

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 2019 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 Thursday, the 16th day of May, 2019 and concluding on Saturday, the 18th day of May, 2019.

Ms. Christine E. Allen, Secretary

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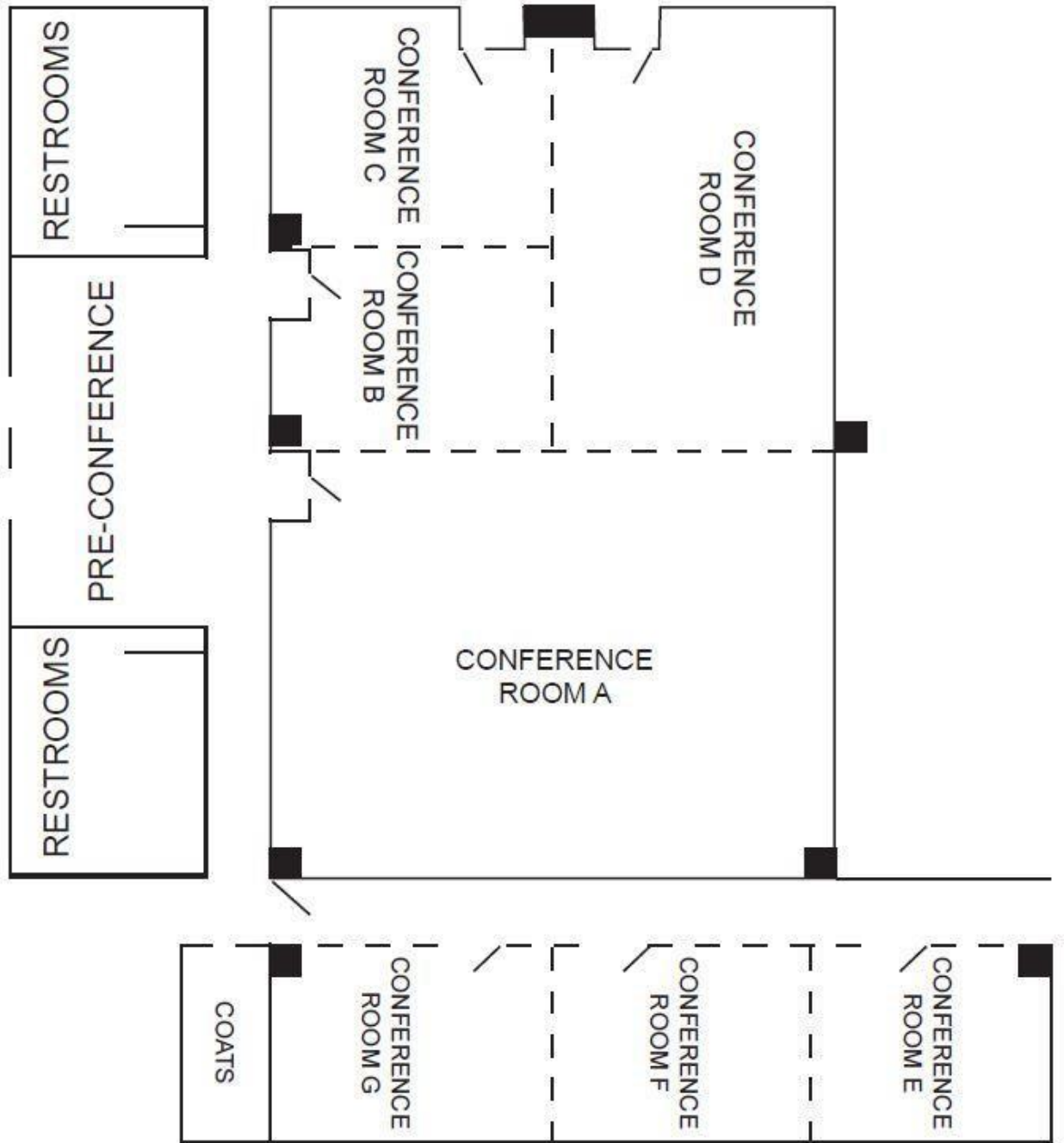
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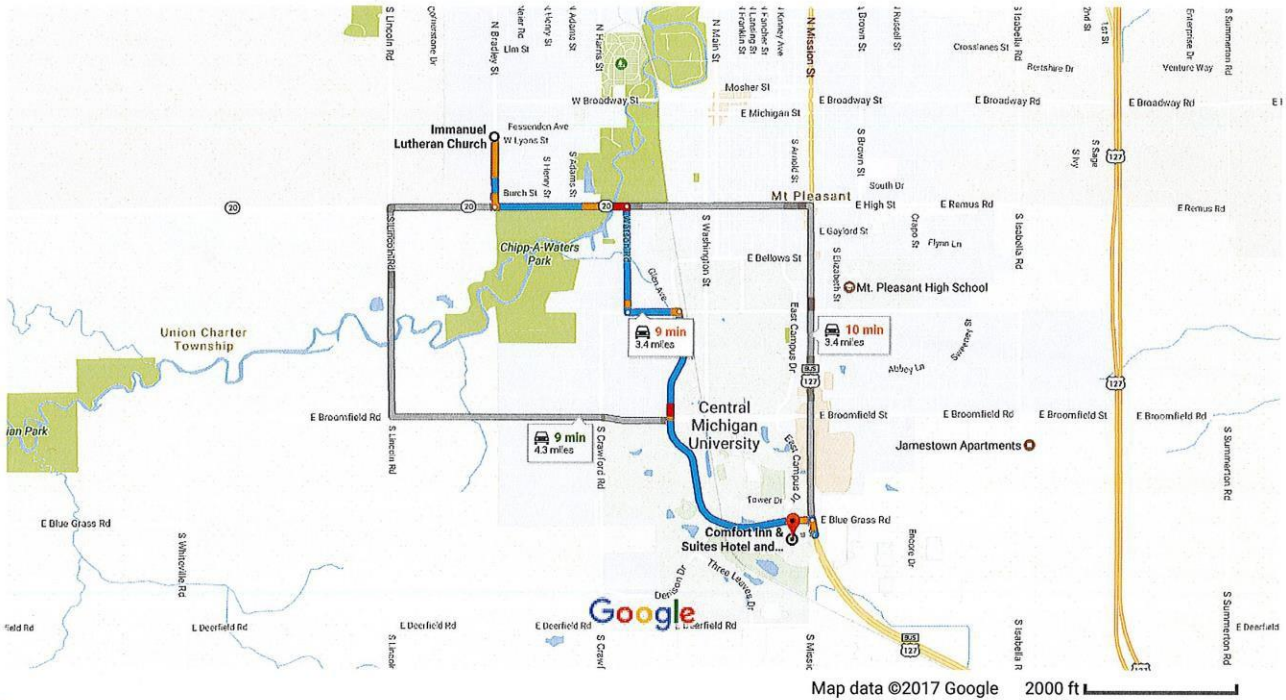
Comfort Inn and Suites Hotel and Conference Center
2424 S Mission St
Mt Pleasant MI 48858
989-772-4000





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 beginning Thursday at 3:00 pm and as indicated in the agenda on pages 14-20. **Voting members must register during the times indicated in order to vote during the plenary sessions.**
- Check-in for lodging will be at the Comfort Inn and Suites Registration Desk.
- Thursday evening's Opening Eucharist and Plenary Session 1 will be held the Comfort Inn Conference Center.
- Friday and Saturday Plenary Sessions and Worship will take place at the Comfort Inn Conference Center.
- The Friday afternoon Connect-Crash event take s place at Immanuel Lutheran Church, 320 S Bradley, Mt Pleasant MI 48858.
- The closing worship service and reception on Saturday will be held at Immanuel Lutheran Church, 320 S Bradley, Mt Pleasant MI 48858.

Information Packets

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

Offerings

Offerings gathered during our worship services will be divided evenly between flood relief for the Nebraska Synod and new cabin construction for Living Water Ministries. Congregations are encouraged to bring their offerings in the form of a check made payable to the North/West Lower Michigan Synod.

Rules of Organization and Procedure for the 2019 North/West Lower Michigan Synod Assembly

The Synod Council recommends adoption of the following Rules of Organization and Procedure for the 2019 North/West Lower Michigan Synod Assembly:

General Elections / Voting

- A. All elections will be by ballot vote as per S9.08.

[**Synod Constitution Reference – S9.08.**: “In all elections, except for the bishop, the names of the persons receiving the highest number of legal votes, but not elected by a majority of the legal votes cast on a preceding ballot, shall be entered on the next ballot to the number of two for each vacancy unfilled. On any ballot, when only two names appear, a majority of the legal votes cast shall be necessary for election.”]

- B. All voting shall be by voice or paper ballot (once credentials are established).

Debate

- C. Debate is limited to two minutes per speaker. All speakers shall identify themselves by name and congregation/ministry/retired, etc.

Voice & Voting Privileges

- D. Permission is granted 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 as per S7.27.

[**Synod Constitution Reference – S7.27.**: “This synod may establish processes through the Synod Council to grant a minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America the privilege of both voice and vote in the Synod Assembly during the period of that minister’s service in a congregation of this church.”]

- E. Permission is granted 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 as per S7.26.

[**Synod Constitution Reference – S7.26.:** “This synod may establish processes through the Synod Council that permit representatives of congregations under development and authorized worshipping communities of the synod, which have been authorized under ELCA bylaw 10.02.03., to serve as voting members of the Synod Assembly, consistent with *S7.21.”]

- F. Permission is granted for the Synod Attorney to have voice but not vote at the Synod Assembly to support proceedings and to provide clarification as needed relative to the governing documents and policies of the synod as requested by the Synod Assembly Chair, the Synod Bishop or Synod Vice President as per S7.23.

[**Synod Constitution Reference – S7.23.:** “The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of this church as may be designated from time to time by the Church Council shall have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.”]

Resolutions

- G. All resolutions submitted during the synod assembly will be referred to the Reference and Resolutions Committee by the stated deadline as per S7.33.01.c.

[**Synod Constitution Reference – S7.33.01.c.:** “This committee shall receive resolutions, edit and formulate such resolutions into an approved standard format, ascertain that the author/signatory or an authorized representative of such will be present on the floor of the Synod Assembly to present and defend the resolution, and recommend the placement of resolutions on the agenda for action by the Synod Assembly. It shall review other items submitted which are not germane to items contained in the stated agenda of the Synod Assembly. Having reviewed these proposals, the committee shall have them circulated to the members of the Synod Assembly along with committee recommendations at least one session prior to the session that they are to be acted upon.”]

- H. 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.

- I. Resolutions submitted in advance of and during the synod assembly must be supported by at least 25 Confirmed members of the synod as per S7.33.A19.
[Synod Constitution Reference – S7.33.A19: “Resolutions presented to the Reference and Resolution Committee for referral to the Synod Assembly for action shall be supported by at least 25 Confirmed members of the North/West Lower Michigan Synod whose signatures appear on the resolutions as submitted.”]

Synod Bishop and Synod Officer Elections

- J. Background checks and screening will be completed for persons elected as synod officers (includes synod bishop) as soon as possible after their election using procedures and forms established by Synod Council as per *S9.12. An overview of the process and the forms to be used will be posted on the synod assembly website.

[Synod Constitution Reference – *S9.12.: “Background checks and screening shall be required and completed for persons nominated as synodical officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Synod Council.”]

- K. Presiding over the Bishop Election: The representative of the churchwide organization shall preside over the assembly whenever the assembly is in session and considering business related to the election of the synod bishop, or when the assembly is casting ballots in the synod bishop election. Upon conclusion of balloting or of specific business related to the synod bishop election, the bishop shall resume presiding over the assembly.
- L. All voting related to the bishop and synod officer elections shall be by paper ballot.
- M. Biographical Information for Top 7 Nominees for Synod Bishop: Biographical information for the top seven nominees (plus ties) who received the greatest number of votes on the second ballot for synod bishop, submitted on a form determined by the Bishop Election Committee, shall be made available to voting members prior to the casting of the third ballot for bishop. In line with

“Care for Creation” principles, the submitted biographical forms are to be made available on the synod website with limited paper copies available at the assembly for those unable to access the information electronically.

- N. Speeches by Top 7 Nominees for Synod Bishop: Prior to the third ballot for bishop, the seven persons (plus ties) who received the greatest number of votes on the second ballot for synod bishop will be invited to address the assembly, with each speech limited to five minutes. If any such person is not present at the assembly, the individual may address the assembly via phone conference or video conference (if this technology is available) or may designate an alternate person to speak on her or his behalf. A timekeeper shall indicate to the speaker when 30 seconds remain of the allocated time and when the allocated time has elapsed. The sequence of the speeches shall be determined by random draw.
- O. Questions for Top 3 Nominees for Synod Bishop: Prior to the fourth ballot for synod bishop, the three persons (plus ties) who received the greatest number of votes on the third ballot will be invited to participate in a question-and-answer period. The period shall be moderated by the Synod Vice President. The questions (including sequence) to be asked shall be established by the Bishop Election Committee. The questions shall be asked in rotating order of the nominees, and the same questions will be asked to each nominee. Each nominee shall have a maximum of 90 seconds to respond to each question. A timekeeper shall indicate to the speaker when 30 seconds remain of the allotted time and when the allotted time has ended. If any such person is not present at the assembly, the individual may address the assembly via phone conference or video conference (if this technology is available). The time for the question-and-answer period shall not exceed 45 minutes.

2019 Synod Assembly Committees
Approved by Synod Council on April 13, 2019

Worship Committee: Pastor Rachel Laughlin (Prince of Peace, Portage), chair

Pastor Rheanna Goodrich (St. Matthew, Bridgeport)
Pastor Jennifer Michael (St. Peter, Battle Creek)
Pastor Doug Ogden (Lebanon, Whitehall)
Pastor Ryan Prondzinski (Christ, Michigan Center)
Pastor Travis Wilson (Peace, South Haven)
Pastor Haley Vay Beaman (University, East Lansing)
Ms. Janet Hill (Prince of Peace, Portage)

Reference and Resolutions Committee: Pastor Betsy Kamphuis (St. Paul, Greenville), chair

Mr. Connor Ashley (Saron, St. Joseph)
Mr. Tim Lundgren (Trinity, Grand Rapids)
Pastor Ken Scheck II (Grace, Hastings)
Pastor Dennis Smith (Immanuel, Big Rapids)
Ms. Linda Wicander (Immanuel, Mt. Pleasant)

Credentials Committee: Pastor Kjersten Priddy (Trinity, Battle Creek), chair

Pastor Christopher Laughlin (Messiah, Constantine)
Mr. Patrick Blanchard (Christ, Wyoming)
Ms. Kim O'Brien (Faith, Okemos)

Nominations Committee: Pastor Jessica Hahn (Trinity, Hillsdale), chair

Pastor Bryan Schneider-Thomas (Peace, Sparta)
Ms. Christine Mwanyika (Faith, Grand Rapids)
Mr. Bill Hartwig (St Thomas, Cheboygan)
Ms. Margie Bauer (Bethlehem, Grand Rapids)

Elections Committee: Ms. Peggy Burns (Feast of Victory, Acme), co-chair and Ms. Christine Mwanyika (Trinity, Grand Rapids), co-chair

Mr. Jim Allen (Trinity, Kalamazoo)
Mr. Charlie Burke (Immanuel, Mt. Pleasant)
Ms. Peggy Burke (Immanuel, Mt. Pleasant)
Ms. Nicole Ferguson (Immanuel, Mt. Pleasant)
Mr. Jim Hageman (Immanuel, Mt. Pleasant)
Ms. Mary Hageman (Immanuel, Mt. Pleasant)
Mr. Dale Hendershot (Christ the King, Gladwin)
Ms. Donna Hendershot (Christ the King, Gladwin)
Ms. Katrina Piatek-Jimenez (Immanuel, Mt. Pleasant)
Ms. Amy Powell (Immanuel, Mt. Pleasant)
Mr. Craig Timm (Advent, Lake Ann)

Bishop Election Committee: Pastor Chrisy Bright (New Life, Spruce), co-chair and Sandy Schlesinger (Trinity, Midland), co-chair

Ms. Peggy Burns (Feast of Victory, Acme)
Ms. Caroline Peterson (Trinity, New Era)
Ms. Diane Madej (Our Savior's, Muskegon)
Mr. Bob Kamphuis (St. Paul, Greenville)
Ms. Christine Mwanyika (Faith, Grand Rapids)
Mr. Bill Trevarthen (University, East Lansing)
Ms. Linda Wicander (Immanuel, Mt. Pleasant)

Technology Team: Pastor Travis Wilson (Peace, Sparta), chair

Pastor Justin Walker (Christ, Wyoming)
Mr. Rich Weingartner (Faith, Okemos)

Parliamentarian: Mr. Josh Tatum (Indiana/Kentucky Synod)

Displays: Pastor Marcia Shumate Schultz

Assembly Report: Ms. Rebecca Bossenbroek



CALLED TO BE LIVING STONES IN A CHANGING WORLD

NORTH/WEST LOWER MICHIGAN SYNOD ASSEMBLY

May 16-18, 2019

Comfort Inn & Suites Conference Center
Mount Pleasant, Michigan

'You yourselves like living stones are being built as a spiritual house, to be a holy priesthood, to offer spiritual sacrifices acceptable to God through Jesus Christ' (1 Peter 2:5 ESV).

2019 Synod Assembly Agenda

*Denotes Order of the Day

THURSDAY, MAY 16

3:00 PM **REGISTRATION & CHECK-IN OPENS - CONFERENCE CENTER FOYER**

3:00 PM **Assembly Committee Meetings – Room #2900**

- 3:00 PM: Credentials Committee
- 3:30 PM: Bishop Election Committee (review of activities prior to the start of the assembly)
- 4:00 PM: General Elections Committee (review of activities prior to the start of the assembly)
- 4:30 PM: Reference & Resolutions Committee

5:00 PM **DINNER (On Your Own)**

6:30 PM **OPENING EUCHARIST AND OPENING OF THE ASSEMBLY– CONF ABCD**

Bishop Satterlee preaching and presiding. Dakota Road, musicians

7:30 PM **REGISTRATION & CHECK-IN CLOSES -FOYER**

7:45 PM **BREAK**

8:00-9:45 PM **PLENARY SESSION 1 - CONF ABCD**

Welcome, Call to Order

Announcements

Introductions

Report of the Credentials Committee

*Adoption of Assembly Rules and Procedures

*Adoption of Agenda

8:30 PM *Introduction of the Election Process for Office of the Bishop of the North/West Lower Michigan Synod—*The Rev. Wm. Chris Boerger, Secretary, Evangelical Lutheran Church in America*

Scripture, Reflection, and Prayer: Esther 4:1-14—*Bishop Suzanne Darcy Dillahun, Southern Ohio Synod*

9:15 PM *First Ballot for the Office of Bishop of the North/West Lower Michigan Synod—*The Rev. Wm. Chris Boerger, ELCA Secretary*

Mission Moment

Announcements

9:45 PM **DEADLINE FOR RESOLUTIONS SUBMISSION – ASSEMBLY OFFICE located in the STADIUM ROOM**

11:15PM **Results of First Ballot for Bishop posted at Registration Table and Online**

FRIDAY, MAY 17

7:00-8:30 AM **REGISTRATION & CHECK-IN REOPENS – CONFERENCE CENTER FOYER**

7:15 – 8:15 AM **BREAKFAST - Hotel Dining areas (for those staying in hotels)**

8:00 AM **MORNING EUCHARIST– CONF ABCD**

Sec. Wm. Chris Boerger, presiding; Bishop Abraham Allende, Northeast Ohio Synod, preaching.

