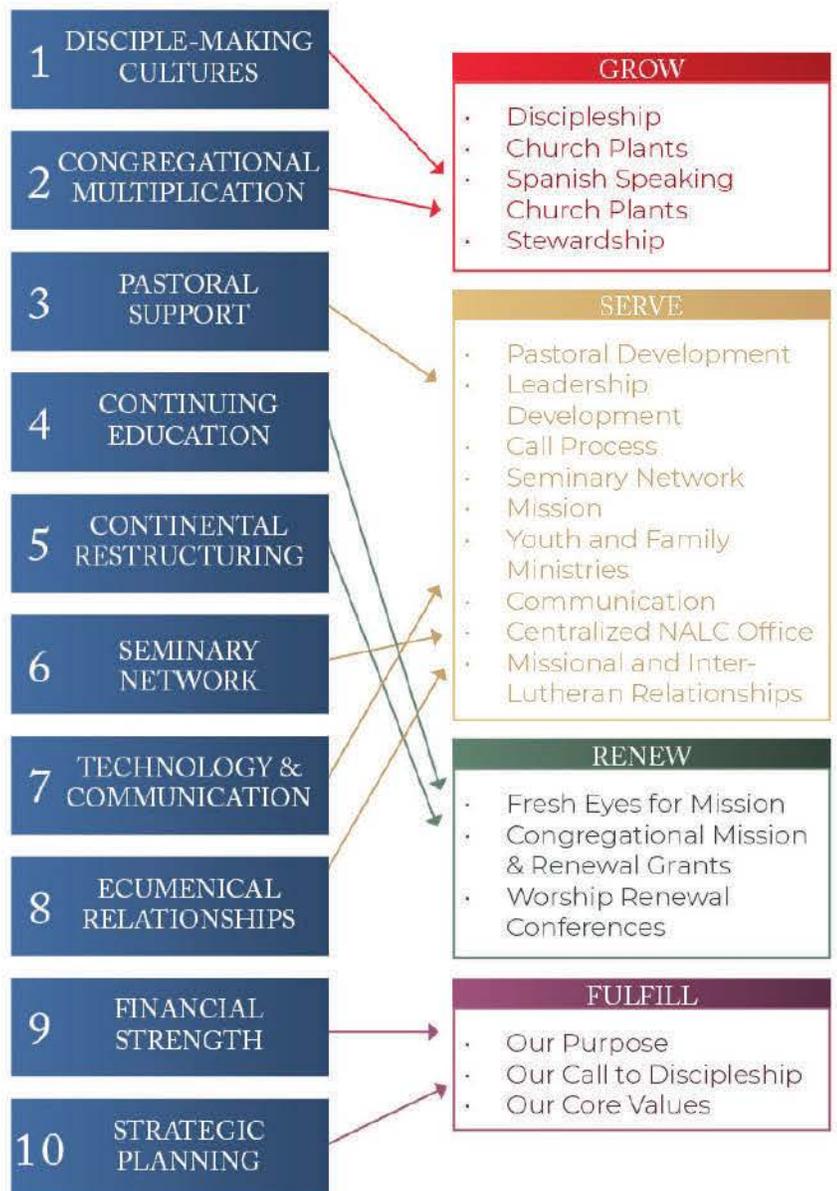
Since the 2021 NALC Mission Convocation in Corpus Christi, Texas, NALC leadership has been updating and refining the 10-point strategic plan known as the *2020 Vision*.

This has taken place through meaningful conversations between NALC staff, Executive Council, mission district deans, the Board of Regents of the North American Lutheran Seminary, and congregational leaders.

This broader and more robust plan is designed to have lasting organizational and spiritual impact on each and every one of the more than 470 NALC congregations. This vision works to address the needs and opportunities facing each congregation.

Working in partnership with Cramer & Associates, a nationally recognized philanthropic consulting firm based in Ohio, NALC leadership has honed and prepared a number of resources as we move into our implementation phase of the vision in 2022 and beyond.

The 10 vision points are all now clearly reflected through four key components: **Grow**, **Serve**, **Renew** and **Fulfill**.



