



For the Life of the World

2016 North/West Lower Michigan Synod Assembly

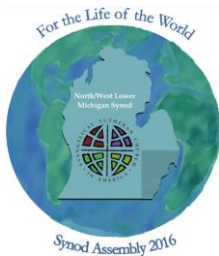
May 15-17, 2016

Crowne Plaza – Grand Rapids MI

Call and Notice of Synod Assembly

In accordance with Section S7.13 of the North/West Lower Michigan Synod Constitution, I hereby call and give notice of the 2016 Synod Assembly which will take place at the Crowne Plaza, 5700 28th St SE, Grand Rapids MI 49456, beginning with registration at 4pm on Sunday, the 15th day of May, 2016 and concluding on Tuesday, the 17th day of May, 2016.

Ms. Christine E. Allen, Secretary



For the Life of the World

2016 North/West Lower Michigan Synod Assembly

May 15-17, 2016

Crowne Plaza – Grand Rapids MI

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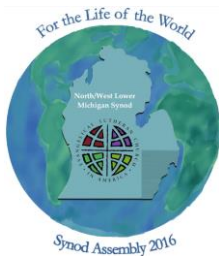
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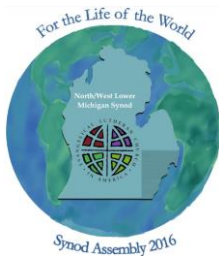
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AMENITIES

- Complimentary 24 Hour Airport Transportation
- Complimentary Parking
- Wireless Internet in Public Areas/Guest Rooms
- Indoor/Outdoor Pool, Whirlpool & Sauna
- Fitness Center
- Aryana's Restaurant and Lounge featuring American Cuisine, visit Aryana's website at: www.hiaryana.com
- Over 20,000 sq. ft. flexible Meeting Space with Full Catering and Audio Visual Options
- Executive Boardroom with seating for 12 people
- Easy I-96 access to downtown Grand Rapids
- Executive Level Rooms have access to our Private Crowne Club Lounge
- 24 hour Business Center
- Executive Suites available
- Complimentary transportation within a 3 mile radius of the hotel
- IHG Rewards Program for the frequent traveler
- Nearby: Patterson Ice Arena, MVP Sports, Calvin College, Davenport & Cornerstone Universities
- Located near many attractions such as Frederik Meijer Gardens, Gerald R. Ford Museum, Van Andel Arena and DeVos Place
- Spa services available at Design 1 Salon & Day Spa (located nearby)

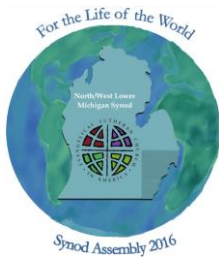
I-96 exit 43B (28th Street SE)
Hotel is at corner of 28th Street and Kraft

CONTACT US

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5700 28th Street SE
Grand Rapids, MI 49546
616.957.1770
info@crowneplazagr.com



Visit our Web Sites
www.crowneplaza.com/grr-airport
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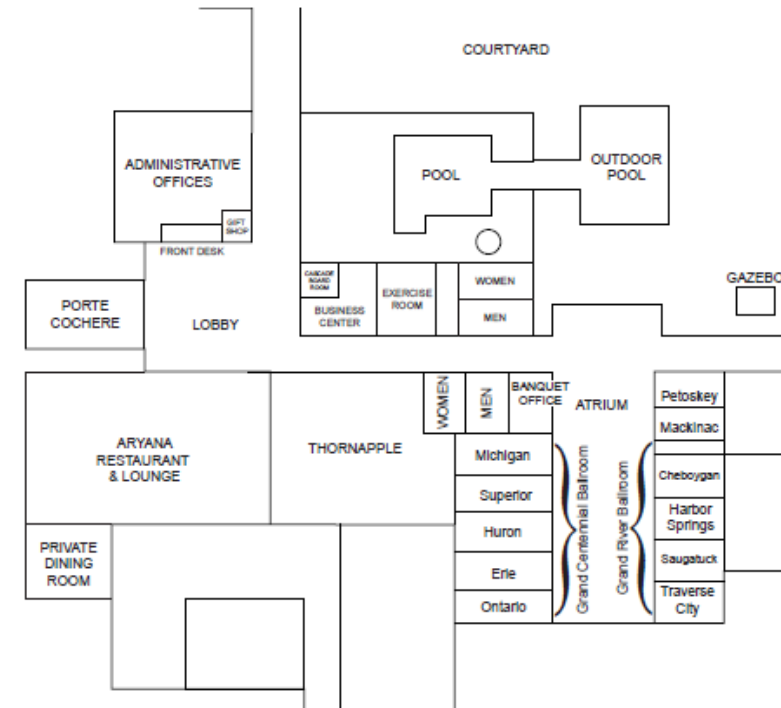


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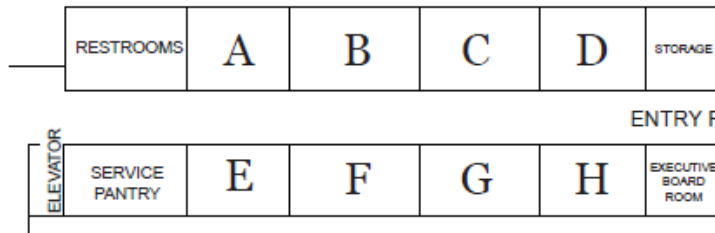
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SALON ROOMS





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Parking and Meals

Complimentary parking is available at the Crowne Plaza Grand Rapids. If you registered without meals, you may utilize nearby restaurants. Be mindful of the time allowed on the agenda and plan to be back when the next session convenes.

Onsite Registration and Credentials

Help us maintain a current credentials count by checking in at the registration desk upon your arrival. Voting members must have a white name badge to cast their vote. Registration will be closed after each credentials count until the next ballot has been cast. This practice ensures the number of ballots cast will not exceed the number of voting members announced in the credentials report. We appreciate your cooperation and understanding.

Information Packets

Each congregation will receive an information packet; a few extras will be available. Assign someone from your congregation to retrieve the packet when they check in. Distribute the information to the appropriate leaders in your congregation.

Offerings

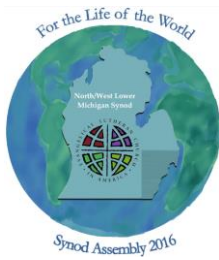
Offerings from North/West Lower Michigan Synod congregations and voting members will be received at the opening and closing worship services at synod assembly. Synod Council has authorized these gifts to be divided evenly to support two strategic ministry areas:

ELCA World Hunger

Nearly 800 million people – that's 1 in 10 people in our world today – are hungry. As members of the ELCA, we are called to respond. We are a church that rolls up our sleeves and gets to work. Working with and through our congregations, in the United States, Puerto Rico and the U.S. Virgin Islands Lutheran churches overseas and other partners, **ELCA World Hunger** is uniquely positioned to reach communities in need. From health clinics to microloans, water wells to animal husbandry, community meals to advocacy, your gifts to ELCA World Hunger make it possible for the ELCA to respond, supporting sustainable solutions that get at the root causes of hunger and poverty.

Hunger facts:

- 795 million people around the world – that's 1 in 10 – can't access the food they need to live active, healthy lives.
- 1 billion people live in extreme poverty on less than \$1.25 per day. That's 14.5% of the world's population.
- At some point in 2014, more than 48 million people in the United States were unsure where their next meal might come from.
- 46.7 million Americans were living in poverty in 2014. For a family of four, this means their annual household income was below \$23,850.



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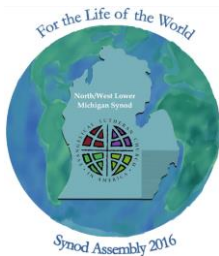
North/West Lower Michigan Synod Disaster Relief Fund

This new dedicated fund was developed by the Bishop and his staff and approved by Synod Council at their February 2016 meeting. The purpose of this fund is to have immediate resources available to the Bishop and his staff to enable timely support of congregations who step up to assist others following significant disasters in our synod (natural or human-caused).

Examples include: a congregation providing shelter to a community following a tornado or flood; congregations working together to provide clean water following a water contamination disaster such as that experienced in Flint, etc.

Authorization of spending from this fund will be managed by the Bishop, the Assistants to the Bishop, and the Synod Executive Committee. Your offering in support of this new fund will make it possible for our Synod Leaders to respond quickly to requests of support for congregations across our synod who step up to help others in the face of a significant disaster.

Congregations are encouraged to bring their offerings in the form of a check made payable to the North/West Lower Michigan Synod.



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Terminology: Synod Assembly and Voting Members

Voting members are not delegates as that term is understood or used in some political contexts. People are not sent as agents of a particular caucus, nor are they gathered to act as politicized delegates to a regional party convention. Rather, they assemble as duly selected members of this church with voting responsibilities for governance and elections on behalf of the synod.

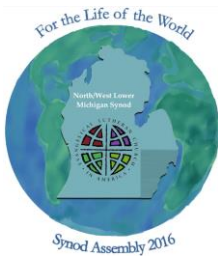
The Synod Assembly is an assembly of the people of this church, some of whom have been chosen as voting members. They assemble together in worship and are nurtured in the faith through Word and Sacrament. Then in their deliberations, they seek the wisdom and guidance of God's Spirit in the decisions and elections of the assembly. Therefore, we use the term "voting member" rather than the term "delegate."

Voting Members per (S7.21,22)

Note: To facilitate the election process, voting members will be seated separately from visitors during the plenary sessions. You are encouraged to visit with others during meals and breaks.

The membership of the Synod Assembly, of which at least 60% of the voting membership shall be composed of lay persons, shall be constituted as follows:

- All ordained ministers shall register as clergy voting members.
- Associates in ministry, deaconesses of the ELCA, and diaconal ministers on the official lay roster of this synod shall register as lay voting members.
- All ordained ministers who are retired or on disability leave shall register as clergy voting members.
- All associates in ministry, deaconesses of the ELCA, and diaconal ministers who are retired or on disability leave on the official lay roster of this synod shall register as lay voting members.
- All ordained ministers on leave from call may register as visitors (without voting privileges) unless elected as voting members by their respective congregations.
- All associates in ministry, deaconesses of the ELCA, and diaconal ministers on leave from call may register as visitors (without voting privileges) unless elected as voting members by their respective congregations.
- Assembly visitors do not have voting privileges.
- A minimum of one and a maximum of two lay members elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more baptized members related to this synod, normally one of whom shall be male and one of whom shall be female, shall be voting members.
- Additional voting representation from congregations shall be apportioned according to the baptized membership report on the 2014 statistical reports (1000-1400: one additional voting member; 1500-2000: two additional voting members; 2000 or more: three additional voting members). These additional voting members shall be equally divided between female and male, except odd-numbered voting members, if any, may be either male or female.



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Assembly Procedures

The Synod Council recommends adoption of the following procedures for the 2015 North/West Lower Michigan Synod Assembly:

- A. All resolutions will be referred to the Reference and Resolutions Committee. *“This committee shall receive resolutions, formulate appropriate resolutions, and recommend their placement on the agenda for action by the Synod Assembly...” (S7.33.01.c).*

Resolutions must come from a voting member, a congregation, a committee or an agency of the Synod. All resolutions not received for inclusion in the pre-assembly report must be reproduced by the maker in adequate numbers for all assembly participants following review by the Reference and Resolutions Committee.

- B. All elections will be by ballot vote. *“In all elections, except for the Bishop, the names of the persons receiving the highest number of votes, but not elected by a majority of the votes cast on a preceding ballot, shall be entered on the next ballot to the number two for each vacancy unfilled.” (S9.08.)*
- C. Debate: Limited to two minutes per speaker. All speakers shall identify themselves by name and congregation/ministry/retired, etc.
- D. All voting shall be by voice, voting cards or voting machines (once credentials are established).
- E. Permission for rostered pastors of full communion partner churches, serving ELCA ministries under contract in this Synod, full voice and vote in all Synod Assembly proceedings. Permission for up to two lay persons, one male, one female, from our Synodically Authorized Worshipping Community (The Christ Sudanese Congregation, Wyoming) to have full voice and vote in all Synod Assembly proceedings.
- F. The subjects specified on the program as “order of the day” have been assigned to a particular hour of the day and shall take priority over any other item of business at that time unless changed by two-thirds (2/3) vote.



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Procedural Tips for Voting Members

If you desire to speak:

- Go to a microphone and wait to be recognized by the chair
- The chair will seek to recognize alternate pro and con speakers on matters under debate (bring your green card to speak for, red card against, white card to make a motion or ask a question)
- When speaking, first identify yourself by name and congregation/city or ministry
- Remember that speaking time will be limited – be brief and to the point
- Refrain from personal attacks, questioning of motives, or otherwise casting aspersions on others present or not present
- You may speak twice on any issue under debate (unless limited by the assembly), but you may not speak the second time until all who wish to speak the first time have had the opportunity to do so

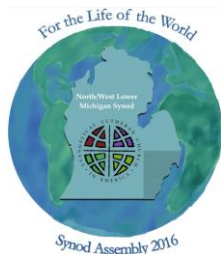
When you debate/speak:

- Direct all debate to the assembly through the chair
- Speak only to the immediately pending question, for example, a resolution, an amendment or main motion
- You may amend an amendment, but there may only be a primary and a secondary amendment under consideration at any one time
- You may speak briefly to an issue and then offer a motion if you wish; the chair will let you know if the motion is in order at the time, or if you must make the motion at another time
- The correct way to stop debate is to “Move the Previous Question,” or, move “that we stop debate and move immediately to a vote on the pending question” (“Calling the question” is improper); a motion to stop debate requires a 2/3 vote
- You have the right and responsibility to know at all times what motions or items are being debated and/or voted on; therefore, it is okay and encouraged, if you are not sure, to make an inquiry of the chair just what is under debate or to inquire as to what proper procedure might be

Voting instructions

Except for voting on the credentials report at the opening of the assembly, you will use your voting machines (back up: voting cards or ballots) to vote; if another voting method is used, the chair will give you directions as to how to proceed

- If using voting cards, raise the proper voting card when asked by the chair, and keep it raised until the chair directs you to lower it
- If you disagree with the chair’s interpretation of the vote, you may move to have a counted vote
- Sit in the area designated for voting members



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“For the Life of the World”

May 15-17, 2016

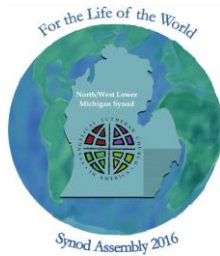
Crowne Plaza, Grand Rapids, Michigan

**Denotes “Order of the Day”*

Proposed Agenda

Sunday, May 15

3:00pm	REGISTRATION AND CHECK-IN OPENS	Outer Atrium
3:00pm	PRE-ASSEMBLY WALK THROUGH	Grand Centennial
	ASSEMBLY COMMITTEES	Grand Centennial
4:00pm	CREDENTIALS COMMITTEE	
4:15pm	ELECTIONS COMMITTEE	
4:30pm	REFERENCE & RESOLUTIONS COMMITTEE	
	DINNER ON YOUR OWN	
6:15pm	REGISTRATION AND CHECK-IN CLOSES	Outer Atrium
6:30-7:15pm	EVENING PRAISE AND OPENING OF THE ASSEMBLY	Grand Centennial
7:15-9:00pm	PLENARY SESSION #1	Grand Centennial
	Welcome, , Call to Order	
	Video Welcome –The Hon. Debbie Stabenow, US Senator for Michigan	
	“Voting Members”	
	Announcement of Resolutions Deadline – 9 PM at Registration Desk	
	Announcements	
	Orientation to Voting Machines	
	Introduction of Vice President, Secretary, Parliamentarian	
	Report of the Credentials Committee	
	*Adoption of Assembly Rules and Procedures	
	*Adoption of Agenda	



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Introductions

Interns

Candidates Assigned to our Synod

Rostered Leaders New to our Synod

Elections Committee

*8:00pm ELCA Churchwide Report (30 minutes)

ELCA Representative: The Rev. Daniel Rift Director, World
Hunger and Disaster Appeal

8:30pm Synod Council Action item – Constitution & Bylaw
Amendments

Report of the Nominations Committee

Nominations from the Floor

*FIRST BALLOT FOR GENERAL ELECTIONS

*Report of the Reference and Resolution Committee

*Resolution A

Mission Moment

9:00pm DEADLINE FOR RESOLUTIONS SUBMISSION

9:00pm Reception for Voting Members and Visitors hosted by Atrium
Samaritas [Lutheran Social Services of Michigan(LSSM)]

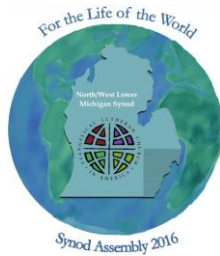
Monday, May 16

7:00-8:30am REGISTRATION RE-OPENS Outer Atrium

7:15-8:15am BREAKFAST – Buffet Grand River
(Cheboygan,
Harbor Springs,
Saugatuck, &
Traverse City
combined)

8:30am REGISTRATION CLOSES

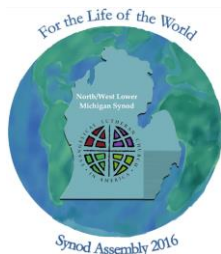
8:30am MORNING PRAYER Grand Centennial



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8:45-10:00am	<p>PLENARY SESSION #2</p> <p>Grand Centennial</p> <p>Call to Order, Announcements</p> <p>Report of the Credentials Committee</p> <p>Greetings from Mission Partners (30 minutes)</p> <ul style="list-style-type: none"> ○ ELCA Church Council ○ Living Water Ministries ○ Samaritas (LSSM) ○ Portico ○ Trinity Lutheran Seminary ○ WELCA <p>Report of the Elections Committee</p> <p>*SECOND BALLOT FOR GENERAL ELECTIONS (if needed)</p> <p>*Report of the Vice President</p> <p style="padding-left: 40px;">Introduction of Synod Council</p> <p style="padding-left: 40px;">2017 Synod Compensation Guidelines</p> <p>Mission Moment</p>	
10:00-10:15am	BREAK	
10:15am-12:00pm	<p>PLENARY SESSION #2 RESUMES</p> <p>Grand Centennial</p> <p>Song</p> <p>Call to Order, Announcements</p> <p>*Report of the Bishop</p> <p>*Report of the Treasurer</p> <p>*Presentation of the 2017-18 Budget</p> <p>*Report of the Reference and Resolution Committee</p> <p style="padding-left: 40px;">*Resolution B</p> <p style="padding-left: 40px;">*Remaining Resolutions</p> <p>Mission Moment</p> <p>Sung Prayer for Lunch</p>	
Noon-1:00pm	BOXED LUNCH	Outer Atrium
12:20-1:00pm	Assembly Choir Rehearsal	TBD



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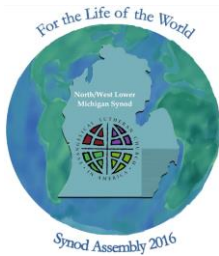
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Noon	REGISTRATION RE-OPENS	Outer Atrium
1:15pm	REGISTRATION CLOSSES	
1:00-5:00pm	For the Life of the World– Three Tracks	
	#1 Prayer that Leads Us to Seek Justice in the World	Grand River
	worship will be integral to the track.	Salons A-H
	#2 Equipping Our Congregation for the Life of the World (see Kindred Group options on page 14)	
	worship will conclude the track.	Off site - TBD
	#3 Meeting Christ in the World	
	worship will begin the track.	
6:00-7:00pm	DINNER	Grand Centennial
7:00pm	RECOGNITIONS	
	Recognitions and Anniversaries	
	Acknowledgement of Lay Ministry Training Program Graduates	
	Mission Moment	
8:00pm	Prayer Around the Cross for the Healing of the Nations	Grand Centennial
Immediately following Worship	Rehearsal for Closing Eucharist- All worship leaders are requested to attend.	Grand Centennial

Tuesday, May 17

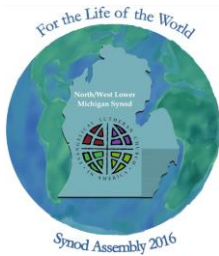
7:00-8:30am	REGISTRATION RE-OPENS	Outer Atrium
7:15-8:15am	BREAKFAST – Buffet	Grand River
	Open Conversation with Synod Council Executive Committee	
8:15am	REGISTRATION CLOSSES	



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8:30-10:45am	<p>PLENARY SESSION #3</p> <p>Song</p> <p>Call to Order, Announcements</p> <p>Report of the Credentials Committee</p> <p>Report of the Elections Committee</p> <p>*THIRD BALLOT FOR GENERAL ELECTIONS (if needed)</p> <p>*Adoption of the 2017-18 Budget</p> <p>*Adoption of the 2017 Synod Compensation Guidelines</p> <p>Unfinished Business</p>	Grand Centennial
9:30-10:45am	<p>Called Forward Together in Christ: A Process to Decide the ELCA's Future Direction</p> <p>ELCA Representative: The Rev. Daniel Rift Director, World Hunger and Disaster Appeal</p> <p>Closing of the Assembly</p>	
10:45-11:00am	BREAK	
11:00am	<p>HOLY COMMUNION with the baptism of James Justin Walker</p> <p>LUNCH ON YOUR OWN</p>	Grand Centennial

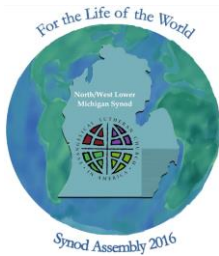


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Service Tracks (Monday, 1pm – 5pm)

1. **PRAYER THAT LEADS US TO SEEK JUSTICE IN THE WORLD**—is a spiritual retreat within the assembly in which participants will pray in ways that lead them to share Christ’s love and life in the world through acts of justice and mercy. This is a quiet, meditative time with plenty of silence. Worship will be integral to the retreat.
2. **EQUIPPING OUR CONGREGATIONS FOR THE LIFE OF THE WORLD**—is a set of seven “affinity groups” in which participants will engage in facilitated conversation on topics that will strengthen congregations’ capacity to be a church for the life of the world. Topics include global engagement, food and water scarcity, helping our children confront and respond to racism, and the refugee crisis plaguing our world. Worship will conclude this track.
 - a. **Refugees and children** - Representatives from Samaritas (LSSM) provide information and connection strategies for support of refugee children and refugee resettlement in Michigan
 - b. **Samaritas (LSSM)** - Rev. Nick Schlak, Samaritas Church Relations, identifies ways congregations can connect to the ministries of our Michigan Social Service agency and how we can help Samaritas touch and change lives.
 - c. **Building Young Church Leaders** - C. J. Clark, Executive Director of Living Water Ministries, celebrates our vision of building young church leaders through Racial Equity, Anti-Racism, and Leadership Training.
 - d. **Helping out in Flint and beyond** - Rev. Monica Villarreal, Pastor of Salem Lutheran Church in Flint, shares about clean water and scarcity of resources in Michigan cities.
 - e. **ELCA World Hunger Appeal** - Rev. Daniel Rift, Director of the ELCA Hunger Appeal, explains how the ELCA Hunger Appeal works and describes our role as partners in improving the lives of others around the world.
 - f. **Global Engagement** - Our Global Mission Committee lifts up our walk with our three companion synods as well as other places in the world where congregations connect with people.
3. **MEETING CHRIST IN THE WORLD**– participants will leave the assembly to encounter Christ in the Grand Rapids community. Opportunities include Bethlehem Lutheran Church in downtown Grand Rapids, and Maple Creek, a senior living facility operated by what, at this writing, is still named Lutheran Social Services of Michigan. Worship will begin the track



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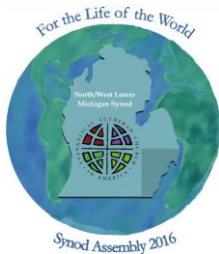


Rev. Daniel Rift, Director ELCA World Hunger and Disaster Appeal

Pastor Daniel Rift serves as Director for the World Hunger and Disaster Appeal of the ELCA. Through the Appeal, Lutherans, their congregations, and synods contributed nearly \$22 million for hunger related work around the world (including the U.S.) in 2015. Dan also works with those who are coordinating the church's work through Lutheran Disaster Response and those who have been in leadership of the ELCA Malaria Campaign (which concluded earlier this year).

Prior to taking this position, Dan had worked for fifteen years in coordinating church-based disaster response and community development work around the world, including coordinating responses to several US disasters, expansion of work in Central Asia following the break-up of the Soviet Union, and relief assistance in the Horn of Africa, and health work in India. He has also served ten years in parish ministry, in Pittsburgh and Dallas.

Dan and his wife, the Rev. Meg Rift, have three daughters who are active in the following ventures: a service volunteer in Denver, a graduate student at Emory University, and a senior in high school.



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Evangelical Lutheran Church in America
God's work. Our hands.

*"For God so loved the world that he gave his only Son,
so that everyone who believes in him may not perish but may have eternal life." – John 3:16*

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Dear Brothers and Sisters in Christ,

John 3:16, perhaps one of the most quoted passages in the New Testament, hangs on bed sheets in football stadiums; it is almost ubiquitous. It is also true. If God so loves the world, we should too. Lutherans show up – as Evangelical Lutheran Church in America (ELCA) and as The Lutheran World Federation (LWF).

We are church for the sake of the world.

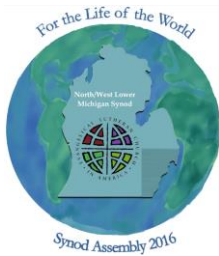
In our congregations we address hunger and poverty through food pantries and community gardens, in health care clinics and job training programs. We foster unity among the children of God in relationship with our ecumenical and inter-religious partners. Together, with our companions in Central America, we are working with unaccompanied minors and the conditions in their countries of origin that force these children to flee. Through LWF, we support Syrian refugees in Jordan who are living in Za'atari camp, provide education and child protection assistance to Sudanese refugees, and offer specialty care at the Augusta Victoria Hospital for Palestinians.

We have surpassed our fundraising commitment to eradicate malaria and bring about lasting change. Always Being Made New: The Campaign for the ELCA will emphasize ELCA World Hunger this year to support our comprehensive approach to solve challenges that perpetuate hunger and poverty. All of this good and hard, sometimes dangerous, work is the work we are able to do because we are church abiding in Christ – God's beloved people gathered around word and sacrament.

We are church for the sake of the world.

In preparation for the 500th anniversary observance of the Reformation, I encourage you to visit ELCA500.org for more information and resources. One of the featured events for the 500th anniversary is the Grace Gathering in conjunction with the 2016 ELCA Churchwide Assembly. Come experience a churchwide assembly, be centered in God's word, participate in experiential learning, hear Nobel Peace Prize winner Leymah Gbowee, attend workshops to equip you in observing the 500th anniversary in your local ministry setting and much more! You can register today at ELCA.org/GraceGathering.

On Sept. 11, our country will be remembering the lives lost and the lives forever changed by the tragic events 15 years ago. The events affected all of us, and it will be an important moment for us to be together as a church and with all people of faith. Part of our "God's work. Our hands." Sunday on Sept.



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11 is a chance for us to show up as Lutherans, freed and renewed in Christ, to serve and love our neighbor. We are church for the sake of the world.

