



CHRISTMAS MESSAGE FROM BISHOP

Greetings in the name of our God – Father, Son and Holy Spirit – as we celebrate our Lord’s birth at Christmas and look forward to His glorious return when the Father will call us all home to be with Him forever!

Thank you for your good and faithful ministry and for your partnership in the work of the Gospel. It is my deepest and most sincere desire and prayer that this Christmas season will be one in which we offer a strong and encouraging word of hope to a world that is in desperate need of what only our Lord Jesus can give.

There is little doubt that we are living in challenging times. Our world continues to be threatened by a global pandemic that appears to be with us for an uncertain amount of time. Our nations continue to be torn by politics that tend to separate and divide rather than unify and lead to peace. The uncertainty of the stock markets, the threat of increased inflation, the tension that exists between some of our world’s strongest nations – these are but a few of the many reasons why people are concerned for their futures and find little reason for hope for the generations that will follow.

At the same time, as followers of Jesus, we know that the troubles of this world are only of this world. As real as they are

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Stained glass window of the Nativity of Christ from the Cathedral of Saint Patrick in Charlotte, North Carolina. Photo by Nheyob. (This file is licensed under the Creative Commons Attribution-Share Alike 4.0 International [license](https://creativecommons.org/licenses/by-sa/4.0/).)

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and as challenging and troubling as they might be, they do not and never will have the final say. The final say belongs to God. The final word is always and only His. And the Word He has given to us, in His Son, Jesus Christ, is one in which we find real and lasting hope.

In his letter to the believers in Galatia, the apostle Paul points to the confidence we can have in our God who knows and sees and responds to our deepest needs in a timely manner. “When the time had fully come, God sent His Son, born of a woman, born under law, to redeem those under law, that we might receive the full rights as sons” (Galatians 4:4-5).

Our hope is in Jesus. Our security is in Christ. We have been redeemed, bought back, justified, and made right with God in what has been accomplished for us in His Son. Christmas offers a word of needed and lasting hope to all who are willing to place their trust in Jesus.

It is always helpful, in troubling times, to remember the context of the world into which our Lord Jesus was born. People were fearful of the political powers. Although there was a Roman peace, it was one brought about by a singular power instead of a shared unity. Countries were divided. Families were being torn apart. Racism was real. Life was fragile. There was as much anxiety and fear in Jesus’ day as there is in ours. Although much has changed in our world in the past 2,000 years, little has changed when it comes to this world’s troubles and the need people have for a real and lasting word of hope.

Over the past several months, as travel restrictions have eased up, I have had the privilege and joy of visiting some of our mission districts and congregations. There is no doubt that our pastors have been challenged. There is no denying that the past year and a half have been a struggle and that the resulting impact of the pandemic has reduced the number of people in worship. There is also little doubt that God is alive and at work, and no denying that the lives of people for whom our Lord Jesus gave His life on the cross continue to be transformed.

My encouragement to our pastors is to not become too concerned with what might appear to be a decline in the impact we are having through our ministries. The deceiver wants nothing more than for us to focus on the numbers and percentages that would lead us to become discouraged. Rather, our calling is to fix our eyes on Jesus and to remember that there is nothing in this world that can stop the power of the life-giving message offered in Him.

Continue to love your people. Find new ways to make the connections that are so vital to our faith and life. Fulfill the ministry to which you have been called. The Church belongs to Jesus. He is Lord. He knows the challenges we face. Be encouraged by His presence in your ministry and His promise to give hope.

The promise and presence of the Christ child, born in Bethlehem’s manger, is as needed and relevant today as it was when our Lord was born. As the familiar Christmas hymn puts it, “The hopes and fears of all the years” are still being met and fulfilled in the Word made flesh, God’s only Son, Jesus Christ.

As I reflect on the events of this past year and the work of our congregations and ministry partners, I cannot help but give thanks for the many ways in which God has been blessing us from the start. We are now in our 12th year as a church body. We have missionaries and ministries in more than 10 countries around the world. We have a vision for our future. We have a renewed energy and focus for our work. We have the guidance of God’s Holy Spirit. We have the gift of forgiveness and life eternal in God’s only Son. And we have the purpose our Lord has given us in His commission, to “make disciples of all nations,” and the promise of Emmanuel, “God with us” in all things.

For these reasons, and many more, we are and will always be a people of hope. As a result, let us be bold in our witness and confident in the words we share. We carry a message our world needs to hear, and we follow the One who has called and claimed us for eternity.