8:30 AM **REGISTRATION & CHECK-IN CLOSES**

9:00 AM -Noon **PLENARY SESSION 2 – CONF ABCD**

Call to Order

Announcements

Report of the Credentials Committee

9:10 AM *Report of Elections Committee on First Ballot for Bishop

*Report of the Reference and Resolution Committee

*Report of the Vice President

- Introduction of Synod Council
- 2020 Synod Compensation Guidelines

Report of the Nominations Committee

Nominations from the Floor

Scripture, Reflection, Prayer: Luke 1:26-38 –*Deacon Amanda Carpenter, St. Paul, Au Gres*

10:25 AM *First Ballot for General Elections

10:45 AM **BREAK**

All Nominees for Bishop Seeking to Withdraw Their Name Must Do So by 11:00 AM – ASSEMBLY OFFICE, LOCATED IN THE STADIUM ROOM

11:00 AM Call to Order

Report of the Credentials Committee

Scripture, Reflection, Prayer: Acts 9:1-22 –Bishop Daniel Beaudoin, Northwestern Ohio Synod

11:20 AM *Second Ballot for the Office of Bishop of the North/West Lower Michigan Synod, if necessary–The Rev. Wm. Chris Boerger, ELCA Secretary

Mission Moment

Announcements

Prayer for Lunch

12 Noon **LUNCH with Greetings from Mission Partners - CONF ABCD**

12 Noon **REGISTRATION & CHECK-IN REOPENS UNTIL 1:15 PM – FOYER**

1:15-4:30 PM **PLENARY SESSION 3 - CONF ABCD**

Call to Order

*Report of Elections Committee on the Second Ballot for Bishop, if necessary

*ELCA Churchwide Report – *The Rev. Wm. Chris Boerger, Secretary of the ELCA*

2:15 PM **BREAK**

REGISTRATION & CHECK-IN REOPENS UNTIL 2:30 PM - FOYER

2:30 PM Call to Order

2:35 PM *Report of the Treasurer

*Presentation of the 2020-21 Budget

3:15 PM *Seven Nominees for Bishop (five-minute speeches), if necessary

If speeches are not necessary, we will hear 5-minute presentations on Living Stone initiatives:

- *REVIVE*
 - *Equipping Leaders for Mission and Ministry (ELMM)*
 - *Candidacy*
 - *Rostered Minister Indebtedness*
 - *Call Process: Congregations and Cooperative Ministry*
 - *Youth*
-

4:00 PM Report of the Credentials Committee

Prayer

*Third Ballot for the Office of Bishop of the North/West Lower Michigan Synod, if necessary—The Rev. Wm. Chris Boerger, ELCA Secretary

4:15 PM *Report of the Elections Committee on the First Ballot for General Elections

*Second Ballot for General Elections, if necessary

4:30 PM **BREAK**

4:45 PM **CONNECT, CONVERSE, CONTEMPLATE, OR CRASH—Use This Time as You Need – IMMANUEL LUTHERAN CHURCH**

Dakota Road in concert. Assembly Choir rehearsal. Groups gather for specific conversations. Youth voting members gather. Synod Executive Committee meets with those interested in discussing the budget or other topics

5:45 PM **BREAK**

6:00 PM **Results of Third Ballot for Bishop posted at Registration Table and Online, if necessary**

6:30 PM **DINNER - CONF ABCD**

7:30 PM **RECOGNITIONS — CONF ABCD**

- Recognitions and Anniversaries
- Recognition of Mission Support Partners
- Acknowledgement of Equipping Leaders for Mission and Ministry participants
- Presentation of Debt Reduction Awards and Response
- Recognition of Conference Deans
- Recognition of Synod Staff

8:30 PM **EVENING PRAYER - CONF ABCD**

Including Remembrance of Those Who Died Since Last Assembly

SATURDAY, MAY 18

7:00-8:00 AM **REGISTRATION & CHECK-IN OPENS - FOYER**

7:15-8:15 AM **BREAKFAST - Hotel Dining areas (for those staying in hotels)**

8:00 AM **REGISTRATION & CHECK-IN CLOSES - FOYER**

8:30-11:45 AM **PLENARY SESSION 4 - CONF ABCD**

Call to Order

Announcements

Report of the Credentials Committee

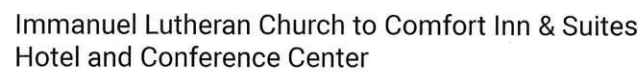
8:40 AM Report of Elections Committee on the Third Ballot for Bishop, if necessary

Report of the Elections Committee on the Second Ballot for General Elections, if necessary

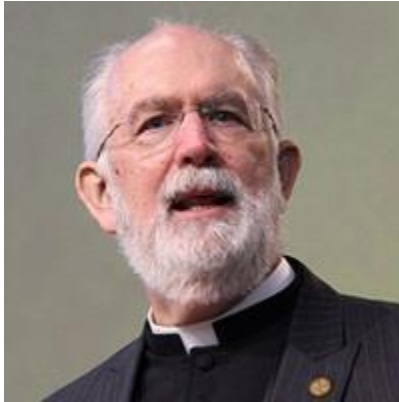
*Q&A for Top Three Nominees for Bishop who will be on Fourth Ballot for Election of Bishop, if necessary— Bishop Elections Committee

If Q&A is not necessary, "Committee of the Whole" discussion on the Living Stones initiative—Bishop Satterlee and Sandy Schlesinger

- 9:25 AM Prayer
- *Fourth Ballot for the Office of Bishop of the North/West Lower Michigan Synod, if necessary–The Rev. Wm. Chris Boerger, ELCA Secretary
 - *Synod Council Action item – Constitution & Bylaw Amendments
 - *Report of the Reference and Resolution Committee
- 10:15 AM Report of the Credentials Committee
- *Report of Elections Committee on the Fourth Ballot for Bishop, if necessary
- Prayer
- *Fifth Ballot for the Office of Bishop of the North/West Lower Michigan Synod, if necessary–The Rev. Wm. Chris Boerger, ELCA Secretary
 - *Adoption of the 2020-21 Budget
 - *Adoption of the 2020 Synod Compensation Guidelines
- Unfinished Business
- 11:15 AM *Report of Elections Committee on the Fifth Ballot for Bishop, if necessary
- Report of the Bishop
- Closing of the Assembly
- 12 Noon **CLOSING EUCHARIST – IMMANUEL LUTHERAN CHURCH**
- Bishop Satterlee presiding, Sec. Boerger preaching*
- 1:00 PM **RECEPTION – IMMANUEL LUTHERAN CHURCH**



Map data ©2017 Google 2000 ft



Churchwide Representative
The Rev. Wm Chris Boerger
ELCA Secretary

The Rev. Wm Chris Boerger was elected Aug. 16, 2013, to a six-year term as secretary of the ELCA at the Churchwide Assembly in Pittsburgh.

Ordained June 18, 1978, Secretary Boerger served as lay mission developer/pastor at Lutheran Church of the San Juans in Friday Harbor, Wash., from 1975 to 1980; pastor of Central Lutheran Church in Everett, Wash., from 1980 to 1990; and pastor at Northlake Lutheran Church in Kenmore, Wash., from 1990 to 2001. He was elected bishop of the ELCA Northwest Washington Synod based in Seattle in 2001 and served two six-year terms.

Secretary Boerger earned a Master of Divinity degree at Christ Seminary SEMINEX, St. Louis in 1975, and a Bachelor of Arts degree in communication arts at Pacific Lutheran University in Tacoma, Wash., in 1971.

Secretary Boerger served on a variety of boards and committees, including: Pacific Lutheran Theological Seminary Board of Regents; liaison bishop to the ELCA Church Council (2011-2013); ELCA Northwest Washington Synod Council; Interim Ministry Association, Advisory Bishop; Washington Association of Churches Board; Lutheran Advocates for Maritime Ministry Advisory Board; and Synodical and Churchwide Relations Committee.



Evangelical Lutheran Church in America

God's work. Our hands.

Spring 2019

“For if you keep silence at such a time as this,
relief and deliverance will rise for the Jews
from another quarter, but you and your father’s
family will perish. Who knows?
Perhaps you have come to royal dignity
for just such a time as this.”
– Esther 4:14

Dear Friends in Christ,

For such a time. The world has changed and is changing. But what shapes us as Lutherans is being God’s beloved people gathered around word and sacraments. In Christ through the Spirit, God has invited us into a deeply intimate and loving relationship with God and with each other for such a time as this.

This is our time to tell the story of the church we are becoming, a church confident about who we are in Christ and what God is calling us to do. As I have said previously, if God wills that there be a witness to the gospel through the Evangelical Lutheran Church in America (ELCA), no force on earth, not even our own, can stop it.

As we gather in synod assemblies, I invite you to pray for one another and listen for God’s will. Your prayers and discernment will be crucial as the assembly season culminates at the 2019 ELCA Churchwide Assembly in Milwaukee, Aug. 5-10. As part of our legislative business, we will be receiving and considering proposals from your synod assemblies. I hope you will have time and space to talk together, pray together and listen together as you consider resolutions and memorials before you. We need time for discernment.

This church continues to engage in God’s reconciling work through Christ in the world. At the churchwide organization, the ELCA Church Council is overseeing implementation of this church’s strategic plan, *Future Directions 2025* (ELCA.org/future). Through this initiative, we’re cultivating new leaders and revitalizing congregations. Thank you for your faithful commitment.

Thank you also for your generosity to *Always Being Made New: The Campaign for the ELCA* (ELCA.org/campaign). Your continued support is an example of all the ways we are church, we are Lutheran, we are church together and we are church for the sake of the world.

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

With gratitude,

The Rev. Elizabeth A. Eaton
Presiding Bishop



Report of the Bishop

North/West Lower Michigan Synod ELCA

2019 Synod Assembly



WELCOME TO THE 2019 ASSEMBLY OF THE NORTH/WEST LOWER MICHIGAN SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA!

“Eternal God, you have placed us in a world of space and time, and through the events of our lives you bless us with your love. Grant that in the new year we may know your presence, see your love at work, and live in the light of the event that gives us joy forever—the coming of your Son, Jesus Christ our Lord, who lives and reigns with you and the Holy Spirit, one God, now and forever.”¹

This Prayer of the Day is appointed for New Year’s Eve. I find it meaningful and appropriate for any event, including a synod assembly, that marks the end of one year and the beginning of another. In a very real way, this is how the assembly functions in the life of our synod. I find writing this annual report is a helpful exercise for reflecting on the year past and setting the direction for the year to come. Even more, in writing this report on the events of the life of our synod, I behold the ways that, as the prayer says, God blesses us with God’s very own love as we know God’s presence, see God’s love at work, and live in the light of the event that gives us joy forever—the coming of Jesus Christ our Lord. In addition to providing information, I pray that reading our assembly book blesses you with an awareness of God’s very own love for, and at work in, this synod.

I am grateful that, each year, this report increasingly becomes an anthology. I thank my collaborators in the writing and editing of this report—Pastors Rosanne Anderson, David Sprang, and Chrysanne Timm, Ms. Chelsey Satterlee, Vice President Sandy Schlesinger, and Ms. Ann Stavros—for their review and contributions. I also thank this report’s editors, Ms. Renee Dixon and Ms. Chelsey Satterlee, and the preassembly book’s editor, Ms. Rebecca Bossenbroek.

OUR ASSEMBLY

THEME—The theme of this year’s assembly is, **“Called to be Living Stones in a Changing World.”** The two images in this theme—*call* and *stones*—are rich biblically. And scripture is certainly the story of a *changing world* and of how God is changing the world. One way to prayerfully prepare for our assembly is to reflect on Bible stories that include calls and stones. Allow me to offer some reflections to get you started.

¹ *Evangelical Lutheran Worship Leaders Desk Edition*, p. 137.

CALLED—At this assembly, we will call (or renew the call of) our bishop. We will call (or renew the call of) our vice president. We will call (or renew the call of) members of synod council. We will call people to serve on the consultation and discipline committees. So, we will hear and reflect upon some call stories from the Bible. You can find those call stories in the assembly agenda. We won't hear and reflect on my favorite call story—the calling of Matthias to be an apostle.

Acts 1:15-26 tells us that, when it came time to replace Judas as an apostle, the remaining eleven did not have in-depth conversation with the candidates, soliciting their faith stories, their ministry experiences, their needs and desires, their hopes and their dreams, their gifts and their vision for how the church should use them. Peter invited the community to put forward the names of people who knew Jesus, who “have been with us the whole time the Lord Jesus was living among us, beginning from John's baptism to the time when Jesus was taken up from us” (Acts 1:21-22). The community put forth two names—Matthias and Joseph called Barsabbas (a.k.a. Justus). Then the community prayed: “Lord, you know everyone's heart. Show us which of these two you have chosen to take over this apostolic ministry, which Judas left to go where he belongs.” Then they cast lots, and the lot fell to Matthias; so, he was added to the eleven apostles.

Acts tells us so little about these candidates that we have no idea why Matthias was chosen apostle and Joseph called Barsabbas (a.k.a. Justus) was not. Here are the highlights of Matthias's apostolic ministry. First, Matthias was with Jesus from baptism to ascension. Then again, so was Joseph called Barsabbas (a.k.a. Justus). Second, when the apostles prayed and cast lots, flipped a coin, rolled the dice, cut cards, Matthias won. Joseph lost. Third, Matthias was named one of the apostles. Joseph went on being a Christian. Fourth, Matthias disappeared from both scripture and church history. So did Joseph. Fifth, Matthias was granted a saint's day (February 24). Joseph called Barsabbas (a.k.a. Justus) is still waiting for one.

I love this call story because it is not about Matthias at all. This call story—and all call stories, including the one we will tell after this synod assembly—is about Jesus who loves us so much that Jesus takes on our form, going in and out among us, living our life, dying our death, and rising to new life to show us that nothing, not death, not even the death that often results from the church's way of casting lots, keeps God from loving us.

And if this isn't enough, Jesus sets people apart and sends them to publicly witness to this good news so that neither God's people, nor the world, will ever forget about God's incredible love. And, if this isn't enough, when these witnesses are no more, Jesus through the Church calls and sends other witnesses to replace them.

Since this call story is not about Matthias, then the calling we will do at this assembly might not be about the selection process or the candidates. The calling we do at this assembly might not even be about our synod or church; it might not be about us. The good news of the calling we will do at this assembly is that, all these years after the first apostles met to replace Judas, Jesus continues to call and send witnesses so that the world will never forget God's incredible love.

And, if this isn't enough, the good news is that, like both Matthias and Joseph called Barsabbas (a.k.a. Justus), we are among the witnesses that Jesus calls and sends. Through the Church and its twenty-first century process of casting lots, Jesus graces us all with the wonderful privilege of proclaiming Christ in word and deed so the world never forgets God's incredible love. We, too, have what the New Testament church looked for and found in both Matthias and Joseph. We have witnessed Jesus in baptism. We have seen Jesus heal and heard Jesus teach. We have experienced the power of Jesus' forgiveness. We see Jesus reveal God's love in suffering and death, and we know that Jesus will always bring new life. And so, in response to our church's process of casting lots, and yes, perhaps even in spite of it, we, like both Matthias and Joseph, follow Jesus from death to new life so that the world never forgets God's incredible love.

CHANGING WORLD— As I visit congregations and watch the evening news, I find myself clinging to this verse: “As you come to [Christ Jesus], a living stone rejected by mortals but in the sight of God chosen and precious, you yourselves like living stones are being built as a spiritual house, to be a holy priesthood, to offer spiritual sacrifices acceptable to God through Jesus Christ” (1 Peter 2:4-5). First Peter was written to encourage people who were emotionally drained and disorientated by traumatic historical and social events. They were reeling from the destruction of the Jerusalem temple, what was for them the dwelling place of God, and they were experiencing alienation and suffering because they had been displaced and were now outsiders of the social and political system.

Like the first recipients of this epistle, we are wearied by change and decline in the church and, regardless of our side of the aisle, we suffer and feel alienated because our faith has been displaced by other values. Many of our beloved brothers and sisters reel as they peer just a few years into the future and behold the loss of their church home and congregation. Where once our congregations stood at the center of most people's lives, communities, and society generally, we find the church no longer at the center and even outside the social and political system. As a church, we too need encouragement as we find ourselves emotionally drained and disorientated by a changing church in a changing world.

LIVING STONES—Peter invited his readers to keep coming to Jesus and to allow themselves, like living stones, to be built up into a spiritual temple or household of God; good news for people who are experiencing spiritual homelessness because of the loss of the physical temple and the religious status the church once held, and wondering where God was in all of this loss. Peter's invitation bids across the centuries to us who experience our changing congregations, our changing church, and the reality that, for many people, church is not as important as it once was, as traumatic loss. In our day, First Peter invites us to take seriously what many of us sang in Luther League years ago: “The church is not a building; the church is not a steeple; the church is not a resting place; the church is a people.” In the words of First Peter, Jesus calls and empowers us to be chosen and precious living stones built by God into a spiritual house, a holy priesthood. Rather than an edifice of bricks and mortar, we are the living stones of Christ's Church. In the words of St. Paul, we are “built on the foundation of the apostles and prophets, with Christ Jesus himself as the chief cornerstone. In him the whole building is joined together and rises to become a holy temple in the Lord” (Ephesians 2:20-21).

To help us embrace our changing world as a place where Christ is present and active, and claim our identity as the living stones of Christ's Church, our Synod Council is proposing, undertaking, and leading "**LIVING STONES INITIATIVES**" that equip us as Christians, congregations, and a synod, to participate in what St. Paul describes as living stones joined together and rising as a holy temple in the Lord. You can read about these initiatives in this report and will hear about them when we are together in Mount Pleasant.

SPECIAL GUESTS—We are privileged to welcome a number of special guests to this year's assembly. Our churchwide representative is **THE REV. WM CHRIS BOERGER, SECRETARY OF THE ELCA**. Secretary Boerger was elected to a six-year term as secretary at the Churchwide Assembly in 2013. Secretary Boerger served pastorates in Friday Harbor, Everett, and Kenmore, Washington. He was elected bishop of the ELCA Northwest Washington Synod based in Seattle in 2001 and served two six-year terms. Secretary Boerger earned a Master of Divinity degree at Christ Seminary SEMINEX, St. Louis, and a Bachelor of Arts degree in communication arts at Pacific Lutheran University in Tacoma, Washington. Secretary Boerger will be accompanied by his wife DeDe, who is a nurse. Secretary Boerger will preside at the election of a bishop, give the churchwide report, preside at Eucharist on Friday morning, and preach at Closing Eucharist on Saturday.

We will be blessed by the presence of three of the **BISHOPS OF REGION 6**. Bishop Abraham Allende (Northeast Ohio Synod) will preach at Eucharist Friday morning. Bishop Daniel Beaudoin (Northwest Ohio Synod) will offer a reflection on a call story Friday morning. Bishop Suzanne Darcy Dillahunt (Southern Ohio Synod) will offer a reflection on a call story Thursday evening. Bishop Donald Kreiss (Southeast Michigan Synod) will hold us in prayer as he leads his own synod assembly. Bishop William Gafkjen (Indiana-Kentucky Synod) will be praying for us as he attends his daughter's college graduation. It is the practice of the Bishops of Region 6 to attend one another's assemblies when there is a bishop election, so I will be joining the Region 6 bishops at the Southern Ohio assembly in June.

DAKOTA ROAD is known nationally for their stirring original music and playful performance style. They craft powerful stories of life and faith woven in colorful musical styles ranging from acoustic ballads to rocking anthems. Their songs of faith and love, hurts and hopes, are shaped by a passion for justice and a vision for the church, the neighborhood and the whole world to be peace-filled welcoming places. Their songs touch people of all ages and walks of life. Dakota Road will provide music for Opening Eucharist on Thursday and Friday afternoon during the "Connect, Converse, Contemplate, or Crash" portion of the assembly agenda.