As we gather in our assemblies, let us be a faithful witness to God's work in our local communities, across the country and around the world. I am hopeful that our time together in assembly will be an opportunity for us to get to know each other and come together as a church. This is a good time for us to talk about the priorities and future directions of the ELCA.

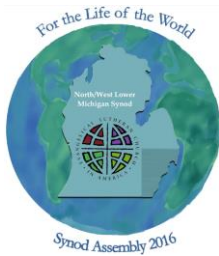
I will be leading a process endorsed by the ELCA Church Council and the Conference of Bishops to discern in faith the future of the ELCA. Through an initiative titled Called Forward Together in Christ, we'll be assessing where we are as God's people and working to understand what God has in store for us. I am inviting you to take part in a conversation about the future of this church. For more information or to get involved, visit ELCA.org/future.

Thank you for your continued prayers and encouragement. As I am out and about in my travels, I am reminded that no one of us does God's work alone, and I am grateful for the opportunity to be a partner with you in that service. Thank you for your leadership in the Evangelical Lutheran Church in America.

God's blessings to you as you gather as the living body of Christ. May you be guided by the Spirit as you do God's will for God's people.

With gratitude,

Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America



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Report of the Bishop

North/West Lower Michigan Synod ELCA

2016 Synod Assembly



Welcome to the 2016 Assembly of the North/West Lower Michigan Synod! This is my third report as your bishop. While I take the lead in preparing this report, Pastors Friesen-Carper, Sprang, and Timm help to shape and refine it. So this report, like our ministry, is a collaborative, team effort.

Now in my third year, I realize that I cannot report on *everything* that is happening in our synod, and so we have selected topics that seem to relate to our assembly theme, “For the Life of the World.” I have also learned that, in my oral report to the assembly, I will say something other than what I have written in these pages. So, as I used to say in the classroom, I will not necessarily use class time to review the assigned reading; I am happy to help you reflect upon it.

OUR ASSEMBLY

THEME AND JOHN 6:51—The theme of this year’s assembly, “For the Life of the World,” is adapted from the extracanonical Gospel of Elizabeth (Eaton):

We are a church.

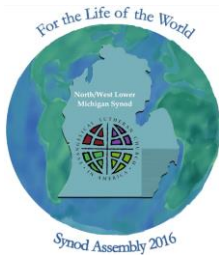
We are a Lutheran Church.

We are a church together.

We are a church for the sake of the world.

Somewhat concerned that this would be the second year in a row when we built our synod assembly around a piece of sacred writing—this one attributed to the fourth presiding bishop of the Evangelical Lutheran Church in America rather than the esteemed professor of New Testament at Trinity Lutheran Seminary—not actually found in the canon, I was urged to provide a theme verse that you could actually look up in the Bible. I chose the verse that came closest: “I am the living bread that came down from heaven. Whoever eats of this bread will live forever; and the bread that I will give for the life of the world is my flesh” (John 6:51).

Now I am uncomfortable plucking a verse out of the Bible—especially a verse that contains words of Jesus—and using it for my own devices. This is not the way we Lutherans read the Bible and I have been known to flunk preaching students who attempt such things. So I spent time studying and praying with this verse, reading it in context and learning what some of my friends who are biblical scholars have to say about it. I learned that it is among the most difficult passages in John’s Gospel. Scholars don’t agree on what it means. So here goes *my* reflection!



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“God so loved the world that he gave his only Son” (John 3:16). Jesus gives his flesh as bread for the life of the world on the cross, and after the resurrection, Jesus breathes the Holy Spirit into his disciples from his own nostrils and sends them as the Father had sent him. Dare we admit that the bread that Jesus gives for the life of the world today is the flesh that is his church? In one of our prayers after communion, don’t we ask God to “strengthen us...to give ourselves away as bread for the hungry”? “We are a church for the life of the world.”

Since the church is Jesus’ bread for the life of the world, we can expect the world to eat us to receive Jesus’ life in the same way that we eat and drink Jesus’ body and blood to receive Jesus’ life in Holy Communion. Jesus speaks of “eating” the bread from heaven, using a very common word (*esthio*). But then, in verse 53, Jesus switches to a less common word, *trogo*, a word that has a connotation closer to “munch” or “gnaw.” It is noisy eating, the sort of eating an animal does. The audibility of the eating, however, is not the important point; this is eating that is urgent, even desperate. It is eating as though life depends on it, because it does.

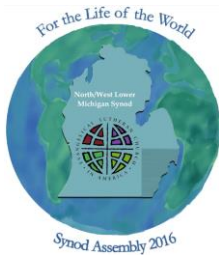
We all know people who so desperately believe in Jesus that they noisily gnaw on his church because their lives depend upon Him. This is the one whose child has cancer or whose parent is dying. These are brothers and sisters in Flint counting on Christ’s Church to bring water. These are the hungry families who come to our congregation’s food bank or to the food bank where our congregation takes food. These are the ones who cling to the quilts made in our congregations and delivered by Lutheran World Relief. They are refugees who need Christ’s Church to welcome them, women lost in abusive relationships who need Christ’s Church to come find them, children caught in the crossfire of gun violence who need Christ’s Church to protect them, brothers and sisters in Christ around the globe who need Christ’s Church to accompany them, a planet that needs Christ’s Church to partner and lead in caring for the earth as a mother to be cherished rather than a resource to be exploited. This is the church that Christ desires us to be—a church for the life of the world! Thank you for all the ways we are!

MONDAY AFTERNOON TRACKS – On Monday afternoon, the assembly will divide into three tracks that celebrate being a church for the life of the world. I am very excited that leaders within our synod are planning these tracks and that the best I can offer is my “take” on what will happen. Last year, I was wondrously surprised, even amazed. I expect to be this year as well.

The first track—**PRAYER THAT LEADS US TO SEEK JUSTICE IN THE WORLD**—is a spiritual retreat within the assembly in which participants will pray in ways that lead them to share Christ’s love and life in the world through acts of justice and mercy. This is a quiet, meditative time with plenty of silence. Worship will be integral to the retreat.

The second track—**EQUIPPING OUR CONGREGATION FOR THE LIFE OF THE WORLD**—is a set of seven “affinity groups” in which participants will engage in facilitated conversation on topics that will strengthen congregations’ capacity to be a church for the life of the world. Topics include global engagement, food and water scarcity, helping our children confront and respond to racism, and the refugee crisis plaguing our world. Worship will conclude this track.

In the third track—**MEETING CHRIST IN THE WORLD**—participants will leave the assembly to encounter Christ in the Grand Rapids community. Opportunities include Bethlehem Lutheran Church in downtown Grand Rapids, and Maple Creek, a senior living facility operated by what, at this writing, is still named Lutheran Social Services of Michigan. Worship will begin the track.



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CALLED FORWARD TOGETHER IN CHRIST: A PROCESS TO DECIDE THE ELCA'S FUTURE DIRECTION— On Tuesday morning, ELCA Representative Rev. Daniel Rift, Director, World Hunger and Disaster Appeal, will lead the assembly in structured conversation aimed at helping our young church—the ELCA is only 28 years old—take a look at where we are as God's people and try to understand what God has in store for us as we approach the 500th anniversary of the Reformation in 2017. We want to create a vision for the future ELCA—as a church with solid foundations excited to share the Good News of Jesus Christ and make a difference in the world locally and globally. We also desire to be a church that we can be proud to pass on to our children. These conversations are occurring all across our church. You will be able to take the process home and use it in your congregation. You can learn more at <http://elca.org/future>

WORSHIP – I am particularly excited about worship at this year's assembly. Sunday's Evening Praise features the band from our synod day at the ELCA Youth Gathering last summer in Detroit, and reflections from young leaders as the sermon. On Monday afternoon, each track includes a service of Holy Communion that is integral to its theme. We conclude our evening on Monday with the beautiful Prayer Around the Cross for the Healing of the Nations, and our sending Eucharist on Tuesday includes the baptism of James Justin, son of Pastors Jessica Rivera and Justin Walker.

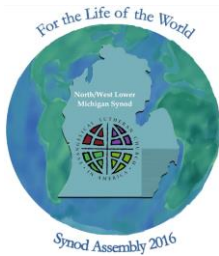
And, of course, we will also conduct some business—all for the life of the world!

KNITTIN' THE MITTEN

Pastor David, Pastor Sarah, and I are delighted to have completed our first round of congregational visits this year. **Between us, we have preached or led worship in every congregation in our synod at least once!** Please see the attached Visitation Report for a summary. We are excited about worship that reflects the faith community, by the beauty of our church buildings, and by the many ways our congregations serve for the life of their neighborhoods, communities, and the world.

As a called staff, we are currently in discernment about what the next chapter of our congregational visits will look like. We are thrilled that Pastor Sarah is increasingly asked to provide leadership workshops for congregation councils. Pastor Sprang is invited more and more to help congregations explore how to connect deeply with their communities to revitalize a sense of mission. Pastor Chrysanne Timm and I are exploring innovative ways for her to visit clusters of congregations in the north since she is committed on Sunday mornings. All three of my pastoral assistants so delight in congregational ministry and parish life. They are fine parish pastors. I am committed to helping them celebrate those gifts and passions in ways that bring them joy. So, Sarah and David may slow down on Sunday mornings (okay, Sprang won't!) and speed up visiting congregations in other ways on the other days of the week. This is certainly our hope for Pastor Timm. You can help us by inviting us to come and do the things that would be helpful to your congregation.

As for me, as "the synod's pastor" my first constitutional duty is to "preach, teach, and administer the sacraments" and "to have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations." I receive this as life-giving good news because, for me, there's nothing better than preaching and presiding in the congregations, except, perhaps being surrounded by pastoral colleagues as we lay our hands on a new pastor in the prayer of ordination. This is also a very good thing since the synod's discernment team of a few years ago determined that having the bishop in congregations for worship is a high priority for our congregation members.



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Thank you for welcoming me to your pulpit and altar table, and for entrusting me with the privilege of being the ordaining minister in this synod. I have personally preached or presided in 108 of our congregations—30 more than once—and will visit five of the remaining seven by All Saints Sunday. In the coming year, I hope to visit congregations on days when I can see you "in action" for the life of the world. I continue to post my public schedule at <http://craigasatterlee.com/craigs-public-schedule.html> We all do our best to post pictures from our travels.

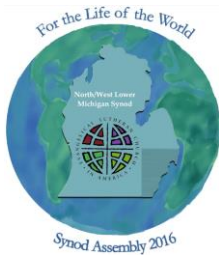
STAFF TRANSITION CONTINUES

This year we bid farewell and Godspeed to Carrie Wygmans. Carrie's love of Christ and Christ's Church—ELCA, our synod, and Trinity in Grand Rapids—is genuine and obvious. In her year with us, Carrie brought our synod's roster to the best shape it has been in years, instituted numerous processes that will impact our synod's mission and ministry for decades, upgraded our rostered leader event, reinvented synod assembly, and—recognizing and advocating for the essential role of lay leadership in our church—initiated a program of training congregational leaders. I am profoundly grateful for the very real impact Carrie had on our synod as a member of the synod staff. I am also grateful that Carrie is serving as our assembly manager this year.

In January, we welcomed Pastor Chrysanne Timm on a quarter time basis as Assistant to the Bishop for Synod Life. Pastor Timm's synod work focuses on supporting and empowering the synod's common life by organizing and implementing synod events, including Co-Workers in the Gospel, Autumn Leadership Event, and Synod Assembly; taking the lead in joint synod events; working with the bishop to provide quality continuing education for rostered and lay leaders across the synod; participating with the Bishop and Assistant to the Bishop for Congregational and Leadership Excellence to coordinate mobility; and collaborating in the call process for rostered leaders, particularly in the Jack Pine, Sunrise, and Traverse Conferences.

This position is a direct response to requests for greater synod support to congregations and rostered leaders and the number of congregations in the call process, which has required an extraordinary amount of particularly Pastor Sarah's time. This position is made possible this year because of a generous gift from Faith Lutheran Church in Grand Rapids. We have already experienced the benefits of Pastor Timm's ministry, particularly in responding to needs in the north. As the result of this increased staffing, Sarah, David, and I are finding time and energy to engage other areas of ministry that have been and have felt neglected. Based on the clear expectations of our congregations and rostered leaders, it is my assessment that our synod needs this position on a full-time basis. We are presenting a budget that moves in this direction and I implore you to support it.

Ann Stavros, who functions as our office manager and assists Pastors Friesen-Carper, Sprang, and Timm, cheerfully undertook additional responsibilities this year, including providing direct support to the Bishop and managing projects that were in process, including putting the finishing touches on the technology upgrade undertaken by synod council members Bob Taylor and Pastor Justin Walker, and former executive assistant to the bishop Carrie Wygmans; producing the synod pictorial directory with synod council member Peggy Burns and Communications Director Chelsey Satterlee; working with the Bishop to maintain the synod roster; and cajoling congregations and rostered leaders to complete and submit their annual reports. Someone recently commented that not much gets past Ann. For this we give thanks!



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Margie Bauer, who is responsible for all things financial, reaped the harvest of many years of labor when our auditors completed their work in just a few days and submitted their initial report to us just a few days later. This is the culmination of deliberate work that precedes my service as bishop for which Margie has been largely responsible and for which we are most grateful. Margie has also been an essential resource as the synod endowment committee, under the leadership of Rebecca Bossenbroek, tracked down the history and parameters governing moneys entrusted to our synod. We thank Margie for her dedication and hard work!

Perhaps more than anyone else on our staff, Director of Synod Communications Chelsey Satterlee's work speaks for itself. Chelsey is responsible for the weekly update, monthly bishop's letter, Lutheran insert, synod webpage, Twitter account, and official Facebook page. As her father, I am glad that Chelsey is putting her English degree from the University of Michigan to use in service of the gospel. As the bishop, I pray every day that Chelsey will continue to serve our synod in her spare time even as her career as an educator and administrator in New York City soars.

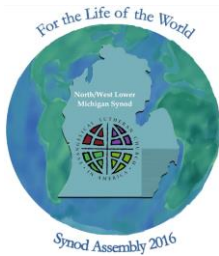
Sue Sprang, our mission storyteller, provides one of the principal ways that we celebrate all that we are doing to be a church for the life of the world. Perhaps you read Sue's story about Lutherans and Muslims in East Lansing celebrating God's Work, Our Hands day together. The best way we can thank Sue is by sharing the stories she collects for us.

Rebecca Bossenbroek and Sister Nancy Brousseau continue to lead their respective programs that equip the saints faithfully and expertly. At this assembly, we thank Rebecca for preparing our booklet of annual reports and Sister Nancy for leading the spirituality track.

Dawn Brackman completed her first year as our synod attorney. The most I am at liberty to say about Dawn's service is that, whenever Vice President Schlesinger or I call her, Dawn responds with wisdom and grace that is grounded in prayer. Dawn is also working with the synod staff and synod council to upgrade policies and procedures. This year we completed new policies for Synod Vehicles and Conflict of Interest and we are working on an overhaul of the Synod Employee Guidelines that will be available for use by congregations across the synod as a template.

I think we all came to a greater appreciation of everything Cathy Satterlee does to facilitate the ministry of the bishop as the bishop's driver during the eight weeks she was grounded after her fall—or at least I appreciated anew everything Cathy does.

Again this year, Pastor Friesen-Carper spent much of her time shepherding call processes and recruiting rostered leaders to our synod. I invited Sarah to join me in this ministry in large part because she is a gifted pastor. Three years in, she understandably misses the rhythms of the parish. She also appreciates Sunday mornings when she can worship with her family. The executive committee and I are committed to helping and supporting Sarah as she seeks creative ways of engaging in pastoral ministry and celebrating her vocation as wife and mother while also meeting the needs of the synod through her call.



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Pastor Sprang continues to score ELCA grants for congregations and increasingly facilitates conversation among congregations about shared mission. We are thrilled the he is spending more and more time working with congregations seeking a renewed sense of mission and direction. We are also very excited that Pastor Sprang has a plan for making the training that congregations under redevelopment receive available to every congregation in our synod. David will enjoy a sabbatical this summer in which he will engage his passions as a firefighter, camp director, house builder, and global companion.

I find myself in an ambiguous place of prayerful discernment about employing an executive assistant to the bishop. I am convinced both that our synod needs a third called assistant to the bishop for synod life more than I need an executive assistant, and that I do need an executive assistant to provide me with direct support, to manage the roster, and to take responsibility for certain other areas of the ministry of the bishop. I also find that I am a bit skittish when I think of engaging my third executive assistant in three years, after enjoying long and productive relationships with my administrative assistants in the years prior to this call, and want to consider carefully my role in this reality. I do not want to bring someone onboard until the uncertainty surrounding my vision is settled and the staff can provide a proper welcome and orientation. I welcome your prayers as I continue to discern.

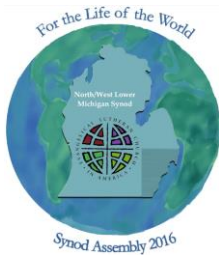
As I discern, I am grateful to the entire staff for being flexible for much of the past year, to Ann Stavros for taking on additional responsibilities, to Cathy Satterlee for helping me manage travel and email, and to the volunteers, particularly Sarah Holland, for reading to me and helping me with correspondence. I ask your prayers as my discernment in this time of staff transition continues. My bishop colleagues tell me that in synod ministry, staff transition is ongoing.

Finally, for this section, while she is not a member of our staff, I want to acknowledge Sandy Schlesinger, our synod vice president. Sandy's perspective and skill set are very different from mine. She uses words like *stakeholder*, *high-level*, and *leverage*—concepts I don't recall learning in seminary. And Sandy's love of Christ and commitment to his church are identical to mine. Both our synod and I are richer for Sandy's particular gifts, perspective, and skill set.

RECRUIT AND RETAIN THE BEST PASTORS AND ROSTERED LEADERS FOR OUR CONGREGATIONS

CALL PROCESS – Again this year we spent a great deal of time assisting congregations in the call process. Since I became bishop, 40 congregations have completed the call process. 27 congregations are currently in the call process, and I expect nine more will enter the call process in the coming 18 months. That's two thirds of our congregations. Across the church, the call process continues to take, on average, 18 months for congregations seeking a full-time pastor and meeting synod guidelines.

People continue to think that things are as they were when I graduated from seminary in 1986—an oversupply of pastors so that congregations interview a number of candidates and compensation guidelines can be on the low side. I tell you lovingly but clearly that things have changed. While there are a few places like Chicago, Columbus, and Minneapolis and St. Paul, where there are more pastors than congregations, this is not the case in North/West Lower Michigan or in most other places. Our compensation guidelines must be competitive with other parts of the church if we are to attract and retain talented rostered leaders. Most important, rostered leaders are looking for congregations that exist for the life of the world and not to protect and preserve their own lives.



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This year, we updated the Call Process Manual to reflect a more prayerful discernment process. You can find it on our webpage. We are also bringing call committees together for training so that they can learn from and with each other.

COMPENSATION – Synod Council will present the 2017 Compensation Guidelines to the assembly for their consideration and bring a motion for their adoption. This is the practice in many other synods. The purpose is to increase ownership of our synod's compensation guidelines. I urge their adoption.

DEBT – Last year, I shared with you that I am very concerned about seminary debt and am working on a plan for addressing rostered leader indebtedness. As part of its work, our endowment committee discovered two synod council resolutions establishing a fund to assist in reducing pastors' educational debt. I am currently investigating the tax implications of receiving this kind of assistance.

CONTINUING EDUCATION – I am gratified that, in their annual reports, rostered leaders identified the continuing education events we have offered in our synod as valuable. I am pleased that we are making progress toward my goal of providing quality, affordable (often free) continuing education available to our rostered and congregation leaders and to all our people. I am grateful to both Rebecca and Sister Nancy and their respective governing boards for their excellent work. As I write this report, I am anticipating Dr. Mark Swanson being with us on April 16 for a day devoted to understanding Islam.

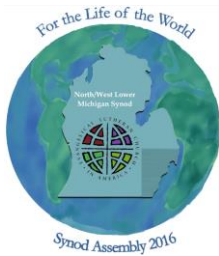
CAMPUS MINISTRY

This year, the Michigan Lutheran Campus Ministry board, recognizing that its sole purpose had become distributing a diminishing pool of money, courageously voted to disband. Synod Attorney Dawn Brackmann and I are in the process of developing a proposal to reconfigure the board so that it continues to be in a position to receive gifts to Michigan Lutheran campus ministry but serves no other purpose.

We remain committed to campus ministry. In order to distribute the money that our synod designates for campus ministry, synod council authorized a grant program for campus ministry, under the oversight of the New and Renewing Congregations table. In response to proposals from synod congregations, grants were awarded to University Lutheran Church in East Lansing (MSU), Western Michigan Lutheran Campus Ministry, Immanuel Lutheran Church in Mount Pleasant (CMU), and Redeemer Lutheran Church in Saginaw (Saginaw Valley). The Southeast Michigan Synod will take responsibility for campus ministry at the University of Michigan. We are now supporting campus ministry in more places in our synod as the result of this new grant model of campus ministry.

GLOBAL MISSION

The North/West Lower Michigan Synod has a long and respected legacy of accompanying global companions in Honduras, Latvia, and Papua New Guinea under the leadership of our Global Mission committee. In addition, many of our congregations are actively engaged with companion churches in other parts of world. Global partnerships are an important way we are a church for the life of the world.



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In January, Wendy Johnson of Trinity Lutheran Church in Grand Rapids represented our synod at a roundtable meeting of global partners in Honduras. As a result of that meeting, I was able to meet our partners in Honduras via Skype. In March, our synod team made its annual trip to Honduras. Our ministry is related to healthcare and this year focused on dental health. In November, I am hoping to attend the annual consultation of global companions in Central America to be held in Lima, Peru.

In March, Pastor Sprang was one of two Americans among the thousands who attended the Installation of the presiding bishop of the Lutheran Church in Papua New Guinea. Pastor Sprang also met with leaders of our companion diocese (companion synod). We learned they would welcome our finding ways to help train their pastors, whether that means sending teacher-pastors to Papua New Guinea or bringing pastors from Papua New Guinea here to shadow our pastors. We are exploring the possibility of the presiding bishop of the Lutheran Church in Papua New Guinea visiting our synod in August when he is in the United States for the ELCA churchwide assembly.

In June, Pastor Andreas Teich and I will visit Latvia. I am particularly excited about providing a workshop on preaching. I know that other plans are underway and I'm certain Pastor Andreas would be happy to tell you about them.

OTTAWA COUNTY

Our synod received a grant from the ELCA to spend a year investigating the potential of establishing a synodically authorized worshiping community in Ottawa County (Spring Lake, Grand Haven). Establishing a synodically authorized worshiping community is a multi-year step that may or may not lead to establishing a new congregation in Ottawa County. To be direct, our church no longer has the resources to invest in mission congregations that fail or end up marginal, except in neighborhoods where we understand our mission to be ministering in the midst of poverty. So we will not be rushing to establish a mission congregation. Nor will we establish a worshiping community comprised of members of existing Lutheran congregations—even inactive members—rather than new Christians.

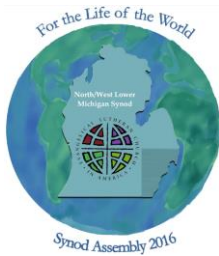
I share this in the hope of assuaging fears that we will establish a new congregation by “stealing members” from Muskegon congregations or that we will not heed the lessons learned when we attempted to establish a mission congregation in Grand Haven years ago. Pastor Justin Walker of Peace Lutheran Church in Holland is responsible for carrying out this year of exploration. I know that he would be eager to be in conversation with you. As this year of exploration unfolds, I invite your prayers.

REFORMATION 500

In 2017, the church and the world will “observe” the 500th anniversary of the Reformation. The word *observe* is chosen deliberately because, at this time in the Christian church's life, we do not want to *celebrate* a 500-year-old schism in the body of Christ.

The visual impairment that has occupied much of my year thus far has slowed my engagement with plans for this observance. I know plans are underway in various places in our synod. Pastor Andreas Teich has agreed to assist me as our point person as we move forward.

In May, Pastor Sprang will be in Germany and will plant our synod's tree in the Luther Garden in Wittenberg.



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The ELCA will kick off its observance of the Reformation as part of the churchwide assembly in New Orleans this August. You can attend the Grace Gathering, which runs concurrently with the churchwide assembly. You may recall that my adjunct assistant to the bishop, Elizabeth Eaton, spoke of this event on one of my video updates. You can learn more about it at <https://www.elca.org/gracegathering> I suspect she'll have something to say about the Grace Gathering as part of her video greeting to our assembly.

Sister Nancy and I will lead an ecumenical Reformation pilgrimage to Wittenberg and Rome in May 2017. I have seen the itinerary and it is very exciting. We hope to provide a brochure in your registration packet. Sister Nancy and I would love to have you join us!

ROSTER REPORT

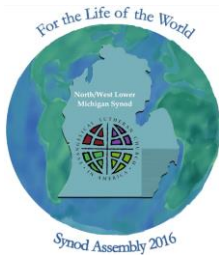
The report on changes in the roster is appended to this report. Inasmuch as I am once again directly responsible for maintaining the roster, I fully expect that there are mistakes. If you find omissions or inaccuracies, please let us know. If you notify us prior to the assembly, I will amend the roster report as part of my oral report to the assembly. I understand that a mistake in the roster report can be painful and so I apologize in advance.

A FINAL THOUGHT

As part of our preparation for synod assembly, the synod staff prays for you. At our celebration of the Eucharist on the Wednesday before synod assembly, we pray for everyone registered to attend the assembly. We invite you to join us on Wednesday, May 11, at 11 AM at St. Stephen Lutheran Church in Lansing to pray for our assembly and receive the Lord's Supper. I ask you to begin praying for our assembly in your devotional life and congregational worship as soon as you finish this report. For we are bold to believe that the Triune God will also attend our assembly to shape our hearts and minds and to enliven and empower us to be a church for the life of the world.

See you in Grand Rapids!

The Rev. Craig Alan Satterlee, Ph.D., Bishop



For the Life of the World

2016 North/West Lower Michigan Synod Assembly

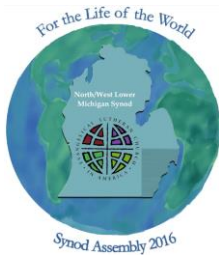
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Indeed, Bishop Satterlee is Legally Blind

I assume that, for some, a bishop (teacher, scholar, administrator, ordained minister, someone who has power over you) who also manages a disability is a new experience. Over the years, students and colleagues have found the following “protocol,” which I originally developed for the permanent community of the Lutheran School of Theology, helpful. I share it in the hope that it will be helpful to you as well.