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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 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.

NALC CONGREGATIONS CONSIDER WHETHER TO RATIFY CONSTITUTIONAL AMENDMENTS

The congregations of the North American Lutheran Church are considering whether to ratify amendments to the NALC Constitution that were approved by the 2021 NALC Mission Convocation.

The proposed amendments to the constitution officially name regional subdivisions within the NALC as “mission districts” and “mission regions.”

An amendment also adds constitutional language allowing mission districts to form mission regions.

These amendments reflect the current practice of the NALC and its mission districts and mission regions. They update constitutional language to reflect this practice.

“One of the NALC’s Core Values is ‘Congregationally Focused.’ Congregational participation is a foundational principle of our church body’s governance. By requiring congregational ratification of certain key decisions, the NALC ensures that its

members are aware of and broadly supportive of those decisions,” the Executive Council states in a letter to congregations on the ratification process.

Amendments approved by a convocation must be ratified within six months of the conclusion of the convocation by a two-thirds majority of NALC congregations voting on the amendments. At least half of NALC congregations must vote on whether or not to ratify the amendments for the ratification vote to be valid.

The deadline for voting on ratification is Feb. 6, 2022 – six months after the convocation. Congregations are encouraged to consider the amendments at their next congregational meeting or to schedule a special meeting for this purpose.

Information on the ratification process – including the exact text of the proposed amendments – is available at thenalc.org/ratificationprocess.

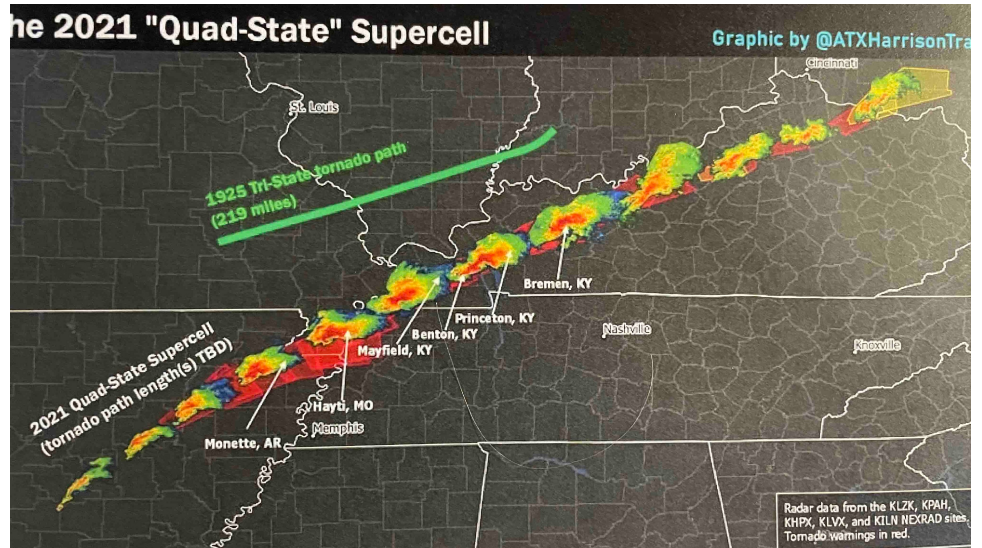
NALC DISASTER RESPONSE IS ASSISTING THOSE IMPACTED BY KENTUCKY TORNADOES

On Dec. 10, an EF-4 tornado tore through Kentucky for 225 miles, killing more than 75 people and destroying thousands of homes. The storm system impacted five states.

Another 20 tornadoes were spawned, impacting the Bowling Green vicinity. A total of 16 Kentucky counties were declared disaster areas by FEMA. The devastation is overwhelming. Accurate numbers of destroyed homes are not available as FEMA is still completing assessments of damage.

NALC Disaster Response was on the ground by Monday Dec. 13, delivering six truckloads of emergency relief supplies: to Benton, Madisonville, Princeton and Bowling Green.

A total of 15 truckloads of Bibles, health kits, quilts, school supplies, baby care items and some cleaning supplies have been delivered to 11 counties of the 16 counties in Kentucky declared as disaster areas.



This graphic shows the path of the storm from Arkansas through Kentucky.

NALC Disaster Response is basing out of two NALC congregations: St. Paul Lutheran Church in Metropolis, Illinois, and House of Prayer Lutheran Church in Elizabethtown, Kentucky. Pastor Tim Bean and Pastor Pam Thorson are hosting those efforts.