WORSHIP—I taught my students that, rather than something we do for God, worship is the location where *God* carries out God's mission for the sake of the world. Worship is the way God both expresses God's love for us and gathers people to witness to and participate in God's work of reconciling the world to God's own self. In and through worship, individuals and the community encounter, experience, and celebrate the God who is the source and goal of the rest of their lives. I pray we experience God calling us, polishing us as living stones, and building us into Christ's Church as we worship together.

We commence and conclude our assembly with the celebration of the Lord's Supper. I will preach and preside on Thursday evening and Dakota Road will provide music. Secretary Boerger will preach and I will preside, with musicians from our synod leading, at concluding worship on Saturday. Secretary Boerger will also preside and Bishop Allende will preach as we begin our day on Friday with a service of Holy Communion. We end our day on Friday with evening prayer that includes a remembrance of those who have died in the last year.

As part of our preparation for synod assembly, the synod staff prays for you. At our celebration of the Eucharist before synod assembly, this year on Tuesday, May 14, we pray for everyone registered to attend the assembly by name. So, I invite you to join us at 11:30 AM at St. Stephen Lutheran Church in Lansing to pray for our assembly and receive the Lord's Supper. I ask you to begin praying for our assembly in your devotional life and congregation's worship as soon as you finish reading this report.

BUSINESS—Two years ago, I offered little commentary on the business coming before our assembly and received criticism for not providing leadership and guidance. Last year, I provided commentary and received criticism for being “too political.” At this assembly, we will elect leaders, consider resolutions, and be asked to approve constitutional amendments, the 2020-21 budget, and 2020 compensation guidelines. I encourage you to take the time to prepare for this work. Read the reports. Do your homework. And while we are “voting members” that together seek to discern the Holy Spirit's will, rather than delegates bound to represent the predetermined views of those who sent us, it is nevertheless good and salutary to consider the business of our assembly with the people with whom we share faith and life in our congregations. It's also important to be in conversation with God; I find listening works best.

CONNECT, CONVERSE, CONTEMPLATE, AND CRASH—We reviewed evaluations from the last few assemblies and found that people have a variety of desires and needs. Friday afternoon from 4:45-5:45 PM, with breaks on both ends, is an hour to use as you will. Dakota Road will provide music. Groups can gather for specific conversations—workshops. Youth voting members will come together with our youth table. Friends can visit; folks can nap. Members of synod council will meet with those interested in discussing the budget. Since the hotel will be setting up for our dinner, these activities will be held at Immanuel Lutheran Church in Mount Pleasant; we thank the people of Immanuel for their hospitality!

VISION

“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.” This vision provides the “template” for all my reports. It also directs my ministry and the work of the synod staff. We desire that everything we do proclaims Christ, is bathed in prayer, is part of Jesus' work of reconciliation, and that we can draw a direct line from whatever we are doing to either renewing congregations, empowering leaders, or strengthening connections.

PROCLAIMING CHRIST

Ann Stavros, Pastors Anderson, Sprang, Timm, and I continue to rejoice in gathering around Word and Sacrament on Wednesdays at 11:30 AM in our Lansing office, especially when people come to join us. On Sundays, while Pastor Anderson has the joy of worshiping at Trinity in Manton, where she serves as pastor, Pastors Sprang, Timm, and I get to worship with a different congregation each week. Sometimes we are jealous of each other!

When I became bishop, I was told of the synod's desire that the bishop (and assistants) be in congregations on Sundays. We take this desire very seriously. Please see the Visitation Report in the appendices of this report for a summary of our preaching and worship leadership. Over the years, we have preached and/or presided with 63 congregations six or more times, 35 congregations four or five times, and 17 congregations one to three times. When we gather for assembly, I'll have worshiped with 25 congregations once, 37 congregations twice, and 53 congregations three to as many as nine times. We rejoice in reports that people are putting a "face" to "the synod" because we worship with them.

When you desire or need a visit, please contact me (or Renee Dixon, who assists me with scheduling) or Pastors Anderson, Sprang, or Timm (or Ann Stavros). We all are grateful when pastors or congregational leaders contact the synod office to say that their congregation would appreciate a visit from someone from the synod. And if there is an occasion other than Sunday morning or worship—such as a congregational council meeting, a workshop, a special event, or an opportunity to experience an aspect of your ministry to the community—when a visit would be meaningful, Pastors Chrysanne, David, Rosanne and I are eager to come then as well. Worship and visitation are fun parts of our work. Thanks for welcoming us!

RENEWING CONGREGATIONS

CALL PROCESS— Since our last assembly, we completed 10 call (and contract) processes for a total of 90 since September 2013—that's about 15 a year. Interest in North/West Lower Michigan from rostered ministers outside our synod grows; as often happens, we experienced things slowing down in the months prior to a bishop election. At this writing, 11 congregations are engaged in the call process, three of them seeking full-time pastors, with 3 more anticipated to begin this journey in the next six months. Recognizing that matching the best pastor or deacon with the right congregation is key to renewing congregations, this process is thoughtful, prayerful, and deliberate. You can read the call process manual at <http://mittensynod.server303.com/docs/CallProcessManual.pdf>. I am profoundly grateful to retired pastors who serve as interim and stated supply, giving congregations the time they need to carefully and prayerfully call their next pastor.

TEACHING—With limited space, it is difficult to name all the teaching our synod does to renew congregations—bridge builders, community engagement workshops, stewardship seminars, and council retreats are a few. Allow me to highlight three more:

EQUIPPING LEADERS FOR MISSION AND MINISTRY (ELMM)—LIVING STONES INITIATIVE: Celebrating the priesthood of all believers² and the ways lay leaders exercise essential roles in the congregation, **75 congregational leaders over the three-year period will complete a retooled Equipping Leaders for Mission and Ministry (ELMM) program in four tracks: (1) Lutheran Bible study leader; (2) stewardship specialist; (3) community evangelist/catalyst; (4) assisting minister.** This initiative has been so enthusiastically received that we hope to add tracks in congregational administration and pastoral care assistance. Participation will include endorsement by the congregation's pastor and council, so the participants are assured of the opportunity to serve in their congregation. The program will also include assessment to ensure that participants are capable of serving.

PREACHING AND STEWARDSHIP—At a very low cost to congregations, we offer a course, in two overnight retreats, in which pastors are taught how to preach about money and giving (Unit 1) and then expected to preach a stewardship sermon and receive feedback (Unit 2). We also talk about stewardship resources and campaigns. This year, we were also able to provide Stewardship Training Grants to Pastor Rheanna Goodrich (St. Matthew's/Bridgeport) and Pastor David Hueter (St. Thomas/Cheybogan).

YOUTH —LIVING STONES INITIATIVE: Our youth, especially those in smaller congregations, are afforded an additional level of youth ministry, to build on the excellent events provided by Living Water Ministries. Our youth table held a Synod Youth Summit at Trinity/Midland November 9-11, 2018. The goal was to help young people claim their voice as leaders in their congregations. The resulting initial effort of this initiative is to encourage young people to attend our synod assembly in May. We are also looking into leading retreats at the conference level.

PASTORAL CARE—Again, this year, Ann Stavros compiled the parochial reports congregations are expected to complete annually to compare congregational membership and worship attendance from 2017 to 2018. This comparison is provided for your review in the appendices to this report. In reviewing these reports, we are not grading individual pastors/deacons or evaluating specific congregations. We are looking for trends in our synod that will assist us in identifying congregations where synod support and engagement might be helpful. Of course, the synod staff is eager to help every congregation that asks.

In addition to helping negotiate congregational conflicts, our pastoral care of congregations currently and increasingly involves issues of *sustainability* and *partnership*. **LIVING STONES INITIATIVE: Struggling congregations receive accompaniment and assistance to realistically assess their sustainability and, where desirable, to partner with neighboring congregations, both ELCA and full communion partners.**

² In his *Address to the Nobility of the German Nation* (1520), Luther criticized the traditional distinction between the "temporal" and "spiritual" orders—the laity and the clergy—arguing that all who belong to Christ through faith, baptism, and the Gospel shared in the priesthood of Jesus Christ and belonged "truly to the spiritual estate": "For whoever comes out of the water of baptism can boast that he is already a consecrated priest, bishop, and pope, although of course it is not seemly that just anybody shall exercise such office." All baptized believers are called to be priests, Luther said, but not all are called to be pastors. <https://www.firstthings.com/web-exclusives/2016/10/the-priesthood-of-all-believers>

SUSTAINABILITY—We are currently having conversations about sustainability with congregations throughout our synod and they will only increase in the coming years. One projection suggests that 40% of ELCA congregations will complete their ministry by 2040. I assess 40 of our 113 congregations are at risk for not being sustainable. Neither the synod nor the bishop has decision-making power in determining what will happen to congregations that are not sustainable. When invited to do so, the synod has the responsibility to actively accompany congregations through the slow, and often painful process of discerning their future.

The assistants to the bishop and I are eager to be of assistance to congregations across our synod. One step we are taking is to develop and implement a sustainability review document to use with congregations in transition to help them obtain a realistic assessment of their viability, sustainability, and future. For example, the ELCA has determined that congregations with less than 50 in worship are not sustainable. With 40 congregations that need to consider their sustainability, we have neither the time nor the resources to invest in congregations until they are ready to seriously engage in this conversation. I learned in teaching that we cannot do more to help students than they are willing to do to help themselves. More important, some congregations *choose* to be who they are until their life ends rather than change and become something new. I honor their right to make this choice, even as we do not take extraordinary measures to postpone the inevitable. Accompaniment takes place in many ways – my staff and I are committed to walking with each of our congregations who are discerning their future sustainability in a way that is meaningful to each.

PARTNERSHIPS—As congregations in other parts of the country have been doing for decades, congregations partnering, or “yoking”, will increasingly become a characteristic of our synod. Pastor David Sprang developed a spectrum of cooperative ministry to help congregations consider possibilities. We include it for your consideration among the appendices to this report. We know that, to be successful, partnerships must be about more than saving money. The heart of successful congregational partnerships is the synergy that results from a commitment on the part of both congregations to shared mission. In any successful partnership, the stronger congregation turns out to be the one that is willing to give up and change the most. Jesus says, “If any want to become my followers, let them deny themselves and take up their cross daily and follow me. For those who want to save their life will lose it, and those who lose their life for my sake will save it” (Luke 9:23-24).

We congratulate and pray for, and with, congregations who are identifying and implementing partnerships in ministry for the sake of the gospel. Zion/Comstock Park, Hope/Rockford, and Peace/Sparta are partnering as the Koinonia Cooperative Ministry. St. Matthew/Herron and Spruce/Spruce share a pastor, as do St. James and Trinity, near Rogers City. The two congregations in Midland are contracted together for shared pastoral services. Zion/Freeland and Our Savior/Saginaw are in their second year as yoked congregations. St. Paul/Au Gres and Grace/East Tawas are partnered together under a pastor and deacon. Settlement/Gowan and St. Paul’s/Greenville are formalizing their long-standing partnership. Four Lansing congregations have begun conversations as to how they might partner together and are beginning with mission projects—one made the news!³ At the request of congregations in Muskegon, we engaged a consultant to help them discern how they might come together in partnership. Zion-Emanuel/Leroy merged into Augustana/Tustin. We continue to explore

³ <https://www.wilx.com/content/news/Local-church-helping-needy-506611221.html>

ecumenical pairings, especially with the Episcopal Diocese of Western Michigan; most recently, the Lutheran and Episcopal congregations in Three Rivers are under the pastoral leadership of Pastor James Smith. They join ecumenical partnerships taking place in Charlotte, Dewitt, Kentwood, Lake City, Ludington, Oscoda, and Sidney. That's 30 (26%) congregations across our synod who are working in partnership to carry out their mission and ministry.

COMPLETING THEIR MINISTRY—Jesus said, “Very truly, I tell you, unless a grain of wheat falls into the earth and dies, it remains just a single grain; but if it dies, it bears much fruit. Those who love their life lose it, and those who hate their life in this world will keep it for eternal life. Whoever serves me must follow me, and where I am, there will my servant be also. Whoever serves me, the Father will honor” (John 12:24-26). Bethany/Ludington held their last worship service at Emmanuel/Ludington on March 17, 2019. They had previously sold their building. We commend this congregation to God's care as we thank the people of Bethany for their faith and service.

MISSION/COMMUNITY ENGAGEMENT— As I visit congregations, I am frequently asked what they can do to grow. I explain that my answer depends on the reason they want to grow. Often, the motivation is to secure more people to do the work of the congregation and more money to pay the congregation's bills. The problem with this motivation is that it reduces people to a commodity, or resource that benefits the congregation. People want no part of this, and I am increasingly convinced the Holy Spirit will not bless this motivation with growth. Jesus never reduced people to a commodity or resource.

As Lutheran Christians, we engage our communities and neighborhoods, we reach out to people in the name of Jesus, not to get resources for our congregation, but to give and receive the story and love of Jesus Christ. We reach out to people in the name of Jesus in the hope of meeting Christ in the encounter. We reach out to people in the name of Christ so that we might grow in grace, faith, and discipleship. As for getting more people to come to church, I once thought that, if people come to church, they might learn about Jesus. I now believe that, if people experience and come to know Jesus, they might just come to church. When your congregation is ready to reach out to people to share the love and story of Jesus in the hope of meeting Jesus in the encounter, your synod partners have some opportunities and resources to share.

REVIVE— LIVING STONES INITIATIVE: 18 congregations participating in REVIVE, a 2 year-long vitality program developed specifically for our synod by Pastor David Sprang and our synod's vitality team—Mr. Bill Butchart (St. Paul/Greenville), Pastor David Edison (Immanuel/Jackson), Pastor Sarah Samuelson (Trinity/New Era), Pastor Kjersten Priddy (Trinity/Battle Creek), and Pastor Ryan Prondzinski (Christ/Michigan Center). This program of workshops and retreats is for congregations that are very serious about reviving their zeal for sharing the gospel, engaging their neighborhood and community, and helping people to know Jesus through the congregation's words and deeds. Topics include worship, evangelism, stewardship, leadership development, community engagement, and cross-cultural conversation. Participation will be by application and invitation.

DISASTER RESPONSE—In February 2019, we learned that the government provided two months of food stamps in advance to people in late December 2018 in anticipation of the government shutdown. Since recipients are not used to having to budget these resources across a two-month period, a food crisis occurred in late February, exacerbated by the severe weather, power outages, and closed schools. We were able to secure six \$600 grants from synod funds designated for ministry among people living in poverty to help congregations provide emergency food trucks in their communities, and disaster response money to assist congregations in supporting food banks. My most important learning was the “ripple effects” of power outages spoiling food in food banks and closed schools causing the children to go without breakfast and lunch. We also learned that we have greater resources available when congregations partner together for the sake of their community.

WELCOME—LIVING STONES INITIATIVE: Our synod makes a renewed commitment to discuss ways to welcome all God's people. Welcoming people into Christ's church takes place in the congregation. The synod can coach and equip congregations to be welcoming. Hospitality, training, engaging with the Open Hearts, Open Church Task Force, and becoming “child friendly” are ways congregations can choose to refine and expand their welcome. Here I highlight three more ways—antiracism training, enhancing congregation webpages, and engaging communities for consideration.

ANTIRACISM—In September 2019, Pastor Marilyn Robinson (Resurrection/Saginaw), Ms. Megan Floyd (Prince of Peace/Portage), and Pastor Doug Ogden (Lebanon/Whitehall) attended the ELCA Training Workshop: Equipping Facilitators to Build Synod Capacity to Address Race. Pastor Rosanne Anderson convened a meeting of this team, the chair of the Publicly Engaged Church table, and me so that we might develop a plan to reboot our antiracism team. You can find an update on this effort elsewhere in the preassembly book.

ENHANCING CONGREGATION WEBPAGES—Funded by a synod outreach grant, Ms. Chelsey Satterlee, our director of communication, undertook a special project to visit our congregations' webpages and provide each congregation with feedback from the perspective of a visitor. She prepared a report to synod council with an overview of her key findings and suggestions based on her work.

ENGAGING COMMUNITIES THAT ARE NEW TO US—Our aim is to meet Jesus in people new to us by listening to, learning from, walking alongside them, and sharing the story and love of Jesus with people who may desire to receive them from a Lutheran, grace-filled perspective. We will pursue this goal in two ways, which are still in their formative stages.

LIVING STONES INITIATIVE: People outside the church are invited to “come to [Jesus], a living stone rejected by mortals but in the sight of God chosen and precious” because we remain vigilant to opportunities for synodically authorized worshiping communities. This is not about gaining resources for our congregations—new people to do the work and pay the bills. This is not about giving ELCA Lutherans who are mad at their congregation a new place to go to church. This isn't even about starting new churches. This is about helping people to know God's love for them in Jesus Christ. Synodically authorized worshiping communities will never build buildings and will have a lifespan dependent on whether they remain viable as measured by welcoming people to know Jesus. I encourage you to remain prayerfully vigilant to communities and locations that hold possibility and to make Pastor Sprang aware when the Holy Spirit gives you a nudge.

LIVING STONES INITIATIVE: Latino and Native American communities on the territory of our synod experience the love of Jesus through our listening to and learning from them. We long for and pray for opportunities to listen to and learn from people who live in our state but are not part of our congregations. Our goal here is to behold the face of God in new ways.

Empowering Leaders

RECRUITMENT—LIVING STONES INITIATIVE: 20 candidates for rostered ministry are identified, accompanied, and supported. At our 2016 assembly, I asked you to join me in prayer that God would raise up rostered ministers—pastors and deacons—from our synod. God answered our prayer. We currently have 15 people from our synod in the candidacy process. You can learn about the ELCA candidacy process at [HTTP://WWW.ELCA.ORG/CANDIDACY](http://www.elca.org/candidacy).

CANDIDACY—The blessing of the increase in the number of persons applying for candidacy means Dr. Chrysanne Timm, our director of candidacy, devotes an increased amount of time to candidacy, especially since the Distributive Master of Divinity programs at Luther and Wartburg Seminaries, to which many of our candidates apply, assume that the student's local synod will arrange their internship. Two of our candidates anticipate beginning internship in our synod during the 2019-2020 academic year. Four others are planning on starting internships in 2022, depending on the pace of their part-time academic schedule.

A 2017 report on Candidacy and First Call in the ELCA noted that approximately 30% of those who seek candidacy do not reach ordination or consecration. While a small percentage withdraw from the process of their own accord, the forward progress of the majority of the 30% are denied by synodical candidacy committees. While this may sound harsh, it is the responsibility of the committee to discern whether God and the church are calling an applicant, and whether a candidate has the Spirit-endowed gifts for ministry. A great deal of prayer and discernment goes into these decisions, and prayer and pastoral care goes into the process of informing candidates and their pastors.

FIRST CALL THEOLOGICAL EDUCATION—FCTE is a ministry of the ELCA entrusted to the synods, which provides a mentoring process and a support system for all rostered ministers—Word & Service and Word & Sacrament—during their first three years under call. FCTE is designed to provide sustaining support that will help these servants of the church experience long and fruitful careers. In the North/West Lower Michigan Synod, FCTE has three major expectations: an ongoing relationship with a mentor appointed by the synod, attending a synod-led training in practical ministry in the fall, and participation in the Region 6 FCTE retreat in the spring. Pastor Rosanne Anderson coordinates FCTE for us.

CONTINUING EDUCATION— LIVING STONES INITIATIVE: Rostered and congregational leaders receive increased opportunities for inspiration and continuing education. We offer many quality continuing education opportunities, from our Autumn Leadership Event, Boundary Training, ELMM, Michigan 101, and Walking Together to more occasional events such as Bonhoeffer and the Environment in March to a preaching seminar in May. We want to maintain continuing education as a priority and expand our offerings for both rostered and congregational leaders.

