



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 2018 Synod Assembly which will take place at the Lansing Center, 333 E Michigan Ave, Lansing MI, beginning with registration at 3pm on Sunday, the 20th day of May, 2018 and concluding on Tuesday, the 22nd day of May, 2018.



Ms. Christine E. Allen, Secretary

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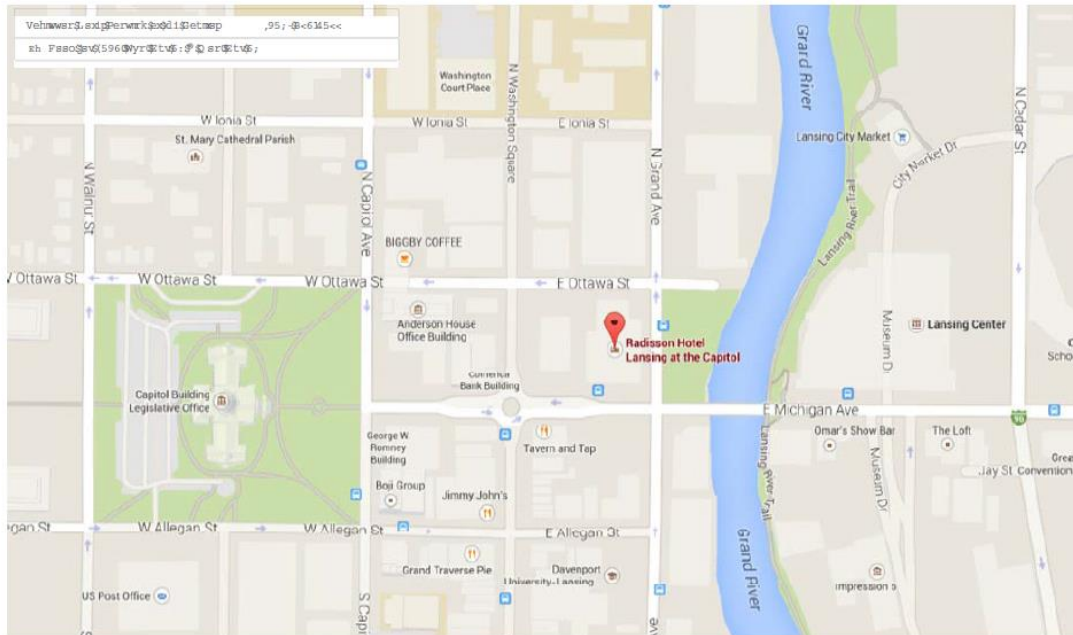
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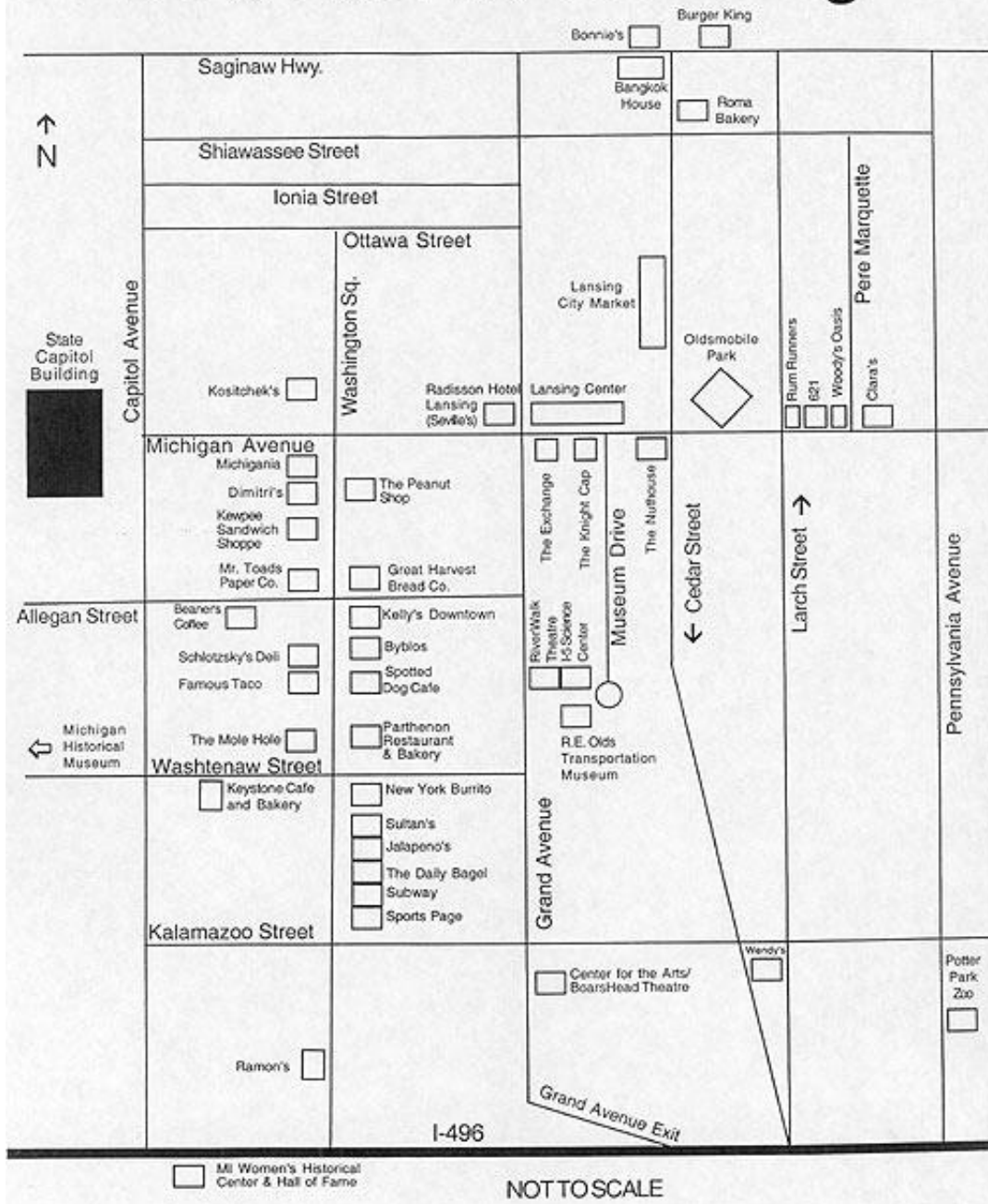
Radisson Hotel at the Capitol Lansing
111 N Grand River Avenue, Lansing MI 48933, (517) 482-0188



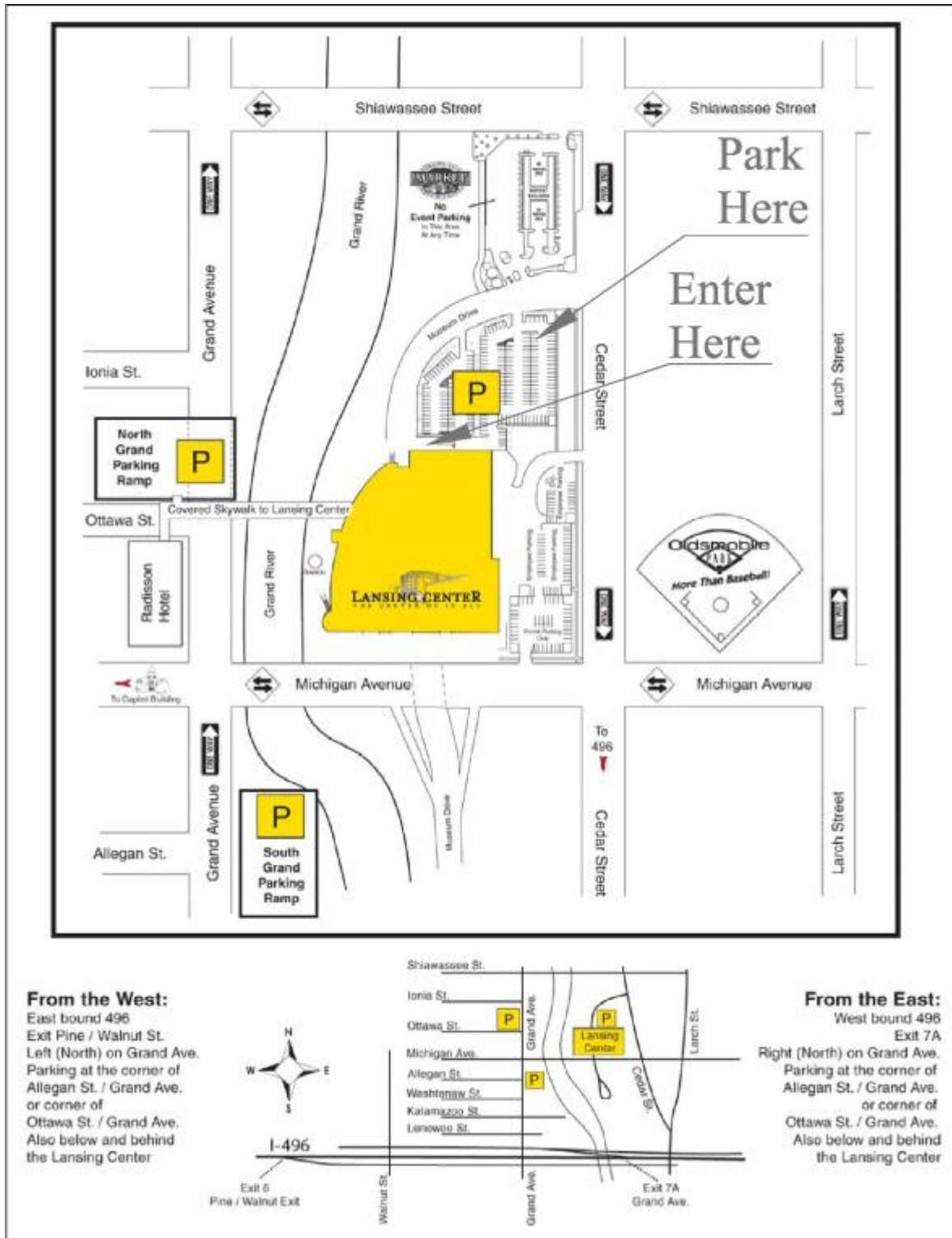
Lansing Center
333 E Michigan Avenue, Lansing MI 48933, (517) 483-7400



Downtown Lansing



Lansing Center Parking



Parking and Meals

Valet parking is available at the Radisson Hotel and paid parking is available at the Lansing Center and at metered spaces on the surrounding streets.

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

- All Registration for the Assembly will take place at the Lansing Center Sunday 3:00–6:00 pm and Monday and Tuesday mornings from 7:00–8:30 am. **Voting members must register during these times in order to vote during the plenary sessions.**
- Check-in for lodging will be at the Radisson Hotel Registration Desk.
- Sunday evening's Opening Eucharist will be held at University Lutheran Church, 1020 S Harrison Rd, East Lansing MI 48823.
- Monday and Tuesday Plenary Sessions and Worship will take place at the Lansing Center.

Information Packets

Packets containing your name badge, hotel and restaurant information, etc. will be available at the Synod Assembly registration desk.

Offerings

The offerings gathered at the opening and closing worship services will be divided evenly between two ministries described below. Congregations should bring their offerings in the form of a check made payable to the North/West Lower Michigan Synod.

1. Always Being Made New: Campaign for the ELCA – Designated for ELCA Disability Ministries

As members of the Evangelical Lutheran Church in America (ELCA) we share a living, daring confidence in God's grace. And through God's grace, we are freed to love and serve our neighbors. *Always Being Made New: The Campaign for the ELCA* is our opportunity to invest in the future of this church, deepen relationships and expand ministry opportunities that serve our neighbors and communities in the United States and around the world.

Achieving the campaign's goals will not be possible without your help. Together, we can do more. The impact of *Always Being Made New: The Campaign for the ELCA* will go far beyond the nearly \$200 million goal. It will establish a strong culture of stewardship in which this church will be well-positioned to do God's work in Jesus' name throughout the world, for decades to come.

2. 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.

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.
- Deacons 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 deacons 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 deacons 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 2017 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.

Assembly Procedures

The Synod Council recommends adoption of the following procedures for the 2018 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.

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



Signs of the Spirit

North/West Lower Michigan Synod Assembly

May 20-22, 2018
Lansing, Michigan

"Your Sons and Your Daughters Shall Prophecy, Your Young Ones See Visions, Your Old Ones Dream Dreams" (Joel 2:28).

2018 Synod Assembly Agenda

Sunday, May 20: Assembly Day 1

1:00 PM	Registration & Stage Set-Up (Synod Staff) Main Concourse / Rooms 1-6
1:00 PM	Display Table Set-Up Rooms 7-8
3:00 PM	Registration & Check-In Opens Main Concourse
3:00 PM	Pre-Assembly Walk Through (Synod Staff, Parliamentarian, Worship Chair, Tech, (Synod Council Officers welcome)) - Board Room 1
4:00 PM	Assembly Committee Meetings – Board Room 1 <ul style="list-style-type: none"> • 4:00 PM: Credentials Committee • 4:15 PM: Elections Committee • 4:30 PM: Reference & Resolutions Committee
5:00 PM	Dinner (On Your Own)
5:45 PM	Choir Rehearsal at University Lutheran Church, East Lansing
6:45 PM	Registration & Check-In Closes
7:00 PM	Opening Eucharist at University Lutheran Church, East Lansing <ul style="list-style-type: none"> • Presiding Bishop Elizabeth Eaton preaching; Bishop Satterlee presiding • As part of the Sending: <ul style="list-style-type: none"> ○ Introductions: <ul style="list-style-type: none"> ▪ Bishop Eaton ▪ Interns ▪ Rostered Ministers New to the Synod ▪ Special Guests ○ Announcements ○ Pr. Nik Schillack, Samaritas Reception in Honor of Bishop Eaton, Sponsored by Samaritas
9:00 PM	Resolutions Submission Deadline

Monday, May 21: Assembly Day 2

7:00-8:30 AM	Registration at Lansing Center Main Concourse
7:15-8:15 AM	Breakfast – Rooms 101-104
8:00 AM	Morning Eucharist: First Call Pastors - Rooms 1-6
9:00 AM-12:00 PM	Plenary Session 1 – Rooms 1-6 Welcome, Call to Order Announcements Report of the Credentials Committee *Adoption of Assembly Rules & Procedures *Adoption of Agenda Introduction of Elections Committee Orientation to Voting Machines *Synod Council Action Item: Constitution & Bylaw Amendments Report of the Nominations Committee Nominations from the Floor *First Ballot for General Elections Greeting from Pr. Cathy Schibler-Keegan, Portico *Report of the Reference & Resolution Committee *Resolution A: 50 th Anniversary of Women's Ordination Mission Moment
10:15 AM	Break
10:30 AM	Call to Order *ELCA Churchwide Representative: Presiding Bishop Elizabeth Eaton Report of the Credentials Committee Report of the Elections Committee *Second Ballot for General Elections (If needed) Greetings from Mission Partner: Pr. Nik Schillack, Samaritas Announcements Prayer for Lunch
12:15 – 1:00 PM	Group 1: Lunch with Posters & Mission Partners – Rooms 1-6 Group 2: Conversation with Bishop Eaton – Rooms 203-205
1:15 – 2:00PM	Group 1: Conversation with Bishop Eaton – Rooms 203-205 Group 2: Lunch with Posters & Mission Partners – Rooms 1-6
2:15-5:00 PM	Plenary Session 2 Rooms 1-6 Call to Order Report of the Credentials Committee *Report of the Vice President Introduction of Synod Council 2019 Compensation Guidelines 2019 Bishop Election *Report of the Bishop
3:15 PM	Break

3:30 PM	<ul style="list-style-type: none"> *Report of the Treasurer *Presentation of the 2019-20 Budget *Report of the Reference & Resolution Committee *Resolution B: Gun Violence *Resolution C: Environmental *Remaining Resolutions <p>Greetings from Mission Partner: Dean Kit Kleinhans, Trinity Lutheran Seminary Mission Moment Announcements</p>
5:15 PM	Executive Committee & Staff Meeting
6:30 PM	<p>Dinner</p> <p>Recognitions Prayer by Retired Pastors Wine Tasting with David Blank</p>

Tuesday, May 22: Assembly Day 3

7:00-8:30 AM	Registration at Lansing Center Main Concourse
7:15-8:15 AM	Breakfast – Rooms 203-205
8:30-10:45 AM	<p>Plenary Session 3 – Room 1-6</p> <p>Call to Order, Announcements Report of the Credentials Committee Report of the Elections Committee *Third Ballot for General Elections (If needed) *Adoption of the 2019-20 Budget *Adoption of the 2019 Synod Compensation Guidelines Unfinished Business Mission Moment Closing of the Assembly</p>
10:45 AM	Break
11:00 AM	<p>Closing Eucharist – Room 1-6</p> <ul style="list-style-type: none"> • Bishop Satterlee preaching; Presiding Bishop Eaton presiding

*Denotes Order of the Day

Bishop Elizabeth A. Eaton



Elected as the ELCA's fourth presiding bishop at the 2013 ELCA Churchwide Assembly, Eaton earned a Master of Divinity degree from Harvard Divinity School and a Bachelor of Music Education from the College of Wooster.

Ordained in 1981, Eaton served three different congregations in Ohio as assistant pastor, interim pastor and pastor before being elected bishop of the ELCA Northeastern Ohio Synod in 2006 and re-elected in May 2013.

At gatherings, she often shares her four emphases for the ELCA: We are church; We are Lutheran; We are church together; We are church for the sake of the world. These four emphases are fundamental to identifying who the Evangelical Lutheran Church in America is.

Eaton also represents the ELCA in a wide range of ecumenical and interfaith settings. Eaton's presence witnesses the commitments of the ELCA to its long-term ecumenical partners, both in conciliar and bi-lateral settings.

Eaton's husband is the Rev. T. Conrad Selnick, an Episcopal priest. They are parents of two adult children, Rebeckah and Susannah.



Evangelical Lutheran Church in America

God's work. Our hands.

"For by grace you have been saved through faith, and this is not your own doing; it is the gift of God."

– Ephesians 2:8

Dear Friends in Christ,

We are Lutheran. For the past year it has been "all Reformation all the time!" So now what? The Lutheran Confessions teach that God freely and graciously creates a trusting relationship between us and Jesus. As we gather to meet in synod assemblies, let us remember that our hope is in the living Christ and share that assurance with the joy of the gospel.

Through the death and resurrection of Jesus Christ, we are free of the burden of making ourselves acceptable to God. The cross of Christ and the living Christ assure us that God's final word for us is life and freedom in Christ. Lutherans confidently and enthusiastically claim this promise: "For freedom Christ has set us free" (Galatians 5:1). How does this claim affect your faith journey as an individual, a congregation, synod or member of the church universal? Through his death and resurrection, we have a truly living Lord who meets us, forgives us and calls us to follow, and in that we find our freedom.

Because we are set free in Jesus Christ, we are free from trying to save ourselves and free for loving and serving others. As a church, we walk by faith, trusting God's promise in the gospel and knowing that we exist by and for the proclamation of this gospel word.

"Future Directions 2025"

Through "Called Forward Together in Christ – Future Directions 2025," we are addressing the challenges and embracing the opportunities of the church we are becoming – a church that is confident about who we are in Christ and what God is calling us to do. I invite you to lift up these goals and engage how we journey forward in Christ as church together. You can learn more by visiting [ELCA.org/future](https://elca.org/future).

ELCA Youth Gathering

Many of us will be together at the ELCA Youth Gathering in Houston June 27-July 1, 2018. I look forward to sharing in the excitement and energy of our young people as they experience the wonder and joy of being with more than 30,000 Lutherans and grow in their faith formation. For information and resources on the Gathering, go to [ELCA.org/gathering](https://elca.org/gathering).

The Campaign for the ELCA

We are in our final year of *Always Being Made New: The Campaign for the ELCA*. Help us rally to the end! As of Dec. 31, the campaign has received more than \$138.6 million in cash and multiyear commitments, representing 70 percent of our \$198 million goal. Read more about the campaign's progress at ELCA.org/campaign. Thank you for your continued support!

"God's work. Our hands." Sunday

Sept. 9 is our suggested date for the 2018 dedicated day of service. If your congregation cannot participate on this date, please consider another day. "God's work. Our hands." Sunday is an opportunity for us to explore one of our most basic convictions as Lutherans: that all of life in Jesus Christ – every act of service, in every daily calling, in every corner of life – flows freely from a living, daring confidence in God's grace. To order T-shirts or download resources, go to ELCA.org/dayofservice.

Join the conversation

There are two opportunities for you to provide feedback about what this church says on important issues. One is "Draft of a Social Statement on Women and Justice." The draft is in two sections: basic theses and fuller explanations, which speak about how sexism harms us all in church and society. The task force wants to hear from you about the content of the draft and this innovative format. Find the draft, supplementary materials and order information at ELCA.org/womenandjustice. The other is on the draft of "A Declaration of our Inter-Religious Commitment: A Draft Policy Statement of the Evangelical Lutheran Church in America." The comment period is open from now until June 30, 2018. Visit ELCA.org/ecumenical for more information and the document.

I have shared some of the ways we are loving and serving our neighbor. This is what being free in Christ looks like. This is part of our Lutheran story. This is part of your congregation's story and your synod's story.

Wherever you are for your synod assembly, from the Alaska Synod to the Caribbean Synod, there is something that we all have in common – our life in Christ. We have our life in Christ – in the crucified and risen Savior, in the one who poured out his life for us, the one who gave himself away for the life of the world so we may be free. As Lutheran Christians, we live in the freedom of Christ.

With gratitude,



The Rev. Elizabeth A. Eaton, Presiding Bishop



Report of the Bishop North/West Lower Michigan Synod ELCA 2018 Synod Assembly

**WELCOME TO THE 2018 ASSEMBLY OF THE
NORTH WEST LOWER MICHIGAN SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA!**



I wrote this report in the week following the March 2018 meeting of the ELCA Conference of Bishops in Chicago. Bishops receive a lot of reports in advance of those meetings; Sarah Holland puts together a big binder of them for me to read. This time, I didn't get through them all. I felt bad for the authors of those reports because I—and perhaps some other bishops—didn't read them. I recalled my years as a seminary professor when I endeavored to answer every question students might have in the syllabus, only to learn through their questions that students didn't read it. Feeling rightfully convicted of doing the very thing my students did, I asked Sarah to read me some of the reports when I returned home. In some instances, I recognized the significance of what was reported because of discussions at the meeting. So, if you don't read this report or other items in the assembly book prior to the assembly, read them afterward. Use them to report to your congregation. Refer to them in the year to come—I do! The assembly book makes a great reference book. With this in mind, I've included things that your congregation may find helpful when you're not at Synod Assembly.

I thank the book's editor, Rebecca Bossenbroek, and this report's editors, Sarah Holland and Chelsey Satterlee. I also thank my co-authors—Pastors Friesen-Carper, Sprang, and Timm, Chelsey Satterlee, and Ann Stavros—for their contributions.

I also acknowledge that this report is incomplete. It could hardly contain all the synod staff does, let alone what volunteers do on this synod's behalf, what congregations do together, and all that we do in partnership with the churchwide organization and the rest of the ELCA. Many of you know that I live out of the Gospel of John, employing its language and images to communicate my thoughts. So, I find myself thinking of the last verse in John's Gospel: "But there are also many other things that Jesus did; if every one of them were written down, I suppose that the world itself could not contain the books that would be written" (John 21:25).

OUR ASSEMBLY

THEME AND JOEL 2:28—I chose the theme "Signs of the Spirit" for our 2018 Synod Assembly because I am struck that we have turned the page from Acts, Chapter 1 to Acts, Chapter 2. In Acts 1, the apostles and believers wait in Jerusalem, as Jesus told them to, "for the promise of the Father." They select someone to replace Judas and restore the apostolic number to twelve. Are they trying to get back to "normal"? So too, we as a synod waited for God's promise and, perhaps, we waited for things to return to "normal."

In Acts 2, the Holy Spirit comes to the church in the rush of violent wind, divided tongues of fire, and speaking in other languages. Standing with the eleven and speaking for the church, Peter declares, "This is what was spoken through the prophet Joel: 'In the last days it will be, God declares, that I will pour out my Spirit upon all flesh, and your sons and your daughters shall prophesy, and your young ones shall see visions, and your old ones shall dream dreams'" (Acts 2:16, 17). Then Peter speaks to the gathered crowd of Jesus' life, death, and resurrection as good news.

I love Peter's choice of a sermon text—Joel 2:28. Following Peter's lead, I declare: **God is pouring out the Holy Spirit upon this synod, its congregations, lay leaders, and rostered ministers, and all God's people who bear the name and the cross of Christ.** Everywhere I go in the Mitten, I see signs of the Spirit. Everywhere I go, you point out signs of the Spirit. Not in rushing wind, or tongues of fire, or speaking in other languages but in all the ways you serve in Christ's name to make people's everyday lives better. I watched soldiers feast on your cookies. I see signs of the Spirit in your generosity in almsgiving as a sign that you trust and proclaim our God of abundance. One month, I signed a check for \$17,000 for hunger. I see signs of the Spirit in congregations taking risks, as the apostles did, to share the story of Jesus with people who do not know it or have been told the story of Jesus in a way that leaves out God's grace. If you want to see signs of the Spirit, find out what's happening in boxing rings, on bus rides, and at picnic tables with freezer pops. I see signs of the Spirit at Stony Lake when young people break racial barriers. I see signs of the Spirit on the faces of pilgrims in Wittenberg and the Vatican and in places like the Cathedral of St. Andrew in Grand Rapids and St. Paul's Lutheran in Alpena as Lutherans and Roman Catholics begin to heal wounds in the body of Christ.

But I see signs of the Spirit most vividly as Joel's prophecy is fulfilled in our synod. Our sons and our daughters are prophesying about what the gospel means for our church and our state, our nation, and our world. And, while we all have moments when we long for the church's "good old days" and grieve the loss of the way the church used to be, while some continue to wait for some sort of restoration, our young ones see visions and our old ones dream dreams of what our congregations, synod, and church is becoming and can be for the sake of the gospel and the life of the world. In the words of the hymn,

You call from tomorrow, you break ancient schemes.
From the bondage of sorrow all the captives dream dreams;
Our women see visions, our men clear their eyes.
With bold new decisions your people arise. (ELW #396)

I pray that something at our assembly—Bishop Eaton's presence, an idea on a poster that you decide to try, a conversation with an old or a new friend, the sound of us all singing together, something—strikes you as a sign of the Spirit and you come away convinced that God is keeping God's promise: "I will pour out my spirit..." (Joel 2:28).

WORSHIP—The surest and most reliable signs of the Spirit are Christ’s cross-bearing people gathered around word, water, bread, and wine. We open our assembly on Sunday evening celebrating the Eucharist at University Lutheran Church in East Lansing; Bishop Eaton will preach and I will preside. We close our assembly on Tuesday celebrating the Eucharist at the Lansing Center; Bishop Eaton and I will switch roles—I find myself preaching on the Trinity *again*. In keeping with our theme verse from Joel, our “young ones”—rostered ministers in their first call—lead Monday morning Eucharist and our “old ones”—retired rostered ministers—lead prayer to conclude our evening on Monday. I am excited for you to hear Bishop Eaton preach; I expect to experience the Holy Spirit through faithful and gifted leaders Monday morning and evening.

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 by name. So, I invite you to join us on Wednesday, May 16 at 11:30 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 congregation’s worship as soon as you finish reading this report.

PRESIDING BISHOP EATON— I rejoice to welcome The Rev. Elizabeth A. Eaton, Presiding Bishop of the Evangelical Lutheran Church in America, to our assembly! On May 31, 2016 –The Feast of the Visit of Mary to Elizabeth—I wrote to Bishop Eaton to share that, at our recent assembly, many people approached me to observe that the Presiding Bishop of our church has not attended our assemblies in over a decade (I checked the archives and, if my research is accurate, it was Bishop Herbert Chilstrom in 1991) and to tell Bishop Eaton that we would be honored to welcome her and have her among us because her presence and leadership would be a gift and a boost to this synod. Bishop Eaton will preach at the Opening Eucharist Sunday evening, address the assembly Monday, and preside at Tuesday’s Closing Eucharist. Additionally, two town hall-style gatherings midday Monday will offer voting members and guests the opportunity to engage with Presiding Bishop Eaton in a more informal setting. Please welcome our Presiding Bishop.

POSTERS & PARTNERS— Pastor Chrysanne Timm, our assembly manager, speaks for all of us when she writes, “We want to see and hear about the Signs of the Holy Spirit’s work in your ministry setting! We encourage every congregation, mission partner, task force and table to create and bring to Assembly a standard-size poster with pictures, art, and words describing how the Holy Spirit is at work in your setting.” These posters will be displayed around the assembly meeting room. During lunch sessions on Monday, several of our mission partners will speak briefly, and all will have the opportunity to check out these posters. We hope that these “Signs of the Spirit” will inspire and stir up our awareness of the Holy Spirit’s work in our midst. We also hope that you will find an idea to steal or someone to reach out to for inspiration or counsel.

BUSINESS—Reading through Acts, it strikes me that the Holy Spirit speaks and acts in what we might call business meetings. Assembly business includes elections for Synod Council, voting members to the 2019 Churchwide Assembly, and approving the nominations from our synod to the ELCA Church Council. We will consider a constitutional amendment, pass a 2019 synod budget and compensation guidelines, and consider resolutions on gun violence, environmental stewardship, and the 50th anniversary of the ordination of women.

PARLIAMENTARIAN— Pastor Robert Linstrom of Trinity in Grand Rapids concluded his service as parliamentarian of our synod, including all related responsibilities. From the assembly when I was called to the office of bishop, I have enjoyed, trusted, and relied upon Bob Linstrom as I was first a candidate for bishop and then chaired the assembly; I will miss Bob sitting next to me. At the same time, I am genuinely delighted that Mr. Connor Ashley accepted my invitation to serve as synod parliamentarian. Connor is one of those unique souls that delights in *Robert's Rules of Order*. Connor prepared well for his new responsibilities by consulting with both Pastor Linstrom and ELCA Secretary Chris Boerger and has my every confidence. Please join me in welcoming Mr. Ashley to his new role.

TERM LIMITS— At its April meeting, I am bringing to Synod Council an amendment to bylaw S8.51.01 of our constitution: "The persons holding the office of vice president and secretary shall be limited to two consecutive terms in their respective offices." At our Synod Assembly in May, I hope that we will eliminate these term limits.

We considered a resolution to eliminate term limits for vice president and secretary last May; it received majority approval but not the two-thirds majority required to change our bylaws. After the assembly, I received feedback that I should have done a better job of communicating the rationale for this change. I am generally reluctant to comment on resolutions we will consider; however, in this instance, I feel more than invited to do just that.

In thinking about the roles of vice president and secretary, we must consider the important work they are responsible for and how having consistency in these roles contributes to the success of the synod. Both our vice president and secretary have big jobs. As stated in our constitution, "The vice president shall chair the Synod Council." This means the vice president is completely responsible for the Synod Council, from orienting members to setting meeting agendas to developing plans for implementing council actions. In addition, the vice president chairs the Executive Committee, which deals with sensitive matters and serves as our synod's human relations committee. The vice president is also responsible for organizing our delegation to the churchwide assembly. The way in which the vice president and bishop partner together is important, and when a vice president cannot carry out all these responsibilities, much of the work falls to the bishop and the partnership of ordained and lay leadership is lost.

