



## 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 2017 Synod Assembly which will take place at the Comfort Inn and Suites Hotel and Conference Center, 2424 S Mission St, Mt Pleasant MI, beginning with registration at 3pm on Sunday, the 21<sup>st</sup> day of May, 2017 and concluding on Tuesday, the 23<sup>rd</sup> day of May, 2017.

Ms. Christine E. Allen, Secretary

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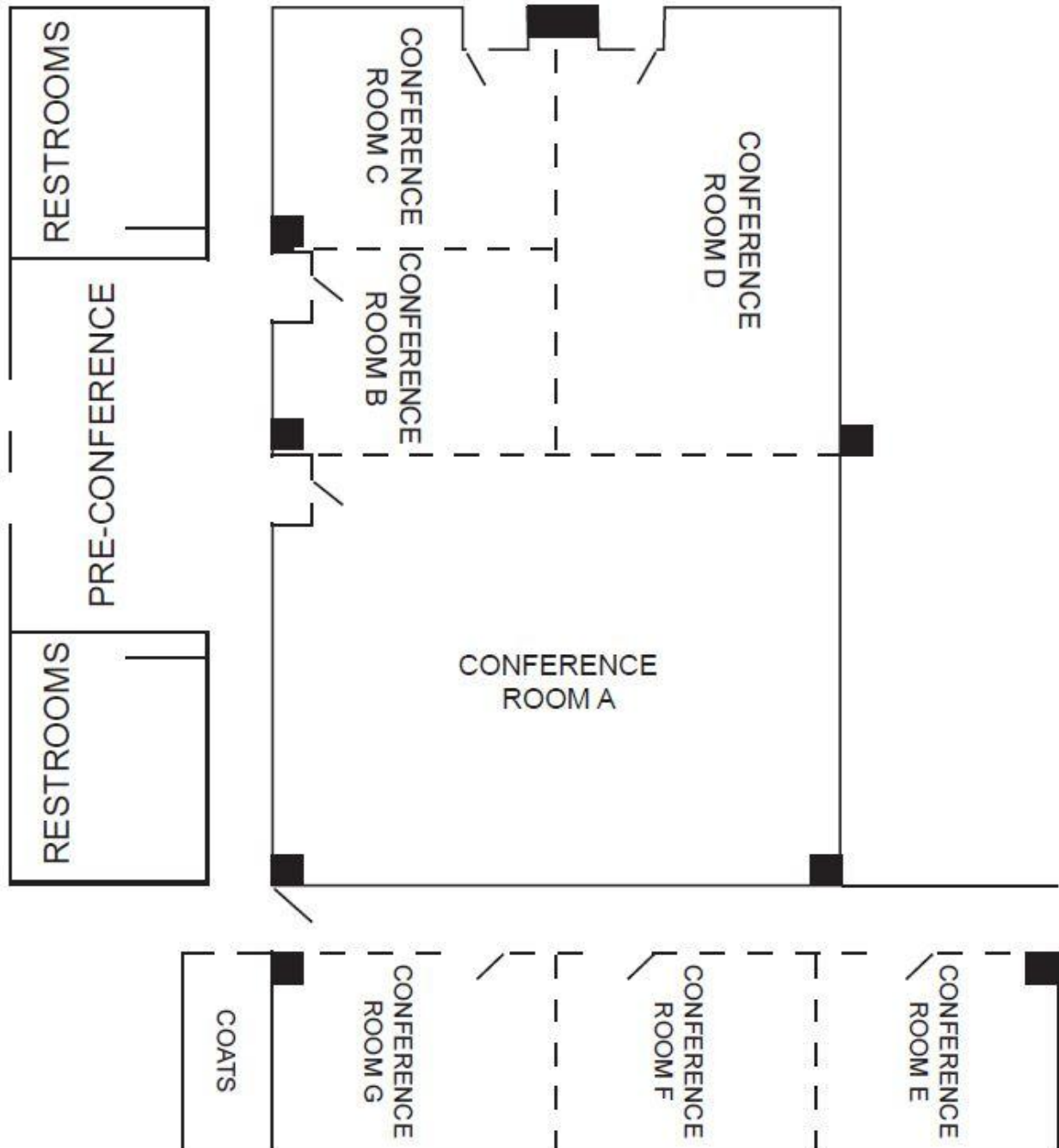
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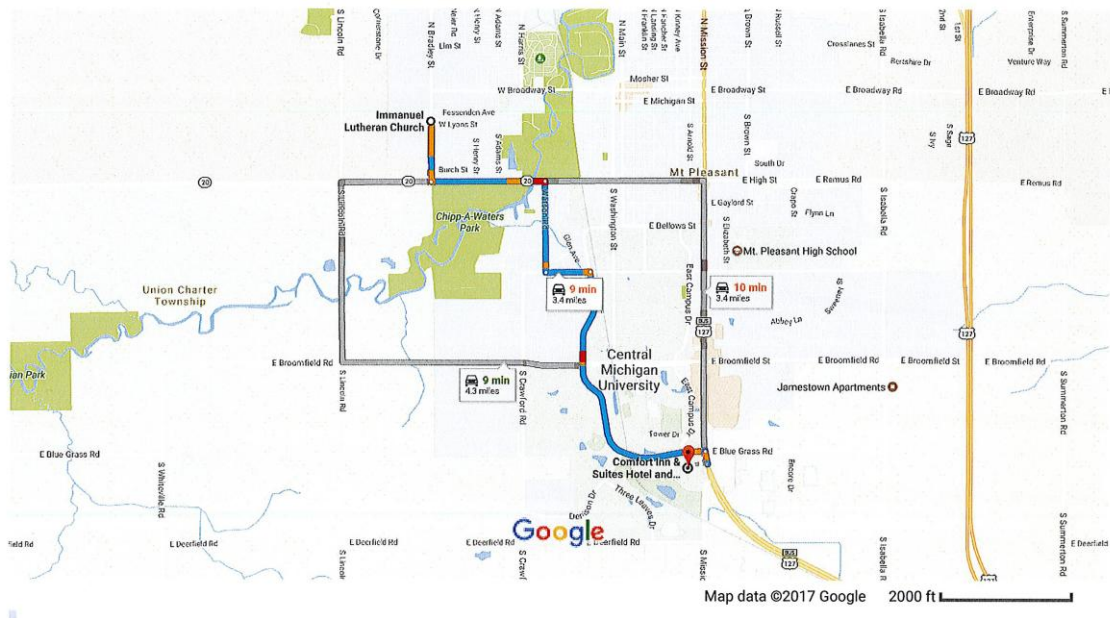
Comfort Inn and Suites Hotel and Conference Center  
2424 S Mission St  
Mt Pleasant MI 48858  
989-772-4000





Immanuel Lutheran Church to Comfort Inn & Suites  
Hotel and Conference Center

Drive 3.4 miles, 9 min



## Parking and Meals

Complimentary parking is available at the Comfort Inn & Suites Hotel and Conference Center in Mt. Pleasant. 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 Comfort Inn Conference 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 Comfort Inn and Suites Registration Desk.
- Sunday evening's Opening Eucharist and Plenary Session 1 will be held at Immanuel Lutheran Church, 320 S Bradley, Mt Pleasant MI 48858.
- Monday and Tuesday Plenary Sessions and Worship will take place at the Comfort Inn Conference Center.

## Information Packets

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

## Offerings

### **Global Companion Support for Honduras**

Companion synod relationships of the ELCA connect Lutheran churches throughout the world with ELCA synods and congregations. These relationships are concrete expressions of the communion and fellowship with the more than 140 Lutheran member churches of The Lutheran World Federation. Each of the 65 synods has at least one international church companion and many have additional relationships, resulting in more than 120 companion synod relationships.

These relationships are rooted in “accompaniment,” which promotes the values of mutuality, inclusivity, vulnerability, empowerment and sustainability. Through the program, companion churches and ELCA synods nurture and strengthen one another for life and ministry through prayer, study, communication, exchange of visitors and sharing of resources.

We are a church that believes God is calling us into the world — together. Companion church relationships enrich and deepen our ministries by exposing us to global challenges and perspectives as we seek to work with one another to build up the body of Christ and the world.

### **North/West Lower Michigan Synod Disaster Relief Fund**

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

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

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

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

## Terminology: Synod Assembly and Voting Members

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

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

Voting Members per (S7.21,22)

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

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

- All ordained ministers shall register as clergy voting members.
- Associates in ministry, deaconesses of the ELCA, and diaconal ministers on the official lay roster of this synod shall register as lay voting members.
- All ordained ministers who are retired or on disability leave shall register as clergy voting members.
- All associates in ministry, deaconesses of the ELCA, and diaconal ministers who are retired or on disability leave on the official lay roster of this synod shall register as lay voting members.
- All ordained ministers on leave from call may register as visitors (without voting privileges) unless elected as voting members by their respective congregations.
- All associates in ministry, deaconesses of the ELCA, and diaconal ministers on leave from call may register as visitors (without voting privileges) unless elected as voting members by their respective congregations.
- Assembly visitors do not have voting privileges.
- A minimum of one and a maximum of two lay members elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more baptized members related to this synod, normally one of whom shall be male and one of whom shall be female, shall be voting members.
- Additional voting representation from congregations shall be apportioned according to the baptized membership report on the 2016 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 2017 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

2017 North/West Michigan Synod Assembly  
MAY 21-23, 2017  
MOUNT PLEASANT, MICHIGAN

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- Monday and Tuesday Plenary Sessions and Worship will take place at the Comfort Inn Conference Center.

AGENDA

(\* denotes Order of the Day)

SUNDAY, MAY 21–PRE-ASSEMBLY      COMFORT INN CONFERENCE CENTER

- 1:00 PM    Unload cars at Comfort Inn and start setting up registration and stage.
- 1:00 PM    Display Table Set-Up – Rooms EFG
- 3:00 PM    REGISTRATION AND CHECK-IN OPENS - Conference Center Lobby
- 3:00 PM    PRE-ASSEMBLY WALK THROUGH–staff, parliamentarian, worship chair, tech (synod council officers welcome) - Stadium Room (adjacent to the Hotel Registration Desk)
- 3:30 PM    PEDAL FOR A PURPOSE BIKE RIDE–Comfort Inn & Suites Conference Center
- 4:00 PM    ASSEMBLY COMMITTEES – Stadium Room
- 4:00 PM    CREDENTIALS COMMITTEE – Stadium Room
- 4:15 PM    ELECTIONS COMMITTEE – Stadium Room
- 4:30 PM    REFERENCE & RESOLUTIONS COMMITTEE - Stadium Room

SUNDAY, MAY 21–ASSEMBLY    IMMANUEL LUTHERAN CHURCH

DINNER ON YOUR OWN

6:15pm ASSEMBLY REGISTRATION CLOSES AT COMFORT INN AND SUITES  
CONFERENCE CENTER

6:30 PM OPENING EUCHARIST– Bishop Guy Erwin preaching; Bishop  
Satterlee presiding

7:45 PM Break – All guests (non-voting members present) will be invited to  
be seated in a visitors section to allow for proper voting procedure

8:00-9:30 PM PLENARY SESSION 1

8:00 PM Welcome, Call to Order

Announcements

Report of the Credentials Committee

\*Adoption of Assembly Rules and Procedures

\*Adoption of Agenda

8:30-9:10 PM Keynote Address - Bishop Guy Erwin

9:10 PM Introductions

Interns

Candidates Assigned to our Synod

Rostered Leaders New to our Synod

Elections Committee

Greetings from Portico

Ministry to the Military

2018 ELCA Youth Gathering

Announcements

9:45 PM EXECUTIVE COMMITTEE AND STAFF MEETING

10:00 PM DEADLINE FOR RESOLUTIONS SUBMISSION TO ANN STAVROS AT  
REGISTRATION DESK AT COMFORT INN CONFERENCE CENTER

MONDAY, MAY 22-ASSEMBLY

COMFORT INN & SUITES CONFERENCE CENTER

- 7:00-8:30 AM REGISTRATION REOPENS AT THE CONFERENCE CENTER LOBBY
- 7:15 – 8:15 AM BREAKFAST available for hotel guests
- 8:00 AM MORNING EUCHARIST
- 9:00 AM -Noon PLENARY SESSION 2
- 9:00 AM Call to Order, Announcements  
Report of the Credentials 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  
\*Report of the Reference and Resolution Committee  
\*Resolution A  
Mission Moment
- 10:15 AM Break sponsored by Samaritas
- 10:30 AM Call to Order  
Keynote Address 2 – Bishop Guy Erwin
- 11:10 AM Report of the Credentials Committee  
Report of the Elections Committee  
\*SECOND BALLOT FOR GENERAL ELECTIONS (if needed)  
\*Report of the Vice President  
Introduction of Synod Council  
2018 Synod Compensation Guidelines  
Mission Moment  
Announcements
- 12 Noon-1:30 PM LUNCH WITH SIDEBAR CONVERSATIONS
- 12:30 PM CHOIR REHEARSAL

1:45-3:00 PM PLENARY SESSION 3

Call to Order, Announcements

\*ELCA Churchwide Representative – Ms. Prairie Rose Seminole

<http://mittensynod.org/docs/Assembly2017ChurchwideReport.pdf>

\*Report of the Bishop

\*Report of the Treasurer

\*Presentation of the 2017-18 Budget

\*Report of the Reference and Resolution Committee

\* Remaining Resolutions, if any

Mission Moment

3:30-5:30 PM ENRICHMENT OPPORTUNITIES – Voting members and visitors may choose from one of these five options,

Ziibiwing Cultural Center – maps available at Registration

Living Fire Ministries Guided Prayer – Immanuel Lutheran Church

Film: *Martin Luther: The Idea That Changed the World* – Stadium Room – adjacent to the Hotel Registration Desk

ArtReach Project – information at Registration

RiverWalk Trail – map available at Registration

6:00 PM DINNER

7:00 PM RECOGNITIONS

8:00 PM PRAYER AROUND THE CROSS FOR THE HEALING OF CREATION

TUESDAY, MAY 23– ASSEMBLY

COMFORT INN & SUITES CONFERENCE CENTER

7:00-8:30 AM REGISTRATION

7:15 – 8:15 AM BREAKFAST

8:30-10:45 AM PLENARY SESSION 4

Call to Order, Announcements

Report of the Credentials Committee

Report of the Elections Committee

\*THIRD BALLOT FOR GENERAL ELECTIONS (if needed)

Greetings from Mission Partners

\*Adoption of the 2017-18 Budget

\*Adoption of the 2018 Synod Compensation Guidelines

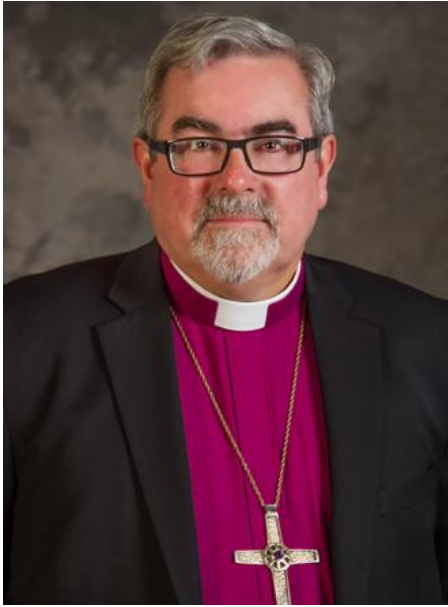
Unfinished Business

Mission Moment

Closing of the Assembly

10:45 AM BREAK

11:00 AM CLOSING EUCHARIST – Installation of Pastor Chrysanne Timm



## About Bishop Guy Erwin

Bishop Guy Erwin earned a doctorate and two master's degrees at Yale University and his bachelor's degree at Harvard University. He engaged in seminary studies at Yale Divinity School and the universities of Tübingen and Leipzig in Germany.

Most recently, he was the Gerhard and Olga Belgum Professor of Lutheran Confessional Theology at California Lutheran University in Thousand Oaks, at the same time serving as part-time interim pastor of Faith Lutheran Church in Canoga Park, California. He

has served as the ELCA representative to the Faith and Order Commission of the World Council of Churches since 2004.

Ordained in May 2011, Guy Erwin is the ELCA's first synod bishop who is gay and partnered. He lives in Los Angeles and is married to Rob Flynn, a member of the ELCA. Bishop Erwin is part Osage Indian and is active in the Osage Nation of Oklahoma.

As well as serving as interim pastor for two ELCA congregations in California, Guy Erwin served as minister for worship and education at St. Matthew's Lutheran Church in North Hollywood, California.

Prior to coming to California in 2000, he was lecturer in church history and historical theology at Yale Divinity School from 1993 to 1999. He served as parish associate at Emmanuel Lutheran Church in New Haven, Connecticut from 1986 to 2000. Bishop Erwin has also served on a variety of boards and committees for ELCA-related institutions and other non-profit agencies.



## About Prairie Rose Seminole

Prairie Rose Seminole, from New Town, North Dakota- is a citizen of the Three Affiliated Tribes of ND, descendant of the Sahnish/Arikara, Hidatsa, Northern Cheyenne and Lakota Nations and of German Russian heritage.

Currently Seminole serves as the Program Director for American Indian Alaska Native Ministries with the Evangelical Lutheran Church in America. Formerly Seminole was the Cultural Advisor to Sanford Health One Care Initiative. Seminole serves on the Midwest advisory council to the Federal Reserve Bank of Minneapolis, advising on labor, nonprofits and tribal government. Previously served nearly ten years

on the Fargo Human Relations Commission, a commission appointed by city government to foster, encourage and stimulate improvement of human relations among and between citizens.

In 2014 Seminole was a Native Nations Rebuilder, a program of the Bush Foundation that recognizes individuals who have a passion for learning about innovative tribal governance practices, and how they can take these ideas and approaches to their own Native nations to make a positive difference. In 2015 the ND Center for Business and Technology recognized Seminole as one of North Dakota's 2015 Leading Ladies- highlighting her work of building community.

Seminole has worked in ministry since 2004. Growing up in, and then serving the Native American Christian Ministry (ELCA), in Fargo ND as Youth Director and Program Director for seven years. Seminole has provided spiritual care in the Sanford Health Care system, Clay County Minnesota jail and the Nebraska State Prison, Lincoln. Seminole is a facilitator, world traveler, poet and Indigenous Food activist who channels her diverse experiences to her role within the ELCA.





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

For I am not ashamed of the gospel;  
it is the power of God for salvation to everyone who has faith ...

– Romans 1:16

Dear Sisters and Brothers in Christ,

On Oct. 31, 1517, 500 years ago, Martin Luther posted his “Ninety-five Theses” in Wittenberg. This resulted in a debate about Christian teaching and practice that led to significant reforms that shaped the course of Western Christianity. As we gather to meet in synod assemblies during the 500th anniversary of the Reformation, it is a good time to reflect on what it means to be Lutheran.

Neither culture nor behavior define what is distinctive about the Lutheran movement. It's our understanding of the gospel. We proclaim Jesus Christ crucified and raised from the dead for the life of the world. It is this gospel word that creates faith and sets us free to serve the neighbor.

We are freed and renewed in Christ.

The church's proper work is to proclaim the gospel word. “We are to fear and love God, so, that we do not despise preaching or God's word, but instead keep that word holy and gladly hear it and learn it” (Small Catechism).

I have invited and encouraged all of you to engage in reading Luther's Small Catechism together. This is to be done in a way that is most promising for your community of faith and most fitting for the relationships in your community. Resources are available at **[ELCA500.org/withnewvoices](http://ELCA500.org/withnewvoices)**.

As a church deeply rooted in Scripture and in Christ, this church continues to be shaped by the changing face of our communities, by new migration patterns and national and global trends affecting religion and society. We are a community of faith that is always forming and being renewed, and as a church we engaged in a process, Called Forward Together in Christ, to help us tell the story of the church we are becoming. Through that process, we developed ELCA Strategic Directions 2025. This strategic framework identifies goals and priority areas for the ELCA as a whole church.

What is the church we are becoming?

- A thriving church spreading the gospel and deepening faith for all people.
- A church equipping people for their baptismal vocations in the world and this church.
- An inviting and welcoming church that reflects and embraces the diversity in our communities and the gifts and opportunities that diversity brings.

As we observe the 500th anniversary of the Reformation, I pray that ELCA Strategic Directions 2025 will guide and foster ELCA church unity in the years ahead. To learn more about these strategic directions, visit **[ELCA.org/future](http://ELCA.org/future)**.

One of the ways we are achieving our goals together as a church is through *Always Being Made New: The Campaign for the ELCA*. Throughout 2017, the campaign will emphasize ministries supporting Global Church. The ELCA is known as a faithful partner in the work to build up Christ's church throughout the world and proclaim the good news of Jesus Christ, risen for the life of the world.

If you don't have the date on your calendar already, be sure to note that Sept. 10 is our suggested date for the 2017 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.

As we gather in our synod assemblies, let us remember that together in Jesus Christ we are freed by grace to live faithfully, witness boldly and serve joyfully. I pray that God blesses your time together.

I give thanks to God for each of you, for our more than 9,300 congregations, for our 65 synods and our churchwide ministries. As a church freed and renewed in Christ, may we bear witness to a world experiencing the difference God's grace and love in Christ makes for all people and creation.

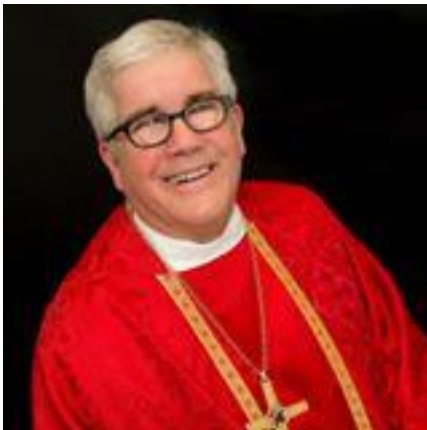
With gratitude,

Elizabeth A. Eaton  
Presiding Bishop  
Evangelical Lutheran Church in America

# Report of the Bishop North/West Lower Michigan Synod ELCA 2017 Synod Assembly



**WELCOME TO THE 2017 ASSEMBLY OF THE NORTH WEST LOWER MICHIGAN  
SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA!**



I have come to regard this report as a sort of “State of the Union” address in that, like that annual report, you will find many sets of fingerprints on these pages. Though I take the lead in writing and ultimately approving this report, Pastors Friesen-Carper, Sprang, and Timm help to shape and refine it, and our administrative staff—Margie, Ann, Sarah, and Chelsey—polish it. Their fingerprints are everywhere. This report, like our ministry, is a collaborative effort.

## OUR ASSEMBLY

**THEME AND JOHN 8:36**—In this year when we observe the 500<sup>th</sup> anniversary of the Reformation, our assembly theme is “Freed by God’s Grace.” Jesus said, “So, if the Son makes you free, you will be free indeed” (John 8:36). Of this freedom, Martin Luther writes, “A Christian is a perfectly free lord of all, subject to none. A Christian is a perfectly dutiful servant of all, subject to all.”<sup>1</sup> We might say Jesus frees us *from* and Jesus frees us *for*.

Christ frees from death—free from fearing that you and I and everyone we love, every expression of the church, and everything that exists has an end date. Jesus frees us from punishment and rejection—free from protecting ourselves, saving face, hoarding, and hating and resorting to violence. Jesus frees us from putting ourselves first, getting ahead at our neighbor’s expense, and discrediting others so that we can be right.