1. I am legally blind. I have less than 10 percent of normal vision with correction. I do not know what that means, since I have never seen “normally.” I am the expert on my vision and how it impacts my life and work. Bring all questions and concerns about my vision to me. Making assumptions and conclusions about my abilities and limitations without consulting me is inappropriate.
2. Since I cannot see faces, I know people by voice and appreciate being reminded of people’s names in order to match them with voices. When you greet me, tell me your name. My closest friends know and do this. When I know your voice, I will tell you. I only hold myself accountable to recognize my wife, daughter, and mother on sight.
3. Cluttered corridors and walkways can be hazardous for me, particularly when obstacles (chairs, dogs, furniture, construction) are placed unexpectedly. Please keep the hallways outside my office clear and do not rearrange or remove furniture from my office.
4. If you want to be certain that I receive information, use voice rather than email and provide hard copy rather than file attachment. I do not hold myself accountable for information posted on signs and bulletin boards.
5. Dr. Conrad Heyner, my ophthalmologist, determined that it takes me 22 times longer than average to read and write. I am therefore very disciplined in managing time. Last-minute assignments, unexpected delays or interruption of services, and changes in schedule can be particularly burdensome for me.
6. I read English text in standard font. I do not read cursive handwriting; someone reads it to me.
7. Tasks such as locating a library book on the shelves, working office machines, and filling out forms are difficult for me. I sometimes get frustrated that I cannot do these tasks. I may ask for help or suggest ways around these tasks. As far as possible, please be accommodating.
8. Pointing and giving directions such as. “That way,” are not helpful. Try to be descriptive and concrete.
9. I will address questions and concerns about my disability directly. It is inappropriate to do it for me.
10. I will be consulted in order to determine ways that are most helpful both to me and the synod and church. It is inappropriate to unilaterally decide for me what and how much I can and cannot do.

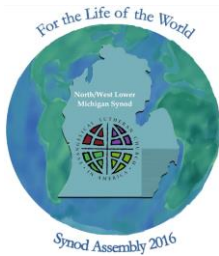


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11. I applaud and am deeply committed to our church's mission of bringing the power of the Gospel to bear on issues of diversity related to race, gender, culture, and sexual orientation. At times, I find this limited understanding of diversity painful. I hope and pray for that time when the ELCA naturally counts persons who live with disabilities among the diverse voices that the church is called to struggle with and by which the church is blessed. In the meantime, I need to be disciplined in spending time in communities more attuned to issues of disability so that I will thrive in our church.
12. I am sympathetic to the appropriate use of technology in learning and worship. Since I do not participate and learn visually, I often experience this kind of class and meeting as a waste of valuable time; I also experience much technology-driven worship as personally exclusive. Please do not equate my lack of personal participation with antagonism toward the endeavor.
13. Address questions and comments about this protocol to me or to the appropriate administrative officer. Do not make comments to my family.

The Rev. Craig Alan Satterlee, Ph.D.
Bishop, North West Lower Michigan Synod ELCA

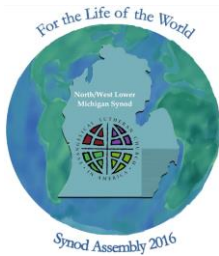


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Roster Changes April 2015–April 2016

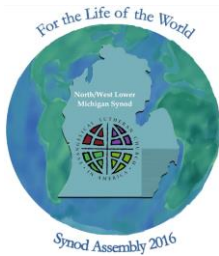
ROSTER CHANGE	NAME	NAME	DATE	LOCATION
Death				
	Paul	Parlow	1/21/2016	Retired
Ordination				
	Emily	Olsen	6/20/2015	New Jersey
	Jane	Mountain	8/1/2015	Our Savior's/Muskegon
	Martha	Porter-Reid	8/22/2015	St. James/Jackson
	Daniel	Schewe	4/19/2016	Trinity/Grand Rapids
Installations				
	Ellen	Schoepf	4/12/2015	Faith/Okemos
	Sarah	Samuelson	4/26/2015	Trinity/New Era
	David	Blank	5/31/2015	St. Luke's/ Grand Rapids
	Julie	Winklepleck	6/14/2015	St. Paul/East Lansing
	Emily	Olsen	8/11/2015	Christ the King/Gladwin
	Jane	Mountain	8/1/2015	Our Savior's/Muskegon
	Larraine	Sundin	XX/12/2015	Trinity/Barton City
	Chrysanne	Timm	8/8/2015	Synod Transition Pastor
	Martha	Porter-Reid	8/22/2015	St. James/Jackson
	Marcia	Shumate-Schultz	8/23/2015	Our Savior's/Edmore
	Jacquelyn	Ahern	4/25/2015	Grace/Vassar
	Julia	Nelson, DM	1/9/2016	Bethlehem/Traverse City
	Julie	Schneider-Thomas	2/28/2016	Hope/Rockford



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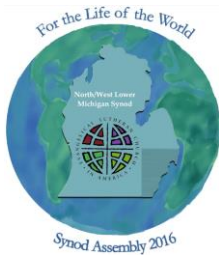
	Chrysanne	Timm	3/2/2016	Assistant to the Bishop
	Daniel	Schewe	4/19/2016	Trinity/Grand Rapids
	Matthew	Smith	4/16/ 2016	Bethlehem/Lansing
On Leave From Call				
	Amy	Luckey	03/15/2015	Renewal of on leave from call
	C Lynn	Nakamura	9/06/2013	Renewal of on leave from call
	Carl	Bjork	1/1/2015	Renewal of on leave from call
	Jonathan	Reid	9/1/2015	On leave from call
	Jeff	Bonn	4/9/2015	On leave from call
Family Leave				
	Kim	Winchell	6/1/2013	Renewal of family leave
Disability Leave				
	Zachary	Nelson	7/1/2015	On leave from call
Retirements				
	Michael	Hahn	6/1/2015	Faith/Saginaw
	Kathleen	Basner	6/1/2015	Redeemer/Saginaw
	Galen	Knutson	8/1/2015	From on leave from call
	Clay	Bates	9/1/2015	From on leave from call
	David	Mellor	9/20/2015	Calvary & St. Paul's/Elk Rapids
	Aaron	Sorrels	10/1/2015	From on leave from call
	Paul	Nuechterlein	10/6/2015	Prince of Peace/Portage
	James	Lichtenberger	11/1/2015	Bethlehem/Lansing
	Kenneth	Ponds	3/1/2015	Synod Call to Starr Commonwealth Schools



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	Denise	Scheer	12/31/2015	Trinity/Ocqueoc & St. James/Millersburg
Resignation or Removal from the Roster				
	James	Friesner	04/13/2016	From on leave call
	Erin	Hill-VanHorn	9/1/2008	From family leave
Transfers In				
	Ellen	Schoepf	4/14/2015	New England
	David	Blank	5/17/2015	Northwestern Pennsylvania
	Deborah	Fergus	6/20/2015	Florida – Bahamas
	Marcia	Shumate-Schultz	6/29/2015	Southeastern
	Jacquelyn	Ahern	7/1/2015	Southeast Michigan
	Chysanne	Timm	8/1/2015	Northwestern Ohio
	Debra Jean	Dinda	2/18/2016	Southwestern Minnesota
Transfers Out				
	Thomas	Otis	11/23/2014	Northern Great Lakes
	Justin	Grimm	5/26/2015	St. Paul Area
	Jon	Haug	1/28/2016	Sierra Pacific
	Matthew	Titus	6/15/2015	South Carolina
	James	Watson	8/10/2015	Northwestern Ohio
	Sarah	Stobie	8/16/2015	Southeastern Pennsylvania
	David	Gabel	12/17/2015	Minneapolis Area
	Denise	Scheer	12/31/2015	Northeastern Minnesota



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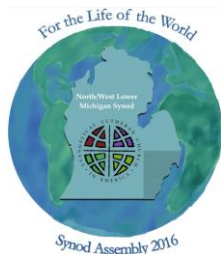
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	Dawn	Donato	2/1/2015	Arkansas-Oklahoma
	Alex	Steward	TBD	Southeast Michigan
Calls Accepted–In Process				
	Douglas Adrian	Brown	2/ 7/2016	Immanuel/big Rapids
*Not Previously Reported				

Congregation Actions

Zion/Cadillac	2/1/2015	SC approved realignment from Jack Pine to Grand Traverse conference
Zion/Le Roy	2/1/2015	SC approved transition to synodical administration



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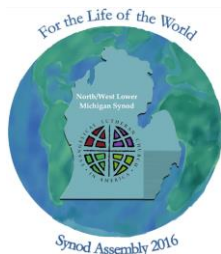
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Synod Ministers of Word and Sacrament Congregational Visitation Summary – Preaching/Presiding July 2013-May 2016

# Preach	1	2	3	4	5	6	7	8	10
# Congs	14	35	37	19	06	02	02	01	01

Bay Area Conference		
Au Gres	St. Paul (3)	CAS DES & SFC preach
Bay City	Messiah (3)	CAS (2) & DES preach and preside
Bridgeport	St. Matthew (4)	SFC (2) & CAS preach; DES preach & preside
East Tawas	Grace (2)	DES CAS preach
Freeland	Zion (2)	DES CAS preach
Gladwin	Christ the King (8)	CAS (2) SFC (2) DES preach (3); SFC install
Marlette	Hope (4)	SFC preach (2); CAS preach (2)
Midland	St. Timothy (2)	CAS & DES preach
Midland	Trinity (2)	CAS preside; preach
Mt. Pleasant	Immanuel (5)	CAS & DES (4) preach and preside
Rhodes	Hope (3)	DES preach and preside; install (2) CAS preach
Rose City	Prince of Peace (3)	DES preach (2) CAS
Saginaw	Ascension (3)	DES (2) & CAS preach
Saginaw	Faith (4)	DES, SFC(2), CAS preach
Saginaw	Our Savior (5)	CAS SFC & DES (3) preach
Saginaw	Resurrection (3)	CAS & DES preach (2)
Saginaw	St John (4)	DES, SFC, CAS (2) preach
Saginaw	Zion (3)	SFC DES CAS preach



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Unionville	St. Peter (3)	DES preach (2) & install; CAS preach
Vassar	Grace (4)	DES preach (2); CAS preach & rally
Capital Conference		
Charlotte	Peace (4)	CAS preach (3) & install; SFC (1)
Coldwater	Reformation (3)	SFC installation; SFC preach; CAS preach
Dewitt	Christ United (1)	CAS preach
East Lansing	St. Paul (3)	SFC preach (2) & install; CAS preach
East Lansing	University (4)	SFC (3) preach & install; CAS preach
Grand Ledge	Immanuel (2)	CAS preach; SFC installation
Hillsdale	Trinity (4)	SFC (3) CAS preach
Jackson	Immanuel (2)	CAS preach & install & DES preach
Jackson	St. James (3)	CAS preach (3)
Lansing	Bethlehem (2)	CAS preach; SFC install
Lansing	Calvary (5)	SFC, DES & CAS (3) preach
Lansing	Grace (1)	CAS preach
Lansing	Redeemer (1)	CAS preach
Lansing	St. Stephen (2)	DES preach/install; CAS preach
Mason	All Saints (3)	SFC preach (2); CAS preach
Michigan Center	Christ (2)	SFC preach; CAS preach
Okemos	Faith (4)	SFC & CAS preach (2); CAS install
Grand Rapids Conference		
Comstock Park	Zion (2)	CAS preach (2) & preside
Edmore	Our Savior's (3)	DES CAS preach; SFC preach & install
Gowen	Settlement (2)	SFC preach (2)
Grand Rapids	Bethlehem (2)	CAS preach; SFC installation



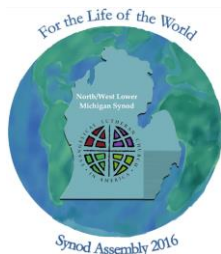
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Grand Rapids	Faith (2)	CAS preach (2)
Grand Rapids	St. Luke's (4)	CAS (2) SFC DES preach
Grand Rapids	Trinity (4)	CAS (3) & SFC preach
Greenville	St. Paul (3)	CAS preach (3)
Hastings	Grace (4)	SFC preach (2); DES preach; CAS
Holland	Good Shepherd (3)	CAS ordain & install; DES & SFC preach
Holland	Peace (5)	SFC;DES, CAS preach (3)
Hudsonville	Bread of Life (1)	CAS preach
Kent City	Mamrelund (1)	CAS (2 6/X/16)
Kentwood	Ascension/Holy Cross (2)	DES preach; CAS preach/preside
Rockford	Hope (3)	CAS preach; SFC (2) preach
Sidney	Faith (3)	CAS & SFC (2) preach
Sparta	Peace (2)	CAS preach & preside; DES preach
Woodland	Zion (2)	SFC & CAS preach
Wyoming	Christ (4)	CAS preach, DES assist and preach (2)t; SFC preach
Wyoming	Christ Sudanese (7)	CAS (2), DES preach (5)
Wyoming	Gethsemane (3)	SFC preach (2); DES preach
Jack Pine Conference		
Big Rapids	Immanuel (3)	DES SFC CAS preach
Lake City	St. John (2)	CAS preach & preside; SFC install
Le Roy	Zion (2)	DES preach; CAS preach
Ludington	Bethany (3)	DES CAS SFC preach
Ludington	Emanuel (3)	SFC and CAS (2) preach
Ludington	Victory Trinity (3)	DES CAS SFC preach



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Reed City	St. Paul (1)	SFC preach
Tustin	Augustana (2)	DES preach; CAS preach
Kalamazoo Conference		
Allegan	Immanuel (3)	SFC preach (2); CAS preach
Baroda	St. John (3)	SFC, DES, CAS preach
Battle Creek	St. Peter (5)	CAS preach (2); SFC (2); DES preach
Battle Creek	Trinity (6)	SFC preach (2); DES install; DES preach; CAS preach(2)
Constantine	Messiah (2)	SFC preach; CAS (1)
Kalamazoo	Savior (4)	SFC (3) & CAS preach
Kalamazoo	Trinity (2)	SFC preach; CAS preach/preside
Niles	Holy Trinity (1)	CAS preach & preside
Plainwell	Hope (2)	SFC preach; CAS preach
Portage	Lord of Life (3)	SFC preach; CAS preach and preside
Portage	Prince of Peace (3)	CAS SFC preach (2)
South Haven	Peace (4)	CAS (2) SFC DES preach
St. Joseph	Saron (2)	SFC preach; CAS preach
Three Rivers	St. John (2)	SFC preach CAS preach
Stony Lake Conference		
Fruitport	Edgewood (2)	SFC preach & install; CAS preach & preside
Muskegon	First (1)	CAS preside
Muskegon	Immanuel (2)	DES & CAS preach
Muskegon	Our Savior (7)	SFC (2), CAS (3) & DES (2) preach
Muskegon	Samuel (4)	DES(2) & CAS (2) preach
Muskegon	St. Luke (4)	DES (2) & CAS (2) preach



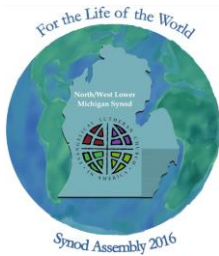
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New Era	Trinity (2)	SFC & CAS preach
Whitehall	Lebanon (4)	SFC CAS & DES (2) preach
Sunrise Conference		
Alpena	Grace (2)	CAS preach and install; DES preach
Alpena	St. Paul (1)	CAS preach
Barton City	Advent (2)	DES preach; CAS preach
Cheboygan	St. Thomas (6)	CAS preach; SFC (2) & DES (3) preach & install
Gaylord	Peace (3)	CAS Chrism Mass (3)
Hagensville	St. John (1)	DES preach
Herron	St. Matthew (1)	DES preach
Millersburg	St. James (3)	DES (2) CAS preach
Ocqueoc	Trinity (3)	DES (2) CAS preach
Oscoda	Hope St. John (2)	DES preach; CAS preach
Posen	Leer (3)	DES preach (2); CAS preach & Install
Spruce	New Life (3)	CAS preach & preside (2); DES preach
Spruce	Spruce (1)	DES preach
Traverse Conference		
Acme	Feast of Victory (2)	CAS & DES preach
Cadillac	Zion (2)	DES & CAS preach
East Jordan	Evangelical (1)	DES preach
Elk Rapids	Calvary (4)	DES preach (2); CAS preside; SFC
Frankfort	Trinity (1)	CAS preach and preside
Grayling	St. John (3)	DES (2) CAS preach
Kaleva	Bethany (3)	CAS SFC & DES preach



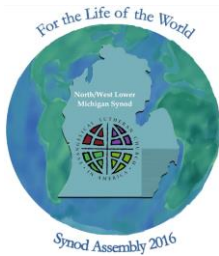
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Lake Ann	Advent (10)	CAS (7), DES (2), SFC preach & preside
Manton	Trinity (5)	CAS DES (4) preach
Northport	Bethany (3)	CAS preach & preside (2); SFC preside & council
Petoskey	Cross Christ (2)	CAS preach & preside; DES preach
Roscommon	Messiah (2)	SFC & DES preach and install
Suttons Bay	Immanuel (2)	CAS preach (2)
Traverse City	Bethlehem (3)	CAS preach (2); SFC preach & install

2015-16 Snapshot of Synod Engagement within Congregations

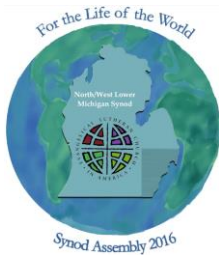
Bay Conference		
Au Gres	St. Paul	Council workshop
Bay City	Messiah	Pastor serves as Synod Global Mission Committee chair; member serves as Synod Living Fire Ministries chair
Bridgeport	St. Matthew	Pastor serves as Synod Worship Committee chair
East Tawas	Grace	Member serves on Synod Consultation Committee; use Synod Trapp grant for “Coats/Mittens for Kids” activity
Freeland	Zion	
Gladwin	Christ the King	Completed Call Process; Council workshop; use Synod Trapp grant for “Backpack Buddies” and food distribution; use PEC grant for mobile food pantry; member serves on Synod Council
Marlette	Hope	Pastor serves on Synod Consultation Committee and as 2016 Synod Assembly Credentials Committee chair
Midland	St. Timothy	Pastor serves on Synod Consultation Committee; Catechumenate process
Midland	Trinity	In Call Process – congregational meeting scheduled; member serves as Synod Vice President
Mt. Pleasant	Immanuel	Synod Desk location; use Synod Campus Ministry grant (Central Michigan University); member serves on Synod Council
Rhodes	Hope	
Rose City	Prince of	Pastor serves as Conference Dean



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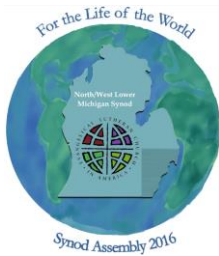
	Peace	
Saginaw	Ascension	Use PEC grant for Back to School Fair; Pastor serves as Synod Nominations Committee chair; Pastor serves on Synod Discipline Committee
Saginaw	Faith	In Call process - preparing MSP; “Open Hearts, Open Church” consultation
Saginaw	Our Savior	In Call process - preparing MSP; working on geographic Parish
Saginaw	Resurrection	In Call process - preparing MSP; working on geographic Parish; Synod Campus Ministry grant (Saginaw Valley State University)
Saginaw	St. John	Working on geographic Parish; Pastor serves on Synod Discipline Committee
Saginaw	Zion	In ELCA Partnership Process – Redevelopment
Unionville	St. Peter	Use PEC grant for youth ELCA Camp Ministry
Vassar	Grace	
Capital Conference		
Charlotte	Peace	In Lutheran-Episcopal partnership
Coldwater	Reformation	
Dewitt	Christ United	In Lutheran-Episcopal partnership
East Lansing	St. Paul	Completed Call Process; Council workshop
East Lansing	University	Use Synod Campus Ministry grant (Michigan State University); use PEC grant for shopping carts; member serves on Synod Council
Grand Ledge	Immanuel	
Hillsdale	Trinity	Pastor serves on Synod Council; Council workshop; “Open Hearts, Open Church” consultation
Jackson	Immanuel	Completed Call Process; Area strategy; member serves on Synod Discipline Committee
Jackson	St. James	
Lansing	Bethlehem	Call Process
Lansing	Calvary	In ELCA Partnership Process – Ministry Adjustment
Lansing	Grace	
Lansing	Redeemer	Use PEC grant for “Ease the Burden of Life” activity
Lansing	St. Stephen	Synod office location; in ELCA Partnership Process – Ministry Adjustment; Pastor serves as Conference Dean
Mason	All Saints	In Call Process - interviewing



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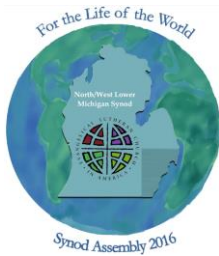
Michigan Center	Christ	In Call Process - interviewing
Okemos	Faith	Completed Call Process; “Open Hearts, Open Church” consultation
Grand Rapids Conference		
Comstock Park	Zion	Catechumenate process; partnership with Hope; pastor serves as Conference Dean
Edmore	Our Savior’s	Completed Call Process
Gowen	Settlement	Partnership with St. Paul
Grand Rapids	Bethlehem	Use PEC grant for “Helpful Charity”
Grand Rapids	Faith	Member serves as Synod Treasurer; member serves on Synod Council
Grand Rapids	St. Luke’s	Hosted Anti-Racism event
Grand Rapids	Trinity	Completed call process; PEC grant for congregational partnership
Greenville	St. Paul	Partnership with the Settlement
Hastings	Grace	In Call Process - interim ministry
Holland	Good Shepherd	Leadership development workshop
Holland	Peace	Pastor serves on Synod Council; in ELCA Partnership Process – North Ottawa Lutheran Community, Grand Haven – Synodically Authorized Worshipping Community Explore; Catechumenate process; use PEC grant for “Sack Suppers”; pastor serves on 2016 Synod Assembly Technology Team
Hudsonville	Bread of Life	
Kent City	Mamrelund	Use PEC grant for tables-food pantry; mission support consultation
Kentwood	Ascension/Holy Cross	In Lutheran-Episcopal partnership; use PEC grant for “Diaper Depot”
Rockford	Hope	Completed Call Process; in partnership with Zion
Sidney	Faith	In Call Process - exploring partnership with Episcopal congregation
Sparta	Peace	
Woodland	Zion	In Call Process - intro ministry
Wyoming	Christ	Host Christ Sudanese Synodically Authorized Worshipping



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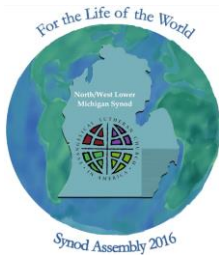
		Community
Wyoming	Christ Sudanese	ELCA Partnership Process – Synodically Authorized Worshipping Community
Wyoming	Gethsemane	
Jack Pine Conference		
Big Rapids	Immanuel	In Call Process - call accepted
Lake City	St. John	Council workshop
Le Roy	Zion	Under Synod administration
Ludington	Bethany	In ELCA Partnership Process (with Grace Episcopal); Area Ministry Strategy Application; use Trapp grant for “Back to School Blowout”; pastor serves as Conference Dean
Ludington	Emanuel	
Ludington	Victory Trinity	
Reed City	St. Paul	
Tustin	Augustana	Renewal/transformation (with Zion – Emmanuel, Leroy)
Kalamazoo Conference		
Allegan	Immanuel	In Call Process - interim ministry
Baroda	St. John	Council workshop
Battle Creek	St. Peter	In Call Process - awaiting candidate; exploring the relationship with Trinity
Battle Creek	Trinity	In ELCA Partnership Process – Redevelopment; exploring relationship with St. Peter; Catechumenate process; pastor serves on 2016 Synod Assembly Credentials Committee
Constantine	Messiah	Pastor serves on Synod Council and as Synod Constitution Committee chair
Kalamazoo	Savior	Synod desk location; use Synod Campus Ministry grant (Western Michigan University)
Kalamazoo	Trinity	Member serves as Synod Secretary; member serves on Synod Discipline Committee
Niles	Holy Trinity	
Plainwell	Hope	Pastor serves as Conference Dean; use PEC grant for “Bridges of Hope”
Portage	Lord of Life	Use PEC grant for re-entry ministry
Portage	Prince of Peace	In Call process - call committee training; use PEC grant for re-entry ministry; member serves on Synod Council
South Haven	Peace	Catechumenate process; use PEC Grant for baby pantry; pastor



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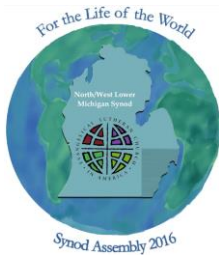
		serves on 2016 Synod Assembly Technology Team; pastor serves on Synod Consultation and Nominating Committees
St. Joseph	Saron	Pastor serves on Synod Council and as Synod Candidacy Committee chair; member serves on Synod Council
Three Rivers	St. John	
Stony Lake Conference		
Fruitport	Edgewood	Pastor serves as “Open Hearts, Open Church” Task Force co-chair
Muskegon	First	Pastor serves as chair of 2016 Synod Assembly Reference & Resolutions Committee
Muskegon	Immanuel	In Call Process - discerning future; in partnership with St. Luke; Mission and Vision consultation
Muskegon	Our Savior	In ELCA Partnership Process – Redevelopment; leadership development workshop; member serves on Synod Council; member serves as “Open Hearts, Open Church” Task Force co-chair; member serves on Synod Discipline Committee
Muskegon	Samuel	Mission, vision, endowment consultation
Muskegon	St. Luke	In Call Process - discerning future; partnership with Immanuel
New Era	Trinity	Use PEC grant for food pantry
Whitehall	Lebanon	Pastor serves as Conference Dean
Sunrise Conference		
Alpena	Grace	
Alpena	St. Paul	Member serves on Synod Discipline Committee; use Synod Trapp grant for Interface education program
Barton City	Trinity	
Cheboygan	St. Thomas	In Call process - interviewing
Gaylord	Peace	Use Synod Trapp grant for Gaylord community meals, the refuge, and LWR quilting group
Hagensville	St. John	
Herron	St. Matthew	Synod desk location
Millersburg	St James	In Call process - discerning future; partnership with Trinity
Ocqueoc	Trinity	In Call process - discerning future; partnership with St. James
Oscoda	Hope St. John	Lutheran-Episcopal partnership
Posen	Leer	



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Spruce	New Life	Pastor serves as Conference Dean; Pastor serves on Synod Discipline Committee
Spruce	Spruce	In Call process - awaiting candidate identification
Traverse Conference		
Acme	Feast of Victory	In Call process - awaiting candidate identification; member serves on Synod Council
Cadillac	Zion	Member serves on Synod Council
East Jordan	Evangelical	
Elk Rapids	Calvary	In Call process - awaiting candidate identification; in Lutheran-Episcopal partnership; use Synod Trapp grant for back-to-school program, coats and boots, Acme Thrift Store, and mental health Christmas party
Frankfort	Trinity	In Bridge Building process
Grayling	St. John	Use Synod Trapp grant to send kids to camp
Kaleva	Bethany	In Call process - interviewing; use Synod Trapp grant for food pantry
Lake Ann	Advent	Synod Desk location; in Call Process - transitional pastor; in ELCA Partnership Process – Fast Growing Congregations; use Synod Trapp grant for Youth Leadership Training; use PEC grant for Light 201 activity
Manton	Trinity	
Northport	Bethany	In Call process - awaiting candidate identification; in Lutheran-Episcopal partnership
Petoskey	Cross Christ	
Roscommon	Messiah	Use Synod Trapp grant for community meals and midwinter boost; use PEC grant for community dinners; member serves on Synod Council; member serves on Synod Discipline Committee
Suttons Bay	Immanuel	Pastor serves as Conference Dean
Traverse City	Bethlehem	Use Synod Trapp grant for TWINS and youth mission scholarship



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Report of the Synod Vice President Sandy Schlesinger

Jesus said to them, "I am the bread of life; whoever comes to me shall not hunger, and whoever believes in me shall never thirst..." John 6:35



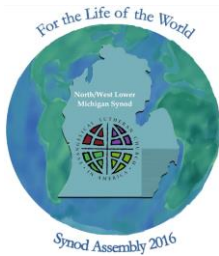
As per the constitution, the primary focus of the synod Vice President is to serve as chair of the Executive Committee and Synod Council. In addition to the bishop, serving with me as the "Board of Directors" for our synod between assemblies are:

- **Class of 2016:** Christine Allen (Secretary), Dan Carter (Treasurer), Pr. Dennis Smith, Sandy Altman, and Peggy Burns
- **Class of 2017:** Meredith Ablao, Connor Ashley, Diane Madej, Dan Smith, and Pr. Justin Walker
- **Class of 2018:** Pr. Jessica Hahn, Christine Mwanyika, Pr. Joan Oleson, Molly Smith, Bill Trevarthen, and Linda Wicander
- **Class of 2019:** Bishop Craig A. Satterlee (Bishop) and Sandy Schlesinger (Vice President)

It is a joy to serve as the leader of this diverse group of committed leaders who have given their time and talents to further God's mission across the synod. In particular, I would like to extend my thanks to the members of the Class of 2016 who complete their current terms of service on August 31, 2016 – their leadership and dedication to the work of the synod is truly appreciated!