In addition to her or his day to day responsibilities, our constitution states: "In the event of the death, resignation, or disability of the bishop, the vice president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, shall convene the Synod Council to arrange for the conduct of the duties of the bishop until a new bishop shall be elected or, in the case of temporary disability, until the bishop resumes full performance of the duties of the office." In my five years as bishop, six bishops left office before their terms ended. In those instances, gifted vice presidents were essential in providing the guidance and consistency necessary for a successful transition. While I have no plans to vacate this office early—in fact, Cathy and I have discerned that, if this synod and God desire it, we are available to serve a second term—I nevertheless want the synod to be in the strongest possible position in the event something unforeseen should happen.

In a similar vein, the secretary also plays a vital role in the functioning of the Synod as he or she holds us accountable to our governing documents and to the decisions we have made. As outlined in S8.32 of our constitution, the secretary is responsible for keeping and distributing the minutes of all meetings of the Synod Assembly, Synod Council, and Executive Committee; is 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. In consultation with the bishop, the secretary is also responsible for classifying and arranging all important documents and depositing them in the archives of the synod, as well as submitting a certified list of the voting members elected by the Synod Assembly to the secretary of the ELCA at least nine months before each regular Churchwide Assembly. It is important to remember that the diligent work of the secretary in creating, maintaining, and organizing synod documents and archives is necessary to ensuring the synod functions as a cohesive unit.

While some are understandably concerned that a vice president or secretary might serve too long, my perspective is different. Occasionally in the life of the church, persons possessing exceptional gifts of leadership and commitment are lifted up by the Holy Spirit through the will of the saints to serve the church with their gifts. Such persons stand out in their ability and set the bar high for any who might follow. Though term limited offices of the church are intended to assure that leadership positions be made available to a broader number of qualified individuals, such limits can also deprive the church of both continuity and competence, especially during times of transitions and potential instability. For these reason, as of 2014, 70% (45/65) of synods do not have term limits. Our current model is in the minority.

Therefore, I am asking the Synod Council of the North/West Lower Michigan Synod to recommend to the 2018 Synod Assembly that synod bylaw S8.51.01: "The persons holding the office of vice-president and secretary shall be limited to two consecutive terms in their respective offices" be stricken from the constitution of this synod. Persons holding such offices will be required to stand for re-election to that office as specified in S8.51: "The terms of office of the officers of this synod shall be: The vice president; and secretary of this synod shall each be elected to a term of four years and may be re-elected."

A CLEAR AND VITAL VISION

For a few years now, I have named as our synod's vision, **"Proclaiming Christ and Prayerfully Participating in Jesus' own work of reconciling the world to God's very Self..."** Last year, I added, **"...by Renewing Congregations, Empowering Leaders, and Strengthening Connections."** In a letter to congregations regarding mission support, Pastor David E. Sprang reflects on this vision:

We are moving from scarcity to abundance. We are moving from the wilderness to God's promised future. We couldn't have done it without God's abundance and we couldn't have done it without you. Thank you for your gifts to the North/West Lower Michigan Synod. Our partnership in the Gospel is a blessing to us and to the world.

Our fiscal year 2017 showed a 5% increase in giving from congregations to Mission Support. It has been at least 6 years since we were at that giving level. We prayed about it. We have a mission plan. We asked you to support the work we do together. And you came through. Thanks be to God.

In the past year we as a synod have: provided grants to congregations for outreach projects and community engagement; supported over 30 congregations in the call process; assisted over 12 congregations with strategic planning and leadership training, helped to renew three congregations in Redevelopment/Vitality; helped to re-envision and fund campus ministries at Michigan State, Western, and Central Michigan Universities; supported our Lutheran Outdoor Ministry program – Living Water Ministries, which received national recognition for their work in anti-racism leadership training; and sent 50% of our mission support funds to the ELCA for the worldwide ministry we do together.

I cannot help but think that we as a synod take seriously Paul's encouragement to the Corinthian Christians: *"Each of you must give as you have made up your mind, not reluctantly or under compulsion, for God loves a cheerful giver. And God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work."* (II Corinthians 9:7-8)

These are most certainly signs of the Spirit. Thank God! Thank you! Together, we continue this good work and make Christ known by sharing his love in word and deed throughout Michigan and the world.

PROCLAIMING CHRIST

Pastors Friesen-Carper, Sprang, Timm, and I continue to rejoice in gathering around Word and Sacrament, both on Wednesday at 11:30 AM in our Lansing office and on Sunday in our congregations. Please see the attached Visitation Report for a summary of our preaching and worship leadership. This year we intentionally made ourselves available to congregations in the call process, since these transitions, when synod and congregation most closely partner, can be both frightening and profound experiences of the Holy Spirit. We continue to be inspired as we hear about and are shown the many ways our congregations serve their neighborhoods, communities, and the world.

I previously shared that I regard the 113 congregations of our synod as the families of the parish or congregation the staff and I serve. Every pastor will tell you that some families are more connected to the congregation and naturally are visited more regularly; other families are less connected and are visited less regularly. Over the years, I realized this is true for congregations and the synod as well. We have worshipped–preached or presided–with 64 congregations five or more times, 38 congregations three or four times, and 13 congregations once or twice. When we gather for assembly, I'll have personally worshiped with 35 congregations once, 42 congregations twice, and 38 congregations three or more times.

Every pastor will also tell you that, if you desire or need a visit, please let the pastor know. This is true for the bishop and staff as well. We are grateful when pastors or congregational leaders call the office to say that we haven't been there in a while and it would be great for us to visit. As I indicated above, Presiding Bishop Eaton is with us because we asked her to come. And if there is an occasion other than Sunday morning or worship when a visit would be meaningful, we are eager to do that as well.

RENEWING CONGREGATIONS

CALL PROCESS—At our last assembly I reported that 30 congregations were at various stages of the call process from learning their pastor is leaving to voting to call their next pastor. Since our last assembly, we completed 22 call (and contract) processes—that's about one every 17 days—for a total of 80 since September 2013. Interest in North/West Lower Michigan from rostered ministers outside our synod is slowly but steadily growing; we have a long way to go before we are Columbus, Minneapolis, or Seattle. At this writing, 13 congregations are actively engaged in the call process with five more anticipated to begin this journey in the next six months. Recognizing that matching the best pastor or deacon with the right congregation is key to renewing congregations, this progress is certainly a sign of the Spirit.

TEACHING—My assistants and I all enjoy teaching and are available to come to your congregation, a cluster of congregations, or a conference to provide workshops. We often provide workshops for congregation councils on topics including spiritual leadership, stewardship, mission and vision planning, congregational vitality, and family systems.

We are also eager to connect you with synod leaders who possess expertise in a full slate of topics—antiracism, bridge building (conflict management), environmental stewardship, global mission, hunger, spirituality, and welcoming all people quickly come to mind. As we develop synod policies, such as our employee handbook and policies on guns in church and sexual harassment, we do so mindful that congregations can use them as templates or models when developing their own policies.

Our "Walking Together" day is our emerging continuing education event for congregational leaders. The upcoming "Walking Together" together includes an inspiring keynote address, this year by VP Sandy Schlesinger, a series of workshops, lunch and conversation, and worship. The best part of the day is the networking and conversation that occurs. Followers of Jesus coming together to study and pray reminds me of the Book of Acts. Truly these are signs of the Spirit.

PASTORAL CARE— Pastoral care of congregations and congregation leaders includes responding to conflict, various forms of trauma, boundary violations, and sustainability issues. I am grateful to our Bridge Builders and Response Teams for their counsel and direct assistance.

Again, this year, Ann Stavros compiled the parochial reports congregations are expected to complete annually to compare congregational membership and worship attendance from 2016 to 2017. This comparison is provided for your review. Like most of the ELCA, our synod continues to numerically decline in total membership and worship attendance. With much of the ELCA, we continue to work hard to maintain church buildings as we lose congregations. Even more sobering, the ELCA suggests that congregations need an average worship attendance of 50 people to be viable, to have enough people, energy and resources to sustain their life and ministry. Using this rubric, 20% of our congregations are at risk.

Especially in the last quarter of 2017, I, accompanied by one of my assistants, had pastoral yet realistic conversations with several of our congregations regarding their future. My general message is that I do not have the desire or the authority to close congregations; I do not want church buildings. We also do not have the financial and pastoral resources to sustain them as they are. So often, I am asked in various ways, "How much is the church—the bishop, synod, and ELCA—willing to change so that we don't have to?"

Many of these conversations are about congregations yoking together. Last year, I reminded us that Jesus says, "I have other sheep that do not belong to this fold. I must bring them also, and they will listen to my voice. So there will be one flock, one shepherd" (John 10:16). I invite congregations to think of themselves as the sheep Jesus is bringing rather than the fold to whom Jesus is speaking because most congregations want others to change and give things up to yoke with them. I can name seven locations—Saginaw, Lansing, Muskegon, Ludington, Midland, Rogers City, and Spruce/Barton City—where, in the short term, the Lutheran proclamation of the gospel will be strengthened with greater congregational collaboration and, in the long-term, congregations will need to come together or face the end of their lives. I am clear that I cannot force congregations to yoke together. I ask them to prayerfully consider whether the Holy Spirit is inviting them to begin conversation about coming together. I am eager to help them when they sense the Spirit calling and I genuinely respect them when they tell me the time is not ripe.

COMPLETING THEIR MINISTRY—Jesus said, "Very truly, I tell you, unless a grain of wheat falls into the earth and dies, it remains just a single grain; but if it dies, it bears much fruit. Those who love their life lose it, and those who hate their life in this world will keep it for eternal life. Whoever serves me must follow me, and where I am, there will my servant be also. Whoever serves me, the Father will honor" (John 12:24-26). Two congregations completed their ministry in 2017. Reformation in Coldwater and Zion in Leroy embraced the powerful truth of Jesus' words by following Jesus into death and bearing the fruits of new life. With God the Father we honor them.

On Reformation Sunday, Reformation in Coldwater held its final worship service. The church building was sold and will be used to serve the Coldwater Community. The congregation gave away the proceeds of the sale and all its remaining assets to ministries of the church and community organizations that reflect the congregation's mission priorities. We thank Pastor Carl Ballard and the people of Reformation for their faithful ministry over the years and their courageous and faithful witness that Jesus brings life out of death.

At its December 2017 meeting, Synod Council adopted the recommendations of the trustees responsible for the closure of Zion/Leroy regarding the disposition of the congregation's assets. The congregation will become part of Augustana Lutheran Church in Tustin. The church building will be established as a community center. The congregation's remaining assets will be shared by Augustana and the community center. We thank Pastor Clay Bates and the trustees for their leadership and commend the people of Zion for their years of faithful ministry and their courageous and faithful witness that Jesus brings life out of death.

SYNODICALLY AUTHORIZED MINISTRY—This year I fulfilled a Synod Council directive from 2015: "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" (Motion SC15.12.07). As part of the process of reauthorization, and in partnership with Synod Council and Conference Deans, and others both in our synod and across our church, I developed this more detailed policy and practice for synodically authorized ministry in the North/West Lower Michigan Synod, which Synod Council endorsed. On March 22, we reauthorized the seven Synodically Authorized Ministers requesting reauthorization; 47 congregations filed covenants to avail themselves of this ministry. We are grateful for the service that Synodically Authorized Ministers provide.

GRANT FOR REVITALIZING AND RENEWING CONGREGATIONAL WEBSITES—The New and Renewing Congregations table approved a grant aimed at addressing the gap in the existence and effectiveness of congregational websites within the North/West Lower Michigan Synod. A church's online presence is one of the most important ways the public learns about a congregation and their ministries. A well-designed and easily-accessible website is vital for a congregation to effectively participate and communicate with their community, engage in mission, and attract visitors and new members. Within the North/West Lower Michigan Synod, there is an inconsistency with the quality and effectiveness of congregational websites.

With this grant, Chelsey Satterlee, the North/West Lower Michigan Synod Communications Director, is visiting and evaluating the websites of all congregations in the North/West Lower Michigan Synod and providing feedback and guidance. Additionally, Chelsey will provide an initial 20 congregations with direct assistance in creating a congregational website. All congregations should expect to receive feedback on their website by the end of this summer. For more information, contact the Lansing Synod Office.

MISSION/COMMUNITY ENGAGEMENT— Under Pastor Sprang’s leadership, we continually look and listen for signs of the Spirit gathering people eager to hear about Christ and open to becoming part of his church. We are so very grateful that the ELCA approach to new congregations has become patient waiting on the activity of the Spirit and in depth listening to the community and people we seek to serve, as well as existing congregations, as we explore possibilities. Rather than rushing into start something new, we move slowly from a deliberate presence in the community to gatherings around scripture and conversation to a synodically authorized worshiping community before we ever consider new congregations. And we can pause, and nimbly move in a new direction, or stop altogether at any time. We are in the listening phase in a couple communities in our synod, and we are seeking ways to begin a Latino ministry on the west side of the state. My commitment is that we reach out and welcome new Christians and not provide an escape for Lutherans struggling or dissatisfied with their church home.

Empowering Leaders

CANDIDACY & FIRST CALL—Candidacy and first call both have to do with raising up pastors and deacons for the church. They are truly places where young ones see visions and old ones dream dreams. Pastor Timm works with the candidacy committee under the leadership of Pastor Joan Oleson; Pastor Friesen-Carper is responsible for planning first call theological education and working with pastors and deacons and the congregations they serve in their first three years of public ministry.

The candidacy process and committee are instrumental in discerning whether a person has the gifts and call to serve the ELCA as a pastor or deacon. The candidacy committee, then, prepares as well as evaluates, supports even as it challenges, and does its best honor especially when tasked with speaking hard truth and delivering disappointing news. You can learn about the ELCA candidacy process at <http://www.elca.org/candidacy>.

First calls shape pastors’ and deacons’ ministry because these congregations provide both the faith community and the context where a new rostered minister’s identity is formed and either nourished or diminished. The first call experience is so foundational that it can determine whether a pastor or deacon will choose to continue to serve the ELCA as a rostered minister and claim public ministry as vocation and career. For this reason, we work with first call congregations as well as leaders in their first call so that these faith communities are marked by wisdom, openness, patience, forgiveness, and collaboration.

In candidacy, first call, and the call process generally, I have committed publicly not to knowingly set up candidates and rostered ministries, especially those in their first call, to fail. Thus, we work hard to ensure that leaders are prepared and that congregations are ready to receive them, even if it takes longer to match rostered ministers and congregations.

RECRUITMENT—I am regularly asked, “What is the synod doing to recruit pastors?” I smile inside because I do not recall meeting a bishop until my internship supervisor took me to a meeting with Bishop Reginald Holle; I recall being very nervous. While I don’t recall meeting a bishop until I was in seminary, I do remember a Sunday school teacher telling me to consider being a pastor. I recall the day I spent shadowing my pastor when I was in ninth grade, preaching a sermon when I was in high school, and the intern and pastors who listened to me when I was in college and had lost my way. When was the last time your congregation raised up a pastor or deacon? Who is the next one going to be? What are you and your congregation doing to help the Holy Spirit to call them? Once you identify them, the synod is eager to join you in accompanying and encouraging them.

CONTINUING EDUCATION—I am gratified that, in their annual reports, rostered ministers once again identified the continuing education events we offer in our synod as valuable. In fact, for many of our rostered ministers, this synod is the source of their continuing education. We continue to progress toward my goal of providing quality, affordable (often free) continuing education available to our rostered and congregation leaders and to all our people on the territory of the Synod. Our menu of continuing education events includes the Autumn Leadership Event, our ELMM program, periodic Learning from the Bishop and Learning with the Bishop events, Living Fire Ministries, Walking Together—a day of workshops for congregation leaders—and You Matter for rostered ministers.

ROSTERED MINISTER INDEBTEDNESS—I continue to be very concerned about seminary debt and rostered minister indebtedness. Our synod attorney, Dawn Brackmann, reports that there are ways we can defray debt directly related to seminary education. The two next steps are (1) determining the approach that works best for us and (2) beginning to raise money for this purpose. I welcome leaders to assist me in this work. To keep things moving forward, I will work through the possible models Dawn researched, seek out expert advice, and propose a model for our synod to Synod Council. I appreciate Synod Council designating offerings from services of ordination and installation—services of the synod—for this purpose, beginning in 2018. I encourage congregations to follow Synod Council’s lead by so designating these offerings. My hope and plan is to make our first awards in 2019.

PASTORAL CARE—Portico reports that the stress level of rostered ministers in the North/West Lower Michigan Synod is high compared to the average across the ELCA. I am making it a priority to contact our rostered ministers, to check on their well-being, and pray with them. I thought this would be a relatively straightforward task. It’s not. As I talk to our rostered ministers and learn what they are facing, I find myself saddened, disheartened, and spiritually drained. Reaching out to them is taking longer than I anticipated as I am pacing myself.

Pastors and deacons find it challenging to continually walk the “tightrope” that is preaching and leading in our divided, even polarized, political climate. I can attest that pastors receive harsh criticism from both the left and right for the same sermon or action. Pastors and deacons are stressed as they and their families deal with a variety of personal, family, and health concerns and crises. Finally, when deacons and pastors are relentlessly criticized and even bullied by a handful of congregation members while the congregation’s leaders stand idly by and the congregation’s members remain silent, deacons and pastors become isolated. They lose joy in ministry and begin to wonder whether their service has meaning. They may become ill. Their loved ones may become bitter. They may seek a change in call.

I am sincerely concerned for our rostered ministers. I ask you to join me in praying for them and for their families. Please find an occasion to speak a word of appreciation to them. Be patient and forgiving when they make a mistake or disappoint you. Put the best rather than the worst construction on things. Don’t allow your first response to be to assume or question their motives. Ask the Holy Spirit to open you to the new things God is doing. Remember the promises you made when your pastor or deacon was installed: to receive them as messengers of Christ, pray for them, help and honor them for their work’s sake, and in all things strive to live together in the peace and unity of Christ. You will have the sincere thanks of a grateful bishop. You will also be blessed by the ministry of a pastor or deacon who feels appreciated and renewed.

DISCIPLINE—In response to what is happening in entertainment, journalism, and government, people query what “the synod” and “the bishop” are doing to prevent and respond to allegations of sexual harassment and sexual abuse by rostered ministers. I daily thank God that I have not had to respond to such allegations in the last year or two. One of the important things our synod does in terms of preventing sexual abuse and sexual harassment is to provide boundary training to rostered ministers in our synod. Both the ELCA and I expect rostered ministers to receive boundary training every three years; Synod Council and I expect the same of Synodically Authorized Ministers.

ROSTER—The report on changes in the roster is appended to this report. I am grateful to Ann Stavros for assisting me in this work. As the person ultimately responsible for maintaining the roster, I am very concerned about inaccuracies and omissions. 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.

The 2016 Churchwide Assembly established a single roster of Word and Service and designated those on this roster as deacons. Our church continues to regard deacons as laypersons as it considers whether they will be ordained. The ELCA Church Council reviewed the roster manual and made changes including requiring bishops to review retired pastors every three years and to make recommendations to Synod Council regarding whether they should continue on the roster; and assigning pastors on leave from call and not under discipline to their synod of residence rather than of last call. I made you aware of these changes in my 2017 report; this year we will implement them.

STRENGTHENING CONNECTIONS

CONGREGATIONS— Again, this year, I provide what I call a “synod snapshot” of ways congregations partner with the North/West Lower Michigan Synod. Approach this as a quick look rather than an exhaustive list. One of the most significant ways we partner is through synod grants to congregations for the sake of expanded mission–campus ministry, congregational renewal, community engagement, and ministry to our neighbors in need. This year, 31 congregations received synod grants totaling \$90,975.

This year I was asked to develop a piece describing how different size congregations relate to the synod. It is attached for your review, along with a teaching piece on the difference size makes to a congregation. The report on congregations’ membership and worship attendance based on annual parochial reports will be helpful to those interested in considering implications of congregational size for synodical ministry.

MISSION PROJECT—COATS FOR THE HOMELESS— Two years ago, we worked together as a synod to provide money and water for Salem and Flint. Last year, we collected cookies and prayer books and sent them to Pastor Christopher Laughlin for his soldiers at Fort Leonard Wood in Missouri. People ask what we’re going to do this year because we genuinely seem to enjoy doing something good together. What a marvelous sign of the Spirit! We are grateful to Christ United in Dewitt for bringing a very special coat for the homeless to our attention.

During Synod Assembly and in the following year, the North/West Lower Michigan Synod will be collecting donations to purchase coats from The Empowerment Plan. This Detroit-based non-profit organization is focused on permanently elevating families from the generational cycle of homelessness. The coats are water-resistant, can transform into a sleeping bag, and can be worn as an over-the-shoulder bag when not in use. The coats are constructed of durable, water-resistant Cordura fabric from Carhartt, upcycled automotive insulation from General Motors, and other materials. It costs \$100 to sponsor a coat, which covers the cost of labor, materials, and overhead expenses, plus \$15 for shipping. To learn more about The Empowerment Plan, visit their website (<http://www.empowermentplan.org>) and plan to stop by the donation table during Synod Assembly. You will be able to contribute to a coat or to commit your congregation to raise money to purchase one—noisy offering? We hope Cathy Satterlee will again have goodies to both attract and entice you and your congregation to participate in this project.

ELCA NATIONAL YOUTH GATHERING—I am looking forward to being in Houston with 300 youth and adults from 31 synod congregations in June. Pastor Friesen-Carper will be with us as well as our Synod Day Coordinator. On Friday of the Gathering, we come together as a synod for worship and Bible study. I’m told we are all staying in the same hotel, so I look forward to being noisy late at night.

If your congregation is not sending a group to the gathering and you want to be part of the fun, why not pick a congregation that is going and pray for them? Why not send them a letter to take to Houston and read while they are there? Maybe include a self-addressed, postage-paid postcard for them to send back to you. You might even send along some money for pizza—a small investment in telling young people and their adult leaders they are prayed for and loved. If you need to know who is going, I suspect we can help you.

TEACHING— One important way you partner with the greater church is by your support of the teaching the synod staff beyond our synod. Pastor Sprang and Pastor Rosanne Anderson provided boundary training for the Northeast Ohio Synod. Pastor Friesen-Carper preached at the Valparaiso Liturgical Institute in April and has a leadership role in our region's First Call Theological Education. Pastor Timm is part of the ELCA Systems Academy and, this year, is responsible for our regional discernment retreat. Since our last assembly, I taught preaching, worship, or stewardship in the East Central Synod of Wisconsin, Montana Synod, Northwest Synod of Wisconsin, Southern Ohio Synod, and Valparaiso Institute of Liturgical Studies. Thank you for supporting us in this important partnership and ministry.

FORT LEONARD WOOD, MISSOURI—I had the extraordinary privilege of representing you and our church to our soldiers when I visited Chaplain Christopher Laughlin in February. I was struck by how young the soldiers are; Chris is certainly doing ministry to young adults. I toured the base, worshipped with trainees, saw where they live, and watched them train. I encountered soldiers on their first day of basic training and their last day of graduation. I visited the nearby military cemetery and learned what happens when a soldier dies. I learned how highly regarded the ELCA and its chaplains are because of our ecumenical and interfaith relationships, emphasis on grace, and commitment to serve all people. Mostly I experienced profound respect for the faith, church, and the office of bishop and I received genuine gratitude and appreciation for the cookies, prayer books, and prayers you sent in the name of Jesus. One soldier told me that church and the cookies got him through basic training. Thank you.

REFORMATION 500— In 2017, the church and the world “observed” the 500th anniversary of the Reformation. Conferences held observances of the Reformation. I was moved and honored to participate in an Ecumenical Reformation Services with Bishop David John Walkowiak at the Cathedral of St. Andrew, Grand Rapids, and with Bishop Steven J. Raica of Gaylord at St. Paul's Lutheran Church, Alpena. Pastor David Sprang represented me at the Ecumenical Reformation Service in Saginaw with Bishop Joseph R. Cistone. I want to thank Pastor Bob Linstrom in Grand Rapids, Pastor Shirley Ross Jones in Alpena, and Pastor Andreas Teich in Saginaw for their leadership in planning these services. These celebrations were certainly signs of the Spirit. The Holy Spirit now invites us to build these events into ongoing relationships for the sake of the gospel and the world that Jesus loves.

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 the world.

We had a wonderful visit from a delegation from Honduras in August. Visits included Ascension and Zion in Saginaw, St. Paul's and University in East Lansing, and Trinity in Grand Rapids. Thanks to our Honduras team for their planning and hospitality. Pastor Sprang and representatives from our synod attended a consultation of synods that relate to Papua New Guinea in September.

ADMINISTRATION

ENDOWMENT COMMITTEE— The synod's Mission Endowment Committee developed, and Synod Council approved, the North/West Lower Michigan Synod Grant Award and Restricted Fund Policy. This policy for grants and restricted funds administered by the synod is organized in three policy sections: Grant Award, Temporarily-Restricted Funds, and Permanently-Restricted Funds. Each section explains the procedures, minimum deposit required to establish a fund and the time-frame for reevaluation of fund viability. This policy will be posted on the synod website and is provided in the assembly booklet. All grant requests and funds will be reviewed to ensure they comply with the new policy if possible.

SYNOD OFFICES—With a deployed staff and staff transitions, we are always examining how to best schedule ourselves. The Lansing office is open Monday–Thursday from 9 AM to 3 PM. This is the time to reach Ann Stavros, Office Manager. Sarah Holland, Executive Assistant to the Bishop, is at her desk Tuesday–Thursday from 10 AM–1 PM. Rebecca Bossenbroek, Financial Administrator, works evenings; send her an e-mail or call the Lansing office and leave Rebecca a message and she will get back to you. Pastors Sprang, Timm, and I take Monday as our day off; Pastor Friesen-Carper takes Friday. We each try to devote a workday to reading, writing, preparation, and prayer. Mine is Friday. On Wednesdays, the staff is generally in Lansing. Staff meeting is at 10 AM and Eucharist is at 11:30 AM.

Pastor Friesen-Carper is based out of the Church of the Savior in Kalamazoo. Pastor Sprang is based out of Immanuel in Mount Pleasant. Pastor Timm has an office at Samaritas Senior Living Center in Acme. I work from St. Stephen in Lansing. We thank these congregations, along with St. Matthew in Herron, and Samaritas for providing us office space.

SYNOD STAFF—I am so very blessed to work with people of faith. In the church, I suppose we take that for granted. But when the work is challenging, the pace is fast, the situation tense, and tragedy strikes someone in our synod and especially someone in our synod office, the grace and forgiveness, laughter and tears, teamwork and prayers that flow from coworkers in Christ are true signs of the Spirit as unmistakable as wind and fire. This year, our staff or those we love experienced birth, death, health issues, and change. We are grateful for each other and for your patience, understanding, prayers, and support.

MARGIE BAUER who was hired to help in the office in 1995 and now is responsible for all things financial, retires at the conclusion of this assembly. Margie has faithfully kept our books and in many ways been the keeper of our synod's oral history. We wish her and Ken every blessing and plenty of time to spend with grandson Knox, who was born this year. In addition to her service to our synod and rooting for the Spartans and Tigers, I will miss Margie's prayers in worship. Thank you, Margie!

REBECCA BOSSENBROEK continues to lead Equipping Leaders for Mission and Ministry with efficiency, depth, and grace. Rebecca also takes a leadership role in the Synod Endowment Committee and prepares the assembly book. On May 1, Rebecca also began service as our financial administrator. We are so very blessed to have her in this new role. Rebecca brings a long history and appreciation of our synod and love of Christ and his church, as well as financial expertise. I appreciate the way Rebecca seamlessly connects faith, worship, and justice. Rebecca will work evenings, so email is probably the best way to communicate with her. Welcome, Rebecca, and thank you!

DAWN BRACKMANN serves as our synod attorney. Dawn provides needed legal advice and works with the synod staff and synod council to upgrade and develop policies and procedures. In addition to being a fine lawyer, Dawn is a person of deep faith. I appreciate that her legal advice comes bathed in prayer and that she continually remembers and reminds us to act in the name of Jesus. I'm grateful that, at the most difficult moments, Dawn's response is to pray for and with me. Dawn has a passion for ministry with young people and for the church in India. Thank you, Dawn!

PASTOR SARAH FRIESEN-CARPER spends much of her time shepherding call processes and recruiting rostered ministers to our synod. Pastor Friesen-Carper coordinates first call theological education and works with first call pastors and congregations. Growing in her love of working with committees, teams, and tables, Pastor Friesen-Carper is the liaison to Antiracism, Publicly Engaged Church, Open-Hearts, ELMM Board of Governors, Living Fire Ministries, and the Youth Table. On her summer sabbatical, Pastor Friesen-Carper developed a retreat on spiritual leadership for congregation councils. I appreciate Pastor Friesen-Carper as one of the three preachers to the bishop, one with a passion for justice. Oldest son Micah begins first grade in the fall. Stellan is now one year old. Her husband, Andrew, is a busy pastor. This year, Pastor Friesen-Carper's mom was diagnosed with cancer. The executive committee and I remain committed to helping and supporting Pastor Friesen-Carper as she discerns how God is calling her to balance her vocation as wife, mother, daughter, and pastor while also responding to the needs of the synod through her call. Thank you, Sarah!

SARAH HOLLAND is in her third year of service as executive assistant to the bishop—the first year as a volunteer. Sarah provides me with direct support—helping me with email, assisting with correspondence, managing my calendar, assisting Cathy in arranging my travel, and making contacts directly related to my ministry as bishop. Yet, my favorite thing is that Sarah reads to me and especially enjoys reading theology. Sarah intentionally seeks to grow in “the spirit of wisdom and understanding, the spirit of counsel and might, the spirit of knowledge and the fear of the LORD” (Isaiah 11:2). She is devoted to her granddaughter, Calise, and her dogs, Dante and Onyx. Thank you, Sarah!

CATHY SATTERLEE and I spend an average of 50,000 miles a year driving throughout North West Lower Michigan, with me phoning, texting, emailing, and napping most of the way. I could not do this job if you did not provide a driver and if Cathy did not drive. Thank you! As we visit congregations, more people are making a point of thanking Cathy for her ministry, which I greatly appreciate. And you have figured out that Cathy is happier flitting rather than perching and texting her daughter rather than listening to her husband. Some say that, for people of faith, the Christian vocation of marriage is to be Christ for the other through self-giving love. I cannot express how well Cathy, as a woman of faith, fulfills this vocation. Thank you, Cathy!

CHELSEY SATTERLEE, Director of Synod Communications, is coming from her home in New York City to our assembly so that you can meet her. Chelsey is known through her work—the weekly update, monthly bishop’s letter, Living Lutheran insert, synod webpage, Twitter account, and official Facebook page. Chelsey is also currently visiting our congregations through their webpages. Like so many who serve our church, Chelsey does this in her spare time. I confess that Chelsey is my favorite assisting minister—a ministry she began when she was seven. Thank you, Chelsey!

SUE SPRANG, our mission storyteller, gets to write about signs of the Spirit in our congregations as they share Christ’s love with the world. If you have a story to tell, please reach out to Sue. Understand if it takes a little while for her to get back to you. Sue became a grandma this year and delights in her grandson Luke. Sue feeds my soul on those Wednesdays when she provides music for our worship. Thank you, Sue!