Christ frees us for living eternal life, Jesus’ own abundant life, today and every day. Jesus frees us for authentic living—free to be vulnerable, to admit we are wrong, to give ourselves away, and to love. Jesus frees us to own that others have damaged us and we have damaged others. Jesus frees us to be Christlike—free to be servants, to love our neighbors as ourselves, to forgive and to be forgiven. Jesus frees us to work for justice and

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<sup>1</sup> Martin Luther, *Three Treatises* (Fortress Press, 1970) p. 277.

<http://www.gutenberg.org/files/1911/1911-h/1911-h.htm>

peace. And as Lutheran Christians, Jesus frees us for reformation—free to be a church that has changed, a church that is changing, a church that will continue to change. And at our assembly, Jesus frees us to respond to the Triune God who we trust will be present as we gather to shape our hearts, open our minds, guide our decisions, and empower our actions.

**WORSHIP**—One thing that never changes is Christ’s love for us made real in Word and Sacrament, where the Holy Spirit gathers us for praise by freeing us from and sends to serve by freeing us for. We begin and end our assembly with the celebration of the Eucharist and there will be a celebration of the Eucharist Monday morning. Bishop Guy Erwin preaches Sunday evening. We recognize Pedal for a Purpose participants Monday morning. Pastor Chrysanne Timm will be installed as Assistant the Bishop for Synod Life on Tuesday morning. We end our evening on Monday with Prayer around the Cross for the Healing of Creation.

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 17, at 11 AM at St. Stephen Lutheran Church in Lansing to pray for our assembly and receive the Lord’s Supper. I ask you to begin praying for our assembly in your devotional life and congregational worship as soon as you finish reading this report.

**NATIVE AMERICAN EMPHASIS**—In August, the 2016 ELCA Churchwide Assembly voted to repudiate the European-derived “doctrine of discovery” with its continuing impact upon tribal governments and individual tribal members. The historical “doctrine of discovery” is a legal principle, originating with Pope Alexander VI in 1493 and further established in U.S. federal law in *Johnson v. McIntosh* (1823), that Native inhabitants have no property or any other rights which colonizing European nations and their sovereigns are bound to respect, and that this principle promoted the myth that the Americas were a largely empty land that European conquerors and migrants had a right to claim, occupy, and possess simply by virtue of their European civilization. Since Mt. Pleasant is the location of the Saginaw Chippewa Indian Tribe and the Ziibiwing Center, learning about our Native American neighbors is an emphasis of this assembly.

**KEYNOTE ADDRESSES**—I am personally delighted to welcome to our assembly my friend, the Reverend Dr. R. Guy Erwin, Bishop of the Southwest California Synod, as our keynote speaker. Bishop Erwin, who taught at California Lutheran University before being called to the office of bishop, is a noted church historian who frequently taught courses on Martin Luther and the Lutheran Reformation. Bishop Erwin, a member of the Osage Nation, is also the first Native American bishop elected to office in the ELCA. Bishop Erwin will address both topics during his time with the assembly.

Ms. Prairie Rose Seminole will be our Churchwide Representative. She is the ELCA's Program Director for American Indian Alaska Native Ministries of the ELCA and an enrolled tribal member of the Three Affiliated Tribes of North Dakota, descendent of the Sahnish/Arikara, Northern Cheyenne and Lakota Nations and of German Russian heritage. Seminole serves on the Midwest Advisory Council to the Federal Reserve Bank of Minneapolis, advising on labor, nonprofits and tribal government.

**MONDAY AFTERNOON ENRICHMENT OPPORTUNITIES**—On Monday afternoon, you can choose one of five opportunities for personal enrichment. Again, this year, Sister Nancy and the “kindlers” of our Living Fire Ministries will offer a time of prayer and spiritual reflection. You also can visit the Ziibiwing Center and learn about Native American culture. In addition, we are arranging a screening of Martin Luther: The Idea That Changed the World, a film funded by Thrivent to mark the 500th anniversary of the Reformation. If you choose to get outside, a map for Riverwalk Trail, a local walking trail, will be provided at registration. You can also choose ArtReach Group Art Project if you would like to express your faith in a group art project.

**PEDAL FOR A PURPOSE HUNGER RIDE AND FITNESS RIDE**—The hunger ride (May 18-21) is a 3.5 day cycling tour of the mitten to deepen awareness of World Hunger and enhance physical fitness. The ride will end at the Synod Assembly in Mt. Pleasant. Contact Rev. Erick Johnson for more information ([erickj74@gmail.com](mailto:erickj74@gmail.com)). The fitness ride begins at 3:30pm on May 21 as we meet up with participants of the hunger ride for a seven-mile bike ride. The ride will start at the Comfort Inn in Mt. Pleasant. Participants will be given a t-shirt. For more information and to register, contact Rev. Bill Uetracht ([bill@firstlutheranmuskegon.com](mailto:bill@firstlutheranmuskegon.com)).

**BUSINESS**—Assembly business includes elections, approving constitutional amendments, passing a 2018 synod budget and compensation guidelines, and considering a resolution that supports the Johnson Amendment. I encourage you to read the appendix that accompanies the resolution to become familiar with the Johnson Amendment.

### **A CLEAR AND MODEST VISION**

Four years ago, Synod Council charged me with helping our synod name and claim the next chapter of our shared mission. I had big plans—a synodwide visioning process—and hoped for something great—my personal leaning was toward prison ministry. We worked hard to “clear the table” of boundary violations, lingering questions surrounding our finances, the sustainability of camping and campus ministries, and the need for policies and procedures to guide synod so that we could “set the table” with new mission.

We named Michigan and our synod “promised land,” where God is acting in new ways to fulfill old promises, and of being a generous people because ours is a God of abundance. I named as a vision, “proclaiming Christ and prayerfully participating in Jesus’ own work of reconciling the world to God’s very Self.” I am more convinced than ever that all these things are true and right.

What changed for me are the specifics of the vision. I no longer believe that the next chapter in our synod’s mission is something new and great like embarking on a prison ministry or planting a new congregation. At this time, the Holy Spirit is entrusting to our synod the essential, foundational, and not-so-glamorous work of renewing congregations, empowering congregational and rostered leaders, and strengthening connections. Rather than “clearing” this table to “set” a new one, this is the table that God has set before us, the table at which God invites us to sit. At our last assembly, we participated in Called Forward Together in Christ—the ELCA’s listening and visioning process. I am pleased to find renewing congregations, empowering leaders, and strengthening connections reflected in the report of our church’s strategic directions that resulted from this process.<sup>2</sup>

Claiming our seat at this table, I am both grateful for and impressed by the progress the North West Lower Michigan Synod is making as we carry out our mission of “proclaiming Christ and prayerfully participating in Jesus’ own work of reconciling the world to God’s very Self by renewing congregations empowering leaders, and strengthening connections.” As the attached “North/West Lower Michigan Synod Called Staff Responsibilities,” a synopsis of how we will function with three full-time assistants, indicates, we are using these strategic directions to organize our work. The same missional directions—renewing congregations, empowering leaders, and strengthening connections—frame both this report and the narrative budget found elsewhere in this book.

**“PROCLAIMING CHRIST AND PRAYERFULLY PARTICIPATING IN JESUS’ OWN WORK OF  
RECONCILING THE WORLD TO GOD’S VERY SELF BY  
RENEWING CONGREGATIONS, EMPOWERING LEADERS, AND STRENGTHENING CONNECTIONS”**

**PROCLAIMING CHRIST**

Every year, I take two or three days of personal retreat around September 1 as a way of preparing for another year of ministry—already our fourth—in this office. Last September, Pastors Friesen-Carper, Sprang, and Timm joined me for a wonderful day. We spent deliberate time sharing how our ministry has been for us. I take these kinds of conversations to prayer and, turning off the internal editor, ask what biblical passage comes

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<sup>2</sup> <https://www.elca.org/future>

to mind. When a story or bit of scripture comes into focus, I spend time exploring and reflecting on it. I begin this fourth year mindful of words from 1 Kings:

[Elijah] was afraid; he got up and fled for his life, and came to Beer-sheba, which belongs to Judah; he left his servant there. But he himself went a day's journey into the wilderness, and came and sat down under a solitary broom tree. He asked that he might die: "It is enough; now, O LORD, take away my life, for I am no better than my ancestors." Then he lay down under the broom tree and fell asleep. Suddenly an angel touched him and said to him, "Get up and eat." He looked, and there at his head was a cake baked on hot stones, and a jar of water. He ate and drank, and lay down again. The angel of the LORD came a second time, touched him, and said, "Get up and eat, otherwise the journey will be too much for you." He got up, and ate and drank; then he went in the strength of that food forty days and forty nights to Horeb the mount of God (1 Kings 19:1-8).

Pastors Sarah, David, Chrysanne, and I are profoundly grateful for the food that strengthens us as we journey together and lead our synod toward the mountain of God. Gathering around Word and Sacrament, both on Wednesday in our office and on Sunday in our congregations, remains central and life-giving and the food that sustains us. Please see the attached Visitation Report for a summary of our preaching and worship leadership. We continue to be graced by worship that reflects the faith community and inspired as we hear about and are shown the many ways our congregations serve their neighborhoods, communities, and the world. I regard our congregations as the families of my parish; as the synod's pastor, I experience great joy in having visited every family save one at least once—I get to visit the one remaining in September.

Of course, proclaiming Christ means that we "let the word of Christ dwell in [us] richly; teach and admonish one another in all wisdom; and with gratitude in [our] hearts sing psalms, hymns, and spiritual songs to God" (Colossians 3:16). "The thing that you, Craig, will find most difficult about being bishop," I was told early on, "is that you won't have the leisurely time to prepare sermons that you had as a seminary professor. You will eventually find yourself thinking through the texts in the car on the way to the congregation."

I had two thoughts. First, this person had a romanticized view of what it is to be a seminary professor—*leisurely time*? Second, coming up with the sermon in the car on the way to church is never going to happen. And it hasn't. We have some safeguards in place: Wednesday Eucharist at which one of us preaches on the readings for the coming Sunday, so that at least one of us has spent time deep in God's word early in the week; and a



bishop's expectation and accountability that synod pastors, including the bishop, will spend leisurely time with Scripture, and sermon, and God.

With Pastor Timm joining us and sharing the load, we are more grounded and are better able to maintain our own spiritual well-being and relationship with Christ as a priority. For all of us as the church, without this priority, we become, in the words of Ephesians, like “children, tossed to and fro and blown about by every wind of doctrine, by people's trickery, by their craftiness in deceitful scheming” (Ephesians 4:14). Whatever your role in your congregation, I encourage you to see that your pastor or deacon is attending to his or her own spiritual life so that their faith is vibrant and ministry grounded.

### **RENEWING CONGREGATIONS**

**Call Process**—30 of our congregations are currently at various stages of the call process from learning their pastor is leaving to voting to call their next pastor. Eight congregations are interviewing candidates. I am especially pleased that, at this writing, no congregation ready to interview is awaiting a candidate. There are currently 700 more full-time calls than available pastors to fill them. We are privileged to welcome two seminary graduates, Jennifer Michael and Kristina Truhan, to our synod. Both plan to be at assembly.

**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. Please see the synopsis of how we will function with three full-time assistants for areas that each of us teaches.

**PASTORAL CARE**—We spent a good deal of time this year providing pastoral care to congregations and congregation leaders dealing with conflict, various forms of trauma, boundary violations, and sustainability issues. I am grateful to our Bridgebuilders and Response Teams for their counsel. This is essential work that, when done well, goes unnoticed.

**MISSION/COMMUNITY ENGAGEMENT**—This year, we used the parochial reports congregations are expected to complete annually to compare congregational membership and worship attendance from 2015 to 2016. It is provided for your review. At this writing, we see in our synod a decline in membership of 980 and worship attendance of 540. Based on an average worship attendance of 100 people per Sunday, we in essence lost 6 congregations.

Realistically, we are working hard to maintain church buildings as we lose congregations. Some say we are working hard to maintain a configuration of the church that belongs to a bygone era. For example, in one community we have four congregations with a total average worship attendance of 200 people. To keep our church buildings open, we will need to make engaging in our neighborhoods and communities a priority, transform our



buildings into tools for mission rather than private spaces, and increasingly cooperate with neighboring congregations.

**CONFERENCE MISSION CONSULTATIONS**—In response to questions about long-term strategies for maintaining our congregations and buildings, we have undertaken what we are calling “conference mission consultations.” These include the Dean, Bishop, Director for Evangelical Mission, and Assistant to the Bishop assigned to the conference. Our purpose is information gathering and brainstorming, since we really have no decision-making authority. Our consultation with the Stony Lake, Sunrise, and Traverse conferences proved very fruitful.

**ELCA RENEWAL MINISTRIES**—After a self-study, the Domestic Mission Unit of the ELCA is undergoing a change in the Renewal/Redevelopment/Transformational Ministry processes. All current grant cycles will be honored. The new process will seek to enlist a greater number of congregations in renewal than the current 149. There will be a greater concentration on assisting congregations in poverty and persons of color ministries. The ELCA will finally be moving toward a digital submission process for its numerous grant programs.

**TRANSFORMATIONAL MINISTRY**—The New and Renewing Mission Table will be moving ahead in getting table members trained in Transformational Ministry so that we can have a team of people to consult with congregations in Renewal Ministry.

### **EMPOWERING LEADERS**

**CANDIDACY & FIRST CALL**—We have begun the transition of responsibility for candidacy from Pastor Friesen-Carper to Pastor Timm. I am grateful to Pastor Joan Oleson for her leadership of the Candidacy Committee and to the members who serve faithfully and diligently. Our church needs congregational leaders, pastors and deacons. Please see the attached resolution on raising up leaders for our Church from the Conference of Bishops. I anticipate being more involved in candidacy personally and in helping people to discern a call to rostered ministry. Nonetheless, this nurturing is best when it happens in the congregation.

**COMPENSATION**—Synod Council will present the 2018 Compensation Guidelines to the assembly for their consideration and bring a motion for their adoption. I am impressed at the way Synod Council experienced conflict over and grappled with two paradoxical realities. On the one hand, increasing compensation will challenge many congregations; on the other hand, not increasing compensation will make it much more difficult to attract and retain rostered ministers in this synod. So I expect a rich, even lively, discussion. I also count on the Holy Spirit to help us navigate a way forward.

**DEBT**—I continue to be very concerned about seminary debt and rostered minister indebtedness. Recall that, as part of its work, our endowment committee discovered two Synod Council resolutions establishing a fund to assist in reducing pastors' educational debt. I have yet to find a way to provide debt relief that is not taxable income, which potentially might make the situation worse. I will keep working on this.

**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. I am pleased that we are making progress toward my goal of providing quality, affordable (often free) continuing education available to our rostered and congregation leaders and to all our people. Last fall, we added Walking Together, a day of workshops for congregational leaders, to our annual slate of continuing education events, which also include the Autumn Leadership Event, You Matter, Learning From the Bishop, and Learning With the Bishop. Additionally, I am grateful to both Rebecca and Sister Nancy and their respective governing boards for ELMM and Living Fire.

**PASTORAL CARE**—Just as in the congregation, as the years pass, the pastoral care work of the bishop and called staff tends to increase. We have numerous pastors dealing with significant issues related to their health and family. Many pastors, both in our synod and throughout the church, feel "attacked" by parishioners on all sides over the current political climate. I am grateful that rostered ministers are reaching out to us. I know that some have felt very personally the loss of a long-term personal relationship with their bishop that, in some instances, goes all the way back to seminary. This is akin to what many parishioners experience when a long-term pastor leaves and a new pastor comes. It simply takes time.

**DISCIPLINE**—The response team and I are beginning to explore a vocational discernment/education event as rostered ministers contemplate and begin retirement. The goal is to equip and support them in the next chapter of their baptismal vocation so that they can relinquish the responsibilities and relationships of the former congregation and not cross boundaries with their successors.

**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.

### **STRENGTHENING CONNECTIONS**

**CONGRATULATIONS!**—Pastor Sprang preached at Salem, Flint on March 5, and they presented the synod with an award for being the first to respond with assistance when the Water Crisis hit. We will highlight this award at the synod assembly.

**CONGREGATIONS**—We are grateful for opportunities to partner with congregations and, increasingly, to help congregations partner with one another. The church's future is cooperative, collaborative, shared ministry. Congregational autonomy will increasingly become a thing of the past. 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). We must be open to the possibility, even probability, that Jesus is bringing congregations together so that we may better share in his abundant life and spend more of our life participating in his own work of reconciling the world to God's very Self rather than struggling to survive as independent and sometimes isolated congregations that compete with one another.

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, 29 congregations received synod grants totaling \$182,531.

**REFORMATION 500**—In 2017, the church and the world are "observing" the 500<sup>th</sup> anniversary of the Reformation. The word *observe* is chosen deliberately because, at this time in the Christian church's life, we do not want to *celebrate* a 500-year-old schism in the body of Christ. I am particularly excited by the number of our congregations studying Luther's Small Catechism as part of this observance. Conferences are also planning observances of the Reformation. I have been invited to participate in an Ecumenical Reformation Service to be held at the Cathedral St. Andrew, Grand Rapids, October 29, 3 PM and an ecumenical service planned for Alpena November 1.

**GLOBAL MISSION**—The North/West Lower Michigan Synod has a long and respected legacy of accompanying global companions in Honduras, Latvia, and Papua New Guinea under the leadership of our Global Mission committee. In addition, many of our congregations are actively engaged with companion churches in other parts of world.

In June, Pastor Andreas Teich and I visited Latvia. The presiding bishop of the Lutheran Church in Papua New Guinea visited our synod in August when he was in the United States for the ELCA Churchwide Assembly. Wendy Johnson (Trinity/Grand Rapids) and I attended the triennial Latin American mission consultation in Lima, Peru in November. The purpose of the consultation is the planned global companion goals for the next three years.

I proposed that the three synods that relate to Honduras work in closer collaboration. The Honduras team is planning for the visit of four leaders from the ICLH, including the pastor president, to our synod August 13-20. They will spend time in Saginaw, Lansing, and Grand Rapids. Representatives of the four synods that relate to Papua New Guinea will be meeting in Chicago in September to strategize how better to work together to enhance relationships.

### ADMINISTRATION

**COMMITTEES**—Under Pastor Sarah’s leadership, several of our committees or tables found a new beginning this year. Our antiracism team is making a fresh start. Our faith formation and youth tables have energy and direction. Living Fire is planning a future and a charter Post Sr. Nancy. We are bringing some constitutional changes involving setting terms for committee members and chairs, which we believe will strengthen our committees in the ministry they oversee and provide.

**SYNOD OFFICE**—With a deploying staff and staff transitions, we are always examining how to best schedule ourselves. Our latest attempt begins June 1. The Lansing office will be open Monday–Thursday from 9 AM to 3 PM. This is the time to reach Ann Stavros and Margie Bauer. Sarah Holland will be at her desk Tuesday–Thursday from 10 AM-1 PM. On Wednesdays, the entire staff is generally in Lansing. We are adjusting staff meeting to 10 AM and Eucharist to 11:30 AM. The Lansing Office is closed on Friday.

Pastor Friesen-Carper is based out of the Church of the Savior in Kalamazoo. Pastor Sprang is based out of Immanuel in Mount Pleasant. When she becomes full-time, Pastor Timm will have an office at Samaritas Senior Living Center in Acme.

Pastor Sprang, Pastor 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.

**SYNOD STAFF**—I appreciate the teamwork, laughter, collegiality, and prayer with which our staff works together for the sake of the synod, and the prayers of people throughout our synod that support us, as an experience of, witness to and proclamation of the gospel, for which I am daily grateful.

**MARGIE BAUER**, who is responsible for all things financial, once again reaped the harvest of many years of labor when our auditors completed their work in just a few days and submitted their initial report to us just a few days later. Once again, Margie was both an essential resource and the chief liaison with the auditors as we bring clarity and closure to the synod capital campaign of past years. Thank you, Margie!

**ANN STAVROS** serves as our office manager, assists Pastors Friesen-Carper, Sprang, and Timm, and undertakes projects, including the technology upgrade to our office, working with the Bishop to maintain the synod roster; and cajoling congregations and rostered leaders to complete and submit their annual reports. Most often, Ann is the first contact of anyone who calls our office; she cheerfully and efficiently answers questions, solves problems, and on occasion, provides a word of comfort and encouragement. Thank you, Ann!

In February, **SARAH HOLLAND** officially joined our staff as executive assistant to the bishop, serving 10 hours a week. Since April 2016, Sarah has volunteered in our office providing me with direct support—helping me with email, reading to me, and assisting with correspondence. After a lengthy and mutual audition and probationary period, we find we make a good team. In addition to what she was doing, Sarah now manages my calendar, assists Cathy in arranging my travel, and makes contacts directly related to my ministry as bishop. Sarah brings to her work a degree in journalism and experience as an executive assistant for an attorney. Sarah also owns her own business. She is in the office Tuesday, Wednesday, and Thursday from 10 AM to 1 PM. Your opportunity to meet Sarah is Sunday evening at assembly. Thank you, Sarah!

Based in New York City, Director of Synod Communications **CHELSEY SATTERLEE** is known to us through her work. Chelsey is responsible for the weekly update, monthly bishop's letter, Living Lutheran insert, synod webpage, Twitter account, and official Facebook page. Like so many who serve our church, Chelsey does this in her spare time. She is a curriculum coordinator for the Success Academy.

**SUE SPRANG**, our mission storyteller, provides one of the principal ways we celebrate all that our congregations are doing to share Christ's love with the world. When Sarah, David, and I saw the great work being done in our congregations, we told ourselves that we ought to write stories about it... but we never did. Now we tell Sue about what we see, and she writes the story. You can tell Sue as well. Thank you, Sue!

**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. Thank you, Rebecca!

**DAWN BRACKMAN** serves as our synod attorney. The most I am at liberty to say about Dawn's service is that, whenever Vice President Schlesinger or I call her, Dawn responds with wisdom and grace that is grounded in prayer. Dawn is also working with the synod staff and synod council to upgrade policies and procedures. This year we completed a firearms policy for congregations and an overhaul of the Synod Employee Guidelines that are available for use by congregations across the synod as a template. Thank you, Dawn!

Early on I named as a priority of my ministry preaching and presiding in congregations of the synod and being out and about among our people as a tangible expression of the unity of the church. So I spend an average of 50,000 miles a year driving throughout North/West Lower Michigan—phoning, texting, and emailing most of the way. I could not do this if you did not provide a driver and if **CATHY SATTERLEE** did not drive. Thank you! As we visit congregations, more people are making a point of thanking Cathy for the ministry she provides. As Pastor Charlie Schultz commented, “the blessing of Cathy’s ministry is spending time with the bishop. The curse of Cathy’s ministry... is spending time with the bishop.” Thank you, Cathy!

Again, this year, **PASTOR SARAH FRIESEN-CARPER** spent much of her time shepherding call processes and recruiting rostered ministers to our synod. With Pastor Timm sharing this work, Pastor Sarah was able to help several of our committees make new beginnings. Pastor Sarah coordinates first call theological education and works with first call pastors. We join Pastor Sarah in celebrating the birth of her second son and in anticipating a summer sabbatical focusing on congregational leadership, which begins 15 minutes after the close of our assembly. The executive committee and I remain committed to helping and supporting Sarah as she seeks creative ways of engaging and celebrating her vocation as wife and mother while also meeting the needs of the synod through her call. Thank you, Sarah!