ROSTERED MINISTER INDEBTEDNESS— LIVING STONES INITIATIVE: Rostered ministers are relieved of some measure of educational indebtedness. At its December 2018 meeting, Synod Council approved a plan to begin to address the burden of seminary education debt born by many of our rostered ministers—pastors and deacons. Our plan is to award as many \$2000 grants as possible annually directly to lending institutions for educational debt to be applied to the principal of a rostered minister's seminary student loans. We are advised that \$2000 is the minimum amount that will have a lasting impact. You can read the entire plan [here](#).

To qualify to receive a grant, pastors and deacons will be in their first 10 years of ministry (since student loans are theoretically paid off in that time), commit to serving full-time in our synod for the three years following receipt of a grant, agree to participate in personal financial literacy education and/or counselling, and complete the application process on time.

When I visited Luther Seminary in November 2018, I learned that, at Luther, average student indebtedness is \$62,000. Unlike other professions, it is more challenging for pastors and deacons to repay their student loans because of the compensation pastors and deacons receive. Indebtedness impacts pastors and deacons in several ways. Again, from Luther Seminary:

- 52% of pastors surveyed say loans negatively impacted their standard of living.
- 30% of pastors surveyed are bi-vocational.
- 26% of pastors surveyed left ministry due to financial pressure.
- 25% of pastors surveyed pursue higher paying ministry opportunities.
- 24% of pastors surveyed postpone healthcare.

As bishop, I experience the impact of rostered minister indebtedness in pastors who are open to serving in our synod and intrigued by some of our smaller congregations but determine they cannot enter into the call process because of the burden of indebtedness. I am grateful that this is happening less as we adjust our compensation guidelines upward. I am even more grateful that our Synod Council decided to join many other synods in addressing rostered minister indebtedness. Since December, we received \$6300 for debt reduction and so will be able to award three \$2000 grants at our assembly. We pray that this ministry will grow.

PASTORAL CARE—This year, the synod staff and I responded to a higher number of health-related issues that both active and retired rostered ministers are facing. Our approach remains that rostered ministers identify their pastor, sometimes the bishop or assistant and sometimes not, and my assistants and I take our cue from that pastor.

DISCIPLINE—The ELCA expects all rostered ministers to participate in boundary training every three years. Pastors and deacons in our synod increasingly take this expectation seriously. Pastors Anderson and Sprang, both of whom are certified by the ELCA to lead boundary training, are working with our response team and me to both improve boundary training for rostered ministers and develop boundary training for congregational leaders.

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.

STRENGTHENING CONNECTIONS

COMMUNICATIONS—Some reading this report are voting members attending their first synod assembly, and perhaps are being “introduced” to synodical ministry. I therefore want to review some of the ways we communicate, many of which are maintained by Director of Communications, Chelsey Satterlee.

Our **MITTEN SYNOD WEBPAGE** provides news, information, and resources for congregations and leaders. <http://www.mittensynod.org>. A **WEEKLY UPDATE** is sent to a synod e-mail distribution list every Tuesday at 10 AM and contains news for the week. The **BISHOP’S NEWSLETTER** is published on the 15th of each month and also sent to a synod distribution list via email. It includes longer articles, snapshots of upcoming events, call process updates, and an update on synod finances. You can subscribe to receive both these resources by entering your email address at our synod webpage. Click the link included in this paragraph and scroll down on the right side of the page to the box that says sign-up.

On **FACEBOOK**, we have both a page and a group. The page, North/West/Lower Michigan Synod (Official),⁴ is where the office posts news. The group, North/West/Lower Michigan Synod,⁵ is a place for conversation where anyone can post. Posts to this group are not approved or endorsed by the synod.

I maintain a personal webpage that includes my public schedule—**CRAIGASATTERLEE.COM**. Many find this helpful when planning events that involve the bishop. <http://craigasatterlee.com> Most Mondays, I produce a short video called **TAKE ONE**, in which I review my weekly schedule, comment on happenings in the church and the world, and offer reflections on the scripture readings from the Revised Common Lectionary for the coming Sunday. As its name suggests, *Take One* is recorded in one and only one take; there are no do-overs. I serve as both host and cameraman. You’ll find a link to each *Take One* segment in the *Weekly Updates*. I also post a link to Facebook and my webpage.

CONGREGATIONS—Again, this year, I provide what I call a “synod snapshot” which is a high-level overview of ways the North/West Lower Michigan Synod staff partners with each of our congregations. 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, disaster response, and helping our neighbors in need. In 2018, 51 (45%) of our congregations received synod grants totaling \$113,050.

⁴ <https://www.facebook.com/MittenSynodELCA/>

⁵ <https://www.facebook.com/groups/70174344761/>

CAMPUS MINISTRY—In August 2018, Pastor Sprang organized a Lutheran Campus Ministry Day of consulting and collaborating among those engaged in campus ministry in our synod. We are very excited about what we see and hear happening at One Community (University/East Lansing), Matrix (Trinity and St. Peter/Battle Creek, Savior and Trinity/Kalamazoo, and Prince of Peace/Portage), and Immanuel/Mount Pleasant. We thank you for your support of campus ministry both in sending students from your congregations who attend MSU, Kalamazoo College, Western, and CMU, and through synod mission grants.

LIVING WATER MINISTRIES—The LWM board responded to a request that this ministry become Reconciling in Christ (RIC) by inviting representatives of this organization to its December 2018 board meeting. I understand that this move would not be universally supported in our synod, that our church holds four positions on this issue, and that Living Waters is a ministry of our entire synod. I am endeavoring to faithfully represent this position. The LWM board will engage in intentional listening before a decision is made. You can learn more about the Reconciling in Christ program at <https://www.reconcilingworks.org/resources/ric/>

ELCA—At meetings of the Conference of Bishops, I look forward to the secretary's report because I find the secretary engaging. So, I look forward to Secretary Boerger's report at our assembly. I'd like to highlight three things here.

AMMPARO (*Accompanying Migrant Minors with Protection, Advocacy, Representation, and Opportunities*)—Pastor Doug Ogden is serving as coordinator of our Synod's AMMPARO initiative, which is the ELCA's response to unaccompanied minors who cross our border. The ELCA reports the need is especially great in Grand Rapids; we are grateful for the work being done by Faith/Okemos and congregations and leaders in Jackson and Michigan Center.

CHURCHWIDE ASSEMBLY—The 2019 ELCA Churchwide Assembly will take place from August 5–10 at the Wisconsin Center in Milwaukee, Wisconsin. We gather under the theme *We Are Church*. The assembly will hear reports and review the work of churchwide officers, leaders and units; receive and consider proposals from synod assemblies; elect officers, board members and other leaders as specified by the constitution or bylaws; establish ELCA churchwide policy; worship together; and adopt a budget. Those elected to attend from our synod are: Mr. Connor Ashley (Saron/St. Joseph), Ms. Rebecca Bossenbroek (St. Stephen/Lansing), The Rev. Rachel Laughlin (Prince of Peace/Portage), Mr. Nayamukora Christophe Maganza (Trinity/Grand Rapids), The Rev. Marilyn Robinson (Resurrection/Saginaw), Bishop Craig Satterlee, VP Sandy Schlesinger (Trinity/Midland), Ms. Katie Schneider-Thomas (Zion/Comstock Park), The Rev. Andreas Teich (Messiah/Bay City), and Mr. Rich Weingartner (Faith/Okemos). Learn more about the churchwide assembly at <https://www.elca.org/churchwideassembly>

50TH ANNIVERSARY OF THE ORDINATION OF WOMEN—2020 marks the 50th Anniversary of the Ordination of Women in the ELCA and its predecessor church bodies. An ELCA Memorial “calls upon all synods in their 2020 assemblies to include celebration and special recognition of ordained women upon the 50th anniversary of authorizing this ordination practice.” I encourage this synod to include such a celebration in its 2020 assembly and to provide other opportunities for celebration and reflection throughout the year. I am in conversation with Dr. Karoline Lewis, who teaches preaching at Luther Seminary and is the author of *She: Five Keys to Unlock the Power of Women in Ministry*, about the possibility of her coming to our synod for an event.

TRINITY LUTHERAN SEMINARY—I am delighted that Dr. Joy Schroeder, holder of the Bergener Chair in Theology and Religion, which carries a joint appointment at Capital University and Trinity Seminary, is now rostered in our synod. An ELCA pastor, Dr. Schroeder is a gifted teacher, prolific scholar and lecturer working in areas of feminism in medieval thought and Old Testament studies. Dr. Schroeder reports that it would be her joy to teach at the ELMM event on April 12-13, 2019 covering Genesis 12-50, and on September 20-21, 2019 covering Exodus. I look forward to welcoming her to our assembly.

In June 2019, Pastor Fred Fritz concludes his service as our representative to Trinity Lutheran Seminary, first as a member of the Board of Directors and, after Trinity became part of Capital University, the seminary’s advisory board. Pastor Fritz served on the executive committee and was a member of both the presidential search committee and the search for the seminary dean. We thank Pastor Fritz for his service. At the seminary’s request, I am asked to appoint a layperson to succeed him on the advisory committee. I am grateful that Ms. Rebecca Bossenbroek agreed to serve. Dean Kit Kleinhans and I are energized by the potential Rebecca’s appointment holds for both our synod’s ELMM program and lay theological education provided by Trinity Lutheran Seminary.

I publicly thank Dean Kit Kleinhans and Trinity for designating a full tuition scholarship to a student from the North/West Lower Michigan Synod who enrolls at Trinity in Fall 2019. At this writing, this scholarship remains available to someone from our synod.

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. You can find the report elsewhere in this preassembled assembly book. In addition, many of our congregations are actively engaged with companion churches in other parts of world.

MISSION SUPPORT—This year, I was regularly asked how funding works in the ELCA. Specifically, why do we give 50% to churchwide? The question was asked out of curiosity and not animosity. As I understand it, when the ELCA was formed, the constituting convention determined that synods should give 53% of the mission support they received to the churchwide organization. Since synods cannot “tax” congregations, at that time it was strongly encouraged that congregations give at least 10% of the mission support they receive from their members to the synod, with the understanding that synods would give 53% of that mission support to the churchwide organization. Four years into the life of the ELCA, the small congregation in Upstate New York where I served as pastor found it difficult to meet its 10% commitment. As the years have passed, this became true for more and more congregations so that the 10% Mission Support is more of an aspiration than an expectation—to the point that synods have reduced their 53% commitment to the churchwide organization. For a long time, our synod has

forwarded 50% of the mission support received from our congregations on to churchwide; other synods in our region give 40%, 43%, 50%, and 51%.

All across our church, people are having conversations about mission support and sustainability. I suspect the time is coming that we will, too. Regardless of whether you're a pastor or a lay leader, I commend for your reading my *Preaching and Stewardship: Proclaiming God's Invitation to Grow*, because I believe we need to give scripture as much of a voice in the conversation as we give economics. Many congregations, agencies, synods, and the churchwide organization are also seeking additional "revenue streams" to augment congregational and/or synodical giving via the mission support model.

Over the past six years, I learned three things about mission support in our synod. First, through generous people, God has been very generous to this synod. That our synod has endowments that provide interest and funds for designated ministries is a real blessing. Second, God continues to bless this synod with generous members who want to financially support this synod and would welcome an invitation to do so. Third, as in so many things, we hold many perspectives on how to respond to the financial realities we face.

LIVING STONES INITIATIVE: Raise up 100 Living Stones Givers. We are seeking 100 people (or combinations of people) in our synod to make a three-year commitment of an annual designated "Living Stones" gift of \$500 each year to our synod for the Living Stones ministry initiatives (highlighted throughout this report). We are asking people appreciative of and committed to synodical ministry to give directly to the North/West Lower Michigan Synod in the same way they give to ministries such as Samaritas, Living Water Ministries, Trinity Lutheran Seminary, etc. At this writing, we have commitments from our first 22 Living Stones Givers!

LIVING STONES INITIATIVE: Congregations leading and growing in their mission support of our synod, together with individuals committed to the Living Stones financial initiative, are honored and thanked at Mission Support Dinners. Every expression of the church, including this synod, can do a better job of saying "thank you" to those who support strategic ministries and initiatives. Synod leadership is planning to host an inaugural "thank you" dinner for congregations leading and growing in mission support along with Living Stones givers on April 8, 2019; regrettably, I will submit this report before the dinner takes place – I am looking forward to a meaningful celebration of giving!

Sabbatical

Thank you for granting me a sabbatical leave last summer (from July 1 – September 25, 2018). Both Cathy and I cherished and are very grateful for this gift and privilege. Luke tells us that Jesus "would withdraw to deserted places and pray" (Luke 5:16). Ronald Heifetz, who teaches leadership at Harvard, argues for the necessity of stepping off the dance floor and going up to the balcony.⁶ "The only way you can gain both a clearer view of reality and some perspective on the bigger picture is by distancing yourself from the fray." The sabbatical was a wonderful time of both being in a deserted place with Jesus and observing the dance of my life, the dance of the world, and the dance of our synod

⁶ Heifetz, R., and Linsky, M. *Leadership on the Line: Staying Alive Through the Dangers of Leading*. Boston: Harvard Business School Press, 2002.

from the balcony. Heifetz continues, “If you want to affect what is happening, you must return to the dance floor.” Leaders need to be both among the dancers and up on the balcony. That’s where the magic is, going back and forth between the two, using one to leverage the other. Jesus knew this. I learned it again. Perhaps my biggest learning from the sabbatical is to be more deliberate in exiting the dance floor to gain perspective on the balcony.

TRAVEL—In July, my daughter Chelsey and I took a Christian tour of England together. We visited cathedrals and pubs in London, Salisbury, Canterbury, Oxford, Bath, Wales, and York. We participated in Eucharist and evensong. For me, the greatest blessing was making the trip with Chelsey. In August, I went on retreat in the Apostle Islands with Pastor Drew Gangle. Pastor Gangle, who served as chaplain at my installation, is a chaplain and captains his own sailboat. We spent the week in prayer, rich conversation, enjoying good food, and sailing Lake Superior. In September, my family and I spent a week in Florida, including a trip to Walt Disney World for my birthday. Cathy and I also spent a weekend at Notre Dame.

Cathy and I spent the remainder of the sabbatical at our cabin in northern Michigan. We enjoyed being in the water and on our boat, hosting an 85th birthday party for my mother, and landscaping our yard. We have been remodeling our cabin since 2013; the project is now complete.

STUDY—My former Executive Assistant, Sarah Holland read to me the book, *The Patient Ferment of the Early Church: The Improbable Rise of Christianity in the Roman Empire* by Alan Kreider. Kreider demonstrates from patristic sources that the church of the first three centuries was more concerned with teaching a Christian habitus or way of being than with evangelism and growth. It trusted that the Holy Spirit is active in the church and the world in ways akin to a fermentation process, and so the church cultivated a spirit of patience as we wait for the fullness of God’s reign. This way of being, as opposed to church programs, resulted in the church’s unlikely growth in the first three centuries.

In response to the budget conversation we had at the 2018 synod assembly regarding the gap between planned mission support (income) and expenses, I spent a lot of time during the sabbatical thinking about money and the varying assumptions that seem to be running in the background of our budget process. The result is the Living Stones initiative, which was outlined earlier.

HEALTH—I intentionally took up the disciplines of diet and exercise and this became the primary emphasis of the sabbatical. I lost 25 pounds. My blood pressure, which runs high in my family, is now normal. As of September 15, 2018, I had walked 450 miles since July 1. I realize that walking independently, as I did in Chicago, is the most significant personal change I made in responding to the call to serve as bishop. I now work to incorporate 70 to 90 minutes a day into my schedule for the exercise that comes from walking.

During the sabbatical, I also spent time in conversation with a pastor, therapist, chaplain, and coach. I came to a deeper appreciation for how much I value this chapter of ministry, living in Michigan, and the relationships Cathy and I have formed over these years. These conversations continue.

ADMINISTRATION

SYNOD OFFICES— With a deployed staff and staff transitions, we are always examining how to best manage our schedules. The Lansing office is open Monday–Thursday from 9 AM to 3 PM. This is the time to reach Ann Stavros, Office Manager. Renee Dixon, my new Executive Assistant to the Bishop, works 10 hours each week around my schedule and her work at St. Stephen Lutheran Church; the best way to reach Renee is via email or call the Lansing office and leave a message. Rebecca Bossenbroek, Financial Administrator, works evenings; send her an e-mail or call the Lansing office and leave Rebecca a message and she will get back to you. Pastors Anderson, Sprang, Timm, and I take Monday as our day off. We each try to devote a workday to reading, writing, preparation, and prayer. Mine is Friday. On Wednesdays, the staff is generally in Lansing with a staff meeting at 10 AM and Eucharist at 11:30 AM.

Pastor Anderson has an office at Saint Luke’s in Grand Rapids. Pastor Sprang is based out of Immanuel in Mount Pleasant. Pastor Timm has an office at Samaritas Senior Living Center in Acme. I work from St. Stephen in Lansing. We thank these congregations, along with St. Matthew in Herron, and Samaritas for providing us office space.

SYNOD STAFF—One of the chief blessings of these six years is that I have been privileged to work with remarkable people of faith who are passionate about the gospel, committed to the church, and dedicated to our synod. It brings me joy to recognize and thank them each year.

Pastor Rosanne Anderson—Pastor Anderson serves as Interim Assistant to the Bishop for Congregation and Leadership Excellence. She transitioned into this position upon the resignation of Pastor Sarah Friesen-Carper in July 2018. Pastor Anderson is contracted for 35 hours per week through August 2019 and continues to serve as pastor of Trinity/Manton. Pastor Anderson’s interim status affords the synod a certain flexibility as it considers future staff configuration. Pastor Anderson works with both congregations and potential candidates in the call process and takes the lead in the assignment process. She is actively engaged with our antiracism ministry, Publicly Engaged Church, and Youth Tables. Pastor Anderson relates to the Grand Rapids and Kalamazoo Conferences in particular, but also supports call processes in the Capital and Bay Conferences. She brings to our work the considerable expertise that led me to appoint her the chair of our response team, which I have relied on more than once this year. I am grateful for Pastor Anderson’s energy and enthusiasm and appreciate her collaboration and regular communication.

REBECCA BOSSENBROEK continues to lead the Equipping Leaders for Mission and Ministry program with efficiency, depth, and grace. I am grateful for the energy with which she has embraced the Living Stones initiative related to ELMM. Rebecca also prepares the assembly book. In May 2018, Rebecca began service as our financial administrator, replacing Margie Bauer upon her retirement. Rebecca brings a long history and appreciation of our synod and love of Christ and his church, as well as financial expertise to this position. She stepped naturally into her role as a financial administrator and is examining and modifying our processes so that they are more efficient and our reporting more accurate and transparent.

DAWN BRACKMANN serves as our synod attorney. Dawn provides needed legal advice and works with the synod staff and synod council to upgrade and develop policies and procedures. Working with Dawn often brings to mind Jesus' admonition in Matthew 10:16: "...be wise as serpents and innocent as doves." Dawn's legal approach is thorough, methodical, clear, and wise. Dawn's approach is also to pray and to call us to act in the name of Jesus. At the most difficult moments, Dawn's response is to pray for and with me.

RENEE DIXON joined the staff as Executive Assistant to the Bishop in January. Renee works 10 hours a week providing me with direct support—reading to me, helping me with email, assisting with correspondence, calendar, and travel, and making contacts directly related to my ministry as bishop. Renee also works with me to write thank you notes, so that you can read them, and sends birthday cards. Renee is a member of St. Stephen in Lansing and serves as the congregation's Office Manager.