Metropolis, Illinois, is on the Illinois-Kentucky border about 30 miles north of Mayfield, Kentucky, one of the hardest hit communities.

NALC Disaster Response is serving the communities of Wingo, Mayfield, Benton, Princeton, Hansen, Gilbertsville, Madisonville, Bremen and Bowling Green through those congregations.

In addition to the emergency relief supplies, new toys for Christmas were collected and



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more than \$28,000 in new toys have been delivered to children who have lost everything.

Mary Bates, NALC Disaster Response coordinator, set a goal of \$10,000. She was overwhelmed by the generosity of our congregations.

Donations came from California to the East Coast. And trucks and trailers of toys and supplies came from Iowa, Illinois, Indiana, Ohio, North Carolina, Virginia and Pennsylvania. "Thank you Jesus. Thank you for brightening the Christmas of so many families," Mary said.

A father and mother of four were in disbelief that our churches would help strangers like them — a family standing in front of an empty lot where their house



used to be. We prayed, we cried and we reassured this family that we, as the NALC, will be there to help rebuild their home. Each picture is a story of devastation and a story of hope: hope in Jesus and hope for the future.

At the first of the year, repairs and rebuilding will begin. There are four volunteer teams already scheduled. To schedule your team, please contact Mary Bates at 740-509-1132.

Your support and prayers are so deeply appreciated.

Gift cards are needed for building supply stores like Home Depot and Lowes and for discount stores like Target and Walmart. Please send gift cards to Mary Bates, NALC Disaster Response; 16500 Noble Ave.; Caldwell, Ohio 43724.



Christmas gifts for children impacted by the tornadoes. More than \$28,000 in gifts were given through NALC Disaster Response.

If you wish to support our volunteer teams by providing lumber, windows and other building supplies, please send your monetary donations to NALC Disaster Response.

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.



Loading gifts and supplies for disaster relief

NALC LEADERS MEET WITH REPRESENTATIVES OF ANGLICAN CHURCH IN NORTH AMERICA

Representatives of the North American Lutheran Church and Anglican Church of North America (ACNA) met Nov. 29-30 for a consultation at the Church of the Holy Communion Anglican Cathedral in Dallas, Texas.

The meeting was hosted by the Most Rev. Ray Sutton, presiding bishop of the Reformed Episcopal Church and dean of the Province and Ecumenical Affairs of the ACNA.

Other participants in attendance included the Very Rev. Jerry Kistler of St. Stephen's Anglican Church in Montrose, Colorado; the Rev. Dr. Dan Selbo, NALC bishop; the Rev. Dr. Amy Little, NALC general secretary; the Rev. Dr. David Wendel, NALC assistant to the bishop for ministry and ecumenism; and the Rev. Andrew Ames Fuller, an ACNA deacon, who serves as director of communications for the NALC.

Members of the consultation not in attendance but joining electronically were the Rt. Rev. Charles Masters, ACNA diocesan bishop of the Anglican Network in Canada; the Very Rev. Canon Dr. Jonathan Riches, president and dean of the Reformed Episcopal Seminary; and the Rev. Dr. Eric Riesen, president of the North American Lutheran Seminary.

This meeting focused on a draft document aimed at further defining the relationship between the two



Participants in the consultation between the Anglican Church in North America and the North American Lutheran Church, from left, the Rev. Dr. Amy Little, the Rev. Dr. David Wendel, the Most Rev. Ray Sutton, the Rev. Dr. Dan Selbo, the Rev. Andrew Ames Fuller and the Very Rev. Jerry Kistler.

church bodies. Participants have been describing the relationship as “sister church bodies” engaged in “missional ecumenism,” a new term coined by the consultation. The ecumenical relationship between the two bodies is focused on mission – on furthering mission within both denominations and cooperation between them.

Also discussed at this meeting was an upcoming joint conference between the NALC, ACNA, Lutheran Church—Missouri Synod and Lutheran Church—Canada on May 25, 2022. The conference will be hosted by Concordia Theological Seminary in St. Catherine's, Ontario, focusing on the theme, “Being Church in a Cancel Culture.”

UPDATE ON BUILDING AND FLOOD RELIEF EFFORTS AT SEMINARY IN ETHIOPIA

The North American Lutheran Church has been focusing on the the Mekane Yesus Seminary in Ethiopia in recent months. Much has happened and continues to happen. The NALC is committed to the work of the seminary.