Areas of strategic focus for the Executive Committee and Synod Council over the past year included . . .

- Attended Consultation and Discipline Committee Workshop led by ELCA Secretary The Rev. Wm. Chris Boerger
- Approved amendment to Synod Constitution to increase the synod's Consultation Committee from 6 to 12 persons
- Authorized 1-yr exploration of a new Synodically Authorized Worshiping Community in Grand Haven/Spring Lake
- Supported strategic updates made to the North/West Lower MI Call Process Manual
- Endorsed ELCA grant proposals – including new synodical renewal team to support congregations in renewal processes.
- In response to closure of the NWLM/SEMI Michigan Campus Ministry Board, led transition of campus ministry funding for colleges and universities in our synod to a new grant program (based on "best practices" in similar synods)
- Endorsed proposal from the Bishop regarding guidelines for pastors called by the synod to perform marriages in consultation with the called pastor of the congregation where the person or persons belong

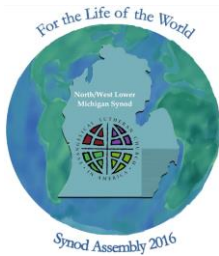


For the Life of the World

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- Approved updated names for Synod Committees within the synod constitution to be consistent with ELCA guidance
- Approved formation of the Open Hearts, Open Church Task Force within the synod's Publically Engaged Church Table
- Approved creation of a new N/W Lower Michigan Synod Disaster Relief Fund
- Finalized new Synod Vehicle and Conflict of Interest Policies and updated NWLM Synod Employee Guidelines
- Developed pending recommendation for disposition of remaining "Making Us One" and "To Whom Shall We Go" funds based on review of historical records, guidance from external Auditors and in consultation with legal counsel
- Finalized recommended 2017 N/W Lower MI Synod Compensation Guidelines for approval at the 2016 Synod Assembly
- Led 2015 performance reviews and 2016 compensation management for synod staff (called, support, and deployed)
- Called Pr. Chrysanne Timm to a new part-time Assistant to the Bishop for Synod Life position (starting Jan. 2016)
- Continued to partner with, encourage, and support Bp. Craig Satterlee, Asst. to the Bishop Pr. Sarah Friesen-Carper, Asst. to the Bishop Pr. Chrysanne Timm, and Asst. to the Bishop / Dir. of Evangelical Mission Pr. David Sprang as they carry out their strategic and constitutional responsibilities across the synod and beyond on behalf of all congregations.
- Fulfilled many other responsibilities including: roster / congregation / conference changes, changes to synod and/or congregation constitutions, budget development and fiduciary oversight, appointments for open synod committee / board positions, synod assembly preparation, providing support for synod events, and so on . . .

Our synod is a giving one – with caring, passionate, and talented lay and rostered leaders working together to fill the "hunger" and quench the "thirst" of our congregation members (youth and adult), our communities, our global mission partners, and so many more in need across the world. Our ministries and efforts across the "Mitten" are important and are truly making an impact. Let's keep up the good work together!



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2016 North/West Lower Michigan Synod Assembly
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Synod Council: Updated March 28, 2016

Executive Committee

SATTERLEE Rev. Dr. Craig A., Bishop
Home Church: St. Stephen - Lansing
6-yr term, exp. 8/31/19 (first term)
North/West Lower Michigan Synod
2900 N. Waverly Road
Lansing, MI 48906
517-321-5066 (w) (synod office)
517-321-2632 (fax)
bishopcraigsatterlee@mittensynod.org

SCHLESINGER Ms. Sandy, Vice President
Home Church: Trinity - Midland
4-yr term, exp. 8/31/19 (second term)
5804 Woodcliff Drive
Midland, MI 48640
989-859-7843 (c)
sjschlesinger@dow.com

ALLEN Ms. Christine E. (Chris), Secretary
Home Church: Trinity - Kalamazoo
4-yr term, exp. 8/31/16 (first term)

CARTER Mr. Daniel (Dan), Treasurer
Home Church: Faith - Grand Rapids
4-yr term, exp. 8/31/16 (first term)

SMITH Rev. Dennis, Member-at-Large
Home Church: Messiah - Constantine
3-yr term, exp. 8/31/16 (second term)

Synod Council Members

ABLAO Ms. Meredith
Home Church: Prince of Peace - Portage
2-yr term, exp. 8/31/17 (first term)

ALTMAN Ms. Sandy
Home Church: St. John - Grayling
3-yr term, exp. 8/31/16 (first term)

ASHLEY Mr. Connor
Home Church: Saron - St. Joseph
2-yr term, exp. 8/31/17 (second term)

Synod Council Members (continued)

BURNS Ms. Peggy
Home Church: Feast of Victory - Acme
3-yr term, exp. 8/31/16 (first term)

HAHN Rev. Jessica
Home Church: Trinity - Hillsdale
3-yr term, exp. 8/31/18 (first term)

MADEJ Ms. Diane
Home Church: Our Savior's - Muskegon
3-yr term, exp. 8/31/17 (first term)

MWANYIKA Ms. Christine
Home Church: Faith - Grand Rapids
3-yr term, exp. 8/31/18 (first term)

OLESON Rev. Joan
Home Church: Saron – St. Joseph
3-yr term, exp. 8/31/18 (second term)

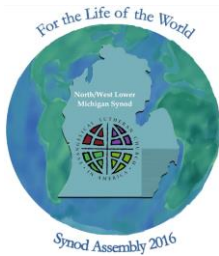
SMITH Mr. Dan
Home Church: Zion - Cadillac
3-yr term, exp. 8/31/17 (first term)

SMITH Ms. Molly
Home Church: Christ the King - Gladwin
3-yr term, exp. 8/31/18 (first term)

TREVARTHEN Mr. William (Bill)
Home Church: University – East Lansing
3-yr term, exp. 8/31/18 (first term)

WALKER Rev. Justin
Home Church: Peace - Holland
3-yr term, exp. 8/31/17 (first term)

WICANDER Ms. Linda
Home Church: Immanuel – Mt. Pleasant
3-yr term, exp. 8/31/18 (first term)



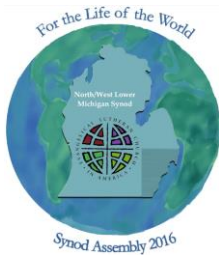
For the Life of the World

2016 North/West Lower Michigan Synod Assembly
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2015-16 Synod Council and Synod Leaders

- | | |
|--|--|
| 1. Asst. to the Bishop – Pr. Chrysanne Timm | 12. Mr. Daniel Carter |
| 2. Ms. Peggy Burns | 13. Rev. Justin Walker |
| 3. Ms. Sandy Altman | 14. Bishop Craig Satterlee (Synod Office) |
| 4. Mr. Dan Smith | 15. Mr. Bill Trevarthen |
| 5. Ms. Molly Smith (with #6) | 16. Asst. to the Bishop – Pr. Sarah Friesen-Carper |
| 6. Asst. to the Bishop – Pr. David Sprang | 17. Ms. Meredith Ablao (with #15) |
| 7. Ms. Sandy Schlesinger | 18. Ms. Christine Allen |
| 8. Ms. Linda Wicander | 19. Rev. Joan Oleson |
| 9. Ms. Diane Madej | 20. Mr. Connor Ashley |
| 10. Ms. Christine Mwanyika (with #12) | 21. Rev. Jessica Hahn |
| 11. Synod Attorney – Ms. Dawn Brackmann (with #12) | 22. Rev. Dennis Smith |





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2016 North/West Lower Michigan Synod Assembly

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Summary of Synod Council and Executive Committee Actions

Executive Committee Actions

(EC = Executive Committee In-Person Meeting; ECC = Executive Committee Conference Call Meeting)

Motion EC15.09.01

To recommend that Synod Council approve the following disposition of remaining “Making Us One” and “To Whom Shall We Go” funds (pending approval from Synod Auditors and Synod Attorney):

1. Payback the synod’s General Fund for expenses related to the campaigns that were paid from this fund;
2. Hold the residual in reserve until a final plan for allocation is approved; and
3. Send a letter of notification to all contributors and congregations regarding final disposition of these funds by February 1, 2016 (if action at the 2016 Synod Assembly is needed; otherwise alternative timing is to be determined).

Bishop Craig Satterlee/Second Ms. Christine Allen

Adopted

Motion EC15.09.02

To recommend that Synod Council send a small evaluation team to Michigan State University and Western Michigan University to meet with their Campus Ministry teams for the purpose of gathering information to evaluate their function and operation in light of the decision by the Michigan Campus Ministry Board to disband.

Ms. Sandy Schlesinger/Second the Rev. Dennis Smith

Adopted

Motion EC15.09.03

To recommend that Synod Council continue to fund Campus Ministry through the end of the current fiscal year – January 31, 2016.

The Rev. Dennis Smith/Second Ms. Sandy Schlesinger

Adopted

Motion ECC15.11.02

To pursue a part-time Assistant to the Bishop for Synod Life and an Executive Assistant to the Bishop based on the job descriptions reviewed and discussed.

Bishop Craig Satterlee/Second the Rev. Dennis Smith

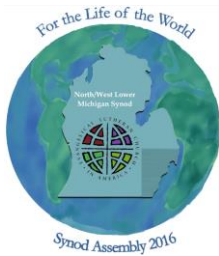
Adopted

Motion EC15.11.02

To recommend, per ELCA guidelines, that Synod Council direct the bishop to develop and conduct a process of re-authorization of all Synodically Authorized Ministers (SAMs). The process developed by the bishop will be reviewed and approved by the Executive Committee of the Synod Council prior to implementation.

The Rev. Dennis Smith/Second Mr. Dan Carter

Adopted (1 Abstention)



For the Life of the World

2016 North/West Lower Michigan Synod Assembly

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Motion EC15.11.03

To recommend that Synod Council approve the 3% base salary increases for the 2016-17 fiscal year (beginning February 1, 2016) for administrative support staff and deployed staff.

Ms. Sandy Schlesinger/Second Mr. Dan Carter

Adopted

Synod Council Actions

(SC = Synod Council In-Person Meeting; SCC = Synod Council Conference Call Meeting)

Motion SC15.09.01

The North/West Lower Michigan Synod Council authorizes the synod to enter into a 1-year partnership with the ELCA Congregational and Synodical Mission Unit and Peace Lutheran Church in Holland, MI to explore the possibility of establishing a Synodically Authorized Worshipping Community in Grand Haven/Spring Lake. Synod Council funding and leadership support within this partnership will be managed by the New and Redeveloping Congregations Table.

Bishop Craig Satterlee/Second the Rev. Dennis Smith

Adopted (1 Abstention)

Motion SC15.09.02

To approve changing the names of Synod Committees to the following:

Current Committee Name

Multi-Cultural Ministry Committee
Christian Education Committee
Witness/Evangelism Committee
Outreach Committee
Church in Society Committee

New Committee Name

Multi-Cultural Ministry Table
Faith Formation Table
Renewing Congregations Table
New and Redeveloping Congregations Table
Publically Engaged Church Table

In addition, approve changing the name and description of the Financial Support Committee to the following:

Current: Financial Support Committee

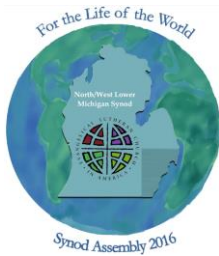
This committee oversees stewardship consultations with the congregations each year. It also assists with the synod's budget formation. It acts as a catalyst and advocate for programs and resources beneficial for stewardship growth within the congregation(s).

Recommended Change: Mission Support Table

Provides mission support consultations with congregations, acts as a catalyst and advocate for programs and resources to encourage individual support of congregations, congregational support of Synod, synodical support of ELCA; Mission Interpreters encourage congregations to engage with their own communities by telling the stories of what God is doing in the world.

Ms. Sandy Schlesinger/Second the Rev. Dennis Smith

Adopted



For the Life of the World

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Motion SC15.09.03

To send a small evaluation team to Michigan State University and Western Michigan University to meet with their Campus Ministry teams for the purpose of gathering information to evaluate their function and operation and to review the Call or Contract status in light of the decision by the Michigan Campus Ministry Board to disband.

Executive Committee/Second Mr. Bob Taylor

Adopted (1 Abstention)

Motion SC15.09.04

To discontinue funding the Michigan Lutheran Campus Ministry Board through the end of the current fiscal year – January 31, 2016.

Executive Committee

Adopted (1 Abstention)

Motion SC15.09.06

To approve the Crowne Plaza Hotel in Grand Rapids, MI as the site for the 2016 Synod Assembly from May 15-17, 2016.

Bishop Craig Satterlee/Second Ms. Diane Madej

Adopted

Motion SC15.09.07

To appoint James Allen to fill the Lay Male open position (term ending 8/31/21) on the Synod Committee on Discipline.

The Rev. Joan Oleson/Second Mr. Dan Smith

Adopted

Motion SC15.09.08

To appoint Abraham Mach to fill the 2016 Churchwide Assembly open voting member position for a Person of Color/First Language other than English.

Ms. Sandy Schlesinger/Second Mr. Connor Ashley

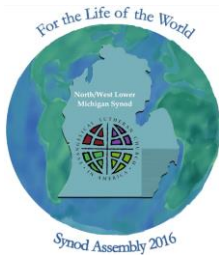
Adopted

Motion SC15.09.09

To accept the revised constitutions from the following congregations for archival: St. Matthew's – Bridgeport; Ascension – Saginaw.

The Rev. Dennis Smith/Second Mr. Dan Smith

Adopted



For the Life of the World

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Motion SC15.09.10

To appoint the following people to a 2-year term ending August 31, 2017 on the Synod Nominating Committee in accordance with Section S9.03.01 of the synod constitution: the Rev. Sarah Samuelson – Trinity-New Era, Stony Lake Conference; Mr. Patrick Blanchard – Christ-Wyoming, Grand Rapids Conference; and Ms. Joan Hartwig – St. Thomas-Cheboygan, Sunrise Conference.

Ms. Sandy Schlesinger/Second Mr. Bob Taylor

Adopted

Motion SC15.09.11

To endorse the proposal of the Bishop to wit:

Proposal from Bishop Satterlee: 1) pastors called by the synod, including the bishop, will discuss performing marriages in conversation with one another and in consultation with the called pastor of the congregation where the person or persons belong; 2) synod pastors, including the bishop, will make every effort to partner with the called pastor of the congregation; 3) synod pastors, including the bishop, will only officiate at same gender marriages as part of the ministry of congregations that have engaged in conversation and resolved to be open to this ministry. In keeping with current practice, the bishop will 4) inform the Conference of Bishops when he (or one of his assistants) performs a same-gender marriage.

Mr. Dan Smith/Second the Rev. Dennis Smith

Adopted – 1 Nay Vote (Connor Ashley)

While not a roll-call vote, Mr. Ashley requested that his name and vote be noted

Motion SC15.09.12

To approve a change of Roster Status to “Disability” for the Rev. Zachary Nelson.

Bishop Craig Satterlee/Second the Rev. Dennis Smith

Adopted

Motion SC15.09.13

To approve a change of Roster Status from “Disability” to “Retirement” for the Rev. Aaron Sorrels.

Bishop Craig Satterlee/Second Mr. Bob Taylor

Adopted

Motion SC15.09.14

To approve a change of Roster Status to “On Leave from Call” for Ms. Julia Nelson and the Rev. Jonathon Reid and to extend “On Leave from Call” status for 1 year for Ms. C. Lynn Nakamura.

Bishop Craig Satterlee/Second Bob Taylor

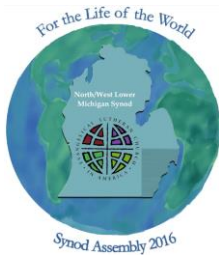
Adopted

Motion SC15.09.15

To approve a change of Roster Status to “Retirement” for the following Rostered Leaders: the Rev. Clay Bates, the Rev. Michael Hahn, the Rev. David Mellor, the Rev. Paul Nuechterlein, the Rev. Galen Knutson, and Ms. Sally Franz.

Bishop Craig Satterlee/Second the Rev. Justin Walker

Adopted



For the Life of the World

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Motion SC15.09.16

To appoint the following people to serve on the Mission Endowment Committee with the Synod Bishop and Treasurer (refer to previous Motion SC15.04.16 for Committee scope): the Rev. Shirley Ross-Jones, Clergy Female; Mr. Dan Smith, Lay Male; Ms. Rebecca Bossenbroek, Lay Female.

Bishop Craig Satterlee/Second Ms. Peggy Burns

Adopted

Motion SC15.09.17

To recommend that Synod Assembly approve changing Bylaw S11.02.01 from “The Consultation Committee shall consist of six persons, half ordained ministers and half laypersons.” To “The Consultation Committee shall consist of twelve persons, half ordained ministers and half laypersons.

Bishop Craig Satterlee/Second Mr. Dan Smith

Adopted

Motion SC15.09.18

To approve the Open Hearts, Open Church Task Force charter to enable this new synod Task Force to move forward within the synod’s “Publically Engaged Church Table to lead their work as presented.

Ms. Diane Madej/Second Mr. Dan Smith

Adopted

Motion SC15.09.20

To approve the following disposition of remaining “Making Us One” and “To Whom Shall We Go” funds (pending approval from the Synod Auditors and Synod Attorney):

1. Pay back the synod’s General Fund for expenses related to the campaigns that were paid from this fund;
2. Hold the residual in reserve until a final plan for allocation is approved; and
3. Send a letter of notification to all contributors and congregations regarding final disposition of these funds by February 1, 2016 (if action at the 2016 Synod Assembly is needed; otherwise alternative timing is to be determined).

Executive Committee

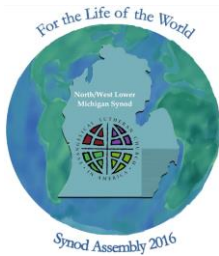
Adopted

Motion SCC15.10.01

To resume funding directly to the three lower peninsula Michigan Lutheran Campus Ministries (MSU, WMU, and UofM) at current levels (\$1195/month for MSU and UofM; \$910/month for WMU) for the remainder of the 2015-2016 fiscal year (October-December 2015, and January 2016).

Ms. Sandy Schlesinger/Second the Rev. Dennis Smith

Adopted (1 Abstention)



For the Life of the World

2016 North/West Lower Michigan Synod Assembly

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Motion SCC15.10.02

To transition to a grant-based campus ministry support model managed within the synod's New & Renewing Congregations Committee (or other suitable governing body within the synod) starting in the 2016-2017 fiscal year.

Ms. Sandy Schlesinger/Second the Rev. Joan Oleson

Adopted

Motion SC15.12.03

Proposed Amendment to Bylaw S11.02.01:

The Consultation Committee shall consist of twelve (12) persons, half ordained ministers and half laypersons. In the event of vacancies on the Consultation Committee between meetings of the Synod Assembly, such vacancies shall be filled by action of the Synod Council Executive Committee. Persons appointed to fill a vacancy shall be subject to election for the remainder of the term of the filled position during the next Synod Assembly.

The Rev. Dennis Smith (Constitution Committee)/Second Ms. Peggy Burns

Adopted

Motion SC15.12.06

To call the Rev. Chrysanne Timm as Synod Transitional Pastor (3/4 time) and Assistant to the Bishop for Synod Life (1/4 time), with the synod paying one-quarter compensation.

Bishop Craig Satterlee/Second Ms. Diane Madej

Adopted

Motion SC15.12.07

Per ELCA guidelines, the Synod Council directs the Bishop to develop and conduct a process of reauthorization of all Synodically Authorized Ministers (SAMs). The process developed by the Bishop will be reviewed and approved by the Executive Committee of the Synod Council prior to implementation.

Executive Committee/Second Ms. Diane Madej

Adopted (1 Abstention)

Motion SC15.12.08

To accept the recommended changes to the 2016-17 budget which includes an overall (approximate) \$60,000 increase to Mission Support to address changes in the Compensation area.

The Rev. Dennis Smith/Second Ms. Diane Madej

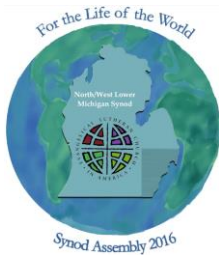
Adopted

Motion SC15.12.09

To recommend that Synod Council approve designation of 2016 Housing Allowances for Called Staff: Bishop Craig Satterlee: \$45,000; the Rev. Sarah Friesen-Carper: \$12,000.

Ms. Sandy Schlesinger/Second the Rev. Justin Walker

Adopted (1 Abstention)



For the Life of the World

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Motion SC15.12.10

To approve 3% base salary increases for the 2016-17 fiscal year (beginning February 1, 2016) for administrative support staff and deployed staff.

Executive Committee/Second the Rev. Jessica Hahn

Adopted

Motion SC15.12.11

To support the Mission Storyteller ministry through funding at the level of \$3,500 in 2016 (with a grant for \$3,500 covering the remaining efforts) and at the full level of \$7,000 in 2017.

Bishop Craig Satterlee/Second the Rev. Joan Oleson

Adopted

Motion SC15.12.12

To recommend that the bishop appoint Pr. Sarah Samuelson, Pr. Kjersten Priddy, and Mr. Michael Holman to 3-year terms on the New and Renewing Mission Table.

Ms. Sandy Schlesinger/Second the Rev. Jessica Hahn

Adopted

Motion SCC16.02.02

To receive the revised constitution of Lord of Life Lutheran Church in Portage for archival by the synod.

The Rev. Dennis Smith (Constitution Committee)/Second the Rev. Jessica Hahn

Adopted

Motion SCC16.02.03

To approve the alignment of Zion Lutheran in Cadillac, MI from the Jack Pine Conference to the Grand Traverse Conference.

Bishop Craig Satterlee/Second Ms. Peggy Burns

Adopted

Motion SCC16.02.04

To approve the transition of Zion Lutheran Church in LeRoy, MI to Synodical administration.

Bishop Craig Satterlee/Second Ms. Linda Wicander

Adopted

Motion SCC16.02.05

To support the updates made to the North/West Lower Michigan Synod Call Process Manual.

Bishop Craig Satterlee/Second Ms. Christine Mwanyika

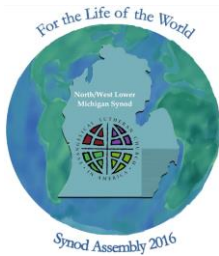
Adopted

Motion SCC16.02.06

To extend "On Leave from Call" status for 1 year for Ms. C. Lynn Nakamura.

Bishop Craig Satterlee/Second the Rev. Jessica Hahn

Adopted



For the Life of the World

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Motion SCC16.02.07

To extend “On Leave from Call” status for 1 year for Ms. Kim Winchell.

Bishop Craig Satterlee/Second the Rev. Joan Oleson

Adopted

Motion SCC16.02.08

To appoint Pr. Elizabeth Retz to fill the open Clergy Female position (term ending 8/31/19) on the Synod Consultation Committee.

Bishop Craig Satterlee/Second Ms. Christine Mwanyika

Adopted

Motion SCC16.02.09

To endorse the North/West Lower Michigan Synod’s proposal for a synodical renewal team and funding for its training to move forward within the ELCA grant process.

Ms. Linda Wicander/Second Ms. Sandy Altman

Adopted

Motion SCC16.02.10

To approve the creation of a new North/West Lower Michigan Synod Disaster Relief Fund In accordance with the proposal from Synod Staff.

Bishop Craig Satterlee/Second Ms. Molly Smith

Adopted

Motion SCC16.02.11

To approve the 2016 Synod Assembly preliminary agenda to move forward for action by the Assembly.

Bishop Craig Satterlee/Second Ms. Christine Mwanyika

Adopted

Motion SCC16.02.12

To designate that the 2016 Synod Assembly offerings be split evenly between ELCA World Hunger and the North/West Lower Michigan Synod Disaster Fund.

Bishop Craig Satterlee/Second Mr. Bill Trevarthen

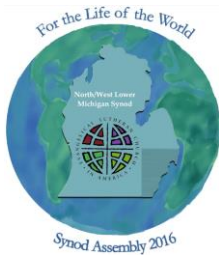
Adopted

Motion SCC16.02.13

To approve the Comfort Inn & Suites in Mt. Pleasant, Michigan as the site for the 2017 Synod Assembly from Sunday, May 21, 2017 through Tuesday, May 23, 2017.

Ms. Sandy Schlesinger/Second Ms. Sandy Altman

Adopted



For the Life of the World

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Motion SCC16.02.14

To approve the proposed 2017 North/West Lower Michigan Synod Compensation Guidelines to move forward to the 2016 Synod Assembly for final approval.

Ms. Sandy Schlesinger/Second Ms. Christine Mwanyika
Adopted

Motion SCC16.02.15

To approve the new North/West Lower Michigan Synod Vehicle Policy.

Ms. Sandy Schlesinger/Second Ms. Peggy Burns
Adopted

Motion SCC16.02.16

To approve the new North/West Lower Michigan Synod Conflict of Interest Policy.

Ms. Sandy Schlesinger/Second the Rev. Dennis Smith
Adopted

Motion SCC16.02.17

To approve the proposed 2017-18 fiscal year budget to move forward for action at the 2016 Synod Assembly.

Mr. Dan Carter/Second the Rev. Joan Oleson
Adopted

Motion SCC16.02.18

To approve the change to the Health Insurance, Disability, and Pension line item in the current 2016-17 fiscal year budget as presented.

Mr. Dan Carter/Second the Rev. Joan Oleson
Adopted

Motion SC16.04.03

To extend “On Leave from Call” status for 1 year for Pr. Amy Luckey.

Bishop Craig Satterlee/Second Ms. Diane Madej
Adopted

Motion SC16.04.04

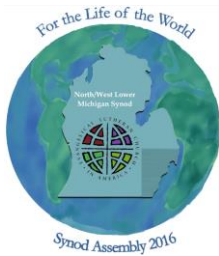
To grant “On Leave from Call” status for 1 year for Pr. Jonathan Reid.