PASTOR SARAH FRIESEN-CARPER completed her ministry among us in July 2018. My last images of Pastor Sarah are from the National Youth Gathering in Houston—serving up sandwiches to our synod the first night and organizing our Synod Day. I have a hunch that, if you pause at assembly and listen, you will almost hear Pastor Sarah's laughter.

SARAH HOLLAND served as my executive assistant for a year and a half after working with me as a volunteer for two years before that. The thing I am most grateful for and that I miss most is that Sarah loves theology and enjoyed reading it to me. Always learning and with her own business growing, the time came for Sarah to pursue something new. I wish her every blessing.

CATHY SATTERLEE serves as the bishop's driver. Cathy and I spend an average of 50,000 miles a year driving throughout North/West Lower Michigan. I could not do this job if Cathy was not "all in" with regard to our professional partnership—her flexibility, confidentiality, and wisdom are highly valued and greatly appreciated! As we visit congregations, more people are making a point of thanking Cathy for her ministry, which I greatly appreciate.

CHELSEY SATTERLEE, Director of Synod Communications, is coming from her home in New York City to our assembly so that you can meet her. Chelsey is known through her work—the weekly update and the monthly bishop's newsletter along with management of the synod webpage, Twitter account, and official Facebook page.

PASTOR DAVID SPRANG, Director for Evangelical Mission and Assistant to the Bishop, is a churchwide employee deployed to our synod. Pastor Sprang continues to score ELCA grants for congregations and facilitates conversation among congregations about stewardship, visioning, and community engagement. Pastor Sprang also works with congregations in redevelopment (Trinity/Battle Creek, Our Savior's/Muskegon, and Zion/Saginaw), and with our Sudanese synodically authorized worshiping community. As Assistant to the Bishop, he provides synod staff leadership to multiple committees including Budget and New & Renewing Mission (which includes management of Campus Ministry grants). I appreciate Pastor Sprang's energy, ceaseless optimism, and heart for mission.

ANN STAVROS serves as our Office Manager, assists Pastors Anderson, Sprang, and Timm, works with the bishop to maintain the synod roster; and cajoles congregations and rostered ministers to complete and submit their annual reports. This year, Ann once again assisted vacant congregations in securing supply pastors. Working with Pastor Timm, Ann provides logistics support for most synod events, especially the assembly.

DR. CHRYSANNE TIMM serves as Assistant to the Bishop for Synod Life. Dr. Timm coordinates all synod events, including this assembly, is our Director of Candidacy, staffs the Bridge Builders, and shepherds call processes in the Stony Lake, Sunrise, and Traverse Conferences. She is deliberative and detail oriented. Synod Council granted Dr. Timm a sabbatical leave that begins June 1 and ends in September 2019. She will be studying sustainability, certainly for congregations but I suspect also for rostered ministers. We bless her as she enters into a season of sabbath.

Even as I ask you to thank the staff for their service, the staff and I thank you for your prayers, partnership, and especially for your service in the communities where you live. We are very clear that the most important work of proclaiming Christ and prayerfully participating in Jesus' own work of reconciling the world to God's very Self happens when ordinary Christians share the story of Jesus with people in their lives, and when congregations are actively engaged in their neighborhoods and communities because they are convinced that they will meet Jesus there, and find a way to participate in what he is already doing.

I have shared with many of you in personal conversation that, for many years now, when we find ourselves in times of discernment, Cathy's and my prayer is, "Be clear!" Having long ago realized that we will end up doing whatever God asks of us, because God's will for us is better than whatever we imagine or think best, Cathy and I ask God to, "Be clear!" This is our prayer for the North/West Lower Michigan Synod as we gather in Mount Pleasant to discern what it means that we are called to be living stones in a changing world. *"Gracious God: Be clear! In the Name of Jesus. Amen."*

The peace of Christ be with you always!

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

Indeed, Bishop Satterlee is Legally Blind

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

1. I am legally blind. I have less than 10 percent of normal vision with correction. I do not know what that means, since I have never seen “normally.” I am the expert on my vision and how it impacts my life and work. Bring all questions and concerns about my vision to me. Making assumptions and conclusions about my abilities and limitations without consulting me is inappropriate.
2. Since I cannot see faces, I know people by voice and appreciate being reminded of people’s names in order to match them with voices. When you greet me, tell me your name. My closest friends know and do this. When I know your voice, I will tell you. I only hold myself accountable to recognize my wife, daughter, and mother “on sight.”
3. Cluttered corridors and walkways can be hazardous for me, particularly when obstacles (chairs, dogs, furniture, construction) are placed unexpectedly. Please keep the hallways outside my office clear and do not rearrange or remove furniture from my office.
4. If you want to be certain that I receive information, use voice rather than email and provide hard copy rather than file attachment. I do not hold myself accountable for information posted on signs and bulletin boards.
5. Dr. Conrad Heyner, my first ophthalmologist, determined that it takes me 2 times longer than average to read and write. I am therefore very disciplined in managing time. Last-minute assignments, unexpected delays or interruption of services, and changes in schedule can be particularly burdensome for me.
6. I read English text in standard font, though 14 to 16 point is easier. I do not read cursive handwriting; someone reads it to me. Reading Latin, Greek, French and German are much more laborious undertakings
7. Tasks such as locating a library book on the shelves, working office machines, and filling out forms are difficult for me. I sometimes get frustrated that I cannot do these tasks. I may ask for help or suggest ways around these tasks. As far as possible, please be accommodating.

8. Pointing and giving directions such as. "That way," are not helpful. Try to be descriptive and concrete.
9. I will address questions and concerns about my disability directly. It is inappropriate to do it for me.
10. I will be consulted in order to determine ways that are most helpful both to me and the synod and church. It is inappropriate to unilaterally decide for me what and how much I can and cannot do.
11. I applaud and am deeply committed to our church's mission of bringing the power of the Gospel to bear on issues of diversity related to race, gender, culture, sexual orientation, and the environment. At times, I find this limited understanding of diversity painful because those most passionate about these issues are often the most oblivious, insensitive, and intolerant when it comes to issues of disability. I hope and pray for that time when the ELCA naturally counts persons who live with disabilities among the diverse voices that the church is called to struggle with and by which the church is blessed. In the meantime, I need to be disciplined in spending time in communities more attuned to issues of disability so that I will thrive in our church.
12. I am sympathetic to the appropriate use of technology in learning and worship. Since I do not participate and learn visually, I often experience this kind of class and meeting as a waste of valuable time; I also experience much technology-driven worship as personally exclusive. Please do not equate my lack of personal participation with antagonism toward the endeavor.
13. Address questions and comments about this protocol to me or to the appropriate administrative officer. Do not make comments to my family.

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

Roster Change Report				
Event	Name	Name	Date	Location
Deaths				
	Richard	Clapp	6/20/2018	Retired
	Dale	Mitchell	6/22/2018	Retired
	Richard	Lee	8/09/2018	Retired
	David	Mann	9/21/2018	Retired
	Aaron	Sorrels	12/21/2018	Retired
	Frederick	Overdier	4/13/2019	Retired
Installations				
	Nanette	Dehnke	6/03/2018	St. John's/Baroda
	Michael	Conklin	9/23/2018	Mamrelund/Kent City
	Megan	Crouch	10/20/2018	Trinity/Midland
	Christopher	Laughlin	10/21/2018	Messiah/Constantine
	Justin	Walker	11/04/2018	Christ/Wyoming
Deacon	Amanda	Carpenter	3/23/2019	St. Paul/Au Gres
	Nicole	Smith	3/24/2019	Lutheran Church of Our Savior/Kalamazoo
	James	Smith	4/7/2019	St. John's/Three Rivers
	John	Shipman	4/14/2019	St. Paul/Alpena
On Leave From Call				
	Elizabeth	Retz	9/11/2018	Renewal On Leave of Call
	David	Louder	2/8/2019	Renewal On Leave of Call
	Renee'	MacLeod	3/14/2019	On Leave of Call
Family Leave				
Deacon	Julia	Nelson	5/1/2019	Renewal of Family Leave
Ordinations				
	Nicole	Smith	2/17/2019	Resurrection/Madison Indiana
Consecrations				
	Amanda	Carpenter	3/23/2019	St. Paul/Au Gres
Resignations or Removed from Roster				

Disability Leaves				
Transfers In				
	Megan	Crouch	7/29/2018	Northeastern Minnesota Synod/Minnesota
	Michael	Conklin	8/19/2018	Northeastern Ohio Synod/Ohio
	Joy	Schroeder	10/12/2018	Northwestern Ohio Synod/Ohio
	James	Smith	3/4/2019	Indiana-Kentucky Synod/Indiana
	Cheryl	Johnson	3/22/2019	New Jersey Synod/New Jersey
Transfers Out				
Retired	Reinhold	Markwart	7/24/2018	South-Central Synod/Wisconsin
	Andrew	Tengwall	8/20/2018	St. Paul Area Synod/Minnesota
	Sarah	Friesen-Carper	9/16/2018	St. Paul Area Synod/Minnesota
	Laura	Gerstl-Beukema	10/1/2018	Greater Milwaukee Synod/Milwaukee
	Peggy	Rose	12/1/2018	SEMI Synod/Detroit
	Shirley	Ross-Jones	3/29/2019	Rocky Mountain Synod/Colorado
Retirements				
	Thomas	Mammoser	8/01/2018	Peace/Gaylord
	Dawn	Pooley	9/01/2018	St. Paul/Reed City
	Shirley	Ross-Jones	9/01/2018	St. Paul/Alpena
	Karleen	Kinker	10/1/2018	St. John's/Three Rivers
Calls Accepted				
Removed from Call by Congregational Vote				
Congregation Actions				
Zion Lutheran Church/Leroy			Closed 1/1/2019	

Synod Ministers of Word and Sacrament
 Congregational Visitation Summary – Preaching/Presiding
 July 2013-April 2019

# Preach	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	18
# Congs	2	3	12	17	18	21	09	5	8	4	4	5	3	2	0	1	1

LOCATION	CONGREGATION	CAS	SFC	DES	CAT	RMA
BAY CONFERENCE						
Au Gres	St. Paul (14)	4	2	4	4	
Bay City	Messiah (3)	2		1		
Bridgeport	St. Matthew (12)	3 install	5	3	1	
East Tawas	Grace (5)	1		4		
Freeland	Zion (4)	2		2		
Gladwin	Christ the King (16)	3	5 Install	7	1	
Marlette	Hope (11)	2	4	3	2	
Midland	St. Timothy (11)	2	1	5	3	
Midland	Trinity (5)	3 Install	1 install	1		
Mt. Pleasant	Immanuel (12)	3		9		
Rhodes	Hope (3)	1		2 install		
Rose City	Prince of Peace (13)	2	2	5	4 Install	
Saginaw	Ascension (9)	1		3	4	1
Saginaw	Faith (11)	2	3	5 install	1	
Saginaw	Our Savior (9)	2	1	6		
Saginaw	Resurrection (6)	3 install		3		
Saginaw	St John (12)	4 install (2)	2	6		
Saginaw	Zion (6)	1	1	4		
Unionville	St. Peter (10)	2		8 install (2)		
Vassar	Grace (6)	2		4		

CAPITAL AREA CONFERENCE						
Charlotte	Peace (4)	3 install	1			
Coldwater	Reformation (5)	2	2 install	1		
Dewitt	Christ United (3)	3				
East Lansing	St. Paul (5)	1	2 install	2		
East Lansing	University (11)	7 install (2)	3 install	1		
Grand Ledge	Immanuel (5)	2	2 install	1		
Hillsdale	Trinity (7)	2	3	1	1	
Jackson	Immanuel (3)	2 install		1		
Jackson	St. James (6)	3 install	2	1		
Lansing	Bethlehem (4)	2	1 install	1		
Lansing	Calvary (8)	4	1	2		1
Lansing	Grace (3)	2	1			
Lansing	Redeemer (1)	1				
Lansing	St. Stephen (9)	6	1	2 install		
Mason	All Saints (7)	3	3 install	1		
Michigan Center	Christ (5)	2	2 install	1		
Okemos	Faith (5)	3 install	1	1		
GRAND RAPIDS CONFERENCE						
Big Rapids	Immanuel (10)	3 install	1	4	2	
Comstock Park	Zion (7)	6		1		
Edmore	Our Savior's (4)	2	1 install	1		
Gowen	Settlement (10)	7	2	1		
Grand Rapids	Bethlehem (4)	2	1 install	1		
Grand Rapids	Faith (3)	2		1		
Grand Rapids	St. Luke's (9)	5 install 2	1	1		
Grand Rapids	Trinity (6)	4 ordain (2)	1	1		
Greenville	St. Paul (7)	5	1	1		
Hastings	Grace (8)	3 install	3	2		

Holland	Good Shepherd (5)	1 ordain	3 install	1		
Holland	Peace (6)	3	1	1	1	
Hudsonville	Bread of Life (1)	1				
Kent City	Mamrelund (5)	3		1	1 install	
Kentwood	Ascension/HC (3)	2		1		
Rockford	Hope (6)	3	2	1		
Sidney	Faith (8)	3	4 install	1		
Sparta	Peace (5)	3		1	1	
Woodland	Zion (5)	2 install	2	1		
Wyoming	Christ (6)	2	2	2		
Wyoming	Christ Sudanese (12)	3		9		
Wyoming	Gethsemane (4)	1	2	1		
KALAMAZOO CONFERENCE						
Allegan	Immanuel (5)	2	3			
Baroda	St. John (6)	2	2 Install	1	1	
Battle Creek	St. Peter (9)	5 install	3	1		
Battle Creek	Trinity (13)	7	3	2 install	1	
Constantine	Messiah (6)	2	2	1	1	
Kalamazoo	Savior (9)	3 Install	4	1	1	
Kalamazoo	Trinity (4)	1	2	1		
Niles	Holy Trinity (2)	1		1		
Plainwell	Hope (5)	1	2	1	1	
Portage	Lord of Life (4)	2	1	1		
Portage	Prince of Peace (6)	2	3	1		
South Haven	Peace (6)	3	2	1		
St. Joseph	Saron (6)	3	2	1		
Three Rivers	St. John/Trinity (5)	2	2			1

STONY LAKE CONFERENCE						
Fruitport	Edgewood (5)	2	1 install	2		
Ludington	Bethany (7)	4	1	2		
Ludington	Emanuel (4)	3	1			
Ludington	Victory Trinity (5)	3	1	1		
Muskegon	First (3)	1 preside		1	1	
Muskegon	Immanuel (6)	2		3	1	
Muskegon	Our Savior (12)	4	2	3	3	
Muskegon	Samuel (5)	2		2	1	
Muskegon	St. Luke (7)	2		4	1	
New Era	Trinity (6)	2		3	1	
Whitehall	Lebanon (6)	2	1	3		
SUNRISE CONFERENCE						
Alpena	Grace (3)	1install		2		
Alpena	St. Paul (7)	4		1	1	1
Barton City	Trinity (4)	3		1		
Cheboygan	St. Thomas (8)	2	2	3 install	1 install	
Gaylord	Peace (6)	4		1	1	
Hagensville	St. John (3)	1		1	1	
Herron	St. Matthew (4)	2		1	1	
Millersburg	St. James (7)	1		2	4 install 2	
Ocqueoc	Trinity (7)	1		2	4 install 2	
Oscoda	Hope St. John (3)	2		1		
Posen	Leer (3)	1		2		
Spruce	New Life (4)	3		1		
Spruce	Spruce (4)	2		1	1	

TRAVERSE CONFERENCE						
Acme	Feast of Victory (6)	2 install		3	1	
Cadillac	Zion (4)	2		1	1	
East Jordan	Evangelical (4)	1		1	2	
Elk Rapids	Calvary (18)	3	4	2	5	4
Frankfort	Trinity (2)	1			1	
Grayling	St. John (6)	1		4	1	
Kaleva	Bethany (10)	2 Install	1	2	4	1
Lake Ann	Advent (14)	8 nstall	2	1	3	
Lake City	St. John (9)	3 Install	1 Install	2	3	
Le Roy	Zion (2)	1		1		
Manton	Trinity (6)	2		4		
Northport	Bethany (09)	3		1	5 install	
Petoskey	Cross Christ (8)	3		3	2	
Reed City	St. Paul (4)	1	1		2	
Roscommon	Messiah (5)	1	1 Install	2	1	
Suttons Bay	Immanuel (6)	4		1	1install	
Traverse City	Bethlehem (4)	3	1 Install			
Tustin	Augustana (13)	1	1	3	8	

**Snapshot of Synod Partnership
in the Congregations
May 2018- April 2019**

Acme	Feast of Victory	Mutual ministry; Consultation; Synod Council
Allegan	Immanuel	
Alpena	Grace	
Alpena	St. Paul	Installation
Au Gres	St. Paul	Cooperative ministry; Installation
Baroda	St. John	Installation; Consultation; Emergency food grant
Barton City	Trinity	Sustainability
Battle Creek	St. Peter	Discernment Retreat; Campus ministry
Battle Creek	Trinity	Redevelopment; Campus ministry; Redevelopment moving to Strategic Grants – ELCA; Outreach Grant; Dean
Bay City	Messiah	
Big Rapids	Immanuel	Consultation; Evangelism strategy; Stewardship strategy; Call process
Bridgeport	St. Matthew	Step Up Grant; Relational evangelism; Stewardship Training Grant
Cadillac	Zion	
Charlotte	Peace	
Cheboygan	St. Thomas	Stewardship Training Grant
Comstock Park	Zion	Emergency food grant; Dean
Constantine	Messiah	Installation
Dewitt	Christ United	
East Jordan	Evangelical	Consultation/pastoral coverage
East Lansing	St. Paul	Consultation; Introduction to vitality; workshop on elements of renewal Emergency food grant
East Lansing	University	Installation; VBS; Campus ministry event; PEC grant; Campus Ministry Grant - ELCA and Synod Combined; Synod Council; Dean; Mission Supportleader
East Tawas	Grace	Consultation; Cooperative ministry; Trapp grant
Edmore	Our Savior's	Sustainability; PEC grant
Elk Rapids	Calvary	Pastoral coverage and consultation
Frankfort	Trinity	
Freeland	Zion	Anchor congregation; Largest Percentage Mission Support Increase
Fruitport	Edgewood	Presentation on Evangelism
Gaylord	Peace	Call process; Trapp grant

Gladwin	Christ the King	Consultation; Trapp grant; Dean; REVIVE presentation
Gowen	Settlement	Cooperative ministry; PEC grant
Grand Ledge	Immanuel	Council retreat; PEC grant; Outreach Grant
Grand Rapids	Bethlehem	Transition process
Grand Rapids	Faith	Synod Council
Grand Rapids	St. Luke's	Consultation; Teaching; Mission Support Leader
Grand Rapids	Trinity	Seminary scholarships; PEC grant; Synod Council; Mission Support Leader
Grayling	St. John	Trapp grant
Greenville	St. Paul	Anchor church; Emergency food grant; Synod Council
Hagensville	St. John	
Hastings	Grace	
Herron	St. Matthew	Trapp grant
Hillsdale	Trinity	Consultation; Synod Council
Holland	Good Shepherd	
Holland	Peace	Call process; Largest Percentage Mission Support Increase
Hudsonville	Bread of Life	
Jackson	Emmanuel	Call process
Jackson	St. James	
Kalamazoo	Savior	Installation; Campus ministry; Outreach Grant
Kalamazoo	Trinity	Campus ministry; Campus Ministry Grant - ELCA and Synod Combined; Synod Council
Kaleva	Bethany	Pastoral coverage and consultation
Kent City	Mamrelund	Installation
Kentwood	Ascension/Holy Cross	PEC grant
Lake Ann	Advent	Consultation; council retreat
Lake City	St. John	Consultation; Pastoral transition
Lansing	Bethlehem	Consultation
Lansing	Calvary	Consultation; Visioning process; Cooperative ministry; Call process; Hosted synod event
Lansing	Grace	Call process; Cooperative ministry; PEC grant; Largest Percentage Mission Support Increase
Lansing	Redeemer	Cooperative ministry
Lansing	St. Stephen	Call process; Cooperative ministry; presentation about Renewal/Vitality; Emergency food grant; Largest Percentage Mission Support Increase