**PASTOR DAVID SPRANG** continues to score ELCA grants for congregations and increasingly facilitates conversation among congregations about stewardship, visioning, community engagement, and shared mission. We are thrilled that he is spending more and more time working with congregations seeking a renewed sense of mission and direction. We are also very excited that Pastor Sprang has a plan for making the training that congregations under redevelopment receive available to every congregation in our synod. Pastor Sprang continues to work with our congregations in redevelopment (Trinity/Battle Creek, Our Savior/Muskegon, and Zion/Saginaw), and our Sudanese synodically authorized worshipping community and our synodically authorized worshipping community in Ottawa County (Spring Arbor, Grand Haven). He also guides Zion/Leroy and Reformation/Coldwater as they work to complete their ministries. Thank you, David!

In February, **PASTOR CHRYSANNE TIMM** accepted Synod Council's call to serve as our third full-time assistant to the bishop—for synod life. She will coordinate synod events, staff candidacy, and be our first response in the north—a benefit we already reap as Pastor Chrysanne responded quickly and pastorally to urgent needs involving both congregations and rostered ministers. Pastor Timm has served our synod as an assistant to the bishop on a quarter time basis since January 2016. She brings expertise in congregational organization, systems theory, healthy congregations, and as an officer of the Northwest Ohio Synod. Pastor Timm transitions to full-time ministry with us this summer; we will install her at the Closing Eucharist at synod assembly. Thank you, Chrysanne!

In June, **SISTER NANCY BROSSAU** completes her service directing what we now call our Living Fire Ministries. During her years working with our synod, Sister Nancy opened to us the Church's rich treasury of the spiritual life, helped countless people experience God's love and their faith in more than an intellectual way, expanded our understanding of prayer, and taught congregations to ground important decisions in discernment of the Holy Spirit's will. Sister Nancy also experienced Lutheran resistance firsthand. I am grateful for the counsel Sister Nancy provided as I sought to respond to the spiritual needs of rostered ministers. We will recognize and thank Sister Nancy Monday evening at assembly. Thank you, Nancy!

**PRAYERS**—Finally, thank you to all who pray for this synod and its leaders. Thank you to all who pray for me. I find it very moving when you pray for us in worship and even more so when you tell us you pray for us in worship every week. I know that many, many of you pray for us daily because you tell us so. Thank you! And so I ask you to pray for us as we prepare for assembly, and to please be in prayer throughout the assembly. “For God, whom I serve with my spirit by announcing the gospel of his Son, is my witness that without ceasing I remember you always in my prayers” (Romans 1:9).

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

## 2017 Roster Change Report

Event	Name	Name	Date	Location
<b>Deaths</b>				
	J. Douglas	McCormick	6/23/2016	Retired
	Douglas Adrian	Brown	7/9/2016	Immanuel/Big Rapids
	Lynn	Schebor-AIM	8/2/2016	Retired
	Lewis	Glick	8/23/2016	Retired
	Alan	Kamens	12/9/2016	Retired
	Jane	Jenkins	3/30/2017	Retired
<b>Installations</b>				
	Jeff	Bonn	7/24/2016	St. James/Rogers City
	Zachary	Nelson	7/31/2016	Bethany/Kaleva
	Christin	Fawcett	8/4/2016	All Saints/Mason
	Danielle	Shealy	8/21/2016	Trinity/Midland
	Ryan	Prondzinski	8/23/2016	Christ/Michigan Center
	Leslie	Nye	9/11/2016	Spruce/Spruce
	David	Hueter	9/18/2016	St. Thomas/Cheboygan
	Carolyn	Heider	12/17/2016	Feast of Victory/Acme
	Jessica	Rivera-Walker	2/3/2017	Good Shepherd/Holland
	Peggy	Rose	2/19/2017	Immanuel/Big Rapids
	Karen	Niemeyer	2/26/2017	Trinity/Grand Rapids
	Marcille	Miller	4/30/2017	St. Luke's/Grand Rapids



<b>On Leave From Call</b>				
	Carl	Bjork-AIM	1/1/2015	Renewal On Leave from Call
	Amy	Luckey	3/15/2015	Renewal On Leave from Call
	Jonathan	Reid	9/1/2015	Renewal On Leave from Call
	Laura	Kuntz	8/5/2016	On Leave from Call
	Emily	Werner	10/16/2016	On Leave from Call
<b>Family Leaves</b>				
<b>Ordinations</b>				
	Ryan	Prondzinski	7/9/2016	Cross of Christ/Crown Point, Indiana
	Karen	Niemeyer	2/26/2017	Trinity/Grand Rapids
<b>Consecrations</b>				
<b>Resignations or Removed from Roster</b>				
	Erin	Hill-VanHorn	9/1/2016	From Family Leave
<b>Disability Leaves</b>				
<b>Transfers In</b>				
	Adrian	Brown	2/7/2016	Arkansas/Oklahoma Synod
	John	Burow	5/26/2016	Southeast Michigan Synod
	David	Hueter	6/15/2016	Northern Great Lakes Synod
	Danielle	Shealy	7/31/2016	South Carolina Synod
	Carolyn	Heider	11/27/2016	Indiana-Kentucky Synod
	Peggy	Rose	12/1/2016	Southeast Michigan Synod
	Daniel	Ward	12/1/2016	Metropolitan New York Synod
	Bruce	Weber	4/1/2017	Southeast Michigan Synod
	John	Autio	5/1/2017	Northern Great Lakes Synod

<b>Transfers Out</b>				
	Kent	Lee	7/1/2016	Minneapolis Area Synod
	Jim	Lichtenberger	7/1/2016	Indiana Kentucky Synod
	Wayne	Hoedt	10/27/2016	Southern Ohio Synod
	Aaron	Werner	11/15/2016	Minneapolis Area Synod
	David	Kilde	12/8/2016	North Carolina Synod
	Brad	Ross	2/13/2017	Northwest Ohio Synod
	Connie	Sassanella	3/20/2017	Southeast Michigan Synod
<b>Retirements</b>				
	Fred	Fritz	7/1/2016	
	Mike	Kemper	7/1/2016	
	Len	Dahlgren	8/1/2016	
	Rosanne	Anderson	8/1/2016	
	C. Lynn	Nakamura	12/1/2016	
	Walter F.	Taylor	1/1/2017	
	Connie	Sassanella	2/1/2017	
	Kim	Winchell	2/1/2017	
	Dennis	Remenschneider	4/1/2017	
	Jacquelyn	Ahern	5/1/2017	
<b>Calls Accepted In Progress</b>				
	John	Autio	1/22/2017	Faith/Sidney
	Chrysanne	Timm	2/11/2017	NWLM Synod
<b>Removed from Call by Congregational Vote</b>				
<b>Congregation Actions</b>				
NONE				

Synod Ministers of Word and Sacrament  
 Congregational Visitation Summary – Preaching/Presiding  
 July 2013-April 2017

# Preach	1	2	3	4	5	6	7	8	9	10
# Congs	07	17	33	24	15	08	05	03	01	02

BAY CONFERENCE		
Au Gres	St. Paul (3)	CAS DES & SFC preach
Bay City	Messiah (3)	CAS (2) & DES preach and preside
Bridgeport	St. Matthew (8)	SFC (4) & CAS (2) preach; DES (2) preach & preside
East Tawas	Grace (2)	DES CAS preach
Freeland	Zion (2)	DES CAS preach
Gladwin	Christ the King (10)	CAS (2); SFC (3) DES preach (4); SFC install
Marlette	Hope (5)	SFC preach (3); CAS preach (2)
Midland	St. Timothy (3)	CAS (2) & DES preach
Midland	Trinity (3)	CAS preside; preach; SFC install
Mt. Pleasant	Immanuel (7)	CAS & DES (6) preach and preside
Rhodes	Hope (3)	DES preach and preside; install (2) CAS preach
Rose City	Prince of Peace (3)	DES preach (2) CAS
Saginaw	Ascension (3)	DES (2) & CAS preach
Saginaw	Faith (5)	DES, SFC (3), CAS preach
Saginaw	Our Savior (6)	CAS SFC & DES (4) preach
Saginaw	Resurrection (4)	CAS & DES preach (3)
Saginaw	St John (8)	DES (4), SFC (2), CAS (2) preach
Saginaw	Zion (4)	SFC DES (2) CAS preach
Unionville	St. Peter (4)	DES preach (3) & install; CAS preach
Vassar	Grace (5)	DES preach (3); CAS preach (2)

<b>CAPITAL AREA CONFERENCE</b>		
Charlotte	Peace (4)	CAS preach (3) & install; SFC (1)
Coldwater	Reformation (4)	SFC installation; SFC preach; CAS preach; DES preach
Dewitt	Christ United (1)	CAS preach
East Lansing	St. Paul (3)	SFC preach (2) & install; CAS preach
East Lansing	University (5)	SFC (3) preach & install; CAS preach (2)
Grand Ledge	Immanuel (3)	CAS preach (2); SFC installation
Hillsdale	Trinity (4)	SFC (3) CAS preach
Jackson	Immanuel (3)	CAS preach (2) & install & DES preach
Jackson	St. James (5)	CAS preach (3); SFC preach (2)
Lansing	Bethlehem (3)	CAS preach (2); SFC install
Lansing	Calvary (6)	SFC, DES & CAS (4) preach
Lansing	Grace (1)	CAS preach
Lansing	Redeemer (1)	CAS preach
Lansing	St. Stephen (3)	DES preach/install; CAS preach (2)
Mason	All Saints (5)	SFC preach (2); CAS preach (2); SFC install
Michigan Center	Christ (4)	SFC preach; CAS preach (2); SFC install
Okemos	Faith (4)	SFC & CAS preach (2); CAS install
<b>GRAND RAPIDS</b>		
Big Rapids	Immanuel (5)	DES SFC CAS (2) preach; CAS install
Comstock Park	Zion (2)	CAS preach (2) & preside
Edmore	Our Savior's (4)	DES CAS preach (2); SFC preach & install
Gowen	Settlement (3)	SFC preach (2); CAS preach
Grand Rapids	Bethlehem (2)	CAS preach; SFC installation

Grand Rapids	Faith (2)	CAS preach (2)
Grand Rapids	St. Luke's (8)	CAS (4) SFC DES preach; CAS install (2)
Grand Rapids	Trinity (5)	CAS (2) & SFC preach; CAS ordain/install (2)
Greenville	St. Paul (5)	CAS preach (4); DES preach
Hastings	Grace (6)	SFC preach (3); DES preach; CAS preach (2)
Holland	Good Shepherd (6)	CAS ordain & install; DES & SFC (3) preach; SFC install
Holland	Peace (5)	SFC; DES, CAS preach (3)
Hudsonville	Bread of Life (1)	CAS preach
Kent City	Mamrelund (2)	CAS (2)
Kentwood	Ascension/Holy Cross (2)	DES preach; CAS preach/preside
Rockford	Hope (3)	CAS preach; SFC (2) preach
Sidney	Faith (6)	CAS (2) & SFC (3) preach; DES preach
Sparta	Peace (2)	CAS preach & preside; DES preach
Woodland	Zion (3)	SFC (2) & CAS preach
Wyoming	Christ (4)	CAS preach, DES assist and preach (2); SFC preach
Wyoming	Christ Sudanese (9)	CAS (3), DES preach (6)
Wyoming	Gethsemane (4)	SFC preach (2); DES preach; CAS preach
<b>KALAMAZOO CONFERENCE</b>		
Allegan	Immanuel (3)	SFC preach (2); CAS preach
Baroda	St. John (4)	SFC, DES, CAS preach (2)
Battle Creek	St. Peter (6)	CAS preach (2); SFC (3); DES preach
Battle Creek	Trinity (7)	SFC preach (3); DES install; DES preach; CAS preach (2)
Constantine	Messiah (4)	SFC preach; CAS (2); DES preach
Kalamazoo	Savior (5)	SFC (3); DES; CAS preach

Kalamazoo	Trinity (2)	SFC preach; CAS preach/preside
Niles	Holy Trinity (3)	CAS preach & preside; DES preach (2)
Plainwell	Hope (3)	SFC preach (2); CAS preach
Portage	Lord of Life (3)	SFC preach; CAS preach and preside
Portage	Prince of Peace (3)	CAS SFC preach (2)
South Haven	Peace (4)	CAS (2) SFC DES preach
St. Joseph	Saron (3)	SFC preach (2); CAS preach
Three Rivers	St. John (2)	SFC preach CAS preach
<b>STONY LAKE CONFERENCE</b>		
Fruitport	Edgewood (4)	SFC preach & install; CAS preach & preside (2); DES preach
Ludington	Bethany (4)	DES CAS (2) SFC preach
Ludington	Emanuel (3)	SFC and CAS (2) preach
Ludington	Victory Trinity (4)	DES CAS (2) SFC preach
Muskegon	First (1)	CAS preside
Muskegon	Immanuel (4)	DES (2) & CAS (2) preach
Muskegon	Our Savior (7)	SFC (2), CAS (3) & DES (2) preach
Muskegon	Samuel (4)	DES (2) & CAS (2) preach
Muskegon	St. Luke (5)	DES (3) & CAS (2) preach
New Era	Trinity (3)	SFC (2) & CAS preach
Whitehall	Lebanon (4)	SFC CAS & DES (2) preach
<b>SUNRISE CONFERENCE</b>		
Alpena	Grace (3)	CAS preach and install; DES (2) preach
Alpena	St. Paul (3)	CAS (3) preach
Barton City	Advent (2)	DES preach; CAS preach
Cheboygan	St. Thomas (7)	CAS preach; SFC (2) & DES (3) preach & install; CAT preach & install

Gaylord	Peace (4)	CAS Chrism Mass (3); preach/preside
Hagensville	St. John (2)	DES CAS preach
Herron	St. Matthew (2)	DES CAS preach
Millersburg	St. James (4)	DES (2) CAS preach CAT install
Ocqueoc	Trinity (4)	DES (2) CAS preach CAT install
Oscoda	Hope St. John (2)	DES preach; CAS preach
Posen	Leer (3)	DES preach (2); CAS preach & Install
Spruce	New Life (3)	CAS preach & preside (2); DES preach
Spruce	Spruce (2)	DES CAS preach
<b>TRAVERSE CONFERENCE</b>		
Acme	Feast of Victory (5)	CAS (2) & DES (3) preach; CAS install
Cadillac	Zion (2)	DES & CAS preach
East Jordan	Evangelical (2)	DES CAS preach
Elk Rapids	Calvary (7)	DES preach (4); CAS preside (2); SFC preach
Frankfort	Trinity (1)	CAS preach and preside
Grayling	St. John (4)	DES (3) CAS preach
Kaleva	Bethany (5)	CAS, SFC & DES (2) preach; CAS/ CAT install
Lake Ann	Advent (10)	CAS (7), DES (2), SFC preach & preside
Lake City	St. John (3)	CAS preach & preside (2); SFC install
<del>Le Roy</del>	<del>Zion</del> (2)	DES preach; CAS preach
Manton	Trinity (6)	CAS (2) DES (4) preach
Northport	Bethany (3)	CAS preach & preside (2); SFC preside
Petoskey	Cross Christ (3)	CAS preach & preside (2); DES preach

Reed City	St. Paul (1)	SFC preach
Roscommon	Messiah (3)	CAS SFC & DES preach and install
Suttons Bay	Immanuel (5)	CAS preach (4); DES preach
Traverse City	Bethlehem (3)	CAS preach (2); SFC preach & install
Tustin	Augustana (3)	DES preach (2); CAS preach

**Snapshot of Synod Partnership  
in the Congregations  
June 2016 - April 2017**

Acme	Feast of Victory	installation; SC
Allegan	Immanuel	Call process
Alpena	Grace	
Alpena	St. Paul	Hosted chrism mass
Au Gres	St. Paul	Call process
Baroda	St. John	Call process
Barton City	Trinity	
Battle Creek	St. Peter	Call process; Council
Battle Creek	Trinity	CWA voting member; redevelopment; FCTE; council/leadership retreat
Bay City	Messiah	Global mission
Big Rapids	Immanuel	Crisis intervention and response; installation
Bridgeport	St. Matthew	Advise/oversight; Call process
Cadillac	Zion	Host meetings; PNG visit; SC
Charlotte	Peace	FCTE
Cheboygan	St. Thomas	Installation; CWA voting member; Trapp grant
Coldwater	Reformation	Completion of ministry plan
Comstock Park	Zion	Dean; host Synod event; renewal grant
Constantine	Messiah	Constitution committee; Call process; Renewal



Dewitt	Christ United	Living Fire Ministry Office
East Jordan	Evangelical	
East Lansing	St. Paul	Mission/vision; Council meeting; Advice/oversight
East Lansing	University	Call process; SC; campus ministry grant
East Tawas	Grace	Trapp grant
Edmore	Our Savior's	
Elk Rapids	Calvary	Call process; advice/oversight
Frankfort	Trinity	Bridgebuilders
Freeland	Zion	CWA voting member
Fruitport	Edgewood	Installation
Gaylord	Peace	Trapp grant
Gladwin	Christ the King	SC; Mutual Ministry, FCTE, annual review
Gowen	Settlement	Internship program
Grand Ledge	Immanuel	
Grand Rapids	Bethlehem	exit interview
Grand Rapids	Faith	PNG visit; CWA voting member; SC
Grand Rapids	St. Luke's	Advise/oversight; exit interview; teaching; installation; teaching
Grand Rapids	Trinity	Ordination/installation; PEC grant
Grayling	St. John	Trapp grant
Greenville	St. Paul	Internship program; Administrative pastor
Hagensville	St. John	
Hastings	Grace	Call process; advise/oversight
Herron	St. Matthew	Synod desk
Hillsdale	Trinity	SC
Holland	Good Shepherd	Installation
Holland	Peace	Advice/oversight; SC; new and renewing grand
Hudsonville	Bread of Life	

Jackson	Emmanuel	
Jackson	St. James	Council leadership training; annual review; FTC E
Kalamazoo	Savior	Mission/vision planning; Council leadership training; synod desk; Campus ministry grant
Kalamazoo	Trinity	SC
Kaleva	Bethany	Mission/vision; Installation; Trapp grant
Kent City	Mamrelund	Call process
Kentwood	Ascension/Holy Cross	
Lake Ann	Advent	Call process; Advise/oversight; New and renewal grant
Lake City	St. John	Dean; UMC partnership
Lansing	Bethlehem	Mission/vision
Lansing	Calvary	Renewal grant work
Lansing	Grace	
Lansing	Redeemer	PEC grant
Lansing	St. Stephen	Renewal grant; SC; Dean; synod office
Le Roy	Zion	Synod administration
Ludington	Bethany	Area ministry strategy; Renewal grant
Ludington	Emanuel	Area ministry strategy
Ludington	Victory Trinity	Area ministry strategy
Manton	Trinity	
Marlette	Hope	Call process
Mason	All Saints	Installation; Mutual ministry training; FCTE; PEC Grant
Michigan Center	Christ	Installation; FTC E
Midland	St. Timothy	Come and See capstone event
Midland	Trinity	CWA voting member; Installation; SC; council training
Millersburg	St James	Installation

Mt. Pleasant	Immanuel	Mission/vision; advise/oversight; SC; hosted event; campus ministry grant
Muskegon	First	SC
Muskegon	Immanuel	Cooperative ministry presentation; Call process
Muskegon	Our Savior	Cooperative ministry presentation; SC; redevelopment; Renewal grant
Muskegon	Samuel	Cooperative ministry presentation; call process
Muskegon	St. Luke	Cooperative ministry presentation: Call process
New Era	Trinity	SC; PEC grant; Renewal grand
Niles	Holy Trinity	
Northport	Bethany	Call process
Ocqueoc	Trinity	Installation
Okemos	Faith	Host event
Oscoda	Hope St. John	
Petoskey	Cross Christ	Council retreat; PEC grant; Renewal grand
Plainwell	Hope	Dean; Council retreat; mission/vision
Portage	Lord of Life	
Portage	Prince of Peace	Call process
Posen	Leer	
Reed City	St. Paul	
Rhodes	Hope	
Rockford	Hope	
Roscommon	Messiah	Advice/oversight; Trapp grant
Rose City	Prince of Peace	Dean; Call process
Saginaw	Ascension	CWA voting member; PEC grande
Saginaw	Faith	Call process

Saginaw	Our Savior	Saginaw Geographic Parish; call process
Saginaw	Resurrection	Saginaw Geographic Parish; Call process; PEC grant; Campus ministry grant
Saginaw	St John	Saginaw Geographic Parish; hosted event; Advise/oversight
Saginaw	Zion	Redevelopment; Advise/oversight; renewal grant
Sidney	Faith	Call process
South Haven	Peace	PEC Grant
Sparta	Peace	
Spruce	New Life	Dean
Spruce	Spruce	Call process
St. Joseph	Saron	CWA voting member; SC
Suttons Bay	Immanuel	Call process
Three Rivers	St. John	
Traverse City	Bethlehem	You Matter; advice/oversight; PEC grant
Tustin	Augustana	Congregational consolidation
Unionville	St. Peter	Call process
Vassar	Grace	Advise/oversight; call process
Whitehall	Lebanon	Dean
Woodland	Zion	Call process
Wyoming	Christ	
Wyoming	Christ Sudanese	CWA voting member; Advice/oversight; renewal grant
Wyoming	Gethsemane	Advice/oversight

## Membership and Average Worship Attendance 2015 – 2016 Comparison

Name	City	Baptized Members 2015	Confirmed Members 2015	Avg. Attend 2015	Baptized Members 2016	Confirmed Members 2016	Avg. Attend. 2016
Feast of Victory Lutheran Church	Acme	224	137	99	219	137	90
Immanuel Lutheran Church	Allegan	116	94	50	121	96	50
Grace Lutheran Church	Alpena	502	339	160	501	340	112
St Paul Lutheran Church	Alpena	426	374	160	416	364	140
St Paul Lutheran Church	Au Gres	87	84	34	87	81	30
St John Lutheran Church	Baroda	211	171	82	205	171	74
Trinity Lutheran Church	Barton City	77	60	30	74	61	30
Trinity Lutheran Church	Battle Creek	132	132	42	127	127	36
St Peter Lutheran Church	Battle Creek	241	211	83	242	212	74
Messiah Lutheran Church	Bay City	614	498	175	593	486	170
Immanuel Lutheran Church	Big Rapids	238	225	77	232	219	77
St Matthew Lutheran Church	Bridgeport	153	129	55	162	113	49
Zion Lutheran Church	Cadillac	413	358	171	441	372	178
Peace Lutheran Church	Charlotte	169	91	62	172	97	63
St Thomas Lutheran Church	Cheboygan	531	404	172	537	704	168
Reformation Lutheran Church	Coldwater	50	43	21	51	43	20
Zion Lutheran Church	Comstock Park	241	186	55	240	186	50
Messiah Evangelical Lutheran Church	Constantine	177	144	62	184	148	60
Christ United Church	Dewitt	49	49	37	48	49	38
Evangelical Lutheran Church	East Jordan	127	106	35	136	134	41
University Lutheran Church	East Lansing	746	542	175	742	127	161
St Paul Lutheran Church	East Lansing	159	142	57			
Grace Lutheran Church	East Tawas	195	168	66	166	144	64
Our Savior Lutheran Church	Edmore	212	157	34	210	159	31
Calvary Lutheran Church	Elk Rapids	81	81	40	69	69	27
Trinity Lutheran Church	Frankfort	590	480	195	613	545	219
Zion Evangelical Lutheran Church	Freeland	819	637	247	830	830	222
Edgewood Lutheran Church	Fruitport	119	93	55	102	70	45
Peace Lutheran Church	Gaylord	259	193	81	235	175	75
Christ The King Lutheran Church	Gladwin	297	265	102	307	270	95
Settlement Lutheran Church	Gowen	252	244	66	251	243	55
Immanuel Lutheran Church	Grand Ledge	317	6	158	330	260	134
Bethlehem Lutheran Church	Grand Rapids	234	181	83	234	179	81
Faith Lutheran Church	Grand Rapids	271	38	115	263	38	89
Trinity Lutheran Church	Grand Rapids	1,619	1,033	499	1,663	1,042	506
St Luke Lutheran Church	Grand Rapids	679	454	267	687	460	244
St John Lutheran Church	Grayling	108	108	38	121	6	38
St Paul Lutheran Church	Greenville	360	302	105	360	300	100
Grace Lutheran Church	Hastings						