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NALC EXECUTIVE COUNCIL UPDATE

The Executive Council of the North American Lutheran Church met on Jan. 18 via Zoom.

Topics before the council included but were not limited to: a review of the 2021 financial reports which were very heartening, the approval of updated travel policies, the appointment of new members to serve on the Candidacy Committee, the appointment of three coordinators for ordination under special circumstances, and reviewing a number of reports from the subcommittees of the Executive Council.

Consideration of a proposal from the Commission on Theology and Doctrine for an NALC diaconate was postponed until March.

The council appointed area assistants to the bishop. The names of the new area assistants to the bishop will be announced at the NALC Pastors' Conference in February and posted on the NALC website.

The next meeting of the Executive Council will be March 10-11 in the Dallas-Fort Worth area of Texas.

2020 VISION FINANCIAL ENGAGEMENT PLAN

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New resources, messaging and educational materials tied to the 2020 Vision will be presented at the NALC Pastors' Conference in February, with an intended congregational financial engagement plan launching in May.

Save The Date

On Friday, June 17 – Special Symposium & Retirement Celebration

Honor the life-long career of Dr. David Yeago*

“Scripture, the Reformation, and the Catholic Tradition: Engaging the Work of Dr. David Yeago.”

*Those attending the InterTerm are invited to join us for free as we honor the life-long career of Dr. David Yeago upon his retirement with a special symposium and celebration.



“A MORE EXCELLENT WAY” EXPERIENCE

“A More Excellent Way” is a congregational experience put together for encouragement and as a challenge for our congregations.

The phrase, “A More Excellent Way,” is taken from 1 Corinthians 12:31. After discussing the Body of Christ and the spiritual gifts to be used in the community of faith, Paul ends that chapter with a series of rhetorical questions. He finishes with the sentence, “And I will show you a more excellent way.”

The following chapter – well known to many as it is often heard at weddings – is the beautiful description of God’s love as it is revealed in Christ and the Christian community.

Love is not simply about eloquent elaborations of romance acknowledged in the abstract and nodded in assent, but love is the willful concern acted out in concert with compassion, care, empathy and thought for the other’s best interest in the midst of our daily walk in an often uncaring world.

Paul’s words about the integrity between declarations of love and love revealed in our actions ought to be held dearly and reflected upon.

Far too often we say things that we do not mean or have intent on fulfilling, but Paul challenges us to walk in the Spirit (Galatians 5:16) and be the living, breathing embodiment of love that has its source in the vine that is Christ and in whom we are the branches (John 15:5).

Love should not only be words, but words lived out in how we are with each other, bearing each other’s burdens and joys along life’s pathway.

Paul’s encouragement needs to be heard – as all of Scripture – by us as the Church in the West. Our faith cannot be only an abstract set of ideas, ideals or propositions, not that principles or theology are unimportant, but that they are lived out in the real world.



DISCIPLESHIP

REV. PHILLIP GAGNON
ASSISTANT TO THE BISHOP
FOR DOMESTIC MISSION
AND DISCIPLESHIP

“A More Excellent Way” is meant to assess and encourage congregations that feel they are, or have become, lethargic or apathetic concerning evangelism – sharing their faith.

The day (typically a Saturday) is spent assessing where the congregation is in their ministry and especially in terms of sharing the Gospel. We will look at their history, corporately and as individuals. We will examine the culture which is the soil from which the congregation has grown and is planted. We will explore the “isms” that are being spoken all around the congregation. Together we will examine possible reasons why people don’t feel prepared or desire to share their faith and values with others. Lastly, we will look at the promises of Christ and the gift of the Holy Spirit as we hear the command and challenge set before us that we may focus on being “faithful” versus “successful” by worldly standards.

All this we do together, without judgment, but with hearts open to Christ’s leading. I will share stories about how I’ve seen God’s people learning, growing, and trusting that the Spirit is the One who equips us, guides us, strengthens us and sends us out in the name of Jesus.

All of this is deeply intertwined with our living out our faith as disciples and so discipleship training participation is encouraged. To sign your congregation up for “A More Excellent Way,” please contact me at pgagnon@thenalc.org.