PASTOR DAVID SPRANG is grandpa to Luke and a volunteer firefighter, board member for Habitat for Humanity, and our synod’s car guy. Pastor Sprang knows what it means to be a community’s pastor. In his spare time, Pastor Sprang, as Director for Evangelical Mission, continues to score ELCA grants for congregations and facilitates conversation among congregations about stewardship, visioning, and community engagement. Pastor Sprang continues to work with our congregations in redevelopment (Trinity/Battle Creek, Our Savior/Muskegon, and Zion/Saginaw), and our Sudanese synodically authorized worshiping community. I appreciate Pastor Sprang’s energy, ceaseless optimism, and heart—and preaching—for mission. I am grateful that Ohio State only beats Michigan once a year and that Pastor Sprang confines his joke-telling to social media and once a year at synod assembly. Thank you, David!

ANN STAVROS serves as our office manager, assists Pastors Friesen-Carper, Sprang, and Timm, works with the bishop to maintain the synod roster; and cajoles congregations and rostered ministers to complete and submit their annual reports. This year, Ann also coordinated a lot of supply preaching. Working with Pastor Timm, Ann is the logistics genius for all synod events, especially the assembly. Ann’s husband Steve died this spring. Your love for Ann and concern for Stephanie was evident in the people from our synod who attended Steve’s funeral and continue to express their love and prayers. Thank you, Ann!

PASTOR CHRYSANNE TIMM coordinates all synod events, including this assembly, staffs the Candidacy Committee, works with the Bridge Builders, and shepherds call processes in Stony Lake, Sunrise, and Traverse Conferences. She is our first response in the north with the result that leaders in several northern congregations remarked to me they actually feel like they belong to the synod. Pastor Timm brings expertise in congregational organization, systems theory, and healthy congregations. As a preacher, she helps us to grow in grace and into the fullness of Christ. I admire Pastor Timm's full and balanced life, since this is something I have never been able to accomplish. She golfs, participates in a book club, does yoga, and she and her husband Craig regularly visit or welcome family and friends into their home. All of this is grounded in Christ centered hospitality and prayer. Pastor Timm received a one month leave in December and completed her Doctor of Ministry dissertation, defended it with distinction, and graduated on April 27. We congratulate her! Thank you, Chrysanne!

BISHOP CRAIG ALAN SATTERLEE—I do not normally write about myself when I am acknowledging our synod staff and thanking them for their work. This year, two things about me may be noteworthy.

SABBATICAL—In keeping with the sabbatical schedule adopted by Synod Council, I have been granted a sabbatical from July 2-September 25, 2018. The sabbatical period begins with the conclusion of the 2018 ELCA National Youth Gathering in Houston and ends with the beginning of the fall meeting of the Conference of Bishops in Chicago. The three assistants to the bishop will work as a team to cover my responsibilities, except in two areas. First, under Pastor Sprang's leadership, the staff will inform and consult with me in the event allegations of a significant boundary violation are made. Second, in advance of the sabbatical, under the leadership of Ann Stavros, we will make every effort to anticipate the need for Synodically Authorized ministers during the sabbatical, since these can only be authorized by the bishop. The deans will assist in providing pastoral care.

"But [Jesus] would withdraw to deserted places and pray" (Luke 5:16). The overall goal of the sabbatical is to get away and spend as much time as possible at our cabin in northern Michigan. Spending time by the lake, on the boat, and in water renews me. I sleep, think, and pray well at the cabin. I will engage in three activities. First, at Synod Council's direction to truly get away, daughter Chelsey and I will take a Christian tour of England together before I head to the cabin. Second, I will intentionally take up the disciplines of diet and exercise in a renewed manner. Third, I will return to the book on the changing church I was to write on a sabbatical scheduled for the last half of 2013—when I was called to the office of bishop.

BISHOP ELECTION— At our 2019 Synod Assembly—May 16-18 in Mount Pleasant—we will engage a mutual discernment and call process most often referred to as a bishop's election. ELCA synodical bishops serve six-year terms; I was called to this office in 2013. Consequently, in the coming months and during the 2019 assembly itself, we will again listen deeply and intentionally to God's Spirit, to each other, and to the world around us as we discern together where the Spirit is leading us and what we need, including in the role of bishop, to follow faithfully.

Since I will be away for the sabbatical and to assist Synod Council in planning for the 2019 assembly, I have spent time in prayerful discernment and conversation, particularly with Cathy and those whose lives will be directly affected by whether or not I serve in this role for another term, about whether I sense a call and am open to serving another term as this synod's bishop. In prayer, reading, conversation, and other ways, I have reflected on the last five years of our work together and explored visions and dreams for the years to come.

This discernment leads me to believe that God is calling me to be open to serving another term as your bishop. In fact, I feel more called to serve as your bishop than I did five years ago. Cathy and I have come home to Michigan. We have grown to love the people of this synod. I serve with dedicated and faithful people. We see signs that the Holy Spirit has important things for us to do together. Most days, I have the best call in the ELCA. So, with humility and a profound sense of gratitude for your partnership in the gospel, I share this openness with you as we prepare to embark on a journey of mutual, communal discernment at our 2019 assembly.

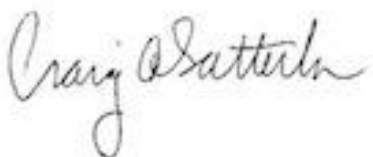
After all, as my friend Bishop Bill Gafkjen reminds us, we Lutheran Christians believe "call" to be both "internal" and "external." That is, each of us cross-marked, Spirit-sealed children of God seeks an "internal" sense of what God is gifting and calling us to be and do at any given time. For example, there may be other pastors who sense or are discerning openness to a call to serve as bishop for this synod. At the same time, the rest of the body of Christ also seeks a sense for who the Spirit is gifting and calling to a particular role or position in a particular time and place in its life together. In the case of the call of a synodical bishop, this "external" call culminates in a prayerful, thoughtful process of voting at the Synod Assembly. For us, next May.

SIGNS OF THE SPIRIT

Joel declares, ***"I will pour out my spirit on all flesh; your sons and your daughters shall prophesy, your old ones shall dream dreams, and your young ones shall see visions"* (Joel 2:28)**. As you prepare for assembly and as we are together, I invite you to join me in praying as we sing,

Spirit, Spirit of gentleness, blow through the wilderness, calling and free.
Spirit, Spirit of restlessness, stir me from placidness, wind, wind on the sea. (ELW#396).

God grant us signs of the Spirit at assembly.

A handwritten signature in dark ink, reading "Craig Satterlee". The signature is written in a cursive, flowing style.

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

2018 Roster Change Report				
Event	Name	Name	Date	Location
Deaths				
	Senia	Taipale	1/25/2018	Retired
	William	Schafer, Jr.	2/08/2018	Retired
	William	Heil	2/12/2018	Retired
	Theodore	Pflug	3/5/2018	Retired
Installations				
	John	Autio	5/7/2017	Faith/Sidney
	Chrysanne	Timm	5/23/2017	NWLM Synod/Lansing
	Kristina	Truhan	6/18/2017	Faith/Saginaw
	Rachel	Laughlin	6/18/2017	Prince of Peace/Portage
*United Methodist Church	*Jean	Smith	7/9/2017	St. John/Lake City
	Timothy	Jahn	8/20/2017	Advent/Lake Ann
	Jennifer	Michael	8/27/2017	St. Peter/Battle Creek
	Rebecca	Ebb-Speese	9/17/2017	Zion/Woodland
	Renee'	MacLeod	9/17/2017	St. Peter/Unionville
	Ruth	Overdier	10/29/2017	Bethany/Northport
	Jonathan	Reid	11/5/2017	Immanuel/Suttons Bay
	Gary	Bunge	12/10/2017	University/East Lansing
	Marilyn	Robinson	12/17/2017	Resurrection/Saginaw
	Carl	Ballard	12/31/2017	St. John/Saginaw
	Kenneth	Scheck	1/13/2018	Grace/Hastings
	Rheanna	Goodrich	1/14/2018	St. Matthew/Bridgeport
	Jeff	Bonn	2/18/2018	Prince of Peace/Rose City
	F. Laraine	Sundin	2/25/2018	St. James/Rogers City Trinity/Millersburg
	Haley Vay	Beaman	5/13/2018	University/East Lansing

2018 Roster Change Report				
Event	Name	Name	Date	Location
On Leave From Call				
	Laura	Kuntz	8/5/2017	Renewal On Leave of Call
	Elizabeth	Retz	9/11/2017	Graduate Study
	David	Louder	2/8/2018	On Leave of Call
Family Leaves				
	Deacon Julia	Nelson	5/1/2017	
	Deacon Julia	Nelson	5/1/2018	Renewal Family Leave
Ordinations				
	Kristina	Truhan	5/21/2017	Immanuel/Mt. Pleasant
	Jennifer	Michael	6/24/2017	St. Paul/Pensacola, Florida
Consecrations				
Resignations or Removed from Roster				
	Deacon Carl	Bjork	1/1/2018	From On Leave of Call
Disability Leaves				
Transfers In				
	Timothy	Jahn	6/1/2017	Delaware-Maryland Synod
	Jim	Couser	9/27/2017	Northwestern Ohio Synod
	Marilyn	Robinson	11/10/2017	Arkansas-Oklahoma Synod
	Kenneth	Scheck	12/3/2017	Northeastern Ohio Synod
	Darryl	Larson	3/7/2018	Southeast Iowa Synod
	Haley Vay	Beaman	4/15/2018	Lower Susquehanna Synod
	Nanette	Dehnke	5/13/2018	Indiana-Kentucky Synod

2018 Roster Change Report				
Event	Name	Name	Date	Location
Transfers Out				
	Emily	Werner	5/24/2017	Minneapolis Area/Minnesota
	Amy	Luckey	6/16/2017	Central Southern Illinois/Illinois
Retired	Kirk	Havel	7/13/2017	Indiana-Kentucky/Indiana
	Sara	Cogsil	8/15/2017	Northeastern Ohio/Ohio
	Dave	Dockweiler	8/25/2017	Metro New York/New York
	Laura	Kuntz	9/27/2017	Northeastern Ohio/Ohio
Retired	Jacquelyn	Ahern	4/9/2018	North Carolina/North Carolina
Retirements				
	Paulette	Cummings	7/1/2017	St. Peter/Unionville
	Daniel	Stoneback	7/1/2017	Prince of Peace/Rose City
	Paul	Kuhlman	9/1/2017	Intentional Interim
	Dennis	Smith	1/1/2018	Messiah/Constantine
	Dan	Johnson	2/1/2018	Grace/Lansing
Calls Accepted				
	Nanette	Dehnke	3/18/2018	St John's/Baroda
Removed from Call by Congregational Vote				
Congregation Actions				
Reformation Lutheran Church/Coldwater			Closed 10/31/2017	
Zion Lutheran Church/Leroy			Closed – In process	

Snapshot of Synod Partnership in the Congregations May 2017- April 2018

Acme	Feast of Victory	Consultation; SC
Allegan	Immanuel	Installation
Alpena	Grace	
Alpena	St. Paul	Hosted ecumenical reformation worship service; SC
Au Gres	St. Paul	Call process; cooperative ministry; PEC Grant
Baroda	St. John	Call process; leadership training;
Barton City	Trinity	Contract pastor
Battle Creek	St. Peter	Installation
Battle Creek	Trinity	Redevelopment Team; Comprehensive Ministry Review; Mission Vision Planning; PEC Grant; N&RM Grant; Dean
Bay City	Messiah	Consultation
Big Rapids	Immanuel	Mission investment consultation; intro to Renewal; PEC Grant
Bridgeport	St. Matthew	Installation; bridge builders
Cadillac	Zion	Host synod meetings
Charlotte	Peace	
Cheboygan	St. Thomas	Starship grant
Coldwater	Reformation	Completion of ministry consultation and celebration
Comstock Park	Zion	Council retreat; Dean
Constantine	Messiah	Call process
Dewitt	Christ United	
East Jordan	Evangelical	
East Lansing	St. Paul	Honduras visit; PEC Grant
East Lansing	University	Hosted advocacy day; Installation; Campus Ministry consultation; Stewardship Consultation; Honduras visit; call process; Dean; SC
East Tawas	Grace	Discerning future; Consultation; Trapp Grant
Edmore	Our Savior's	
Elk Rapids	Calvary	Installation
Frankfort	Trinity	
Freeland	Zion	Renewal presentation; Consultation; PEC Grant
Fruitport	Edgewood	Renewal Presentation

Gaylord	Peace	ELMM; Trapp Grant
Gladwin	Christ the King	Hosted SC; Council Spiritual Leadership Retreat; Trapp Grant; Dean; SC
Gowen	Settlement	Cooperative ministry
Grand Ledge	Immanuel	Renewal Presentation, Outreach Grant
Grand Rapids	Bethlehem	
Grand Rapids	Faith	SC
Grand Rapids	St. Luke's	Teaching; Stewardship
Grand Rapids	Trinity	Honduras visit; reformation lecture; PEC Grant
Grayling	St. John	Trapp Grant
Greenville	St. Paul	Confirmation Instruction
Hagensville	St. John	
Hastings	Grace	Installation
Herron	St. Matthew	Synod Office; Trapp Grant
Hillsdale	Trinity	SC
Holland	Good Shepherd	Mission/Vision Planning
Holland	Peace	North Ottawa/Grand Haven Mission; N&RM Grant; SC
Hudsonville	Bread of Life	
Jackson	Emmanuel	
Jackson	St. James	Renewal presentation
Kalamazoo	Savior	Campus ministry consultation; PEC Grant, Outreach Grant
Kalamazoo	Trinity	Campus ministry consultation; SC
Kaleva	Bethany	Trapp Grant, Outreach Grant
Kent City	Mamrelund	Call process
Kentwood	Ascension/Holy Cross	PEC Grant
Lake Ann	Advent	Exit interview; installation; Trapp Grant; N&RM Grant
Lake City	St. John	ELCA/UMC ministry; Cooperative Ministry Presentation; call process; Church leadership workshop; vitality presentation
Lansing	Bethlehem	Consultation; Mission/vision planning
Lansing	Calvary	Presentation on Renewal; mission/vision
Lansing	Grace	Contract pastor

Lansing	Redeemer	Honduras visit; PEC Grant
Lansing	St. Stephen	Call process
Le Roy	Zion	Synodical Administration – trustees
Ludington	Bethany	Discerning future; Consultation
Ludington	Emanuel	
Ludington	Victory Trinity	Consultation
Manton	Trinity	Dean
Marlette	Hope	Call process
Mason	All Saints	Missional Budgets/Mission Vision
Michigan Center	Christ	Presentation on Renewal; ELMM; First call annual review
Midland	St. Timothy	Call process; cooperative ministry; Annual meeting
Midland	Trinity	Cooperative ministry; Call process; SC
Millersburg	St James	Installation; Presentation on Renewal; Trapp Grant
Mt. Pleasant	Immanuel	Synod Assembly; SC
Muskegon	First	SC
Muskegon	Immanuel	Call process; cooperative ministry; Mission/Vision Planning
Muskegon	Our Savior	ELCA Comprehensive Ministry Review; cooperative ministry; Mission/Vision Planning; Council Spiritual Leadership Retreat; PEC Grant; N&RM Grant; SC
Muskegon	Samuel	Call process; cooperative ministry; Bridgebuilders; Mission/Vision Planning
Muskegon	St. Luke	Call process; cooperative ministry; Mission/Vision Planning
New Era	Trinity	Mission/Vision planning; synod council host; SC
Niles	Holy Trinity	
Northport	Bethany	Installation
Ocqueoc	Trinity	Installation; Presentation on Renewal; Trapp Grant
Okemos	Faith	Hosted synod meeting; vitality; SC
Oscoda	Hope St. John	Diaconal internship
Petoskey	Cross Christ	Trapp Grant
Plainwell	Hope	mission/vision planning; Council Spiritual Leadership Retreat; PEC Grant
Portage	Lord of Life	Consultation

Portage	Prince of Peace	Installation; Campus ministry consultation
Posen	Leer	
Reed City	St. Paul	Call process
Rhodes	Hope	
Rockford	Hope	Council retreat
Roscommon	Messiah	Consultation/ oversight; Trapp Grant; PEC Grant
Rose City	Prince of Peace	Installation; Home communion visitor training
Saginaw	Ascension	Honduras visit; PEC Grant
Saginaw	Faith	Installation; hosted synod event
Saginaw	Our Savior	Contract pastor; cooperative ministry; Renewal presentation
Saginaw	Resurrection	Installation; outreach consultation; PEC Grant ;Stewardship consultation
Saginaw	St John	Installation; cooperative ministry
Saginaw	Zion	Redevelopment Team; Honduras visit; renewal; N&RM Grant
Sidney	Faith	
South Haven	Peace	Consultation; PEC Grant
Sparta	Peace	Council retreat
Spruce	New Life	Adult Bible study; Trapp Grant; Dean
Spruce	Spruce	
St. Joseph	Saron	SC
Suttons Bay	Immanuel	Installation
Three Rivers	St. John	Cooperative ministry
Traverse City	Bethlehem	ALE; Trapp Grant
Tustin	Augustana	Call process
Unionville	St. Peter	Installation; Step Up Grant - Renewal
Vassar	Grace	Call process; cooperative ministry
Whitehall	Lebanon	Dean
Woodland	Zion	Installation
Wyoming	Christ	Call process
Wyoming	Christ Sudanese	Candidacy; consultation; N&RM Grant
Wyoming	Gethsemane	

Synod Ministers of Word and Sacrament
 Congregational Visitation Summary – Preaching/Presiding
 July 2013-April 2018

# Preach	1	2	3	4	5	6	7	8	9	10	11	12	13	14
# Congs	2	11	17	21	22	14	9	4	4	0	7	3	1	

LOCATION	CONGREGATION	CAS	SFC	DES	CAT
BAY CONFERENCE					
Au Gres	St. Paul (8)	2	2	2	2
Bay City	Messiah (3)	2		1	
Bridgeport	St. Matthew (11)	3 install	5	2	1
East Tawas	Grace (5)	1		2	2
Freeland	Zion (3)	2		1	
Gladwin	Christ the King (12)	2	5 Install	5	
Marlette	Hope (11)	2	4	3	2
Midland	St. Timothy (11)	2	1	5	3
Midland	Trinity (4)	2	1 install	1	
Mt. Pleasant	Immanuel (11)	3		8	
Rhodes	Hope (3)	1		2 install	
Rose City	Prince of Peace (13)	2	2	5	4 Install
Saginaw	Ascension (5)	1		3	1
Saginaw	Faith (7)	1	3	3 install	
Saginaw	Our Savior (8)	2	1	5	
Saginaw	Resurrection (5)	2 install		3	
Saginaw	St John (12)	4 install (2)	2	6	
Saginaw	Zion (4)	1	1	2	

Unionville	St. Peter (6)	1		5 install (2)	
Vassar	Grace (6)	2		4	
CAPITAL AREA CONFERENCE					
Charlotte	Peace (4)	3 install	1		
Coldwater	Reformation (5)	2	2 install	1	
Dewitt	Christ United (2)	2			
East Lansing	St. Paul (3)	1	2 install		
East Lansing	University (8)	5 install	3 install		
Grand Ledge	Immanuel (5)	2	2 install	1	
Hillsdale	Trinity (6)	2	3		1
Jackson	Immanuel (3)	2 install		1	
Jackson	St. James (6)	3 install	2	1	
Lansing	Bethlehem (4)	2	1 install	1	
Lansing	Calvary (7)	4	1	1	1
Lansing	Grace (2)	2			
Lansing	Redeemer (1)	1			
Lansing	St. Stephen (6)	4	1	1 install	
Mason	All Saints (5)	2	3 install		
Michigan Center	Christ (5)	2	2 install	1	
Okemos	Faith (5)	3 install	1	1	
GRAND RAPIDS					
Big Rapids	Immanuel (6)	3 install	1	2	
Comstock Park	Zion (5)	5			
Edmore	Our Savior's (4)	2	1 install	1	
Gowen	Settlement (9)	6	2	1	
Grand Rapids	Bethlehem (2)	1	1 install		
Grand Rapids	Faith (3)	2		1	

Grand Rapids	St. Luke's (9)	5 install 2	1	1	
Grand Rapids	Trinity (5)	4 ordain (2)	1		
Greenville	St. Paul (7)	5	1	1	
Hastings	Grace (7)	3 install	3	1	
Holland	Good Shepherd (5)	1 ordain	3 install	1	
Holland	Peace (5)	3	1	1	
Hudsonville	Bread of Life (1)	1			
Kent City	Mamrelund (3)	3			
Kentwood	Ascension/Hly Cross (2)	1		1	
Rockford	Hope (5)	3	2		
Sidney	Faith (7)	2	4 install	1	
Sparta	Peace (3)	2		1	
Woodland	Zion (4)	2 install	2		
Wyoming	Christ (5)	1	2	2	
Wyoming	Christ Sudanese (11)	3		8	
Wyoming	Gethsemane (4)	1	2	1	
KALAMAZOO CONFERENCE					
Allegan	Immanuel (4)	1	3		
Baroda	St. John (5)	2	1	1	1
Battle Creek	St. Peter (8)	4 install	3	1	
Battle Creek	Trinity (11)	6	3	2 install	
Constantine	Messiah (5)	2	2	1	
Kalamazoo	Savior (7)	2	4	1	
Kalamazoo	Trinity (4)	1	2	1	
Niles	Holy Trinity (3)	1		2	
Plainwell	Hope (4)	1	2	1	

Portage	Lord of Life (3)	2	1		
Portage	Prince of Peace (4)	2	2		
South Haven	Peace (6)	3	2	1	
St. Joseph	Saron (5)	2	2	1	
Three Rivers	St. John (3)	1	2		
STONY LAKE CONFERENCE					
Fruitport	Edgewood (4)	2	1 install	1	
Ludington	Bethany (5)	3	1	1	
Ludington	Emanuel (4)	3	1		
Ludington	Victory Trinity (5)	3	1	1	
Muskegon	First (2)	1 preside			1
Muskegon	Immanuel (5)	2		3	
Muskegon	Our Savior (11)	4	2	3	2
Muskegon	Samuel (4)	2		2	
Muskegon	St. Luke (6)	2		4	
New Era	Trinity (3)	1		2	
Whitehall	Lebanon (4)	1	1	2	
SUNRISE CONFERENCE					
Alpena	Grace (3)	1 install		2	
Alpena	St. Paul (4)	4			
Barton City	Trinity (3)	2		1	
Cheboygan	St. Thomas (7)	1	2	3 install	1 install
Gaylord	Peace (4)	4			
Hagensville	St. John (2)	1		1	
Herron	St. Matthew (3)	2		1	
Millersburg	St. James (7)	1		2	4i nstall 2
Ocqueoc	Trinity (7)	1		2	4 install 2

Oscoda	Hope St. John (3)	2		1	
Posen	Leer (3)	1		2	
Spruce	New Life (3)	2		1	
Spruce	Spruce (3)	2		1	
TRAVERSE CONFERENCE					
Acme	Feast of Victory (6)	2 install		3	1
Cadillac	Zion (2)	1		1	
East Jordan	Evangelical (2)	1		1	
Elk Rapids	Calvary (8)	3	4	1	
Frankfort	Trinity (2)	1			1
Grayling	St. John (6)	1		4	1
Kaleva	Bethany (5)	2 Install	1	2	
Lake Ann	Advent (12)	8 install	2	1	1
Lake City	St. John (7)	3 Install	1 Install	1	2
Le Roy	Zion (2)	1		1	
Manton	Trinity (6)	2		4	
Northport	Bethany (6)	3		1	2 install
Petoskey	Cross Christ (4)	2		1	1
Reed City	St. Paul (2)	1	1		
Roscommon	Messiah (5)	1	1 Install	2	1
Suttons Bay	Immanuel (6)	4		1	1install
Traverse City	Bethlehem (4)	3	1 Install		
Tustin	Augustana (8)	1		3	4

Congregations of Different Sizesⁱ

The literature in congregational studies identifies four types of congregations, which are based on their average worship attendance, that share similarities in their leadership structure and membership style. A congregation's leadership structure is the way a congregation governs its life; a congregation's relationship style is the way members relate to each other.

- A family church has an average worship attendance of 1-50 people; it incorporates new members the way a family does, through birth, marriage, and adoption. The pastor functions as the family chaplain, preaching, leading worship, caring for the sick, opening meetings with prayer, and staying out of the way of the patriarchs and matriarchs, those "moms" and "dads" that run the congregation. Clergy are not the chief executive and resident religious authority in family churches. Pastors exercise leadership as consultants to the patriarchs and matriarchs, recognizing that, when those parental figures decide against an idea, it is finished.
- The average worship attendance of a pastoral church is 51-150. Members join pastoral churches based on the relationship they develop with the pastor. People expect to have their spiritual needs met through a personal relationship with their pastor. Growth depends upon the popularity and effectiveness of the pastor. The pastor is the hub of the congregational wheel. The congregation's leadership circle consists of the pastor and a small cadre of key lay leaders. Its power and effectiveness depend upon good communication with the pastor and the pastor's ability to delegate authority, assign responsibility, and recognize the accomplishments of others. When the pastor does not possess these skills, this central figure can weaken the entire structure. Pastors in this situation find themselves overworked, isolated, exhausted, and attacked by other leaders as the harmony of the leadership circle degenerates. Pastoral congregations value the sense of family in which everyone knows everyone else. When their average worship attendance rises beyond 130-150, these congregations begin to get nervous because people do not know everyone. Clergy also feel stressed because it is impossible to know more than 150 people in depth.

- While some authors place the range of attendance for the program church at 151-350, others push the upper number as high as one thousand. As the name suggests, people are primarily attracted to program churches by the congregation's programs, including offerings for children, adults, study, music, education, fellowship, and support. Pastors of program churches spend time and attention planning with other lay leaders to ensure the highest quality of programs possible. The pastor works with these leaders to recruit people to head smaller ministries, train, supervise and evaluate them, and keep their morale high. To do this, the pastor steps back from direct ministry to coordinate and support the volunteers who offer the ministry. Pastors give high priority to the pastoral and spiritual needs of lay leaders so that programs do not suffer.
- Depending on what authors you read, the corporate church has an average worship attendance of 351 (or 1,001) and higher. Corporate churches possess the human, financial, and physical resources for high quality ministries that rival major secular corporations and operate in a manner like theirs. To ensure the quality of Sunday morning worship, the head of staff spends more time than other clergy preparing to preach and lead worship. Few parishioners know this pastor well, but the role does not require it. The head pastor functions as a symbol of unity and stability in a very complicated congregational life. This pastor's personal ministry is devoted to promoting staff harmony.

While a congregation's size is numerically measured by its average worship attendance, this number is only part of the equation. Rather than the numbers, how a congregation governs its life and the ways its members relate to each other determine the congregation's actual type. Thus, a congregation's attitude about its sense of community and the organization of its common life matters as much as its numbers.

ⁱ Craig A. Satterlee, *When God Speaks through Change: Preaching in Times of Congregational Transition* (Herndon, VA: The Alban Institute, 2005), pp. 131-133.

Name	City	2016			2017		
		Baptized Members	Confirmed Members	Avg. Attend.	Baptized Members	Confirmed Members	Avg. Attend.
Feast of Victory Lutheran Church	Acme	219	137	90	219	219	61
Immanuel Lutheran Church	Allegan	121	96	50	121	100	55
Grace Lutheran Church	Alpena	501	340	112	511	354	118
St Paul Lutheran Church	Alpena	416	364	140	411	354	143
St Paul Lutheran Church	Au Gres	87	81	30	89	81	29
St John Lutheran Church	Baroda	205	171	74	199	154	63
Trinity Lutheran Church	Barton City	74	61	30	70	56	25
Trinity Lutheran Church	Battle Creek	127	127	36	136	134	37
St Peter Lutheran Church	Battle Creek	242	212	74	240	210	72
Messiah Lutheran Church	Bay City	593	486	170	594	490	168
Immanuel Lutheran Church	Big Rapids	232	219	77	227	231	61
St Matthew Lutheran Church	Bridgeport	162	113	49	128	113	30
Zion Lutheran Church	Cadillac	441	372	178	415	346	177
Peace Lutheran Church	Charlotte	172	97	63	171	102	63
St Thomas Lutheran Church	Cheboygan	537	704	168	545	408	169
Zion Lutheran Church	Comstock Park	240	186	50	240	184	50
Messiah Evangelical Lutheran Church	Constantine	184	148	60	187	152	63
Christ United Church	Dewitt	48	49	38	42	42	37
Evangelical Lutheran Church	East Jordan	136	134	41	133	109	37
University Lutheran Church	East Lansing	742	127	161	755	548	146
St Paul Lutheran Church	East Lansing				159	159	48
Grace Lutheran Church	East Tawas	166	144	64	157	140	74
Our Savior Lutheran Church	Edmore	210	159	31	211	157	28
Calvary Lutheran Church	Elk Rapids	69	69	27	51	51	23
Trinity Lutheran Church	Frankfort	613	545	219	631	567	222
Zion Evangelical Lutheran Church	Freeland	830	830	222	821	579	215
Edgewood Lutheran Church	Fruitport	102	70	45	84	75	37
Peace Lutheran Church	Gaylord	235	175	75	183	144	69
Christ The King Lutheran Church	Gladwin	307	270	95	319	273	94
Settlement Lutheran Church	Gowen	251	243	55	242	238	59
Immanuel Lutheran Church	Grand Ledge	330	260	134	331	260	128
Bethlehem Lutheran Church	Grand Rapids	234	179	81	191	161	79
Faith Lutheran Church	Grand Rapids	263	38	89	259	248	92
Trinity Lutheran Church	Grand Rapids	1,663	1,042	506	1,639	1,039	490
St Luke Lutheran Church	Grand Rapids	687	460	244	664	452	199
St John Lutheran Church	Grayling	121	6	38	127	127	35
St Paul Lutheran Church	Greenville	360	300	100	355	299	100
Grace Lutheran Church	Hastings				157	135	94
St Matthew Lutheran Church	Herron	269	258	45	265	258	41

Name	City	2016			2017		
		Baptized Members	Confirmed Members	Avg. Attend.	Baptized Members	Confirmed Members	Avg. Attend.
Trinity Lutheran Church	Hillsdale	147	124	51	154	129	50
Peace Lutheran Church	Holland	178	153	59	185	163	59
Good Shepherd Lutheran Church	Holland	197	150	73	196	152	67
Bread Of Life Lutheran Church	Hudsonville	133	131	65	151	151	65
Immanuel Lutheran Church	Jackson	681	519	120	679	513	108
St James Lutheran Church	Jackson	121	121	45	115	101	34
Trinity Lutheran Church	Kalamazoo	676	537	265	671	559	255
Lutheran Church of the Savior	Kalamazoo	144	112	65	139	105	68
Bethany Lutheran Church	Kaleva	264	241	56	266	241	56
Mamrelund Lutheran Church	Kent City	776	586	148	385	297	178
Ascension Lutheran Church	Kentwood	87	85	62	86	84	59
Advent Lutheran Church	Lake Ann	341	227	98	346	118	85
St John Lutheran Church	Lake City	204	186	85	209	191	71
Grace Lutheran Church	Lansing	239	207	55	245	205	60
Redeemer Lutheran Church	Lansing						
St Stephen Lutheran Church	Lansing	251	257	61	237	237	55
Bethlehem Lutheran Church	Lansing	583	346	164	581	368	153
Calvary Lutheran Church	Lansing				227	166	52
Bethany Lutheran Church	Ludington	254	250	33	76	76	31
Emanuel Evangelical Lutheran Church	Ludington	315	253	114	315	254	104
Victory Trinity Lutheran Church	Ludington	116	95	37	120	88	31
Trinity Lutheran Church	Manton	61	61	27	59	59	25
Hope Lutheran Church	Marlette	142	130	36	138	127	35
All Saints Lutheran Church	Mason	173	161	54	174	159	64
Christ Lutheran Church	Michigan Center	289	213	68	251	219	81
St Timothy Lutheran Church	Midland	100	97	35	100	97	30
Trinity Lutheran Church	Midland	1,857	1,449	460	1,895	1,881	445
Trinity Lutheran Church	Millersburg	76	68	31	77	77	32
Immanuel Lutheran Church	Mount Pleasant	489	270	148	491	273	140
Samuel Lutheran Church	Muskegon	184	155	83	178	150	75
First Lutheran Church	Muskegon	771	663	261	725	638	257
Immanuel Lutheran Church	Muskegon	70	63	30	90	79	30
Our Saviors Lutheran Church	Muskegon	139	124	64	141	126	70
Trinity Lutheran Church	New Era	377	293	116	370	287	112
Holy Trinity Lutheran Church	Niles						
Bethany Lutheran Church	Northport	110	107	35	111	110	35
St Luke's Lutheran Church (Muskegon)	Norton Shores	64	52	26	64	52	23
Faith Lutheran Church	Okemos	262	232	119	257	238	110
Hope Lutheran Church	Oscoda	11	11	8	10	10	6

Name	City	2016			2017		
		Baptized Members	Confirmed Members	Avg. Attend.	Baptized Members	Confirmed Members	Avg. Attend.
Cross of Christ Lutheran Church	Petoskey	237	211	86	238	198	71
Hope Lutheran Church	Plainwell	226	226	58			
Prince of Peace Lutheran Church	Portage	731	521	155	774	482	175
Lord Of Life Lutheran Church	Portage	170	140	67	157	132	59
Leer Lutheran Church	Posen	30	29	25	30	29	26
St Paul Lutheran Church	Reed City	525	333	133	518	320	146
Hope Lutheran Church	Rhodes	117	116	80	117	89	70
Hope Community Church	Rockford	87	71	37	86	70	34
St John Lutheran Church	Rogers City	199	145	53			
St James Lutheran Church	Rogers City				55	55	25
Messiah Lutheran Church	Roscommon	186	160	55	182	182	37
Prince of Peace Lutheran Church	Rose City						
Ascension Lutheran Church	Saginaw	776	537	174	781	545	170
Faith Lutheran Church	Saginaw	750	425	117	730	550	114
Our Saviour Lutheran Church	Saginaw	256	164	43	249	156	36
Resurrection Lutheran Church	Saginaw	428	338	79	359	303	72
St John Lutheran Church	Saginaw	235	177	47	228	166	40
Zion Lutheran Church	Saginaw	386	271	55	398	277	56
Saron Lutheran Church	Saint Joseph	307	264	97	307	263	93
Faith Lutheran Church	Sidney				211	150	48
Peace Evangelical Lutheran Church	South Haven	383	257	162	364	234	165
Peace Lutheran Church	Sparta	571	393	102	548	393	80
Spruce Lutheran Church	Spruce	93	93	35	93	50	35
New Life Lutheran Church	Spruce	165	156	59	172	165	59
Immanuel Lutheran Church	Suttons Bay	443	306	84	456	323	80
St John Lutheran Church	Three Rivers	101	80	40	95	95	45
Bethlehem Lutheran Church	Traverse City	383	383	179	395	395	158
Augustana Lutheran Church	Tustin	68	67	33	67	67	29
St Peter Lutheran Church	Unionville	231	231	50	243	239	49
Grace Lutheran Church	Vassar	151	74	35	153	78	34
Lebanon Lutheran Church	Whitehall	580	288	60	579	206	75
Zion Evangelical Lutheran Church	Woodland	136	112	55	141	141	60
Gethsemane Lutheran Church	Wyoming	279	269	50			
Christ Lutheran Church	Wyoming	692	692	246	699	631	229
Sudanese Christ Lutheran Church	Wyoming	-	-	-			
North Ottawa Synodical Authorized Worship Community		-	-	-			
	Total	32,993	25,530	9,569	32,218	25,513	9,312

How Different Sized Congregations Relate to Our Synod

This synopsis reflects how congregations of different sizes currently relate and not how they could or even best relate to the synod.