Ludington	Bethany	Guidance as Bethany completes its ministry with hope.
Ludington	Emanuel	
Ludington	Victory Trinity	Consultation
Manton	Trinity	Dean
Marlette	Hope	Call process; Cooperative ministry
Mason	All Saints	Introduction to vitality
Michigan Center	Christ	PEC grant
Midland	St. Timothy	Cooperative ministry
Midland	Trinity	Call process; consultation; Synod Council; Anchor church
Millersburg	St James	Consultation
Mt. Pleasant	Immanuel	Campus Ministry Grant - ELCA and Synod Combined; Synod Council
Muskegon	First	Synod Council
Muskegon	Immanuel	Consultation on cooperative ministry
Muskegon	Our Savior	Redevelopment; Consultation on cooperative ministry; PEC grant; Redevelopment moving to Strategic Grants - ELCA; Synod Council
Muskegon	Samuel	Call process; Bridgebuilders; Consultation on cooperative ministry
Muskegon	St. Luke	Consultation on cooperative ministry
New Era	Trinity	Vision process; Consultation; Synod Council
Niles	Holy Trinity	
Northport	Bethany	Anniversary celebration; Consultation
Ocqueoc	Trinity	Trapp grant
Okemos	Faith	PEC grant; Synod Council
Oscoda	Hope St. John	
Petoskey	Cross Christ	Sabbatical coverage
Plainwell	Hope	Church council retreat
Portage	Lord of Life	Vision process
Portage	Prince of Peace	Hosted boundary training; Campus ministry; Mission Support Leader
Posen	Leer	
Reed City	St. Paul	Call process; Internship program
Rhodes	Hope	PEC grant
Rockford	Hope	Emergency food grant
Roscommon	Messiah	Call process; Trapp grant
Rose City	Prince of Peace	Call process

Saginaw	Ascension	Women and Justice synodical hearing; Saginaw ELCA Pastors, Saginaw Metro Ministries, Grace Fund
Saginaw	Faith	Saginaw ELCA Pastors, Saginaw Metro Ministries, Grace Fund; Call process
Saginaw	Our Savior	Saginaw ELCA Pastors, Saginaw Metro Ministries, Grace Fund
Saginaw	Resurrection	Consultation; Saginaw ELCA Pastors, Saginaw Metro Ministries, Grace Fund; PEC grant; Emergency food grant; Largest Percentage Mission Support Increase; hosted boundaries training; consultation
Saginaw	St John	Consultation; Saginaw ELCA Pastors, Saginaw Metro Ministries, Grace Fund
Saginaw	Zion	Redevelopment Annual Review; Saginaw ELCA Pastors, Saginaw Metro Ministries, Grace Fund, Redevelopment moving to Ministry in Poverty - ELCA
Sidney	Faith	
South Haven	Peace	Consultation
Sparta	Peace	
Spruce	New Life	Trapp grant; Dean
Spruce	Spruce	
St. Joseph	Saron	Synod Council
Suttons Bay	Immanuel	
Three Rivers	St. John	Cooperative ministry; Installation
Traverse City	Bethlehem	Trapp grant
Tustin	Augustana	Call process; Internship program
Unionville	St. Peter	Step Up process and Grant; Mission/vision; Consultation; Call process
Vassar	Grace	Call process; Cooperative ministry
Whitehall	Lebanon	Emergency food grant; Dean
Woodland	Zion	Intro to Renewal/Vitality
Wyoming	Christ	Installation; Synod Council; Stewardship presentation
Wyoming	Christ Sudanese	Consultation; Synodically Authorized Worshiping Community; Grant - ELCA
Wyoming	Gethsemane	

Membership and Average Worship Attendance Comparison

Name	City	Baptized Members 2017	Confirmed Members 2017	Avg. Attend. 2017	Baptized Members 2018	Confirm Members 2018	Avg. Attend. 2018
Feast of Victory Lutheran Church	Acme	219	219	61			
Immanuel Lutheran Church	Allegan	121	100	55	127	117	54
Grace Lutheran Church	Alpena	511	354	118	507	351	109
St Paul Lutheran Church	Alpena	411	354	143	399	343	118
St Paul Lutheran Church	Au Gres	89	81	29	87	79	23
St John Lutheran Church	Baroda	199	154	63	179	144	70
Trinity Lutheran Church	Barton City	70	56	25	65	49	15
Trinity Lutheran Church	Battle Creek	136	134	37	141	138	37
St Peter Lutheran Church	Battle Creek	240	210	72	237	206	68
Messiah Lutheran Church	Bay City	594	490	168	573	486	155
Immanuel Lutheran Church	Big Rapids	227	231	61	216	242	51
St Matthew Lutheran Church	Bridgeport	128	113	30	130	93	45
Zion Lutheran Church	Cadillac	415	346	177	431	357	177
Peace Lutheran Church	Charlotte	171	102	63	173	173	52
St Thomas Lutheran Church	Cheboygan	545	408	169	555	412	169
Zion Lutheran Church	Comstock Park	240	184	50	244	187	48
Messiah Evangelical Lutheran Church	Constantine	187	152	63	182	182	48
Christ United Church	Dewitt	42	42	37	42	42	37
Evangelical Lutheran Church	East Jordan	133	109	37	134	109	38
University Lutheran Church	East Lansing	755	548	146	770	552	167
St Paul Lutheran Church	East Lansing	159	159	48			
Grace Lutheran Church	East Tawas	157	140	74	10	144	60
Our Savior Lutheran Church	Edmore	211	157	28	209	209	24
Calvary Lutheran Church	Elk Rapids	51	51	23	43	43	20
Trinity Lutheran Church	Frankfort	631	567	222	647	590	195
Zion Evangelical Lutheran Church	Freeland	821	579	215	785	539	213
Edgewood Lutheran Church	Fruitport	84	75	37	78	70	37
Peace Lutheran Church	Gaylord	183	144	69	185	145	70
Christ The King Lutheran Church	Gladwin	319	273	94	326	275	86
Settlement Lutheran Church	Gowen	242	238	59	228	228	53
Immanuel Lutheran Church	Grand Ledge	331	260	128	290	290	112
Bethlehem Lutheran Church	Grand Rapids	191	161	79	200	165	74
Faith Lutheran Church	Grand Rapids	259	248	92	256	256	95
Trinity Lutheran Church	Grand Rapids	1639	1039	490			
St Luke Lutheran Church	Grand Rapids	664	452	199	557	394	177
St John Lutheran Church	Grayling	127	127	35	134	134	38
St Paul Lutheran Church	Greenville	355	299	100	350	295	102
Grace Lutheran Church	Hastings	157	135	94	165	143	84
St Matthew Lutheran Church	Herron	265	258	41	79	79	33
Trinity Lutheran Church	Hillsdale	154	129	50	159	131	49

Name	City	Baptized Members 2017	Confirmed Members 2017	Avg. Attend. 2017	Baptized Members 2018	Confirm Members 2018	Avg. Attend. 2018
Peace Lutheran Church	Holland	185	163	59	185	138	56
Good Shepherd Lutheran Church	Holland	196	152	67	105	83	67
Bread Of Life Lutheran Church	Hudsonville	151	151	65	158	158	65
Immanuel Lutheran Church	Jackson	679	513	108	664	498	100
St James Lutheran Church	Jackson	115	101	34	94	92	29
Trinity Lutheran Church	Kalamazoo	671	559	255	682	529	255
Lutheran Church of the Savior	Kalamazoo	139	105	68	137	103	60
Bethany Lutheran Church	Kaleva	266	241	56	275	241	50
Mamrelund Lutheran Church	Kent City	385	297	178	385	308	154
Ascension Lutheran Church	Kentwood	86	84	59	86	84	58
Advent Lutheran Church	Lake Ann	346	118	85	349	121	70
St John Lutheran Church	Lake City	209	191	71	206	206	55
Grace Lutheran Church	Lansing	245	205	60	246	212	46
Redeemer Lutheran Church	Lansing				120	100	60
St Stephen Lutheran Church	Lansing	237	237	55	227	174	51
Bethlehem Lutheran Church	Lansing	581	368	153	559	559	140
Calvary Lutheran Church	Lansing	227	166	52			
Bethany Lutheran Church	Ludington	76	76	31	66	60	20
Emanuel Evangelical Lutheran Church	Ludington	315	254	104	318	259	97
Victory Trinity Lutheran Church	Ludington	120	88	31	123	115	37
Trinity Lutheran Church	Manton	59	59	25	59	59	26
Hope Lutheran Church	Marlette	138	127	35	140	139	30
All Saints Lutheran Church	Mason	174	159	64	180	162	52
Christ Lutheran Church	Michigan Center	251	219	81	259	222	65
St Timothy Lutheran Church	Midland	100	97	30	97	97	35
Trinity Lutheran Church	Midland	1895	1881	445	1944	1944	507
Trinity Lutheran Church	Millersburg	77	77	32	74	74	30
Immanuel Lutheran Church	Mount Pleasant	491	273	140	269	210	137
Samuel Lutheran Church	Muskegon	178	150	75	176	150	70
First Lutheran Church	Muskegon	725	638	257			
Immanuel Lutheran Church	Muskegon	90	79	30	92	82	26
Our Saviors Lutheran Church	Muskegon	141	126	70	132	126	71
Trinity Lutheran Church	New Era	370	287	112	363	279	117
Holy Trinity Lutheran Church	Niles						
Bethany Lutheran Church	Northport	111	110	35	115	115	40
St Luke's Lutheran Church (Muskegon)	Norton Shores	64	52	23	64	54	22
Faith Lutheran Church	Okemos	257	238	110	275	238	106
Hope Lutheran Church	Oscoda	10	10	6	10	10	6
Cross of Christ Lutheran Church	Petoskey	238	198	71	186	167	63
Hope Lutheran Church	Plainwell				228	228	54
Prince of Peace Lutheran Church	Portage	774	482	175	596	464	179

Name	City	Baptized Members 2017	Confirmed Members 2017	Avg. Attend. 2017	Baptized Members 2018	Confirm Members 2018	Avg. Attend. 2018
Lord Of Life Lutheran Church	Portage	157	132	59	157	132	55
Leer Lutheran Church	Posen	30	29	26	30	29	25
St Paul Lutheran Church	Reed City	518	320	146	488	307	112
Hope Lutheran Church	Rhodes	117	89	70	133	89	68
Hope Community Church	Rockford	86	70	34	87	70	34
St John Lutheran Church	Rogers City	196	142	46	196	165	42
St James Lutheran Church	Rogers City	55	55	25	56	56	23
Messiah Lutheran Church	Roscommon	182	182	37	180	180	56
Prince of Peace Lutheran Church	Rose City				188	143	48
Ascension Lutheran Church	Saginaw	781	545	170	595	422	159
Faith Lutheran Church	Saginaw	730	550	114	707	461	105
Our Saviour Lutheran Church	Saginaw	249	156	36	252	245	34
Resurrection Lutheran Church	Saginaw	359	303	72	338	280	58
St John Lutheran Church	Saginaw	228	166	40	225	166	40
Zion Lutheran Church	Saginaw	398	277	56	411	290	60
Saron Lutheran Church	Saint Joseph	307	263	93	316	267	94
Faith Lutheran Church	Sidney	211	150	48	210	150	47
Peace Evangelical Lutheran Church	South Haven	364	234	165	364	237	159
Peace Lutheran Church	Sparta	548	393	80	541	472	84
Spruce Lutheran Church	Spruce	93	50	35	50	50	30
New Life Lutheran Church	Spruce	172	165	59	182	175	60
Immanuel Lutheran Church	Suttons Bay	456	323	80	453	328	82
St John Lutheran Church	Three Rivers	95	95	45	93	93	43
Bethlehem Lutheran Church	Traverse City	395	395	158	388	388	149
Augustana Lutheran Church	Tustin	67	67	29	68	68	31
St Peter Lutheran Church	Unionville	243	239	49	201	185	40
Grace Lutheran Church	Vassar	153	78	34	154	78	30
Lebanon Lutheran Church	Whitehall	579	206	75	583	196	67
Zion Evangelical Lutheran Church	Woodland	141	141	60	141	129	56
Gethsemane Lutheran Church	Wyoming	278	269	40	274	75	38
Christ Lutheran Church	Wyoming	699	631	229	606	514	217
Sudanese Christ Lutheran Church	Wyoming				-	-	-
	Total	32,692	25,924	9,398	28,608	23,527	8,213



Cooperative Ministry Spectrum

Renewing the Church – Options for Partnering

Sharing a pastor (Yoked)	Covenant Partnership (Multi-Point)	Merger (joining)	Anchor Church (partnership)	Area Ministry Strategy Individual	Geographic Parish Identity	Geographic Parish New Identity	Consolidation Combine New Identity
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There are a variety of cooperative ministries.

This spectrum may help visualize the various options.

Process for discernment: Consult with synod staff, the Bishop and DEM

- 1) Listen to God – prayer and Bible study; Listen to each other – discussion; Listen to the community – one on one conversations
- 2) Fellowship, worship, learn and serve together
- 3) Trust building activities
- 4) Formulation of a purpose statement and core values
- 5) Develop a plan of action with specific timeline
- 6) Work out the details
- 7) All entities agree/approve on plan/covenant
- 8) Repeat process when there is the feeling that folks are ready to move further on the spectrum or there are new people, partners, or time has elapsed

By Rev. David E. Sprang
Assistant to the Bishop – Director for Evangelical Mission
North/West Lower Michigan Synod

Report of the Synod Vice President Sandy Schlesinger

***"What does the Lord require of you
but to do justice, and to love kindness,
and to walk humbly with your God?"***

Micah 6:8b



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 your Board of Directors between synod assemblies are:

- **Class of 2019:** Bp. Craig A. Satterlee, Sandy Schlesinger (Vice President), Ms. Peggy Burns, Ms. Caroline Peterson, and the Rev. Bill Uetracht
- **Class of 2020:** Ms. Christine Allen (Secretary), Mr. Dan Carter (Treasurer), Mr. Connor Ashley, Ms. Marissa King, Mr. David Latshaw, Ms. Diane Madej, Mr. Bill Trevarthen, the Rev. Justin Walker and Mr. Richard Weingartner
- **Class of 2021:** Rev. Jessica Hahn, Ms. Faith Barnett, the Rev. Betsy Kamphuis, Mr. Tim Lundgren, Ms. Christine Mwanyika, and Ms. Linda Wicander

It is a great honor and privilege to serve as the leader of this diverse group of energetic and committed leaders who give of their time and talents to further God's mission across the synod. In particular, please join me in thanking the members of the Class of 2019 who, if not re-elected, complete their current terms of service on August 31, 2019 – their leadership and dedication to the mission and ministry of the synod is truly appreciated!

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

- Oversight of the process to be used during the bishop election at the 2019 Synod Assembly (additional details below);
- Assessment of the 2019 Synod Compensation Guidelines relative to other ELCA Synods in Region 6 (additional details below);
- Development and recommendation of 2020 N/W Lower MI Synod Compensation Guidelines for approval by Synod Assembly (additional details below);
- Revision of the 2019 Fiscal Year Budget to align with realistic expectations for mission support;
- Development and recommendation of the 2020 Fiscal Year Budget for approval by Synod Assembly
- Development and support of the new "Living Stones" initiative led by the Bishop and his staff (additional details below);
- Approval of the new Seminary Debt Reduction grant program, with appointment of synod members to serve on the related committee to manage the grant application and review process;

- Approval of designation of offerings from special services of ordination and installation for the purpose of addressing Clergy Seminary Indebtedness – aligned to the roll-out of the new Seminary Debt Reduction initiative;
- Approval of new Continuing Resolution S7.33.01A19 related to support for resolutions submitted to the synod Resolutions committee for consideration (additional details below);
- Revitalization of the Synod Assembly Nominating and Synod Resolutions Committees;
- Management of trust programs across the synod (Grace and Wilson Trust, etc.);
- Approval of applications to explore Synodically Authorized Worshipping Communities over a 6-month period in Muskegon and Big Rapids;
- Support for ELCA grant submissions, including the ELCA Synod Vitality Grant;
- Communication and clarification of synod policies and procedures as questions and concerns arise;
- Implementation of the new N/W Lower MI Synod Disaster Plan within the synod office;
- Continued support and engagement in leadership training across the synod, including Equipping Leaders for Mission & Ministry (ELMM), Boundary training, Lay Leader “Walking Together” training, etc.;
- Management of the Conflict of Interest policy across synod leaders for the 2018-19 fiscal year;
- Support of Assistant to the Bishop Pr. Sarah Friesen-Carper through her planned maternity leave in early 2018
- Support for Bishop Satterlee through his 12-week sabbatical during the summer of 2018;
- Approval of 2019 sabbatical plans for Assistant to the Bishop Pr. Chrysanne Timm;
- Transition of Pr. Roseanne Anderson to Assistant to the Bishop for Congregational Excellence as we partnered with Pr. Sarah Friesen-Carper following her decision to resign from this position after close to 6 years of service;
- Transition of Renee Dixon to the synod staff as Executive Assistant to the Bishop to replace Sarah Holland who elected to resign from the position after nearly two years of service;
- Approval of the N/W Lower MI Synod Health Reimbursement Arrangement policy for synod employees;
- Leading all aspects of Human Resource management for the synod staff. This includes 2018 performance reviews, 2019 compensation management for synod staff (called, support, and deployed), approval/oversight of sabbatical plans for called staff based on the 2019 N/W Lower MI Synod Compensation Guidelines approved at the 2018 Synod Assembly, addressing resource needs as staffing changes take place, managing inquiries (confidential and otherwise) from synod members relative to synod staffing and other issues or initiatives, etc.;
- 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, Asst. to the Bishop Pr. Roseanne Anderson, and Asst. to the Bishop / Dir. of Evangelical Mission Pr. David Sprang as they carry out strategic/constitutional responsibilities across the synod and beyond on behalf of all congregations and synod members; and
- Fulfillment of other responsibilities including approval of roster/congregation/conference changes, management of changes to synod and/or congregation constitutions, budget development and fiduciary oversight of synod-led initiatives, appointments of members to serve on synod committee/boards, synod assembly preparation and oversight, providing support for synod events as requested by the bishop, and so on . . .