Our NALC discipleship experience is also something to consider. It will be offered this coming Easter

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LIGHT AND LIFE

The following message, based upon Matthew 5:13-19, was shared at the annual NALC Life Conference in Culpeper, Virginia, on Jan. 20.

It is an honor to be with you and to share in this NALC Life Conference. To be able to join with other partners in the Gospel in proclaiming and affirming the sanctity of life which lies at the core of who we are, as people created in the image of God, is indeed a privilege and a joy.

Thank you to the NALC Life Ministry Team for the witness you offer and for the work you do throughout the year on behalf of the unborn. And thank you to each of you for your commitment to follow our Lord Jesus and proclaim His name and His will until that day when He returns and calls us all to Himself.

In considering what to share with you in this closing worship, the day before the annual March for Life takes place in our nation's Capital, leading to the steps of the buildings that house the United States Congress and the Supreme Court of this country, I am struck, if not in awe, of the significance of what's taking place in this conference and in tomorrow's march, as well as the place and significance of what is being challenged and sought to be overturned by those sharing in this annual event.

Roe vs. Wade was a landmark decision of the U. S. Supreme Court, in which the court ruled that the Constitution of the United States protects a pregnant women's freedom to choose to have an abortion without excessive government restriction. It also became the fuel for an ongoing abortion debate in our country about whether and to what extent abortion should be legal, who should decide the legality of the abortion decisions, and what role moral and religious views should play, if any, in the political sphere, when it comes to determining a law for our land.

Part of the challenge, as we all know, is that there is not only diverse (and passionate) opinion in the



FROM THE BISHOP

REV. DR. DAN SELBO
BISHOP

political realm as to how we, as "One Nation Under God," should proceed in addressing this crucial and defining question, but also within the Church itself.

Not one of the many Christian denominations in our country would be able to claim that every one of their members are of the same opinion and speak with the same voice, at least not in terms of the specifics of where they would land in this debate and the place they would give to the parents of the yet-to-be-born child, when it comes to the ultimate decision of whether anyone has the right to take the life of another human being, yet-to-be-born or not.

Add to the debate the complicating questions about when, in the pregnancy, a child actually becomes a child and whether the unborn child has the same inherent rights and deserves the same protection as a child that has left the mother's womb, and the discussion and debate and ultimate decisions on the political front only become more complex.

If that's not enough to cause us all to be challenged in our thinking and our actions, and to raise the bar on the significance of the decisions and debate and purpose of this conference and tomorrow's annual march, add to it the words of our Lord, the scriptural witness we have been given, and the fact that our ultimate allegiance as followers of Jesus is, as Peter declared to the Sanhedrin, to "obey God rather than men" (Acts 5:29), and there's little question and room for doubt that the questions in front of us and the ensuing answers we give are of ultimate and eternal concern.

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And so, we come to the passages we just read. We come to words from our Lord that are as pointed and powerful as they are familiar. We come to the question of what this means for us today, in light of the abortion discussions and debates, and the fact that most, if not all of us, including me, have been involved with or related to someone who has had to make an abortion decision, that we are called and have been declared and have become, in Jesus, this world's salt and light.

"You are the salt of the earth," Jesus said. "You are the light of the world." As followers of our Lord, you and I have the opportunity and the responsibility to have an impact in the world in which we live – not because we are "so salty" in and of ourselves and not because "our light" is any brighter and more important than that of anyone else, but because we are connected in our calling to the One who salts all things in this life and whose light, from the beginning of time, is this world's only real and lasting hope.

As I look back on history and as I consider some of the critique that is often thrown at the Church from the outside world – that we have not been aggressive enough, or involved or relevant enough, in addressing human need – I have to confess that there is an element of truth to the words and critique that are shared. Any honest assessment of what has been done and what has failed to be done, and where and in what ways the Church has fallen short, would lead us all to an acknowledgment, if not confession, that in many ways we have come up short and, in more ways than we'd care to admit, we are all in need of God's forgiveness and grace.

At the same time, there is a long and growing list of ways in which the Church has, throughout history, been a motivating force and, more often than not, the primary force behind nearly every significant major social advance that has happened.