	FAMILY CHURCH AVERAGE WORSHIP ATTENDANCE 1-50 40 CONGREGATIONS	PASTORAL CHURCH AVERAGE WORSHIP ATTENDANCE 51-150 57 CONGREGATIONS	PROGRAM CHURCH AVERAGE WORSHIP ATTENDANCE 151-350 15 CONGREGATIONS	CORPORATE CHURCH AVERAGE WORSHIP ATTENDANCE 351- 2 CONGREGATIONS
RENEWING CONGREGATIONS				
<u>Call Process</u> <i>identifying, screening, attracting, and presenting candidates exit interview arranging/providing interim ministry or stated supply call committee training compensation package review installation roster maintenance</i>	Call processes tend to be more frequent Call processes tend to be extraordinary due to part time, increasingly requiring yoked or shared ministry. Synod staff needs to facilitate the circumstances of the call as well as provide the candidate.	Providing the best "match" from an increasingly finite pool of pastoral candidates. Providing pastoral coverage both directly and by arranging interims and stated supply	Provide resources and coaching on the optimal staff configuration Call process tends to be more complicated because of multiple visions and expectations of the lead pastor and portfolios and personality meshing of assistant/associate Call processes tend to be more frequent because of short tenure of associate pastors	Provide resources and coaching on the optimal staff configuration Call process tends to be more complicated because of multiple visions and expectations of the lead pastor and portfolios and personality meshing of assistant/associate Call processes tend to be more frequent because of short tenure of associate pastors
<u>Teaching</u> <i>bishop and assistants as teacher; synod programs</i>	Synod provides events and programs for those seeking educational opportunities	Individuals participate in synod programs and events Staff occasionally teaches in congregations or conferences.	Individuals participate in synod programs and events Staff occasionally teaches in congregations Staff facilitated connections with theologians and teaching resources	Individuals participate in synod programs and events Staff occasionally teaches in congregations Staff facilitates connections with theologians and teaching resources
<i>leadership development; leadership formation for councils</i>	Synod events Direct coaching, consultation, intervention	Synod events Council retreats	Synod events Best practices	Synod events Best practices
<i>congregational administration</i>		Direct coaching, consultation, intervention	Council retreats Direct coaching, consultation, intervention on occasion	Consultant recommendations Coaching, consultation, intervention in crisis

<i>mission/vision, stewardship, mission support</i> <i>Mission/Community Engagement</i>	Persuading congregations of their importance Grants	Congregational consultation with DEM Grants	Congregational consultation with DEM Resources and best practices Grants	Resources and best practices
<i>family systems, conflict management</i> <i>boundary training</i>	Boundary training for congregational leaders Bridge builders Coaching and direct intervention	Boundary training for congregational leaders Bridge builders Coaching and direct intervention	Boundary training for congregational leaders Bridge builders Coaching and direct intervention	Boundary training for congregational leaders Bridge builders Coaching and direct intervention
<i>Social justice</i>				
<i>Pastoral Care of Congregations</i>	Celebrations of significant congregational events Bishop, assistant, and dean provide secondary pastoral care	Celebrations of significant congregational events Bishop, assistant, and dean provide requested/needed pastoral care	Celebrations of significant congregational events Bishop, assistant, and dean provide pastoral care in vacancy, conflict, or crisis	Celebrations of significant congregational events Bishop, assistant, and dean provide pastoral care in vacancy, conflict, or crisis
EMPOWERING LEADERS				
<i>Candidacy & First Call</i>	These are historically first call congregation's FCTE	These are increasingly first call congregations FCTE	Candidates for rostered ministry often come from these congregations FCTE	Candidates for rostered ministry often come from these congregations FCTE
<i>Continuing Education</i>	Synod is primary provider	Synod is primary provider	Provide recommendations	Provide recommendations
<i>Pastoral Care of Rostered Ministers</i>	Provide for the pastoral care for rostered ministers (& families) in crisis and as requested Routine check in with rostered ministers	Provide for the pastoral care for rostered ministers (& families) in crisis and as requested Routine check in with rostered ministers	Provide for the pastoral care for rostered ministers (& families) in crisis and as requested Routine check in with rostered ministers	Provide for the pastoral care for rostered ministers (& families) in crisis and as requested Routine check in with rostered ministers
<i>Discipline</i>	Boundary training Rostered minister ethics Investigation of allegations and discipline reprocessed	Boundary training Rostered minister ethics Investigation of allegations and discipline reprocessed	Boundary training Rostered minister ethics Investigation of allegations and discipline reprocessed	Boundary training Rostered minister ethics Investigation of allegations and discipline reprocessed

<i>Roster</i>	Maintain the roster Assist rostered ministers with change in call and call status	Maintain the roster Assist rostered ministers with change in call and call status	Maintain the roster Assist rostered ministers with change in call and call status	Maintain the roster Assist rostered ministers with change in call and call status
STRENGTHENING CONNECTIONS				
<i>Preaching the Word, administering the Sacraments</i>	Preach & preside in synod congregations—especially first call, transition, developing mission, long vacancies, anniversaries	Preach & preside in synod congregations—especially first call, transition, developing mission, long vacancies, anniversaries	Preach & preside in synod congregations—especially first call, transition, developing mission, long vacancies, anniversaries	Preach & preside in synod congregations—especially first call, transition, developing mission, long vacancies, anniversaries
Partnership	Strengthening collegiality among congregations and rostered ministers Fostering Cooperative Ministries Synod Assembly	Strengthening collegiality among congregations and rostered ministers Fostering Cooperative Ministries Synod Assembly	Strengthening collegiality among congregations and rostered ministers Fostering Cooperative Ministries Synod Assembly	Strengthening collegiality among congregations and rostered ministers Fostering Cooperative Ministries Synod Assembly
<i>Church beyond the congregation</i>	ELCA and Region 6 Samaritas and Living Water Campus ministry Ecumenical ask interreligious Global companions	ELCA and Region 6 Samaritas and Living Water Campus ministry Ecumenical ask interreligious Global companions	ELCA and Region 6 Samaritas and Living Water Campus ministry Ecumenical ask interreligious Global companions	ELCA and Region 6 Samaritas and Living Water Campus ministry Ecumenical ask interreligious Global companions
<i>Committees/Tables</i>	Provides opportunities, networking, and resources for areas of congregational life	Provides opportunities, networking, and resources for areas of congregational life	Provides opportunities, networking, and resources for areas of congregational life	Provides opportunities, networking, and resources for areas of congregational life

Report of the Synod Vice President Sandy Schlesinger

"For as in one body we have many members, and the members do not all have the same function, so we, though many, are one body in Christ, and individually members one of another. Having gifts that differ according to the grace given to us, let us use them . . ." Romans 12:4-6



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 2018:** Pr. Jessica Hahn, Ms. Christine Mwanyika, the Rev. Joan Oleson, Ms. Molly Smith, Mr. Bill Trevarthen, and Ms. Linda Wicander
- **Class of 2019:** Bp. Craig A. Satterlee, Sandy Schlesinger (Vice President), Ms. Peggy Burns, Ms. Caroline Peterson, and the Rev. Bill Uetrict
- **Class of 2020:** Ms. Christine Allen (Secretary), Mr. Connor Ashley, Mr. Dan Carter (Treasurer), Mr. Vernon Jones, Ms. Diane Madej, The Rev. Justin Walker and Mr. Richard Weingartner

As in past years, it is a great honor and privilege to serve as the leader of this diverse group of committed leaders who give of their time and talents to further God's mission across the synod. In particular, please join me in thanking the members of the Class of 2018 who complete their current terms of service on August 31, 2018 – their leadership and dedication to the mission and ministry of the synod is truly appreciated!

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

- Agreement on the process to be used during the upcoming bishop election at our 2019 Synod Assembly (further details are provided below);
- Assessment of the 2018 Synod Compensation Guidelines relative to other ELCA Synods in Region 6 (additional details are provided below);
- Development and recommendation of 2019 N/W Lower MI Synod Compensation Guidelines for approval by Synod Assembly (additional details are provided below);
- Partnership and support of the initiative led by the Bishop to develop and implement a detailed policy and practice for synodically authorized ministry in the N/W Lower MI Synod – including the process to re-authorize Synodically Authorized Ministers (SAMs) aligned to our synod;
- Approval of designation of offerings from special services of ordination and installation for the purpose of addressing Clergy Seminary Indebtedness – a new synod initiative under development;
- Approval of the new N/W Lower MI Synod Disaster Plan with implementation to follow;

- Receipt of a new N/W Lower MI Synod Congregation Resource: "Anti-Harassment Recommendations and Resources Policy";
- Approval of new Task Force charters for Racial Justice and Seminary Debt Reduction with implementation to follow;
- Continued support and engagement in leadership training across the synod, including Equipping Leaders for Mission & Ministry (ELMM), Boundary training, Lay Leader "Walking Together" training, etc.;
- Approval of the synod Endowment Committee's new "NWLMS Grant Award and Restricted Fund Policy";
- Completion of the effort to properly re-disposition remaining "To Whom Shall We Go" funds;
- Management of the Conflict of Interest policy across synod leaders for the 2017-18 fiscal year;
- Transition of Rebecca Bossenbroek to the synod staff as Financial Administrator as we bid a fond farewell to Margie Bauer as she retires from this position after 23 years of service to the synod (transition to complete in May 2018);
- Leading 2017 performance reviews and 2018 compensation management for synod staff (called, support, and deployed) based on the 2018 N/W Lower MI Synod Compensation Guidelines approved at the 2017 Synod Assembly;
- Continued partnership with and encouragement and support of 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 strategic/constitutional responsibilities across the synod and beyond on behalf of all congregations and synod members; and
- Fulfillment of other responsibilities including: approval of roster/congregation/conference changes, management of changes to synod and/or congregation constitutions, budget development and fiduciary oversight of synod-led initiatives, appointments for open synod committee/board positions, synod assembly preparation, providing support for synod events as requested by the bishop, approval of sabbatical plans for called staff, and so on . . .

Additional Details – Recommendations to 2019 NWLM Synod Compensation Guidelines

Specific to compensation of rostered leaders across our synod, the Bishop and Synod Council have led a multi-year strategy to ensure our compensation guidelines are fair and competitive with other synods in our region. To sustain the gains and ensure continued competitiveness, our process now includes assessment of our current fiscal year compensation guidelines against those in the 5 other synods within ELCA Region 6.

For 2018, the assessment based on 0, 5, 10, 20, and 30 years of ordination/service supports that our guidelines remain competitive across the region – see below:

Synod	NWLM	SE MI	NW OH	NE OH	Southern OH	IN/KY	NWLM - 2019
Years of Service	2018 Base Salary - Clergy	2018 Base Salary - Clergy	2018 Base Salary - Clergy	2018 Base Salary - Clergy	2018 Base Salary - Clergy	2018 Base Salary - Clergy	RECOMMENDED: +2% to starting Base Salary -
0 yrs of service (New Clergy)	37,100	38,178	34,893	37,700	40,424	<150 in Worship: \$37,500 <300 in Worship: \$41,000	37,842
5 yrs of service	39,100	40,458	37,559	39,250	42,924	<150 in Worship: \$39,000 <300 in Worship: \$42,500	39,842
10 yrs of service	41,600	42,950	40,263	40,800	45,424	<150 in Worship: \$40,500 <300 in Worship: \$44,000	42,342
20 yrs of service	47,400	47,541	45,687	43,900	50,424	<150 in Worship: \$43,500 <300 in Worship: \$47,000	48,142
30 yrs of service	54,400	50,062	51,090	47,000	53,924	<150 in Worship: \$47,500 <300 in Worship: \$51,000	55,142
Summary of Increases	+500 each yr; +700 with 16+ yrs of service	~2 to 3% every 2 to 3 yrs	+\$500 each yr of service	+310 each yr of service	+\$500/yr thru 19; \$400/yr 20-25; \$300/yr	+400 each year of service	+500 each yr; +700 with 16+ yrs of service

Key “take-aways from the 2018 Region 6 assessment include:

- Our recommended starting base salaries (at 0 yrs of service) through 30 yrs of service are in line with the other synods in our region
- Our recommended salaries at 30+ yrs of service exceed all other synods in our region
- We believe most synods in our region are likely recommending a 2% increase for 2019 based on U.S. Cost of Living Increase recommendations of +2% in 2018

Recommended changes to the NWLM Synod 2019 Compensation Guidelines are highlighted in red font in the draft document available on the [synod assembly website](#). Changes include:

- A recommended +2% increase to starting base salaries for Clergy and Deacons
- Continued encouragement for congregations to make a strong effort to increase compensation to meet guidelines for their staff. When below guidelines, a short-term (2-3 year) plan to move toward minimum guidelines is recommended with use of other non-financial ways to compensate and care for the pastor in the interim period, including the following options:
 - An extra week of vacation per year.
 - An extra week of continuing education or study time.
 - A monthly study day, during which the pastor would be unavailable and would use that time to pray, read scripture, explore a topic that would benefit ministry, etc. This would NOT be a vacation day, but it would be a valuable time of renewal for the pastor.
 - Ask your pastor what would be most helpful in her/his ministry and how the congregation can help.
- Additional guidance is provided relative to moving expenses which are normally are paid in full by the calling congregation for rostered leaders.
- A section has been added on serving beyond the congregation - at the Synod and Churchwide levels – without accounting for this time as vacation.

- Included a reminder that all ministers of Word & Sacrament and Word & Service under call on the roster of the NWLM Synod are encouraged to attend the annual Synod Assembly as voting members.

Additional Details – 2019 Bishop Election Process

Our work continues as we participate in Christ's own work of reconciling the world to God's very Self. We do this through our shared focus on vision and strategy as we use our collective gifts and talents to serve as God's hands in the Mitten. Looking forward to 2019, Synod Council is responsible for facilitating the bishop election process at the synod assembly as Bishop Satterlee's first 6-year term comes to a close at the end of August 2019. The bishop election process that will be implemented at our Synod Assembly in 2019 is as follows:

2019 North/West Lower Michigan Synod Bishop Election Process (SC17.12.10):

- The bishop shall be elected by ecclesiastical ballot by the Synod Assembly (NWLM Synod Constitution S9.04).
- When the incumbent bishop is eligible and available to serve another term, the election by the Synod Assembly for the next term shall be by ecclesiastical ballot, without a "Potential Nominee" pre-identification process.
- If there is not an incumbent bishop eligible for re-election, the Synod Council will partner with the Conference Deans and other Synod Leaders to facilitate a "Potential Nominee" pre-identification process – based on the process used for the 2013 NWLM Synod Bishop election.

Bishop and Cathy Satterlee have discerned that, if this Synod and God desire it, they are available to serve a second term (March 2018 Bishop Newsletter). Based on Bishop Satterlee's eligibility and stated openness to serve another term if elected, the Synod Council will charter a Bishop Election Committee to facilitate the election process at the 2019 Synod Assembly using the constitutionally required ecclesiastical ballot process without a "Potential Nominee" pre-identification process in advance of the assembly. This is the same process that was used for our Bishop Election at the 2007 Synod Assembly. If you are willing to serve on this committee, let me know!

We are an active synod led by extremely gifted leaders. Thanks be to God for all that we do together in His Name!

Sandy Schlesinger
NWLM Synod Vice President

2017-18 Synod Council Members

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)
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. 8/31/20 (second term)

CARTER Mr. Daniel (Dan), Treasurer
Home Church: Faith - Grand Rapids
4-yr term, exp. 8/31/20 (second term)

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

Synod Council At-Large Members

ASHLEY Mr. Connor
Home Church: Saron - St. Joseph
3-yr term, exp. 8/31/20 (first term)

BURNS Ms. Peggy
Home Church: Feast of Victory - Acme
3-yr term, exp. 8/31/19 (second term)

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

JONES Mr. Vernon T.
Home Church: St. Paul - Alpena
3-yr term, exp. 8/31/20 (first term)

Synod Council At-Large Members (cont.)

MADEJ Ms. Diane
Home Church: Our Savior's - Muskegon
3-yr term, exp. 8/31/20 (second term)

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

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

PETERSON Ms. Caroline
Home Church: Trinity - New Era
3-yr term, exp. 8/31/19 (first term)

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

UETRICH Rev. William (Bill)
Home Church: First - Muskegon
3-yr term, exp. 8/31/19 (first term)

WALKER Rev. Justin
Home Church: Peace - Holland
3-yr term, exp. 8/31/20 (second term)

WEINGARTNER Mr. Richard
Home Church: Faith - Okemos
3-yr term, exp. 8/31/20 (first term)

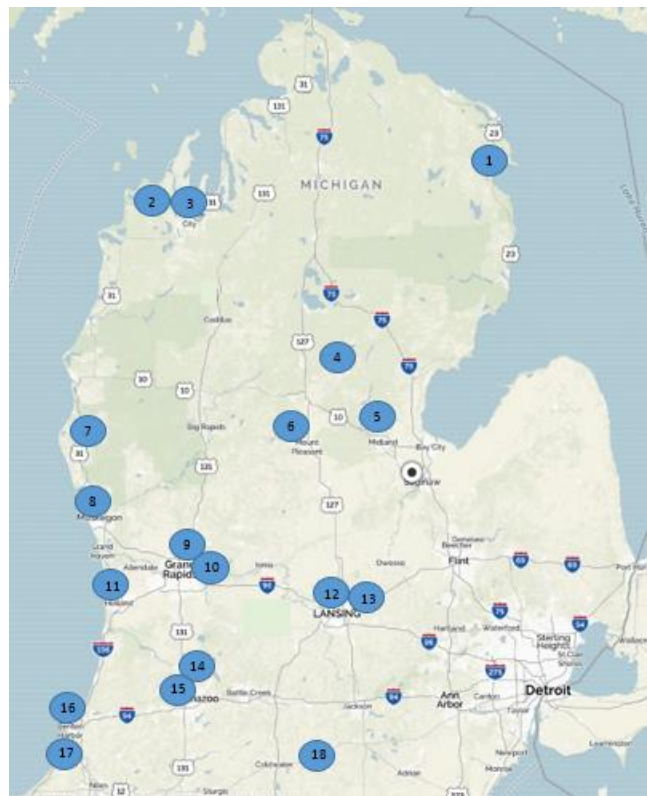
WICANDER Ms. Linda
Home Church: Immanuel - Mt. Pleasant
3-yr term, exp. 8/31/18 (first term)

Synod Council: 2017-18 Term

Synod Council		
Through 8/31/18	Through 8/31/19	Through 8/31/20
Executive Committee		
OLESON Rev. Joan (Second 3-Yr Term)	SATTERLEE Bishop Craig (First 6-Yr Term)	ALLEN Ms. Christine E., Secretary (Second 4-Yr Term)
	SCHLESINGER Ms. Sandra, VP (Second 4-Yr Term)	CARTER Mr. Daniel, Treasurer (Second 4-Yr Term)
At-Large Members		
HAHN Rev. Jessica (First 3-Yr Term)	BURNS Ms. Peggy (Second 3-Yr Term)	ASHLEY Mr. Connor (First 3-Yr Term)
MWANYIKA Ms. Christine (First 3-Yr Term)	PETERSON , Caroline (First 3-Yr Term)	JONES Mr. Vernon (First 3-Yr Term)
SMITH Ms. Molly (First 3-Yr Term)	UETRICH , Rev. Bill (First 3-Yr Term)	MADEJ Ms. Diane (First 3-Yr Term)
TREVARTHEN Mr. William (First 3-Yr Term)		WALKER Rev. Justin (First 3-Yr Term)
WICANDER Ms. Linda (First 3-Yr Term)		WEINGARTNER Mr. Richard (First 3-Yr Term)
		OPEN Youth, Male (2-Yr Term)

2017-18 Synod Council and Synod Leaders

- 1 - Mr. Vernon Jones
- 2 - Asst. to the Bishop – Pr. Chrysanne Timm
- 3 - Ms. Peggy Burns
- 4 - Ms. Molly Smith
- 4 - Asst. to the Bishop – Pr. David Sprang
- 5 - Ms. Sandy Schlesinger
- 6 - Ms. Linda Wicander
- 7 - Ms. Caroline Peterson
- 8 - Ms. Diane Madej
- 8 - Rev. Bill Uetricht
- 9 - Ms. Christine Mwanyika
- 9 - Mr. Daniel Carter
- 10 - Synod Attorney – Ms. Dawn Brackmann
- 11 - Rev. Justin Walker
- 12 - Bishop Craig Satterlee (Synod Office)
- 13 - Mr. Bill Trevarthen
- 13 - Mr. Richard Weingartner
- 14 - Asst. to the Bishop – Pr. Sarah Friesen-Carper
- 15 - Ms. Christine Allen
- 16 - Rev. Joan Oleson
- 17 - Mr. Connor Ashley
- 18 - Rev. Jessica Hahn



Executive Committee Actions

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

Motion ECC17.09.02

To recommend that Synod Council approve and support the 12-week 2018 sabbatical proposal for Bp. Craig Satterlee as written.

Mrs. Sandy Schlesinger/Second Mrs. Christine Allen

Adopted

Motion ECC17.09.06

To approve the Implementation Plan for the reauthorization of Synodically Authorized Ministers.

Mr. Dan Carter/Second the Rev. Joan Oleson

Adopted

Motion ECC17.12.02

To recommend to Synod Council the approval of a 4% increase in base salaries for the North/West Lower Michigan Synod staff (includes called, administrative, and deployed staff) for the 2018-19 fiscal year (beginning February 1, 2018).

Mr. Dan Carter/Second the Rev. Joan Oleson

Adopted—1 abstain (Bishop Satterlee)

Motion ECC18.02.02

To recommend approval of the North/West Lower Michigan Synod Grant Award and Restricted Fund Policy by the Synod Council.

Bishop Satterlee/Second the Rev. Joan Oleson

Adopted

Motion ECC18.02.03

To approve the 2017-18 Conflict of Interest Summary for the Synod Council, Synod Staff, Synod Attorney, and Synod Committee Chairpersons.

Bishop Satterlee/Second the Rev. Joan Oleson

Adopted

Motion ECC18.04.02

To recommend that the Synod Council approve the 2018 Synod Assembly offerings from the opening and closing worship services be divided evenly between the ELCA Campaign – Always Being Made New Disability Ministries and the North/West Lower Michigan Synod Disaster Relief Fund.

The Rev. Joan Oleson/Second Mrs. Christine Allen

Adopted

Motion ECC18.04.03

To recommend the approval of the following Ministers of Word and Sacrament (Female) to move forward to the 2019 Churchwide Assembly ballot to represent the North/West Lower Michigan Synod on the ELCA Church Council starting September 2019: the Rev. Joan Oleson and the Rev. Kjersten Priddy.

Bishop Satterlee/Second Mrs. Sandy Schlesinger

Adopted – 1 abstain (the Rev. Joan Oleson)

Motion EC18.04.01

To receive the resignation of Assistant to the Bishop the Rev. Sarah Friesen-Carper effective July 31, 2018 with thanks and agreement of the transition plan as presented.

Mrs. Sandy Schlesinger/Second the Rev. Joan Oleson

Adopted

Motion ECEM18.04.01

To approve the final 2018 Nomination Slate to move forward to Synod Assembly as submitted.

Mrs. Sandy Schlesinger/Second Bishop Craig Satterlee

Adopted

Synod Council Actions

(SC = Synod Council In-Person Meeting; SCC = Synod Council Conference Call Meeting; SCEM = Synod Council E-mail vote – requires 100% response)

Motion SC17.09.02

To change rostered status from “Active” to “Retired” for Pr. Paulette Cummings, effective July 1, 2017.

Bishop Satterlee/Second Mr. Connor Ashley

Adopted

Motion SC17.09.03

To change rostered status from “Active” to “Retired” for Pr. Daniel Stoneback, effective July 1, 2017.

Bishop Satterlee/Second the Rev. Justin Walker

Adopted

Motion SC17.09.04

To change rostered status from “Active” to “Retired” for Pr. Paul Kuhlman, effective September 1, 2017.

Bishop Satterlee/Second the Rev. Joan Oleson

Adopted

Motion SC17.09.05

To change rostered status from "Active" to "On Leave from Call – Family Leave" for Deacon Julia Nelson, effective May 1, 2017.

Bishop Satterlee/Second Ms. Christine Mwanyika

Adopted

Motion SC17.09.06

To change rostered status from "Active" to "On Leave from Call - Study" for Pr. Elizabeth Retz, effective September 11, 2017.

Bishop Satterlee/Second Ms. Linda Wicander

Adopted

Motion SC17.09.07

To extend "On Leave from Call" status for 1 year for Pr. Laura Kuntz, effective August 5, 2017 (first extension).

Bishop Satterlee/Second the Rev. Jessica Hahn

Adopted

Motion SC17.09.08

To appoint the following to the New and Renewing Mission Table: Bill Butchard – St. Paul, Greenville and Mitchell Anderson – First, Muskegon / Immanuel, Mt. Pleasant.

Bishop Satterlee/Second Ms. Christine Mwanyika

Adopted

Motion SC17.09.09

To approve the 2018 sabbatical proposal for Bp. Craig Satterlee as presented.

Mrs. Sandy Schlesinger/Second Mr. Connor Ashley

Adopted

Motion SC17.09.11

To receive enthusiastically and endorse the "Synodically Authorized Ministry – Policy, Background, and Commentary" document as reviewed.

Mr. William Trevarthen/Second Mr. Connor Ashley

Adopted – 1 Abstain – Ms. Peggy Burns

Motion SC17.12.02

Based on the recommendation of the Synod Constitution Committee, to receive and archive the Congregation Constitutions of Zion, Cadillac and Good Shepherd, Holland/Zeeland.

Mrs. Christine Allen/Second the Rev. Jessica Hahn

Adopted

Motion SC17.12.03

To change rostered status from "Active" to "Retired" for the Rev. Dennis Smith, effective January 1, 2018.

Bishop Satterlee/Second the Rev. Justin Walker

Adopted

Motion SC17.12.04

To change rostered status from "On Leave from Call" to "Removed from Roster" for Deacon Carl Bjork, effective January 1, 2018.

Bishop Satterlee/Second Ms. Diane Madej

Adopted

Motion SC17.12.05

To approve closure of Reformation Lutheran Church – Coldwater, Michigan, effective October 31, 2017.

Bishop Satterlee/Second the Rev. Jessica Hahn

Adopted

Motion SC17.12.06

As recommended by the Trustees of Zion Emanuel Lutheran Church in Leroy, grant ownership of the former Zion Emanuel Lutheran Church building to the Dewings Center for Creative Arts and Outreach for the purpose of providing community outreach through classes and programs that would lift up and provide opportunities for the diverse members of the community.

Bishop Satterlee/Second Ms. Linda Wicander

Adopted

Motion SC17.12.07

Transfer the remaining funds from the closure of Zion Emanuel Lutheran Church as follows: 50% to the Dewings Center for Creative Arts and Outreach and 50% granted to Augustana Lutheran Church in Tustin, Michigan, with these funds designated to assist them in calling a pastor. Transfer of funds is to be completed at the same time as transfer of ownership of the former church building is completed.

