



**CONCORDIA**  
LANGUAGE VILLAGES



# 2025 ANNUAL REPORT

CONCORDIA LANGUAGE VILLAGES | MAY 1, 2024-APRIL 30, 2025



# GREETINGS

## FROM CONCORDIA LANGUAGE VILLAGES

Dear Friends of Concordia Language Villages,

This past year has been one of reflection, renewal, and hard but hopeful work. As interim director after Mary Maus Kosir's departure, I have been honored to witness a deep spirit of collaboration and creativity guiding us through an important period of transformation. Together, we are not only preserving the legacy of Concordia Language Villages but preparing it for a vibrant and sustainable future.

Early in the year, we established a task force on innovation and sustainability, bringing together CLV and Concordia College leaders to help imagine how our programs can meet the needs of future generations while maintaining financial responsibility. This group has taken a bold look at every aspect of our operations — exploring new models for programming, strengthening and growing enrollment in existing programming, developing more intentional connections between CLV and Concordia College, and making thoughtful recommendations to ensure CLV remains resilient and innovative as it lives out its mission.

During this time, we have undertaken significant restructuring efforts to strengthen fiscal accountability and better align with Concordia College. These important efforts ensure we continue to deliver the immersive, life-changing experiences that have defined the villages for more than six decades. Our shared work with the college has already led to deeper collaboration in facility management, marketing, enrollment, and operational strategy — creating stronger pathways for future growth.

Amid this important work, we also found moments of joy and celebration. This year marked the 60th anniversary of *Lesnoe Ozero*, our Russian village, and we also recognized the 65th anniversary of *Waldsee*, our German Language Village. The German celebration featured a special *Tikkun Olam* (“repairing the world”) program, where villagers, staff, and alumni reflected on their shared responsibility to build a more just world. It was a moving reminder of how language and culture can inspire empathy, understanding, and action across generations.

As we move forward, we do so with commitment and with purpose. Our focus remains clear: to innovate boldly, to steward our resources wisely, and to continue inspiring courageous global citizens who imagine — and create — a more peaceful and just world.

Thank you for walking with us through this time of transformation. Your continued belief in our mission sustains us, challenges us, and reminds us why this work matters so deeply.

With gratitude,

A handwritten signature in black ink that reads "Susan Larson". The signature is fluid and cursive.

Susan Larson  
Interim Director | Concordia Language Villages

# NATIONAL ADVISORY COUNCIL

Michael and Lorie Afremov  
Wayzata, Minnesota

Sarah and Scott Bjelde  
Eden Prairie, Minnesota

Greg Cash  
Minnetonka, Minnesota

Andre Gauger  
Covington, Louisiana

Keith Johanneson  
Bemidji, Minnesota

Ilya Katsnelson  
Copenhagen, Denmark

Ross King  
Vancouver, British Columbia, Canada

Kent Knutson  
Washington, D.C.

Anne Linnee  
Bloomington, Minnesota

Margaret Cuomo Maier  
Manhasset, New York

David and Audrey Olsen  
Lake Elmo, Minnesota

Sophie Pederson  
Spicer, Minnesota

Molly Steenson  
Minneapolis, Minnesota

Steven Pollei and Solveig Storvick Pollei  
Tacoma, Washington

Christine Schulze  
Moorhead, Minnesota

Benjamin Squire  
Topanga, California

JoAnn True  
Casper, Wyoming

John "Jack" Tunheim  
Minneapolis, Minnesota

Robert Waldron and Leona Werner  
Edina, Minnesota

## EMERITUS:

Georg Gauger  
Mound, Minnesota

Clinton Gilliland and Mary Turner Gilliland  
Menlo Park, California

Alfred Harrison and Ingrid Lenz Harrison  
Wayzata, Minnesota

David Oprava  
Mineola, New York

# LEADERSHIP GROUP

Ellen Frierson  
Program Director

Martin Graefe  
Senior Program Director  
Director, Concordia Language Training Center

Amanda Hand  
Program Director

Candace Harmon  
Director of Media Relations and Communications

Marc Johnson  
Director of Development

Susan Larson  
Interim Executive Director

Jon Suomala  
Director of Finance and Administrative Services

Danielle Thorson  
Human Resources Business Partner

# STAFF PROFILE

**597**  
TOTAL STAFF

**78**  
INTERNATIONAL  
STAFF

**35**  
COUNTRIES

**6**  
CONTINENTS

## AFRICA

Benin  
Cameroon  
Cote D'Ivoire  
Egypt  
Mauritius  
Morocco  
Nigeria  
Senegal

## ASIA

China  
Jordan  
Kazakhstan  
Korea  
Mongolia  
Russian Federation  
Turkmenistan

## EUROPE

Austria  
Finland  
France  
Germany  
Italy  
Norway  
Portugal  
Spain  
Sweden  
United Kingdom