Go down the list and it's consistent – the care of the sick, of the elderly, of the orphan; the movement toward a public education system at the primary, secondary, and college levels; the advancement of the status of women in society; the cultivation of the arts and the humanities, which have enriched all of



Some of the NALC participants in the annual March for Life in Washington, D.C.

our lives; concern for the physically and mentally handicapped; the whole concept of welfare, the dignity of work, the elimination of slavery; the idea of a constitutional government and of democracy itself – in every case, it's the same.

In these and many other areas of life, the Christian Church as such, or the leadership of individuals with a Christian motivation behind what they have done, have been instrumental, if not responsible, for these things we all would consider to be humane and good.

Don't let anyone ever tell you that the Christian Church has ignored the needs of this world, nor failed to address its challenges. Nothing could be further from the truth.

Although the ultimate truth of the Christian Gospel has to do with forgiveness and the promise of life eternally because of what Christ accomplished for us on the cross and the empty tomb, that message, nonetheless, does have unavoidable and immediate implications for this world and this life, here and now. Over the course of this world's history, the witness and the actions of the Christian community have been significant and profound.

It's as true today as it was when Jesus first said it. "You are the salt of the earth ... You are the light of this world" (Matthew 5:13-14). Those words from

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our Lord were not only given to the Church as a whole, but to each of us, within the Church, who have been called and claimed by Him.

This is not only an “us thing” as we think about the calling we share together within the Body of Christ. It is also a “you thing” and a “me thing” as we consider the calling laid upon each of our lives by our Lord.

When we walk together tomorrow as a group, and with other concerned citizens, we will be offering a collective and cohesive witness to the world of where we stand in this abortion debate. Abortion takes a life. Abortion brings an end to life. And the life it takes and the end it brings is not a decision we or anyone else have the right to make, although we all do have the right to make decisions and we all, in the same way, do have to live with the consequences of the decisions we make.

As followers of Jesus, as ones called and claimed by the Lord of Life, we carry in our very beings, the responsibility and the obligation to protect life and to defend life and to speak out on behalf of life, with a consistent, caring and compassionate voice, including the lives of the unborn, because all who are created and born in this world are created and born in the image of God.

As a church body, we have a strong statement that takes a strong stance in support of the unborn. It's not a social statement, declaring what we all need to believe, but a word of counsel to the Church on what we hold to be true and how the conversation and decisions need to be framed.

“The Lord is with You: A Word of Counsel to the Church on the Sanctity of Nascent Life” is the title of the document. I encourage you to read it, if you haven't, and to use it as a way of putting into words what we teach and believe as a body of believers together.

It's important and it has its rightful place. But this has to be more than just a document on our website, if it's ever going to take hold and change lives and have the impact we're hoping and praying it will. It has to also become our own witness, individually as believers, in



Some of the NALC participants in the annual March for Life pose in front of the Supreme Court building.

our churches and to our own communities and to a world that is confused and doesn't have the same moral framework with which to start, let alone the ability to come up with any answers that last and make sense.

“You are the salt of the earth ... You are the light of the world.” Let your light shine that the world might see. Let the salt that is yours in Christ give flavor to that part of the world in which you live.

That's one of the realities, if not the beauty, of how the Christian faith is meant to be lived and played out. I can't change the world any more than you can. Thankfully, that's not our call. But I can, as I witness to Jesus and offer the light and salt that He can give, have an impact on the lives of those I know, and so can you.

“Let your light shine, that the world may see.” Not in harsh and condemning words. Not in lines and with judgments drawn so straight and absolute that there's no room for forgiveness and there's no chance for a second chance. That type of witness only serves to deepen the divide that's already there. But in love and with grace and with a recognition that all of our lives come up short, and that we all need a Savior, every one of us.

The good news is that we have One, and He loves not only the child who never had a chance at life, but

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even the one who made the choice to bring an end to that life before it ever had a chance.

For all of us – and that’s the witness we need to give – there’s life and there’s hope and there’s forgiveness in what God has done for us and promised to us in Christ.

It’s a complicated web, this whole question of who has the right to choose. Pro-life or pro-choice? Situations involving incest or rape or the life of the mother are ones we cannot avoid, let alone quickly and easily dismiss. Decisions have to be made by someone, and choices are not always ones where everyone wins.