Bishop Satterlee/Second Mr. Bill Trevarthen

Adopted

Motion SC17.12.08

To recommend that Synod Council approve designation of 2018 Housing Allowances for Called Staff: Bishop Craig Satterlee - \$45,000; the Rev. Sarah Friesen-Carper - \$16,000; and the Rev. Chrysanne Timm - \$35,000.

Mrs. Sandy Schlesinger/Second Mr. Connor Ashley

Adopted – 1 Abstain (Bishop Satterlee)

Motion SC17.12.09

To approve a 4% increase in base salaries for the North/West Lower Michigan staff (includes called, administrative, and deployed staff) for the 2018-19 fiscal year (beginning February 1, 2018).

Executive Committee/Second Ms. Diane Madej

Adopted – 1 Abstain (Bishop Satterlee)

Motion SC17.12.10

To adopt the proposal to facilitate the 2019 North/West Lower Michigan Synod Bishop election process as follows:

“The bishop shall be elected by ecclesiastical ballot by the Synod Assembly.

When the incumbent bishop is eligible and available to serve another term, the election by the Synod Assembly for the next term shall be by ecclesiastical ballot, without a “Potential Nominee” pre-identification process.

If there is not an incumbent bishop eligible for re-election, the Synod Council will partner with the Conference Deans and other Synod Leaders to facilitate a “Potential Nominee” pre-identification process – based on the process used for the 2013 NWLM Synod Bishop election.”

Ms. Diane Madej/Second Ms. Peggy Burns

Adopted – 1 Abstain (Bishop Satterlee)

Motion SC17.12.11

To approve the designation of offerings from special services of ordination and installation for the purpose of addressing Clergy Seminary Indebtedness, beginning in 2018.

Bishop Satterlee/Second Ms. Diane Madej

Adopted

Motion SC17.12.12

That Saginaw Metro Ministries be instructed to 1.) undergo a financial audit and 2.) begin the process to obtain their own Tax ID number.

Bishop Satterlee/Second Mr. Richard Wiengartner

Adopted

Motion SCC18.02.02

To change rostered status from “Active” to “Retired” for the Rev. Dan Johnson, effective February 1, 2018.

Bishop Satterlee/Second Mr. Bill Trevarthen

Adopted

Motion SCC18.02.03

To approve the agenda to move forward to the 2018 Synod Assembly as presented.
Bishop Satterlee/Second Mr. Rich Weingartner

Adopted

Motion SCC18.02.04

To approve the committees for the 2018 Synod Assembly as presented.
Bishop Satterlee/Second Ms. Diane Madej

Adopted

Motion SCC18.02.05

To approve the North/West Lower Michigan Synod Grant Award and Restricted Fund Policy as presented by the Endowment Committee.
Executive Committee/Second Ms. Caroline Peterson

Adopted

Motion SC18.04.02

To receive and archive the congregation constitution from St. John Lutheran Church, Lake City as recommended by the Constitution Committee.
Mrs. Christine Allen/Second Ms. Diane Madej

Adopted

Motion SC18.04.03

To extend "On Leave from Call – Family Leave" status for 1 year for Deacon Julia Nelson.
Bishop Satterlee/ Second the Rev. Justin Walker

Adopted

Motion SC18.04.04

To grant "On Leave from Call" status for one year for the Rev. David Louder.
Bishop Satterlee/Second Richard Weingartner

Adopted

Motion SC18.04.05

To recommend that the 2018 Synod Assembly offerings be designated as follows: Divide the offerings from the opening and closing worship services evenly between the ELCA Always Being Made New Campaign (ELCA Disability Ministries) and the North/West Lower Michigan Synod Disaster Relief Fund.

Executive Committee/ Second Mrs. Peggy Burns

Adopted

Motion SC18.04.06

The Synod Council of the North/West Lower Michigan Synod recommends to the 2018 Synod Assembly that synod bylaw S8.51.01. (The persons holding the office of vice-president and secretary shall be limited to two consecutive terms in their respective offices.) be stricken from the constitution of this synod. Persons holding such offices will be required to stand for re-election to that office as specified in:

*S8.51. The terms of office of the officers of this synod shall be:

- a. The bishop of this synod shall be elected to a term of six years and may be re-elected.
- b. The vice-president and secretary of this synod shall each be elected to a term of four years and may be re-elected.

Bishop Satterlee/Second Ms. Christine Mwanyika

Adopted – 2 abstain (Mrs. Sandy Schlesinger and Mrs. Christine Allen)

Motion SC18.04.07

To recommend the 2018 North/West Lower Michigan Synod Assembly approve the following Ministers of Word and Sacrament (Female) to move forward to the 2019 Churchwide Assembly ballot to represent the North/West Lower Michigan Synod on the ELCA Church Council starting in September 2019: The Rev. Joan Oleson and The Rev. Kjersten Priddy. Executive Committee/Second Ms. Caroline Peterson

Adopted – 1 abstain (The Rev. Joan Oleson)

Motion SC18.04.08

To approve the charter for the Racial Justice Task Force as received.

The Rev. Joan Oleson/Second Ms. Caroline Peterson

Adopted

Motion SC18.04.09

To approve the charter for the Seminary Debt Reduction Task Force as received.

Mr. Richard Weingartner/Second the Rev. Jessica Hahn

Adopted

Motion SC18.04.10

To approve the 2018 Nomination Slate to move forward to Synod Assembly as presented with additions prior to publication of the Synod Assembly book to be approved by the Executive Committee as appropriate.

Mrs. Sandy Schlesinger/Second Ms. Diane Madej

Adopted

Motion SC18.04.11

To approve the proposed 2019 North/West Lower Michigan Synod Compensation Guidelines to move forward to Synod Assembly for final approval as presented.

Mrs. Sandy Schlesinger/Second Ms. Peggy Burns

Adopted

Motion SC18.04.12

To approve the initial North/West Lower Michigan Synod Disaster Plan as presented.
Ms. Christine Mwanyika/Second Ms. Caroline Peterson

Adopted

Motion SC18.04.13

To receive the "North/West Lower Michigan Synod Congregation Resource: Anti-Harassment Recommendations and Resources Policy" as presented.
Ms. Diane Madej/Second the Rev. Jessica Hahn

Adopted

Motion SC18.04.15

To approve the proposed 2019-20 fiscal year budget to move forward to Synod Assembly as presented.
Mr. Dan Carter/Second Ms. Christine Mwanyika

Adopted

Respectfully submitted,
Christine E. Allen
Secretary, North/West Lower Michigan Synod

Biographical Information - ELCA Church Council Representative

1. The Rev. Joan Oleson (Saron, St Joseph)

614 Court St, St Joseph MI 49085

269-983-2475 / 616-890-0283 / oleson@saronlutheran.org

VOCATION: Pastor

EDUCATION: M. Div., Trinity Lutheran Seminary, Columbus, OH; B.A. Capital University, Columbus, OH; Alban Institute's Seminar on Conflict Management (2000)

CONGREGATION EXPERIENCE: Pastor – Saron Ev. Lutheran, St Joseph, MI (2007-present); Bread of Life Lutheran Church, Hudsonville, MI (1990-2007)

SYNOD EXPERIENCE: Synod Council (2012 – present); First Call Mentor (2014-present); Michigan Multi-Synodical Candidacy Committee (chair, 2010 – present); Discipline Committee; Michigan Lutheran Campus Ministry Board and Executive Committee (secretary); Nominating Committee (chair, 2002-2003); Witness/Evangelism Committee (chair, 1998-2000)

CHURCHWIDE EXPERIENCE: National Youth Gathering participant (2012, 2015, 2018); Lutheran Campus Ministry Conference for Cooperating Congregations; Leadership Conference for New Congregations (1998); Division for Outreach Mission Development Training (1990; 1996); Synodical Evangelism Leaders Network; Churchwide Assembly Voting Member (1993, 2005, 2009)

GIFTS AND SKILLS: I bring a commitment to life and service in the whole church. I have the experience of working on various synod committees and in leadership positions. I enjoy being a team player. My parish experience includes being pastor of both a new start and a long-established congregation of over 130 years. I have the ability to see the big picture and a willingness to struggle with difficult decisions.

2. The Rev. Kjersten Priddy (Trinity, Battle Creek)

2055 E. Columbia Ave, Battle Creek MI 49014

805-458-6074 / pastor@tlcbattlecreek.org

VOCATION: Pastor

EDUCATION: MDiv, Lutheran School of Theology at Chicago

CONGREGATION EXPERIENCE: Pastor Redeveloper, Trinity Lutheran Church, Battle Creek, MI

Interim Pastor, St. Paul's Lutheran Church, Rancho Palos Verdes, CA

SYNOD EXPERIENCE: Kalamazoo Conference dean, member of the New and Renewing Ministries Table

CHURCHWIDE EXPERIENCE: Voting member at the 2016 Churchwide Assembly, writer for ELCA World Hunger (God's Good Creation VBS, Catch the Buzz VBS, Community Gardens How-To-Guide)

GIFTS AND SKILLS: I am very excited and honored at this opportunity to serve the church I love at a national level. I think I bring a unique perspective to the ELCA Church Council. In the ELCA we talk about how "we are church together," and as a pastor-redeveloper I get the privilege of seeing that in action. From the outside, Trinity looks like small, struggling congregation. In reality, we are an anchor institution for a neighborhood plagued by transition and loss. This is a neighborhood eager to hear the good news of God's grace and love for them, even as they struggle financially. My congregation gets to bring that good news because the ELCA is truly church together. The ELCA, our synod, and our local partner congregations have helped sustain us so we can continue to be a beacon of God's love in our neighborhood. This perspective makes me incredibly hopeful and enthusiastic for the future of the ELCA and our ministry in the world. I see serving on the ELCA Church Council as an opportunity to share the story of my experience and help other congregations connect more fully to each other, their synods, and the wider church so that we can share the message of God's grace broadly and boldly.

This work has also given me a broad range of administrative skills. I serve as the Vice President of the Board of Directors for the Woman's Co-op, a nonprofit network of women working together to lift themselves out of poverty. As a board member, I work mainly in governance, financial management, and fund development to help navigate the organization back to financial and administrative stability. I also serve on the investment committee for the Battle Creek Community Foundation. And I am a recent graduate of the Battle Creek Citizens Police Academy. In the synod, I am currently dean of the Kalamazoo Conference and a member of the New and Renewing Ministries Table. I think I bring the interesting combination of a pastor-redeveloper's deep love for the work of the local church and an administrator's broad perspective in policy and oversight.

Anniversary Recognitions

Rostered Ministry Celebrations

Celebrating 5 Years of Rostered Ministry

- The Rev. Jessica Hahn
- The Rev. Zachary Nelson

Celebrating 15 Years of Rostered Ministry

- The Rev. Joan Herbon
- The Rev. Scott A. Torkko

Celebrating 25 Years of Rostered Ministry

- The Rev. Peggy J Adams
- Deacon (formerly Associate in Ministry) Virginia L. Wheeler

Celebrating 35 Years of Rostered Ministry

- The Rev. David M. Blank
- The Rev. Richard A. Moe

Celebrating 50 years of Rostered Ministry

- The Rev. David Mann

Celebrating 55 years of Rostered Ministry

- The Rev. Donald W. Herdman
- The Rev. Rodney E. Hill
- The Rev. Paul A. Kehnle
- The Rev. Reinhold Markwart
- The Rev. Frederick G. Overdier

Congregation Anniversary Celebrations

50 Years (1968)

- Peace Lutheran Church, Charlotte

75 Years (1943)

- Trinity Lutheran Church, Midland

100 Years (1918)

- Bethany Lutheran Church, Northport

Equipping Leaders for Mission and Ministry

Rebecca Bossenbroek, Administrator

"The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, ¹²to equip the saints for the work of ministry, for building up the body of Christ" (Ephesians 4:11-12, NRSV)

Equipping Leaders for Mission and Ministry is founded on four guiding principles:

- The church needs equipped leaders.
- Scripturally-grounded disciples lead with confidence.
- Mission-driven disciples energize the church.
- Spirit-led disciples encourage and empower others.

We envision a community of scripturally-grounded, mission-driven, spirit-led disciples who support the work of their pastors in their congregations and communities and who give voice to the many ways we are church together.

Synod Assembly recognizes Charles Douglas (Doug) Luther from Trinity Lutheran Church in Frankfort who completed the program requirements and who committed to the program under its former name, Lay Ministry Training Program.

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

- Peace, Gaylord and Pastor Tom Mammoser
- Christ, Michigan Center and Pastor Ryan Prondzinski
- St Paul, Greenville and Pastor Betsy Kamphuis
- Christ United, Dewitt and Pastor Terry Williamson

We appreciate professors who provide biblical instruction and those who teach on topics like A Lutheran Interpretation of Scripture, Stewardship, Ecumenism, Living Water Ministries:

- The Rev. Craig Alan Satterlee, Ph.D, Bishop of the North/West Lower Michigan Synod
- The Rev. Walter F. Taylor, Jr., Ph.D., Trinity Lutheran Seminary
- C. J. Clark, Executive Director, Living Water Ministries

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

- June Scarborough – New Life, Spruce
- Ann Lindahl – Prince of Peace, Portage

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

- Rev. Clayton Bates, Chair – Augustana, Tustin
- Pastor Sarah Friesen-Carper - Synod Staff Liaison
- Meg Finerty – Lord of Life, Portage

The administrative staff in the synod office effectively manage details behind the scenes. We thank Margie Bauer, Sarah Holland and Ann Stavros for their gracious support.

Global Mission Table

Andreas Teich, Chair

During the past year, the global mission table was reminded of the challenges which face the work of our global connections. Fears of a virus prevented our annual trip to Honduras. Difficulties in communication limited contacts with the Papua District of the Evangelical Lutheran Church in Papua New Guinea (ELCPNG). Theological differences affect our relationship with the Lutheran Church in Latvia. That does not mean we fail to continue efforts with our global companions.

This past August, we welcomed a delegation to our synod from the Lutheran Church in Honduras. Members of our Honduras Health for Life Team had met at the churchwide office in Chicago with our Honduran guests and representatives from the N/E Minnesota and the New England ELCA Synods to coordinate our support for the ICLH (Iglesia Cristiana Luterana en Honduras). Our guests from Honduras visited all three companion synods while in the USA. From August 12 -20, Pastor Rolando Antonio Orteiz, Besy Vargas, Gloria Erlinda Rodrigues and Luis Alfredo Matute visited several parts of our synod. Shepherded by the Honduras task force, they led worship, made presentations and engaged in conversations with many people. Their vision and enthusiasm for the work which they are doing in Honduras was infectious. Unfortunately, the tension following the recent elections in Honduras prevented a team from serving in March, however, plans are being made for a trip later in 2018.

Financial support from the global mission table and Immanuel, Mt. Pleasant allowed two young adults to serve as counselors with Living Water Ministries last summer. This program, managed by the ELCA, brings young adults from partner churches around the world to serve in Lutheran Outdoor Ministry settings. Our synod has been a regular participant in the program which introduces the campers to people from another part of the world while allowing our global guests to learn something of our culture. Some of the friendships established continue long after the summer has ended.

The efforts of Dana Dutcher, Manager for Relationships- Asia and the Pacific, Madagascar, North and Central Africa, have brought together representatives from the four synods which have companion relationships with the ELCPNG. David Sprang and Michael Piatek-Jimenez represented our synod at a gathering this past fall. Plans are underway for a gathering in Papua New Guinea in 2019.

We are thankful to congregations who support the ELCA's global mission work directly. By making gifts above and beyond their synodical mission support, they further that work. Four congregations had official missionary sponsorship covenants in 2017: Messiah (Bay City), Peace (South Haven), Mamrelund (Kent City) and Resurrection (Saginaw). In addition, five other congregations submitted a financial gift to support the global mission work of the church directly.

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.

Living Fire Ministries

Tracy Teich, Chair

Last year we shared our statement of purpose as we adopted our new model as a committee of the Synod without a dedicated staff member. Our purpose reads: *Living Fire Ministries encourages spiritual formation, spiritual direction, and retreats aimed at deepening our relationship with God and opening each of us to the presence of God through both individual and group programs.*

We are happy and grateful to report another active and fruitful year as our ministry has grown in new ways.

We continue to support core spiritual formation programs and we contract with Sr. Nancy Brousseau to lead these offerings. This year, the Narrow Gate year-long program has 13 participants meeting monthly at St. Luke's in Grand Rapids. The Spiritual Direction Practicum has one participant concluding the second year of the practicum in May. A new Narrow Gate program will begin this fall and registrations are being accepted now. Students who have completed this class and have discerned a call to the two-year practicum may complete an application now for the class beginning in fall 2018. Please visit our table at Synod Assembly or contact Sharon Ross at St. Luke's for more information.

We are excited about the number of new opportunities being offered around the Synod by our Kindlers (people who have participated in Living Fire programs and are spreading the fire). Here are some examples:

- Offering spiritual direction to anyone interested in deepening their relationship with God and willing to share openly with a "holy listener" in discerning God's presence and action in his/her life. We surveyed our trained spiritual directors and have eight directors who are actively practicing spiritual direction and are accepting new directees.
- Hosting "home retreats" for small groups of women, introducing contemplative prayer, journaling, and developing spiritual companion relationships
- Facilitating a "mini" silent retreat to introduce participants to this opportunity for deepening prayer, rest and rejuvenation
- Hosting a spiritual practices open house with stations for participants to learn and practice spiritual disciplines
- Holding classes based on Ignatian Spirituality and Contemplative Prayer Practices in several congregations in the Synod.
- Facilitating book discussion groups around spiritual formation books such as the "Sensible Shoes" series by Sharon Garlough Brown
- Facilitating ELMM (Equipping Leaders for Mission and Ministry) Skill Day, "Listening to the Spirit"

These informal opportunities for growth in the Spirit led to a "full house" for our annual three day Lenten Silent Retreat. We had 15 retreatants meeting with three trained retreat directors for daily direction sessions. In past years almost all retreatants had participated in one of our core programs. This year we welcomed several retreatants who were drawn to the retreat by a Kindler or by participating in one of our informal programs. The Fire is spreading!

We are exploring new ways to communicate about Living Fire Ministries, using the weekly Synod e-news to publicize offerings and we have recently launched a Facebook page. Any committee member can also be contacted for information.

I am very grateful for the commitment and faithfulness of all members of our Living Fire Ministries Committee: Shirley Moerdyk, Pr. Jessica Rivera-Walker, June Scarborough, Pr. Bryan Schneider-Thomas, Roger Marks, and Sharon Ross. We thank Pr. Sarah Friesen-Carper for her enthusiastic support for our committee this past year and wish her well as she transitions from her role this year.

We welcome your participation and partnership with us as we continue to connect spiritual pilgrims with resources and companions to accompany them on their journeys with the Spirit of truth who abides in each of us. Please contact me or any of our committee members for more information on spiritual direction and spiritual formation opportunities.

"And I will ask the Father, and he will give you another Advocate, to be with you forever. This is the Spirit of truth, whom the world cannot receive, because it neither sees him or knows him. You know him, because he abides with you, and he will be in you." (John 14:16-17)

NEW and RENEWING Mission Table

The New and Renewing Mission Table is a combination of the Outreach Committee and the Witness Evangelism Team. Part of their responsibility as a table/committee is to support new outreach and worshipping communities within the synod, and support continuing renewal and outreach in existing congregations and worshipping communities. **The ELCA has supported calling this vitality.** It's about working together to make our congregations vital again; Vital to those inside the community and vital to the neighborhood and community where the congregation, community lives.

The table supports **exploring new worshipping communities** in the synod. For the past year and a half we have explored establishing a worshipping community in the Grand Haven/Spring Lake area of North Ottawa County. We found that those under 40 were very transient, moving to where jobs and advancement was; young families were looking for big churches with lots of programming for kids; and it was difficult to establish a new worshipping community in a new place with part time ministry. We have suspended that effort and are looking at other ways to reach out to Northern Ottawa County.

We continue to support our South Sudanese Lutheran worshipping community in the Grand Rapids area. We give thanks to the generous folks at Christ Lutheran Church in Wyoming, Michigan for hosting and supporting them. We are doing some research into the downtown revitalization of Muskegon and asking questions about the possibility of a worshipping community there. We have made connections with The United Church of Christ in Michigan with the intention of assisting us in establishing Latino outreach in some of our West Michigan coast areas.

In thanksgiving for some generous gift made to a special endowment, the table is able to give special Outreach Grants to congregations willing to try new ideas and ways to reach their community. Since the last synod assembly the table has given Day Camp Grants to Immanuel - Grand Ledge, and Lutheran Church of the Savior - Kalamazoo. Bethany - Kalava received a grant for their part-time pastor to spend time with food pantry recipients to build relationships.

The table also oversees Lutheran Campus Ministry Grants. In 2018 we as a synod are supporting MSU - University Lutheran - East Lansing and the *One Community* Lutheran - Episcopal Campus Ministry, Western Michigan University and Kalamazoo College and the consortium of ELCA congregations that have formed Matrix, CMU - Immanuel Lutheran - Mt. Pleasant, and to a much small degree a part time ecumenical campus pastor at Saginaw Valley.

The table continues to support our three congregations in Redevelopment, a radical rebirth of a congregation in partnership with the congregation, synod, and the ELCA. Our three Redevelopment Congregations are Trinity - Battle Creek, Our Savior's - Muskegon, and Zion - Saginaw. These three congregations are on the cutting edge of ministry in their community and with people who fall through the cracks of society.

The table has worked with Bishop Satterlee and the synod staff to challenge three congregations to return to having a full time pastor. We are calling that the Step - Up Grant program providing support for stepping up to re-engage the context.

Publicly Engaged Church

In 2017 the PEC, as it did in 2016, continued the work of Advocacy within the Synod. The PEC, in its work, seeks to align itself with that of the larger church as expressed in the ELCA. Therefore, we focused on current issues which are central to God's vision of a just world where all are fed. In 2017, PEC invited you to live out your baptismal identity through participation in opportunities to learn and act with, and on behalf, of your neighbor. Our Advocacy work carried forth the vision of the ELCA to support transformative, integrated and wholistic ministry where barriers are broken down and inequalities decreased, and where relationships and communities are whole and flourishing.

In addition, the PEC continued to maintain a focus on key goals expressed in prior Annual Reports: focus on Mental Illness, issues of Disability, Public Education, Human Trafficking, Environmental concerns, Sexuality and Gender Identity, and issues of Hunger.

One of PEC's successes in 2017 was its "Day of Social Change Conversation" held on Saturday, June 17, 2017. Entitled, ***Lutherans Always Reforming***, it was a day of workshops focused on social issues, and centered on Dr. Craig Nesson's book, ***Shalom Church***. Dr. Nesson serves as Academic Dean and Professor of Contextual Theology at Wartburg Seminary in Dubuque, Iowa. He presented the Keynote Address, and led several workshops on the ***Shalom Church***. Additional workshops offered were Immigration Refugee Resettlement; Race and the School to Prison Pipeline; How to do Advocacy; Open Hearts, Open Church (Gender and Sexual Identity); Stewardship of the Environment; Hunger; Human Trafficking; Faith, Sexism and Justice; Shalom Church; Anti-Racism; and Prison Re-entry into Society are all connected to PEC's present and continued Advocacy work.

PEC during 2018 will continue to work to help the Synod become more publicly engaged. 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.

Youth Ministry Table

Pastor Travis Wilson, Youth Ministry Table Convener

The Youth Ministry Table continues to work on how we can be of support to congregations in their youth ministry programs. We have also assessed the things that our Synod offers on an annual basis and what more we might be able to offer synodically.

We continue to encourage participation in the following opportunities throughout the year:

1. [Living Water Ministries](#) – C.J. Clark and Nicole McCarthy and the program staff from Living Water Ministries continue to grow not only camping opportunities for youth, but also engaging in the work of anti-racism training and definitely-abled leadership throughout our Synod (along with the Southeast Michigan Synod) and the ELCA. The Youth Ministry Table supports the work of Living Water Ministries, especially as synodical events relate to the Gathering (for Senior High Students), the Charge (for Junior High Students), and camping and leadership opportunities at Stony Lake Camp throughout the summer and year.
2. Peer Ministry Training – The Youth Table would like to lift up the model and work of Peer Ministry for youth ministry in congregations. At the Gathering, Living Waters helped to sponsor and facilitate an adult leader training in Peer Ministry and we hope to be able to provide more training in the future both synodically and by conference.

We are framing some plans this year to offer a Youth Summit for High School Youth that will seek to learn from the leadership and voice of our youth for the sake of the church. Our current target dates are November 10-11, 2018. More information will be distributed as it becomes available.

This table continues to be diligent in our work of raising up youth ambassadors and disciples to help share the gospel in their congregations, local communities, synod, and the world. We would like to thank Megan Floyd for attending the ELCA Youth Ministry Summit in 2017 as well as two youth Leah Bredwell from Trinity Lutheran Church in Grand Rapids and Chloe Smith from Bethlehem Lutheran Church in Lansing. While at the summit, Chloe, Leah, Maddie Grant, and Jesus Lopez led a Privilege Walk workshop from their Bridgebuilders training with Living Water Ministries, which was one of four workshops offered at the Summit.

We are also excited that Makenna Dawson will be serving on the Youth Core Leadership Team for the ELCA.

Plans are well underway for congregations who are sending youth and adults for the National Youth Gathering in Houston, TX. Ms. Beth Mundwiler serves as the Synod NYG Coordinator and the Rev. Sarah Friesen-Carper is the Synod Day Director. Venise Perez of Zion Lutheran Church in Saginaw designed our Synod Day t-shirt that will be worn at the National Youth Gathering. Please pray for all who will attend, lead, learn, and grow from this event this summer.

We are always grateful for your support, prayers, and involvement in our life together!

Youth Table Members:

C.J. Clark, Pastor Sarah Friesen-Carper, Megan Floyd, Pastor Jake Lehman, Pastor Dan Schewe, Pastor Danielle Shealy, and Ed Wosinski.

Southeast (SE) and North/West Lower (NWL) Michigan Synods Candidacy Committee Report for 2017

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 Ministers of Word and Sacrament (Pastor) and Ministers of Word and Service (Deacon). People who have discerned a call to rostered ministry in the ELCA enter the candidacy process in which individuals develop an understanding of four basic principles: 1. We are church; 2. We are Lutheran; 3. We are church together; 4. We are church for the sake of the world. 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: Elliott Drake, Mary Hughes

SE: Melani McLean, Kristen Boris

Endorsement for Minister of Word and Sacrament

NWL: Alex Aivars

SE: Troy Jacobson, Michael Opferman

Denied Endorsement for Minister of Word and Sacrament

NWL: Elliott Drake

Approval for Minister of Word and Service

SE: Keith Miller

Approval for Minister of Word and Sacrament

SE: Elizabeth Bakalyar-Friedman, Victoria Lovell, Kelly Sandin, Troy Jacobson, Ken Greble, Branden Hunt, Kevin O'Bryan

At the end of 2017, there were 14 candidates preparing for ministries in the ELCA from the Southeast and North/West Lower Michigan Synods. There are presently 5 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.

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, The Rev. Rosanne Anderson, The Rev. David Blank, The Rev. Chrysanne Timm (Assistant to the Bishop)

SE:

The Rev. Tim Lentner, The Rev. Doris Mars, The Rev. Denise Russell, Ms. Lisa Beauvais, The Rev. Albert LeBlanc, Deacon Karen Ludwig, The Rev. Barry Osterbur (Director for Candidacy)

Trinity Seminary Representative:

The Rev Dr. Cheryl Peterson (SE)

Region 6/Churchwide Representative:

The Rev. Cherlyne Beck

Changes in committee membership in 2017

SE:

term ended: Ms. Maggie Priestaf

appointed: the Rev. Albert LeBlanc, Deacon Karen Ludwig

NWL:

term ended: Ms. Diane Madej

resigned: the Rev. David Dockweiler, Ms. Kristen Wilson

appointment concluded: the Rev. Sarah Friesen-Carper

Churchwide Representative:

appointment concluded: Marilyn Smith

appointed: the Rev. Cherlyne Beck

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

Living Water Ministries

Living Water Ministries has a focused approach to creating communities that reflect the Kingdom of God in ways that are truly welcoming for all of God's children. In short, our focus is on sharing the gospel with as many people as we can by eliminating obstacles to participation. In an effort to create access to more and more people we have gone all in on a bold scholarship approach, intentional partnership development with diverse communities that have historically been underrepresented in our programs, and a staffing model that intentionally recruits and develops diverse leaders for the church and world today.

\$111,065 in Scholarship Funds Awarded

Through the generosity of our donors and the strength of our endowment a path for hundreds of kids to attend camp has been created. In 2017 Living Water Ministries awarded \$48,020.00 in scholarship to 141 campers. Since 2015 we have awarded \$111,065.00 in scholarships to 334 campers.

Participants from 13 States and Counting

Through our summer programs and our hotel based events we are continuing to evolve into a ministry with national impact. Since 2015 we have hosted participants from 13 different states including Oregon, Texas, North Dakota, Nebraska, Minnesota, Iowa, Missouri, Wisconsin, Illinois, Indiana, Ohio, Pennsylvania, and Michigan. Many of these campers attending from out of state are young leaders of color seeking faith formation, leadership development, and anti-racism training through our Bridge Builders program and MYLA program (Multicultural Youth Leadership Academy offered in partnership with Rescue, Release, Restore and Glocal).

Increasingly Diverse

Living Water Ministries is intentionally investing in partnerships with communities of color to create diverse communities of people that truly reflect all of God's children and the Kingdom of God. In 2017, 26% of our campers were people of color and 33% of our summer staff were people of color. Our approach to programming continues to evolve to adopt new traditions that create welcome for the diverse cultures present at our programs. This intentional approach to creating diverse communities also means that Living Water Ministries is preparing an increasingly diverse group of young leaders for the church and world.

National Recognition

In the fall of 2017, Living Water Ministries was invited to present about our Bridge Builders program at the ELCA 500 event in Washington D.C. commemorating the 500th anniversary of the Reformation. Our Executive Director, C.J. Clark and a 2017 Bridge Builder camper named Sharon Mamuya from Iowa presented at Lutheran Church of the Reformation on Capitol Hill. To view the presentation visit www.youtube.com/elcalivingwater/



Samaritas | 2000 32nd Street SE | Grand Rapids, MI 49508 | samaritas.org

2018 CEO Report to the Synod Assemblies

"I give thanks to my God always for you..." – 1 Corinthians 1:1a

Dear North/West Lower Michigan Synod,

It is our pleasure to partner with you in *serving people as an expression of the love of Christ*. The work we share in transforming lives for the better has been growing tremendously over the last few years. This mutual mission that continues to strengthen is made possible by your compassion and generosity.

While we live in a world that is filled with negativity, and it's tempting to feel like Sisyphus as we strive to make positive changes only to see the gains vanish, the reality is that together we really are making a lasting difference. The map and notes on the next page give an overview of the more than 70 Samaritas programs in almost 40 cities across the Lower Peninsula, but it's the stories behind that information that tell of the mark we are making in people's lives.

The following are some of our 2017 end-of-year results that we invite you to share, because these point to the way we are moving the ball in the right direction:

- 415 adoptions were completed.
- 93% of children stayed in their homes during Family Preservation intervention, which is our program that tries to save families and prevent the need for foster care in the first place.
- 71% of the families exiting the Samaritas Family Center in Westland acquired permanent housing.
- 84% of the women exiting Heartline in Detroit left substance free; 100% with mental health needs received treatment while in the program and connected to mental health services at discharge.
- 93% of the refugees in our match-grant program were self-sufficient within 180 days.
- 88% of youth who connected with our Saginaw Community Center regularly attended school; the Samaritas Community Center itself served 16,862 meals to people in the community.
- 13 specialized homes allowed us to serve Persons with Disabilities to meet their unique needs.
- We served 1,648 people through Affordable Living, including our service coordinators providing over 22,000 contacts to coordinate services for our residents. As a result, only 2% of the people left for a higher level of care.