The Mekane Yesus Seminary is located in Addis Ababa, Ethiopia. It is the largest seminary of the largest Lutheran body in the world, the Ethiopian Evangelical Lutheran Church Mekane Yesus (EECMY). The EECMY has more than 10 million members. The NALC is in a full communion relationship with the EECMY.

Some NALC pastors have been working with the seminary and Lutheran Bible Translators to raise funds for a new six-floor building on campus. That building is almost completed.

The plan was to create a building that would generate revenue as well as provide educational space for the seminary and space for Lutheran Bible Translators. Two floors of the building will be rented to generate an income of at least \$225,000 a year.



Flash flooding at the Mekane Yesus Seminary

By the grace of God, we now believe that sufficient funds will be in place to complete that project by spring. Several pastors in the NALC have been hard at work on this for several of years.

There is still great need at the seminary. The seminary was devastated by an unprecedented flash flood in August. Although the new building was untouched, damage on campus is in the millions of dollars. Eight people lost their lives. Much of the seminary will remain incapacitated until funds are raised to rebuild.

The NALC is trying to help. Congregations and members are encouraged to be in prayer for the seminary.

The Rev. Dr. Gemechis Buba, NALC assistant to the bishop for



Artist rendering of new building at Mekane Yesus Seminary

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2022 NALC PASTORS' CONFERENCE IS FEB. 15-17 IN ORLANDO, FLORIDA

“Always be Ready: Apologetics in Real Life” is the theme of the 2022 NALC Pastors’ Conference set for Feb. 15-17 at the Crowne Plaza Orlando-Universal Boulevard in Orlando, Florida.

The theme of the conference is based on 1 Peter 3:15 (NRSV): “Always be ready to make your defense to anyone who demands from you an accounting for the hope that is in you.”

Pastors are encouraged to come for two days of presentations and conversations about apologetics.

According to the *Lutheran Cyclopedia*, “Apologetics concerns itself with errorists outside the Church ... the classical period of Christian apologetics is the 2nd century, a period of widespread persecution of Christians by Romans. The apologists defended Christianity against various charges.”

In the same way that Philip Melanchthon presented an “apology” or “defense” of the Augsburg Confession against its detractors, pastors today may find themselves challenged to “always be ready” to present a defense of the faith as North America is full of “errorists” and those who deny the reality of the Triune God, the Christian faith, the Word of God and Jesus Christ as the Way, the Truth and the Life.

Where pastors once waited in the church building for visitors and inquirers to walk in the door, in the 21st century, the role of a pastor is more likely to involve engagement with those outside the Church who are unbelievers, atheists and skeptics.

The 2022 NALC Pastors’ Conference will feature a theme and presenters aimed at deep engagement with pastors who are regularly challenged to give a reasoned, yet gracious, defense of the Christian faith.

How is one always ready? How does one respond to youth and college students in particular? What is most helpful in sharing the faith with unbelievers, atheists and secularists?



Dennis Di Mauro



Thomas Jacobson



Maurice Lee



Mark Mattes

The conference format will provide extended time for conversation, questions and interaction between speakers and pastors.

Keynote speakers will be:

The Rev. Dr. Mark Mattes, professor of theology at Grand View University in Des Moines, Iowa. He is the author and editor of several books including *Martin Luther’s Theology of Beauty*. He has a Ph.D. from the University of Chicago.

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The Rev. Dr. Maurice Lee is pastor of Prince of Peace Lutheran Church in Santa Barbara, California. The congregation meets on the campus of Westmont College where Dr. Lee taught theology. He is chair of the NALC Commission on Theology and Doctrine and teaches at the North American Lutheran Seminary. He has a Ph.D. from Yale University.

The Rev. Dr. Dennis Di Mauro is pastor of Trinity Lutheran Church in Warrenton, Virginia. Dr. Di Mauro is a successful NALC mission developer. He has a Ph.D. in church history and sacramental theology from Catholic University. He teaches at St. Paul Lutheran Seminary.

The Rev. Dr. Thomas Jacobson is currently pastor of Good Shepherd Lutheran Church in Lindy, Nebraska, and dean of the Eastern South Dakota Mission District. He has accepted a call to serve Grace Lutheran Church in Thornville, Ohio, and will be moving in January. He has a Ph.D. from Luther Seminary in Christian history. He teaches at the Institute of Lutheran Theology.