Additional Details: 2019 Bishop Election Process

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

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

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

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

Key activities within the assembly related to the Bishop Election include the following:

Plenary 1 – Thursday, May 16

- Introduction of the Election Process for Office of the Bishop of the NWLM Synod–The Rev. Wm. Chris Boerger, Secretary, Evangelical Lutheran Church in America
- Scripture, Reflection, and Prayer: Esther 4:1-14–Bishop Suzanne Darcy Dillahunt, Southern Ohio Synod
- First Ballot for the Office of Bishop of the NWLM Synod

Plenary 2 – Friday, May 17 (morning)

- Report of Elections Committee on First Ballot for Bishop
- All Nominees for Bishop Seeking to Withdraw Their Name Must Do So by 11:00 AM
- Scripture, Reflection, Prayer: Acts 9:1-22 –Bishop Daniel Beaudoin, NW Ohio Synod
- Second Ballot for the Office of Bishop of the NWLM Synod, if necessary

Plenary 3 – Friday, May 17 (afternoon)

- Report of Elections Committee on the Second Ballot for Bishop, if necessary
- Nomination Bios for Top 7 Nominees for Bishop due by 3:15 PM, if necessary
 - Nomination Bio Forms, Background Check approval forms, and Disclosure Forms are all available on the Synod Website
- Seven Nominees for Bishop (five-minute speeches), if necessary
- Prayer
- Third Ballot for the Office of Bishop of the NWLM Synod, if necessary

Plenary 4 – Saturday May 18 (morning)

- Report of Elections Committee on the Third Ballot for Bishop, if necessary
- Q&A for Top Three Nominees for Bishop who will be on Fourth Ballot for Election of Bishop, if necessary
- Prayer
- Fourth Ballot for the Office of Bishop of the NWLM Synod, if necessary
- Report of Elections Committee on the Fourth Ballot for Bishop, if necessary
- Prayer
- Fifth Ballot for the Office of Bishop of the NWLM Synod, if necessary
- Report of Elections Committee on the Fifth Ballot for Bishop, if necessary

Please refer to the [synod assembly website](#) for all documents related to the bishop election. I am looking forward to the work of the Holy Spirit through the ecclesiastical ballot process during our time together in May.

Additional Details: Recommendations to 2020 NWLM Synod Compensation Guidelines

Specific to compensation of rostered leaders across our synod, the Bishop and Synod Council have led a multi-year strategy to ensure our compensation guidelines are fair and competitive with other synods in our region. To sustain the gains and ensure continued competitiveness, our process now includes assessment of our current fiscal year compensation guidelines against those in the 5 other synods within ELCA Region 6. For 2019, the assessment based on 0, 5, 10, 20, and 30 years of ordination/service supports that our guidelines remain competitive across the region – see below:

ELCA Region 6 Comparison - Clergy Compensation Guidelines - 2019 (for 2020 Planning)

Synod	NWLM	SE MI	NW OH	NE OH	Southern OH	IN/KY	NWLM - 2020
Years of Service	2019 Base Salary - Clergy	2019 Base Salary - Clergy	2019 Base Salary - Clergy	2019 Base Salary - Clergy	2019 Base Salary - Clergy	2019 Base Salary - Clergy	PROPOSED: +3% to starting Base Salary - Clergy
0 yrs of service (New Clergy)	37,842	38,942	35,591	38,455	41,342	<150 in Worship: \$38,250 <300 in Worship: \$41,820	39,000
5 yrs of service	39,842	41,267	38,310	40,005	43,842	<150 in Worship: \$39,750 <300 in Worship: \$43,320	41,500
10 yrs of service	42,342	44,623	41,068	41,555	46,342	<150 in Worship: \$41,250 <300 in Worship: \$44,820	44,000
20 yrs of service	48,142	48,491	46,601	44,655	51,242	<150 in Worship: \$44,250 <300 in Worship: \$47,820	49,800
30 yrs of service	55,142	51,063	52,112	47,755	54,742	<150 in Worship: \$48,250 <300 in Worship: \$51,820	56,800
Summary of Increases	+700/yr beyond 30 yrs	+400/yr beyond 30 yrs	+\$350/yr beyond 30 yrs	+310/yr beyond 30 yrs	+\$300/yr beyond 30 yrs	+400/yr beyond 30 yrs	SS COLA Increase for 2019 is 2.8%

Key “take-aways from the 2019 Region 6 assessment include:

- Our recommended starting base salaries (at 0 yrs of service) through 30 yrs of service are in line with the other synods in our region
- Our recommended salaries at 30+ yrs of service exceed all other synods in our region
- Based on the IRS recommended Social Security Cost-of-Living (COLA) increase of 2.8% for 2019, we believe most synods in our region are likely recommending a 3% increase for 2020

Recommended changes to the NWLM Synod 2020 Compensation Guidelines are highlighted in red font in the draft document available on the [synod assembly website](#). The key change being recommended is to provide a +3% increase to starting base salaries for Clergy and Deacons so that we remain competitive in our compensation packages across the synod.

Additional Details: “Living Stone” Financial Initiative

Synod Council has partnered with Bishop Satterlee and his Assistants to the Bishop to approve and implement a “Living Stones Initiative” focused on enabling strategic ministry initiatives that will assist our congregations and leaders “to be a holy priesthood, to offer spiritual sacrifices acceptable to God through Jesus Christ.” The program is currently scoped around the following ministry initiatives:

- 18 congregations participating in REVIVE, a year-long vitality program developed by Pastor David Sprang and our vitality team.
- 75 congregational leaders over the three-year period complete a retooled Equipping Leaders for Mission and Ministry (ELMM) program in four tracks: (1) Lutheran Bible study leader; (2) stewardship specialist; (3) community evangelist/catalyst; (4) assisting minister.
- 20 candidates for rostered ministry are identified, accompanied, and supported.
- Rostered ministers are relieved of some measure of educational indebtedness.

- Congregations leading and growing in their mission support of our synod, together with individuals committed to the Living Stone financial initiative, are honored and thanked at Mission Support Dinners.
- Rostered and congregational leaders receive increased opportunities for inspiration and continuing education.
- Our synod makes a renewed commitment to discuss ways to welcome all God's people.
- Our youth, especially those in smaller congregations, are afforded an additional level of youth ministry, to build on the excellent events provided by Living Water Ministries, perhaps through a retreat in each conference over the three-year period.
- Struggling congregations receive accompaniment and assistance to realistically assess their sustainability and, where desirable, to partner with neighboring congregations, both ELCA and full communion partners.
- People outside the church are invited to “come to [Jesus], a living stone rejected by mortals but in the sight of God chosen and precious” because we remain vigilant to opportunities for synodically authorized worshiping communities.
- Latino and Native American communities on the territory of our Synod experience the love of Jesus through our listening to and learning from them.

This 3-year program has the full support of Synod Council, with close to 11 “stones” pledged. I look forward to seeing this take shape over the next 6 months or so as it is rolled out (target date for implementation is late 2019/early 2020).

Additional Details: Approval of New Continuing Resolution S7.33.01A19 for Support of Resolutions

The following Continuing Resolution was adopted by the NWLM Synod Council at the February 9, 2019 meeting:

S7.33.01A19 Resolutions presented to the Reference and Resolution Committee for referral to the Synod Assembly for action shall be supported by at least 25 Confirmed members of the North/West Lower Michigan Synod whose signatures appear on the resolution as submitted.

The intent of this new CR within our NWLM Synod Constitution was to stimulate conversation and collaboration about a proposed resolution to help the author/sponsor shape and optimize their resolution in preparation for the assembly. This is not a new concept – we leveraged this idea from other synods (i.e., the Minneapolis Synod and the Northwestern Minnesota Synod are two examples among many).

As we considered this for our synod, we decided it was important to stimulate the conversation by having at least 25 confirmed members of our synod support the proposed resolution. These 25 members can be from one congregation or multiple congregations. They can be voting members at the Assembly, or not. This review and conversation about a proposed resolution prior to submission to our Synod Assembly Reference & Resolutions Committee is intended to help to clarify the thinking of the author while validating applicability and appropriateness to move forward. As an

author shapes their resolution, dialogue with others in the synod should help to validate and “fine-tune” their proposed resolution in the following areas:

- Is the information in the resolution complete and accurate? Does it make sense as written?
- Is this a matter that pertains to the life and ministry of the synod? Of churchwide?
- Is this a new topic or idea or has it already been addressed by the church’s governing documents? If the topic has already been addressed, what new action are we seeking through the resolution?
- Do other people validate the idea? Does the proposed resolution make sense to other pastors and lay leaders within the synod?
- Is this a matter of significance requiring consideration by the synod assembly? By churchwide assembly?
- Are the actions requested ones that the synod or churchwide can appropriately and effectively implement? Is funding required, and if so, what is the estimated need?
- Is this concern directed toward the appropriate committee or group? Is it better addressed to the synod council, the executive committee, a synod board or committee or the synod staff?
- Does the resolution answer: WHAT should be done? WHO should act? WHAT is the anticipated cost, if any, and what entity should bear the cost? TO WHOM should the results be reported?
- If the resolution calls for changes to the constitution or bylaws, are the proposed changes included in the resolution?

This continuing resolution was approved on February 9, 2019 and was implemented within the 2019 Synod Assembly Resolution Guidance which was posted on the Synod Assembly website and linked in the February 19, 2019 Mitten Synod Weekly Update.

In summary, 2019 was an extremely busy year for Synod Council and the Synod Staff. We are an active synod led by extremely gifted leaders who are committed to the success of congregations across the synod as we partner together in mission and ministry. Thanks be to God for all that we do together in His Name!

Yours in Christ,



Sandy Schlesinger
NWLM Synod Vice President

2018-19 Synod Council

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 (synod office)
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 (cell)
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)

HAHN Rev. Jessica
Home Church: Trinity - Hillsdale
3-yr term, exp. 8/31/21 (second term)

Synod Council At-Large Members

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

BARNETT Ms. Faith
Home Church: Peace - Holland
3-yr term, exp. 8/31/21 (first term)

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

KAMPHUIS Rev. Betsy
Home Church: St. Paul – Greenville
3-yr term, exp. 8/31/21 (first term)

KING Ms. Marissa
Home Church: Trinity - Kalamazoo
2-yr term, exp. 8/31/20 (first term - youth)

LATSHAW Mr. David
Home Church: Trinity - Kalamazoo
2-yr term, exp. 8/31/20 (first term - youth)

LUNDGREN Mr. Tim
Home Church: Trinity – Grand Rapids
3-yr term, exp. 8/31/21 (first term)

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

MWANYIKA Ms. Christine
Home Church: Faith - Grand Rapids
3-yr term, exp. 8/31/21 (second 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. 8/31/20 (filling unexpired term)

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

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

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

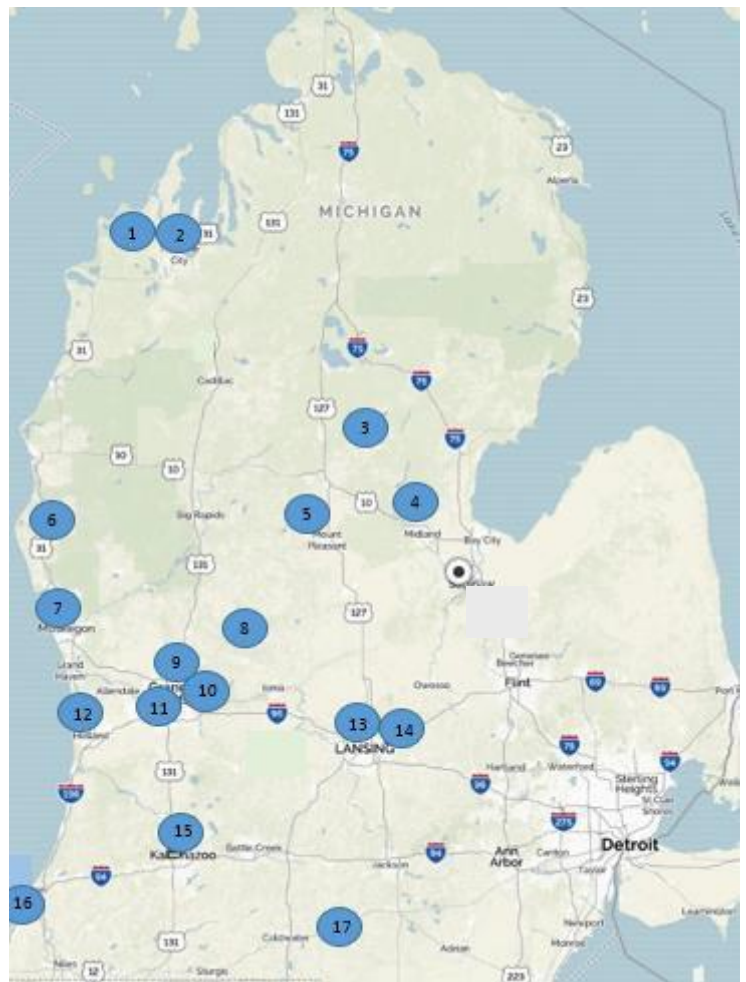
WICANDER Ms. Linda
Home Church: Immanuel – Mt. Pleasant
3-yr term, exp. 8/31/21 (second term)

Synod Council: 2018-19 Term

Synod Council		
Through 8/31/19	Through 8/31/20	Through 8/31/21
Executive Committee		
SATTERLEE Bishop Craig (First 6-Yr Term)	ALLEN Ms. Christine E., Secretary (Second 4-Yr Term)	HAHN Rev. Jessica (Second 3-Yr Term)
SCHLESINGER Ms. Sandra, VP (Second 4-Yr Term)	CARTER Mr. Daniel, Treasurer (Second 4-Yr Term)	
At-Large Members		
BURNS Ms. Peggy (Second 3-Yr Term)	ASHLEY Mr. Connor (First 3-Yr Term)	BARNETT Ms. Faith (First 3-Yr Term)
PETERSON Caroline (First 3-Yr Term)	KING Ms. Marissa (First 2-Yr Term)	KAMPHUIS Rev. Betsy (First 3-Yr Term)
UETRICH Rev. Bill (First 3-Yr Term)	LATSHAW Mr. David (First 2-Yr Term)	LUNDGREN Mr. Tim (First 3-Yr Term)
	MADEJ Ms. Diane (Second 3-Yr Term)	MWANYIKA Ms. Christine (Second 3-Yr Term)
	TREVARTHEN Mr. Bill (Filling Unexpired Term)	WICANDER Ms. Linda (Second 3-Yr Term)
	WALKER Rev. Justin (Second 3-Yr Term)	
	WEINGARTNER Mr. Richard (First 3-Yr Term)	

2018-19 Synod Council and Synod Leaders

- 1 - Asst. to the Bishop – Pr. Chrysanne Timm
- 2 – Asst. to the Bishop – Pr. Rosanne Anderson
- 2 - Ms. Peggy Burns
- 3 – Asst. to the Bishop – Pr. David Sprang
- 4 - Ms. Sandy Schlesinger
- 5 – Ms. Linda Wicander
- 6 – Ms. Caroline Peterson
- 7 – Ms. Diane Madej
- 7 – Rev. Bill Uetracht
- 8 – Rev. Betsy Kamphuis
- 9 – Ms. Christine Mwanyika
- 9 - Mr. Daniel Carter
- 10 – Mr. Tim Lundgren
- 10 – Synod Attorney – Ms. Dawn Brackmann
- 11 – Rev. Justin Walker
- 12 – Ms. Faith Barnett
- 13 - Bishop Craig Satterlee (Synod Office)
- 13 – Mr. Bill Trevarthen
- 14 – Mr. Richard Weingartner
- 15 - Ms. Christine Allen
- 15 - Ms. Marissa King
- 15 – Mr. David Latshaw
- 16 - Mr. Connor Ashley
- 17 – Rev. Jessica Hahn



Executive Committee and Synod Council Actions 2018-2019

Executive Committee Actions

(EC = Executive Committee In-Person Meeting; ECC = Executive Committee Conference Call Meeting; ECEM = Executive Committee E-mail vote – requires 100% response)

Motion ECC18.10.02

To recommend that the Synod Council approve the 2019 sabbatical proposal to Assistant to the Bishop, the Rev. Chrysanne Timm.

Ms. Sandy Schlesinger/Second Mrs. Christine Allen

Adopted

Motion ECC18.10.03

To recommend that the Synod Council approve the appointment of Mr. Bill Trevarthen to fill the unexpired term for Synod Council – Lay Male recently vacated by Mr. Vernon Jones. This term expires August 31, 2020.

Ms. Sandy Schlesinger/Second Mr. Dan Carter

Adopted

Motion ECC18.10.04

To approve the North/West Lower Michigan Synod Health Reimbursement Arrangement Policy as presented.

Ms. Sandy Schlesinger/Second Mr. Dan Carter

Adopted – 1 Abstain: Bishop Craig Satterlee

Motion ECC18.10.05

To recommend the changes to the North/West Lower Michigan Synod Constitution Sections S9.03. and S9.05. as follows:

S9.03. There shall be a Nominating Committee consisting of at least 3 members who shall be appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor of the Synod Assembly, with the consent of the proposed nominees, for all elections for which nominations are made by the Nominating Committee.

S9.05. The Nominating Committee shall nominate at least one person for vice president, at least one person for secretary; and shall nominate as many candidates for treasurer as are found appropriate for this office. Additional nominations may be made from the floor with the consent of the proposed nominees.

Ms. Sandy Schlesinger/Second Mr. Dan Carter

Adopted – 1 Abstain: Bishop Craig Satterlee

Motion EC18.11.01

To increase the portion of Rev. Sprang's compensation provided by the North/West Lower Michigan Synod to cover any differences in out-of-pocket medical expenses between the Gold and Silver Standard levels.

Mr. Dan Carter/Second the Rev. Jessica Hahn

Adopted

Motion ECC18.12.02

To recommend that the Synod Council endorse the North/West Lower Michigan Synod Living Stones Proposal as updated.

Bishop Craig Satterlee/Second the Rev. Jessica Hahn

Adopted

Motion ECC18.12.03

To recommend that the Synod Council approve the North/West Lower Michigan Synod Seminary Debt Reduction Program as presented.

Ms. Sandy Schlesinger/Second Bishop Craig Satterlee

Adopted

Motion ECC18.12.04

To recommend to Synod Council approval of a 3% increase in base salaries for the North/West Lower Michigan Synod staff (includes called, administrative, and deployed staff) for the 2019-20 fiscal year (beginning February 1, 2019).

Mr. Dan Carter/Second the Rev. Jessica Hahn

Adopted – 1 Abstain: Bishop Craig Satterlee

Motion ECC19.02.02

To appoint the Rev. Jessica Hahn, Mr. Rich Winegartner, and Ms. Linda Wicander to serve as the Seminary Debt Reduction Committee.

Bishop Craig Satterlee/Second Mrs. Christine Allen

Adopted – 1 Abstain: The Rev. Jessica Hahn

Motion ECC19.02.03

To recommend that the Synod Council approve the synod retaining \$10,000 from the closing of Zion Emmanuel, Leroy for legal fees and staff leadership and support with the remaining balance of approximately \$20,000 to be given to Augustana, Tustin for support of on-going ministries.

Bishop Craig Satterlee / Second Mr. Dan Carter

Adopted

Motion ECC19.04.02

To approve the updated Protocol for Synod Officer Background Checks and Screening.

Ms. Sandy Schlesinger/Second Bishop Craig Satterlee

Adopted

Synod Council Actions

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

Motion SC18.10.02

To receive and archive the congregation constitutions from Messiah, Bay City; Lutheran Church of the Savior, Kalamazoo; and Prince of Peace, Rose City as recommended by the Constitution Committee.

Mrs. Christine Allen/Second Mr. Richard Weingartner

Adopted

Motion SC18.10.03

To change rostered status from “Active” to “Retired” for the Rev. Thomas Mammoser, effective August 1, 2018.

Bishop Craig Satterlee/Second The Rev. Jessica Hahn

Adopted

Motion SC18.10.04

To change rostered status from “Active” to “Retired” for the Rev. Dawn Pooley, effective September 1, 2018.

Bishop Craig Satterlee/Second The Rev. Justin Walker

Adopted

Motion SC18.10.05

To change rostered status from “Active” to “Retired” for the Rev. Shirley Ross-Jones, effective September 1, 2018.

Bishop Craig Satterlee/Second Ms. Diane Madej

Adopted

Motion SC18.10.06

To change rostered status from “Active” to “On Leave from Call” for the Rev. Karleen Kinker, effective October 1, 2018 (first year).