- 1,555 people were served through Skilled Nursing Care Facilities, Independent Living, and Assisted Living. We improved care by reducing the number of residents who had to be readmitted by 31%, while also reducing the length of stay with us. This means that people went home faster, and are in better health.

These are only snippets of the many ways we are following the call to love God and love our neighbors through our mutual acts of service. Every one of the thousands of people we serve has a story. Every one of them is a fellow child of God who has a deeper sense of God's unconditional love because of our willingness to partner with one another in *serving people as an expression of the love of Christ*. Thank you for joining with us in loving people as Jesus calls us to love them.

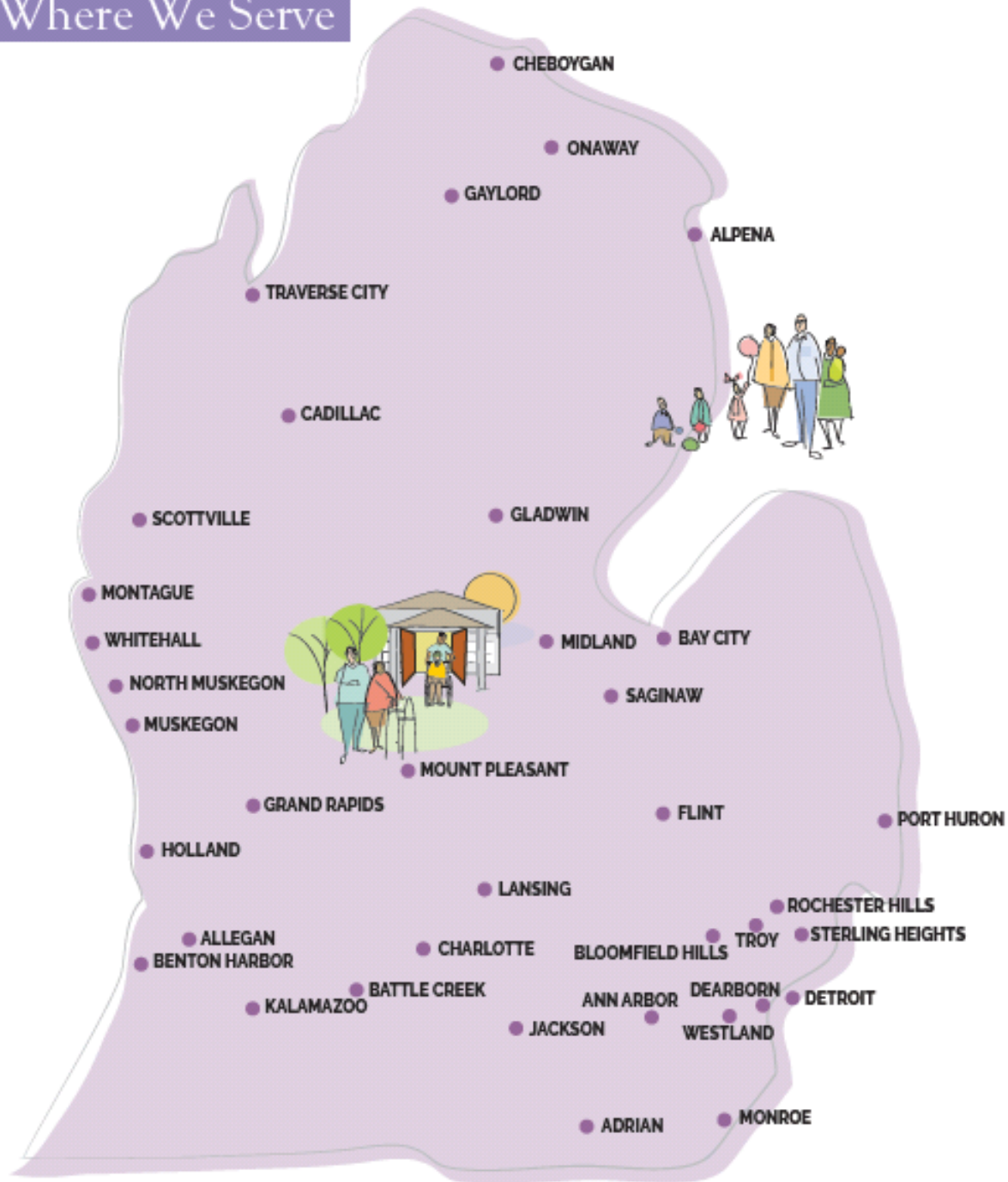
Gratefully,
Sam Beals
Chief Executive Officer

Connect. Empower. Transform.

Our Vision: We **connect** all people based on their individual circumstances with the families and communities that will **empower** them to live their fullest life possible. Potential fulfilled, those we serve then promote the dignity of others, launching into the community an unending ripple effect of **transformation. *Serving people as an expression of the love of Christ.***

www.samaritas.org

Where We Serve



Our Vision: We connect all people based on their individual circumstances with the families and communities that will empower them to live their fullest life possible. Potential fulfilled, those we serve then promote the dignity of others, launching into the community an unending ripple effect of transformation.

Samaritas
 Counsel. Empower. Transform.
Serving people as an expression of the love of Christ.
www.samaritas.org

Samaritas Facilities in Michigan

ADRIAN

- Affordable Living of Adrian

ALLEGAN

- Grand Ravine Senior Housing (Affordable Living)
- Family Reunification

ALPENA

- Affordable Living of Alpena

ANN ARBOR

- Foster Care
- Adoption (Through LAS)
- At Home
- Affordable Living at Sequoia Place
- Behavioral Health

BATTLE CREEK

- Families First
- Home-Based Services (for Children)
- New Americans
- Behavioral Health

BAY CITY

- Adoption (Through LAS)

BENTON HARBOR

- Foster Care
- Behavioral Health

BLOOMFIELD HILLS

- Senior Living (Independent Living/Assisted Living)
- At Home
 - Home Care Assistance

CADILLAC

- Senior Living
- Rehabilitation
- Memory Care

CHARLOTTE

- Families First
- House of Charlotte

CHEBOYGAN

- Affordable Living at Grebe Village

DEARBORN

- New Americans

DETROIT

- Central Administrative Offices
- Foster Care
- House of Detroit (Women Leaving Prison)
- At Home
 - Home Health
- Michigan Education & Training Voucher Program
- Independent Living Plus
- Affordable Living at Gateshead Crossing

FLINT

- Foster Care
- Adoption (Through LAS)
- Behavioral Health

GAYLORD

- Adoption (Through LAS)

GLADWIN

- Home of Gladwin (Persons with Disabilities)

GRAND RAPIDS

- Allen Manor (Affordable Living)
- Families First
- Foster Care
- At Home
 - Home Health
 - Home Care Assistance
- Adoption (Through LAS)
- Senior Living
 - Independent Living/Assisted Living
 - Skilled Care
 - Rehabilitation
 - Memory Care
- New Americans
- Behavioral Health

HOLLAND

- Family Reunification
- Foster Care
- Adoption (Through LAS)

JACKSON

- Foster Care
- Adoption (Through LAS)
- Michigan Education & Training Voucher Program

KALAMAZOO

- Behavioral Health
- Family Reunification
- Foster Care
- Adoption (Through LAS)
- Protect MiFamily
- Behavioral Health

LANSING

- Affordable Living at Allison House
- Foster Care
- Adoption (Through LAS)
- New Americans
- Behavioral Health

MIDLAND

- Home of Midland, Wackerly Street (Persons with Disabilities)
- East Region Offices (Persons with Disabilities)
- Home of Midland, Lambros Street (Persons with Disabilities)
- At Home
 - PWD Support Services

MONROE

- At Home
 - PWD Support Services
- Home of Monroe, Ninth Street (Persons with Disabilities)
- Home of Monroe, Monroe Street (Persons with Disabilities)
- Affordable Living of Monroe

MONTAGUE

- SHAWL II (Affordable Living)

MOUNT PLEASANT

- Immanuel Village (Affordable Living)

MUSKEGON

- Home of Muskegon, Brooks Road (Persons with Disabilities)
- Christian Manor (Affordable Living)
- Home of Muskegon, Ducey Street (Persons with Disabilities)
- Home of Muskegon, Mararebecah Lane (Persons with Disabilities)
- West Region Office (Persons with Disabilities)
- Family Reunification
- Foster Care

NORTH MUSKEGON

- Home of Muskegon, Hansen Street (Persons with Disabilities)
- Home of Muskegon, Horton Street (Persons with Disabilities)

ONAWAY

- Lynn Street Manor (Affordable Living)

PORT HURON

- Foster Care
- Adoption (Through LAS)

ROCHESTER HILLS

- Affordable Living of Rochester Hills

SAGINAW

- Thrift Store
- Foster Care
- At Home
 - PWD Support Services
- Senior Living (Skilled Care/Rehabilitation)

SCOTTVILLE

- Home of Scottville, Main Street (Persons with Disabilities)
- Home of Scottville, James Street (Persons with Disabilities)

STERLING HEIGHTS

- Protect MiFamily
- New Americans

TRAVERSE CITY

- At Home
 - PWD Support Services
- Home of Traverse City, East Bay (Persons with Disabilities)
- Senior Living (Independent Living/Assisted Living)

TROY

- Family Connections
- Foster Care
- Adoption (Through LAS)
- New Americans
- Behavioral Health

WESTLAND

- Home and Community Campus (Programming Addressing Homelessness)

WHITEHALL

- SHAWL I (Affordable Living)



www.samaritas.org

Dear friends in Christ,

Greetings from Capital University! It's my pleasure to greet you as the new University Pastor at Capital University. In this new position, I'm called to empower the university to live out our Lutheran identity, as well as to support the spiritual health of every student, staff person, and faculty member at Capital. There was an intentionality in choosing this title, for a University Pastor serves not just the campus, and not just the chapel. My call is to the entire university, which includes our network of alumni and partners. Of course, that includes *you*. My email and phone number are at the end of this letter. If there are ways I can help you to better connect at Capital, please be in touch.

With the new era of Trinity Lutheran Seminary at Capital University, a major commitment of this calendar year is developing a worship paradigm for the entire university. Including the daily worship at the seminary, the university sponsors seven worship events throughout the week. When combined with the parachurch ministries active as a part of Capital, there's a dozen worship opportunities available every week. Worship is central to our life at Capital.

As we integrate the cultures of Capital and Trinity, another key portion of my role has been pastoral care. We all know that transition involves grief, even when they are born from missional partnership and strategic vision, which is certainly our case. I myself was a student at another ELCA seminary just after it became a part of a different ELCA school; in fact, that experience inspired me to consider this call. In this process of rebirth and excitement about the future of theological education, we give thanks for the legacy of Trinity Lutheran Seminary, as well as the predecessor schools: Hama Divinity School and Evangelical Lutheran Theological Seminary. Our bright future is built on these faithful foundations.

Our President, Dr. Beth Paul, is committed to active spirituality as a central component of holistic wellness. Her visionary leadership is taking us through master planning and strategic planning processes simultaneously. The strength of programs like Nursing, Education, and the Conservatory, along with the addition of a Contemporary Worship Minor and building project at Capital University Law School reveal our commitment to transformative vocational preparation.

We're proud to be a university of the Evangelical Lutheran Church in America. We value our partnership with the Southern Ohio Synod and, through Trinity, all of Region 6. As a part of that commitment, we continue to host Trinity Summer Sampler and the Capital Bowl, retreats for youth that inspire and instill skills for discernment. There's much more to write about, but you also have many more reports to read, so in the words of Christ, I invite you to "come and see" what God is up to at Capital University!

Grace and peace,

The Rev. Drew Tucker
University Pastor
dtucker@capital.edu
614-236-7737



2199 East Main Street
Columbus, Ohio 43209

614-235-4136
capital.edu/trinity

TRINITY LUTHERAN SEMINARY AT CAPITAL UNIVERSITY
Report to 2018 Synod Assemblies

Greetings in the name of our Triune God!

On January 1, 2018, Trinity Lutheran Seminary became Trinity Lutheran Seminary at Capital University. We are not the first ELCA seminary to merge into an ELCA university, but we are the first such union where seminary and university are in the same geographical location. Already in the first few months of our new relationship, benefits abound, both financially, structurally, and programmatically. My own work as the new Dean of the Seminary is enhanced by collaboration with Capital University President Beth Paul and her administrative team.

Trinity's mission remains strong and clear: *forming leaders for Christ's church at work in the world.*

In May 2018, the first class of M.Div. students in Trinity's unique 2+2 curriculum will graduate. Trinity students spend their first two years on campus, taking foundational courses, worshiping together, and growing in community. Students are then placed in two-year internships, during which they take additional coursework designed to enhance their practical learning. Initial feedback from our students, from their supervisors, and from the synods in which they serve is very positive.

In March, Trinity and Capital co-sponsored a visit from the Rev. Dr. Munib Younan, Bishop Emeritus of the Evangelical Lutheran Church in Jordan and the Holy Land and former president of the Lutheran World Federation. Bishop Younan visited both undergraduate and seminary classes, spoke to the community, and preached at the installation of our University Pastor. This is just one example of the ways in which Trinity and Capital can partner together for our mutual benefit.

Capital University's programs in areas such as social work, business, nursing, and law provide rich opportunities for forming and equipping candidates for ministries of Word and Service as well as the ministry of Word and Sacrament. We are also working with Capital's Conservatory of Music to strengthen our already rich offerings in church music.

As your partner in ministry, I ask three things of you:

- Encourage potential candidates for ministry to explore Trinity Lutheran Seminary at Capital University.
- Consider making a financial contribution to support the work of the seminary.
- Keep us in your prayers!

I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the gospel from the first day until now. Philippians 1:3-5

In Christ,

The Rev. Kathryn A. Kleinhans, Ph.D.
Dean of the Seminary

Forming leaders for Christ's church at work in the world.



Firmly rooted in its Lutheran heritage, Wittenberg University, located in Springfield, Ohio, 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.

Students are indeed living out their callings in service to their neighbors both near and far. As part of the weeklong celebration of the Inauguration of Wittenberg's 15th President, Mike Frandsen, the campus came together for two service events. In the first, more than 225 students, faculty and staff packed 85,000+ meals over 24 hours through the Lesotho Nutrition Initiative (LNI). LNI was founded with students by our own Scott Rosenberg, professor of history, chair of our Peace Corps Preparation Program, and Honorary Consul to the Kingdom of Lesotho, a small landlocked kingdom in the middle of South Africa. The second event took place at Oesterlen Services for Youth, a social agency affiliated with the ELCA in Springfield, where students helped to refresh residents' living spaces with painting and stenciling.

The April 5 Inauguration also brought distinguished church leaders to Wittenberg, including Southern Ohio Synod Bishop Suzanne Darcy Dillahunt, Executive Director of the Network of ELCA Colleges and Universities Mark Wilhelm, and our own Board Chair, the Rev. Jonathan Eilert from Prince of Peace Lutheran Church in Loveland, Ohio. The event itself proved both unifying and inspiring. To see photos and read a recap of the week, visit a special website that was created at www.wittenberg.edu/inauguration.

Earlier in the spring, Wittenberg had the honor of welcoming retired Bishop Munib Younan of the Evangelical Lutheran Church in Jordan and the Holy Land, and recent president of the Lutheran World Federation. A Palestinian Christian, Bishop Younan is sought after for his perspective on just peace. At Wittenberg, he spoke on the global refugee crisis and the challenges and opportunities of interfaith work in Jerusalem. Wittenberg remains grateful to the Network of ELCA Colleges and Universities, which provided a portion of the funding for the bishop's visit. Wittenberg also sponsored a visit from the Bishop with Good Shepherd Lutheran Church in Springfield, and the congregations of St. Anne Episcopal Church and Lord of Life Lutheran Church in West Chester, Ohio.

Wittenberg also celebrated its Lutheran heritage last fall in a rich array of observances of the 500th anniversary of the beginning of the Reformation, including a poster exhibit from Germany, an exhibit from Wittenberg's extensive archives showcasing Reformation-era artifacts, the Sauer Symposium, concerts, and an all-class-year Wittenberg Choir reunion. The commemoration closed with a service of word, prayer, and song, which brought together Lutherans, Catholics, and other Christians to give thanks for reconciliation in the Gospel, as well as a visit from "Martin Luther" on October 31.

The spring Board meeting will feature a presentation from faculty, students, and the university pastors on the continuing significance of the university's Lutheran heritage for Wittenberg's mission and future initiatives. Additionally, the Board is expected to receive an update on strategic planning efforts, which have included conversations surrounding the launch of a new Center for Vocation and Lifelong Learning to ensure that Wittenberg students understand the impact of vocational calling in one's life. Moreover, the university is currently exploring expanding its mission-centered commitment to service and compassion with a new undergraduate program in nursing.

Lastly, campus ministry was enhanced earlier this year with the addition of Dan Jacob, a 2010 alumnus of Wittenberg, and an ELCA deacon. Under call from the Southern Ohio Synod Council, Jacob was installed this past fall as a Ministry Associate in the University Pastor's Office to work with contemporary worship, ELCA-related events, and various campus ministry initiatives. A double major in English and philosophy with a minor in history, Jacob received his master of divinity from Yale Divinity School. He has served as a youth director in Connecticut and Ohio, and is working with youth at Peace Lutheran Church in Beavercreek, Ohio, along with serving at the university.

Wittenberg continues to encourage Lutheran students to attend by offering the \$80,000 Martin Luther Scholar Award, among other scholarships. Wittenberg cordially invites all members of the synod to visit campus for worship services, athletic contests, and Wittenberg Series cultural events, or to set up a visit in the archives. Lutheran youth groups are encouraged to retreat at Wittenberg as well, so as to experience firsthand a student life of faith and service. Please visit our website at www.wittenberg.edu or contact Deacon Dan Jacob at Weaver Chapel, 937-327-7411, for more information.

ELCA Region 6 Archives

In 2017, the ELCA Region 6 Archives navigated changes in supervisor, roles within the Archives Advisory Board, and relationships with Trinity Lutheran Seminary and Capital University—while continuing to cooperate with others to preserve, share, and outreach about Lutheran stories from Indiana, Kentucky, Ohio, and the lower Michigan peninsula. Highlights include:

Preservation:

- Receiving 72 accessions, including congregational histories, records from closed congregations, synod files, and other Lutheran historical items
- Processing incoming collections and placing backlogged records in acid-free folders
- Shifting and better organizing archival collections for most efficient use of shelf space

Transmission:

- Answering 98 research questions
- Creating 80 new records in the PastPerfect catalog
- Inventorying the Audio-Visual Collection

Outreach:

- Answering 17 advice inquiries about records management, congregational histories, congregational archives, and other topics
- Offering congregational history help, anniversary ideas, and research as part of the Archives' annual Congregational History Campaign, as well as requesting publications from congregations celebrating major anniversaries in 2016
- Participating in the ministry fairs of the North/West Lower Michigan Synod Assembly in Mt. Pleasant, MI, the Indiana-Kentucky Synod Assembly in Covington, KY, and the Northeastern Ohio Synod Assembly in Akron, OH
- Providing 6 tours of the ELCA Region 6 Archives
- Presenting "Your Congregation's Story, Our Lutheran Heritage: What to Keep, How to Keep It, and How to Share It" at First Lutheran Church, Galion, OH, during the Northwestern Ohio Synod's Reformation 500 Crawl in July and October
- Participating in a Trinity Lutheran Seminary I-Group Play Date scavenger hunt by hosting students and professors for an 1800s German-language baptism record research activity
- Submitting information about the ELCA Region 6 Archives for the Society of Ohio Archivists' Ohio Archives Passport, which helped raise awareness about archives in Ohio: http://www.ohioarchivists.org/wp-content/uploads/2017/10/SOAOhioArchivesPassport_10-2017_update.pdf
- Sharing information via website: www.tlsohio.edu/elca-region-6-archives and Facebook page: <https://www.facebook.com/ELCARegion6Archives/>

Thank you to ELCA Region 6 staff, congregation members, synods, rostered leaders, and bishops, Trinity Lutheran Seminary, Capital University, the ELCA Archives, the Archives Advisory Board, student workers Stephanie Engel and Sarah Bennett, and volunteers Rich Ferne and Brian Pinnegar for working with the ELCA Region 6 Archives. The ELCA Region 6 Archives' success is possible because of everyone's cooperation and support.

Respectfully submitted by

Jennifer Long Morehart
ELCA Region 6 Archivist

ELCA Region 6 Archives, Trinity Lutheran Seminary at Capital University, 2199 East Main Street, Columbus, OH 43209
(614) 235-4136, ext. 4606, reg6archives@tsohio.edu



Mission Investment Fund

Evangelical Lutheran Church in America

God's work. Our hands.

The Mission Investment Fund (MIF) is the lending ministry of the ELCA. MIF makes low-interest loans to ELCA congregations and ELCA-related ministries for building and renovation projects. With MIF loans, congregations and ministries can purchase property, construct new buildings, and expand or renovate existing facilities.

MIF loans expand the capacity for ministry. MIF loans help create expanded worship spaces, updated space for education and youth ministry, new kitchens for community meals and soup kitchens, affordable housing units for the community and much more.

At year-end 2017, MIF had 888 loans outstanding, totaling \$539.1 million.

To fund these loans, MIF offers a portfolio of investments for congregations, their members, synods and ELCA-related ministries to purchase. At year-end 2017, MIF investments totaled \$506 million.

MIF is a financially strong and stable organization, with a record of steady, controlled growth. With total assets of \$715.7 million and net assets of \$203.9 million at year-end 2017, MIF maintains a capital ratio of 28.5 percent—positioning MIF in the top tier of well-capitalized church extension funds. For more information, visit mif.elca.org.

MIF loans and investments in the North/West Lower Michigan Synod (as of December 31, 2017):

- 12 Mission Investment Fund loans, with a balance of \$3,436,265
- \$6,279,114 in Mission Investment Fund investments

MIF representative:

The Rev. Richard Wehrs, Regional Manager,
Tel: (708) 475-2169;
email: richard.wehrs@elca.org

Mission Investment Fund | 8765 West Higgins Road | Chicago, Illinois 60631 | Tel: 877-886-3522 | Web: mif.elca.org



ELCA Fund for Leaders

Evangelical Lutheran Church in America

God's work. Our hands.

Thank you to the people of the North/West Lower Michigan Synod for making an investment in the future of the church through the ELCA Fund for Leaders. Our goal is to provide full-tuition support for every rostered ministry candidate at our ELCA seminaries. Together, we are making great progress toward that goal.

In the 2017-18 academic year, the ELCA Fund for Leaders provided scholarship assistance of more than \$2.1 million in support of 251 future pastors and deacons. Thank you for your role in ensuring that these future leaders will be freed from the burden of student debt so that they can go and serve as the church needs and the Holy Spirit leads.

Your fund

Since its inception, the North/West Lower Michigan Synod Fund for Leaders endowment has awarded scholarships of \$133,662.05 for seminary tuition, and the ELCA in total has awarded more than \$17.5 million. We are grateful that the North/West Lower Michigan Synod Fund for Leaders scholarship endowment provided a total of \$13,500.00 in tuition support during the

2017-18 academic year for:

- Elliott Drake - \$6,750 - Lutheran School of Theology at Chicago
- Mary Hughes - \$6,750 - Wartburg Theological Seminary

As of Dec. 31, 2017, the North/West Lower Michigan Synod Fund for Leaders scholarship endowment had the following:

- a total market value of \$345,995.27;
 - North/West Lower Michigan Synod Fund for Leaders in Mission - \$192,740.67 (\$1,200.00 in new gifts)
 - Irving and Beulah Nyblad Seminary Scholarship - \$153,254.60
- a total of \$1,200.00 in new gifts in 2017;
- a remaining balance in the income account of \$9,118.34; and
- **\$13,500.00** available for scholarships in the 2018-19 academic year (represents amount after a 10 percent conservative cushion retained by Fund for Leaders to account for sudden market fluctuations).

2018 awards – what's new?

Beginning in 2018, the ELCA will use a new platform, **ELCA GrantMaker**, for awarding scholarships and grants. As in the past, we are looking forward to receiving the name(s) of the students your synod wishes to support this year through synodical Fund for Leaders scholarships. This year, synods will also direct their applicants of choice to ELCA GrantMaker, where they will submit their contact information to Fund for Leaders. Please read the **Guidelines for synod scholarship funds** document carefully for instructions on this year's scholarship award process.

Although Fund for Leaders awards are intended primarily to pay for tuition, books and fees, students who already receive full-tuition support through Fund for Leaders may also receive synodical scholarships to help with additional expenses. Note that scholarship funds used to cover costs beyond tuition, books and fees (such as room, board, insurance, etc.) will count as taxable income to students and should only be granted provided that there is a clear understanding between the synod and its donors about how the funds will be applied. Please work with seminary financial aid offices to make sure your students are aware of the tax implications of such scholarship awards.

We will notify synods by mid-April of our full-tuition award decisions for the coming year so that synods may plan accordingly. We encourage you to prayerfully discern which rising candidates would benefit most from the support you can offer. **Synods should notify Fund for Leaders and students of their nominations no later than May 15, 2018, and nominated students must complete the Fund for Leaders Synod Scholarship application in ELCA GrantMaker by May 31, 2018.** Applications received after this date run the risk of not being awarded in the fall semester.

Finally, we ask the North/West Lower Michigan Synod, its congregations, and its members for continued support of Fund for Leaders as a meaningful way to make an investment in the future of this church and its leadership. A gift to Fund for Leaders is a wonderful way to celebrate a pastor's ordination or a deacon's consecration, the installation or retirement of a new pastor or deacon, or the anniversary of a congregation.

Again, thank you to the people of North/West Lower Michigan Synod for your generous support, and thanks be to God for you! For more information visit ELCA.org/fundforleaders or call our office at 800-638-3522, ext. 2936.

8765 West Higgins Road • Chicago, Illinois 60631-4101 • 773-380-2700 • 800-638-3522 • ELCA.org • LivingLutheran.com

Spring 2018

We are church together.

This call from ELCA Presiding Bishop Elizabeth Eaton is at the core of Portico's identity: We serve those who serve the church, so they can serve others. Ecclesiastes 4:12 reads, "a three-fold cord is not easily broken." Imagine, then, the resilience that comes from a community more than 50,000 strong that includes:

- Active and retired rostered ministers, lay employees, and family members
- Congregations, synodical and churchwide ministries, and social ministry organizations
- The dedicated and talented staff at Portico Benefit Services

Together, we pool our resources and carefully steward our gifts, leveraging our collective strength to provide the care our members need. Together, we walk the path toward financial, emotional, and physical well-being, so all might experience God's abundant life. Together, we are church.

In 2017, our community's size and scope allowed Portico to:

Deliver personalized support that helps our members live well.

- Skillful Portico Care Coordinators by Quantum Health helped more than 70% of members with ELCA-Primary health coverage navigate the complex world of health care.
- More than 400 members enrolled in Livongo's innovative diabetes management program to make living with diabetes easier and more cost-effective.
- 35% of our sponsored members used Portico's Retirement Planning Tool to get a comprehensive picture of how much they're saving, and how it might last in retirement.
- 3,500+ members gained a better understanding of their financial picture after talking with our new in-house team of credentialed Portico Financial Planners.

Exceed our goals for practicing good financial stewardship.

- Over and above a record-breaking year for the markets, the expertise of our investment management team demonstrated our commitment to a long-term, diversified approach to investing.
- For the second year in a row, administrative efficiencies and innovative plan adjustments allowed us to hold our baseline increase for ELCA-Primary health benefits to 5% — below the national trend of 6.5%.
- Benefiting from the run of growth in the markets and strategic fund management, we announced a 4.0% increase in the ELCA Participating Annuity payments for 2018, the sixth consecutive annual increase.

Speak with one voice on behalf of those who serve the church.

- As part of the Church Alliance, Portico joined with 37 other denominations to advocate for legislation to protect 403(b)(9) plans designed to help church workers save for retirement.
- On behalf of ELCA investors, our shareholder advocacy team championed a history-making climate-change resolution at a major energy-producing company.

The church is a shining example of what happens when we come together to care for one another. Lives are changed, hearts are touched, hurts are healed, hope is shared. We are grateful to lead the ELCA in the good work of wellness, and thankful for your partnership that makes this possible.

We are church together — and together, in Jesus' name, we are creating abundant life for those who serve.

In Christ,

A handwritten signature in black ink, reading "Jeffrey Thiemann". The signature is fluid and cursive, with the first name "Jeffrey" and last name "Thiemann" clearly distinguishable.

The Rev. Jeffrey D. Thiemann
President and CEO

Recommended North/West Lower Michigan Constitution Change

S8.51.01. The persons holding the office of vice-president and secretary shall be limited to two consecutive terms in their respective offices.

Proposed Motion and Rationale from Synod Council

Though term limited offices of the church are intended to assure that leadership positions be made available to a broader number of qualified individuals, such limits can also deprive the church of both continuity and competence, especially during times of transitions and potential instability. Bishop Satterlee spoke to this in his March Bishop's Newsletter.

MOTION: The Synod Council of the North/West Lower Michigan Synod recommends to the 2018 Synod Assembly that synod bylaw S8.51.01 noted above be stricken from the constitution of this synod. Person holding such offices will be required to stand for re-election to that office as specified in:

- *S8.51. The terms of office of the officers of this synod shall be:
 - a. The bishop of this synod shall be elected to a term of six years and may be reelected.
 - b. The vice president; and secretary of this synod shall each be elected to a term of four years and may be re-elected.

Rules Governing Amendments

***S18.20. Amendments to Bylaws.**

- *S18.21. This synod may adopt bylaws not in conflict with this constitution or with the constitution and bylaws of the churchwide organization. This synod may amend its bylaws at any meeting of the Synod Assembly by a two-thirds vote of voting members of the assembly present and voting. Newly adopted bylaws and amendments to existing bylaws shall be reported to the secretary of this church.

***S18.30. Amendments to Continuing Resolutions.**

- *S18.31. This synod may adopt continuing resolutions not in conflict with this constitution or its bylaws or the constitution, bylaws, and continuing resolutions of the churchwide organization. Such continuing resolutions may be adopted or amended by a majority vote of the Synod Assembly or by a two-thirds vote of the Synod Council. Newly adopted continuing resolutions and amendments to existing continuing resolutions shall be reported to the secretary of this church.

Because term limits of the secretary and vice president are determined by bylaw S8.51.01, the provision cannot be overridden by a Continuing resolution or a resolution passed by a simple majority of the Synod Assembly. Therefore, the bylaw itself must be amended or abolished. That requires a 2/3 vote of the Assembly. The vote at the 2017 Synod Assembly was 142 in favor of eliminating the bylaw and 86 opposed – 10 votes short of adoption.

2018 North/West Lower Synod Assembly Resolutions Guidelines and Worksheet

Resolutions must be submitted electronically by March 20 to annstavros@mittensynod.org. Resolutions must come from a voting member, congregation, committee or an agency of the Synod.