## OCEANIA

New Zealand

## NORTH AMERICA

Canada  
Costa Rica  
Dominican Republic  
Honduras  
Mexico  
United States

## SOUTH AMERICA

Argentina  
Brazil  
Colombia



# 4,884

## 2024-25 TOTAL ENROLLMENT

### SUMMER YOUTH & ADULTS | 2,954

### TOP FIVE SUMMER LANGUAGES | 2,272

### OTHER LANGUAGES | 682

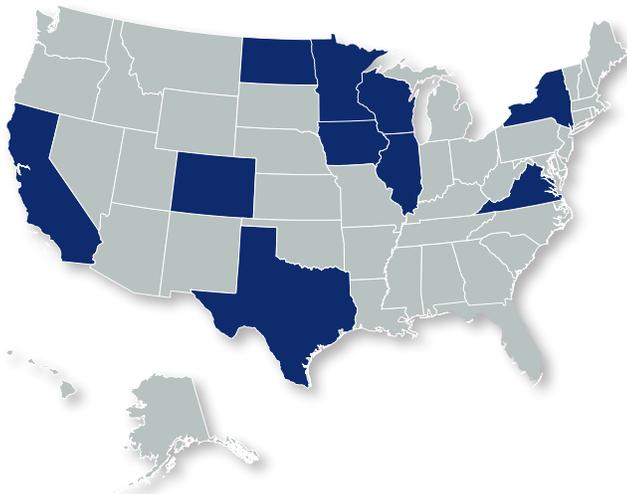
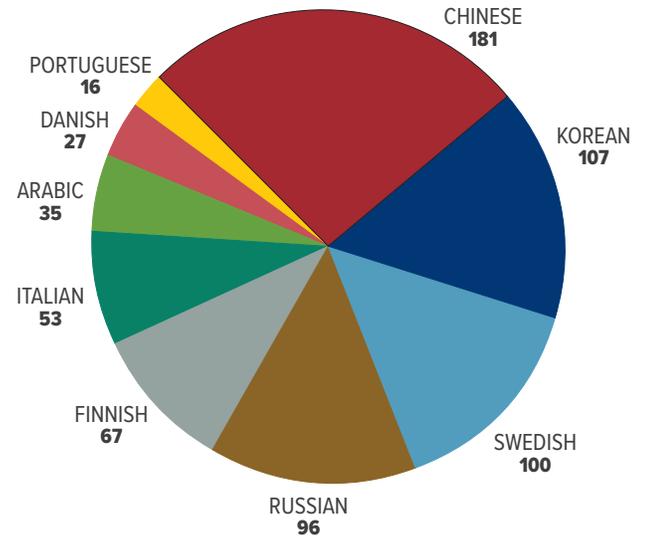
SPANISH 884

FRENCH 500

GERMAN 463

JAPANESE 239

NORWEGIAN 186



### U.S. GEOGRAPHIC DISTRIBUTION TOP TEN ENROLLMENT STATES

1. MINNESOTA
2. CALIFORNIA
3. WISCONSIN
4. ILLINOIS
5. COLORADO
6. TEXAS
7. NEW YORK
8. VIRGINIA
9. IOWA
10. NORTH DAKOTA



# ACADEMIC YEAR PROGRAM ENROLLMENT TOTALS

**ADULTS 823    YOUTH 243    VILLAGE WEEKENDS 694**  
**LANGUAGE TRAINING CENTER 130**

## ACADEMIC YEAR | 1,890 & OTHER SUMMER PROGRAMS

Concordia Language Villages has become a leader in providing a variety of programming for adults, families, school groups, educators, business leaders and government employees, and the youngest of language learners.