Name	City	Baptized Members 2015	Confirmed Members 2015	Avg. Attend 2015	Baptized Members 2016	Confirmed Members 2016	Avg. Attend. 2016
St Matthew Lutheran Church	Herron	274	258	49	269	258	45
Trinity Lutheran Church	Hillsdale	148	117	52	147	124	51
Peace Lutheran Church	Holland	178	154	62	178	153	59
Good Shepherd Lutheran Church	Holland	196	153	80	197	150	73
Bread Of Life Lutheran Church	Hudsonville	131	131	65	133	131	65
Immanuel Lutheran Church	Jackson	687	520	128	681	519	120
St James Lutheran Church	Jackson	123	102	46	121	121	45
Trinity Lutheran Church	Kalamazoo	662	522	261	676	537	265
Lutheran Church of the Savior	Kalamazoo	140	114	62	144	112	65
Bethany Lutheran Church	Kaleva	262	243	56	264	241	56
Mamrelund Lutheran Church	Kent City	795	594	200	776	586	148
Ascension Lutheran Church	Kentwood	83	81	63	87	85	62
Advent Lutheran Church	Lake Ann	370	170	140	341	227	98
St John Lutheran Church	Lake City	203	185	87	204	186	85
Grace Lutheran Church	Lansing	235	207	55	239	207	55
Redeemer Lutheran Church	Lansing						
St Stephen Lutheran Church	Lansing	249	215	68	251	257	61
Bethlehem Lutheran Church	Lansing	580	348	180	583	346	164
Calvary Lutheran Church	Lansing	222	166	59			
Zion-Emanuel Ev. Lutheran Church	Leroy				0	0	3
Bethany Lutheran Church	Ludington	258	255	46	254	250	33
Emanuel Evangelical Lutheran Church	Ludington	318	253	111	315	253	114
Victory Trinity Lutheran Church	Ludington	114	94	32	116	95	37
Trinity Lutheran Church	Manton	62	62	26	61	61	27
Hope Lutheran Church	Marlette	143	127	39	142	130	36
All Saints Lutheran Church	Mason	170	156	63	173	161	54
Christ Lutheran Church	Michigan Center	304	216	83	289	213	68
St Timothy Lutheran Church	Midland	100	92	30	100	97	35
Trinity Lutheran Church	Midland	1,824	1,434	453	1,857	1,449	460
Trinity Lutheran Church	Millersburg	82	68	30	76	68	31
Immanuel Lutheran Church	Mount Pleasant	472	256	139	489	270	148
Samuel Lutheran Church	Muskegon	192	174	89	184	155	83
First Lutheran Church	Muskegon	751	650	233	771	663	261
Immanuel Lutheran Church	Muskegon	151	147	34	70	63	30
Our Saviors Lutheran Church	Muskegon	138	122	62	139	124	64
Trinity Lutheran Church	New Era	362	281	122	377	293	116
Holy Trinity Lutheran Church	Niles	92	82	3			
Bethany Lutheran Church	Northport	109	106	41	110	107	35
St Luke's Lutheran Church (Muskegon)	Norton Shores	61	53	28	64	52	26

Name	City	Baptized Members 2015	Confirmed Members 2015	Avg. Attend 2015	Baptized Members 2016	Confirmed Members 2016	Avg. Attend. 2016
Hope Lutheran Church	Plainwell				226	226	58
Prince of Peace Lutheran Church	Portage	750	523	172	731	521	155
Lord Of Life Lutheran Church	Portage				170	140	67
Leer Lutheran Church	Posen	32	32	28	30	29	25
St Paul Lutheran Church	Reed City	523	344	130	525	333	133
Hope Lutheran Church	Rhodes				117	116	80
Hope Community Church	Rockford	83	68	42	87	71	37
St John Lutheran Church	Rogers City	198	143	51	199	145	53
St James Lutheran Church	Rogers City	59	54	25			
Messiah Lutheran Church	Roscommon	241	237	62	186	160	55
Prince of Peace Lutheran Church	Rose City						
Our Saviour Lutheran Church	Saginaw	253	163	46	256	164	43
Ascension Lutheran Church	Saginaw	756	530	181	776	537	174
Faith Lutheran Church	Saginaw	769	451	158	750	425	117
Resurrection Lutheran Church	Saginaw	429	350	84	428	338	79
St John Lutheran Church	Saginaw	242	187	54	235	177	47
Zion Lutheran Church	Saginaw	380	273	50	386	271	55
Saron Lutheran Church	Saint Joseph	302	262	108	307	264	97
Faith Lutheran Church	Sidney	209	147	46			
Peace Evangelical Lutheran Church	South Haven	507	277	196	383	257	162
Peace Lutheran Church	Sparta	575	543	101	571	393	102
Spruce Lutheran Church	Spruce	99	89	35	93	93	35
New Life Lutheran Church	Spruce	159	154	57	165	156	59
Immanuel Lutheran Church	Suttons Bay	448	310	92	443	306	84
St John Lutheran Church	Three Rivers	134	129	53	101	80	40
Bethlehem Lutheran Church	Traverse City	383	383	165	383	383	179
Augustana Lutheran Church	Tustin	116	69	29	68	67	33
St Peter Lutheran Church	Unionville	231	231	50	231	231	50
Grace Lutheran Church	Vassar	149	73	37	151	74	35
Lebanon Lutheran Church	Whitehall	581	232	67	580	288	60
Zion Evangelical Lutheran Church	Woodland	236	179	57	136	112	55
Gethsemane Lutheran Church	Wyoming	276	276	50	279	269	50
Christ Lutheran Church	Wyoming	1,053	756	265	692	692	246
Sudanese Christ Lutheran Church	Wyoming	-	-	-	-	-	-
North Ottawa Synodical Authorized Worship Community		-	-	-	-	-	-
Total		37,539	29,362	13,943	36,566	29,151	13,411

# A Call to Prayer

from the Conference of Bishops of the Evangelical Lutheran Church in America

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*Jesus said, "The harvest is plentiful, but the laborers are few;  
therefore ask the Lord of the harvest to send out laborers into his harvest."  
Luke 10:2*

"As the Conference of Bishops, we call our worshiping communities to pray for raising up leaders for this church. We ask that the petitions of every worship service include a plea that new lay leaders, deacons and pastors be identified, invited, encouraged and supported in responding to God's call to ministry." [adopted March 4, 2017]

At its March 2017 meeting, the ELCA Conference of Bishops claimed identifying, inviting, equipping, and supporting leaders and cultivating vital faith communities as two of the highest priorities for our work together. Active attention to these two priorities is essential for the church's faithful participation in God's mission of hope, healing, and reconciliation in changing, challenging times.

This call to prayer also aligns with Presiding Bishop Elizabeth Eaton's leadership initiative, announced in November 2016, which intends to inspire ELCA leaders to seek out and encourage gifted people in their congregations, communities and networks to consider a call to the ministry of the gospel, supported by growing levels of scholarships for seminary tuition.

The harvest is, indeed, plentiful. We need more laborers, lay and rostered, to provide the ministry and leadership that will, by grace and in the power of the Spirit, assist the church in moving forward faithfully and energetically into God's unfolding future.

Will you join us in prayer every time your worshiping community gets together, and in your own personal and family prayers, asking the Lord of the harvest to raise up and send out laborers into the harvest? And will you consider becoming an answer to that prayer by inviting someone who seems to have the appropriate gifts to consider becoming a pastor or deacon, or by prayerfully considering that call yourself?

Here are a few prayers to consider using, provided by members of the Conference of Bishops:

Christ Jesus, head of the church, raise up from among the baptized pastors to preach your word and administer your sacraments; deacons to serve all people and bear your gospel to the world; and congregational leaders to bring vision and vitality to your people. Grant us the grace to identify those in our midst you are calling, courage to name their gifts, and opportunities to gently nurture and support their discernment. God of mercy. Receive our prayer.



O God, you make your love known in Jesus Christ. We thank you for loving your church so much that you send the Holy Spirit into the hearts of children, women, and men so that they know themselves called to be pastors and deacons and leaders for congregations and the church. Bless your church with an abundance of leaders. And as we are bold to believe that you will raise up pastors, deacons, and leaders from this congregation, ready our hearts to nurture their faith, celebrate their call, and support their preparation for ministry. God of mercy. Receive our prayer.

O God, you so love the world that you sent Jesus, and our world so needs your love. With the whole Church we implore you to call forth pastors, deacons, and congregational leaders to lead us in bearing Christ to all the world so that the world may know your love. We pray especially for those in this faith community the Holy Spirit may be nudging to public ministry in the church and Christ-like service in the world. God of mercy. Receive our prayer.

Lord Jesus, we pray for congregations in the call process and for the pastor you will send them. We pray for those outside the church who will come to know Jesus through ministry in his name and for the deacon you will send to serve them. We pray for our congregation's future and for the leaders you will call forward to guide us. Embolden us to invite those in whom we experience gifts for these ministries to prayerfully consider your calling, and give us generous spirits to support them. God of mercy. Receive our prayer.

We give you thanks, O God, for the children in our midst – especially those in elementary and middle school. We pray that as they grow, they will hear your voice calling them into your service – in the church, in the world, for the sake of their neighbors. Help them to imagine being pastors and deacons, church council leaders, Sunday school teachers, mentors and community leaders. Give them courage to say yes to your call, O God. We pray in gratitude and boldness in Jesus' name. Amen.

Rev. Dr. William O. Gafkjen, Bishop  
Indiana-Kentucky Synod, ELCA  
Chair, ELCA Conference of Bishops

## North/West Lower Michigan Synod Called Staff Responsibilities

“Prayerfully participating in Christ’s own work of reconciling the world to God’s very Self by renewing congregations, empowering leaders, and strengthening connections.” This “division of labor” is, in a sense, artificial because the synod staff functions as a united, collaborative, integrated team. Our goal is to become more proactive than reactive in carrying out our mission. Areas in yellow identify what we considered an expansion of the synod staff’s ministry—often areas that we are constitutionally obligated to serve but cannot because of inadequate time/staff.

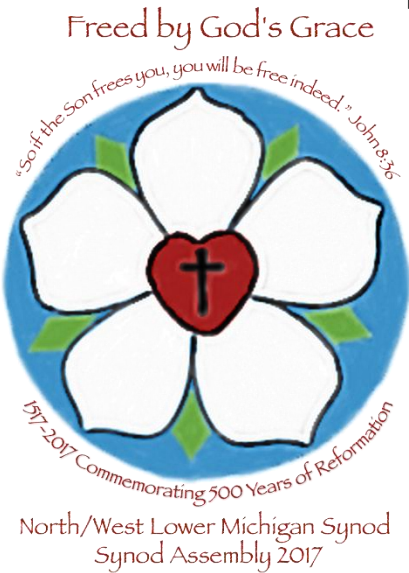
BISHOP		ASSISTANT FOR CONGREGATION & LEADERSHIP EXCELLENCE	DIRECTOR FOR EVANGELICAL MISSION (DEPLOYED CHURCHWIDE STAFF)	ASSISTANT FOR SYNOD LIFE
PRAYERFULLY PARTICIPATE IN CHRIST’S OWN WORK...				
Diligence in studying Scripture and using the Means of Grace Devotion to God in prayer Lively Ministry of Word and Sacrament Attention to one’s own faith life and discipleship				
RENEWING CONGREGATIONS				
<i>Call Process</i>		Oversight of call process		
Attract quality rostered ministers; candidate screening		Assist bishop with attracting quality rostered ministers; candidate screening		Assist bishop with attracting quality rostered ministers; candidate screening
Extraordinary call processes		Bay, Capital, Grand Rapids, Kalamazoo,	Congregations in redevelopment & area ministries	Stony Lake, Sunrise, Traverse

	Exit interview with assistant	Call Committee training	Call committee training	Call committee training
	Candidate recommendation to call committee	Present candidate to call committee	Compensation package review	Present candidate to call committee
	Installation oversight	Installations as assigned	Installations as assigned	Installations as assigned
<i>Teaching</i>	Bishop as teacher	Leadership Development; leadership formation for councils; social justice	Mission/Vision, Mission Support	Healthy Congregations, family systems, conflict management; congregational administration
<i>Pastoral Care of Congregations</i>	Celebrations of significant congregational events	All assistants represent/assist the bishop and follow-up with congregations as assigned—typically first response in assigned conferences		
	Intervention/Assistance in conflict, crisis, and misconduct	First response for Capital, Grand Rapids, Kalamazoo Conferences	First response in Bay Conference	First response for Stony Lake, Sunrise, Traverse Conferences
<i>Mission/Community Engagement</i>	Mission/Vision/Community engagement consultations in consultation with DEM		Mission Outreach with New/Renewing Congregations Mission/Vision Training in congregations ELCA Renewal Process	
<b>EMPOWERING LEADERS</b>				
<i>Candidacy &amp; First Call</i>	Ordination, Consecration	Care of first call rostered ministers & congregations	Screening for mission developers and re-developers	Candidacy
	FCTE teaching	FCTE oversight	FCTE teaching	FCTE teaching
				Preparation of First Call congregations

	Vocational discernment– Lifting potential rostered ministers	Vocational Discernment–Desiring and working for diversity in rostered leaders		Vocational Discernment– Desiring and working for diversity in rostered leaders
<i>Continuing Education rostered ministers &amp; congregational leaders</i>	Teaching  Providing vision/direction for synod events	ELMM  <b>Living Fire</b>	Boundary Training	<b>Walking Together;</b> events for <b>Congregational Leaders</b>  <b>Autumn Leadership Event (A LE); You Matter; events for rostered ministers</b>
<i>Pastoral Care of Rostered Ministers</i>	Provide for the pastoral care for rostered ministers (& families) in crisis and as requested  <b>Routine check in with rostered ministers</b>	First response for Capital, Grand Rapids, Kalamazoo Conferences	First response in Bay Conference	First response for Stony Lake, Sunrise, Traverse Conferences
<i>Discipline</i>	Oversight of rostered ministers  Conflict management  Discipline	All assistants assist the bishop as assigned		
<i>Roster</i>	Oversight of the roster	Compensation guidelines		<b>Assist with maintenance of the roster</b>
<b>STRENGTHENING CONNECTIONS</b>				
<i>Preaching the Word, administering the Sacraments</i>	Preach and preside at Wednesday Eucharist  Preach & preside in synod congregations  Congregational anniversaries  Direct oversight synod worship	Preach and preside at Wednesday Eucharist  Preach & preside in first call congregations & congregations in transition (2x/month)	Preach and preside at Wednesday Eucharist  Preach & preside in redevelopment, area ministry, and missional congregations	Preach and preside at Wednesday Eucharist  <b>Preach &amp; preside in Northern congregations, congregations with prolonged pastoral absences &amp; bridge building congregations</b>

<i>Partnership</i>	Strengthening collegiality among congregations and rostered ministers		Fostering Cooperative Ministries	
<i>Communication</i>	Oversight Take One weekly video	As assigned/requested	Mission blog	As assigned/requested
<i>Synod Assembly</i>	Vision and oversight	Anniversaries	Mission minutes and workshops	Synod assembly planning and administration
<i>Conferences</i>	Conference Deans Conference Mission Analysis	Capital, Greater Grand Rapids, Kalamazoo Conference Mission Analysis	Bay Conference Conference Mission Analysis	Stony Lake, Sunrise, Traverse Conference Mission Analysis
<i>ELCA</i>	Conference of Bishops Churchwide Organization Region 6 Represent synod to seminaries/ universities Teaching			
<i>SEMI/Michigan</i>	Samaritas Living Waters	Coordinate our involvement in joint synod youth events	Living Waters Campus Ministry	Michigan Candidacy Committee Joint synod events
<i>Ecumenical and interreligious</i>	Chief ecumenical officer Full communion partners Ecumenical and interfaith relationship			
<i>Public Square</i>	Governmental advocacy Interpretation of ELCA Social Statements and Actions Provide the church's voice in response to events in society and the world	Advocacy in conjunction with Bishop and Publicly-Engaged Church Table (including hunger, antiracism, open hearts, earth-keeping, etc.)	Disaster Response	

<i>Global</i>	Companion Synod Relationships	Papa New Guinea lead		
ADMINISTRATION				
<i>Committee/Table Liaison</i>	Synod Council & Executive Committee	Youth Ministry	Mission Support	Synod assembly leadership team
		Faith Formation	Outreach Table	Bridge Builders
	Worship	Publicly Engaged Church	Endowment Committee	
	Response Team; Discipline; Consultation		Global Mission	
	Endowment			
<i>Synod Office</i>	Synod CEO & CFO	Financial Review		
	Staff Oversight			



## 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 2017:** Ms. Meredith Ablao, Mr. Connor Ashley, Ms. Diane Madej, Mr. Carl Bjork, and Pr. Justin Walker
- **Class of 2018:** Pr. Jessica Hahn, Ms. Christine Mwanyika, Pr. Joan Oleson, Ms. Molly Smith, Mr. Bill Trevarthen, and Ms. Linda Wicander
- **Class of 2019:** Bishop Craig A. Satterlee (Bishop), Sandy Schlesinger (Vice President), Ms. Peggy Burns, Ms. Caroline Peterson, and Pr. Bill Uetrict
- **Class of 2020:** Ms. Christine Allen (Secretary) and Mr. Dan Carter (Treasurer)

It is an honor and a pleasure 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, I would like to extend my thanks to the members of the Class of 2017 who complete their current terms of service on August 31, 2017 – their leadership and dedication to the work of the synod is truly appreciated!

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

- Implementation of the new Synod Conflict of Interest Policy and updated NWLM Synod Employee Guidelines;
- Approval of Synod Endowment Committee recommendations, including:
  - Creation of a Staff Growth Restricted Fund – to provide financial incentive for addition of staff and to provide support for staff to grow in skill and expertise
  - Creation of a Muskegon Cooperative Ministry Restricted Fund – available to ELCA congregations in Muskegon to support continuing conversation/action in cooperating in mission & ministry with each other and ecumenical partners
  - Policy recommendations for management of existing and creation of new endowments
- Development and communication of synod/congregational resources, including:

- Communication to congregations regarding strategies to achieve the synod's 2017-19 vision – including plans to achieve increases approved within the 2017-18 budget
- Guidance for congregations on "Weapons on Church Premises"
- Affirmation of North Ottawa (Grand Haven/Spring Lake) as a Synodically Authorized Worshipping Community with continued leadership from Pr. Justin Walker;
- Approval of a new Environmental Task Force Charter aligned within the Publicly Engaged Church Table;
- Approval of a renewed charter for the Living Fire Ministries Committee;
- Monitoring effectiveness of the new campus ministry grant program as administered by the New and Redeveloping Congregational Ministry Table;
- Approval of optional use of the "Seasonal Member" classification within congregational constitutions;
- Call of Pr. Chrysanne Timm as Assistant to the Bishop for Synod Life (with full transition by Aug. 2017);
- Transition of Sarah Holland to the part-time Executive Administrator to the Bishop position;
- Recommendation of 2018 N/W Lower MI Synod Compensation Guidelines for approval by Synod Assembly;
- Leading 2016 performance reviews and 2017 compensation management for synod staff (called, support, and deployed);
- Facilitation of continued assessment by external Auditors and legal counsel of pending recommendations for disposition of remaining "To Whom Shall We Go" funds;
- 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, appointments for open synod committee/board positions, synod assembly preparation, providing support for synod events as requested by the bishop, and so on . . .

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. Thanks be to God for all that we do in His Name!

Sandy Schlesinger  
NWLM Synod Vice President



## 2016-17 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](mailto: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](mailto: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**

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

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

**BJORK** Mr. Carl  
Home Church: Trinity - Midland  
3-yr term, exp. 8/31/19 (filling unexpired term)

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

### **Synod Council At-Large Members (continued)**

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

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

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

**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. 8/31/17 (first term)

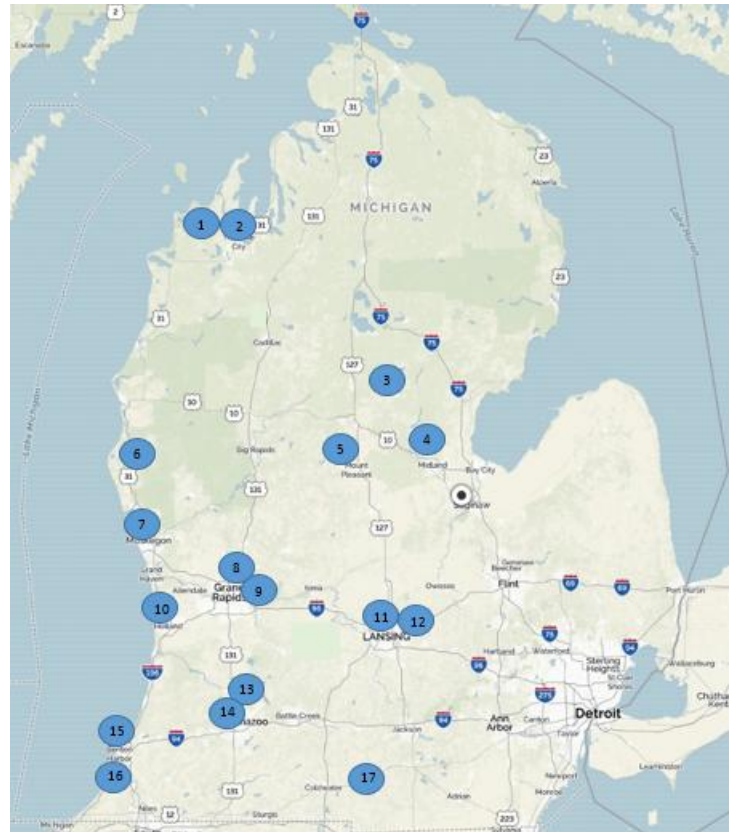
**WICANDER** Ms. Linda  
Home Church: Immanuel - Mt. Pleasant  
3-yr term, exp. 8/31/18 (first term)

## Synod Council: 2016-17 Term

	Through 8/31/18	Through 8/31/19	Through 8/31/20
<b>Executive Committee</b>			
	<b>OLESON</b> Rev. Joan (Second 3-Yr Term)	<b>SATTERLEE</b> Bishop Craig (First 6-Yr Term)	<b>ALLEN</b> Ms. Christine E., Secretary (Second 4-Yr Term)
		<b>SCHLESINGER</b> Ms. Sandy, VP (Second 4-Yr Term)	<b>CARTER</b> Mr. Daniel, Treasurer (Second 4-Yr Term)
<b>At-Large Members</b>			
<b>ABLAO</b> Ms. Meredith (First 2-Yr Term)	<b>HAHN</b> Rev. Jessica (First 3-Yr Term)	<b>BURNS</b> Ms. Peggy (Second 3-Yr Term)	
<b>ASHLEY</b> Mr. Connor (Second 2-Yr Term)	<b>MWANYIKA</b> Ms. Christine (First 3-Yr Term)	<b>PETERSON</b> Ms. Caroline (First 3-Yr Term)	
<b>BJORK Mr. Carl</b> (Filling Unexpired Term)	<b>SMITH</b> Ms. Molly (First 3-Yr Term)	<b>UETRICH</b> Rev. William (Bill) (First 3-Yr Term)	
<b>MADEJ</b> Ms. Diane (First 3-Yr Term)	<b>TREVARTHEN</b> Mr. William (Bill) (First 3-Yr Term)		
<b>WALKER</b> Rev. Justin (First 3-Yr Term)	<b>WICANDER</b> Ms. Linda (First 3-Yr Term)		

### **2016-17 Synod Council and Synod Leaders**

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



## Executive Committee Actions

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

### **Motion ECC16.11.01.**

To trade/sell the 2013 red Ford Focus Hatchback and purchase a new 2016 Ford Focus Hatchback with an estimated final cost of \$15,200 (plus possible sales tax).