Each of these pastors and theologians bring in-depth education and experience in polemics within the Church and apologetics outside the four walls of the church building.

The NALC Pastors' Conference also includes the annual meeting of the NALC Ministerium and a service of Holy Communion at which oil will be blessed for use in congregations.

There also will be time during the conference for one-on-one meetings with the bishop, NALC executive staff and representatives of Hahn Financial Group, which manages the NALC retirement plan and Lutheran Benefits program.

All NALC pastors are encouraged to participate in the 2022 Pastors' Conference. Congregations are asked to encourage their pastors to attend and to provide assistance with registration and travel expenses.

Clergy spouses, seminarians and non-NALC clergy are welcome to attend but must register to ensure that adequate seating is available.

Registration fee is \$125 per person and includes breakfast each day and dinner on Wednesday evening. A discounted hotel rate of \$139 is available Feb. 13-17 via the link on the NALC website.

To register, make hotel reservations or for more information go to thenalc.org/pastors.

EECMY SEMINARY

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missions, has been to Ethiopia to see the damage and to discuss with EECMY leaders the best ways for the NALC to help. Dr. Buba is a native of Ethiopia and a graduate of the seminary.

The NALC has already given a financial gift. NALC leaders are encouraging our congregations and members to donate. The NALC will keep this work in front of us as we move forward with our brothers and sisters in Ethiopia.

You will be hearing much more about the flood relief and rebuilding in the days and months ahead.

Those who would like to help with building and rebuilding efforts at the EECMY seminary may send monetary gifts to North American Lutheran Church; P.O. Box 860565; Minneapolis, MN 55486-0565. Indicate EECMY on the memo line of your check.

This is also a difficult time for all of the people of Ethiopia. The country is caught up in a horrible civil war. Please pray also for peace and safety and healing for the land. The fighting is in the northern parts of the country and has not come to Addis Ababa. The worries, concerns and risks are high. By the grace of God, the Lutheran-Christian movement continues to grow and spread, even in the context of the war.

Please keep praying! Thank God for the miracle He is doing with the new building, and continue to offer prayers for the work of rebuilding the seminary. The challenges have been and are many, but our God is greater than all the challenges.

REJOICE IN THE LORD ALWAYS

While there is little chance Lutheranism will return to Latin in our liturgy, we certainly lost something when we dropped the Sunday themes as stated in Latin.

Granted, few understand today, the Sunday designations, *Septuagesima*, or *Quinquagesima*, but when we stopped referring to the Third Sunday in Advent as *Gaudete* Sunday, we also seemed to lose the focus of that day on “joy!”

In the midst of Advent and Lent, Mother Church provides for her children a momentary break in the often somber reflection and repentance of those historically penitential seasons.

In Advent, the Sunday was termed *Gaudete* which meant more internal joy — joy in the heart, while in Lent, the term was *Laetare*, suggesting a more outward manifestation of rejoicing. Both were observed with a change from the purple vestments to rose — hence the pink candle in the Advent wreath!

The words come from the ancient Latin entrance introits, both of which begin in English, “Rejoice!” The Scripture readings for those Sundays also called us to rejoicing because of the nearness and redemption which comes to us, first, through the birth of God’s only begotten Son, and, finally, because this Son of God was crucified, died and was raised to new life.

This is not, however, an exclusively Advent or Christmas message! On the Third Sunday in Advent, the epistle lesson is from St. Paul’s letter to the Church in Philippi, where the apostle, from prison, exhorts his readers, saying, “Rejoice in the Lord always; again I will say, rejoice!” (Philippians 4:4).

Paul goes on to say, “The Lord is at hand. Have no anxiety about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God which surpasses all understanding, will keep your hearts and minds in Christ Jesus” (Philippians 4:5b-7).



MINISTRY MATTERS

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

This is an appropriate message for Advent, especially this year when COVID-19 fear and uncertainty continues to hold a grip on many, creating anxiety and worry. With tensions ongoing between Russia and Ukraine, China and Taiwan and the other usual suspects, it may be challenging “rejoicing in the Lord always, having no anxiety about anything.” But the words of the apostle speak to our hearts, reminding us, proclaiming to us that joy comes from the peace of God which is beyond all human understanding, which alone keeps us focused and relying upon Christ Jesus.

And while this joy, *Gaudete*, comes from the peace of God in our hearts, it is a witness to the world when it breaks forth in more outward manifestations of rejoicing — *Laetare*. And no where is that more important than in the Church — the Body of Christ.