Bishop Craig Satterlee/Second Ms. Christine Mwanyika
Adopted

Motion SC16.04.05

To grant “On Leave from Call” status for 1 year for Pr. Jeffrey Bonn.

Bishop Craig Satterlee/Second the Rev. Joan Oleson
Adopted



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Motion SC16.04.06

To disband the Jack Pine conference, effective September 1, 2016, and reassign member congregations as follows:

<u>City</u>	<u>Congregation</u>	<u>New Conference</u>
Big Rapids	Immanuel	Grand Rapids
Lake City	St. John	Traverse
Le Roy	Zion	Traverse
Ludington	Bethany	Stony Lake
Ludington	Emanuel	Stony Lake
Ludington	Victory Trinity	Stony Lake
Reed City	St. Paul	Traverse
Tustin	Augustana	Traverse

Bishop Craig Satterlee/Second Ms. Diane Madej
Adopted

Motion SC16.04.07

To approve the 2016 Nomination Slate to move forward to Synod Assembly as presented.

Ms. Sandy Schlesinger/Second Ms. Diane Madej
Adopted

Motion SC16.04.08

To appoint the following synod members to serve on the 2016 Synod Assembly Reference & Resolutions committee: The Rev. Bill Uetrict (Muskegon), Chair; the Rev. Erick Johnson (Michigan Center); Mr. Harold Sollenberger; the Rev. Betsy Kamphuis (Greenville).

Ms. Sandy Schlesinger/Second the Rev. Jessica Hahn
Adopted

Motion SC16.04.09

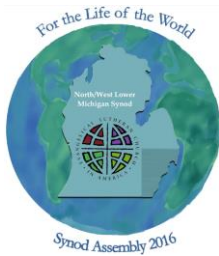
To appoint the following synod members to serve on the 2016 Synod Assembly Credentials committee: The Rev. Chris Laughlin (Marlette), Chair; the Rev. Kjersten Priddy (Battle Creek); Mr Dan Smith; Ms. Carole Grimley.

Ms. Sandy Schlesinger/Second the Rev. Dennis Smith
Adopted

Motion SC16.04.10

To appoint the following synod members to serve on the 2016 Synod Assembly Elections committee: The Rev. Chrisy Bright, Chair; the Rev. Kent Lee (Suttons Bay); the Rev. Dana Hendershot (Mt. Pleasant).

Ms. Sandy Schlesinger/Second Ms. Molly Smith
Adopted



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Motion SC16.04.11

To adopt Continuing Resolution S11.01.A16 (see below) to replace By Law S11.01.06 pending approval of 2016 Synod Assembly to delete By Law S11.01.06.

S11.01.A16. The Synod Council in partnership with the Southeast Michigan (“SEMI”) Synod shall maintain a corporation under the title of Michigan Lutheran Campus Ministry, Inc. Its purpose and management shall be to provide for distribution of any funds, contributions or bequests received in support of ELCA Lutheran campus ministry within communities of higher education in the lower peninsula of Michigan.

The Rev. Dennis Smith/Second the Rev. Justin Walker

Adopted

Motion SC16.04.12

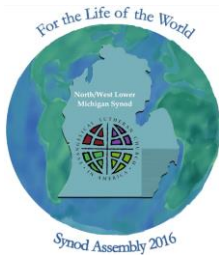
To approve the 2016 Sabbatical plan, for up to 12 weeks in duration, for Assistant to the Bishop Pr. David Sprang.

Ms. Sandy Schlesinger/Second the Rev. Dennis Smith

Adopted

Respectfully submitted,
Christine E. Allen

Secretary, North/West Lower Michigan Synod



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Anniversary Recognitions - Synod Assembly 2016

Celebrating 25 years of Rostered Ministry

- The Rev. James A. Foster
- The Rev. Janice G. Hite
- The Rev. Martha H. Stuart
- The Rev. Paul Sutter
- The Rev. Ruth Overdier
- The Rev Sarah J. Samuelson

Celebrating 35 years of Rostered Ministry

- The Rev. David C. Mellor
- The Rev. Dawn L. Pooley
- The Rev. Michael S. Hahn
- The Rev. Terry L. Williamson

Celebrating 50 years of Rostered Ministry

- The Rev. Darrell A. Neves
- The Rev. Gerald L. Switzer
- The Rev. Michael J. Anton
- The Rev. Richard A. Anderson

Celebrating 55 years of Rostered Ministry

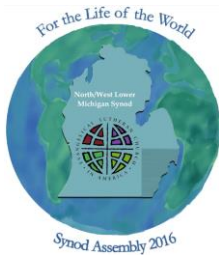
- The Rev. John R. Morris

Celebrating 60 years of Rostered Ministry

- The Rev. Floyd T. Shaffer
- The Rev. Harold J. Uhl
- The Rev. Lewis H. Glick
- The Rev. Lloyd F. Ziebarth

Celebrating 70 years of Rostered Ministry

- The Rev. Raymond W. Bartels



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Congregation Anniversary Celebrations 2016

50 Years (1966)

Calvary Lutheran Church, Lansing

St. Paul Lutheran Church, East Lansing

Lord of Life Lutheran Church, Portage

75 Years (1941)

University Lutheran Church, East Lansing

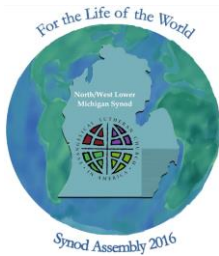
125 Years (1891)

Zion Lutheran Church, Saginaw

150 Years (1866)

Messiah Evangelical Lutheran Church, Constantine

Mamrelund Lutheran Church, Kent City



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Equipping Leaders for Mission and Ministry

Rebecca Bossenbroek, Administrator

The church needs equipped leaders. Scripturally-grounded disciples lead with confidence. Mission-driven disciples energize the church. Spirit-led disciples encourage and empower others. Equipping Leaders for Mission and Ministry is founded on these four guiding principles. We envision a community of scripturally-grounded, mission-driven, spirit-led disciples who support the work of their pastors in their congregations and communities.

Synod Assembly recognizes several participants who have completed the program requirements and who committed to the program under its former name, Lay Ministry Training Program:

- Abraham Mach – Sudanese Christ Lutheran Church, Wyoming
- Kay Meints – St Paul, East Lansing
- Diane Tallman – St Matthew's, Bridgeport
- Robert Tallman – St Matthew's, Bridgeport
- Linda Wicander – Immanuel, Mt Pleasant

The three-year process includes twelve two-day retreats and six skill days. We give thanks for congregations that hosted these events in recent months and for pastors who led us in worship:

- St Stephen, Lansing and Pastor Gary Bunge
- St John, Grayling and Pastor David Blake
- Christ, Wyoming and Pastor Joan Herbon
- Trinity, Frankfort and Pastor Rick Stieve
- St Timothy, Midland and Pastor Elizabeth Retz

We appreciate professors who provide biblical instruction and those who introduce us to areas like grief ministry, ministry with differently-abled disciples, mission interpreter training, ministry to sick and shut-in:

- Professor Walter Taylor - Trinity Lutheran Seminary
- Pastor David Blake – St John, Grayling
- Rev. Mark Stephenson – CRCNA Disability Concerns
- Bill Duggan – St Peter, Battle Creek / NWLMS Mission Interpreter Training Coordinator
- Rev. Dr. Julie Faith Parker – Trinity Lutheran Seminary
- Kathy Bonn, Diaconal Minister, Director of Pastoral Care – Covenant Healthcare, Saginaw

We value the support and guidance of mentors who attend the retreats and facilitate conversation and spiritual growth among participants:

- June Scarborough – New Life Lutheran Church, Spruce
- Patrick Blanchard - Christ, Wyoming
- Diane Madej - Our Savior's, Muskegon



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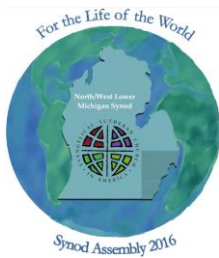
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We also thank the Board of Governors who guide and direct the program:

- Caroline Peterson, Chair - Trinity, New Era
- Craig Anderson - St. Paul, East Lansing
- Pastor Julie Winklepleck – St Paul, East Lansing
- Pastor Sarah Friesen-Carper - Synod Staff Liaison
- Mel White – Bethlehem, Lansing
- Pastor Clay Bates – currently serving Augustana, Tustin and Zion, LeRoy
- Meganne Finerty – Lord of Life, Portage

The administrative staff in the synod office keep things running smoothly behind the scenes. We thank Margie Bauer and Ann Stavros for their gracious support.



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Global Mission Report

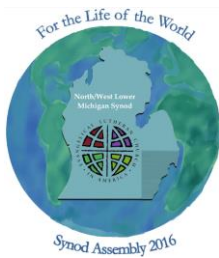
When people think of global mission, they typically remember stories of people going to distant countries to bring the gospel to people who did not know Jesus. Western mission societies abounded and offerings were received to make sure that the “heathens” would be saved. Apparently their efforts were successful. God worked through those faithful servants and the gospel took root all around the world. In fact, the church in the global south is growing at a much faster rate than the church that once sent those missionaries. Global mission is now global partnership as we recognize ourselves to be members of a global church.

The global mission committee works to remind us all of our part in that global church. We continue to support companion synod relationships with three partners: the Papua District of the Evangelical Lutheran Church – Papua New Guinea, the Latvian Evangelical Lutheran Church and the Lutheran Church in Honduras. The most active of those relationships continues to be with Honduras where we are involved in health ministries. Annual trips to Honduras enable us to see the work that is being undertaken and to provide some requested training for the individuals involved. Last summer, young adults from Latvia and Papua New Guinea served on the staff of Living Water Ministries. This program is organized by the outdoor ministry personnel at the ELCA and underwritten through the global mission budget.

The global connections in our synod are not limited to the work of the global mission committee. Five congregations had official missionary sponsorship covenants in 2015: Messiah (Bay City), Trinity (Grand Rapids), Mamrelund (Kent City), Resurrection (Saginaw) and Bread of Life (Hudsonville). Eleven others provided gifts for missionary sponsorships without a formal agreement: Ascension (Saginaw), Bethlehem (Traverse City), Christ the King (Gladwin), Emanuel (Ludington), Faith (Saginaw), First (Muskegon), Peace (South Haven), Prince of Peace (Portage), St. Luke (Grand Rapids), St. Matthew (Bridgeport) and St. Thomas (Cheboygan). Their gifts underwrite the work of ELCA personnel serving churches around the world. Several of these covenants are with Ann Marie Klavano who serves in Papua New Guinea.

Congregations also find ways to engage the global church through avenues beyond direct ELCA involvement.

- Lebanon, Whitehall has served as a summer internship site for seminary students from Slovakia for over twenty years.
- Dawn Brackman (Trinity, Grand Rapids) supports the Neerekshe Trust mission project, founded in June 2000 through much prayer and a desire to bring a Christian presence, quality education, and health care to the people of Muranpur and neighboring villages located in North Karnataka, India.
- The Fluharty Family (Immanuel, Mt Pleasant) drew the attention of their congregation to Orchard Africa which trains and supports local churches in Africa as they provide food and education to children orphaned by the Aids Pandemic.
- Several congregations are involved in projects in Haiti organized by people from their area.



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We believe that there are more global projects underway. Tell us! We would like to create a database and invite others to become involved.

Those of us who serve on the global mission committee are excited about the work that God is doing around the world. We pray that you join us in supporting the work of your ELCA in the many corners of God's world that call us to partnership.

If you want to learn more about the global mission of the church, come to the Global Mission conversation group on Monday afternoon during the synod assembly.

Respectfully submitted,

Andreas Teich



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Living Fire Ministries

We are encouraged as we continue to discern God's Spirit moving within and through us, shaping Living Fire Ministries. Living Fire Ministries provides Christian spiritual formation, spiritual direction, and retreats for Christians who desire a deeper relationship with God and are open to the presence of God in all things. We are blessed with the continuing leadership of Sister Nancy Brousseau, and grateful for her willingness to travel and lead programs throughout the Synod.

At the 2015 Synod Assembly, Living Fire offered a spiritual retreat as one of the afternoon track options. This was an opportunity to slow down, set aside distractions, and enter into a quiet space where we could listen to God more attentively. Eighty assembly voting members and visitors participated in Lectio Divina, Centering Prayer, and creating mandalas as a reflective prayer practice. We are pleased to be offering a track option at the 2016 Synod Assembly as well.

Congregations are invited to contact Living Fire about leading a council retreat. This is not a "business" retreat, but a time of learning to listen attentively to God and one another as we learn how to engage in contemplative dialogue and communal discernment with a desire to become true spiritual leaders for our congregations.

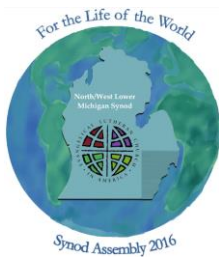
Our Spiritual Formation programs continue to be life-changing experiences for participants. Eleven students are completing the intensive spiritual direction practicum this spring and a new two-year program will begin in the fall of 2016. The Spiritual Foundations one-year program has seven participants and will be offered in two new locations beginning in September, 2016: Grand Rapids and Mount Pleasant. Sr. Nancy led a new program this spring called Inner Compass with 25 participants. This is a four-week course focused on awakening to our God Center, and an excellent introduction to the spiritual formation journey facilitated through Living Fire.

Directed retreats of varying lengths were offered throughout the year. Eleven retreatants participated in the four-day silent retreat in DeWitt in February, twelve retreatants participated in the April Omena retreat, and several others participated in the six-day silent retreat in Conway.

The Living Fire Advisory Board is working on formalizing a governance document for the ministry, seeking examples from other synodical groups with similar characteristics. We are also compiling a list of everyone who has participated in Living Fire programs so we can communicate more directly about opportunities and solicit their support in growing our ministry. I am grateful for the active participation of all current members of the Advisory Board, and their willingness to continue to serve while we work on a more formal structure for electing or appointing new members in the future.

May the living fire of God's Spirit continue to spread within and among us!

Tracy Teich
Chair, Advisory Board



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New and Redeveloping Mission Table

The New and Redeveloping Mission Table is the new name for the Outreach Committee which is one of the established committees of the synod. The mission of the committee is to assist the synod in developing new congregations, redeveloping congregations, and foster continued renewal among all congregations. To better connect with our ELCA counter parts, the name has been changed. This is one of three committees/tables that work directly with the Director of Evangelical Mission and compromise the Mission Table. The other two partner committees are Renewing Mission (Witness and Evangelism) and Mission Support (Stewardship).

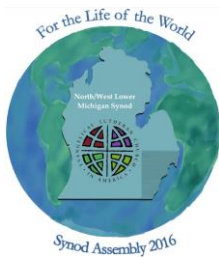
This year the Outreach Committee has:

- accompanied congregation already in the ELCA Partnership Grant process
- begun to walk along side of congregations new to the ELCA Partnership Grant process
- initiated a format for synodical renewal and outreach grants
- oversees a process for applying for Mission Endowment Grants
- continued to support congregations ending the ELCA Partnership Grant process
- awarded grants to the synod supporting The Adult Catechumenate training and Mission Storyteller
- taken over the Campus Ministry Grant program

Congregations in Partnership Processes:

- Redevelopment
 - Trinity, Battle Creek
 - Our Savior's, Muskegon
 - Zion, Saginaw
- Synodically Authorized Worshiping Community
 - Sudanese Christ Lutheran, Wyoming
- New – Synodically Authorized Worshiping Community Explore
 - North Ottawa Lutheran Community, Grand Haven/Spring Lake
- Ministry Adjustment
 - Calvary/St. Stephen, Lansing
- Fast Growing Congregations (ELCA Campaign)
 - Advent, Lake Ann
- New Applications – Area Ministry Strategy
 - Victory Trinity, Bethany. Emmanuel Lutheran and Grace Episcopal, Ludington

A grant has been applied for jointly with SE Michigan to fund Transformational Ministry in Michigan through the ELCA campaign.



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Publicly Engaged Church (PEC)

The PEC (formerly Church in Society Committee) continued to strive to be one of the voices of Advocacy for the Synod. Living in a time of rapid and constant societal, political, economic and spiritual change the PEC worked to help make God's love visible during these changing times. PEC's 2015 goals were the following ---

- Focus on Mental Illness
- Focus on issues of Rankism (Racism, Ageism, Classism, etc.)
- Focus on Criminal Justice
- Focus on issues of Disability
- Focus on Public Education
- Focus on the Poverty
- Focus on Healthcare issues
- Focus on issues of the Environment
- Focus on issues of Sexuality

While the PEC was unable to address every point of Focus, its desire is to keep each goal on the table as it moves forward.

PEC's work is also extended into the Synod through the efforts of the Hunger Task Force (Hunger Team), and Open Hearts, Open Church which works on behalf of, and is a voice of advocacy, for our brothers and sisters in the LGBTQ community.

During 2015 PEC continued to work to meet one of its primary functions --- that of distributing financial resources, on behalf of the Synod, to those congregations which apply for special ministry project funds. The purpose of the funds is to provide "seed" money in the form of grants, which, hopefully, allows for the project to be undertaken. The grants are in line with the Synod's encouragement of congregations to seek creative ways to do ministry.

PEC is well aware of the ELCA's and NWLM's desire, to become a more publicly engaged church. A church which will roll up its sleeves to do God's work in the world especially the work of restoring and reconciling communities. A publicly engaged church pursues justice and seeks peace no matter how long the journey or wide the chasm. Grounded in God's love and forgiveness, a publicly engaged church is well equipped to live and serve here and now, in the world, with all of its complexities, tensions and ambiguities.

As always, PEC continues to seek new members, in addition to our present ones, who will bring energy and insight to the work of the Synod through PEC.

PEC Members:

Diane Madej, Pr. Ellen Schoepf, Lois Neves, Pr. Joan Herbon, Bonnie Johnson, Randy Royalty, Pr. Sarah Friesen-Carper, Pr. Ken Ponds, Pr. Doug Ogden, Pr. Miriam Bunge, Dennis Johnson



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Reformation 500 Report

Next year Lutherans around the world celebrate the 500th anniversary of the Reformation. There are many different ways that your congregation might recognize this historic event. In this report, I share resources with which I have become familiar in the past year.

Travel to Europe

For the wandering souls, there are trips which allow you to walk in the footsteps of Luther. The tour operators assure me that busses will be used. Watch for information about a tour organized by our own Sr. Nancy Brousseau and the Dominican Center Grand Rapids to occur next April. If that one does not work for you, Faith Journeys of Tempe Arizona and Go Collette from Rhode Island have created tours. The latter two are Germany only whereas Sr. Nancy's tour will include Rome.

Educational Resources

For those looking for resources to us in your congregation or your community, Augsburg Fortress has a number of options. Start with [Reformation 500 Sourcebook: Anniversary Resources for Congregations](#) which will be available in June 2016. Included will be a variety of ideas for worship services, learning experiences, music and visual arts, service projects, connections with other Christians, and communication strategies. A CD-ROM of reproducible, customizable content is also included. You may place a pre-order or download a sampler at the Augsburg Fortress website.

They have also recently published [Resilient Reformer: The Life and Thought of Martin Luther](#), a wonderful new biography started by the late Dr. Tim Lull and completed by Dr. Derek Nelson. For youth (or adults who want a fun read), they have recently published an entertaining and educational novel, [When Lightning Struck! The Story of Martin Luther](#). In December 2015, they published [Martin Luther's Ninety-Five Theses: With Introduction, Commentary, and Study Guide](#) by Timothy Wengert.

Whether for a personal collection or congregational library, those with a passion for learning about Martin Luther and the Reformation will want to know about the new six-volume series from Fortress Press, [The Annotated Luther](#). Those who sign up for a standing order for the series will receive a 30% discount.

Another excellent resource for congregations and individuals (especially those who are embarking on armchair or real Reformation study tours) is the recently published [Atlas of the European Reformations](#).

Those who want to make certain they don't miss out on the many Reformation 500 resources being published by both Augsburg Fortress and Fortress Press may use this signup link to receive more information: <http://reformation500.instapage.com/>.



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The Grace Gathering

Consider celebrating the Reformation in New Orleans. The Grace Gathering will take place during the four days of Churchwide Assembly, beginning on Wednesday evening (August 10) and continuing through Saturday morning (August 13). The purpose of the Grace Gathering is to give ELCA members an opportunity to experience the ELCA when it is gathered as the Churchwide Assembly and to learn about the breadth and depth of the ELCA's ministries. The Grace Gathering is also an opportunity for participants to prepare for observing the 500th Anniversary of the Reformation and to explore its significance for life and ministry today.

If you have other ideas or suggestions, please let me know.

Respectfully submitted,
Andreas Teich
Reformation 500 Coordinator



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Seminary Scholarship Committee

In 2003, the Synod Assembly of the North/West Lower Michigan Synod passed a Resolution (E) to authorize the development of a fund and a team to administer money for seminarians who are preparing for rostered ministry in the ELCA. The intent for the fund was to financially assist the non-tuition expenses that are about 2/3 the cost of seminary education. As a result our synod has established two funds that are available to award students: Fund for Leaders in Mission (FFLIM) for tuition only and the Seminary Education Assistance (S.E.A.) for tuition or non-tuition expenses. The Fund for Leaders in Mission can be awarded to those in ELCA seminaries only.

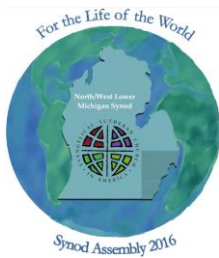
Award recipients for 2015-2016:

- Alex Aivars, first-year student at Lutheran School of Theology at Chicago

We give thanks for the generosity of offering at the 2013 Synod Assembly and special offerings and individual gifts to S.E.A. We encourage congregations and individuals to continue supporting this important ministry.

The scholarship is intended to assist with those preparing for the whole church, so many of those we have assisted are serving in other synods. Those who have been recipients and are serving in our synod currently are:

- Pastor Aaron Werner—St. Luke's/Grand Rapids
- Pastor Dana Hendershot—Immanuel/Mt. Pleasant
- Pastor Alex Steward—Immanuel/Allegan
- Pastor Rheanna Goodrich—St. Paul/Au Gres
- Pastor Chrisy Bright—New Life/Spruce
- Pastor Rob Schmidt—Zion/Freeland



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Youth Ministry

The youth ministry of the North/West Lower Michigan Synod continues to partner with Living Water Ministries and Southeast Michigan Synod. In those partnerships, youth from all over Michigan participated in camping experiences, Leadership Training Schools, the Gathering, the Bass Lake Festival and the National Youth Gathering in Detroit. Both Our bishop, the Rev. Dr. Craig A. Satterlee participated in the Gathering in December.

The National Youth Gathering in Detroit was an amazing and life-changing experience for so many of our youth! A particular highlight was the synod day during which a student band led worship and singing, talented youth leaders from across our synod spoke and shared parts of their own stories in Christ, and Bishop Satterlee preached about how his faith has changed his life. The tag line was “Jesus is Good News!” And we certainly experienced that good news. A huge thanks to Ms. Beth Mundweiler for coordinating so much in the year and months leading up to the event and to Diaconal Minister Julia Nelson who coordinated the Synod Day along with countless others who volunteered and participated. Bishop Satterlee, Pastor David and I really enjoyed ourselves and getting to know more of our amazing youth at that event!

Diaconal Minister Julia Nelson continues in the role of Practice Discipleship Coach for the synod. She is coordinating training events for youth ministry leaders across the synod. Training dates will be published on the synod website and I encourage any who participate in youth ministry to attend.

During the summer of 2015 a youth ministry survey was distributed to every congregation. 19 surveys were returned and the data was compiled and presented to the Synod Council. That data will be used by the newly forming Youth Ministry Table to determine what the synod can do to most support congregations in youth ministry. Rev. Travis Wilson is the Youth Table convener. If you would like to read the youth survey results, please contact me.

As always, I give thanks for the gifted and faithful youth and youth ministers of this synod!

Respectfully submitted: Rev. Sarah Friesen-Carper



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Southeast (SE) and North/West Lower (NWL) Michigan Synods Candidacy Committee Report for 2015

Submitted by: The Rev. John W. Hitzeroth, Secretary

The Michigan Multi-Synodical Committee is the synodical partner for candidates from the two (Lower Peninsula) Michigan Synods. The committee accompanies candidates in their journey toward becoming Ordained Pastors, Associates in Ministry, Deaconesses, and Diaconal Ministers. The path to rostered leadership in the Evangelical Lutheran Church in America is a partnership between candidates, congregations, synods, seminaries, and the churchwide expression of the church. The Candidacy Committee encourages all members of congregations in both synods to identify, nurture, support and encourage persons who possess gifts for rostered ministry in the ELCA.

Committee Decisions

Entrance for Rostered Ministry

NWL: Alex Aivars

SE: Keith Miller, Kenneth Greble, Charles DeReere, Ryan Panzer

Rescinded Entrance Decision

SE: Charles DeReere (11/15)

Endorsement for Ordained Ministry

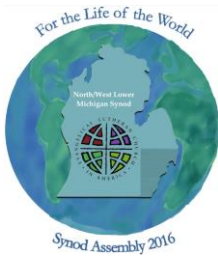
NWL: Rebecca Goche

SE: Mark Fisher (TEEM), Branden Hunt, Kenneth Greble, Karole Langset, Kevin O'Bryan, Kelly Sandin

Approval for Ordination

SE: Kathryn Zwicki

At the end of 2015, there were 24 candidates preparing for ministries in the ELCA from the Southeast and North/West Lower Michigan Synods. There are presently 4 candidates who have been approved for rostered leadership and are either finishing their academic work or are awaiting placements and calls. Please keep these sisters and brothers in ministry in your prayers, as well as the members of the Candidacy Committee who strive to faithfully serve in this process of professional leadership development.



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Committee Membership

Officers: Chair - The Rev. Joan Oleson (NWL); Vice Chair - The Rev. Fred Fritz (NWL); Secretary - The Rev. John Hitzeroth (SE)

NWL: Mr. C.J. Clark, Ms. Diane Madej, the Rev. David Dockweiler, the Rev. Rosanne Anderson, the Rev. Sarah Friesen-Carper (Assistant to the Bishop)

SE: The Rev. Tim Lentner, the Rev. Doris Mars, the Rev. Denise Russell, Ms. Maggie Priestaf, Ms. Lisa Beauvais, the Rev. Barry Osterbur (Director for Candidacy)

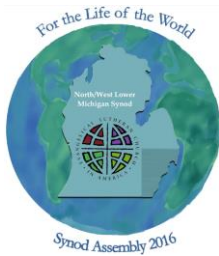
Trinity Seminary Representative: The Rev Dr. Cheryl Peterson (SE)

Region 6 Representative: Marilyn Smith

Changes in committee membership in 2015:

SE: The Rev. Denise Russell appointed; the Rev. Colleen Kamke resigned,

NWL: Ms. Shirley Moerdyk and Mr. Harry Moore – terms ended in 2015; the Rev. Matthew Titus accepted a call to another synod



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Living Water Ministries 2015 Annual Report to Synod Assembly

2015 was a year of transition and renewed focus at Living Water Ministries. The process of site consolidation to our facilities at Stony Lake was completed. A new year round staff structure was implemented that allowed for focus and growth in administration, program development, fundraising, and partnerships. As Living Water Ministries presses forward in bold pursuit of our mission & vision we are mindful of the sacrifices that have been made and excited about the future that is unfolding.