**The Rev. Joan Oleson/Second Ms. Christine Allen**

**Adopted**

### **Motion ECC16.11.02.**

To approve the plan to trade-in the remaining two synod vehicles (2014 Ford Escape 4WD and 2013 Ford Focus Sedan) in the 2017 fiscal year with an estimated cost of \$34,000 and timing to be determined by Pr. Sprang based on available deals.

**Ms. Sandy Schlesinger/Second Mr. Dan Carter**

**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 SC16.09.02**

To receive and archive the Congregation Constitution from Trinity Lutheran Church, Frankfort.

**Ms. Christine Allen/Second the Rev. Jessica Hahn**

**Adopted**

### **Motion SC16.09.03**

To recommend appointment of Katie Butler (Immanuel – Mt. Pleasant) to the New and Renewing Mission Table; and Mike Piatek-Jimenez (Immanuel – Mt. Pleasant) and Pr. Ryan Prondzinski (Christ – Michigan Center) to the Global Mission Table.

**Bp. Craig Satterlee/Second Ms. Linda Wicander**

**Adopted**

### **Motion SC16.09.04**

To authorize appointment of a “transitional pastor” to Immanuel Lutheran – Big Rapids.

**Bp. Craig Satterlee/Second the Rev. Justin Walker**

**Adopted**

### **Motion SC16.09.05**

To approve the 2018 Synod Assembly to take place on May 20-22, 2018 at the Lansing Convention Center & Radisson Hotel.

**Bp. Craig Satterlee/Second Ms. Christine Mwanyika**

**Adopted**

**Motion SC16.09.07**

To receive the report of the Endowment Committee with deepest thanks and gratitude for their work and to approve the recommendations provided within the report.

**Ms. Caroline Peterson/Second Ms. Christine Mwanyika**  
**Adopted**

**Motion SC16.09.08**

To recommend appointment of Ms. Diane Madej (Our Savior – Muskegon) to the Audit Committee.

**Mr. Dan Carter/Second the Rev. Jessica Hahn**  
**Adopted**

**Motion SC16.12.02**

Based on the recommendation of the Synod Constitution Committee, to receive and archive the Congregation Constitution from Immanuel Lutheran Church, Muskegon.

**Ms. Christine Allen/Second Ms. Caroline Peterson**  
**Adopted**

**Motion SC16.12.03**

To affirm the proposal for North Ottawa to move to being a Synodically Authorized Worshipping Community.

**Bp. Craig Satterlee/Second Ms. Linda Wicander**  
**Adopted – 1 Abstain (the Rev. Justin Walker)**

**Motion SC16.12.04**

To grant "On Leave from Call" status for 1 year for Pr. Emily Werner.

**Bp. Craig Satterlee/Second the Rev. Joan Oleson**  
**Adopted**

**Motion SC16.12.05**

To grant "On Leave from Call" status for 1 year to Pr. Laura Kuntz.

**Bp. Craig Satterlee/Second Ms. Diane Madej**  
**Adopted**

**Motion SC16.12.06**

To extend "On Leave from Call" status for 1 year to Pr. Amy Luckey.

**Bp. Craig Satterlee/Second Mr. Bill Trevarthen**  
**Adopted**

**Motion SC16.12.07**

To extend "On Leave from Call" status for 1 year for Pr. Jonathan Reid.

**Bp. Craig Satterlee/Second the Rev. Jessica Hahn**  
**Adopted**

**Motion SC16.12.08**

To extend "On Leave from Call" status for 1 year to Mr. Carl Bjork.

**Bp. Craig Satterlee/Second the Rev. Justin Walker**

**Adopted - 1 Abstain (Mr. Carl Bjork)**

**Motion SC16.12.09**

To grant a move from "On Leave from Call" to "Retirement" status effective January 1, 2017 for Pr. C. Lynn Nakamura.

**Bp. Craig Satterlee/Second Ms. Diane Madej**

**Adopted**

**Motion SC16.12.10**

To grant a move from "Active" to "Retirement" status effective January 1, 2017 for the Rev. Walter F. Taylor, Jr.

**Bp. Craig Satterlee/Second Ms. Linda Wicander**

**Adopted**

**Motion SC16.12.13**

To recommend that Synod Council approve the requested designation of the 2017 Housing Allowances for Called Staff – Bishop Craig Satterlee - \$45,000; the Rev. Sarah Friesen-Carper - \$16,000; and the Rev. Chrysanne Timm - \$35,000 (\$19,700 aligned to N/WLM Synod and the balance aligned to Advent Lutheran – Lake Ann).

**Ms. Sandy Schlesinger/Second Mr. Bill Trevarthen**

**Adopted – 1 Abstain (Bp. Satterlee)**

**Motion SC16.12.14**

To approve 3% base salary increases for the 2017-2018 fiscal year (beginning February 1, 2017) for North/West Lower Michigan Synod administrative support staff and deployed staff.

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

**Motion SC16.12.14.A**

To amend the motion to match the percentage increase in base salary for the administrative support staff and deployed staff to the percentage increase in base salary approved for the called staff.

**Mr. Bill Trevarthen/Second the Rev. Bill Uetracht**

**Adopted – 1 Abstain (Bp. Satterlee)**

**Motion SC16.12.14 as amended**

To approve a base salary percentage increase for the 2017-2018 fiscal year (beginning February 1, 2017) for North/West Lower Michigan Synod administrative support staff and deployed staff that matches the percentage increase approved by the Executive Committee for the called staff.

**Adopted – 1 Abstain (Bp. Satterlee)**

**Motion SC16.12.15**

To approve the 2017 Sabbatical plans as outlined, for up to 12 weeks total, for Assistant to the Bishop, the Rev. Sarah Friesen-Carper.

**Ms. Sandy Schlesinger/Second Ms. Christine Allen**

**Adopted**

**Motion SC16.12.16**

To approve the Environmental Task Force Charter as presented.

**Ms. Sandy Schlesinger/Second Ms. Diane Madej**

**Adopted**

**Motion SC16.12.17**

To approve the North/West Lower Michigan Synod Employee Guidelines as proposed and presented.

**Ms. Sandy Schlesinger/Second Ms. Christine Allen**

**Adopted**

**Motion SCC17.02.03**

To move the Churchwide amendments necessary to remain current with the Model Constitution for Synods as recommended by the Constitution Committee forward to Synod Assembly for approval.

**Ms. Christine Allen (Constitution Committee)/Second Ms. Linda Wicander**

**Adopted**

**Motion SCC17.02.04**

To approve Continuing Resolutions S7.11.A17 and S7.21.A17 and the recommended updates to Continuing Resolution S11.01.A15.

**Ms. Christine Allen (Constitution Committee)/Second Ms. Diane Madej**

**Adopted**

**Motion SCC17.02.05**

To recommend the deletion of bylaws S7.23.01, S8.51.01 and S10.01.03 and the update of bylaw S11.01.05.

**Ms. Christine Allen (Constitution Committee)/Second Ms. Peggy Burns**

**Adopted**

**Motion SCC17.02.06**

That the North/West Lower Michigan Synod call the Reverend Christine Ann (Chrysanne) Timm as full time Assistant to the Bishop for Synod Life.

**Bp. Craig Satterlee/Second Mr. Bill Trevarthen**

**Adopted**

**Motion SCC17.02.07**

To support the Reverend Christine Ann (Chrysanne) Timm as she transitions into her full time call as Assistant to the Bishop for Synod Life as follows: Installation during the closing Eucharist at 2017 Synod Assembly; by June 1 – 50%, by July 1 – 75%, and August 1 – 100% in the new call.

**Bp. Craig Satterlee/Second Ms. Peggy Burns**

**Adopted**

**Motion SCC17.02.08**

To change roster status from "On Leave from Call – Family Leave" to "Retired" for Ms. Kim Winchell, effective February 1, 2017.

**Bp. Craig Satterlee/Second Ms. Christine Mwanyika**

**Adopted**

**Motion SCC17.02.09**

To change roster status from "Active" to "Retired" for Pr. Connie Sassanella, effective February 1, 2017.

**Bp. Craig Satterlee/Second Mr. Connor Ashley**

**Adopted**

**Motion SCC17.02.10**

To approve the agenda for 2017 Synod Assembly to move forward as presented

**Bp. Craig Satterlee/Second Ms. Linda Wicander**

**Adopted**

**Motion SCC17.02.11**

To designate the 2017 Synod Assembly offerings to be split evenly between the following: Global Companion Support for Honduras and North/West Lower Michigan Synod Disaster Relief Fund.

**The Rev. Justin Walker/Second Ms. Christine Mwanyika**

**Adopted**

**Motion SCC17.02.12**

To support the planned North/West Lower Michigan Synod Weapons Communication from the Bishop as a congregation resource with the modification as described.

**Ms. Sandy Schlesinger/Second Ms. Molly Smith**

**Adopted**

**Motion SCEM17.02.01**

That the Synod Council of the North/West Lower Michigan Synod appoint the following people to the 2017 Nominating Committee: Rev. Sarah Samuelson – 2<sup>nd</sup> Year, Chair; Mr. Paul Schmidt – 2<sup>nd</sup> Year; Mr. Patrick Blanchard – 2<sup>nd</sup> Year; Ms. Joan Hartwig – 2<sup>nd</sup> Year; Ms. Amanda Schneider – 1<sup>st</sup> Year; Rev. Bryan Schneider-Thomas – 1<sup>st</sup> Year; Rev. Emily Oleson – 1<sup>st</sup> Year.

**Ms. Sandy Schlesinger/Second Bp. Craig Satterlee**

**Adopted**

**Motion SC17.04.03**

To approve new Continuing Resolution S13.01.A17 which allows congregations to consider use of the "Seasonal Member" classification within their congregations.

**Bp. Craig Satterlee/Second Ms. Diane Madej**  
**Adopted**

**Motion SC17.04.04**

To modify Continuing Resolution S11.01.A15 as follows:

"The Synod Council shall establish and maintain the following committees and tables. Chairs and members of these committees and tables shall be appointed by the bishop and confirmed by Synod Council at the next regularly called meeting of Synod Council. Chairs and members shall serve for 3 years at the bishop's discretion and may be re-appointed. Appointments to fill incomplete terms shall begin a new 3 year term of office."

**Ms. Christine Allen (Constitution Committee)/Second the Rev. Justin Walker**  
**Adopted**

**Motion SC17.04.05**

To change roster status from "Active" to "Retired" for Pr. Dennis Remenschneider, effective April 1, 2017.

**Bp. Craig Satterlee/Second Ms. Christine Mwanyika**  
**Adopted**

**Motion SC17.04.06**

To change roster status from "Active" to "Retired" for Pr. Jacquelyn Ahern, effective May 1, 2017.

**Bp. Craig Satterlee/Second the Rev. Joan Oleson**  
**Adopted**

**Motion SC17.04.07**

To approve the 2017 Synod Assembly agenda to move forward to Synod Assembly as presented.

**Bp. Craig Satterlee/Second Ms. Peggy Burns**  
**Adopted**

**Motion SC17.04.08**

To approve the 2017 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.

**Ms. Sandy Schlesinger/Second Ms. Caroline Peterson**  
**Adopted – 3 abstain (Mr. Connor Ashley, Ms. Diane Madej, and the Rev. Justin Walker)**



**Motion SC17.04.09**

To appoint the following synod members to serve on the 2017 Synod Assembly Reference & Resolutions committee: The Rev. Betsy Kamphius, Chair; Ms. Christine Allen; the Rev. Dennis Smith; and Mr. Harold Sollenberger.

**Bp. Craig Satterlee/Second Mr. Bill Trevarthen**

**Adopted – 1 abstain (Ms. Christine Allen)**

**Motion SC17.04.10**

To appoint the following synod members to serve on the 2017 Synod Assembly Credentials committee: The Rev. Christopher Laughlin, Chair; the Rev Kjersten Priddy; Mr. Denny Turrow; and Mr. Robert Parker.

**Bp. Craig Satterlee /Second Ms. Linda Wicander**

**Adopted**

**Motion SC17.04.11**

To appoint the following synod members to serve on the 2017 Synod Assembly Elections committee: the Rev. Christina Bright, Chair; Mr. C.J. Clark; and the Rev. Dana Hendershot.

**Bp. Craig Satterlee/Second the Rev. Jessica Hahn**

**Adopted**

**Motion SC17.04.12**

To approve the charter for the Living Fire Ministries Committee as received.

**Bp. Craig Satterlee/Second Ms. Diane Madej**

**Adopted**

**Motion SC17.04.13**

To confirm the following chair and committee member appointments by Bp. Craig Satterlee for the Living Fire Ministries Committee: Ms. Tracy Teich, chair (term expires 8/31/2020); Ms. Shirley Moerdyk (term expires 8/31/2020); the Rev. Jessica Rivera-Walker (term expires 8/31/2018); Ms. June Scarborough (term expires 8/31/2018); the Rev. Byran Schneider-Thomas (term expires 8/31/2019); Mr. Roger Marks (term expires 8/31/2019); and Ms. Sharon Ross (term expires 8/31/2020).

**Bp. Craig Satterlee/Second Ms. Peggy Burns**

**Adopted – 1 abstain (the Rev. Justin Walker)**

**Motion SC17.04.14**

To recommend a 4% increase to base salaries within the proposed 2018 North/West Lower Michigan Synod Compensation Guidelines.

**Mr. Bill Trevarthen/Second Mr. Dan Carter**

**Adopted – 1 abstain (Bp. Satterlee)**

**Motion SC17.04.15**

To recommend the following compensation for Supply Pastors within the proposed 2018 North/West Lower Michigan Synod Compensation Guidelines: \$200 first service; \$50 each additional service.

**The Rev. Joan Oleson/Second Mr. Dan Carter**

**Adopted – 2 abstain (Ms. Peggy Burns and Bp. Satterlee)**

**Motion SC17.04.16**

To approve the proposed 2018 North/West Lower Michigan Synod Compensation Guidelines to move forward to Synod Assembly for final approval as presented.

**Ms. Sandy Schlesinger/Second Ms. Molly Smith**

**Adopted – 1 abstain (Bp. Satterlee)**

**Motion SC17.04.18**

To approve the proposed 2018-19 fiscal year budget to move forward to Synod Assembly as presented.

**Mr. Dan Carter/Second Ms. Diane Madej**

**Adopted**

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

## Anniversary Recognitions - Synod Assembly 2017

### Celebrating 5 years of Rostered Ministry

- The Rev. Rheanna R. Goodrich
- The Rev. Ellen M. Schoepf
- The Rev. Justin J. Walker
- The Rev. Travis W. Wilson

### Celebrating 15 years of Rostered Ministry

- The Rev. Matthew A. Smith
- The Rev. Julie Winklepleck

### Celebrating 25 years of Rostered Ministry

- The Rev. Jay M. Schrimpf

### Celebrating 35 years of Rostered Ministry

- The Rev. Dennis E. Remenschneider
- The Rev. Lee S. Welker

### Celebrating 50 years of Rostered Ministry

- The Rev. James A Schalkhauser
- The Rev. John A. Thorson
- The Rev. W. Thomas Zollman

### Celebrating 55 years of Rostered Ministry

- The Rev. Charles G. Schultz
- The Rev. Raymond E. Orth
- The Rev. Robert M. Hannemann
- The Rev. William N. Nicholson
- The Rev. William T. Heil Jr.

### Celebrating 60 years of Rostered Ministry

- The Rev. Theodore F. Pflug
- The Rev. William F. Schafer, Jr.

## Congregation Anniversary Celebrations 2017

### 25 years (1992)

Hope Community Church, Rockford

### 50 Years (1967)

Lutheran Church of the Savior, Kalamazoo

### 100 Years (1917)

Grace Lutheran Church, Lansing

Zion-Emmanuel Evangelical Lutheran Church, Leroy

### 125 Years (1892)

St. John Lutheran Church, Grayling

Bethlehem Lutheran Church, Traverse City

# Equipping Leaders for Mission and Ministry (ELMM)

## 2016 ANNUAL REPORT

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 Chris Brandt from St. John Lutheran Church in Grayling 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:

- Immanuel, Mt. Pleasant and Pastor Dana Hendershot
- Zion, Cadillac and Bishop Craig Alan Satterlee
- Good Shepherd, Holland and Pastor Jessica Rivera-Walker
- Christ United, Dewitt and Pastor Andreas Teich

We appreciate professors who provide biblical instruction and those who teach on topics like ELCA Structure and Function, Boundaries for Lay Leaders, Worship and Liturgy, Creeds and Sacraments:

- The Rev. Craig Alan Satterlee, Ph.D, Bishop of the North/West Lower Michigan Synod
- Kelly J. Murphy, Ph.D., Central Michigan University, Mt. Pleasant MI
- Rev. David Sprang, Director for Evangelical Mission, North/West Lower Michigan Synod
- Julie Faith Parker, Ph.D., Trinity Lutheran Seminary, Columbus OH
- Rev. Andreas Teich, Messiah Lutheran Church, Bay City
- Carol M. Bechtel, Ph.D., Western Seminary, Holland MI

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

- June Scarborough – New Life Lutheran Church, Spruce

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
- Mel White – Bethlehem, Lansing
- Meg Finerty – Lord of Life, Portage

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

## Global Mission 2016 ANNUAL REPORT

During the past year, the theme of the global mission table's work could very well be "making personal connections." For the first time in many years, we had personal contacts with all of our companion synods. Such contacts remind us that the most important part of our global companion work is the personal relationships between brothers and sisters in Christ.

Last February, David Sprang attended the installation of the new bishop of the Evangelical Lutheran Church in Papua New Guinea (ELCPNG), Jack Urame. In the summer, we welcomed him to our synod during his visits to all of the companions of ELCPNG and the church wide assembly in New Orleans.

Last June, Bishop Satterlee and I traveled to Latvia where the bishop taught a one day seminar on preaching stewardship. The bishop had good conversations with Archbishop Vanags, newly elected bishop, Hans Jenson and retiring bishop, Pavils Bruvers. In addition, we participated in events for Latvia's national church night and visited several ministry sites.

The connection with the Lutheran Church in Honduras (Iglesia Cristiana Luterana de Honduras(ILCH)) continues as strong as ever. Once again, a group of eight travelers went to Honduras to provide dental health training and spiritual lessons on showing compassion through Health for Life. In November, Bishop Satterlee and Wendy Johnson participated in the consultation between ELCA synods and their companions in Central and South America in Lima, Peru. This August, we will welcome a delegation to our synod from the Lutheran Church in Honduras. Watch the synod newsletter for a schedule of events.

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. Six congregations had official missionary sponsorship covenants in 2016: Messiah (Bay City), Trinity (Grand Rapids), Peace (South Haven), Mamrelund (Kent City), Resurrection (Saginaw) and Bread of Life (Hudsonville). Currently there are no global personnel serving in our companion synods. Hence, missionary sponsorship covenants are with a variety of different global partners.

We believe 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 you join us in supporting the work of your ELCA in the many corners of God's world that call us to partnership.

Respectfully submitted,

Andreas Teich

# Living Fire Ministries

## 2016 ANNUAL REPORT

Living Fire Ministries is entering a new phase in its life as Sister Nancy Brousseau leaves the Synod in June to return to her calling as an independent spiritual formation leader. While we will miss her presence with us, we still plan to contract with her for spiritual formation programs and retreats in the future so our paths will continue to cross! We thank God for the gift Sr. Nancy has been for us and pray for her as she continues her ministry with the wider church.

Over this past year, the Living Fire Ministries advisory board has been discerning the future direction of our ministry and creating a governance model to guide that work. In April, the Synod Council approved our governance document and we will now be a committee of the Synod, accountable to the Synod Council and the Bishop's office.

Our statement of 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.*

During the 2016-2017 year, we have 15 participants in the Spiritual Foundations program in Grand Rapids, and 4 participants in the Spiritual Direction Practicum program. Four participants completed the Advanced Spiritual Direction practicum last summer, which enables them to serve as retreat directors. In addition, we led several congregational council retreats and hosted the annual silent directed retreat in DeWitt and the women's Omena House retreat. Sr. Nancy is also leading a 4-part ecumenical series in Alpena called "In the Slowness of Time".

Over the past eight years of Sr. Nancy's ministry among us, more than 30 people have been called to the ministry of spiritual direction, over 130 have immersed themselves in a year-long reflective study of the Christian Wisdom Tradition through Foundations of Christian Spirituality, and hundreds more have learned to slow down and listen to God in prayer through silent retreats, congregational retreats, synod assembly tracks, and short-term programs. These spiritual pilgrims are a rich resource for our Synod. Our joy is inviting others to join us on the life-long spiritual journey of deepening relationship with God.

I am 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, and Roger Marks. Thanks too for support from Bishop Satterlee and Pr. Sarah Friesen-Carper. We look forward to welcoming Sharon Ross to our committee 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. Please contact me or any of our committee members for more information on spiritual direction and spiritual formation programs.

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

Tracy Teich  
Chair, Living Fire Ministries



The New and Renewing Mission Table is a table/committee of the synod. It grows out of a merger of the Outreach Committee and the Witness/Evangelism Team. The primary purpose of the table is to shepherd new worshiping communities in the synod and walk along side congregations is their continuing renewal of mission and ministry. Congregational renewal includes working to renew: leadership, worship, stewardship, evangelism, multiculturalism, faith formation, and community engagement.

The New and Renewing Mission Table oversees ELCA partnerships and grants with congregations in the Redevelopment Program, Area Ministry Strategy, Campaign Grants, Synodically Authorized Worshiping Communities, and New Congregations. Additionally the Table oversees Outreach Grants from the synod's New and Renewing Mission Endowment, and grants for Campus Ministry. The Table is now being trained to join the Director of Evangelical Mission, Rev. David Sprang in teaching renewal/transformational ministry in the synod.