### TOP FIVE ACADEMIC YEAR LANGUAGES 1,465

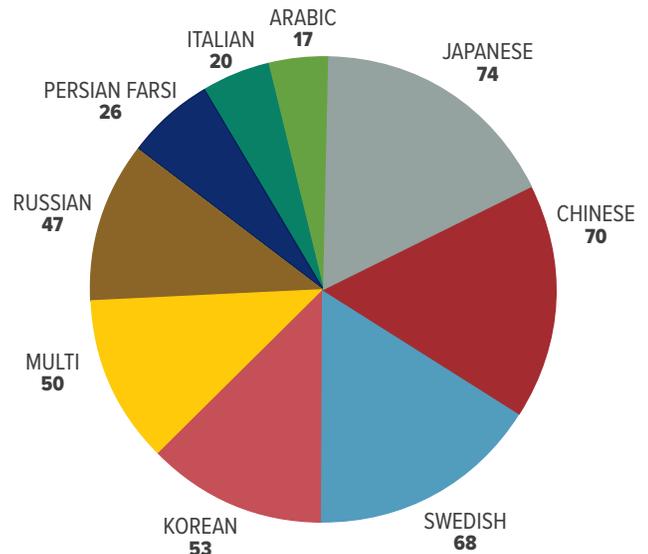
FINNISH 98

NORWEGIAN 135

FRENCH 246

GERMAN 305

SPANISH 681



**OTHER LANGUAGES  
425**

# PROGRAM HIGHLIGHTS



## Grand Opening of *Sup sogüi Hosu*

In July 2024, Concordia Language Villages celebrated a historic milestone with the grand opening of the permanent site for *Sup sogüi Hosu* Korean Language Village. Nestled among the pine and birch forests near Turtle River Lake, the new campus blends traditional Korean architectural design with modern sustainability, featuring a dining hall, administrative complex, and villager cabins designed for full cultural immersion. The event brought together campers, alumni, community members, and international guests to honor years of vision and partnership — including Kenny and Simone Park of the Simone Corporation, who made a lead gift of \$7.5 million to initiate construction of the village.



## 2-Week High School Credit Program

Summer 2024 marked the successful launch of Concordia Language Villages' new two-week High School Credit Program, designed for students with limited time or those not yet ready for a four-week session. This innovative option allows participants to earn one semester of high school language credit in just two weeks, all while experiencing full cultural and language immersion. The program quickly exceeded expectations with strong enrollment and enthusiastic feedback from students and families.



## AmeriCorps NCCC Team

From September through November 2024, Concordia Language Villages was honored to host an AmeriCorps National Civilian Community Corps team, whose hard work made a lasting impact across our sites. Over eight weeks, the Maple 3 team tackled a wide range of projects — from staining cabins at *Salolampi* Finnish Language Village and power-washing *El Lago del Bosque* to constructing benches and roofing at *Sup sogüi Hosu* and *Waldsee*. They also assisted with environmental efforts, including planting native trees and performing controlled burns, and volunteered with local organizations like the Headwaters Science Center and Habitat for Humanity. Their energy, teamwork, and service spirit helped preserve and enhance the villages for future generations of language learners.

## 50th Anniversary of *Sjölunden*

In August 2024, *Sjölunden* Swedish Language Village marked an incredible milestone — its 50th anniversary. Nearly 250 alumni, villagers, and staff gathered to celebrate five decades of Swedish language and culture at the village with songs, laughter, and shared memories (and a few raindrops!). The day featured activities, reunions, and a special presentation of a commemorative quilt crafted from vintage village t-shirts by longtime volunteer Barbara Keith and presented by former dean Linda Wallenberg.



# FINANCIAL SUMMARY

## GIFT AND GRANT INCOME

### SOURCES OF GIFTS AND GRANTS

Business and Organizational Support	\$53,982
Foundation Support	\$397,643
Foreign Entities	\$187,703
Federal	\$1,554,202
Individuals	\$680,352
<b>TOTAL</b>	<b>\$2,873,882</b>

### ALLOCATION OF GIFTS AND GRANTS

Current Operations/Village Vision (Village Restricted Other)	\$1,859,800
Leadership Funds (Village Unrestricted)	\$322,717
Endowment Funds (Village Endowment)	\$60,432
Plant Funds (Village Capital)	\$314,327
Scholarship (Village Restricted Budget Relieving)	\$316,606
<b>TOTAL</b>	<b>\$2,873,882</b>

## OPERATING FUND

### REVENUE

Tuition and Fees	\$ 8,378,824
Retail	\$ 282,418
Transportation	\$ 383,260
Gifts, Grants, and Endowment	\$ 394,907
<b>TOTAL</b>	<b>\$ 9,439,409</b>

### EXPENSES

Salaries	\$4,934,795
Fringe	\$1,305,780
Services	\$1,884,204
Supplies	\$309,551
Cost of Sales	\$916,366
Equipment	\$64,298
Utilities	\$415,362
Non-Mandatory Transfers	\$(31,692)
<b>TOTAL</b>	<b>\$9,798,664</b>
Revenue Less Expenses	\$(359,255)

### DISPOSITION OF NET REVENUE

Revenue to College for Unallocated College Services	\$0
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**CONCORDIA**  
LANGUAGE VILLAGES

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In 1960, Gerhard Haukebo, a Concordia College faculty member, suggested the College initiate an experimental program using immersion techniques to teach language. The intent of the program was to teach young people about other languages and cultures, while giving Concordia students the opportunity to gain practical teaching experience.

Concordia College sponsored the project in the summer of 1961. The College rented Luther Crest Camp, north of Alexandria, Minnesota, for the first two-week German session for 72 campers aged 9-12. By all accounts, it was a resounding success.

Interest in the program increased steadily and more villages were added. Today, thousands of participants enroll in immersion programs in 15 languages, in both residential and Virtual Village sessions. Nine architecturally authentic sites on Turtle River Lake (near Bemidji, Minnesota) support year-round programming for thousands of youth, adults, and teachers every year.

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