Notable developments in 2015 include:

Michi-Lu-Ca Sale Completed

In the spring of 2015, the sale was finalized for the property at Michi-Lu-Ca. The J.A. Woollam Foundation purchased Michi-Lu-Ca for \$1.5 million, and placed a conservation easement on the property that will protect it in perpetuity. In time, the property of Michi-Lu-Ca will become the home office for Headwaters Land Conservancy a conservation organization currently headquartered in Gaylord, MI.

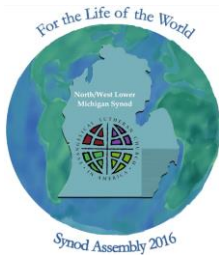
After the sale transaction was completed, the mortgage on the Red Pine Lodge was paid in full and a line of credit was repaid to the bank leaving \$1,253,824.26, which has been invested in the ELCA Pooled Trust.

At the November meeting of the LWM Board of Directors the following motion was passed regarding the proceeds from the sale of Michi-Lu-Ca: *"It is the Board's intention to maintain the integrity of the proceeds from the sale of Michi-Lu-Ca until the development of a strategic plan, master site plan, and bylaws governing the disbursement of the principle. Therefore, until these elements are in place, only the interest from the account may be used according to Board procedures."*

The day to day financial operations of Living Water Ministries have stabilized as a result of consolidating efforts at Stony Lake. The funds received from the sale of Michi-Lu-Ca will provide stability and progress for LWM long term, but will remain protected from use until all elements listed in the above motion are in place. Financial support from LWM donors is still essential for the health of our organization moving forward.

Matching Gift Program Implemented

The mission of Living Water Ministries calls us to serve "all of God's children". In the fall of 2015 we set out to create a fund to forge new partnerships and reach youth unable to afford the cost of camp. Almost immediately two individuals, who value the impact of faith formation at camp, stepped forward to provide \$40,000.00 in matching funds in order that we might raise another \$20,000.00!



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Once this campaign is completed we will have raised a total \$60,000.00 in scholarship funds and impacted the lives of 150 campers with a full tuition scholarship! New ministry partners have been identified and new campers will experience a week of faith formation as result of the generosity of our donors!

Grant Funds Received

In pursuit of our mission and vision, Living Water Ministries hosts a week of camp for high school students called “Bridge Builders.” Bridge Builders is a collaboration of our two ELCA synods in the lower peninsula of Michigan. The goal of our Bridge Builders program is to develop young leaders for the church and world with a raised awareness and understanding of the realities of racism. The camp environment is utilized to form intentional community that grows together and with Christ through this uniquely formative experience.

The Campaign for the ELCA held a grant application cycle for Youth and Young Adult programs in the Fall of 2015. In a highly competitive field of applicants, Living Water Ministries’ grant application was funded in full! \$20,925.00 was awarded so we could expand our Bridge Builders program beyond the borders of Michigan!

New Partnership & Program Formed

Rescue, Release, and Restore is a non-profit that operates out of Shekinah Chapel, an ELCA congregation in Riverdale, IL. For many years, Rescue, Release, and Restore (RRR) has provided phenomenal camp programs for young African American men and women ages 8-17 known as SIMBA and SIMSA. Our 2014 Michigan Gathering speaker, Pastor Yehiel Curry serves at Shekinah Chapel in Riverdale and leads the efforts of Rescue, Release, and Restore.

In the Fall of 2015 Living Water Ministries was invited to partner with Rescue, Release, and Restore to help develop and host their newest camp program MYLA (Multicultural Youth Leadership Academy)! MYLA offers young men and ladies in high school (ages 13-16) a safe space where they will be developed and refined as leaders for a multicultural world. Campers from multiple cultural backgrounds will form community with one another, experience the richness of each culture’s heritage, and develop together as leaders. Participants should already exhibit leadership qualities and will be selected from a field of applicants. Selections will be made to balance ratios between gender and cultures. MYLA will occur at Stony Lake August 5-12th, 2016.



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April 2016

Samaritas | 8131 E. Jefferson Ave. | Detroit, MI 48214 | samaritas.org

Working within our mission of “Serving people as an expression of the love of Christ,” our work in 2016 is focused on attaining our key concepts:

Promoting the dignity of all those we serve, serving the whole person in their natural setting within a robust continuum of care

We maintain our focus on the external drivers which demand our response:

Medicaid Expansion
Medicare Reform
Integrated Care Child
Welfare Reform
Demographic Shifts

Within our lines of service to children, families, senior adults, persons with disabilities and refugees, we work daily toward successful implementation of our *Strategic Priorities*:

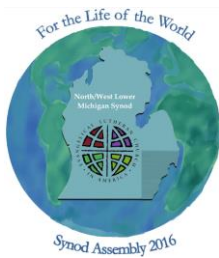
Leveraging Program Impact
Enhancing Organizational Effectiveness
Advanced Marketing, Branding and Sales
Strengthening Technological Capacity
Promoting Workforce Readiness

In our expectation of achieving greater impact for those we serve, we continue to explore *opportunities for growth*. Expansion of our services in home care services for senior adults, adoption foster care, refugee services for minors and affordable housing for the urban poor lend us the opportunity to impact lives at their most vulnerable.

The partnership we continue to enjoy with congregations, and which we seek new ways to strengthen, has been a cornerstone of our ability to serve people as an expression of the love of Christ. For example, this summer we were blessed to collaborate with the ELCA National Youth Gathering, congregations, and individuals throughout Michigan’s Lower Peninsula to renovate the Wayne County Family Center, which is now called the Samaritas Home and Community Campus. This allowed us, all of us, to support and strengthen families more effectively during some of the most troubling parts of their lives. Working together in serving people, LSSM and the Church can find more ways like this one to transform this world for the better.

We are grateful to you – our church, our leadership, our donors and our staff for striving to achieve greater impact with those we serve.

Sam Beals
Chief Executive Officer



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Dear Friends,

Capital University is proud to be a university of the Evangelical Lutheran Church in America. As we transform lives through higher education, we live out one of the pillars of our mission: to inspire individuals to be morally reflective, spiritually alive and civically engaged.

Students have access to five worship experiences during the week, and on Sunday mornings our students worship and serve in a multitude of capacities throughout the Columbus area.

Bible studies are happening all over campus, from the chapel to residence halls to the athletic center. Open discussions on topics as varied as our students' interests are a regular part of our campus life. Respecting the variety among us and entering into honest dialog are hallmarks of the Lutheran principle of free inquiry. We would not have it any other way.

This year a group of students were trained to serve as Peer Chaplains for our campus. Our student organization adopted the name "Embrace" to welcome anyone and everyone into a spiritual life. A social justice ministry in Columbus found a chapter within the Capital community with students leading it.

This summer, Dr. Denvy Bowman will retire from the presidency after 10 years. We are so grateful for the leadership that Dr. Bowman has given to Capital. We are poised for a healthy transition.

In July, Capital will welcome Dr. Elizabeth (Beth) Paul as the 16th president of Capital University. Bill Hauelsen, chair of the Board, states "Dr. Paul brings a deep understanding and passion for Capital's educational mission. Her ability to articulate that mission in a relevant and compelling way, while honoring Capital's legacy, will position Capital as a trusted and valued partner in preparing students for meaningful lives and purposeful careers." You can read more about Dr. Paul on Capital's website.

On a more personal note, I will sometimes (more often than I care to) hear people suggesting that Capital has abandoned its Christian or Lutheran connection. From my perspective, and I think it is a pretty good one, I see a university that has a dean of the chapel to not only serve the needs of a community, but who also serves on the highest administrative legislative body. Capital has five worship experiences each week, more Bible studies than I can count, more than 20 students in leadership roles overseen by the dean of the chapel, and several ministry partners. Open, honest dialog invites multiple spiritual traditions to share, making us all better together. If that is abandoning our Lutheran Christian relationship, then I invite your congregation to abandon it as well!

Joyfully Serving Christ,

Pastor Gary Sandberg
Dean of the Chapel
gsandberg@capital.edu
614-236-7737



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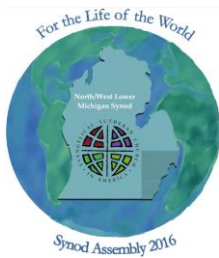
WITTENBERG UNIVERSITY 2016 SYNODICAL REPORT

Firmly rooted in its Lutheran heritage, Wittenberg continues to adhere to its mission and values as it challenges students to become responsible global citizens, to discover their callings, and to lead personal, professional, and civic lives of creativity, service, compassion, and integrity. This past year was no exception.

Thanks to funding from the Council of Independent Colleges and the generous support of the Lilly Endowment, the Network for Vocation in Undergraduate Education (NetVUE) has awarded Wittenberg a grant totaling nearly \$45,000 to launch a new initiative, “The Calling Project.” This is an exciting time as the grant will support speakers, program development, and retreats, all designed to help students discover their callings and find meaningful work to better the church and the world. Our own Andrew Steele '10, director of Global Church Sponsorships for the ELCA, beautifully showed the power of this new endeavor when he spoke with the first-year class about finding one’s calling through relationships.

During his undergraduate years at Wittenberg, Andrew helped to establish and is currently executive director of BLOOMAfrica, a non-profit dedicated to building and supporting local partnerships to strengthen communities and improve the lives of orphans and vulnerable children. Following graduation, Andrew served as an ELCA Young Adult in Global Mission in Bloemfontein, South Africa. He shared that it was all these experiences that taught him about the importance of mentors, the power of community, and the value of failure in discovering one’s calling from God and to neighbor.

Several other Wittenberg alumni are also living out lives of service and making headlines at the same time. Derrick Braziel '09, chief relationships officer, and William Thomas '07, chief financial officer, were just named to *Forbes*' fifth annual “30 Under 30” list, placing them among America’s most important young entrepreneurs, creative leaders, and brightest stars. Derrick and William founded MORTAR Cincinnati, which empowers underserved and redeveloping communities by engaging non-traditional entrepreneurs with the opportunity to use their inherent talents not just make a dollar, but also to positively participate in the rise and revitalization of Cincinnati. Camila Quinones '17, on the other hand, recently founded “The Hero Project”, a student organization and online newsletter celebrating everyday heroes. It’s an initiative that unifies her passion for the English language and love of service.



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On the engagement front, Wittenberg was pleased to welcome the Rev. Dr. Larry Rasmussen, Reinhold Niebuhr professor emeritus of social ethics at Union Theological Seminary in New York City, to present the keynote address during the Kenneth H. Sauer Luther Symposium, and the Rev. Dr. Marcus Lohrmann, Bishop of the Northwestern Ohio Synod of the ELCA, as preacher for the annual Festival Choral Eucharist for Reformation. Additionally, the university is again proud to be hosting its third annual President's Leadership Academy this summer. The popular camp for high school students entering grades 11 and 12 explores leadership through every lens while helping participants build the skills needed to make them stand out in the college admission and scholarship process.

As always, Wittenberg continues to encourage Lutheran students to attend by offering scholarship opportunities, including the \$80,000 Martin Luther Scholar Award, the Lutheran Scholarship Partners Program, and the half-tuition Lutheran Pastor/Church Worker-Parent Grant for dependent children of fulltime rostered leaders serving a recognized call or of full-time lay church workers in recognized Lutheran ministries.

The Wittenberg community cordially invites all members of the synod – both clergy and lay persons – to come to campus for worship services, athletic contests, and Wittenberg Series cultural events.



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LUTHERAN
SEMINARY

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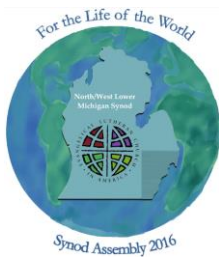
Office of the President

Report of Trinity Lutheran Seminary – Spring 2016

Hope-filled resurrection energy continues to drive the ongoing reformation taking place at and through Trinity Lutheran Seminary. We exist in a wider church environment that is awash in massive cultural and ecclesial shifts and in an age of widespread discontent over much in our world. This discontent is evidenced by election year polling surveys, anger over a disparate economy, division over immigration policies, new flash points over racism, discontent across college campuses, and deep concern over global climatic change, religious extremism, the spread of diseases, and the wars and the refugees who flee their paths. In the midst of this discontent and signs of human brokenness, Trinity continues to do what we have done since 1830 – *form leaders for Christ's church at work in the world*. The Trinity community believes that this is a great time to be the church. Our graduates who are sent out into the world in service to God's mission continue to claim such an outlook. From North America to the ends of the earth, this is a time ripe with promise and opportunity to re-story communities and the world with the good news and implications of the empty tomb that once held our Lord Jesus Christ.

Trinity is committed to innovation and creating new pathways towards excellence. As this academic year comes to a close, Trinity will be sending out the first class of M.Div. students to their two-year internship/residency under our 2+2 model of formation. Our faculty, campus, internship congregations, and supervising pastors are all excited about the first year in this new model, and together are preparing to make it great. Our commitment to Spanish for Ministry is transforming our students and expanding our reach. We are also working to create new master's-level degree programs with concentrations in leadership, counseling, ecological justice, and global ethics. With the shaping of degree programs come new initiatives to make Trinity more accessible through night, weekend, and online classes.

The most visible sign of our commitment to creating excellence is the *For the Sake of the World Appeal*. This five-year appeal seeks to raise new funds around three objectives: 1) increasing enrollment; 2) enhancing the student experience; and, 3) establishing long-term economic sustainability.



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Some transitions at Trinity. In the summer of 2015, we transitioned from a 29-member Board of Directors to a newly configured and missionally imagined board of 15. In addition, summer brought the retirement of the Rev. Dr. Gordon S. “Tim” Huffman, esteemed Professor of Christian Mission, after 36 years of service, and the resignation of the Rev. Dr. Lisa Dahill, Professor of Worship and Christian Spirituality, who left after nine years to accept a position at California Lutheran University. At the start of this academic in August, we installed Sister Becky Swanson as Director and Professor of Contextual Education and the Rev. Dr. Julie Faith Parker as Professor of Old Testament. This January we welcomed to campus the Rev. Denise Sager as Vice President for Leadership Formation, a new position sanctioned by the board to assist the president and provide visionary oversight to all aspects of formation. At the end of March we will bid farewell to the Rev. Ray Olson, who is retiring after 20 years as the director of Trinity’s Hamma Library, and when the calendar year draws to a close we will bid Godspeed to the Rev. Dr. Walter F. Taylor Jr., esteemed Professor of New Testament for 35 years, as he enters retirement. When I was a student at Trinity, both Drs. Huffman and Taylor had me in class and survived it! There is no way for me to measure the impact both had on my formation.

We are grateful for the widespread support we receive. Aware of the tremendous fiscal challenges our Region 6 synods face, we are grateful for the funding we receive from you as we are “your seminary.” We are also grateful for the support we receive from our friends. Giving from individuals and congregations is at one of the highest levels in our history right now. Given the shortages in funding from other sources, this increased giving is much appreciated.

Why we do what we do. Trinity exists and we strive for excellence, not primarily because we desire to have a fabulous seminary, though we do. It is also not principally because we want to have a renewed, relevant, and vibrant church, which is also a deep desire. The end game is the transformation of the world which God so richly loves. God has called us into this enterprise of preparing leaders who can heal and bless our troubled world with the great news of the gospel.

Submitted with gratitude, humility, and hope,
Rick Barger, President



For the Life of the World

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ELCA Region 6 Report to Synod Assemblies 2016

Marilyn Smith, Associate in Ministry,
Coordinator for Ministry Leadership, ELCA Region 6

Region 6 of the ELCA is comprised of six synods: Southeast Michigan, North/West Lower Michigan, Indiana-Kentucky, Northwestern Ohio, Northeastern Ohio, and Southern Ohio. The governance of Region 6 is overseen by a steering committee that includes the synod bishops and vice-presidents in Region 6. Region 6 representatives to the ELCA Church Council serve as advisory members. Marilyn Smith is the coordinator. The focus of regional work is making connections

- Connections among synods in the region
- Connections between synods and the churchwide expression of the ELCA
- Connections with institutions
- Connections with resources

The purpose of the connections

- Share information, ideas, and resources
- Implement programs shared between the synodical and churchwide expressions of the ELCA
- Provide support for those who are engaged in leadership roles in the synods
- Create a place for missional conversation and imagination

Some examples of our connections in Region 6

- Region 6 Archives where documents and records of closed congregations and other records connected with the synods of Region 6 are cared for and made available for research and inquiry (see the Region 6 Archivist's Report)
- Campus Ministries in the region are connected with support from and networks in the ELCA (see the reports from your synod's Campus Ministry)
- Discernment, preparation for rostered ministry, assignment for first call, and first call theological education are enriched by their connections with the other synods in the region and with Churchwide (see the report from your synod's Candidacy Committee and First Call Theological Education Committee)
- Synod leaders who guide efforts in World Hunger, Global Mission, Companion Church Relationships, and who serve as Mission Interpreters carry out these responsibilities in concert with and the support of colleagues across the region and with churchwide when they gather for consultations where information and resources are shared and relationships are forged.
- During the last year a particular area of regional interest and support has been focused on the churchwide effort toward reassessing, refreshing, and renewing the ELCA Candidacy Process. Region 6 Candidacy Committees have been intricately involved in this, contributing significantly to suggesting revision and vetting ideas surfaced from candidacy partners throughout the church.

It remains a privilege to partner with both the synodical and churchwide expressions of the ELCA to support the ministry of our congregations in Ohio, Indiana, Kentucky, and the lower peninsula of Michigan. Thank you for your partnership.

Marilyn Smith, Coordinator for Missional Leadership, ELCA Region 6
Indiana-Kentucky Lutheran Center, 911 E 86th St, Suite 200, Indianapolis IN 46074
marilyn.smith@elca.org 317.253.3522



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Evangelical Lutheran Church in America Region 6 Archives

The ELCA Region 6 Archives works to preserve Lutheran congregational, synodical, and regional records; assist congregations, synods, and clergy with records management and preservation; and make records available to congregation members, clergy, synod staff, and other researchers.

In 2015, the ELCA Region 6 Archives fulfilled its purpose in the following ways:

- Received 77 accessions, including congregational histories, synodical records, regional records, and closed congregational records
- Processed over 50 boxes of Lutheran historical records, housing documents and photographs in acid-free sleeves, folders, and boxes to better protect them
- Addressed 105 research inquiries, including requests for information about baptism records, congregational history, family history, and church history
- Created 92 records in the Archives' PastPerfect cataloging system, helping Archives workers to find information for researchers more efficiently
- Conducted the 11th Annual Congregational History Campaign, in which the Archives offered congregations ideas for celebrating anniversaries, ideas for compiling congregational histories, and research assistance. The Archives also requested historical publications from congregations who had celebrated anniversaries the previous year.
- Assisted congregation members, clergy, and synod staff in a record 34 advice inquiries about records management, compiling congregational histories, and other topics
- Shared information and resources about records management, Lutheran history, and the ELCA Region 6 Archives with:
 - Students in Trinity Lutheran Seminary's Leadership in Context class
 - Participants at 3 synod assemblies—Northeastern Ohio Synod, North/West Lower Michigan Synod, and Southern Ohio Synod
 - The public on the Archives' webpage: www.tlsohio.edu/elca-region-6-archives
 - The public and followers on the Archives Facebook page: www.facebook.com/ELCARegion6Archives.

Lutheran history is preserved most successfully when we all work together. The Archives is grateful for the help and cooperation of congregations, clergy, synods, Region 6 staff, Trinity Lutheran Seminary, the Archives Advisory Board, Trinity Lutheran Seminary student workers Emily Seitz and Branden Hunt, and volunteer Rich Ferne in preserving and sharing Lutheran history.

Respectfully submitted,

Jennifer Long Morehart

Evangelical Lutheran Church in America Region 6 Archivist



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Mission Investment Fund **Evangelical Lutheran Church in America** God's work. Our hands.

The Mission Investment Fund (MIF), a financial ministry of the Evangelical Lutheran Church in America, makes low-interest loans to established ELCA congregations, new-start congregations and ELCA-related ministries for building project.

Established congregations use MIF loans to renovate, expand or relocate. New-start congregations rely on MIF loans to buy land and construct their first church buildings. ELCA-related ministries use MIF loans for a variety of capital projects.

At year-end 2015, MIF had 830 loans outstanding, totaling \$492 million.

To fund these loans, MIF offers a portfolio of investments for congregations, their members, synods and ELCA-related ministries to purchase. MIF investments offer adjustable- or fixed-rate terms and earn interest at competitive rates.

At year-end 2016, MIF investments by congregations, their members, synods and ELCA-related ministries totaled \$464 million. The Mission Investment Fund is a financially strong and stable organization, with a record of steady, controlled growth. With total assets of \$663 million and net assets of \$194 million at year-end 2015, MIF maintains a capital ratio of 29 percent—positioning MIF in the top tier of well-capitalized church extension funds.

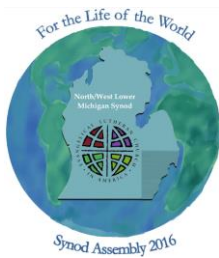
MIF Investments and Loans in the North/West Lower Michigan synod

As of December 31, 2015:

- 14 Mission Investment Fund loans, with a balance of \$4,856,025, are at work throughout the synod.
- Investments in the Mission Investment Fund by 83 individuals, 43 congregations and the synod totaled \$5,164,983.

MIF representative

Dan Schwiesow, Interim Regional Manager: Tel. (773) 682-5284; email: dan.schwiesow@elca.org



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PORTICO®

Benefit Services | A Ministry of the ELCA

Spring 2016

Dear Partners in Ministry,

It's an interesting — and challenging — time to be the church. Ministry leaders are learning to navigate the changing culture by holding on to the best of the past while finding ways to be creative, nimble, and resilient. This is just as true for Portico.

As we navigate the changing landscape, we are guided by two core values: stewardship and collaboration. For us, that means caring wisely for all we are entrusted to manage — time, money, our employees, and the well-being of those we serve — so leaders can access important benefits and resources, today and in retirement. Here are a few ways we're putting those values into practice:

We spend and invest with care. In these times of rising health care costs and tight church budgets, we work hard to follow a lean, carefully managed spending plan with a goal of keeping costs low. As 2015 investment markets dramatically rose and fell, our active investment management strategy and strategic asset allocations helped improve retirement fund returns in an otherwise disappointing year.

We seek opportunities to provide the best health care value. The past two years brought, in some instances, double-digit percentage increases for those employers sponsoring members in the ELCA Health Plan. Although this was in line with nationwide averages, we realize for congregations this is an unsustainable trend. We are committed to keeping administrative expenses below 12% of our health care budget, and are aggressively working with our vendor partners to find new savings opportunities.

We tap technology to reach our leaders more efficiently. By converting our popular pre-retirement seminar into a series of three webinars, we were able to complement the rich educational experience of our in-person seminars with the convenience and cost-effectiveness of online learning. We are also developing new webinars designed to help younger leaders establish a strong financial foundation.

We've raised the bar on top-notch customer service. Our members receive more than just a friendly voice when they call Portico's Customer Care Center. As a BenchmarkPortal-certified 2015 "Center of Excellence," we were recognized as one of the top call centers in the nation in both cost- and quality-related metrics.

We invest in our leaders. Because the future health of our church depends on the health of its leaders, we are leading the ELCA in calling for a wellness reformation — a renewed commitment to well-being that comes from healthy lifestyle choices, reduced health risks, and lower health care costs — for members, congregations, and the ELCA Health Plan. We are encouraging our congregations and church organizations to put the 'we' in wellness by joining in conversation with their pastors and professional staff about creating a culture that supports healthy lifestyles.

Portico is committed to providing a cost-effective, comprehensive benefit program that helps our church's leaders stay nimble, resilient, and confident in these interesting, challenging times.

In Christ,
The Rev. Jeffrey D. Thiemann
President and CEO



For the Life of the World

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Synod Constitution Amendments to be brought to the 2016 Synod Assembly

Proposed Amendment to Bylaw S11.02.01. (Recommended by ELCA secretary Boerger)

Motion by Synod Council

The Consultation Committee shall consist of twelve (12) persons, half ordained ministers and half laypersons. In the event of vacancies on the Consultation Committee between meetings of the Synod Assembly, such vacancies shall be filled by action of the Synod Council Executive Committee. Persons appointed to fill a vacancy shall be subject to election for the remainder of the term of the filled position during the next Synod Assembly.

Proposed Change to Bylaw S11.01.06 (This change is a result of the restructuring of Campus Ministry)

Motion by Synod Council

Delete S11.01.06.

Motion by Synod Council

Add S11.01.A16

S11.01.A16.

The Synod Council in partnership with the Southeast Michigan (“SEMI”) Synod shall maintain a corporation under the title of Michigan Lutheran Campus Ministry, Inc. Its purpose and management shall be to provide for distribution of any funds, contributions or bequests received in support of ELCA Lutheran campus ministry within communities of higher education in the lower peninsula of Michigan.



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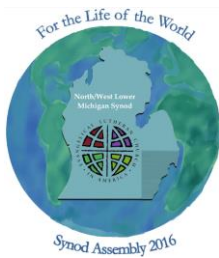
Crowne Plaza – Grand Rapids MI

Resolution Instructions

- Resolutions must be submitted electronically by Monday, March 14 to synodassembly@mittensynod.org. Resolutions must come from a voting member, a congregation, a committee or an agency of the Synod. Please visit the Synod's website to find a worksheet and instructions on how to write a resolution.
- Any resolution not received by March 14 will not be included in the printed Pre-Assembly Report.
- All resolutions submitted by March 14 will be reviewed by the Committee on Reference and Counsel prior to the printing of the Pre-Assembly Report. That committee will consult with the maker(s) of the resolution if changes are required prior to the resolution's inclusion in the Pre-Assembly Report. The goals of this process of review and revision (if necessary) include guaranteeing that the resolution is germane to Assembly business and that it is in the proper format for consideration by the Assembly.
- There is no guarantee that resolutions submitted after the March 14 deadline will be considered for review and revision prior to the convening of the Assembly's Committee on Reference and Resolutions on the first day of the Assembly. Following that review, it is likely that the maker(s) will have to consult with the Committee, edit or revise their resolutions, etc., prior to receiving approval to run enough copies for distribution to the Assembly.
- As previously noted, all resolutions not received for inclusion in the Pre-Assembly Report must be reproduced by the maker in adequate numbers for all Assembly participants, but that reproduction should not occur until the resolution has been reviewed and, if necessary, revised in cooperation with the Committee on Reference and Resolutions which will present all resolutions to the Assembly.

Format for Resolutions

- Microsoft Word, Times New Roman, 12 pitch font, one inch margins
- No bold type
- Capital letters are used only for the resolution title
- Title is centered
- Each "Whereas," begins with a capital W and is followed by a comma.
- Each "Resolved," begins with a capital R, is followed by a comma and is underscored.
- Resolutions must include, underneath "submitted by," the name of a voting member who will be present during the assembly and available to respond to questions when the resolution is presented for discussion.
- The Committee on Reference and Counsel will request that the maker limit the number of "Whereas" and "Resolved" paragraphs to three each. There is a likelihood that resolutions with more than three "Whereas" and "Resolved" paragraphs will be returned to the maker for editing. (Note: other synods have stricter limits stated in their constitutions regarding the number of "Whereas" and "Resolved" paragraphs.)