### Congregations in Redevelopment

- Trinity, Battle Creek – outreach to poverty neighborhood
- Our Savior's, Muskegon – re-engagement in the community
- Zion, Saginaw – multi-cultural ministry

### Outreach Grants

- Zion, Comstock Park – college students to assist with music in congregation
- Lutheran Church of the Savior, Kalamazoo – college students to assist with youth programming
- St. Stephen, Lansing – youth director
- Zion, Saginaw – college students to assist with youth and Spanish

### Area Ministry Strategies

- Bethany, Emmanuel, Victory/Trinity, Grace (Episcopal), Ludington - community engagement

### Synodically Authorized Worshiping Communities

- (South) Sudanese Christ Lutheran Community – Worshiping at Christ, Wyoming
- North Ottawa Lutheran Community (Grand Haven) – cultivating group, growing toward regular worship

### Campus Ministries

- University Lutheran Church, East Lansing – MSU Lutheran/Episcopal Campus Ministry
- Western Michigan, Kalamazoo – Lutheran Episcopal Campus Ministry
- Immanuel Lutheran Church, Mt. Pleasant – Lutheran Outreach – CMU

Members: Richard Klender, Chair, Pastor Kjersten Priddy, Pastor Sarah Samuelson, Pastor Elizabeth Retz, Pastor Christina, staff Pastor David Sprang

# Publicly Engaged Church

## 2016 ANNUAL REPORT

In 2016 the PEC continued its work of Advocacy within the Synod. This is especially important during a time of rapid and constant societal, political, economic and spiritual change. In preparation for PEC's Advocacy work in 2016 a course of study was undertaken in the areas of criminal justice, poverty, racism and gender issues. The PEC utilized the ELCA's Social Statements on criminal justice, ***The Church and Criminal Justice: Hearing the Cries***; and, poverty, ***Sufficient, Sustainable Livelihood for All***. For Racism, ***Dear White America***, by Tim Wise was read and discussed. PEC also viewed Matthew Cooke's video, ***Race Baiting101*** which led to a lively discussion. In the area of Gender Issues the PEC began to view and discuss, ***Seven Passages***. During 2017, PEC will continue its study in these areas.

To a lesser degree PEC continues 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, and issues of Hunger.

During 2016 PEC continued to work to meet one of its primary functions --- that of distributing financial resources, on behalf of the Synod, to those congregations which apply for special ministry project funds. The purpose of the funds is to provide "seed" money in the form of grants which, hopefully, allows for the project to be undertaken. The grants are in line with the Synod's encouragement of congregations to seek creative ways to do ministry.

PEC also spent a large portion of its time developing a day of social change conversation scheduled for Saturday, June 17, 2017. Entitled, ***Lutherans Always Reforming*** (in celebration of the 500<sup>th</sup> Anniversary of the Reformation), it will be a day of workshops focused on social issues, and centered around Dr. Craig Nesson's book, ***Shalom Church***. Dr. Nesson is Academic Dean and Professor of Contextual Theology at Wartburg Seminary in Dubuque, Iowa.

PEC during 2017 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.



# Seminary Scholarship Committee

## 2016 ANNUAL REPORT

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

Award recipients for 2016-2017:

- Alex Aivars - Lutheran School of Theology at Chicago - \$5,807.35
- Elliott Drake - Lutheran School of Theology at Chicago - \$5,807.35
- Becky Goche - Wartburg Theological Seminary - \$5,807.35

In addition, an anonymous gift of \$8,000 was given for seminary scholarships this spring and was awarded to Alex Aivars. Trinity Lutheran Church in Grand Rapids also generously donated \$14,000 for seminary scholarships. As of this writing the Scholarship Committee is working on how to best use these funds this spring and fall.

We give thanks for the generosity of special offerings and individual gifts to S.E.A. We encourage congregations and individuals to continue supporting this important ministry. A full report of the synod's Fund for Leaders Endowment is available upon request.

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

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

Respectfully submitted,

Rev Sarah Friesen-Carper

# Youth Ministry Table

## 2016 ANNUAL REPORT

The Youth Ministry Table has held a couple of meetings this year where we have been assessing what our synod currently offers (which also happens to be in conjunction with the Southeast Michigan Synod) as well as what we might be able to focus on in the future.

We also have looked at results from a survey that was distributed to congregations and leaders regarding congregational youth ministry and based on the feedback from that survey and our conversations, we have decided to invest in the following for our Synod:

1. [Living Water Ministries](#) – C.J. Clark and Nicole McCarthy and the program staff from Living Water Ministries has become a model of how to offer not only camping opportunities for youth, but how to engage in the work of anti-racism training and definitely abled leadership throughout not only our Synod, but also 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 – Peer Ministry is becoming a model that the Youth Table would like to promote, lift up, and expand in our synod and to congregations. Peer Ministry seeks to involve and train youth to be leaders in their congregation and to facilitate conversations and spaces for faith to be nurtured at both a congregation and synodical level. We are hoping to bring Lyle Griner or Don Marsh to the Synod in the Fall for a training event where we can begin to launch a Peer Ministry Initiative synod wide.
3. Practice Discipleship – Practice Discipleship is another initiative that we are hoping to support for conference gatherings across the Synod to bring not only youth, but also adults together for intergenerational conversation. We are still working on implementation for this and hope that you will stay tuned for more information.
4. Resource Center – The Youth Ministry table also hopes to make available resources for congregational youth ministry on the Synod website and to connect congregational leaders with other leaders in the conference and synod for support and idea sharing.

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 2015 and 2016 along with two student ambassadors each year. She will also attend in 2017.

The National Youth Gathering in Houston, TX is not too far away for the summer of 2018. The Youth Table encourages all congregations to consider sending youth to the 2018 National Youth Gathering in Houston. Ms. Beth Mundwiler is the Synod NYG Coordinator and the Rev. Sarah Friesen-Carper is the Synod Day Director. Please feel free to contact either of them with questions.

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

Respectfully Submitted,  
Pastor Travis Wilson, Youth Ministry Table Convener

## Southeast (SE) and North/West Lower (NWL) Michigan Synods Candidacy Committee

### 2016 ANNUAL REPORT

The Michigan Multi-Synodical Committee is the synodical partner for candidates from the two (Lower Peninsula) Michigan Synods. 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 committee accompanies candidates in their journey toward becoming Ministers of Word and Sacrament (Pastor) and Ministers of Word and Service (Deacon). 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: Mason Hahn, Amanda Carpenter

SE: Michael Opferman, Tina Toburen

#### Endorsement for Ordained Ministry

NWL: Alex Aivars

SE: Victoria Lovell

#### Endorsement for Associate in Ministry

SE: Keith Miller

#### Approval for Ordination

NWL: Alissa Oleson, Karen Niemeyer, Rebecca Goche

SE: Mark Fisher (TEEM), Kelly Nieman-Anderson

At the end of 2016, there were 17 candidates preparing for ministries in the ELCA from the Southeast and North/West Lower Michigan Synods. There are presently 3 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, Ms. Diane Madej, the Rev. David Dockweiler, the Rev. Rosanne Anderson, the Rev. David Blank, Ms. Kristen Wilson, the Rev. Sarah Friesen-Carper (Assistant to the Bishop), The Rev. Chrysanne Timm (Assistant to the Bishop)

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

Region 6 Rep: Marilyn Smith

Changes in committee membership in 2016:

SE: no changes

NWL: the Rev. David Blank and Ms Kristen Wilson appointed

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

# Living Water Ministries

## 2016 ANNUAL REPORT

2016 was a year of significant growth, program innovation, and cultural diversity at Living Water Ministries. It was also a year of financial stability, and facility renewal.

**Growth** - Summer programs with Living Water Ministries experienced growth in attendance across the board. Summer camp attendance at Stony Lake was up 13% over the prior year, the number of Day Camp programs we provided to congregations was up 31% over the prior year, and our Road Trip Adventures (mission trip programs) was up 136% over the prior year. Through the generosity of our donors 143 scholarships were awarded in 2016 totaling \$49,845.00!

**Program Innovation** - For the last 4 years, Bridge Builders has provided innovative leadership development for high school age youth in Michigan. As a result of a grant awarded from the ELCA, our 2016 Bridge Builders program was able to also reach youth in Oregon, Texas, Missouri, Illinois, Wisconsin, and Pennsylvania and formed them as leaders with a raised awareness and understanding of the realities of racism. In November of 2016, Living Water Ministries received the Innovative Program award from the Lutheran Outdoor Ministries Network for Bridge Builders which included a \$1,000.00 prize!

In 2016, Living Water Ministries also partnered with an organization called Rescue, Release, Restore (RRR) to deliver their new camp program called MYLA (Multicultural Youth Leadership Academy). MYLA offers young men and ladies in high school (ages 13-16) a safe space where they are developed and refined as leaders for a multicultural world. Campers from multiple cultural backgrounds formed community with one another, experienced the richness of each culture's heritage, and developed together as leaders.

**Cultural Diversity** - As a result of our Bridge Builders program, our partnership with RRR, and new partnerships formed with organizations and congregations in Detroit, Inkster, and Pontiac, 23% of our campers in the 2016 summer season were not white. Not only was our camper base extremely diverse, but so too was our summer staff. In the 2016 summer season 24% of our summer staff were not white. Living Water Ministries takes our mission of bringing together all of God's children seriously and the community of camp has been blessed by these new partnerships and young leaders of color.

**Facility Renewal** - As a result of significant generosity, volunteerism, and a strengthened business model there have been some significant improvements to the facility at Stony Lake. One of the most notable improvements was that the White House at Stony Lake received new windows and siding in the spring of 2016, restoring the home to much of its former glory. Roofing upgrades were made to a few of our buildings as well. In addition, a hammock village was installed for campers and was a huge hit during our 2016 season. Time was also spent at the board level in 2016 advancing the process for a long term facility plan at Stony Lake.



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

Dear Partners in Service,

Thank you for your partnership. It is a joy to serve alongside you as we work to transform this world that God so deeply loves. Our mutual mission is possible only because of your compassion and generosity.

Together, we continue to be one of the largest faith-based nonprofit organizations in Michigan, offering more than 70 programs in almost 40 cities across the Lower Peninsula. The map and notes on the next page give a good overview of those activities, but what that information doesn't show is the dedication, passion, and determination of almost 2,000 staff members who live and breathe our mission of *serving people as an expression of the love of Christ*. Of course, they aren't our only team members, because you and a growing number of ecumenical partners are part of the Samaritas community. By following the ELCA's ecumenical spirit, the work we do together has truly been blessed. Thank you for your openness, reflections, and guidance as we continue to move into these other networks of fellow sisters and brothers in Christ.

I'd like to highlight two areas of service for you: (1) Refugee Resettlement; and (2) Home Health Services.

### **Refugee Resettlement**

You may have heard about Samaritas in the news this last year more than any time in recent memory. As the largest resettlement agency in Michigan and the fourth largest in the nation, we've garnered some attention. Despite the politically-charged environment around the work, we are committed to welcoming the stranger as a clear calling from God that we hear in the Scriptures (Leviticus 19:34; Matthew 25:35) and through the guidance of the Holy Spirit. We began this work in 1949; one quarter of all Lutherans in the world were refugees at the end of World War II. We have helped Germans, Southeast Asians, Eastern Europeans, Central Africans, Chaldeans, Syrians, and so many others. Some believe the hurdles of this work are now insurmountable, but Samaritas believes in coming through when others don't with a path home.

## Home Health Services

We not only help people find homes through refugee resettlement, foster care, adoption, homeless ministry, and a host of other services, but now we go to people's homes. For the last three years, we have offered home health services, because we realize that people often heal best where they are most comfortable, and quite frankly, not everyone can afford to be in a facility. We began this work in the Grand Rapids and Detroit metro areas, and from those locations we are expanding into neighboring counties. It is our hope and dream that in the coming years this spectrum of home health services will be offered throughout the Lower Peninsula.

This is a brief overview of the many incredible ways that together we are loving God and loving our neighbors. We served over 19,000 people last year, and doing so would have been impossible without you as part of the team. Every one of those people has a story; every one of those people 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*.

Gratefully,

Your Partner in Service,

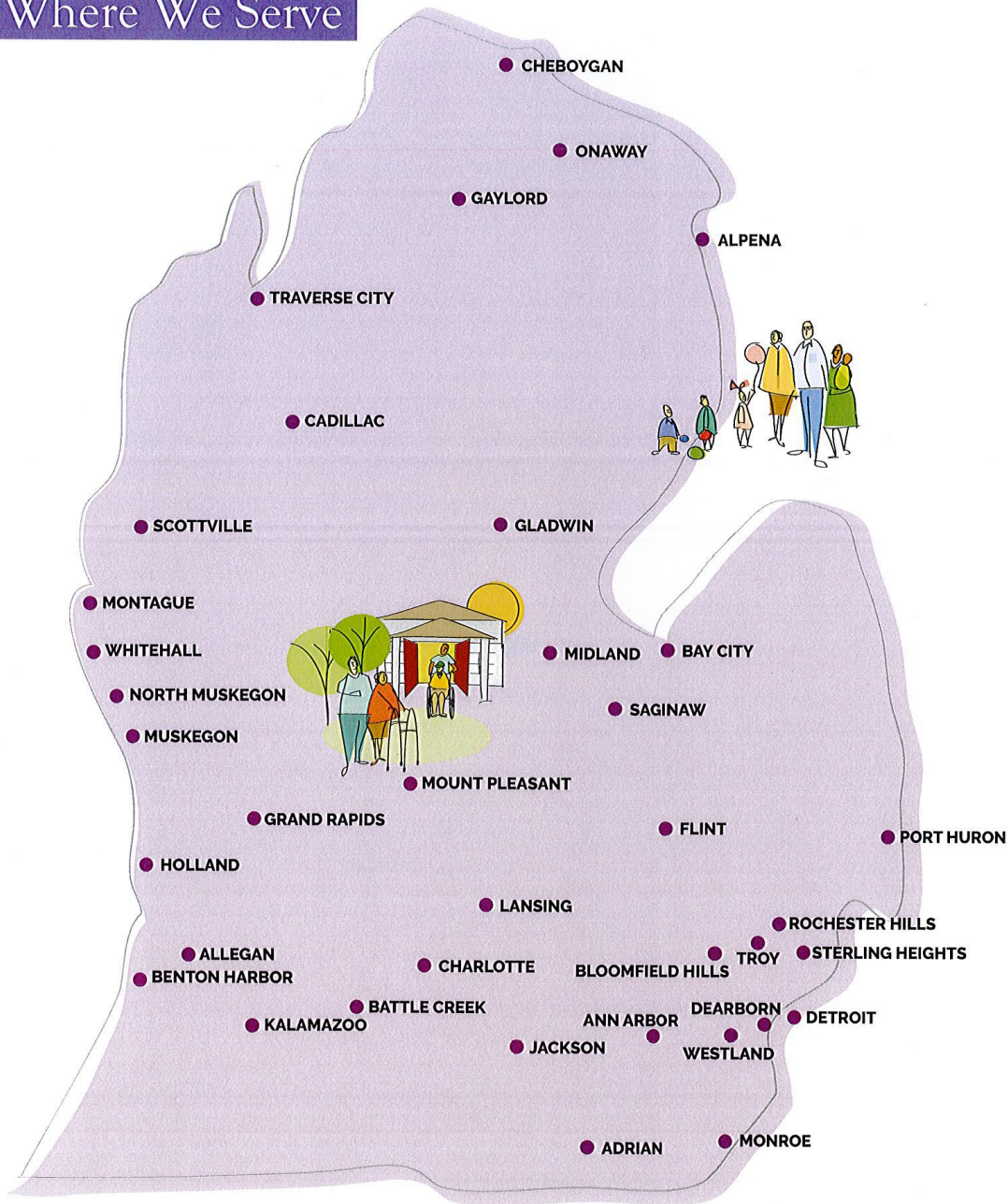
Sam Beals  
Chief Executive Officer

Matt Pedersen  
Chair, Board of Directors

Samaritas | 8131 E. Jefferson Ave. | Detroit, MI 48214 | [samaritas.org](http://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™**  
Connect. Empower. Transform.

Serving people as an expression of the love of Christ.  
[www.samaritas.org](http://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
- Behavioral Health
- KALAMAZOO
  - Family Reunification
  - Foster Care
  - Adoption (*Through LAS*)
  - Protect MiFamily
  - Behavioral Health

### LANSING

- Affordable Living at Alison 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



Firmly rooted in its Lutheran heritage, Wittenberg continues to adhere to its mission and values as it challenges students to become responsible global citizens, to discover their callings, and to lead personal, professional, and civic lives of creativity, service, compassion, and integrity.

Students are indeed continuing to live out their callings in service to their neighbors both near and far. This past fall, Wittenberg launched a new study-abroad program in Costa Rica in partnership with Veritas University and Beyond Sports, which includes a service component for scholars and scholar-athletes alike. Students in the program can complete Wittenberg's community service requirement in Costa Rica by volunteering in a local day care, in after-school programs in nearby schools, and possibly with an urban community gardening program.

Additionally, Wittenberg's Peace Corps Preparation program continues to inspire. Only the second liberal arts college in the United States to have such a program when the university first signed an agreement with the Peace Corps back in 2010, Wittenberg now stands among just 64 other institutions in carrying the distinction.

With its combination of undergraduate coursework and community service, the program aims to prepare students for service in the Peace Corps or with other international agencies by exposing them to different cultures, as well as the issues involved with international development. It also increases the chances for students to be accepted into the Peace Corps, a result Wittenberg is witnessing firsthand. During this 2016-17 academic year alone, six Wittenberg students have already been accepted, an impressive outcome considering only about 20-25 percent of applicants are admitted to the Peace Corps annually.

As for Wittenberg alumni, they, too, are living out lives of service as they advance the Lutheran mission. The Rev. Louise Johnson '91 currently serves as president of Wartburg Theological Seminary, where she is developing innovative initiatives in the delivery of theological education. The Rev. Jonathan Eilert '93, lead pastor at Prince of Peace Lutheran Church in Loveland, Ohio, was elected chair of the Wittenberg Board of Directors in May 2016.



Other alumni who are embracing Wittenberg's motto of "Having Light We Pass It On To Others" include: Nancy Winters '73, executive director of the Tanzania Teaching Foundation, which has helped improve English language skills for nearly 300 children, leading to improved success in secondary school, and Lisa Pan '96, professor of psychiatry and clinical and translational science at the University of Pittsburgh, who, along with a team of scientists, recently discovered that symptoms of depression can improve, and, in some cases, even lead to remission.

On the engagement front, Wittenberg welcomed theologian Euan Cameron from Union Seminary for its annual Kenneth H. Sauer Luther Symposium, Oct. 5. Cameron discussed "Martin Luther, the Bible, and the Reformation." The University also welcomed The Rev. Abraham Allende, Bishop of the Northeastern Ohio Synod of the ELCA in 2014, as preacher for the annual Festival Choral Eucharist, Oct. 30. Additionally, the university is proud to be hosting its third annual Leadership Academy this summer. The popular camp for high school students entering grades 11 and 12 explores leadership through every lens while helping participants build the skills needed to make them stand out in the college admission and scholarship process.

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

Wittenberg cordially invites all members of the synod, both clergy and lay persons, to visit campus for worship services, athletic contests, and Wittenberg Series cultural events. This will be a particularly exciting year as Wittenberg welcomes its newly named 15th president, Dr. Michael Frandsen, and his family on July 1, 2017.

*Submitted as 2017 Synodical Report*



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*Office of the President*

## **REPORT OF TRINITY LUTHERAN SEMINARY – SPRING 2017**

Spirit-driven resurrection and reformation energy is driving Trinity Lutheran Seminary in these days as we carry out a divine mission to form leaders for Christ's church at work in the world. We live in a time when the world desperately needs a new narrative. It is in service to our mission that we have entered into a historic mutual agreement with Capital University to reunite as one.

From 1830 to 1959, Capital University and the Evangelical Lutheran Theological Seminary (ELTS) were one institution with a shared mission. Then, under a directive from the newly formed American Lutheran Church, ELTS separated from Capital. For a number of years, the two entities enjoyed shared services, but in 1978 that relationship changed. A consolidation of ELTS with Hamma Divinity School (Springfield, Ohio) created Trinity Lutheran Seminary. For 39 years Trinity and Capital have lived side-by-side with some shared initiatives but with clear institutional autonomy from each other.

The challenges of our current times and the emerging future urgencies, as well as the shared commitment of current leadership, have drawn Trinity Lutheran Seminary and Capital University together with the expectation and commitment that, *reunited*, we can have greater positive impact on our world than we can achieve separately. This reunion not only restores what was together until 1959; it also adds the shared gifts and history brought by Hamma Divinity School that joined with ELTS to form Trinity in 1978.

This reunion is a commitment to the continuing imperative of the mission and contributions of Trinity Lutheran Seminary. It is through reunion with Capital University that Trinity Lutheran Seminary can continue and thrive, developing new leaders for the church and the world. Such a reunion strengthens Capital University's Lutheran identity and offers additional opportunities for interdisciplinary programming that intersects with theology, leadership, and societal needs.

The reunion will be in operational effect commencing on July 1, 2017. To God be the glory!

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

*Trinity Lutheran Seminary forms leaders for Christ's church at work in the world.*

# Evangelical Lutheran Church in America Region 6 Archives

*Jennifer Long Morehart- Evangelical Lutheran Church in America Region 6 Archivist*

Times of transition and change are pivotal. Such times provide the opportunity to consider the past, understand how the past informs the present, and then utilize that knowledge to discern a new vision for the future. In 2016, the ELCA Region 6 Archives cooperated with others to preserve the Lutheran stories of the past, share those Lutheran stories in the present, and outreach so that more Lutheran stories might be available in the future.

## *Preservation*

In 2016, the Archives received 82 accessions, including congregational histories, closed congregation records, and synod records. With the help of Trinity Lutheran Seminary student workers Emily Seitz and Stephanie Engel, and volunteer Rich Ferne, Archives records were preserved by removing staples, paperclips, and tape, placing print records in acid-free folders, and placing photographs in acid-free sleeves.

## *Transmission*

The Archives helped share the stories of Lutheran history by providing information for 101 research inquiries from clergy, congregations, synods, and individual researchers about baptisms, confirmations, congregational history, family history, local history, and biographical information. To facilitate research, 89 records were cataloged in the Archives' PastPerfect cataloging software.

## *Outreach*

The Archives participated in the following outreach opportunities in 2016:

- Helped congregation members, clergy, and synod staff with 18 advice inquiries about records management, compiling congregational histories, and other questions
- Held the Archives' Annual Congregational History Campaign, in which the Archives offered ideas and research help for celebrating anniversaries and compiling histories to congregations with major anniversaries in 2016
- Presented a Congregational Records Management lunch talk to Trinity Lutheran Seminary students
- Gave a brief presentation to Trinity Lutheran Seminary's Leadership in Context class
- Participated in the ministry fairs at the Southeast Michigan Synod Assembly, Northwestern Ohio Synod Assembly, and Indiana-Kentucky Synod Assembly
- Provided a quick references and resources box for each Region 6 synod to help congregations manage their records during times of transition and other congregational life events
- Conducted Archives tours for members of the ELCA Region 6 Steering Committee
- Shared helpful information on the Archives webpage and Facebook page:

[www.tlsohio.edu/elca-region-6-archives](http://www.tlsohio.edu/elca-region-6-archives) and [www.facebook.com/ELCARegion6Archives](https://www.facebook.com/ELCARegion6Archives)

## *Cooperation*

The Archives is grateful for the cooperation of Region 6 congregations, the Region 6 synods, Trinity Lutheran Seminary, clergy, researchers, and others who preserve Lutheran records, share Lutheran stories, and provide outreach opportunities for the Archives to help others preserve and share our Lutheran heritage.