Many of our pastors and congregations have been weighed down and burdened by the pandemic. Personally, it has taken a toll on many of us, but seeing how many have not returned to Sunday worship, experiencing the lingering fears and disconnectedness of many who once were faithful participants in our congregations has created a malaise and disappointment which can further the downward spiral many were experiencing pre-pandemic.

The words of Paul, then, come as words proclaiming freedom and peace from fear and anxiety. The words of *Gaudete* Sunday ring in our ears, “Sing aloud, O daughter of Zion; shout, O Israel! Rejoice and exult with all your heart” (Zephaniah 3:14).

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Our congregations and pastors have reason to return to rejoicing, for Christ the Savior is born!

Even though there may be a pandemic, grief, tensions between nations, stress and struggle in our lives, “God so loved the world that He gave His only Son ... not to condemn the world, but that the world might be saved through Him” (John 3:16-17). It is time for us to return to rejoicing – not just at Christmastide, but *always!*

There is no greater allure for those outside the Church, than the joyful rejoicing they see among those within! That is a great word – *allure* – the quality of being powerfully and mysteriously attractive or fascinating,

We can only hope and pray that the people we meet every day will see our joy, in spite of struggle or difficulty, as *alluring!*

We hope and pray that the unchurched and those who have never known Christ Jesus will see our pastors and congregations and find our joy in the midst of pandemic and yes, sometimes persecution, as attractive and fascinating.

Joy comes from the peace of God, which reduces anxiety and worry, causing us to rely on God in prayer and supplication, which keeps hearts and minds in Jesus Christ, our Savior! As Christians – disciples and followers of Jesus, we want that to be our witness – *always!*

May God grant us His peace in the year of our Lord to come, that firmly focused on Christ Jesus, we will have joy in our hearts and rejoicing in our lives – that we will be known for both *gaudete* and *laetare*.

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

WOMEN OF THE NALC RATIFICATION PROCESS

Congregational women’s groups are reminded to vote in the ratification process for amendments to the Women of the NALC constitution. Information was recently mailed to all NALC congregations.

NALC CLERGY CARDS

NALC clergy identification cards have been mailed. Pastors who do not receive their cards by mid-January should contact the NALC office at 651-633-6004.

BISHOP’S MESSAGE

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Thank you for your faithful witness. Thank you for the partnership we share in Christ. Thank you for persevering in what has been another challenging year. I look forward to the year ahead and to continuing the work that is ours in Jesus.

It is a joy and an honor to serve as your bishop. Know that my prayers are with each of you. Have a blessed and a hope-filled Christmas!

Let’s keep in touch

Rev. Dr. David J. Baer, *editor*
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NALC
North American Lutheran Church

Please copy and share this newsletter widely.

19 CONGREGATIONS JOIN NALC IN 2021

Nineteen congregations joined the NALC in 2021.
They are:

Bardo Lutheran Church
Tofield, Alberta

First St. Paul Lutheran Church
Burlington, Colorado

Trinity Lutheran Church
Titusville, Florida

Saint Martin Lutheran Church
Atlanta, Georgia

First Lutheran Church
Idaho Falls, Idaho

St. John Lutheran Church
Shelbyville, Illinois

Grace Lutheran Church of Big Sandy
McGregor, Minnesota

New Hope Lutheran Church
Circle, Montana

Peace Lutheran Church
Gibsonville, North Carolina

Yeager Memorial Lutheran Church
Bedford, Pennsylvania

St. Michael's Lutheran Church
Hamburg, Pennsylvania

Our Savior's Lutheran Church
Viborg, South Dakota

Spring Valley Lutheran Church
Viborg, South Dakota

Salem Evangelical Lutheran Church
Brenham, Texas

St. Peter Lutheran Church
Doss, Texas

St. John Lutheran Church
Lindenau, Texas

St. John Lutheran Church
Prairie Hill, Texas

St. John Lutheran Church
Westhoff, Texas

Ascension Lutheran Church
Fond du Lac, Wisconsin

NALS SEEKING DIRECTOR OF VOCATIONAL DISCERNMENT

The North American Lutheran Seminary (NALs) is seeking to call a pastor as director of vocational discernment.

This pastor would help congregations throughout the NALC to seek and raise up future pastors.

The pastor would serve as a recruitment manager to lead all candidate identification activities, from advertising opportunities, developing individual relationships and participating in interviews.

More information on the position is available at thenals.org/the-nals-is-calling.