But if we’re to make choices that are responsible and life-affirming and if we are to bear witness to the God who has created and who sustains all of life, then our voice and our witness and our decisions need to be consistent and in alignment with the calling we have been given in Christ.

From the beginning of time, from that moment God created the first human beings and placed them in that garden, He gave them the ability to choose. There’s a tree in the middle. It produces beautiful and enticing fruit. Stay away from it and you will live. Go near it and eat of it and you will die.

It was the same thing with Moses, not long before he was to die and hand the mantle of leadership of the nation of Israel over to Joshua, he gave the people a choice. “This day I call heaven and earth as witnesses against you that I have set before you life and death, blessings and curses. Now choose life, that you and your children may live ...” (Deuteronomy 30:19).

Years later, it was the same choice offered by Joshua to the people. Not long before he was to die, it was the same thing. “Now fear the Lord and serve him with all faithfulness. Throw away the gods of your fathers ... and serve the Lord. But if serving the Lord seems undesirable to you [and you think you have a better way], then choose for yourselves this day whom you will serve ... But as for me and my house, we will serve the Lord” (Joshua 24:14-15).

There are all kinds of choices in life – all kinds of choices you and I must make in life. But not every choice is right, even if the courts determine there is a right, and not every choice leads to life, as much as we might try to convince ourselves that it does. It doesn’t.

And that’s why the salt and the light of the Christian community, and everyone in it, needs to be the seasoning that brings out the flavor of true life and the light that dispels even the darkest of situations and fears and troubles this world has to give. Let your light shine by the choices you make. Let your salt do its salting the world thing, by allowing your choices, offered in a spirit of love and of grace, to add the flavor that this world is longing to taste.

We could talk for a long time about the complexity of the discussion and the seriousness of the abortion debate. We could talk equally as long, if not longer, about all of the related salt and light decisions about life and death we all need to make.

Not just the beginning of life, but the end of life. It’s different, but it’s just as sacred. Not just the unborn child, but the child that is born and the mother that made that hard choice and now needs help. We can’t just let her sit there and struggle with her decision, and now her newborn child, and go it alone, as we go on to something else. We need to be there for her, as long as it takes.

The stance for life and its sanctity goes far beyond the focus of this annual conference, and miles beyond the length of the march taking place in our nation’s capital. Our stance in favor of life needs to be one in favor of all of life, and it needs to be consistent, even when our consistency forces us to stand out and sometimes even against.

As Christians, we know the Author of life and we know the Author’s will. And He has called us, as a faith community and as individual followers of Jesus Christ, to be the salt and the light this world so desperately needs.

Let us never forget and let us never fail to be that which, in Christ, we are. “You are the salt of the earth ... You are the light of this world ... Let your light so shine before others, that they may see your good deeds and praise your Father in heaven.”

NALC YOUTH SERVING IN LOVE

By *Laurie Pecuch*

The North American Lutheran Church is encouraging youth throughout the NALC to participate in a service event sometime during the month of February 2022.

Youth can lead a service project or participate in a service ministry your congregation already is planning.

Involvement will help our youth see themselves as part of the wider church. Imagine the ripple effect

CONGREGATIONAL ANNUAL REPORTS

Congregational leaders and pastors are reminded to complete their annual reports to the NALC by Feb. 15.

Information for completing the annual congregational reports for 2021 was sent to all pastors and congregations in mid-January.

Information gleaned from the reports is very helpful for the NALC's long-range planning and for how best to support congregations in their ministries.

It will work best to print and answer all the questions by hand before you begin filling in the online form. You can download the preview version and complete the report at thenalc.org/congregationalreport.

across North America as youth in each of our churches are serving in love.

After your project, please email a photo and description of your project to news@thenalc.org. We hope to feature many of your serving projects in an upcoming NALC News.

Want more details? Need service project ideas? Contact us.

Laurie Pecuch serves the NALC as a youth ministry coach. You may contact her at faithwebbing@gmail.com.

SEMINARY SCHOLARSHIP

The Central Pacific Mission District will award a one-year tuition scholarship to a current NALC seminary student. The scholarship is available thanks to generous donations from the churches of the Central Pacific Mission District.