## **Mission Investment Fund**

### **Evangelical Lutheran Church in America**

God's work. Our hands.

The Mission Investment Fund (MIF), the lending ministry of the Evangelical Lutheran Church in America, makes low-interest loans to ELCA congregations and ELCA-related ministries for building and renovation projects.

At year-end 2016, MIF had 860 loans outstanding, totaling \$524 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 2016, MIF investments by congregations, their members, synods and ELCA-related ministries totaled \$474 million.

The Mission Investment Fund is a financially strong and stable organization, with a record of steady, controlled growth. With total assets of \$678 million and net assets of \$198 million at year-end 2016, MIF maintains a capital ratio of 29 percent—positioning MIF in the top tier of well-capitalized church extension funds.

MIF Loans and Investments in the North/West Lower Michigan Synod (as of December 31, 2016)

- 13 Mission Investment Fund loans, with a balance of \$4,658,864
- \$5,081,655 in Mission Investment Fund investments by 78 individuals, 43 congregations and the synod

Dan Schwiesow  
MIF Representative  
Regional Manager Director  
(773) 682-5284  
[dan.schwiesow@elca.org](mailto:dan.schwiesow@elca.org)

**Mission Investment Fund | 8765 West Higgins Road | Chicago, Illinois 60631**  
**Tel: 877-886-3522 | Web: [mif.elca.org](http://mif.elca.org)**

Spring 2017

Dear Partners in Ministry,

As the ELCA commemorates the 500th anniversary of the Reformation, we are reminded that *the church should always be reforming* — adapting to a changing landscape even as it stands firm in its mission. In 2016, Portico's ministry epitomized this combination of innovation rooted in mission, as we expanded our service and stewardship in new ways while continuing to provide cost-effective, high-quality health and retirement benefits for more than 46,000 active and retired ELCA rostered ministers, lay employees, and their families in partnership with the almost 6,600 ELCA churches and employers we serve.

**We championed a wellness reformation in the ELCA, inviting a recommitment to healthier lifestyles and a healthier church.** For the first time, we formally extended our annual wellness challenge to congregations. Also a first: We surveyed those already living a healthy lifestyle, and more than 1,800 members and spouses shared inspiring testimonies of the life-changing power of prioritizing one's physical and emotional health.

**We offered a new approach to providing health care.** In response to the growing prevalence of chronic disease and rising claim costs, we introduced Portico Care Coordinators by Quantum Health to help members navigate today's complex health care system and get the best possible care at the right price. The anticipated savings from this industry-leading approach was one of several cost-containment measures that helped us hold 2017 health contribution rates to the lowest increase in four years.

**We answered the church's call for socially-informed investing.** We strive to live out the church's mission and make an impact in God's kingdom as we manage the assets in the ELCA Retirement Plan. Memorials at Churchwide Assembly in August affirmed the three powerful ways we impact corporate behavior through shareholder advocacy, screening, and positive investing. The Assembly also called for even broader work on the environment and human rights; in the coming months, we look forward to partnering with the ELCA to develop screens that will guide future investment opportunities.



**We developed new support for financial decision-making.** For two decades, Portico has been a leading voice in the ELCA connecting the importance of physical, emotional, and financial health to ministry. In response to members' desire for an easier way to manage their retirement savings, we developed new benefits that will help our members better assess their readiness for retirement, and will provide personal assistance to help them reach their financial goals.

These efforts — and many more — come thanks to a dedicated, creative staff constantly seeking to improve our internal operating processes, maximize efficiency, and be good stewards of the resources entrusted to our care. Their efforts helped ensure that for the third straight year, Portico's capital and operating expenses were under budget, and we maintained ELCA Health Plan and Retirement Plan expense ratios lower than our benchmarks. As the church adapts to today's changing landscape, Portico is well positioned to continue to provide the best possible care for our members, so they can serve the world with confidence, resilience, and faithfulness.

In Christ,

A handwritten signature in black ink, reading "Jeffrey Thiemann". The signature is fluid and cursive, with the first name "Jeffrey" written in a larger, more prominent script than the last name "Thiemann".

The Rev. Jeffrey D. Thiemann  
President and CEO

## North/West Lower Michigan Synod Constitution Changes

Action is required by the assembly to approve the Churchwide amendments and the Bylaw changes being recommended by the Synod Council.

There were twelve pages of updates from Churchwide due to the combining of the three lay rosters (i.e., rosters for Associates in Ministry, Deaconesses, and Diaconal Ministers) into a single roster. The rosters are now referred to as Ministers of Word and Sacrament for ordained clergy and Ministers of Word and Service for those who were on the lay rosters.

### Churchwide Updates:

Synod Assembly is charged with adopting the Churchwide amendments necessary to remain current with the Model Constitution for Synods as recommended by the Constitution Committee. The required paragraphs in the Model Constitution (those with an \*) are automatically included in our synod constitution but the modified paragraphs must be approved by Synod Assembly with a simple majority vote. The changes are identified by the **Yellow** Highlights.

These changes, which cover the actions noted in the Amendments to the Model Constitution for Synods document from the ELCA, are summarized as follows:

In coordination with the following amendments, the 2016 Churchwide Assembly authorized the secretary of the Evangelical Lutheran Church in America to:

- strike the words "ordained minister/s" and replace with the words "minister/s of Word and Sacrament";
- strike the word "clergy" and replace with the words "minister/s of Word and Sacrament";
- strike the words "pastor/s" and replace with the words "minister/s of Word and Sacrament" where appropriate;
- strike the words "associate in ministry, diaconal minister and deaconess" and replace with the words "minister/s of Word and Service"; and
- make editorial corrections that identify the rosters of this church and implement the creation of the ministers of Word and Service roster.

## Bylaw Updates:

To delete bylaws S7.23.01, S8.51.01 and S10.01.03 and update of bylaw S11.01.05. These bylaw changes need to be voted on by Synod Assembly and receive a 2/3 approval to be implemented. The changes are highlighted in **Blue**.

Bylaw S7.23.01 is covered by Model Constitution paragraph S7.27

Bylaw S8.51.01 refers to term limits for Vice President and Secretary

Bylaw S10.01.03 refers to term limits for council members

Bylaw S11.01.05 changes Lutheran Social Services of Michigan (LSSM) to Samaritas

## Continuing Resolution Updates:

The Continuing Resolutions S7.11.A17, S7.21.A17, S11.01.A15 and S13.01.A17 have been approved by the Synod Council and are highlighted in **Green**. These require no action by the Assembly and are noted as a point of reference for the Assembly.

Refer to the Constitution posted on the synod website for the paragraphs identified above:

<http://mittensynod.server303.com/events/assembly>

## Resolution Instructions

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

## Format for Resolutions

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

## Resolution Worksheet

General Guidelines: Resolutions need to:

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

Direction from the ELCA Office of the Secretary

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

Who may submit a resolution?

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

How do I write a resolution?

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

Structure of Resolutions

Whereas, \_\_\_\_\_;

and

Whereas, \_\_\_\_\_; therefore  
be it Resolved, that \_\_\_\_\_; and be it further  
Resolved, that \_\_\_\_\_.

Submitted by,

## RESOLUTION A – IN SUPPORT OF THE JOHNSON AMENDMENT

Whereas, the Johnson Amendment, incorporated into the Internal Revenue Code, allows churches to openly discuss political issues without endangering their tax-exempt status as 501(c)(3) tax exemption organizations so long as they do not specifically endorse or oppose any particular candidate; and

Whereas, the Johnson Amendment protects the appropriate separation of church and state

by preventing nonprofit organizations from becoming embroiled in partisan politics, and keeps nonprofit organizations from being used as a tax-deductible way for individuals to make anonymous campaign contributions to specific parties and candidates; and

Whereas, the current administration has promised to repeal the Johnson Amendment; therefore, be it

Resolved, that the North/West Lower Michigan Synod publicly and clearly communicate its support of the Johnson Amendment to the appropriate representatives and legislators; and be it further

Resolved, that pastors, congregations, and lay members of the North/West Lower Michigan Synod be encouraged to contact their representatives and appropriate legislators in support of the Johnson Amendment; and be it further

Resolved, that the North/West Lower Michigan Synod encourage the Churchwide ELCA, through the Presiding Bishop and the Church Council, to express its support for the Johnson Amendment to the leaders of Congress in both the House and the Senate.

Submitted by,

Rev. Kevin Sullivan, Rev. Frank Rothfuss, Rev. Betsy Kamphuis, Rev. Marcia Schultz, Rev. Michael Anton, Rev. Michael Wernick, Rev. Bob Mueller, Rev. Jay Schrimpf, Rev. Dr. Matthew D. Deames, Rev. Bryan Schneider-Thomas, Rev. Julie Schneider-Thomas, Rev. Rebecca Ebb-Speese, Rev. Dave Dockweiler, Rev. David Blank, Rev. Marcille Miller

## APPENDIX TO RESOLUTION A –THE JOHNSON AMENDMENT

The Johnson Amendment was adopted by Congress and included in the Internal Revenue Code in 1954 to regulate what tax-exempt organizations can do in the political arena. This amendment absolutely prohibits nonprofit organizations with 501(c)(3) tax exemptions from directly or indirectly engaging in political campaign activities which explicitly support or oppose specific candidates for public office. Organizations which violate the terms of this amendment may have their tax-exempt status revoked and be required to pay certain excise taxes.

While the Johnson Amendment does not prohibit pastors from supporting political candidates as a private citizen or preaching on social and political issues, it does prohibit them from endorsing a candidate or a party from the pulpit.

While it does not prohibit congregations from providing nonpartisan voter information or from engaging in nonpartisan voter drives, it does prohibit them from supporting or opposing specific candidates through endorsement or financial contribution. Under the Johnson Amendment, tax-exempt organizations are not allowed to contribute to political campaigns or make any statement for or against a particular candidate.

Recently the Alliance Defending Freedom has challenged the Johnson Amendment through the Pulpit Freedom Initiative by encouraging pastors to violate this statute in protest. They argue that the Johnson Amendment violates the First Amendment rights of pastors and congregations.

Republican lawmakers have introduced the so-called Free Speech Fairness Act which would allow all 501(c)(3) organizations to make statements in support of a political campaign without penalty as long as any such statement is made in the ordinary course of the organization's regular and customary activities and as long as it does not involve more than minimal expenses.

The National Council of Nonprofits and the Independent Sector have opposed the repeal of the Johnson Amendment. Opponents argue that repealing the Johnson Amendment would allow churches to use tax-free donations in support of political candidate and so religious organizations could become major players in campaign finance.

## 2017 Nomination Slate for Synod Assembly

*\*denotes seeking election to a second consecutive term*

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### Synod Council

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

1. \*Ms. Diane Madej (Our Saviour's, Muskegon)

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

1. \*Rev. Justin Walker (Peace, Holland)

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

1. Mr. William Hartwig (St. Thomas, Cheboygan)
2. Mr. Vernon Jones (St. Paul, Alpena)
3. Mr. Philip Okerlund (St. Luke's, Muskegon)

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

1. Mr. John Nelson (Ascension, Saginaw)
2. Mr. Tim Welther (Messiah, Bay City)
3. Mr. Richard Weingartner (Faith, Okemos)

Position E: Young Adult, Male (3-year term, elect one)

1. Mr. Mitchell Anderson (First, Muskegon)
2. Mr. Connor Ashley (Saron, St. Joseph)

Position F: Youth, Male (14-18 yrs as of 5/21/17; 2-year term, elect one)

1. (Vacant)



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### Consultation Committee

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Position G: Lay Female (filling unexpired term ending 2021, elect one)

1. Ms. Dawn Smith (St. Timothy, Midland)

Position H: Lay Male – Position A (6-year term, elect one)

1. Mr. Ed Wosinski (First, Muskegon)

Position I: Lay Male – Position B (filling unexpired term ending 2021, elect one)

1. Mr. John Nelson (Ascension, Saginaw)

Position J: Clergy Male (6-year term, elect one)

1. Pr. Matt Smith (Bethlehem, Lansing)
2. Pr. Andreas Teich (Messiah, Bay City)

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### Discipline Committee

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Position K: Lay Female – Position A (6-year term, elect one)

1. Ms. Karen Goethe (Trinity, Midland)

Position L: Lay Female – Position B (6-year term, elect one)

1. Ms. Lisa Reiman (St. Thomas, Cheboygan)

Position M: Clergy Female (6-year term, elect one)

1. Pr. Marcy Miller (St. Luke's, Grand Rapids)
2. Pr. Sarah Samuelson (Trinity, New Era)

Position N: Clergy Male – Position A (filling unexpired term ending 2019; elect one)

1. Pr. Ray Dice (Messiah, Bay City)

Position O: Clergy Male – Position B (6-year term, elect one)

1. Pr. David Blank (St. Luke's, Grand Rapids)

## North/West Lower Michigan Synod Personal Biography for Nominees

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

<b>Nominated Position</b> (choose 1):	<b>Synod Council</b>	<b>Consultation Committee</b>	<b>Discipline Committee</b>
Name:			
Address:			
City, State, Zip Code:			
Phone:			
E-mail:			
<b>Experience:</b>			
Occupation / Vocation:			
Education:			
Home Congregation & City:			
<b>Past and Current Positions / Activities:</b>			
Congregation:			
Synod:			
Churchwide:			
Provide a brief statement (40 words or less) regarding the gifts and skills you bring to the position.			
<b>Permission and Authorization:</b>			
Nominated by: <i>(Pastor or Congregation Council President)</i>			
I hereby grant permission for the North/West Lower Michigan Synod to print any and all information included on this form in the 2017 Synod Assembly booklet.			
Nominee Signature:			
Date:			

## 2017 Nominee Biographical Information

*\*denotes seeking election to a second consecutive term*

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### Synod Council

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

1. **\*Ms. Diane Madej** (Our Savior's, Muskegon)  
3564 Hiawatha Drive, Norton Shores MI 49441  
231-670-0328; [diane.madej@frontier.com](mailto:diane.madej@frontier.com)

Occupation/Vocation: Retired accounting

Education: Associates

Congregation Activity: Redevelopment committee, assisting minister, council, Stewardship Chair, Treasurer, Worship and Arts

Synod Activity: Multi-Synodical Candidacy Committee 2<sup>nd</sup> term, Synod Council, Co-Chair NWL/MI Synod Task Force on Sexual Orientation and Gender Identity, Audit Committee

Churchwide Activity: Attended Churchwide Assembly 2013

Gifts and Skills: I consider my greatest gift the love I have for Jesus and the Gospel. The service I have been called to has brought joy to my life and this call continues. Being elected to the Synod Council has been a learning experience and enriched my love for the church. Serving God and my brothers and sisters in Christ is the greatest call I have answered.

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

1. **\*Rev. Justin Walker** (Peace, Holland)  
389 W James St, Holland MI 49424  
616-834-1040; [pastor@peaceelca.org](mailto:pastor@peaceelca.org)

Occupation/Vocation: Pastor, Peace Lutheran Church, Holland; Pastor and Mission Developer, North Ottawa Lutheran Community; Tutor/Instructor, Keble College, Oxford England (Theology); Instructor, Washington International Studies Council; Vicar/Intern, Phinney Ridge Lutheran Church, Seattle WA

Education: MST University of Oxford, Oxford England (Science and Religion, graduated with distinction); M.Div. Lutheran Theological Seminary, Gettysburg PA (honors in Parish Ministry and Stewardship); B.S. Augsburg College, Minneapolis MN (majored in Computer Science and Philosophy, Honors Program, graduated *summa cum laude*)

Congregation Activity: Church Council and Education Committee Chair (Trinity, Midland); Coordination with Kid's Food Basket (over 600 meals per day) and LSSM/Samaritas as Peace, Holland now hosts their satellite sites in our community

Synod Activity: Synod Council voting member since 2014 (one term); Synod Council Youth Representative in the 90's; Coordinator of "Come and See" : The Early Church's Way of Forming Faith in People – Immersion Event on the Adult Catechumenate; Synod IT Task Force including "Access Current State" Team Leader; Synod Worship Committee; A/V Team for Synod Functions

Churchwide Activity: 2016 Churchwide Assembly Voting Member

Gifts and Skills: I bring listening, and open heart, and eagerness witnessing God's Word and work enlivened among us. Raised in our synod, I gratefully share experiences of learning, leading, teaching, working, and worshipping in other states and countries over 20 years.

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

1. **Mr. William Hartwig** (St. Thomas, Cheboygan)  
11578 Seabrook Lane, Pellston MI 49769  
231-539-8943; [hartwig56@sbcglobal.net](mailto:hartwig56@sbcglobal.net)

Occupation/Vocation: Administrator, Project Planning Division, Michigan Department of Transportation (MDOT) – retired; Transportation/Regional Planner

Education: Holy Cross Lutheran Grade School; Detroit Lutheran High School; Michigan State University – BA Economics, MS Regional Science

Congregation Activity (past): Congregation President, Church Council, Elder, Sunday School Teacher, Youth Leader, Choir, Building and Grounds Maintenance Team, Memorial Garden Team Leader, Pastoral Call Committee

Congregation Activity (current): Stewardship Team Chair, Maintenance team

Synod Activity: Congregational delegate to five synod conventions

Gifts and Skills: A committed layman, with the ability and experience, both as a team member and leader, to: organize and direct diverse interests, collaboratively anticipate problems, set priorities, and assign limited resources to develop and implement solutions. At MDOT, I had statewide responsibilities and additionally, I was president of two statewide organizations: Michigan Chapter of ITE and Michigan Association of Planning. I also served as chair of my local planning commission.

2. **Mr. Vernon Jones** (St. Paul, Alpena)  
1358 Fox Farm Drive, Alpena MI 49707-4346  
989-340-1181; [vernontjones2@gmail.com](mailto:vernontjones2@gmail.com)

Occupation/Vocation: My calling is to assist congregations and their members with their spiritual pilgrimage.

Education: B.A. in Sociology, Youngstown State University; CPCU Designation; Master of Theological Studies Degree, Trinity Lutheran Seminary

Congregational Activity: Served as Director of Small Group Ministry for Christ Lutheran Church, Louisville KY; Served as Worship Leader and Spiritual Consultant for Bethany Lutheran Church, Louisville KY; have held various other positions in several churches including teaching, call committee, vision and mission committees, pastoral care committee, and have presented seminars as well.

Synod Activity: Serve on Trapp Endowment Committee; served as Pulpit Supply in the Southern Ohio Synod, the Indiana/Kentucky Synod, and the Mitten Synod; served on Trinity Seminary Admissions Committee.

Churchwide Activity: To assist congregations and their members on their spiritual pilgrimage, have had two books published. Both focus on offering support and guidance to lifelong disciples of Jesus Christ: *Discipleship – A Lifelong Spiritual Pilgrimage* (2013), and *Nourishment for the Spiritual Pilgrimage* (2017).

Gifts and Skills: Prior to attending seminary, I had over 27 years of managerial experience with the insurance industry. My spiritual journey, coupled with my church and business experiences, provides me with a diverse set of skills applicable to Synod Council.

3. **Mr. Philip Okerlund** (St. Luke's, Muskegon)  
2933 Waalkes, Muskegon MI 49444  
231-288-6165; [philaso@aol.com](mailto:philaso@aol.com)

Occupation/Vocation: Sales

Education: Western Michigan University (Communications)

Congregation Activity: President, Parish Administrator

Synod Activity: Church in Society

Gifts and Skills: With a deep passion and love for the church, I offer to serve the larger community with leadership, creativity and dedication just as I have my congregation for many years.

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

1. **Mr. John Nelson** (Ascension, Saginaw)

1991 S Graham Rd, Saginaw MI 48609

989-284-0222 (cell), 989-781-0853 (home); [jnelson148@aol.com](mailto:jnelson148@aol.com)

Occupation/Vocation: Retired, General Motors Officer, Vice President – Blue Cross Blue Shield of MI, LSSM Board Chair

Education: Kalamazoo College B.A., Harvard Graduate School of Business Administration PMD

Congregation Activity: President, Treasurer, Trustee, Delegate to Synod Assembly

Synod Activity: Interim Treasurer, Chair of Audit Committee, Member of Compensation Committee

Churchwide Activity: Delegate to 2016 Churchwide Assembly

Gifts and Skills: Throughout my career, I was acknowledged to have “excellent leadership, organization and communication skills with the ability to make and carry out data-driven decisions.” I look forward to continuing to use these gifts in a meaningful and constructive way to further the mission and ministry across the synod.

2. **Mr. Tim Welther** (Messiah, Bay City)

1405 Leng St, Bay City MI 48706

989-513-1811; [tim.welther@gmail.com](mailto:tim.welther@gmail.com)

Occupation/Vocation: Food service employee for local hotel/resort

Education: Part-time college student

Congregation Activity: Altar Guild, acolyte, usher, funeral lunch committee, coffee hour

Gifts and Skills: I feel this will be a great learning experience for me as I prepare academically for my future role in the office of Holy Ministry. This will also give me further understanding as to how the North/West Lower Michigan Synod works.

3. **Mr. Richard Weingartner** (Faith, Okemos)  
2213 Iroquois Rd, Okemos MI 48864  
517-927-4481; [mathwhiz@mathwhiz.org](mailto:mathwhiz@mathwhiz.org)

Occupation/Vocation: Computer Programmer/Analyst

Education: 2000 – Central Michigan University, Bachelor of Science (Computer Science / Mathematics)

Congregation Activity: Newsletter Editor (5/2002-4/2016); Church Council, Financial Secretary (2/2004-1/2008); Church Council, Treasurer (2/2011-1/2015); Technology/Media Committee (3/2015-present); Chair, Reconciling in Christ Planning Team (5/2016-present); Reader, Lay Assistant, Handbell Choir, Altar Care, Greeter (ongoing)

Synod Activity; Synod Assembly Voting Member (2013-2016); Open Hearts – Open Minds Team Member; IT Task Force member

Churchwide Activity: Congregational Observer and Communion Assistant (2013 Churchwide Assembly)

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 the being the love of Christ to the world.

Position E: Young Adult, Male (3-year term, elect one)

1. **Mr. Mitchell Anderson** (First, Muskegon)  
1668 Duck Lake Rd, Muskegon MI 49445  
231-855-8116; [ander6md@cmich.edu](mailto:ander6md@cmich.edu)

Occupation/Vocation: College student

Education: Central Michigan University – Exercise Science

Congregation Activity: Unofficial Youth Group Leader (2014-2016)

Synod Activity: Michigan State Gatherings (2012-2015)

Churchwide Activity: National Youth Gathering (2015)

Gifts and Skills: The church has molded me into the great young man that I am today; I hope I will be able to return the favor and spread my positive influence on the rest of the North/West Lower Michigan Synod.