- All resolutions must be submitted by March 20 to be reviewed by the Committee on Reference and Counsel prior to the printing of the Pre-Assembly Report. Any resolutions submitted after the deadline will not be printed in the Pre-Assembly Report.
- The Committee on Reference and Counsel 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 20 deadline will be considered for review and revision prior to the convening of the 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 point 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.

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,

RESOLUTION A – MEMORIAL ON THE ELCA'S 50TH ANNIVERSARY OF THE ORDINATION OF WOMEN

Whereas, the ELCA rejoices in the actions of our predecessor church bodies, the Lutheran Church in America and the American Lutheran Church, when in their national conventions in 1970, they voted to ordain women; and wishing to express our profound gratitude for the many and varied gifts ordained women have contributed to God's mission in this church; and

Whereas, research has revealed some progress but also significant disparities for women, especially for women of color, in the areas of preparation for ministry including first calls, mobility, compensation, ministry roles and debt following seminary education (<http://searchelca.org/Pages/Results.aspx?k=45th+anniversary+of+women%27s+ordination>); and

Whereas, the church is called to reflect in church and society its roles of advocate and model for respect, dignity, and equal rights due all women, including the ordained women of this church; therefore be it

Resolved, that all synods in their 2020 assemblies include celebration and special recognition of ordained women upon the 50th anniversary of authorizing this ordination practice; and be it further

Resolved, that we call upon this church to establish goals and strategies in each synod of achieving for ordained women, especially women of color, access to ministry roles where women are currently underrepresented, and develop strategies of achieving for ordained women comparable compensation with that of ordained men in all calls by 2024; and be it further

Resolved, that our seminaries, colleges, campus ministries, outdoor ministries, social ministry organizations, synods, and congregations highlight women preachers, teachers, and speakers throughout 2020 in recognition of the diversity of gifts women's ordination has brought to our church.

Submitted by,

The Publicly Engaged Church Table

RESOLUTION B - ON GUN VIOLENCE & ASSAULT WEAPONS

Whereas, the Pastoral Letter from the ELCA Conference of Bishops on March 4, 2013 begins: "A voice is heard in Ramah, weeping and great mourning, Rachel weeping for her children and refusing to be comforted, because they are no more;"

Whereas, in that Pastoral Letter the Bishops write: "In the Large Catechism, Luther says, 'We must not kill, either by hand, heart, or word, by signs or gestures, or by aiding and abetting.' Violence begins in the human heart. Words can harm or heal. To focus only on guns is to miss the depth of our vocation. Yet, guns and access are keys to the challenges we face;"

Whereas, mass shootings (3 or 4 people shot or killed at a time) occur in homes, communities, businesses, schools and places of work and worship at the rate of more than one per day; police officials and studies emphasize the effectiveness of criminal background checks for all gun sales in significantly lowering gun violence frequency; background checks are not currently required for private gun sales; nearly 800,000 people are on the American Terrorist Watch List and over 2,000 have been allowed to purchase weapons; and the ELCA has since 1989 urged synods and congregations to address gun violence; therefore be it

Resolved, that the North/West Lower Michigan Synod reaffirm that ELCA social policy does not reject gun ownership or the recreational activities associated with guns as morally wrong, but at the same time reaffirm this church's commitment to addressing the broad issues of violence in society through worship, education, service, advocacy and ongoing moral deliberation as called for in the 1994 social statement on "Community Violence" and the 2013 Conference of Bishops' Pastoral Letter on Violence; and be it further

Resolved, that the North/West Lower Michigan Synod encourage bishops, pastors and Lutheran leaders to communicate with members of Congress and state legislators this church's long-standing support for managing gun purchases, such as background checks for all gun sales including private sales, and also communicate this church's sense of urgency for the renewal or replacement of the Federal Assault Weapons Ban (expired in 2004), including a definition of assault weapons comparable to that in the renewal attempt of the Assault Weapons Ban bill of 2013; and be it further

Resolved, that the North/West Lower Michigan Synod refer to the Church council, in consultation with staff of the churchwide organization, consideration of the request for establishing an ELCA task force to organize actions consistent with ELCA policy that addresses gun violence prevention as adopted by the Churchwide Assembly in August 2016.

Submitted by,

The Publicly Engaged Church Table

RESOLUTION C – ON ENVIRONMENTAL STEWARDSHIP

Whereas, human caused climate change and pollution present grave and urgent threats to God's good creation and to the well being of humans and of our fellow creatures; and

Whereas, we are tasked by God to be faithful stewards of creation and to be loving neighbors to those impacted by the wounding of creation; and

Whereas, many people and organizations have joined to reduce the damage we humans are inflicting on the environment to lessen the impacts of climate change and pollution, therefore be it

Resolved, that each congregation and baptized member of this Synod be encouraged to make a prayerful, informed assessment of how they are currently involved in the brokenness and in the healing of the environment; and be it further

Resolved, that each congregation and baptized member be encouraged to identify and commit to specific steps that they will take to diminish their role in climate change and pollution and how they will participate in working towards effective ways to address both their causes and impacts; and be it further

Submitted by, Environmental Stewardship Task Force; including Kim Winchell, Linn Kracht, Ellen Schoepf, John Burow, Laurie Swanson, John Schleicher, and Erick Johnson

2018 Nomination Slate for Synod Assembly

**denotes incumbents open to serving a second consecutive term*

Synod Council

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

1. *Ms. Linda Wicander (Immanuel, Mt. Pleasant)

Position B: Lay Male (3-year term, elect one)

1. Mr. Tim Lundgren (Trinity, Grand Rapids)
2. Mr. David Marquette (St. Peter, Battle Creek)
3. Mr. John Nelson (Ascension, Saginaw)
4. *Mr. Bill Trevarthen (University, East Lansing)

Position C: Clergy Female (3-year term, elect one)

1. *The Rev. Jessica Hahn (Trinity, Hillsdale)

Position D: Clergy Female (3-year term, elect one)

1. The Rev. Betsy Kamphuis (St. Paul, Greenville)
2. The Rev. Marilyn Robinson (Resurrection, Saginaw)

Position E: Person of Color / Primary Language is Other than English (3-year term, elect one)

1. *Ms. Christine Mwanyika (Faith, Grand Rapids)
2. Mr. Abraham Mach (South Sudanese Christ Lutheran, Wyoming)
3. Mr. Nayamukora Christophe Maganza (Trinity, Grand Rapids)

Position F: Young Adult, Female (3-year term, elect one)

1. Ms. Faith Barnett (Peace, Holland)

Position G: Youth, Male (14-18 yrs as of 5/21/18; 2-year term, elect one)

1. Mr. David Latshaw (Trinity, Kalamazoo)

Position H: Youth, Female (14-18 yrs as of 5/21/18; 2-year term, elect one)

1. Ms. Makenna Dawson (Ascension, Saginaw)
2. Ms. Marissa King (Trinity, Kalamazoo)

2019 Churchwide Assembly (August 5-10, 2019 in Milwaukee, WI)

Position I: Clergy Female (elect one)

1. The Rev. Rachel Laughlin (Prince of Peace, Portage)
2. The Rev. Julie Schneider-Thomas (Zion, Comstock Park / Hope, Rockford)

Position J: Clergy Male (elect one)

1. The Rev. Dennis Smith (Messiah, Constantine)
2. The Rev. Andreas Teich (Messiah, Bay City)

Position K: Lay Female (elect one)

1. Ms. Rebecca Bossenbroek (St. Stephen, Lansing)
2. Ms. Diane Madej (Our Savior's, Muskegon)
3. Ms. Caroline Peterson (Trinity, New Era)

Position L: Lay Male (elect one)

1. Mr. Jon Ferguson (Trinity, Grand Rapids)
2. Mr. John Nelson (Ascension, Saginaw)
3. Mr. Rich Weingartner (Faith, Okemos)

Position M: Youth/Young Adult Female (elect one)

1. Ms. Makenna Dawson (Ascension, Saginaw)
2. Ms. Katie Schneider-Thomas (Zion, Comstock Park; Hope, Rockford; Peace, Sparta)

Position N: Youth/Young Adult Male (elect one)

1. Mr. Connor Ashley (Saron, St. Joseph)

Position O: Person of Color or Primary Language Other Than English - Female (elect one)

1. Ms. Christine Mwanyika (Faith, Grand Rapids)
2. The Rev. Marilyn Robinson (Resurrection, Saginaw)

Position P: Person of Color or Primary Language Other Than English - Male (elect one)

1. Mr. Nayamukora Christophe Maganza (Trinity, Grand Rapids)
2. Mr. Paul Mawut (South Sudanese Christ Lutheran, Wyoming)

NWLM Synod - Personal Biography for Nominees to Synod Positions

Please return completed form to Ann Stavros at the Synod Office: annstavros@mittensynod.org;
North/West Lower Michigan Synod, 2900 N Waverly Rd, Lansing MI 48906. Phone: 517-321-5066.

Nominated Position (choose 1):	Synod Council -or- 2019 Churchwide Assembly
Name:	
Address:	
City, State, Zip Code:	
Phone:	
E-mail:	
Experience:	
Occupation / Vocation:	
Education:	
Home Congregation & City:	
Past and Current Positions / Activities (as applicable):	
Congregation:	
Synod:	
Churchwide:	
Provide a brief statement (100 words or less) regarding the gifts and skills you bring to the position.	
Permission and Authorization:	
Nominated by: <i>(Pastor or Congregation Council President, Synod VP, etc.)</i>	
I hereby grant permission for the North/West Lower Michigan Synod to print any and all information included on this form in the 2018 Synod Assembly booklet.	
Nominee Signature:	
Date:	

2018 Nominee Biographical Information

**denotes incumbents open to serving a second consecutive term*

Synod Council

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

1. *Ms. Linda Wicander (Immanuel, Mt. Pleasant)

1413 Bruder Rd, Mt Pleasant MI 48858
989-772-5589 / wican1lc@cmich.edu

OCCUPATION/VOCATION: I retired as Director of Business Student Services at Central Michigan University in 2012. I enjoyed working with college students of all ages and backgrounds and I am passionate about working with college students

EDUCATION: BS California State University Los Angeles, MBA Central Michigan University
I am committed to life-long learning, taking classes at Central Michigan University and through our Synod. I have completed Old Testament, New Testament, Ethics and Morality in the Bible, Gender and Sexuality in the Bible, Christianity, Judaism, and Historical Jesus at Central Michigan University.

CONGREGATION EXPERIENCE: I am currently chair of Reformation 500, co-chair of the Adult Forum (I also lead programs regularly), assisting minister, and member of Altar Guild. I was previously president of Church Council, co-chair of the Altar Guild, chair of the Congregational Life Committee, chair of the Ministry to Ourselves committee and co-chair of the coffee ministry.

I am a member of Immanuel's 40th Anniversary celebration committee. I am writing Immanuel's history. I am a founding member of the Women's book group and the record keeper and organizer of our monthly meetings.

I am Immanuel's representative on CMU Wesley's Board of Directors. We are the only ecumenical Wesley board in Michigan; two Lutherans serve on our board. I am board secretary and I lead Lectio Divina at Wesley. My involvement at Wesley helps my home congregation in a variety of ways including that Immanuel is the only non-Methodist church to receive a Wesley intern funded by a grant from the United Methodist Church Young Clergy Initiative.

I graduated in 2016 from the Lay Ministry Training Program. I completed the Foundations of Christian Spirituality. I also completed Small Group Spiritual Direction.

SYNOD EXPERIENCE: I am completing my first term on Synod Council. I am a member of the Synod Assembly Reference and Resolution Committee.

GIFTS AND SKILLS: I enjoy being involved with the Synod, thinking about big picture issues, and learning more about the Synod and the ELCA. I am a strategic thinker who can develop and implement long term plans. I am organized, methodical and I have good follow through. I am a good listener, get along well with others, and I am compassionate and empathetic. I can use these skills to serve the Synod and our congregations as we deal with challenges and opportunities facing us in the years ahead.

Position B: Lay Male (3-year term, elect one)

2. Mr. Tim Lundgren (Trinity, Grand Rapids)

332 Springreene Dr SE, Ada MI 49301
616-915-3726 / tjlundren@gmail.com

OCCUPATION: Attorney

EDUCATION: J.D., Ph.D., M.A., B.A.

CONGREGATION EXPERIENCE: Usher, Lector, Communion Asst., Small Grp Leader, Co-team Leader at Degage; Former congregation: Vestry, Lay Minister, Lector, Small Grp Leader, Usher, Adult Christian Ed Committee Member and Adult Ed. Teacher

GIFTS AND SKILLS: I'm a partner at a law firm and work in regulatory and administrative agency law. I understand the functioning of large organizations and have experience working with them. I've served on the Board of Trustees of non-profits in West Michigan, and am currently the President of the Board for the Arc of Kent County (www.arckent.org) – a private non-profit working on behalf of people with intellectual and developmental disabilities and their families. I've assisted organizations with strategic planning and with drafting and revising of policies, procedures, and bylaws. I have a Ph.D. in English and formerly taught writing and literature at the university level.

2. Mr. David Marquette (St. Peter, Battle Creek)

1057 Riverside Dr, Battle Creek MI 49015
269-317-0484 / dmarquette@yahoo.com

OCCUPATION: Retired Project Manager

EDUCATION: Some college

CONGREGATION EXPERIENCE: Congregation Council – Redemption Lutheran Church;
Vice President and President – St Peter Lutheran Church

SYNOD EXPERIENCE: Attended one Synod Assembly

GIFTS AND SKILLS: Being retired, I now have more time to devote to church. I have been an assisting minister for many years and am enrolled in Equipping Leaders for Mission and Ministry (ELMM). As a retired project manager for a tier 2 automotive supplier, I have a great deal of experience working with people and projects both large and small.

3. Mr. John Nelson (Ascension, Saginaw)

1991 S Graham Rd, Saginaw MI 48609-9710

989-284-0222 / jnelson148@aol.com

OCCUPATION: GM General Auditor (retired), Blue Cross Blue Shield Vice President and General Auditor (retired)

EDUCATION: Kalamazoo College, BA; Harvard Graduate School of Business Administration, PMD

CONGREGATION EXPERIENCE: Past – President, Treasurer, Trustee; Current – Stewardship Team

SYNOD EXPERIENCE: Current – Synod Consultation Committee; Past – Acting Treasurer, Compensation Committee, Audit Committee Chair

CHURCHWIDE EXPERIENCE: Voting Member, 2016 Churchwide Assembly

GIFTS AND SKILLS: In reviews during my work life I was described as “having excellent leadership and organizational skills with the ability to make decisions based on data furnished. In addition, once a group decision is made, demonstrates full and active support of the decision and the implementation of that decision.” I look forward to use of these gifts in a meaningful and constructive way to further the mission and ministry across the synod.

4. *Mr. Bill Trevarthen (University, East Lansing)

4215 Red Cedar Rd, Okemos MI 48864

517-281-2386 / bill.trevarthen@gmail.com

OCCUPATION: Executive Director MGTV (RETIRED)

EDUCATION: BA in English Lit from Justin Morrill College at Michigan State University

CONGREGATION EXPERIENCE: Chair, ULC Endowment Committee, Adult Forum Leader, Social Action Team member.

SYNOD EXPERIENCE: Member, Synod Council. Completed a partial term and one full term as a member of the council.

GIFTS AND SKILLS: Extensive experience in management, publications, radio and television. I have been actively involved as a volunteer with various organizations in Lansing/East Lansing and with MSU. I am active in my congregation and widely read in theology.

Position C: Clergy Female (3-year term, elect one)

1. *The Rev. Jessica Hahn (Trinity, Hillsdale)

69 Griswold St, Hillsdale MI 49242

517-607-9429 / 517-437-2647 / pastorjessicahahn@gmail.com

VOCATION: Pastor

EDUCATION: M. Div.: Lutheran Theological Seminary at Philadelphia (2012)

BA in Religion: Augustana College, Rock Island, IL (2008)

Vicar/Intern & Senior Seminary Student, Christ Ascension Lutheran Church, Philadelphia, PA (2010-12)

CONGREGATION EXPERIENCE: Pastor, Trinity Lutheran Church, Hillsdale, MI (2013-present)

SYNOD EXPERIENCE: Synod Council (2015-present), Faith Formation Table Convener (2016-present)

CHURCHWIDE EXPERIENCE: I am passionate about the ELCA World Hunger programs, a supporter of ELCA Good Gifts, and try to remain educated and connected with churchwide news and events. Additionally, I serve on the Hospice Board of Directors in my community, and keep my church connected with their valuable work.

GIFTS AND SKILLS: I have been honored to serve on synod council for the last three years, and I hope to remain involved in this way. I am passionate about ministry and gifted in administration and leadership. I approach decision-making and problem-solving with care and compassion, and I seek to understand the variety of perspectives on an issue before making a decision. I enjoy being involved in the details of church and synod life. I am also glad to provide representation from the far southeastern corner of the synod on our council.

Position D: Clergy Female (3-year term, elect one)

1. The Rev. Betsy Kamphuis (St. Paul, Greenville)

1209 Silver Ridge Court, Greenville MI 48838

616-745-7788 / splcpastor@zoho.com

VOCATION: Ordained Pastor

EDUCATION: B.A. Calvin College; M.A. Univ. of Chicago Divinity School; M.Div Gettysburg Lutheran Seminary

CONGREGATION EXPERIENCE:

- Zion Lutheran Church Saginaw, MI (2000-2008)-called
- St Paul Lutheran Church Greenville, MI (2008-present)-called
- Administrative Pastor for Settlement Lutheran-Gowen (current) and transitionally Faith Lutheran-Sidney (approx. 1 year)
- Participated in Saginaw Metro Ministries during call to Zion; Participate currently in the New Beginnings Cluster in Montcalm County and in the Greenville Area Ministerium

SYNOD EXPERIENCE:

- Supervisor of Interns (10 interns over 18 years of ministry) – currently
- Bridgebuilders Committee member – currently
- Reference and Resolutions Committee, member and chair- currently
- LMTP (now ELM) and SAM programs, Co-Administrator-past
- First Response Committee-past

CHURCHWIDE EXPERIENCE: Supervision of interns

GIFTS AND SKILLS: My gifts and skills include extensive experience and commitment to lay leadership development, extensive experience and interest in pastoral identity formation, the ability to understand the financial and administrative workings of the church, experience in inter-congregational co-operation both within the ELCA and ecumenically, life experiences in multicultural communities (e.g., South Chicago, Nigeria—to name a couple), and a willingness to learn to serve in a new (to me) way in the church.

2. The Rev. Marilyn Robinson (Resurrection, Saginaw)

6044 Country Way S, Saginaw MI 48603
918-857-1980 / mvrobinsonmdiv@gmail.com

VOCATION: Pastor

EDUCATION: MDiv

CONGREGATION EXPERIENCE: Pastor

SYNOD EXPERIENCE: ARK/OK Synod – Racial Justice and Outreach Committees,
Community Organizing Training

GIFTS AND SKILLS: A number of years working within communities on racial justice issues ; fighting against poverty and economic injustices in poor neighborhoods. Best gift is the ability to communicate effectively and to engage in dialogue with persons of different faith, economic and political views and ethnicities. I believe I have an ability to see God's word in practical everyday experiences; to see ways of applying the Word in practical ways. I have personally experienced diversity in my faith journey having been raised and educated as a Catholic, B.A. received from a Church of God university, Sunday schooled by Baptist on occasion, worked with Assembly of God and Christian Servicemen's centers in Germany and Protestant chapel system while living in Germany.

Position E: Person of Color / Primary Language is Other than English (3-year term, elect one)

1. *Ms. Christine Mwanyika (Faith, Grand Rapids)

3651 Vineyard Ave SE, Grand Rapids MI 49525
616-901-9622 / mwanyika41@yahoo.com

OCCUPATION: Senior Consulting Analyst

EDUCATION: M.Sc. in Computer Information Systems

CONGREGATION EXPERIENCE: Council Member, Mission Chair

SYNOD EXPERIENCE: Outreach Committee (6 years), Synod Council Member

CHURCHWIDE EXPERIENCE: Churchwide Assembly Voting Member (2011, 2013, 2016)

GIFTS AND SKILLS: I have devoted my life to servicing and spreading Christ's word and love by using my time and talents in various capacities in his church and beyond. I continue to pray to God for his direction and wisdom to serve.

2. Mr. Abraham Mach (South Sudanese Christ Lutheran, Wyoming)

1820 Willard Ave SE, Grand Rapids MI 49507

616-808-5705 / Maloumacthon@hotmail.com

OCCUPATION: Working at Sudanese congregation as Deacon

EDUCATION: Some college

SYNOD EXPERIENCE: Completed Equipping Leaders for Mission and Ministry (formerly Lay Ministry Training Program)

GIFTS AND SKILLS: I saw the power of God and He called to me before I knew His Name. God called me from a far distance which was a difficult pass and dropped me in the middle of the worshipping groups of people and that was a first time my eyes saw a cross, and I was told getting out from this place, you are going to die. The story was not only me, but 15,000 boys and this was 1987 to 1989 and I would never leave that place I was told.

3. Mr. Nayamukora Christophe Maganza (Trinity, Grand Rapids)

1630 Leonard St #106, Grand Rapids MI 49505

616-334-5664 / mugcris83@yahoo.com

OCCUPATION: Advanced Packaging – manufacturing

EDUCATION: Law Degree – Democratic Republic of Congo

CONGREGATION EXPERIENCE: Meal packing, Property Committee, Samaritas – Translator for Congo Refugees

GIFTS AND SKILLS: I value working with people who have the greatest need, like refugees and the homeless, sharing my life experiences as a refugee and survivor. I lost my brother, my father, and other loved ones in the Congo conflict, and two sisters are still missing.

Position F: Young Adult, Female (3-year term, elect one)

1. Ms. Faith Barnett (Peace, Holland)

(mailing) 194 Hicks Center, Kalamazoo MI 49006

(permanent) 113 S Division, Holland MI 49424

616-395-5862 / faithbarnettvr@gmail.com

OCCUPATION: Game Developer

EDUCATION: Currently attending Kalamazoo College

CONGREGATION EXPERIENCE: Council Member and Assisting Minister

GIFTS AND SKILLS: I can bring a new perspective as a queer young woman, who both enjoys and is knowledgeable about technology and modern entertainment.

Position G: Youth, Male (14-18 yrs as of 5/21/18; 2-year term, elect one)

1. Mr. David Latshaw (Trinity, Kalamazoo)

1302 Calhoun St, Kalamazoo MI 49006

269-539-8514 / DDL292@yahoo.com

OCCUPATION: Student

EDUCATION: 9th grade

CONGREGATION EXPERIENCE: Acolyte, Youth Group, Adult Choir

GIFTS AND SKILLS: I would be a good synod council member because I am a boy scout with National Youth Leadership Training (NYLT.) Through NYLT, I have learned leadership and communication skills. As an active acolyte I have learned much about church. Also as a member of the adult choir and the youth group in my church I have access to people of various ages and feel comfortable discussing a wide range of topics and asking questions to learn more. Through these experiences I believe being on the synod committee will help me learn more and help our churches.

Position H: Youth, Female (14-18 yrs as of 5/21/18; 2-year term, elect one)

1. Ms. Makenna Dawson (Ascension, Saginaw)

7565 Madeline St, Saginaw MI 48609

989-907-1919 / makennadawson@gmail.com

EDUCATION: High School Student

CONGREGATION EXPERIENCE: Youth Group

CHURCHWIDE EXPERIENCE: Member of ELCA Youth Core Leadership Team

GIFTS AND SKILLS: Skills that I would bring to the position are hard-working work ethic, organization, and a youth leadership perspective.

1. Ms. Marissa King (Trinity, Kalamazoo)

6390 Woodrose Way, Kalamazoo MI 49004

269-362-0592 / 269-290-2508 / Kingk001@sbcglobal.net

OCCUPATION: Childcare provider – Trinity Lutheran Church, Kalamazoo

EDUCATION: Gull Lake High School (2020)

GIFTS AND SKILLS: I am a hardworking, dedicated and smart student. I do my best to complete tasks in a timely manner and take responsibility for my actions. I enjoy reading and athletic activities. I enjoy meeting new people and learning their perspectives on various topics. I can multitask when the situation requires it. I am an independent thinker and provide my opinion when participating with a group. I am proficient with math skills and can apply them.

2019 Churchwide Assembly (August 5-10, 2019 in Milwaukee, WI)

Position I: Clergy Female (elect one)

1. The Rev. Rachel Laughlin (Prince of Peace, Portage)

6022 Applegrove Lane, Portage MI 49024
989-600-8065 / Rachel.am.laughlin@gmail.com

VOCATION: Pastor

EDUCATION: BA in Psychology from Wittenberg University, MDiv from Luther Theological Southern Seminary

CONGREGATION EXPERIENCE: Pastor, St Matthew's Bridgeport (2010-2017) and Prince of Peace, Portage (2017-present)

SYNOD EXPERIENCE: Synod Worship Committee (member since 2011, chair since 2014)

GIFTS AND SKILLS: I love being involved in the wider church. We moved a lot growing up and the church was always where I felt most at home. I long for the day when all of God's children feel loved and welcome in this church body and want to work to make it happen on congregational, synodical and churchwide levels.

2. The Rev. Julie Schneider-Thomas (Zion, Comstock Park / Hope, Rockford)

282 N Main St, Kent City MI 49330
616-717-1347 / mackcity87@aol.com

VOCATION: Pastor

EDUCATION: BA, Adrian College; MDiv, Trinity Lutheran Seminary

CONGREGATION EXPERIENCE: Pastor at Zion, Comstock Park and Hope, Rockford

SYNOD EXPERIENCE: Currently Dean of Greater Grand Rapids Conference and member of Bridgebuilders Team, past member of Synod Council

CHURCHWIDE EXPERIENCE: Voting Member, 1999 Churchwide Assembly, Denver CO

GIFTS AND SKILLS: I bring 23 years of experience as a pastor, as well as experience working together with other congregations and pastors on the conference and synod levels. I am a good listener and would work well with others who will be attending Church-wide Assembly as Voting Members.

Position J: Clergy Male (elect one)

1. The Rev. Dennis Smith (Messiah, Constantine)

23587 Hidden Dr, Sturgis MI 49091

269-467-4799 / 269-215-1613 / thedennisbsmith@gmail.com

VOCATION: Pastor, Retired

EDUCATION: B.A./M.A.T./M.Div./D.Min.

CONGREGATION EXPERIENCE: Pastor

SYNOD EXPERIENCE: Synod Council, Synod Council Secretary, Chair of Worship and Constitution Committees, Voting Member of Churchwide Assembly

CHURCHWIDE EXPERIENCE: ELW Composition Advisory/ Introductory Team, Churchwide Assembly

GIFTS AND SKILLS: I have a passion to proclaim the good news of Jesus Christ and believe that our Lutheran expression of the Christian faith is the clearest voice of that message. I have longed served our church in synodical and churchwide roles and desire to continue doing so in this capacity.

2. The Rev. Andreas Teich (Messiah, Bay City)

2275 Carroll Rd, Bay City MI 48708

989-892-5031 / pastormessiah@att.net

VOCATION: Pastor

EDUCATION: B.A. – Muhlenberg College; M.Div. – Lutheran School of Theology at Chicago

SYNOD EXPERIENCE: Global Mission Table, First Call Mentor, Conference Dean, Synod Worship Committee

GIFTS AND SKILLS: As I near my 30th anniversary of ordination, I bring experience and insight to the ways of the church. My institutional memory will be a benefit as the assembly makes decision about the church's future.

Position K: Lay Female (elect one)

1. Ms. Rebecca Bossenbroek (St. Stephen, Lansing)

1622 Royal Crescent Dr, Holt MI 48842-9566
517-927-4755 / rebeccabossenbroek@comcast.net

OCCUPATION: Accountant

EDUCATION: BBA Business Professional Studies, Davenport University, 2010

CONGREGATION EXPERIENCE: Director of Worship 09/2000-04/2008 and 05/2015-present, Treasurer 05/17-present, Finance 02/10-01/11 and 02/16-01/18, Recording Secretary 02/14-01/16, President 02/11-01/13, Endowment Fund Committee 02/12-01/17 and 02/18-01/20

SYNOD EXPERIENCE: Convener, Hearings on ELCA Draft Social Statement on Women and Justice 2/18-8/18; Administrator, Equipping Leaders for Mission and Ministry (formerly Lay Ministry Training Program) 04/13-present; Chair, Endowment Fund Committee 11/15-present; Worship Committee 2006-2008; Executive Assistant for Administration 03/05-12/10

GIFTS AND SKILLS: Passion for Christ's call to work for justice in the world, knowledge of ELCA structure and processes, openness to new ways of doing ministry, dedicated to working as church together

2. Ms. Diane Madej (Our Savior's, Muskegon)

3564 Hiawatha Drive, Norton Shores MI 49441
231-670-0328 / diane.madej@frontier.com

OCCUPATION: Accounting (retired)

EDUCATION: Associate degree

CONGREGATION EXPERIENCE: Council, Redevelopment Team, Assistant Minister, Stewardship Chair, Worship & Arts

SYNOD EXPERIENCE: Synod Council, Co-chair NWL/MI Synod Task Force on Gender Expression and Sexual Orientation, PEC Table, Audit Committee, Multi-Synodical Candidacy Committee

CHURCHWIDE EXPERIENCE: 2013 Churchwide Assembly

GIFTS AND SKILLS: Being a transplanted Lutheran has brought me many gifts. Until 23 years ago, I had not heard about Grace and the true meaning of Grace, and a deeper meaning of the cross. These gifts have given me the gift to talk to others about the gospel and Jesus Christ. My greatest gift is sharing the love of Jesus Christ. I opened my heart to be called by God to share the light of Christ. My work with Our Savior's and the NWL/Michigan Synod has been a gift to me. I attended the 2013 Churchwide Assembly

and it was amazing and would love to attend once again. Thank you for considering me to represent our synod in this position.

3. Ms. Caroline Peterson (Trinity, New Era)

3100 W Winston Rd, Rothbury MI 49452

231-780-7101 / 231-893-3113 / caroline_peterson1@yahoo.com

OCCUPATION: Special Education Teacher

EDUCATION: Masters in Learning Disabilities , B.S. in Elementary Education, Cognitive Impairment Focus, Associates Degree in Business/Marketing

CONGREGATION EXPERIENCE:

- Lay minister (former LMTP program) – Current
- Worship leader for Medical Care Facility - Current
- Worship Lay Assistant – Current
- Worship Committee Member - Current
- Drama/Musical Coordinator – Current
- Singer/Musician – Current
- Council Member - Worship Committee Liaison – Past
- Council Secretary - Past
- Council Nominating Committee – Past
- VBS Coordinator – Past
- Wedding Coordinator – Past
- Music Coordinator - Past
- Contemporary Worship Committee Chair -- Past
- Worship Supply for Pastor – Past

SYNOD EXPERIENCE:

- NWLM Synod Member at Large – Current term
- Chairperson – Board of Governors - Equipping Leaders for Mission and Ministry (Formerly – LMTP) – Past
- Secretary – Board of Governors – ELMM – Past

GIFTS AND SKILLS:

I really enjoy being part of worship and sharing God's word.

Church – assist in different parts of church worship (lay assistant, communion assistant, reader, choir, instrumental musician); lead worship at local medical care facility; active member of Worship Committee; coordinated VBS w/other churches, coordinated wedding plans w/bride/groom and helped organize day of.