"It is our firm belief the district's scholarship funds should not be sitting idle in a bank account but, instead, be put to use in accordance with Christ's teaching," the district said in a statement.

Information on the scholarship and how to apply is available by emailing immanueleaston@sbcglobal.net. The application deadline is July 31, 2022.

Let's keep in touch

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NALC
North American Lutheran Church

Please copy and share this newsletter widely.



The Rev. Teresa Elizabeth Peters was ordained on Oct. 13 at Joy Lutheran Church in Winnipeg, Manitoba. She serves Joy Lutheran as associate pastor.



The Rev. Alliyah Christine Greaver was ordained on Aug. 15 at Christ the King Lutheran Church in Yankton, South Dakota. She serves as pastor of St John Lutheran Church in Greenville, Ohio.



The Rev. Darcy Duane Albers was ordained on July 3 at St. Albert Evangelical Lutheran Church in St. Albert, Alberta, where he serves as pastor.

ORDINATIONS



The Rev. Parker Kantos was ordained on July 11 at Brighton Heights Lutheran Church in Pittsburgh, Pennsylvania, where he serves as pastor.



The Rev. Adam B. Poe was ordained on May 23 at Zion Lutheran Church in St. Marys, Ohio. He serves as pastor of St. John's Lutheran Church of Hopewell Township, Celena, Ohio and Zion Lutheran Church of Chattanooga, Ohio.



The Rev. Jay Terry Lutz was ordained on April 24 at Trinity Lutheran Church in Ponoka, Alberta, where he serves as pastor.

FRESH EYES FOR TRINITY X 2

“FRESH EYES FOR MISSION SUMMITS” IN SOUTH CAROLINA AND FLORIDA

While each congregation’s context and challenges are different, there is a common thread in most with regard to a need for renewed vision for mission. Two “Fresh Eyes for Mission Summits” have already taken place in January resulting in excitement and energy for these congregations. Additional summits are being scheduled throughout 2022.

The first was Holy Trinity Lutheran Church in Little Mountain, South Carolina, January 6-9.

While many may think of congregations seeking renewal as those who are struggling, small and without sufficient resources, nothing could be further from the truth for this healthy, strong and vibrant congregation 30 minutes from Columbia, South Carolina.

After the sudden and tragic death of the Rev. H. Brett Collins, their beloved pastor, it became clear that as they entered into a call process, it would be worthwhile reflecting upon who they have been, who they are and who God is calling them to be in the future.

They scheduled a “Fresh Eyes for Mission Summit” as a process to help them in this reflection and in setting a renewed course for their congregation.

Organized in 1891 with 34 members, this congregation is truly the “light on a hill,” located on the corner of the main intersection of Little Mountain. While not at the summit of Little Mountain, the congregation has been the heart and soul of this small community.

With a thriving preschool, vibrant traditional liturgical life and music ministry, the congregation is well-suited to be a home church for the significant growth projected in the region as the interstate highway is being expanded to just outside the doors of the church with business, industry and housing growing outward from Columbia.



MINISTRY MATTERS

REV. DR. DAVID WENDEL
ASSISTANT TO THE BISHOP
FOR MINISTRY AND ECUMENISM

As they prepare to address such growth, their vision for mission and action steps build upon their already strong faith tradition, while developing members’ abilities to share faith with newcomers, invite others and appreciate the uniqueness of Lutheranism as an ongoing reforming movement within the Body of Christ.

Some of the action steps are: schedule a congregational workshop to help folks be comfortable with faith sharing and inviting others; form a task force for growth; publicity, engagement, creativity; review current Christian education strategy; “more Bible;” offer study on basics of Lutheranism; consider logistics of Sunday morning; council will do study on the book *Simple Church*; communicate with the congregation.

One of the participants in the Holy Trinity “Fresh Eyes for Mission Summit” said, “Thank you for the process! It was especially meaningful to have this facilitated ‘in-person’ – Your encouragement lifted our spirits and helped us to understand that our future to survive as a strong congregation is before us if we work together, by the grace of God, to let God shine His Light on this congregation. We pray that when you check on us in six months that we will be moving forward in our ministry.”