2. **Mr. Connor Ashley** (Saron, St. Joseph)  
9212 Amy Drive, Baroda MI 49101  
269-313-0328; [cashley1837@outlook.com](mailto:cashley1837@outlook.com)

Occupation/Vocation: Full-time Political Science student, Wayne State University

Education: Full-time Political Science student, Wayne State University

Congregation Activity: Church Council Member (2012-2015)

Synod Activity: Synod Council Member (2013-present)

Churchwide Activity: 2016 Churchwide Assembly Voting Member

Gifts and Skills: I have had the honor of serving as an active member of Synod Council since 2013, and have grown in my leadership abilities, strategies for how to best tackle complex responsibilities, and appreciation for the important work the Synod does.

Position F: Youth, Male (14-18 yrs as of 5/21/17; 2-year term, elect one)

1. (Vacant)



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## Consultation Committee

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Position G: Lay Female (filling unexpired term ending 2021, elect one)

1. **Ms. Dawn Smith** (St. Timothy, Midland)  
1011 E Park Dr, Midland MI 48640  
989-631-8043 (home), 989-948-1818 (cell); [smith8286@att.net](mailto:smith8286@att.net)

Occupation/Vocation: Para Professional, Midland Public Schools

Education: BS, Business Administration

Congregation Activity: Mutual Ministry Chair, W/ELCA CU President, Sunday School Teacher, Call Chair, SS Superintendent, Confirmation Teacher

Synod Activity: President, Women of the ELCA

Churchwide Activity: Women of the ELCA Churchwide Executive Board Member (2011-2017)

Gifts and Skills: I have led in many different capacities but I believe God calls us to the places He would like us to be. I pray before any major decision and ask His guidance. I believe that if God is in charge, anything can be done, whether it be in the church or outside the church.

Position H: Lay Male – Position A (6-year term, elect one)

1. **Mr. Ed Wosinski** (First, Muskegon)  
15 W Maple St, Fremont MI  
231-652-0673; [ewosinski@firstlutheranmuskegon.com](mailto:ewosinski@firstlutheranmuskegon.com)

Occupation/Vocation: Director, Youth and Family Ministry

Education: BS Psychology

Congregation Activity: Director, Youth and Family Ministry

Synod Activity: Gathering Leadership Team Member

Churchwide Activity: Attended National Gatherings

Gifts and Skills: I am a lay leader in the church and bring that experience to the committee. I am comfortable expressing my views, work well on a team, and am willing to be a listener. I am open to hearing the views of others, seeking input from a variety of people, and coming to an educated decision.

Position I: Lay Male – Position B (filling unexpired term ending 2021, elect one)

1. **Mr. John Nelson** (Ascension, Saginaw)  
989-284-0222 (cell), 989-781-0853 (home); [jnelson148@aol.com](mailto:jnelson148@aol.com)

Occupation/Vocation: Retired, General Motors Officer, Vice President – Blue Cross Blue Shield of MI, LSSM Board Chair

Education: Kalamazoo College B.A., Harvard Graduate School of Business Administration PMD

Congregation Activity: President, Treasurer, Trustee, Delegate to Synod Assembly

Synod Activity: Interim Treasurer, Chair of Audit Committee, Member of Compensation Committee

Churchwide Activity: Delegate to 2016 Churchwide Assembly

Gifts and Skills: Throughout my career, I was acknowledged to have “excellent leadership, organization and communication skills with the ability to make and carry out data-driven decisions.” I look forward to continuing to use these gifts in a meaningful and constructive way to further the mission and ministry across the synod.

Position J: Clergy Male (6-year term, elect one)

1. **Pr. Matt Smith** (Bethlehem, Lansing)  
549 E Mt Hope Ave, Lansing MI 48910  
517-881-9890; [pastormattsmith@gmail.com](mailto:pastormattsmith@gmail.com)

Occupation/Vocation: Pastor

Education: BA – Wittenberg University, M.Div. – Trinity Lutheran Seminary

Home congregation: Cross of Christ, Petoskey

Congregation Activity: Pastor, St Matthew, Bridgeport (2002-2008); Assistant Pastor, Bethlehem, Lansing (2008-2016); Pastor, Bethlehem, Lansing (2016-present)

Synod Activity: Co-Manager, Michigan Youth Gathering (2009-2011); Board of Directors, Living Water Ministries (2017- )

Churchwide Activity: ELCA Disability Ministries Mentorship Planning Team (2007-2008)

Gifts and Skills: In addition to my education and experience as a pastor, I have been trained in medication and conflict resolution, using those skills in the congregation when necessary. I believe members of the Consultation Committee must be able to listen well.

2. **Pr. Andreas Teich** (Messiah, Bay City)  
2275 Carroll Rd, Bay City MI 48708  
989-893-4444; [pastormessiah@att.net](mailto:pastormessiah@att.net)

Occupation/Vocation: Pastor

Education: B.A., Muhlenberg College; M.Div., Lutheran School of Theology at Chicago

Synod Activity: Global Mission Committee, Equipping Leaders for Mission and Ministry (ELMM) Instructor, First Call Colleague Leader

Gifts and Skills: With over thirty years of parish experience, I am in tune with the issues confronting pastors and congregations. I can deal with times of crisis with sensitivity and grace.

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## Discipline Committee

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### Position K: Lay Female – Position A (6-year term, elect one)

1. **Ms. Karen Goethe** (Trinity, Midland)  
3415 Rivercrest Court, Midland MI 48640  
989-948-9824; [karen.goethe@gmail.com](mailto:karen.goethe@gmail.com)

Occupation/Vocation: Licensed Professional Counselor, Catholic Family Service, Midland MI; Licensed Registered Nurse, In-patient Mental Health, Central Michigan Community Hospital / McLaren Central Michigan Hospital, Mt Pleasant MI; Designed and facilitated "Divorce: Surviving the Transition"; Designed and facilitated "Building Blocks for Blended Families"; Hospice training/volunteer, MidMichigan Medical Center, Midland MI

Education: MA, Counselor Education and Personal Development, Central Michigan University, Mt Pleasant MI; BSN, University of Michigan, Ann Arbor MI

Congregation Activity: Call Committee (Trinity, Midland); Mutual Ministry Team for two pastors (Trinity, Midland); Stephen Minister (Trinity, Midland); Lectio Divina (St Timothy, Midland)

Synod Activity: Response Team; Boundaries Workshop; "Come and See" Adult Catechumenate Immersion, feedback, Capstone Event; Centering Prayer Workshop, Living Fire Ministries

Gifts and Skills: As a counselor, I often interacted with couples or families in heated conflict. I needed to remain calm, listen carefully, and fact find to determine the best course of action. What's not said is as important as what is said.

### Position L: Lay Female – Position B (6-year term, elect one)

1. **Ms. Lisa Reiman** (St. Thomas, Cheboygan)  
PO Box 57, Cheboygan MI 49721  
231-627-3167; [lisareiman@sbcglobal.net](mailto:lisareiman@sbcglobal.net)

Occupation/Vocation: Parish Administrative Assistant for 23 years

Education: North Central Michigan College; Lake Superior State University

Congregation Activity (past): Coordinator, Together Lifting Children (TLC) Ministry Program; Stephen Ministry Leader

Congregation Activity (current): TLC Board, Projection system for worship, Handbell Choir

Gifts and Skills: Serving within the church for 23 years has taught me the value of patience and listening in dealing with a difficult circumstance while attempting to discern the truth in a situation.

Position M: Clergy Female (6-year term, elect one)

1. **Pr. Marcy Miller** (St. Luke's, Grand Rapids)  
523 Briar Lane NE, Grand Rapids MI 49503  
616-648-5846; [pastormarcy@stlk.org](mailto:pastormarcy@stlk.org)

Occupation/Vocation: Pastor for 20 years

Education: M.Div., Trinity Lutheran Seminary

Congregation Activity: Pastor, Ascension, Kentwood; Pastor, Samuel, Muskegon

Synod Activity: Synod Council (2006-2012); Bridgebuilders, Family Systems Theory

Gifts and Skills: Given my experience as a pastor, I have experienced many delicate and difficult situations. I feel I am qualified to work on a team to help solve some sensitive congregational issues.

2. **Pr. Sarah Samuelson** (Trinity, New Era)  
5631 W Stony Lake Rd, New Era MI 49446  
231-861-4059; [pastorsarah@tlcnewera.org](mailto:pastorsarah@tlcnewera.org)

Occupation/Vocation: Pastor

Education: B.A., Michigan State University; M.Div., Lutheran School of Theology at Chicago

Congregation Activity: Pastor – Trinity, New Era and St. Luke's Muskegon; Associate Pastor – Emmanuel, Ludington and First, Muskegon; Spiritual Director – Harbor Hospice; Intern – Peace and Luther Home, Billings MT

Synod Activity: New and Renewing Missions Table; Nominations Committee; Evangelism Team, Worship Committee

Gifts and Skills: After reading about the work of the Discipline Committee, I believe I could fill this post with the requisite gifts of both justice and mercy. I have had a number of years of Family Systems training.

Position N: Clergy Male – Position A (filling unexpired term ending 2019; elect one)

1. **Pr. Ray Dice** (Messiah, Bay City)  
496 Harvest Lane, Frankenmuth MI 48734  
989-652-8975; [rdice@charter.net](mailto:rdice@charter.net)

Occupation/Vocation: Retired hospital chaplain and congregational pastor

Education: Seminary and two-year Clinical Pastor Education Residency

Congregation Activity: Supply preaching

Synod Activity: Response Team

Gifts and Skills: I served in congregations for 11 years, follow by formal clinical training and hospital ministry for 22 years. I also trained for service in national disasters with the American Red Cross.

Position O: Clergy Male – Position B (6-year term, elect one)

1. **Pr. David Blank** (St. Luke's, Grand Rapids)  
4252 Summit Forest Dr NE, Rockford MI 49341  
616-363-2381; [pastordave@stlk.org](mailto:pastordave@stlk.org)

Occupation/Vocation: Pastor

Education: BA, Theil College; M.Div., Lutheran Theological Seminary at Gettysburg

Congregation Activity: Senior Pastor

Synod Activity: Candidacy, Worship and Music Committees (North/West Lower Michigan Synod); Worship & Music Chair, EO Chair, Conference Dean, Instructor/Supervisor – Pastoral Identity & Formation Class [TEEM] (WPWV Synod [LCA]& NWPA Synod); Synod Secretary and Conference Dean (Slovak Zion Synod)

Gifts and Skills: In my 34 years of ordained ministry, God has called me to serve as a pastor, senior pastor, and chaplain. I have also completed 13 basic/supervisor-in-training CPE units. My strengths/gifts include listening, empathy, teaching and humor.

**Treasurer's Annual Report**  
For Fiscal Year Ended January 31, 2017  
*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 2016-17 by \$171,000. Most of this is due to an approximate \$140,000 unrealized gain in the market value of our investments. The Synod's total Unrestricted Operating Expenses for the year decreased by 2.7%.

Our Auditor's Letter of Comments was consistent with the prior year and we had no material deficiencies. Please note that we did have a prior period adjustment for the prior year which is explained below. For the year, our total financial position also increased by approximately \$171,000, with a majority of this due to the increase in the market value of our investments. Our Unrestricted Fund increased by approximately \$108,000.

Condensed Financial Profile – Unrestricted Fund

For the Fiscal Year Ended January 31, 2017

Restated

<b>Description</b>	<b>2016-17</b>	<b>2015-16</b>	<b>Variance</b>
<b>Total Operating Revenue &amp; Support</b>	\$1,772,812	\$1,514,112	\$ 258,700
<b>Total Operating Expenditures</b>	\$1,601,830	\$1,645,925	\$ 44,095
<b>Change in Net Assets</b>	\$ 170,982	\$ (131,813)	\$ 302,795

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 \$675,000 which is down slightly from the prior year. Total Mission Support from congregations across our synod decreased by \$21,000 from the prior year, and this was substantially under what was budgeted.

With the help of our auditors we have again continued to improve our financial management, oversight, and reporting system. Please review the audited financial statements.

- Note 1 includes an excellent summary of all of the Synod's Programs.
- Note 9 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 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 financial statement.

For the 2016-17 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 2017-18 year and 2018-19 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.



1	North/West Lower Michigan Synod Proposed Budget 2018-19 Fiscal Year End 31-Jan-19		Budget Approved by the 2015 Synod Assembly	Budget Approved by the 2016 Synod Assembly	Budget Proposed to the 2017 Synod Assembly	1
2		YE 1/31/2017	YE 1/31/2017	YE 1/31/2018	YE 1/31/2019	2
3	REVENUE	2016-17 Past Year ACTUAL	2016-17 Past Year BUDGET	2017-18 Current Year BUDGET	2018-19 Next Year BUDGET	3
4	Mission Support	a 1,349,004	1,477,293	1,671,062	1,671,728	4
5	Committee Revenue	b 10,697	22,000	22,000	15,000	5
6	ELCA Pooled Trust Dividend (General Fund only)	19,301	19,000	19,000	19,000	6
7	Grant Revenue	c 44,730	20,000	20,000	20,000	7
8	Interest Income (General Fund only)	184	150	150	150	8
9	Registration Fees - Leadership Events	d 4,089	8,000	8,000	4,000	9
10	Registration Fees - Synod Assembly	e 46,787	65,000	60,000	50,000	10
11	Synodwide Revenue - Special Gifts	3,265	6,000	6,000	4,000	11
12	Synodwide Event Revenue (new in 2017-18 Budget)	-	-	5,000	1,000	12
13	Transfer from Reserved Funds (General Fund only)	f 130,394	67,000	67,000	77,000	13
14	<b>Total Revenue</b>	<b>1,608,451</b>	<b>1,684,443</b>	<b>1,878,212</b>	<b>1,861,878</b>	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 (lines 34-44)					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 53					19
20	f - includes funds transferred from reserved funds (restricted/unrestricted) to cover ministry activities					20
21	EXPENSES	2016-17 Past Year ACTUAL	2016-17 Past Year BUDGET	2017-18 Current Year BUDGET	2018-19 Next Year BUDGET	21
22	ELCA Agencies and Organizations					22
23	ELCA Churchwide Mission Support	a 674,502	738,646	835,531	835,864	23
24	Capital University and Wittenberg University	3,000	3,000	3,000	-	24
25	Living Water Ministries	40,000	42,000	40,000	43,000	25
26	Samaritas (formerly Lutheran Social Services of MI; LSSM)	3,000	3,000	3,000	3,000	26
27	NWLM Synod Campus Ministry	g -	-	-	-	27
28	Region 6 Support	h 9,256	9,060	9,000	3,000	28
29	Trinity Lutheran Seminary	25,000	25,000	25,000	30,000	29
30	<b>Subtotal - ELCA Agencies and Organizations</b>	<b>754,758</b>	<b>820,706</b>	<b>915,531</b>	<b>914,864</b>	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
33	Committees	2016-17 Past Year ACTUAL	2016-17 Past Year BUDGET	2017-18 Current Year BUDGET	2018-19 Next Year BUDGET	33
34	Faith Formation Table (formerly Christian Education)	301	1,500	1,500	500	34
35	Publically Engaged Church Table (formerly Church in Society)	i 20,765	19,000	19,000	19,000	35
36	Mission Support Table (formerly Financial Support)	2,035	4,000	4,000	2,000	36
37	Global Missions Committee	j 9,980	10,000	10,000	9,000	37
38	Ministry Table	k 26,546	40,000	38,000	30,000	38
39	Multi-Cultural Ministry Table (includes Anti-Racism Committee)	l 349	2,000	2,000	2,000	39
40	New & Renewing Mission Table	m 70,973	54,000	54,000	52,100	40
41	NWLM Synod Campus Ministry Grant Program	g 55,730	45,000	45,000	45,000	41
42	Worship Committee	173	1,500	1,500	2,750	42
43	Youth Committee	2,646	2,000	1,500	1,500	43
44	Communication Committee	2,252	2,000	2,000	-	44
45	<b>Subtotal - Committees</b>	<b>191,750</b>	<b>181,000</b>	<b>178,500</b>	<b>163,850</b>	45
46	i - spending in 2016 also supported with funding from a bequest (transfer from a restricted fund - line 13)					46
47	j - includes Global Mission Partner support/activities; support is also provided from the Honduras Fund (restricted fund - line 13)					47
48	k - includes Candidacy; First Call; Interim Ministry; ELMM; SAM; Response Team; some expenses covered by registrations (line 9) and restricted funds (line 13)					48
49	l - includes Table/Committee meetings and events; support also available from Anti-Racism Fund (restricted fund - line 13)					49
50	m - formerly Outreach Committee; combines previous New & Redeveloping Congregation Table & Witness Committee; includes meetings, scholarships, congregation grants, etc; also supported by restricted funds (line 13)					50

51	North/West Lower Michigan Synod Proposed Budget 2018-19 Fiscal Year End 31-Jan-19			Budget Approved by the 2015 Synod Assembly	Budget Approved by the 2016 Synod Assembly	Budget Proposed to the 2017 Synod Assembly	51
52			YE 1/31/2017	YE 1/31/2017	YE 1/31/2018	YE 1/31/2019	52
53	Synod Ministries		2016-17 Past Year ACTUAL	2016-17 Past Year BUDGET	2017-18 Current Year BUDGET	2018-19 Next Year BUDGET	53
54	Synod Assembly	n	47,119	65,000	65,000	55,000	54
55	Synod Council	o	21,058	9,000	9,000	5,000	55
56	Subtotal - Synod Ministries		68,177	74,000	74,000	60,000	56
57	n - includes materials, technology, meals, lodging, guests, speakers, etc.						57
58	o - includes meetings, training, retreats, etc. Expenses for synod-wide events moved to separate line item in 2017 (line 12).						58
59	Staff Salaries and Benefits		2016-17 Past Year ACTUAL	2016-17 Past Year BUDGET	2017-18 Current Year BUDGET	2018-19 Next Year BUDGET	59
60	Salaries - Administrative Support Staff	p	45,137	86,920	82,528	68,000	60
61	Salaries and Housing Allowances - Called Staff	q	161,908	166,500	228,495	251,418	61
62	Salaries - Deployed Staff	r	53,516	68,711	75,773	55,755	62
63	Social Security Allowance	s	17,966	19,314	26,505	29,165	63
64	Payroll Taxes (FICA)		7,932	11,901	12,258	12,375	64
65	Health Insurance, Disability, Pension	s	79,629	111,110	118,888	133,154	65
66	Continuing Education		1,253	3,180	3,275	3,374	66
67	Other Insurance		4,213	5,300	5,459	5,623	67
68	Subtotal - Staff Salaries and Benefits		371,554	472,936	553,181	558,864	68
69	p - includes Office staff; reduction of a full-time Exec. Admin (late 2015); addition of a part-time Exec. Admin in 2017						69
70	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						70
71	r - includes Lay Ministry Administrator, Driver for the Bishop and Synod Communicator; Living Fire Facilitator is 50% in 2017 and 0% in 2018						71
72	s - includes Social Security offset for DEM; increased benefits based on adding a third full-time Assistant to the Bishop						72
73	Administration		2016-17 Past Year ACTUAL	2016-17 Past Year BUDGET	2017-18 Current Year BUDGET	2018-19 Next Year BUDGET	73
74	Bishop's Discretionary Fund		1,926	4,000	4,000	4,000	74
75	Insurance		11,164	8,500	9,000	9,500	75
76	Building Lease (Synod Offices)		16,800	16,800	16,800	16,800	76
77	Office Equipment - Maintenance	t	5,414	8,000	6,000	10,000	77
78	Office Supplies		7,943	9,000	9,000	9,000	78
79	Postage		3,221	3,500	3,000	3,000	79
80	Professional Fees	u	22,036	18,000	23,000	24,000	80
81	Phone		7,806	10,000	9,000	9,000	81
82	Travel - Staff (professional rate)		29,951	36,000	36,000	45,000	82
83	Website/Network Maintenance	t	1,843	5,000	4,200	4,000	83
84	Subtotal Administration		108,104	118,800	120,000	134,300	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
87	Depreciation		2016-17 Past Year ACTUAL	2016-17 Past Year BUDGET	2017-18 Current Year BUDGET	2018-19 Next Year BUDGET	87
88	Depreciation	v	21,523	12,000	14,000	25,000	88
89	v - includes depreciation of synod vehicles, office equipment, copier, furnishings, etc.						89
90	Total All Expenses		1,515,866	1,679,442	1,855,212	1,856,878	90
91	Net Income/Loss		92,585	5,001	23,000	5,000	91
92	Capital Purchases	w	-20,934	-17,001	-37,000	-30,000	92
93	Add Back Depreciation - Non Cash Exp.		21,523	12,000	14,000	25,000	93
94	w - includes purchase of a laptop; widescreen TV/monitor, and synod vehicle in 2016; targeting purchase of two vehicles in 2017 and one vehicle in 2018.						94
95	Modified Net Income/Loss		93,174	0	0	0	95

# North/West Lower Michigan Synod Narrative/Missional Budget for 2018 \$1,856,878



## **Proclaim Christ and Prayerfully Participate in Christ's Own Work - \$347,350**



*Study of scripture, devotion to prayer, Word and Sacrament, faith life and discipleship*  
Faith Formation Table, Living Water Ministries, Living Fire, ELCA Mission Support, Renewing Congregations, Worship Committee, Youth Committee, Staff, Campus Ministry

## **Renewing Congregations - \$337,350**

*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 - \$442,300**

*Assisting congregations in providing training and support for Rostered Ministers and lay leaders, and oversight of all leaders*  
Candidacy Committee, Ministry Committee, Living Fire, ELMM, Boundaries Training, Response Team, Roster, Living Water Ministries, ELCA Mission Support, Staff, Deployed Staff, Continuing Education, Bishop teaching, Trinity Seminary

## **Strengthening Connections - \$362,350**

*Visitation of congregations by synod staff, working together in regions, across the ELCA, and globally, gathering in conferences, assemblies, for worship, learning, and collaboration*

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 - \$367,528**

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 2017)

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### Called Staff Resources

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Position	Status
Bishop	Full-time
Assistant to the Bishop for Congregational and Leadership Excellence	Full-time
Director for Evangelical Mission and Assistant to the Bishop	Full-time *
Assistant to the Bishop for Synod Life (25%)	Part-time
<b>Total Annual Called Staff Salaries (Salary + Housing + Soc. Sec. Allowance)</b>	<b>\$301,839</b>
<i>(includes DEM Salary and Housing paid by the ELCA Churchwide Organization; does <u>not</u> include Benefits)</i>	

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### Administrative Support Staff Resources

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Position	Status **
Executive Assistant to the Bishop for Administration	Part-time
Administrative Assistant (30 hrs/wk)	Part-time
Financial Administrator (20 hrs/wk)	Part-time
<b>Total Annual Administrative Support Staff Salaries</b>	<b>\$55,640</b>
<i>(Does <u>not</u> include Benefits)</i>	

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### Deployed Staff Resources

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Position	Status **
Equipping Leaders for Mission & Ministry (ELMM) Administrator (12 hrs/wk)	Part-time
Living Fire Ministries Facilitator (20 hrs/wk through May 2017)	Part-time**
Driver for the Bishop (24 hrs/wk)	Part-time
Synod Communicator (15 hrs/wk)	Part-time
<b>Total Annual Deployed Staff Salaries</b>	<b>\$50,796</b>
<i>(Does <u>not</u> include Benefits)</i>	

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\* 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

\*\*\* Compensation for the Living Fire Ministries Facilitator is through May 2017