Teacher –a) students K-7 with various disabilities; coordinate programs/services for students with disabilities, often w/other professionals, prepare/keep documentation for students' programs, set up and lead required parent/teacher meetings.

b) Facilitate online courses in special education for Master's degree-seeking individuals.

Caregiver/Guardian – for older sister with dementia

Position L: Lay Male (elect one)

1. Mr. Jon Ferguson (Trinity, Grand Rapids)

6716 Cascade Rd SE #D-5, Grand Rapids MI 49546

616-446-6297 / fondueguy1@aol.com

OCCUPATION: Business owner, restaurant and housing

EDUCATION: BSEE

CONGREGATION EXPERIENCE: Congregation Council President, Congregation Council (3 different Lutheran congregations), Chair of Worship and Music, various committees

GIFTS AND SKILLS: I have known and been personal friends of Lutheran pastors in four different congregations. I understand the needs of congregations and am willing to be involved as need be. I am an avid Martin Luther fan, as he really defined grace for all of us. I have been active in both small and large congregations.

2. Mr. John Nelson (Ascension, Saginaw)

1991 S Graham Rd, Saginaw MI 48609-9710

989-284-0222 / jnelson148@aol.com

OCCUPATION: GM General Auditor (retired), Blue Cross Blue Shield Vice President and General Auditor (retired)

EDUCATION: Kalamazoo College, BA; Harvard Graduate School of Business Administration, PMD

CONGREGATION EXPERIENCE: Past – President, Treasurer, Trustee; Current – Stewardship Team

SYNOD EXPERIENCE: Current – Synod Consultation Committee; Past – Acting Treasurer, Compensation Committee, Audit Committee Chair

CHURCHWIDE EXPERIENCE: Voting Member, 2016 Churchwide Assembly

GIFTS AND SKILLS: In reviews during my work life I was described as “having excellent leadership and organizational skills with the ability to make decisions based on data furnished. In addition, once a group decision is made, demonstrates full and active support of the decision and the implementation of that decision.” I look forward to use of these gifts in a meaningful and constructive way to further the mission and ministry across the synod.

3. Mr. Rich Weingartner (Faith, Okemos)

2213 Iroquois Rd, Okemos MI 48864
517-927-4481 / mathwhiz@mathwhiz.org

OCCUPATION: Computer programmer/analyst

EDUCATION: 2000 – Central Michigan University – Bachelor's of Science
(Computer Science/Mathematics)

CONGREGATION EXPERIENCE:

5/2002 – 4/2016: Newsletter Editor
2/2004 – 1/2008: Church Council, Financial Secretary
2/2011 – 1/2015: Church Council, Treasurer
3/2015 – Present: Technology/Media Committee
5/2016 – Present: RIC Planning Team, Chairperson
Ongoing: Reader, Lay Assistant, Handbell Choir, Altar Care, Greeter

SYNOD EXPERIENCE:

2013-2017 Synod Assemblies Voting Member
2017-present: Synod Council
Open Hearts, Open Church: team member
Previous IT Task Force Member

CHURCHWIDE EXPERIENCE: 2013 Churchwide Assembly – congregational observer,
Communion assistant

GIFTS AND SKILLS: I have a passion for both sides of the church. The business side of keeping it running with governance and finances, and also for the real business of the church - sharing and being the love of Christ to the world. With my past and current involvement at the congregation and synod levels I bring experience both in following and participating in meeting proceedings along with ensuring the love of Christ guides all decisions. I look forward to the renewed energy and passion for Christ that a Churchwide Assembly brings.

Position M: Youth/Young Adult Female (elect one)

2. Ms. Makenna Dawson (Ascension, Saginaw)

7565 Madeline St, Saginaw MI 48609
989-907-1919 / makennadawson@gmail.com

EDUCATION: High School Student

CONGREGATION EXPERIENCE: Youth Group

CHURCHWIDE EXPERIENCE: Member of ELCA Youth Core Leadership Team

GIFTS AND SKILLS: Skills that I would bring to the position are hard-working work ethic, organization, and a youth leadership perspective.

3. Ms. Katie Schneider-Thomas (Zion, Comstock Park; Hope, Rockford; Peace, Sparta)

282 N Main St, Kent City MI 49330
616-690-8468 / katiescht@gmail.com

EDUCATION: Student, Kent City High School

CONGREGATION EXPERIENCE: Youth Group at Zion, Comstock Park; Hope, Rockford; Peace, Sparta

SYNOD EXPERIENCE: Attended Synod Assembly as Observer

GIFTS AND SKILLS: Having being part of a co-operative parish that includes three different churches has given me a unique perspective of the church today. As a young person, I want to be able to bring a perspective of the youth in our church to the table considering they will be the leaders of our church soon enough.

Position N: Youth/Young Adult Male (elect one)

1. Mr. Connor Ashley (Saron, St. Joseph)

9212 Amy Drive, Baroda MI 49101
269-313-0328 / cashley1837@outlook.com

OCCUPATION: Full-time student / Junior

EDUCATION: Wayne State University, Bachelor of Arts in Political Science

CONGREGATION EXPERIENCE: Congregation Council, 2012-2015

SYNOD EXPERIENCE: Synod Council, 2013 to present

CHURCHWIDE EXPERIENCE: 2016 Churchwide Assembly in New Orleans, LA

GIFTS AND SKILLS: In 2016, I represented the North/West Lower Michigan Synod as a voting member to the Churchwide Assembly in New Orleans. That role gave me the knowledge and experience necessary to represent this synod again as a delegate to Milwaukee in 2019.

Position O: Person of Color or Primary Language Other Than English - Female (elect one)

1. Ms. Christine Mwanyika (Faith, Grand Rapids)

3651 Vineyard Ave SE, Grand Rapids MI 49525

616-901-9622 / mwanyika41@yahoo.com

OCCUPATION: Senior Consulting Analyst

EDUCATION: M.Sc. in Computer Information Systems

CONGREGATION EXPERIENCE: Council Member, Mission Chair

SYNOD EXPERIENCE: Outreach Committee (6 years), Synod Council Member

CHURCHWIDE EXPERIENCE: Churchwide Assembly Voting Member (2011, 2013, 2016)

GIFTS AND SKILLS: I have devoted my life to servicing and spreading Christ's word and love by using my time and talents in various capacities in his church and beyond. I continue to pray to God for his direction and wisdom to serve.

2. The Rev. Marilyn Robinson (Resurrection, Saginaw)

6044 Country Way S, Saginaw MI 48603

918-857-1980 / mvrobinsonmdiv@gmail.com

VOCATION: Pastor

EDUCATION: MDiv

CONGREGATION EXPERIENCE: Pastor

SYNOD EXPERIENCE: ARK/OK Synod – Racial Justice and Outreach Committees, Community Organizing Training

GIFTS AND SKILLS: A number of years working within communities on racial justice issues ; fighting against poverty and economic injustices in poor neighborhoods. Best gift is the ability to communicate effectively and to engage in dialogue with persons of different faith, economic and political views and ethnicities. I believe I have an ability to see God's word in practical everyday experiences; to see ways of applying the Word in practical ways. I have personally experienced diversity in my faith journey having been raised and educated as a Catholic, B.A. received from a Church of God university, Sunday schooled by Baptist on occasion, worked with Assembly of God and Christian Servicemen's centers in Germany and Protestant chapel system while living in Germany.

Position P: Person of Color or Primary Language Other Than English - Male (elect one)

1. Mr. Nayamukora Christophe Maganza (Trinity, Grand Rapids)

1630 Leonard St #106, Grand Rapids MI 49505

616-334-5664 / mugcris83@yahoo.com

OCCUPATION: Advanced Packaging – manufacturing

EDUCATION: Law Degree – Democratic Republic of Congo

CONGREGATION EXPERIENCE: Meal packing, Property Committee, Samaritas – Translator for Congo Refugees

GIFTS AND SKILLS: I value working with people who have the greatest need, like refugees and the homeless, sharing my life experiences as a refugee and survivor. I lost my brother, my father, and other loved ones in the Congo conflict, and two sisters are still missing.

2. Mr. Paul Mawut (South Sudanese Christ Lutheran, Wyoming)

947 Elliott St SE, Grand Rapids MI 49507

616-635-4675 / 616-258-8486 / paulmawut1985@gmail.com

OCCUPATION: Deacon

EDUCATION: Bachelor

GIFTS AND SKILLS: God called me to serve His people at South Sudanese Christ Lutheran Congregation in the role of deacon since we have no Pastor.

Treasurer's Annual Report for Fiscal Year Ended January 31, 2018

Submitted by Daniel L Carter, Treasurer

With God's help and encouragement, the North/West Lower Michigan Synod continues to be in good financial condition. Our recently completed audit indicates that we have again maintained our financial stewardship consistent with the prior years. Our total Operating Revenue & Support for the year increased in 2017-18 by \$162,000. Most of this is due to an approximate \$150,000 unrealized gain in the market value of our investments, but in addition our mission support increased by 3%. The Synod's total Unrestricted Operating Expenses for the year increased by \$66,000 or 4.1%. This was the result of the Synod's strategic plan to add costs in order to expand services to our Member Congregations. 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 also increased by approximately \$266,000 with a majority of this due to the increase in the market value of our investments. Our Unrestricted Fund increased by approximately \$34,000.

Condensed Financial Profile – Unrestricted Fund For the Fiscal Year Ended January 31, 2018

Description	2017-18	2016-17	Variance
Total Operating Revenue & Support	\$1,935,851	\$1,773,956	\$161,895
Total Operating Expenditures	\$1,669,333	\$1,602,974	\$ 66,359
Change in Net Assets	\$ 266,518	\$ 170,982	\$ 95,536

We continue to share 50% of our congregations' Mission Support with ELCA Churchwide to support the ministries of our larger Church. This proportionate share totaled approximately \$695,000 which is up 3.1% from the prior year. Total Mission Support from congregations across our synod increased by \$39,000 from the prior year.

With the help of our auditors we have once 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 lists the various categories of net assets and the respective designations or restrictions. Note 11 indicates that for the last two years, 89% of our resources were used to fund Program Services.

During the 2017-18 year, the Endowment Committee revised the Grant Award and Restricted Fund Policy which the Council approved. During the 2016-17 year the Endowment Committee reviewed all of the Synod's Endowments and Funds. As part of this review and based on recommendations from Synod Council, the Committee determined that the Center for Mission & Ministry (CMM) Building Fund, aligned within the "To Whom Shall We Go"

Fund, was in need of correction. The CMM Building Fund was originally arranged to finance the construction of a new building and campus for the Synod offices. Approximately \$529,000 in donations were allocated to this Fund and approximately \$437,000 of these funds were expended in support of initial activities within this project that took place from 2004-2008 (including campaign management services / consulting, gift development, campaign meetings & communications, architecture services, and engineering & construction services). Prior to the start of construction, a stage-gate review was conducted by synod leadership and based on lower than expected funding support for the campaign, the difficult decision was made to delay the building project. Final expenditures were completed and a couple years ago the project was re-evaluated and a final decision was made to terminate the project.

In 2014, a review of the CMM Building Fund within the To Whom Shall We Go Fund was chartered by Synod Council and an extensive financial review covering several years of the Fund's operation was conducted by the Synod's Financial Administrator with other members of the Synod Staff and Synod Council. This review was completed in early 2017 and it was determined that some incoming donations (estimated at \$106,000) were not officially designated for the CMM Building Fund and some of the campaign expenses (estimated at \$64,000) were not properly paid from the CMM Building Fund - instead these bills were covered by the Synod's General Fund. As a result of this review, a set of recommendations was made to correct these issues through documented adjustments between the CMM Building Fund and the Synod's General Fund. These recommendations were supported by the Endowment Committee and approved by Synod Council. As a final step, the Synod Council engaged our auditors to examine the financial review that was conducted and after their inspection they agreed with our findings. Therefore, the recommended adjustments were completed within the 2016-17 fiscal year which resulted in the Prior Period adjustment that is included in the prior year financial statement.

For the 2017-18 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 continued to make it a priority for the Bishop and Staff to visit and meet with all congregations across the synod within a deployed model. To fund these activities, we continue to place a priority on the need for increased mission support from our Member Churches in order to meet the financial needs of our operation and fulfill our strategic plan. For the 2018-19 year and 2019-20 year we have aggressively adjusted our annual budget to align our mission to the resources that we need to receive in order to fully serve all members of our synod.

The Synod continues to manage its operation in a very dynamic environment but it is continually committed to maintaining a balanced budget.

Respectfully, I submit the Synod's annual audit report and related financial information for your review.

North/West Lower Michigan Synod Grant Award and Restricted Fund Policy

Grant Award Policy

1. Committees and boards who bear the responsibility of awarding grants must carefully consider whether the grants are used toward the mission and ministry of Jesus in the world as expressed in current synod and churchwide mission and vision statements (excerpts below are as of 1/31/18).
 - a. NORTH/WEST LOWER MICHIGAN SYNOD – *Who We Are*

As Lutheran Christians, we are passionate about proclaiming God's unconditional love for all people, for all creation, revealed in the life, death, and resurrection of Jesus Christ. Empowered by the Holy Spirit, we prayerfully participate in Christ's own work of reconciling the world to God's very Self. In grateful celebration of our abundant life in Christ, we worship God, help friends and neighbors, celebrate diversity, feed the hungry, work for justice, care for creation, and advocate for peace. Join us!
 - b. EVANGELICAL LUTHERAN CHURCH IN AMERICA

Our mission: Together in Jesus Christ we are freed by grace to live faithfully, witness boldly and serve joyfully.

Our vision: A world experiencing the difference God's grace and love in Christ makes for all people and creation.

Our values: forgiveness and reconciliation; dignity, compassion and justice; inclusion and diversity; courage and openness to change; faithful stewardship of God's creation and gifts.

Those applying for grants must demonstrate this connection in the narrative section of the application and in their reporting in subsequent years.

EXAMPLE: The grant from the Paul E. Trapp Endowment fund last year arrived with a challenge from the committee to share the love of Christ with recipients when we distribute our warm clothing this year. We discussed different ways to accomplish this with our evangelism committee and decided that we would put the gift of a cross in the pocket of every child's coat. We believe the wording contained in this pocket crosses bears out the mission of our church. The crosses were handmade by a dedicated member of our congregation and each one contained the following words...

"The Cross In My Pocket: I carry a cross in my pocket just a reminder to me, that I am forever a Christian, no matter where I may be. The cross isn't magic nor a good luck charm. It's not meant to protect e from any time of harm. It's not for all the world to see, it's something between my savior and me. When I put my hand in my pocket to get a coin or key, it stays there to remind me of the price he paid for me. It reminds me to be thankful for my blessings every day; and to try and serve him in all I do and say. So I carry

the cross in my pocket reminding no one but me that Jesus is Lord of my life for all eternity."

2. To guard against conflict of interest, those serving on committees and boards who award grants shall not vote to award grants to congregations or ministries they lead or represent.
3. Grants shall be awarded to congregations and ministries that complete required congregation and rostered leader (aka parochial) annual reports consistently and timely and who demonstrate progress toward giving 10% of their general fund revenue to Mission Support.
4. Administrative fees (1% of a fund's fair market value at fiscal-year end) shall be released to the general fund prior to awarding grants.
5. Congregations and ministries for whom the North/West Lower Michigan Synod holds/manages funds must complete an annual, comprehensive, independent review, and provide the review report to the Synod. At least once every three years, these congregations and ministries must have an audit completed by a qualified, certified, public accounting firm.
6. Committees and boards awarding grants funded by a trust or endowment must carefully consider the governing documents of the instrument and follow its guiding principles regarding use of funds for ministry and must clarify these expectations in writing to those ministries receiving the grants. They should be aware that historically grants have ranged from \$1,200 to \$10,000, the average amount in the past few years was \$4,000, and the anticipated average amount in coming years is \$2,000.

Temporarily-Restricted Fund Policy

Temporarily restricted funds are those that come from donors with the specification that the gift be used for a particular purpose or there is a time restriction on them. Restricted funds can range from a Flower Supply Fund to a Dishwasher Fund to a New Carpet Fund. An individual makes a gift expecting it to be used for a specific item or program. These restricted funds are temporarily restricted until the intended purpose or the time restriction has been met, after which they are released from restriction.

1. Persons or groups wishing to establish a temporarily-restricted fund must provide a written proposal to the Synod Mission Endowment Committee. Upon review of the proposal, the Synod Mission Endowment Committee shall make a recommendation to Synod Council. The proposal must contain sufficient information, including but not limited to
 - a. Initial deposit amount
 - b. Anticipated goal
 - c. Date/s the funds are expected to be used
 - d. Purpose of the fund
 - e. Purpose of the group requesting the funds
 - f. Acknowledgement that funds without the minimum activity described in items 3 and 4 below will be released to general fund or redirected by Synod Council
2. The minimum amount to create a temporarily-restricted fund is \$1,000 or 25% of the anticipated goal, whichever is higher.

3. If the fund has not reached its anticipated goal or receives no additional contribution during the first 90 days after the initial deposit, the fund balance shall be released to general fund or redirected by Synod Council, OR
4. If a fund shows no activity for two years, it shall be released to the general fund or redirected by Synod Council for another purpose.
5. The North/West Lower Michigan Synod shall collect an annual administrative fee of 1% of the fund's fair market value at each fiscal year end.

Permanently-Restricted Fund Policy

A permanently restricted fund is typically a gift for which the donor has stipulated that the principal is to be maintained in perpetuity. The donor may also stipulate that the income from the investment activity may be expended for specific purposes such as scholarships. Endowment funds are a great example of permanently restricted funds.

1. Congregations who are considering closing will be given a copy of guidelines such as "Leaving a Legacy of Mission and Ministry." Such documents describe the necessary steps for closing a congregation and suggest ways to memorialize the congregation's history, mission and ministry with a gift to the wider church.
2. A minimum deposit of \$25,000 must be given to establish a permanently-restricted fund.
3. No more than 90% of earnings from a permanently-restricted fund shall be disbursed on an annual basis. The remainder shall be reinvested. This applies to existing permanently-restricted funds as well as newly-established funds.
4. The North/West Lower Michigan Synod shall receive an annual administrative fee of 1% of the fund's fair market value at each fiscal year end.
5. If after twenty years of operation, the Synod Council determines the intended purpose is no longer relevant, the Synod Council shall determine a new purpose for the fund. This keeps the fund in place and uses its earnings for a relevant purpose.

North/West Lower Michigan Synod Proposed Budget 2019-20				Budget Approved by the 2016 Synod	Budget Approved by the 2017 Synod	Budget Proposed to the 2018 Synod Assembly	
1	Fiscal Year End 31-Jan-20						1
2		YE 1/31/2017	YE 1/31/2018	YE 1/31/2018	YE 1/31/2019	YE 1/31/2020	2
3	REVENUE	2016-17 Two Years Ago ACTUAL	2017-18 Past Year Pre-Audit ACTUAL	2017-18 Past Year BUDGET	2018-19 Current Year BUDGET	2019-20 Next Year Proposed BUDGET	3
4	Mission Support	a 1,349,004	1,390,894	1,671,062	1,671,728	1,709,999	4
5	Committee Revenue	b 10,697	15,090	22,000	15,000	15,000	5
6	ELCA Pooled Trust Dividend (General Fund only)	19,301	19,987	19,000	19,000	19,000	6
7	Grant Revenue	c 44,730	22,586	20,000	20,000	25,000	7
8	Interest Income (General Fund only)	184	193	150	150	150	8
9	Registration Fees - Leadership Events	d 4,089	9,220	8,000	4,000	5,300	9
10	Registration Fees - Synod Assembly	e 46,787	49,150	65,000	50,000	50,000	10
11	Synodwide Revenue - Special Gifts	3,265	3,990	6,000	4,000	3,000	11
12	Synodwide Event Revenue (new in 2017-18 Budget)	-	-	-	1,000	1,000	12
13	Transfer from Reserved Funds (General Fund only)	f 130,394	-	67,000	77,000	77,000	13
14	Total Revenue	1,608,451	1,511,109	1,878,212	1,861,878	1,905,449	14
15	a - 50.00% of Mission Support allocated to ELCA Churchwide						15
16	b - includes registration and other income aligned to multiple Tables/Committees; related expenses are aligned to the specific Table/Committee						16
17	c - includes grant income received by multiple Tables/Committees; related expenses are aligned to the specific Table/Committee (lines 34-44)						17
18	d - includes registration income for Leadership events; related expenses are included within the Ministry Table (line 38)						18
19	e - includes registration income for Synod Assembly; related expenses are reported in line 54						19
20	f - includes funds transferred from reserved funds (restricted/unrestricted) to cover ministry activities						20
21	EXPENSES	2016-17 ACTUAL	2017-18 Pre-Audit ACTUAL	2017-18 BUDGET	2018-19 BUDGET	2019-20 Proposed BUDGET	21
22	ELCA Agencies and Organizations						22
23	ELCA Churchwide Mission Support	a 674,502	695,447	835,531	835,864	854,999	23
24	Capital University and Wittenberg University	3,000	3,000	3,000	-	-	24
25	Living Water Ministries	40,000	40,000	40,000	43,000	43,000	25
26	Samaritas (formerly Lutheran Social Services of MI; LSSM)	3,000	3,000	3,000	3,000	3,000	26
27	NWLM Synod Campus Ministry	g -	-	-	-	-	27
28	Region 6 Support	h 9,256	4,847	9,000	3,000	4,850	28
29	Trinity Lutheran Seminary	25,000	25,000	25,000	30,000	25,000	29
30	Subtotal - ELCA Agencies and Organizations	754,758	771,294	915,531	914,864	930,849	30
31	g - Starting 2016, Campus Ministry funding is managed via grants through the New & Renewing Mission Table (line 41)						31
32	h - Starting 2017, Region 6 support cover regional archives only						32

		2016-17 ACTUAL	2017-18 Pre-Audit ACTUAL	2017-18 BUDGET	2018-19 BUDGET	2019-20 Proposed BUDGET	
33	Committees						33
34	Faith Formation Table <i>(formerly Christian Education)</i>	301	110	1,500	500	500	34
35	Publically Engaged Church Table <i>(formerly Church in Society)</i> <i>i</i>	20,765	23,550	19,000	19,000	20,000	35
36	Mission Support Table <i>(formerly Financial Support)</i>	2,035	205	4,000	2,000	500	36
37	Global Missions Committee <i>j</i>	9,980	9,265	10,000	9,000	10,000	37
38	Ministry Table <i>k</i>	26,546	35,543	38,000	30,000	35,000	38
39	Multi-Cultural Ministry Table <i>(includes Anti-Racism Committee)</i> <i>l</i>	349	74	2,000	2,000	-	39
40	New & Renewing Mission Table <i>m</i>	70,973	51,740	54,000	52,100	52,100	40
41	NWLM Synod Campus Ministry Grant Program <i>g</i>	55,730	57,190	45,000	45,000	55,000	41
42	Worship Committee	173	562	1,500	2,750	2,500	42
43	Youth Committee	2,646	1,849	1,500	1,500	1,500	43
44	Communication Committee	2,252	1,668	2,000	-	-	44
45	Subtotal - Committees	191,750	181,756	178,500	163,850	177,100	45
46	<i>i - spending in 2016 also supported with funding from a bequest (transfer from a restricted fund - line 13)</i>						46
47	<i>j - includes Global Mission Partner support/activities; support is also provided from the Honduras Fund (restricted fund - line 13)</i>						47
48	<i>k - includes Candidacy; First Call; Interim Ministry; ELMM; SAM; Response Team; some expenses covered by registrations (line 9) and restricted funds (line 13)</i>						48
49	<i>l - includes Table/Committee meetings and events; support also available from Anti-Racism Fund (restricted fund - line 13)</i>						49
50	<i>m - formerly Outreach Committee; combines previous New & Redeveloping Congregation Table & Witness Committee; includes meetings, scholarship, etc.; also supported by restricted funds (line 13)</i>						50
51							51
		2016-17 ACTUAL	2017-18 Pre-Audit ACTUAL	2017-18 BUDGET	2018-19 BUDGET	2019-20 Proposed BUDGET	
52	Synod Ministries						52
53	Closed Congregation Expense	5,150	-	-	-	-	53
54	Synod Assembly <i>n</i>	47,119	43,364	65,000	55,000	55,000	54
55	Synod Council <i>o</i>	21,058	4,388	9,000	5,000	20,000	55
56	Subtotal - Synod Ministries	73,327	47,752	74,000	60,000	75,000	56
57	<i>n - includes materials, technology, meals, lodging, guests, speakers, etc.</i>						57
58	<i>o - includes meetings, training, retreats, etc. Expenses for synod-wide events moved to separate line item in 2017 (line 12).</i>						58
		2016-17 ACTUAL	2017-18 Pre-Audit ACTUAL	2017-18 BUDGET	2018-19 BUDGET	2019-20 Proposed BUDGET	
59	Staff Salaries and Benefits						59
60	Salaries - Administrative Support Staff <i>p</i>	45,137	58,920	82,528	68,000	62,179	60
61	Salaries and Housing Allowances - Called Staff <i>q</i>	161,908	208,386	228,495	251,418	258,961	61
62	Salaries - Deployed Staff <i>r</i>	53,516	38,517	75,773	55,755	45,068	62
63	Social Security Allowance <i>s</i>	17,966	21,493	26,505	29,165	30,039	63
64	Payroll Taxes (FICA)	7,932	7,853	12,258	12,375	10,725	64
65	Health Insurance, Disability, Pension <i>s</i>	79,629	97,718	118,888	133,154	146,470	65
66	Continuing Education	1,253	1,088	3,275	3,374	4,000	66
67	Other Insurance	4,213	8,890	5,459	5,623	9,258	67
68	Subtotal - Staff Salaries and Benefits	371,554	442,866	553,181	558,864	566,699	68
69	<i>p - includes Office staff; reduction of a full-time Exec. Admin (late 2015); addition of a part-time Exec. Admin in 2017</i>						69
70	<i>q - includes Bishop and Assistants; transition to a third full-time Assistant to the Bishop - at 25% in 2016; 75% in 2017; 100% in 2018</i>						70
71	<i>r - includes ELMM Administrator, Driver for the Bishop and Synod Communicator; Living Fire Facilitator is 50% in 2017 and 0% in 2018</i>						71
72	<i>s - includes Social Security offset for DEM; increased benefits based on adding a third full-time Assistant to the Bishop</i>						72

		2016-17 ACTUAL	2017-18 Pre-Audit ACTUAL	2017-18 BUDGET	2018-19 BUDGET	2019-20 Proposed BUDGET	
73	Administration						73
74	Bishop's Discretionary Fund	1,926	2,926	4,000	4,000	4,000	74
75	Insurance	11,164	10,502	9,000	9,500	11,000	75
76	Building Lease (Synod Offices)	16,800	16,800	16,800	16,800	16,800	76
77	Office Equipment - Maintenance	t 5,414	6,006	6,000	10,000	8,000	77
78	Office Supplies	7,943	8,425	9,000	9,000	9,000	78
79	Postage	3,221	3,361	3,000	3,000	3,000	79
80	Professional Fees	u 22,036	27,135	23,000	24,000	26,000	80
81	Phone	7,806	8,247	9,000	9,000	8,000	81
82	Travel - Staff (professional rate)	29,951	31,658	36,000	45,000	30,000	82
83	Website/Network Maintenance	t 1,843	4,578	4,200	4,000	5,000	83
84	Subtotal Administration	108,104	119,637	120,000	134,300	120,800	84
85	t - includes computers, phones, printer, server, WIFI, etc. for the staff offices						85
86	u - includes fees for the Synod Attorney and Synod Auditors						86
		2016-17 ACTUAL	2017-18 Pre-Audit ACTUAL	2017-18 BUDGET	2018-19 BUDGET	2019-20 Proposed BUDGET	
87	Depreciation						87
88	Depreciation	v 21,523	21,523	14,000	25,000	25,000	88
89	v - includes depreciation of synod vehicles, office equipment, copier, furnishings, etc.						89
90	Total All Expenses	1,521,016	1,584,828	1,855,212	1,856,878	1,895,449	90
91	Net Income/Loss	87,435	(73,719)	23,000	5,000	10,000	91
92	Capital Purchases	w (20,934)	(5,866)	(37,000)	(30,000)	(35,000)	92
93	Add Back Depreciation - Non Cash Exp.	21,523	21,309	14,000	25,000	25,000	93
94	w - includes purchase of a laptop; widescreen TV/monitor, synod vehicles, etc.						94
95	Modified Net Income/Loss	88,024	(58,276)	0	0	0	95

North/West Lower Michigan Synod

www.mittensynod.org

Narrative/Missional Budget for 2019 - \$1,895,449



Proclaim Christ and Prayerfully Participate In Christ's Own Work - \$362,350



Study of scripture, devotion to prayer, Word and Sacrament, faith life discernment, and discipleship

Faith Formation Table, Living Water Ministries, Living Fire Ministries, ELCA Mission Support, Renewing Congregations, Worship Committee, Youth Committee, Staff, Campus Ministry

Renewing Congregations - \$350,600

Inspiring new worshipping communities, fostering renewal in congregations through faith formation training, outreach, stewardship, visioning, cooperative ministry, community collaboration, and care of congregations



New and Renewing Mission Table, Mission Support Table, ELCA Mission Support, Staff, Campus Ministry, Publically Engaged Church, Living Water Ministries, Samaritas, renewal grants

Empowering Leaders - \$446,124



Assisting congregations in providing training and support for Rostered Ministers and lay leaders, and oversight of all leaders

Candidacy Committee, Ministry Committee, Living Fire, Equipping Leaders for Mission and Ministry (ELMM), Boundaries Training, Response Team, Roster, Living Water Ministries, ELCA Mission Support, Staff, Deployed Staff, Continuing Education, Bishop teaching, Trinity Seminary

Strengthening Connections - \$377,350

Visitation of congregations by synod staff, working together in regions, across the ELCA, global missions, gathering in conferences, assemblies, worship, learning, collaboration and ecumenical relations



Synod Assembly, Living Water Ministry, Campus Ministry, Communication, Cooperative Ministry, Samaritas, Joint Leadership Events, Advocacy in the Public Square, Synod Council, ELCA Mission Support

Administration - \$359,025



All underpinnings the synod, the synod called staff, and the support staff need to carry out the areas of ministry the synod requires

Support staff, offices, transportation, office supplies, staff benefits, insurance, equipment, staff growth, postage, telephones, staff cell phones, internet, computers, copier/printer

Numbers are rounded. Provided as a sample for congregations. From the Mission Support Table.

Further Information on Synod Staffing
(status as of April 2018)

Called Staff Resources

Position	Status
Bishop	Full-time
Assistant to the Bishop for Congregational and Leadership Excellence	Full-time
Assistant to the Bishop for Synod Life	Full-time
Director for Evangelical Mission and Assistant to the Bishop	Full-time *

Total Annual Called Staff Salaries (Salary + Housing + Soc. Sec. Allowance) \$334,914
(includes DEM Salary and Housing paid by the ELCA Churchwide Organization; does not include Benefits)

Administrative Support Staff Resources

Position	Status **
Executive Assistant to the Bishop (10 hrs/wk)	Part-time
Administrative Assistant (28 hrs/wk)	Part-time
Financial Administrator (20 hrs/wk)	Part-time

Total Annual Administrative Support Staff Salaries \$57,102
(Does not include Benefits)

Deployed Staff Resources

Position	Status **
Equipping Leaders for Mission and Ministry Administrator (12 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 \$42,762
(Does not include Benefits)

* 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