One weekend later, 448 miles southeast of Little Mountain, the next “Fresh Eyes for Mission Summit” was facilitated at a similarly named congregation, Trinity Lutheran Church in Titusville, Florida.

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In an area popularly known as the Space Coast, this congregation, newly affiliated with the NALC, also faces significant population growth — partly because of Kennedy Space Center, Cape Canaveral and Blue Origin, but also because of the exodus from northern states and Canada to the warmer climates.

On a main thoroughfare — although set back from the road and not immediately visible — some of the challenges facing this Trinity Church are similar to that of Holy Trinity in Little Mountain.

With so much growth projected in coming years, how does a congregation increase its connection to the community, understand mission as outreach, not just in-reach, and be prepared to have conversations with those new to the community as well as the unchurched?

As with every interaction with those who are not yet disciples of Jesus, it was discussed that the first step is to “love them — love the unchurched and those new to the area.” Next, approach them with kindness and care — not because they are potential new members but because we are called to love one another, as Jesus has loved us. Finally, ask questions of them — where are you from? What brought you to this area? What do you need? And then, be ready when the Holy Spirit opens the door for a conversation about Jesus and what it means to be a disciple and follower.

One somewhat unique opportunity for Trinity in Titusville is with such fair weather and a significant population of seniors, an outdoor service might be an option year-round. As some are not yet comfortable



Holy Trinity Lutheran Church in Little Mountain, South Carolina.

worshiping indoors, Trinity is considering continuing their outdoor COVID-19 services on an ongoing basis — as an additional outreach opportunity.

These two Trinities are a reminder that many congregations in varied contexts are still asking: “What is our current reality?” “What strengths and spiritual assets do we have to build upon?” “What is our capacity for mission?” And then, “What is God calling us to be and to do, in this place, in this context, in Christ’s name?”

A “Fresh Eyes for Mission Summit” provides a process for asking and answering these questions — leading to renewal in mission and ministry.

If your congregation would like to consider participation in a “Fresh Eyes for Mission Summit,” please contact Pastor David Wendel.



Trinity Lutheran Church in Titusville, Florida.

Pastor David Wendel is the assistant to the bishop for ministry and ecumenism. You may contact him at dwendel@thenalc.org.

ARE YOU READY FOR A DISASTER?

NALC Disaster Response stands ready to respond when disasters strike. As we go into 2022, our congregations and our families need to prepare for the next disaster to strike. Family preparedness is important. Are you ready to shelter at home? Are you ready to evacuate with minutes of notice?

Complete your “Go Pack” for evacuations, so you can take your important documents, prescriptions and other emergency items when you need to go. See thenalc.org/disaster for the list of emergency relief supplies that complete a “Go Pack.”

Does your congregation have a disaster plan? Is your congregation prepared? Complete evacuation plans, safely store important and historical documents, and update insurance policies for the most effective coverage. NALC Disaster Response can assist in developing a disaster plan for your congregation — more information is available at nalc.org/disaster.

UPDATE ON THE DEC. 10 KENTUCKY TORNADOES

More than \$32,000 in new toys for Christmas were delivered by NALC Disaster Response — thank you, Jesus, and all our amazing congregations! A team of volunteers repaired our first home in January and the family has been able to move back into their restored home.



Volunteers from Emmanuel Lutheran Church in Rochester, Minnesota, working to repair a home in Kentucky.

For more information, contact Mary Bates, disaster response coordinator, at disasterresponse@thenalc.org or 740-509-1132.

Monetary gifts to support NALC Disaster Response may be given online at thenalc.org/giving or mailed to: NALC ; PO Box 860565; Minneapolis, MN 55486-0565. Please indicate Disaster Response on the memo line of your check.

“A MORE EXCELLENT WAY”

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season. Reach out to me to get started in our unique discipleship process. I hope you will prayerfully consider joining us on our common journey to walk with Jesus, in “A More Excellent Way” experience and discipleship training.

Pastor Phillip Gagnon is the assistant to the bishop for domestic mission and discipleship. You may contact him at pgagnon@thenalc.org.