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Resolution Worksheet

General Guidelines: Resolutions need to:

- Pertain to the life and ministry of the synod
- Deal with matters of significance requiring consideration by the Assembly
- Be stated clearly, concisely and objectively
- Contain complete, accurate and documented information

Direction from the ELCA Office of the Secretary

- Any memorial or resolution directed to the ELCA churchwide organization that contains a funding mandate for the churchwide organization must be considered and evaluated by the Synod Council prior to submission to the Synod Assembly.
- Any memorial or resolution that asks for actions that are not consistent with the governing documents of this church are out-of order and, if adopted, are null and void.

Who may submit a resolution?

Resolutions must come from a voting member, a congregation, a committee or an agency of the Synod.

How do I write a resolution?

- A resolution should be stated clearly and concisely.
- The “Whereas” paragraph(s) of the resolution should state the reason for the resolution. Such reasons should be succinct and factual, not argumentative. Each reason should be given as a separate “Whereas.”
- The “Resolved” paragraph(s) of the resolution should clearly state the action desired, who is to implement the action, and who is to bear any associated costs. Each action should be given as a separate “Resolved.”
- Resolutions should be tested against questions such as:
 - Is the information complete and accurate?
 - Is this a matter that pertains to the purpose of the Assembly?
 - Is this a matter of significance requiring consideration by Assembly?
 - Can the action requested be appropriately and effectively implemented by the Assembly?

Structure of Resolutions

Whereas,

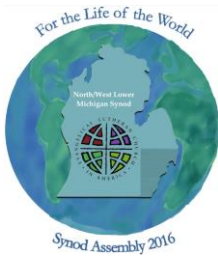
_____; and

Whereas, _____; therefore be it

Resolved, that _____; and be it further

Resolved, that _____.

Submitted by,



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RESOLUTION A – ENVIRONMENTAL STEWARDSHIP

Whereas, we are called by our Creator to participate in the sacred task of caring for the Earth, our home; and

Whereas, we affirm that God's plan is to bring all creation together, everything in heaven and earth with Christ as head, who is already present in all of creation in both its brokenness and its goodness, and that a faithful church will in its worship and actions anticipate the completion of God's plan; and

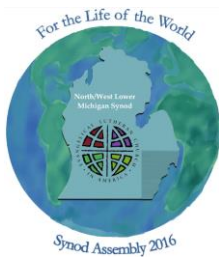
Whereas, we acknowledge our complicity in wounding the earth, bringing our home to its current crisis as stated by Bishop Elizabeth Eaton in her September, 2014 pastoral letter (see Appendix to Resolution A); therefore be it

Resolved, that the North/West Lower Michigan Synod, recognizing the need for ongoing reformation of the ELCA, memorialize the 2016 Churchwide Assembly of the ELCA to make climate change and ecological justice major themes in ELCA planning and activities leading up to and following the observance of the 500th anniversary of the Reformation; and be it further

Resolved, that this synod will find specific ways to enact the 2013 Churchwide Assembly action to "support and encourage synods, congregations, members, the churchwide organization, and agencies and institutions of this church to adopt and advocate for policies that reduce energy use, and with it our dependence on fossil fuels, as an expression of this church's commitment to address climate change and to care for God's creation" and "to re-examine lifestyles and environmental footprints as they relate to the climate crisis and to improve their stewardship of energy resources and promote care for God's creation;" and be it further

Resolved, that this synod commits itself to participate with the ELCA in becoming even more faithfully a church that embraces creation care throughout its life and mission, guided by an environmental stewardship task force of the Publicly Engaged Church.

Submitted by Pastors John Schleicher, John Burow, Erick Johnson, Richard McKenzie, and Ellen Schoepf, and congregational members Laurie Swanson and Linn Kracht; supported by ,Publicly Engaged Church, Chairperson Pastor Ken Ponds



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APPENDIX TO RESOLUTION A – ENVIRONMENTAL STEWARDSHIP

from Bishop Elizabeth Eaton in her September, 2014 pastoral letter:

“Daily we see and hear the evidence of a rapidly changing climate. Glaciers are disappearing, the polar ice cap is melting, and sea levels are rising. Incidents of pollution-created dead zones in seas and the ocean and toxic algae growth in water supplies are occurring with greater frequency. Most disturbingly, the concentration of carbon dioxide in the atmosphere is rising at an unprecedented rate. At the same time we also witness too many instances of how the earth’s natural beauty, a sign of God’s wonderful creativity, has been defiled by pollutants and waste... The present moment is a critical one, filled with both challenge and opportunity to act as faithful individuals and churches in solidarity with God’s good creation.”



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RESOLUTION B – FOR MILITARY PERSONNEL, VETERANS AND THEIR FAMILIES

Whereas, 1.2 million Americans are currently serving in the various branches of the US Armed Forces, and about 21.2 million American men and woman are veterans of military service; and

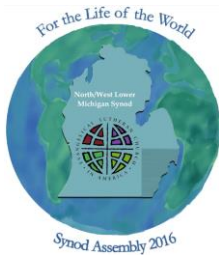
Whereas, hundreds of thousands of military personal have been injured over the years and returned home with wounded bodies, minds, and heart; and

Whereas, the Evangelical Lutheran Church in America is highly committed to ministry among those in military uniform and those who have faithfully and often sacrificially served this nation; therefore be it

Resolved, that the North/West Lower Michigan Synod in its 2016 synod assembly offer our gratitude and support for all military personnel, veterans, and their family and friends with tangible expressions of care and encouragement, including (but not limited to) those expressions included in the appendix to Resolution B that follows; and be it further

Resolved, that the North/West Lower Michigan Synod memorialize the ELCA 2016 Churchwide Assembly with a similar memorial calling upon the support and actions of the entire ELCA in these efforts of care, encouragement, and hospitality for those who lives have been at risk, those returning home from military service, and those persons and/or their families who have been wounded or who have lost their lives in service to this country.

Submitted by the Rev. Christopher Laughlin



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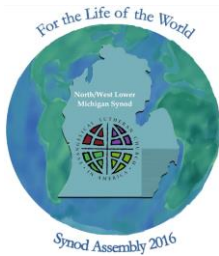
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APPENDIX TO RESOLUTION B – FOR MILITARY PERSONNEL, VETERANS AND THEIR FAMILIES

Suggested Tangible Expressions of Care and Encouragement:

- express our gratitude often and remain especially attentive to those serving in the Armed Forces, as well as veterans, including the military and federal chaplains.
- present copies of the *Prayer Book for the Armed Services* (Augsburg Fortress), a companion to *Evangelical Lutheran Worship* designed for those serving in uniform, veterans, and their families, and donate additional copies of the prayer book for military chaplains.
- regularly lift up in prayer those who are serving and those who have served, and pray especially with and for soldiers and the families of those who have been wounded or killed in the line of duty.
- give ongoing support and hold in constant prayer the military chaplains who bring the Means of Grace in the name of Jesus Christ and on our behalf to the 1.2 million women and men in the Armed Forces, as well as those in Veterans Hospitals, and wherever else they are called to serve.
- explore and facilitate congregational, conference, and/or synodical events that equip individuals and congregations to offer needed care and support for returning veterans such as the ELCA “Care for Returning Veterans,” wounded warrior programs, Point Man Ministries, Partners in Care, and other efforts to receive those returning home with open hearts and arms.
- lift up the vocational call of those who serve in the Armed Forces and raise up the need in our congregations for those who may hear the call of the Spirit of God and the church to serve as ordained military and federal chaplains of the Evangelical Lutheran Church in America and contribute to the ELCA Federal Chaplaincy Fund for Leaders Endowment.
- designate one Sunday each year to especially remember those in military uniform, the veterans who have served, the wounded in their recovery and in their coping, and the families of those who have served who live with pain and loss.



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NOMINATING COMMITTEE REPORT

Vacant Positions and Respective Nominees (listed alphabetically)

**denotes seeking election to second consecutive term*

SYNOD COUNCIL

Secretary (4-year term, elect one)

*Ms. Christine Allen

Treasurer (4-year term, elect one)

* Mr. Dan Carter

Lay Female position A (3-year term, elect one)

* Ms. Peggy Burns

Ms. Donna Hendershot

Ms. Shirley Moerdyk

Lay Female position B (3-year term, elect one)

Ms. Bev Dirkin

Ms. Jill Leach

Ms. Caroline Peterson

Clergy Male (3-year term, elect one)

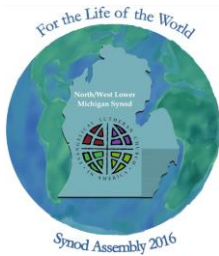
Rev. Jake Lehman

Rev. Bill Uetrict

Rev. Travis Wilson

Lay Male (1-year position to fill unexpired term, elect one)

Mr. Carl Bjork



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CONSULTATION COMMITTEE

Clergy Female (Synod Council appointment, term ends 2019)

Rev. Elizabeth Retz

Clergy Female (6-year term, elect two)

Rev Sherry McGuffin

Rev. Julie Schneider-Thomas

Rev. Laraine Sundin

Lay Female (6-year term, elect one)

Ms. Mary Brown

Ms. Betty Nagel-Cribbons

Clergy Male (6-year term, elect one)

Rev. Matt Carpenter

Rev. Kent Lee

Rev. Jake Lehman

Lay Male (6-year term, elect one)

Mr. Dale Foote

Mr. Richard Klender

DISCIPLINE COMMITTEE

Lay Male (Synod Council appointment, term ends 2021)

Mr. James Allen



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Chapter 10. SYNOD COUNCIL

†**S10.01.** The Synod Council, consisting of the four officers of the synod, 10 to 24 other members, and at least one youth and at least one young adult, shall be elected by the Synod Assembly.

- a. Each person elected to the Synod Council shall be a voting member of a congregation of this synod, with the exception of ordained ministers on the roster of this synod who reside outside the territory of this synod. The process for election and the term of office when not otherwise provided shall be specified in the bylaws. A member of the Church Council of the Evangelical Lutheran Church in America, unless otherwise elected as a voting member of the Synod Council, may serve as an advisory member of the Synod Council with voice but not vote.

†**S10.02.** The Synod Council shall be the board of directors of this synod and shall serve as its interim legislative authority between meetings of the Synod Assembly. It may make decisions that are not in conflict with actions taken by the Synod Assembly or that are not precluded by provisions of this constitution or the constitution and bylaws of the Evangelical Lutheran Church in America.

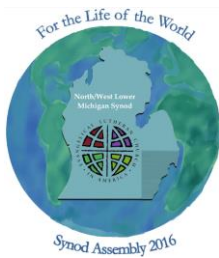
S10.03. The functions of the Synod Council shall be to:

- a. Exercise trusteeship responsibilities on behalf of this synod.
- b. Recommend program goals and budgets to the regular meetings of the Synod Assembly.
- c. Carry out the resolutions of the Synod Assembly.
- d. Provide for an annual review of the roster of ordained ministers and of other official rosters, receive and act upon appropriate recommendations regarding those persons whose status is subject to reconsideration and action under the constitution and bylaws of the Evangelical Lutheran Church in America, and make a report to the Synod Assembly of the Synod Council's actions in this regard.
- e. Issue letters of call to ordained ministers and letters of call to associates in ministry, deaconesses, and diaconal ministers as authorized by Chapter 7 of the constitution and bylaws of the Evangelical Lutheran Church in America.
- f. Fill vacancies until the next regular meeting of the Synod Assembly, except as may otherwise be provided in the constitution or bylaws of this synod, and determine the fact of the incapacity of an officer of this synod.
- g. Report its actions to the regular meeting of the Synod Assembly.
- h. Perform such other functions as are set forth in the bylaws of this synod, or as may be delegated to it by the Synod Assembly.

S10.04. Any proposal to appropriate funds, whether by amendment to the budget or otherwise, which is presented to a meeting of the Synod Assembly without the approval of the Synod Council, shall require a two-thirds vote for adoption.

S10.05. No elected member of the Synod Council shall receive compensation for such service.

S10.06. If a member of the Synod Council ceases to meet the requirements of the position to which she or he was elected, the office filled by such member shall at once become vacant.



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S10.07. The composition of the Synod Council, the number of its members, and the manner of their selection, as well as the organization of the Synod Council, its additional duties and responsibilities, and the number of meetings to be held each year shall be as set forth in the bylaws.

S10.07.01. To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.

S8.30. Secretary

†**S8.31.** The secretary shall be elected by the Synod Assembly. The secretary shall be a voting member of a congregation of this synod. The secretary may be either a layperson or an ordained minister.

†**S8.32.** The secretary shall:

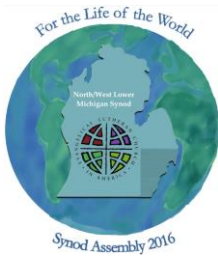
- a. Keep the minutes of all meetings of the Synod Assembly and Synod Council, be responsible for the printing and distribution of such minutes, and perform such other duties as this synod may from time to time direct.
- b. Be authorized and empowered, in the name of this synod, to attest all instruments which require the same, and which are signed and sealed by the bishop.
- c. In consultation with the bishop, classify and arrange all important papers and documents and deposit them in the archives of this synod.
- d. Submit to the secretary of this church at least nine months before each regular Churchwide Assembly a certified list of the voting members elected by the Synod Assembly.

S8.40. Treasurer

†**S8.41.** The treasurer may be elected by the Synod Assembly or may be appointed by the Synod Council. The treasurer shall be a voting member of a congregation of this synod. The treasurer may be either a layperson or an ordained minister.

S8.42. The treasurer shall provide and be accountable for:

- a. Management of the monies and accounts of this synod, its deeds, mortgages, contracts, evidences of claims and revenues, and trust funds, holding the same at all times subject to the order of this synod.
- b. Investment of funds upon the authorization of the Synod Council.
- c. Receipt and acknowledgment of offerings, contributions, and bequests made to this synod, collecting interest and income from its invested funds, and paying regular appropriations and orders on the several accounts as approved and directed by the Synod Council. The treasurer shall transmit each month to the treasurer of the Evangelical Lutheran Church in America the funds received by this synod for the general work of this church.



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- d. Maintenance of a regular account with each congregation of this synod and informing the congregation, at least quarterly, of the status of this account.
- e. Rendering at each regular meeting of the Synod Assembly a full, detailed, and duly audited report of receipts and disbursements in the several accounts of this synod for the preceding fiscal year, together with the tabulation, for record and publication in the minutes, of the contributions from the congregations.
- f. Obtaining a fidelity bond in the amount determined by the Synod Council for persons handling synod funds, which bond shall be in the custody of the secretary. The premium for the bond shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.

Consultation Committee

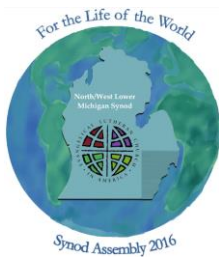
***S11.02.** The Consultation Committee of this synod shall consist of at least six persons and not more than 12 persons, of whom half shall be ordained ministers and half shall be lay persons, who shall each be elected by the Synod Assembly for a term of six years without consecutive reelection. The functions of the Consultation Committee are set forth in Chapter 20 of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America and in Chapter 17 of this constitution. The size of the Consultation Committee, in accord with this provision, shall be defined in this synod's bylaws.

S11.02.01 The Consultation Committee shall consist of six persons, half ordained ministers and half laypersons.

***S17.11.** When there is disagreement among factions within a congregation on a substantive issue that cannot be resolved by the parties, members of a congregation shall have access to the synodical bishop for consultation after informing the chair of the Congregation Council of their intent. If the consultation fails to resolve the issue(s), the Consultation Committee of this synod shall consider the matter. If the Consultation Committee of this synod shall fail to resolve the issue(s), the matter shall be referred to the Synod Council, whose decision shall be final.

Regarding s11.02.01. There is a resolution on the agenda at the Synod Assembly to amend this portion of the constitution to consist of twelve (12) members, half ordained and half lay persons. If the resolution passes, the implementation plan will be to elect some new members in 2016 and the remainder in 2017 to bring the total to 12.

This committee does not meet as a whole, except in the case of educational needs. As the need arises, the bishop appoints people from this committee to serve on particular issues.



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2016 NOMINATION FORM	
Personal Bio	
Name	
Address	
City, State, Zip Code	
Phone	
Email	
Experience	
Occupation/Vocation	
Education/Pertinent Work Experience	
Congregation/Ministry and Location (City)	
Past and Current Positions/Activities	
Congregation	
Synod	
Churchwide	
Please tell in 40 words or less what gifts and skills you bring to the position for which you are being nominated	
Permission and Authorization	
Nominated by (pastor or congregation council president)	
Signature / Initials	
Date	



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SYNOD COUNCIL

Secretary (4-year term, elect one)

*Ms. Christine Allen
1514 W Kilgore Rd
Kalamazoo MI 49008
269-344-5444
allenkzo@juno.com

Occupation/Vocation: Retired

Education: Degrees from Western Michigan University in Accounting, Mathematics, Finance

Work experience: Information Systems Programmer and Systems Designer for The Upjohn Company and successor company Pharmacia/Upjohn

Congregation/Ministry Location: Trinity Lutheran Church, Kalamazoo

Current congregation positions and activities: Senior Choir, Bell Choir, Congregation Council

Past congregation positions and activities: Financial Secretary 1997 through 2011, Council Vice-President, Stewardship Leader, Public Relations Leader, Constitution Committee Leader (two updates), Call Committee Chairperson, Centennial Committee Co-Chair

Current synod positions and activities: Synod Council - 2007-present, currently serving as Secretary, Constitution Review Committee - 2008-present, Audit Committee – current, Resolution Review Committee – 2011-present

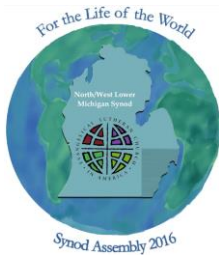
Past synod positions and activities: Staff Review Lay Representative – 2009-2010, Nominating Committee - 2007-2008

Gifts and skills: I bring the gifts of council experience, being a good listener and a thoughtful discerner who can see the big picture and not neglect the details. I am a willing worker who has the time to devote to the duties of this position.

Treasurer (4-year term, elect one)

*Mr. Dan Carter
6202 Three Mile Rd NE
Ada MI 49301
616-818-1976
dls@dancarteradvisors.com

Occupation/Vocation: Certified Public Accountant



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Education: 1984 – MS Taxation, Grand Valley State University; 1977 – BS Accounting, Valparaiso University; 1975 – Associate of Business, Grand Rapids Community College

Work experience: Currently – Managing Member, Dan Carter Advisors CPA PLC; 1983 to 2012 – Managing Shareholder, Hungerford Aldrin Nichols & Carter CPA's, retired; 2012 to 2013 – Adjunct Accounting Professor, Grand Valley State University

Congregation/Ministry location: Faith Lutheran Church, Grand Rapids

Congregation positions and activities: Congregation Council, Treasurer, Resource Manager – currently and for the last 20 yrs. or so

Synod positions and activities: Synod Council & Treasurer – 2012 to 2016

Churchwide positions and activities: Lutheran Social Services of Michigan – Board Member and Investment Committee Chair

Gifts and skills: Life-long resident of Michigan, graduate of Valparaiso University. A Lutheran for over 50 years and have gained significant understanding of the Synod, its operations and finances. Strategic thinker, creative and visionary. Long history of community service and helping people.

Lay Female position A (3-year term, elect one)

*Ms. Peggy Burns
1101 Manitou Dr #404
Traverse City MI 49686
231-392-6913
Cobaltblues2003@yahoo.com

Occupation/Vocation: Director of Pastoral Care, Hope Village

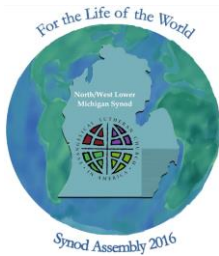
Education: Two-year nursing degree from Lansing Community College, completed Lay Ministry Training Program and Synodically Authorized Minister Training Program.

Congregation/Ministry location: Feast of Victory Lutheran Church, Acme

Congregation positions and activities: Congregation Council, Coordinator of Adult Education & Small Group, Confirmation class teacher, Assisting Minister. I have served on Stewardship Core team, Outreach & Hospitality Core Team and Church in Society Core Team.

Synod positions and activities: Synod Council (one term)

Gifts and skills: I felt a sense of call 3 years ago when asked to run for my first term and that has not changed. I feel I bring an ability to listen to all, discernment, and a sense of fairness and deep commitment



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Ms. Donna Hendershot
570 Bushong Beach Dr
Gladwin MI 48624
616-862-7739
Dhender68@gmail.com

Occupation/Vocation: Retired School Administrator

Education: Master's degree in Educational Leadership

Work Experience: 28 ears teaching and/or administration, two years Director for Youth and Educational Ministry, LCA Certified Lay Professional

Congregation/Ministry Location: Christ the King Lutheran Church, Gladwin

Current congregation positions and activities: Congregation Council, Fellowship and Technology

Past congregation positions and activities: Congregation Council (Peace, Sparta), Director of Your and Educational Ministry (Trinity, Grand Rapids), Youth Leader (Mamrelund, Kent City), Congregation Council (Reformation, Newport News VA), Drama Leader (First Lutheran, Clifton NJ)

Synod positions and activities: Gathering Manager/Registrar-Treasurer/Other roles (approximately 25 years), LYO Advisor and Churchwide Assembly Chaperone

Churchwide positions and activities: Youth Ministry (LCA)

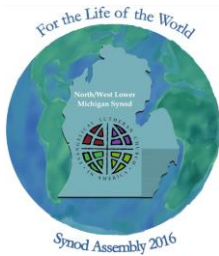
Gifts and skills: The gifts I bring are leadership, experience and creativity. I have a unique ability to look for new ideas and willingness to change and adjust as the world changes. Reviewing the whole picture is important to me. I have developed strong skills with technology.

Ms. Shirley Moerdyk
106 Lakeview Dr
Stanton MI 48888
989-831-8673
edmoerdyk@aol.com

Occupation/Vocation: Retired social worker.

Education: Social Science degree from Western Michigan University.

Work experience: Before college I was a camp counselor at Gun Lake Lutheran Camp. While in college I worked in the Field service program through the Lutheran Church Deaconess program out of Philadelphia establishing an inner-city camp program in Tucson, Arizona. Worked for the State of Michigan for 30 years. 9 years in child welfare and various other programs throughout Michigan. Rest of experience in



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the Department of Mental Health. Last few years in supervision. After retirement from the State of Michigan, worked 11 years for Gratiot County Mental Health. Retired in 2008. Now provide spiritual direction for individuals, groups and retreats.

Congregation/Ministry Location: Faith Lutheran Church, Sidney

Congregation positions and activities: Leading groups and bible studies. Involvement in individual and group spiritual direction in our community. Choir. In the past, involvement in WELCA programs and Sunday school.

Synod positions and activities: Serve on the board of Living Fire Ministries. Past service for 6 years on the candidacy committee. Served on a listening team. Completed the Lay Ministry Training Program. Completed Spiritual Foundations and Spiritual Direction Practicum. Completed Spiritual Direction for retreats.

Gifts and skills: Passion for the spiritual needs of all people throughout our synod. After retiring from the call of social work I felt called to give my time and talents to the church body. After discernment while in the Lay Ministry Training Program I felt called to do Spiritual Direction work.

Lay Female position B (3-year term, elect one)

Ms. Beverly Wade Dirkin
608 Marlow St
Portage MI 49024
269-779-5000
bdirkin@aol.com

Occupation/Vocation: Retired; 4.5 years volunteering 3 days per week at Prince of Peace Lutheran Church, Portage

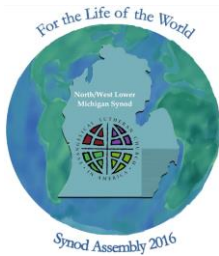
Education: BA, Agnes Scott College; MS Georgia Tech; completed Lay Ministry Training Program

Work experience: Marketing Manager for Aftermarket Sales at Parker Aerospace before retiring in 2011.

Congregation/Ministry Location: Prince of Peace Lutheran Church, Portage

Congregation positions and activities: Previous Council President, Previous Church Treasurer, Currently: Chair Worship Planning, Chair Evangelism, Member Stewardship, Member Choir, Member Worship Team, Member Building an Inclusive Church Team.

Synod positions and activities: Previous Synod Council Member, Currently: Anti-Racism Team Member, Open Hearts/Open Church Member, Previous Co-chair of Witness/Evangelism.



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Churchwide positions and activities: Treasurer of European Descent Lutheran Association for Racial Justice, one of six ethnic associations of ELCA. Community Life Volunteer at 2015 Youth Gathering.

Gifts and skills: Have a good knowledge of work of church in all three expressions. Enjoy using my gifts of organization, creativity and leadership to serve God.

Ms. Jill Leach
955 W Columbia St
Mason MI 48854
517-775-3772
jillysings@att.net

Occupation/Vocation: Retired

Education: High school graduate, some college

Work experience: Insurance clerk, U S Agri. statistics enumerator

Congregation positions and activities: WELCA President, Call Committee, Worship Committee, Congregation Council, choir member, worship reader, altar care

Gifts and skills: I work well with others. I am compassionate and want equality. My passion is to have a world where everyone is accepted no matter their race, religious belief or sexual orientation and where peace rather than fighting would be the norm.

Ms. Caroline Peterson
3100 W Winston Rd
Rothbury MI 49452
231-780-7101
caroline_peterson1@yahoo.com

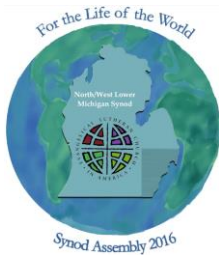
Occupation/Vocation: Special education teacher

Education: Master's Degree in Learning Disabilities, B.S. in Elementary Education, Associates Degree in Business/Marketing

Work experience: I currently teach K-7th grade students with learning/cognitive disabilities at Walkerville Public Schools. I have been on various school-wide committees. I also teach online courses for the University of Phoenix, and have previously taught online courses for Michigan State University. In the past, I held the position as a desk clerk and night auditor for 3 different motel systems and as secretary/bookkeeper in a small business.

Congregation/Ministry Location: Trinity Lutheran Church, New Era

Congregation positions and activities: Congregation Council member, Worship Committee liaison, Council Secretary, Council Nominating Committee, Worship Lay



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Assistant, Worship supply for pastor, Drama/Musical Coordinator, Vacation Bible School Coordinator, Wedding Coordinator, Singer/Musician, Music Coordinator, Contemporary Worship Committee Chair, Worship Leader

Synod positions and activities: Currently chair Equipping Leaders for Mission and Ministry (formerly Lay Ministry Training Program) Board of Governors; Previously served as Secretary for LMTP BOG

Gifts and skills: Church – assist with parts of worship, coordinate VBS with other congregations, coordinate plans with brides and grooms; Work – coordinate—with other professionals—programs and services for students, prepare/keep documentation for students' programs, set up and lead required parent/teacher meetings; Online – facilitate courses for degree seeking individuals.

Clergy Male (3-year term, elect one)

Rev. Jake Lehman
2106 Chaparral St
Kalamazoo MI 49006
269-873-7597
prjake@tlckzoo.com

Occupation/Vocation: Clergy

Education: 2010 – M. Div. from Trinity Lutheran Seminary, Columbus OH

Experience: 2001-2002 International Campus Ministry Intern, Marseille France;
2002-2006 Youth Minister, St Luke Lutheran Church, Gahanna OH; 2010 – present
Associate Pastor, Trinity Lutheran Church, Kalamazoo MI

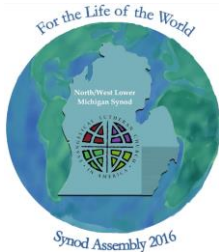
Congregation/Ministry Location: Trinity Evangelical Lutheran Church, Kalamazoo MI

Congregation positions and activities: Pastor – Trinity Ev. Lutheran, Kalamazoo, MI;
Youth Minister - St. Luke Lutheran, Gahanna, OH; Program Director – Camp Luther,
Conneaut, OH

Synod positions and activities: 2013 - Strategic Planning Board, Living Water
Ministries

Gifts and skills: I bring a level head and balanced perspective to this committee as
well as experience from a variety of ministry settings.

Rev. Bill Uetrict
685 Curve Crest
Muskegon MI 49445
231-744-1522
bill@firstlutheranmuskegon.com



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Occupation/Vocation: Pastor

Education: Master of Divinity, Trinity Lutheran Seminary

Work experience: Pastor, Prince of Peace Lutheran Church, Toledo OH; Pastor, First Lutheran Church, Muskegon MI

Congregation/Ministry location: First Lutheran Church, Muskegon MI

Congregation positions and activities: Pastor

Synod positions and activities: Served previously as chair of the Church and Society Committee; have been Chair of the nominating committee for the past two synod assemblies; organized Synod bike rides

Churchwide positions and activities: Was a representative to the national assembly; have written many articles for The Lutheran magazine

Gifts and skills: I am a seasoned pastor who has a deep commitment to the church and its vibrancy. I have good public skills and good problem-solving abilities. I am a visionary who can take people into new futures.

Rev. Travis Wilson
06321 Blue Star Memorial Highway
South Haven MI 49090
269-637-4104
twilson@peaceinsouthhaven.org

Occupation/Vocation: Pastor

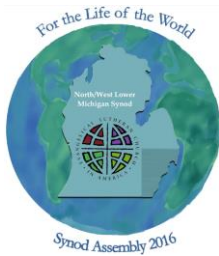
Education: M.Div. – Trinity Lutheran Seminary, Columbus, OH; B.A. – Roanoke College, Salem, VA

Work experience: Pastor, Peace Evangelical Lutheran Church, South Haven MI (2014-present); Pastor, St James Lutheran Church, Jackson MI (2012-2014); Office Staff for Healthy Congregations, Trinity Lutheran Seminary, Columbus OH (2008-2012); Audio Visual Technician, Trinity Lutheran Seminary, Columbus OH (2008-2010)

Congregation/Ministry Location: Peace Evangelical Lutheran Church, South Haven MI

Congregation positions and activities: Volunteer Youth Director and Technology Assistant, St. Mark Lutheran Church, Yorktown, VA; Bass player in various worship teams; Confirmation Mentor

Synod positions and activities: Consultation Committee member, Worship Committee member, Virginia Synod Youth Committee member



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Churchwide positions and activities: National Youth Gathering Staff Member (2010) and Participant/Chaperone (2016). I am grateful for the work of ELCA World Hunger and the Campaign for the ELCA's focus on persons with disabilities.

Gifts and skills: I bring both a love for the church and the synod and a heart for exploring how every person is able to be church together. I also bring a compassionate heart, the penchant for dreaming, and a joy for the gospel. I look forward to using my gifts and abilities in service to the congregations of our synod so that we might be ambassadors for Christ.

Lay Male (1-year position to fill unexpired term, elect one)

Mr. Carl Kenneth Bjork III
2209 Eastlawn Dr Apt 11
Midland MI 48642
989-891-7067
ckbjork@gmail.com

Occupation/Vocation: Interim Pastoral Assistant / Associate in Ministry

Education: BA, Religious Studies, Carthage College; MTS, General Studies, Trinity Lutheran Seminary

Work experience: Office and Facilities Manager, First English Church, Columbus OH; Director, Trinity Project, Saginaw; Interim Pastoral Assistant, Trinity Lutheran Church, Midland

Congregation/Ministry location: Trinity Lutheran Church, Midland

Congregation positions and activities: Facilitator, various outreach and racism discussions

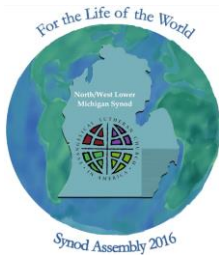
Synod positions and activities: Supply "pastor"

Gifts and skills: I have gifts/skills for administration, organization, team building, public speaking, and leadership. I feel that I have a wide range of experience as a lay leader. I think this would be a great opportunity to further my experience in the church and I would be a good representative for the synod.

CONSULTATION COMMITTEE

Clergy Female (Synod Council appointment, term ends 2019)

Rev. Elizabeth A. Retz
3002 Shreeve St
Midland, MI 48642
989-486-1841
eretz980@gmail.com



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Occupation/Vocation: Pastor and Pharmacist

Work Experience: 25 years Registered Pharmacist working hospital & retail, Ordained 2008, in current call 5 years

Congregation/Ministry and Location: St. Timothy Lutheran Church, Midland

Congregation positions and activities: 2 years Financial Secretary, Peace Lutheran Ryan, IA

Synod positions and activities: Outreach/New & Renewing Congregations- currently for 2 years

Gifts and skills: I have the ability to assess situations, listening to multiple voices and am able to work with interested parties to move forward in positive directions. I deal with challenges from several perspectives and am willing and able to think and act “outside of the box.” I prayerfully approach challenges, conflict, change and discernment.

Clergy Female (6-year term, elect two)

Rev. Sherry McGuffin
314 W Lake St
Petoskey MI 49770
231-881-1212
pastorsherry@sbcglobal.net

Occupation/Vocation: Pastor, teacher, advocate

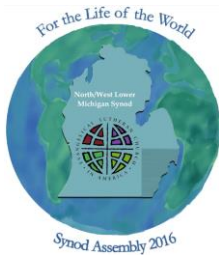
Experience: Pastor at Cross of Christ in Petoskey 18 years. Work on North/West community housing agency and poverty reduction committee; taught college for 15 years; volunteer with the Domestic Violence programs, work ecumenically with local churches, work with return of prisoners into community, lead community Thanksgiving Dinner, Paper Pantry and participate with the soup kitchen, Zonta International (raising the status of women world wide), ACLU for equal rights; social advocacy on local and state political levels, Athena award winner for Northern Michigan

Congregation/Ministry location: Cross of Christ Lutheran Church, Petoskey

Synod positions and activities: Evangelism, Synod Council, Discipline Committee

Churchwide positions and activities: taught workshop for Education committee for “Matters of the Heart”

Gifts and skills: I am a good listener, and mediator. Confrontation is a place of learning and respect when done with Christ as the center.



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Rev. Julie E. Schneider-Thomas
282 N. Main St.
Kent City, MI 49330
(616) 717-1347
mackcity87@aol.com

Occupation/Vocation: Pastor

Education: BA in Religion/Philosophy, Adrian College; MDIV Trinity Lutheran Seminary

Experience: 20 years serving as a pastor in a congregation

Congregation/Ministry and Location: Zion Lutheran, Comstock Park; Hope Lutheran, Rockford

Congregation positions and activities: Congregation Pastor

Synod positions and activities: synod council, first call mentor, Bridge Builders (working with congregations in conflict), conference dean

Churchwide positions and activities: Churchwide assembly voting

Gifts and skills: Experience gained serving as a pastor in a congregation for 20 years. Good listener. Healthy congregations training. Several years serving on the Bridge Builders team. Twice I've gone into a conflicted congregation as part of a listening team.

Rev. F. Laraine Sundin
1517 S 2nd Ave
Alpena MI
989-356-5879
larainesundin@hotmail.com

Occupation/Vocation: Spiritual Care Advisor, Hospice of Michigan

Education: Masters of Divinity, Lutheran School of Theology at Chicago

Congregation/Ministry location: Trinity Lutheran Church, Barton City

Gifts and skills: 32 years' experience as a parish pastor



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Lay Female (6-year term, elect one)

Ms. Mary Brown
1430 Holborn Dr NW
Grand Rapids MI 49504
616-453-1880
chrowncreations@comcast.net

Occupation/Vocation: Retired Administrative Assistant

Education: High school graduate

Experience: General Electric, Apollo Program, Legislative Aide – Florida State Leg Rep, Administrative Assistant – CEL, Pres & VP of 37 store chain

Congregation/Ministry Location: Zion Lutheran Church, Comstock Park

Congregation positions and activities: all Congregation Council positions, Sunday School teacher, Stephen Ministry leader, Church Secretary

Gifts and skills: Many years of being a mother, a friend and a caregiver to elderly parent; training in Stephen Ministry, years of being Stephen Minister.

Ms. Betty Nagel-Cribbons
7318 Spring Lake Tr
Saginaw MI 48603-1684
989-284-4517

cottagebetty@gmail.com

Occupation/Vocation: Retired Social Work Administrator

Education: BA in Religion, MSW (Masters of Social Work)

Experience: 38 years in outpatient psychiatric, substance abuse, and Sexual Assault treatment facilities

Congregation/Ministry location: Faith Evangelical Lutheran Church, Saginaw

Congregation positions and activities: President since 2009, Vice President 2009, choir member, assistant minister, communion assistant, reader

Synod positions and activities: Voting member for two synod assemblies

Gifts and skills: I bring my social work experience and people skills. I take my responsibilities seriously. I am not afraid of conflict and communicate directly, assertively, and respectfully. My goals are to add value to my relationships and resolve problems.



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Clergy Male (6-year term, elect one)

Rev. Matt Carpenter
101 E Lincoln St
E Tawas MI 48730
989-362-3139
prgrace@att.net

Occupation/Vocation: Pastor

Education: M Div, BA in History / Secondary Education

Experience: Mental Health worker

Congregation/Ministry location: Grace Lutheran Church, East Tawas MI

Gifts and skills: I am able to listen without judgment, I maintain a calm and non-anxious presence in times of conflict, I seek guidance through prayer and the work of the Spirit, I have received Nonviolent Crisis Intervention Training through CPI.

Rev. Kent R. Lee
PO Box 37
Suttons Bay MI 49682
231-633-1833
pastorkent3@gmail.com

Occupation/Vocation: Pastor

Education: M. Div.

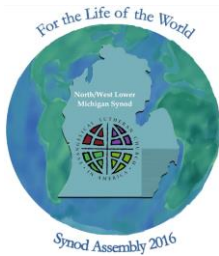
Congregation/Ministry location: Immanuel Lutheran Church, Suttons Bay

Congregation positions and activities: Christ Lutheran Church, Yonkers; Faith Lutheran Church, Sarasota; Gateway Lutheran Church, Ft. Myers; Christ the King Lutheran Church, Miami

Gifts and skills: I have served on several synod committees in several synods, outdoor ministry boards, and currently serve as Dean in the Traverse Conference.

Rev. Jake Lehman
2106 Chaparral St
Kalamazoo MI 49006
269-873-7597
prjake@tlckzoo.com

Occupation/Vocation: Clergy



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Education: 2010 – M. Div. from Trinity Lutheran Seminary, Columbus OH

Experience: 2001-2002 International Campus Ministry Intern, Marseille France;
2002-2006 Youth Minister, St Luke Lutheran Church, Gahanna OH; 2010 – present
Associate Pastor, Trinity Lutheran Church, Kalamazoo MI

Congregation/Ministry Location: Trinity Evangelical Lutheran Church, Kalamazoo MI

Congregation positions and activities: Pastor – Trinity Ev. Lutheran, Kalamazoo, MI;
Youth Minister - St. Luke Lutheran, Gahanna, OH; Program Director – Camp Luther,
Conneaut, OH

Synod positions and activities: 2013 - Strategic Planning Board, Living Water
Ministries

Gifts and skills: I bring a level head and balanced perspective to this committee as
well as experience from a variety of ministry settings.

Lay Male (6-year term, elect one)

Mr. Dale Foote
4839 Appletree Ln
Bay City MI 48706
989-274-6469
dcfoote@charter.net

Occupation/Vocation: Retired from 35 year career in retail management, second
career 6 years buying, selling and brokering classic and vintage autos on a global
scale.

Education: B.S. Eastern Michigan University, 1971

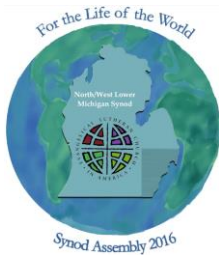
Experience: Retail District Mgr. supervising up to 23 stores, with 2000 employees
with revenue of +\$250 M.

Congregation/Ministry location: Messiah Lutheran Church, Bay City

Congregation positions and activities: Congregation Council 12 yrs., President 5 yrs.,
Stewardship and Finance Committees, Capital Campaign Committees, Constitution
Review and Update Committee

Synod positions and activities: Voting Member at 3 Synod Assemblies

Gifts and skills: A long career that presented many arbitrational opportunities. Ability
to remain calmed and focused “on point” in disorderly situations. Objectively listening
to both sides of a conflict with empathy before offering my opinion/judgment. Always
seeking agreed compromise when appropriate.



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Mr. Richard Klender
423 W Huron Rd
Omer MI 48749
989-653-2762
klenders@centurytel.net

Occupation/Vocation: Retired Educator and U. S. Army Officer

Education: BA, MA, Central Michigan University

Experience: Retired Teacher – Pinconning Area Schools – 30 years; Retired LTC U.S. Army – 23.5 years (Infantry/Military Intelligence), Vietnam Vet, various positions in Thailand, New Jersey and Michigan; Infantry Officers Basic Crs; MI Officers Basic Crs; Infantry Officers Adv. Crs; Command and General Staff Crs; last assignment recruiting for U.S. Military Academy at West Point; Contract negotiator for school personnel.

Congregation/Ministry location: Hope Lutheran Church, Rhodes

Congregation positions and activities: Congregation Council President, Council member, Lay Minister / Synodically Authorized Minister

Synod positions and activities: Outreach Committee, Synodically Authorized Minister

Gifts and skills: Interviewing, listening, analysis, problem solving, reconciliation

DISCIPLINE COMMITTEE

Lay Male (Synod Council appointment, term ends 2021)

Mr. James Allen
1514 W Kilgore Rd.
Kalamazoo MI 49008
266-344-5444
allenkzo@gmail.com

Occupation/Vocation: Realtor

Education: B.A., Augustine College, Rock Island IL

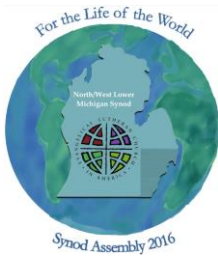
Experience: Realtor for 30 years

Congregation/Ministry location: Trinity Lutheran Church, Kalamazoo

Congregation positions and activities: Congregation Council, Foundation Board

Synod positions and activities: Synod Assembly Voting Member, Discipline Committee

Gifts and skills: I apply my financial skills and business experience from a Christian perspective in dealing with clients in emotional situations.



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Treasurer's Annual Report For Fiscal Year Ended January 31, 2016

Submitted by Daniel L Carter, Treasurer

With God's help and encouragement, the Synod Council continues to be in good financial condition. Our recently completed audit indicates that we have again maintained our financial stewardship consistent with the prior year. However, our total Operating Revenue & Support for the year did decrease in 2015-16 because we incurred approximately a \$100,000 unrealized decrease in the market value of our investments – most of which came in the last two months of our fiscal year.

The Synod's total Unrestricted Operating Expenses for the year rose slightly by 1.8%. Our Auditor's Letter of Comments was consistent with the prior year and we had no material deficiencies. For the year, our total financial position decreased by approximately \$127,000, with a majority of this due to the decrease in the market value of our investments. Our Unrestricted Fund decreased by approximately \$86,000.

Condensed Financial Profile – Unrestricted Fund For the Fiscal Year Ended January 31, 2016

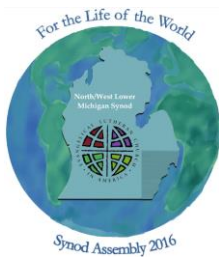
Description	2015-16	2014-15	Variance
Total Operating Revenue & Support	\$1,559,931	\$1,625,201	\$ (65,270)
Total Operating Expenditures	\$1,645,925	\$1,617,401	\$ (28,524)
Change in Net Assets	\$ (85,994)	\$ 7,800	\$ (93,794)

We continue to share 50% of our congregations' Mission Support with Churchwide to help support the ministries of our larger church. This proportionate share totaled approximately \$685,000 up again just slightly from the prior year. We closed the year with a decrease in net assets and our Mission Support from our congregations increased by \$1,000, and this was substantially under budget.

With the help of our auditors we have again continued to improve our financial management, oversight, and reporting system. Please review the audited financial statements. Note 1 includes an excellent summary of all of the synod's programs. Note 9 provides additional details on the various categories of net assets and the respective designations or restrictions. Note 11 indicates that 89% of our resources were used to fund program services.

For the 2015-16 year we again invested in our people, new vehicles, and in our technology infrastructure in order to meet the goals of our strategic plan for the synod. The synod has made it a priority for the bishop and staff to visit and meet with all of our congregations. To fund these items we still need increased support from our congregations in order to meet the financial needs of our operations and fulfill our strategic plan. For the 2016-17 year we have adjusted our annual budget to align our mission to the resources that we can reasonably expect to receive. For the 2017-18 year we have aggressively set our budget so as to expand our services and develop additional programs to better support our ministries.

The synod manages its operations in a very dynamic environment but we are continually committed to maintaining a balanced budget. Respectfully, I submit the synod's annual audit report and related financial information for your review.



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North/West Lower Michigan Synod Proposed Budget 2017-18 Fiscal Year End 31-Jan-18					For 2016 Synod Assembly Action	
		YE 1/31/2016	YE 1/31/2016	YE 1/31/2017	YE 1/31/2018	
		2015-16 Past Year BUDGET	2015-16 Past Year ACTUAL	2016-17 Current Year BUDGET	2017-18 RECOMMENDED Next Year BUDGET	
REVENUE						
Mission Support	a	1,361,102	1,370,986	1,477,293	1,671,062	
Committee Revenue	b	20,000	10,805	22,000	22,000	
ELCA Pooled Trust Dividend		19,000	19,227	19,000	19,000	
Grant Revenue	b	20,000	31,668	20,000	20,000	
Interest Income		100	149	150	150	
Registration Fees - Leadership Events	c	7,000	2,072	8,000	8,000	
Registration Fees - Synod Assembly		60,000	42,706	65,000	60,000	
Synodwide Revenue - Special Gifts		6,000	4,627	6,000	6,000	
Synodwide Events (new in fy2017 Budget)					5,000	
Transfer from Reserved Funds		67,000	55,174	67,000	67,000	
Total		1,560,202	1,537,414	1,684,443	1,878,212	
Closed Congregation Income		0	0	0	0	
Other Unrestricted Contributions		0	0	0	0	
Total Revenue		1,560,202	1,537,414	1,684,443	1,878,212	
a - 50.00% of Mission Support allocated to ELCA Churchwide						
b - used to offset Committee expenses						
c - expenses tracked in Ministry Committee						
EXPENSES						
ELCA Agencies and Organizations						
ELCA Churchwide Support	a	680,551	685,493	738,646	835,531	
Capital University and Wittenberg University		3,000	3,000	3,000	3,000	
Living Water Ministries		40,000	40,000	42,000	40,000	
Lutheran Social Services of Michigan		3,000	3,000	3,000	3,000	
NWLM Synod Campus Ministry	d	45,000	44,700	45,000	45,000	
Region 6 Support		9,500	9,059	9,060	9,000	
Trinity Lutheran Seminary		22,000	22,000	25,000	25,000	
Subtotal - ELCA Agencies and Organizations		803,051	807,252	865,706	960,531	
d - Starting 2016, campus ministry grants managed by New & Renewing Cong. Committee (replacing MI Lutheran Campus Ministry Board)						
Committees						
Faith Formation Table (Christian Ed.)		1,000	140	1,500	1,500	
Publically Engag. Church (Church in Society)	e	19,000	32,658	19,000	19,000	
Communication Committee	f	2,000	0	2,000	2,000	
Mission Support Table (Financial Support)		4,000	1,952	4,000	4,000	
Global Mission Committee	g	10,000	10,773	10,000	10,000	
Ministry Committee	h	38,000	40,082	40,000	38,000	
Multicultural/Anti-Racism Committee	i	2,000	1,500	2,000	2,000	
New & Redeveloping Congr. Table (Outreach)	j	52,000	60,567	52,000	52,000	
Renewing Congr. Table (Witness/Evangelism)		2,000	107	2,000	2,000	
Worship Committee		1,500	3,539	1,500	1,500	
Youth Committee		1,500	3,594	2,000	1,500	
Subtotal - Committees		133,000	154,912	136,000	133,500	
e - spending in 2015 also supported with funding from a bequest (restricted fund)						
f - incl. new projector; materials for synod communications						
g - incl. Global Mission Partner support and activities; Honduras Fund also available						
h - incl. Candidacy; First Call; Interim Ministry; ELMM; SAM; Leadership events; Response Team; Reg. fee income offsets (line 9)						
i - incl. Anti-Racism Team meetings and events; restricted funds also available						
j - incl. meetings; scholarships; cong. grants, etc.; restricted funds also available; also manage Campus Ministry grants (line 30)						



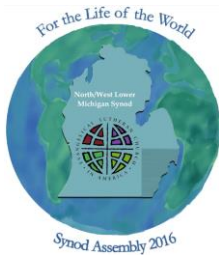
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Crowne Plaza – Grand Rapids MI

		2015-16 Past Year BUDGET	2015-16 Past Year ACTUAL	2016-17 Current Year BUDGET	2017-18 Next Year RECOMMENDED BUDGET	
51	EXPENSES (continued)					51
52	Synod Ministries					52
53	Interim Ministry Support	0	0	0	0	53
54	Synod Assembly <i>k</i>	65,000	55,942	65,000	65,000	54
55	Synod Council <i>l</i>	9,000	7,443	9,000	9,000	55
56	Subtotal - Synod Ministries	74,000	63,385	74,000	74,000	56
57	<i>k - materials; technology; meals; lodging; speakers</i>					57
58	<i>l - incl. synod council meetings, training, and retreats; other synod-wide events</i>					58
59	Staff Salaries and Benefits					59
60	Salaries - Administrative Support Staff <i>m</i>	82,400	79,292	86,920	82,528	60
61	Salaries and Housing Allowances - Called Staff <i>n</i>	137,711	145,499	166,500	228,495	61
62	Salaries - Deployed Staff <i>o</i>	66,710	40,481	68,711	75,773	62
63	Social Security Allowance	16,048	17,070	19,314	26,505	63
64	Payroll Taxes (FICA)	11,407	9,821	11,901	12,258	64
65	Health Insurance, Disability, Pension <i>p</i>	87,075	81,310	111,110	118,888	65
66	Continuing Education	3,000	1,556	3,180	3,275	66
67	Other Insurance	5,000	6,358	5,300	5,459	67
68	Subtotal - Staff Salaries and Benefits	409,351	381,387	472,936	553,181	68
69	<i>m - incl. Synod Office staff; Exec. Admin position vacant; 3% increase planned</i>					69
70	<i>2% increase planned</i>					70
71	<i>increase planned</i>					71
72	<i>p - incl. Social Security offset for DEM; increased benefits for third FT Assistant to Bishop</i>					72
73	Administration					73
74	Bishop's Discretionary Fund	4,000	1,652	4,000	4,000	74
75	Capital Equipment Purchases	0	4,354	0	0	75
76	Insurance	8,500	8,952	8,500	9,000	76
77	Building Lease (office space) <i>q</i>	16,800	16,800	16,800	16,800	77
78	Office Equipment - Maintenance <i>r</i>	8,000	4,753	8,000	6,000	78
79	Office Supplies	9,000	8,166	9,000	9,000	79
80	Postage	3,500	2,718	3,500	3,000	80
81	Professional Fees <i>s</i>	18,000	21,640	18,000	23,000	81
82	Stipends	0	72	0	0	82
83	Phone	10,000	8,711	10,000	9,000	83
84	Transition Costs & Moving Expenses	0	0	0	0	84
85	Travel - Staff (professional rate)	36,000	31,218	36,000	36,000	85
86	Website/Network Maintenance	5,000	8,761	5,000	4,200	86
87	Subtotal Administration	118,800	117,797	118,800	120,000	87
88	<i>q - incl. rent for Synod Office</i>					88
89	<i>r - incl. Computers; Phones, Printer; Server; WIFI</i>					89
90	<i>s - incl. Synod Attorney; Synod Auditors</i>					90
91	Depreciation <i>t</i>	12,000	21,630	12,000	12,000	91
92	<i>t - incl. synod vehicles; office equipment, copier, furnishings, etc.</i>					92
93	Total All Expenses	1,550,202	1,546,363	1,679,442	1,853,212	93
94	Net Income/Loss	10,000	(8,949)	5,001	25,000	94
95	Capital Purchases	(22,000)	(4,354)	(17,000)	(37,000)	95
96	Add Back Depreciation - Non Cash Exp.	12,000	21,630	12,000	12,000	96
97	Modified Net Income/Loss	0	8,327	0	0	97



For the Life of the World

2016 North/West Lower Michigan Synod Assembly

May 15-17, 2016

Crowne Plaza – Grand Rapids MI

Further Information on Synod Staffing (status as of April 2016)

Called Staff Resources

Bishop	Full-time
Assistant to the Bishop for Congregational and Leadership Excellence	Full-time
Director for Evangelical Mission and Assistant to the Bishop	Full-time *
Assistant to the Bishop for Synod Life (25%)	Part-time
Total Annual Called Staff Salaries (Salary + Housing + Soc. Sec. Allowance) (includes DEM Salary and Housing paid by the ELCA Churchwide Organization; does not include Benefits)	\$252,819

Administrative Support Staff Resources

Executive Assistant to the Bishop for Administration	(vacant)
Administrative Assistant (35 hrs/wk)	Part-time
Financial Administrator (24 hrs/wk)	Part-time
Total Annual Administrative Support Staff Salaries (Does not include Benefits)	\$48,207

Deployed Staff Resources

Equipping Leaders for Mission and Ministry Administrator (12 hrs/wk)	Part-time
Living Fire Ministry Facilitator (20 hrs/wk)	Part-time
Driver for the Bishop (24 hrs/wk)	Part-time
Synod Communicator (15 hrs/wk)	Part-time
Total Annual Deployed Staff Salaries (Does not include Benefits)	\$61,864

* Compensation for the DEM (excl. Soc. Sec. Allowance) is paid by the ELCA Churchwide Organization. Soc. Security Allowance for the DEM is paid by the NWLM Synod.

** Weekly hours for part-time positions are estimated average values on an annual basis