Bishop Craig Satterlee/Second The Rev. Jessica Hahn

Adopted

Motion SC18.10.07

To extend "On Leave from Call – Study" status for one (1) year for the Rev. Elizabeth Retz, effective September 11, 2018.

Bishop Craig Satterlee/Second Ms. Caroline Peterson

Adopted

Motion SC18.10.08

To approve the 2019 sabbatical proposal for Assistant to the Bishop the Rev. Chrysanne Timm as presented.

Executive Committee/Second Ms. Peggy Burns

Adopted

Motion SC18.10.09

To appoint Mr. Bill Trevarthen to fill the unexpired term for Synod Council - Lay Male recently vacated by Mr. Vernon Jones. This term expires August 31, 2020.

Ms. Sandy Schlesinger/Second Ms. Diane Madej

Adopted

Motion SC18.12.02

To change rostered status from "On Leave from Call" to "Retired" for Pr. Karleen Kinker, effective October 1, 2018.

Bishop Craig Satterlee/Second The Rev Jessica Hahn

Adopted

Motion SC18.12.03

To extend "On Leave from Call" status for 1 year for Pr. David Louder, effective February 8, 2019 (second year).

Bishop Craig Satterlee/Second Ms. Diane Madej

Adopted

Motion SC18.12.04

That the Synod Council approve the North/West Lower Michigan Seminary Debt Reduction Program as presented.

Executive Committee/Second Mr. Bill Trevarthen

Adopted

Motion SC18.12.05

To endorse the North/West Lower Michigan Synod Living Stones Proposal as presented.

Executive Committee/Second Ms. Diane Madej

Motion SC18.12.05A

To amend the "wish list" to include the following bullet point: "Our synod makes a renewed commitment to anti-LGBTQ discrimination."

Ms. Faith Barnett/Second Mr. Bill Trevarthen

The vote was taken on the amendment **Motion SC18.12.05A.**

Not Adopted

Motion SC18.12.05B

To amend the existing bullet point as follows: "Our synod makes a renewed commitment to discuss ways to welcome all God's people."

Mr. Rich Weingartner/Second Ms. Faith Barnett

Adopted

Following the adoption of this amendment, the original motion was again brought forward.

Motion SC18.12.05

To endorse the North/West Lower Michigan Synod Living Stones Proposal as presented with amendment SC18.12.05B included.

Adopted

Motion SC18.12.08

To approve changing the Grace and Wilson Trusts by-laws as follows: At the first meeting of the year representatives from each congregation will gather and elect a chair person for a one-year term. The previous year's chairperson will be responsible for calling the first meeting of the new year and will preside over the election.

Bishop Craig Satterlee/Second Mr. Rich Weingartner

Adopted

Motion SC18.12.09

The North/West Lower Michigan Synod Council supports the ELCA Synod Vitality Grant submitted by our synod.

Bishop Craig Satterlee/Second the Rev. Betsy Kamphuis

Adopted

Motion SC18.12.10

The synod council supports the application for a Synodically Authorized Worshipping Community Explore 6 Month Grant for Downtown Muskegon.

Bishop Craig Satterlee/Second Mr. Bill Trevarthen

Adopted

Motion SC18.12.11

The synod council supports the application for a Synodically Authorized Worshipping Community Explore 6 Month Grant for Big Rapids.

Bishop Craig Satterlee/Second the Rev. Betsy Kamphuis

Adopted

Motion SC18.12.13

To approve designation of 2019 Housing Allowances for Called Staff: Bishop Craig Satterlee: \$45,000; the Rev. Rosanne Anderson: \$10,000; and the Rev. Chrysanne Timm: \$36,000.

Ms. Sandy Schlesinger/Second the Rev. Jessica Hahn

Adopted – 1 Abstain: Bishop Craig Satterlee

Motion SC18.12.14

To approve a 3% increase in base salaries for the North/West Lower Michigan Synod staff (includes called, administrative, and deployed staff) for the 2019-20 fiscal year (beginning February 1, 2019)

Executive Committee/Second Ms. Diane Madej

Motion SC18.12.14A

To amend as follows: To approve a 2% increase in base salaries for the North/West Lower Michigan Synod staff (includes called, administrative, and deployed staff) for the 2019-20 fiscal year (beginning February 1, 2019)

The Rev. Betsy Kamphuis/Second Mr. Dan Carter

Voice Vote – Inconclusive

Show of hands vote – Yes – 4; No – 7

1 Abstain: Bishop Craig Satterlee

Not Adopted

Vote taken on original motion:

Adopted – 1 Abstain: Bishop Craig Satterlee

Motion SC18.12.15

To recommend the changes to the North/West Lower Michigan Synod Constitution Sections S9.03. and S9.05. as follows:

S9.03. There shall be a Nominating Committee consisting of at least 3 members who shall be appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor of the Synod Assembly, with the consent of the proposed nominees, for all elections for which nominations are made by the Nominating Committee.

S9.05. The Nominating Committee shall nominate at least one person for vice president, at least one person for secretary; and shall nominate as many candidates for treasurer as are found appropriate for this office. Additional nominations may be made from the floor with the consent of the proposed nominees.

Executive Committee/Second the Rev. Betsy Kamphuis
Adopted

Motion SCC19.02.02

To receive the constitutions from Spruce Lutheran; Lebanon Lutheran – Whitehall; and Prince of Peace – Rose City for archival.

Ms. Christine Allen/Second the Rev. Justin Walker
Adopted

Motion SCC19.02.03

To approve that the synod retains \$10,000 from the closing of Zion Emmanuel, Leroy for legal fees and staff leadership and support with the remaining balance of approximately \$20,000 to be given to Augustana, Tustin for support of on-going ministries.

Executive Committee/Second Ms. Caroline Peterson
Adopted

Motion SCC19.02.04

To approve the following new continuing resolution for inclusion in the synod constitution:

S7.33.01A19 Resolutions presented to the Reference and Resolution Committee for referral to the Synod Assembly for action shall be supported by at least 25 Confirmed members of the North/West Lower Michigan Synod whose signatures appear on the resolutions as submitted.

Bishop Craig Satterlee/Second the Rev. Jessica Hahn

Voice Vote – Inconclusive

Roll-call Vote – Yes -16; No – 4

Adopted

Motion SCC19.02.05

To approve the agenda to move forward to 2019 Synod Assembly as presented.

Bishop Craig Satterlee/Second Mr. Connor Ashley
Adopted

Motion SCC19.02.07

To approve the proposed 2020 North/West Lower Michigan Synod Compensation Guidelines to move forward to the 2019 Synod Assembly for approval as presented.

Ms. Sandy Schlesinger/Second the Rev. Jessica Hahn

Adopted

Motion SCC19.02.08

To appoint the following members to serve as the 2019 Synod Assembly Nominating Committee: the Rev. Jessica Hahn (Trinity – Hillsdale; Chair), the Rev. Bryan Schneider-Thomas (Peace – Sparta), and Ms. Christine Mwanyika (Faith – Grand Rapids).

Ms. Sandy Schlesinger/Second Ms. Caroline Peterson

Adopted – 2 Abstain: the Rev. Jessica Hahn, Ms. Christine Mwanyika

Motion SC19.04.01

To support the campaign proposal for the Facility Renewal Plan as presented.

Ms. Sandy Schlesinger/Second Ms. Caroline Peterson

Adopted

Motion SC19.04.03

To approve the proposed revisions to the 2019-2020 Fiscal Year budget as presented.

Mr. Dan Carter/Second Ms. Peggy Burns

Adopted

Motion SC19.04.04

To approve the proposed 2020-2021 Fiscal Year Budget to move forward to the 2019 Synod Assembly for approval as presented.

Mr. Dan Carter/Second Ms. Christine Mwanyika

Adopted

Motion SC19.04.04A

To adjust the 2020 Mission Support Income to \$1,425,435 and make the additional required adjustments to Net Assets Released from Restricted (based on Living Stones plan) and ELCA churchwide support as appropriate.

Mr. Tim Lundgren/Second Mr. Rich Weingartner

Not Adopted – 1 Abstain: Bishop Craig Satterlee

Motion SC19.04.06

To extend “On Leave from Call – Family Leave” status for 1 year for Deacon Julia Nelson (second renewal; effective May 1, 2019 to April 30, 2020).

Bishop Craig Satterlee/Second Mr. Tim Lundgren

Adopted

Motion SC19.04.07

To grant "On Leave from Call" status for 1 year for the Rev. Renee' E. MacLeod (initial request; effective March 14, 2019 to March 13, 2020).

Bishop Craig Satterlee/Second Mr. Connor Ashley

Adopted

Motion SC19.04.08

To recommend that the 2019 Synod Assembly Offerings be designated as follows: Divide the offerings from the opening and closing worship evenly between the Nebraska Synod Flood Relief Fund and Living Water Ministries Building Fund.

Mr. Bill Trevarthen/Second the Rev. Bill Uetrict

Adopted

Motion SC19.04.09

To approve the 2020 Synod Assembly to take place at the Comfort Inn & Suites in MT. Pleasant, MI from Thursday, May 14 through Saturday, May 16, 2020.

Bishop Craig Satterlee/Second MS. Peggy Burns

Adopted

Motion SC19.04.10

To approve the Synod Council Minutes from February 9, 2019 and receive the Executive Committee Minutes from February 5, 2019.

Mrs. Christine Allen/Second Ms. Christine Mwanyika

Adopted

Motion SC19.04.11

To approve appointment of the Rev. Rheanna Goodrich (St. Matthew's, Bridgeport) to fill the unexpired term of the Rev. Connie Sassanella (Minister of Word & Sacrament - Female; term ending August 31, 2021) on the Synod Committee on Discipline.

Ms. Sandy Schlesinger/Second the Rev. Bill Uetrict

Adopted

Motion SC19.04.12

To approve appointment of the following synod members to serve on the Synod Resolutions Committee: the Rev. Justin Walker (Christ, Wyoming; Chair), the Rev. Betsy Kamphuis (St. Paul. Greenville), Mrs. Christine Allen (Trinity, Kalamazoo), and the Rev Dennis Smith (Immanuel, Big Rapids).

Bishop Craig Satterlee/Second the Rev. Bill Uetrict

Adopted – 2 Abstain (the Rev. Betsy Kamphuis and Mrs. Christine Allen)

Motion SC19.04.13

To approve appointment of the following synod members to serve on the Synod Worship Committee: the Rev. Rachel Laughlin (Prince of Peace, Portage; Chair), the Rev. Rheanna Goodrich (St. Matthew, Bridgeport), the Rev. Jennifer Michael (St. Peter, Battle Creek), the Rev. Doug Ogden (Lebanon, Whitehall), the Rev. Ryan Prodzinski (Christ, Michigan Center), the Rev. Travis Wilson (Peace, South Haven), the Rev. Haley Vay Beaman (University, East Lansing), and Ms. Janet Hill (Prince of Peace, Portage).

Bishop Craig Satterlee/Second Mr. Rich Weingartner

Adopted

Motion SC19.04.14

To approve appointment of the following synod members to serve on the 2019 Synod Assembly Nominating Committee: the Rev. Jessica Hahn (Trinity, Hillsdale; Chair), the Rev. Bryan Schneider-Thomas (Peace, Sparta), Mr. Bill Hartwig (St. Thomas, Cheboygan), Ms. Margie Bauer (Bethlehem, Grand Rapids) and Ms. Christine Mwanyika (Faith, Grand Rapids).

Ms. Sandy Schlesinger/Second

Adopted – 2 Abstain (the Rev. Jessica Hahn and Ms. Christine Mwanyika)

Motion SC19.04.15

To approve appointment of the following synod members to serve on the 2019 Synod Assembly

Credentials Committee: the Rev. Kjersten Priddy (Trinity, Battle Creek; Chair), the Rev. Christopher Laughlin (Messiah, Constantine), Mr. Patrick Blanchard (Christ, Wyoming), Ms. Kim O'Brien (Faith, Okemos), and Ms. Sharon Butchart (St. Paul, Greenville).

Ms. Sandy Schlesinger/Second Ms. Christine Mwanyika

Adopted

Motion SC19.04.16

To approve appointment of the following synod members to serve on the 2019 Synod Assembly Reference and Resolutions Committee: the Rev. Betsy Kamphuis (St. Paul, Greenville; Chair), Mr. Connor Ashley (Saron, St. Joseph), Mr. Tim Lundgren (Trinity, Grand Rapids), the Rev. Ken Scheck II (Grace, Hastings), the Rev. Dennis Smith (Immanuel, Big Rapids), and Ms. Linda Wicander (Immanuel, Mt. Pleasant).

Ms. Sandy Schlesinger/Second Ms. Peggy Burns

Adopted – 3 Abstain (the Rev. Betsy Kamphuis, Mr. Connor Ashley, and Mr. Tim Lundgren)

Motion SC19.04.17

To approve appointment of the following synod members to serve on the 2019 Synod Assembly Elections Committee: Ms. Peggy Burns (Feast of Victory, Acme; Co-Chair), Ms. Christine Mwanyika (Faith, Grand Rapids; Co-Chair), Mr. Jim Allen (Trinity, Kalamazoo), Mr. C.J. Clark (Trinity, New Era), Mr. Charlie Burke (Immanuel, Mt. Pleasant), Ms. Peggy Burke (Immanuel, Mt. Pleasant), Ms. Nicole Ferguson (Immanuel, Mt. Pleasant), Mr. Jim Hageman (Immanuel, Mt. Pleasant), Ms. Mary Hageman (Immanuel, Mt. Pleasant), Mr. Dale Hendershot (Christ the King, Gladwin), Ms. Donna Hendershot (Christ the King, Gladwin), Ms. Katrina Piatek-Jimenez (Immanuel, Mt. Pleasant), and Ms. Amy Powell (Immanuel, Mt. Pleasant).

Ms. Sandy Schlesinger/Second the Rev. Jessica Hahn

Adopted – 3 Abstain (Mrs. Christine Allen, Ms. Peggy Burns, and Ms. Christine Mwanyika)

Motion SC19.04.18

To approve appointment of the following synod members to serve on the 2019 Synod Assembly Bishop Elections Committee: the Rev. Chrisy Bright (New Life, Spruce; Co-Chair), Ms. Sandy Schlesinger (Trinity, Midland; Co-Chair), Ms. Peggy Burns (Feast of Victory, Acme), Mr. Bob Kamphuis (St. Paul, Greenville), Ms. Christine Mwanyika (Faith, Grand Rapids), Ms. Caroline Peterson (Trinity, New Era), Ms. Diane Madej (Our Savior's, Muskegon), Mr. Bill Trevarthen (University, East Lansing), and Ms. Linda Wicander (Immanuel, Mt. Pleasant).

Mr. Rich Weingartner/Second the Rev. Bill Uetracht

Adopted – 8 Abstain (Bishop Craig Satterlee, Ms. Sandy Schlesinger, Ms. Peggy Burns, the Rev. Betsy Kamphuis, Ms. Diane Madej, Ms. Christine Mwanyika, Ms. Caroline Peterson, and Mr. Bill Trevarthen)

Motion SC19.04.19

To approve the 2019 Slate of Nominees for Synod Positions to move forward to the 2019 Synod Assembly as presented.

The Rev. Jessica Hahn/Second the Rev. Betsy Kamphuis

Adopted – 5 Abstain (Ms. Sandy Schlesinger, Ms. Caroline Peterson, the Rev. Bill Uetracht, the Rev. Betsy Kamphuis, and Ms. Peggy Burns)

Motion SC19.04.20

To approve the Rules of Organization and Procedure to move forward to the 2019 North/West Lower Michigan Synod Assembly as presented.

Ms. Sandy Schlesinger/Second Ms. Christine Mwanyika

Adopted

Motion SC19.04.21

To approve the "Protocol for Synod Office Background Check and Screening for the 2-019 North/West Lower Michigan Synod Assembly" as developed by the Synod Executive Committee. This document is a written policy on how background checks for synod bishop and other synod officer nominees are received and processed.

Ms. Sandy Schlesinger/Second Mr. Connor Ashley

Adopted

Motion SC19.04.22

To authorize the North/West Lower Michigan Synod Vice President to review the background checks for synod bishop nominees for the 2019 North/West Lower Michigan synod bishop election.

The Rev. Bill Uetracht/Second Ms. Peggy Burns

Adopted – 1 Abstain (Ms. Sandy Schlesinger)

Respectfully submitted,

Christine E. Allen

Secretary, North/West Lower Michigan Synod

Anniversaries

MINISTER OF WORD AND SACRAMENT

5 YEARS

Carl Ballard
Carolyn Heider
Christin Fawcett
David Keller
Kjersten Priddy

15 YEARS

Jonathan Reid
Karen Johnson Yakimow

25 YEARS

David Louder
Kenneth Scheck
Michael Kemper
Owen Williams

35 YEARS

Donna Erickson
F. Laraine Sundin
Gary Bunge
Miriam M. K. Bunge
Rebecca Ebb-Speese
Thomas Mammoser

50 YEARS

David Augenstein
Larry Foster
Ray Dice

55 YEARS

James Kocher
Kenneth Lein
William Hoerger

65 YEARS

Robert Riedel

MINISTER OF WORD AND SERVICE

5 YEARS

Julia Nelson

CONGREGATION ANNIVERSARIES

50 years

St Timothy, Midland

75 years

Grace, Hastings

125 years

Spruce, Spruce

NORTH/WEST LOWER MICHIGAN SYNOD ANTI-RACISM TEAM 'REBOOT'

Historically the Anti-Racism Team of the NWLM Synod was active in establishing a team to work within the synod and collaboratively with other groups dealing with racism issues in local communities. The majority of the work was done during the years 2004-2007.

With the recent increase in racist expressions of hate and violence in our own country and throughout the world, we have begun a 'reboot' of the Anti-Racism Team to address the issues in our local contexts.

In September of 2018 Pastor Marilyn Robinson, Pastor Doug Ogden and Megan Floyd participated in a workshop sponsored by the ELCA to train facilitators in addressing race issues. An initial 'reboot' meeting was held in November. A total of eight people gathered to begin the process.

Our current work includes establishing a well-balanced membership on the committee to reflect a variety of ethnic backgrounds and descents. We are also aware of the need to address youth, hear their voices and include them on the team. We are also extremely aware of the vast continuum on which people dwell when it comes to understanding personal and corporate racism. We are planning to provide anti-racism training in a variety of ways.

We are reading "The Tears We Cannot Stop: A Sermon to White America" by Michael Eric Dyson and "White Fragility: Why It's So Hard for White People to Talk About Racism" by Robin Diangelo as we continue our work.

Please continue to pray for this 'rebooting' of the Anti-Racism Team as we explore the ways in which the NWLM Synod is called to address how we are all infected with the disease of systemic racism.

...for in Christ Jesus you are all children of God through faith. As many of you who were baptized into Christ have clothes yourselves with Christ. There is no longer Jew or Greek, there is no longer slave or free, there is no longer male or female, for all of you are one in Christ. (Galatians 3:26-28)

*Darkness cannot drive out darkness; only light can do that.
Hate cannot drive out hate; only love can do that.*

Injustice anywhere is a threat to justice everywhere.

*Our lives begin to end the day we become silent about things that matter.
(Martin Luther King, Jr.)*

Rev. Rosanne M. Anderson
Assistant to the Bishop for Congregational and Leadership Excellence

Equipping Leaders for Mission and Ministry

Rebecca Bossenbroek, Administrator

Synod Assembly recognizes Vicki Denstaedt from Grace Lutheran Church in Alpena and Connie Teddy from St Paul Lutheran Church in Greenville who completed the three-year Equipping Leaders for Mission and Ministry process. We celebrate leaders who invest time and energy in their faith formation and continued education!

Equipping Leaders for Mission and Ministry is retooling the program to train participants in four tracks: 1) Lutheran Bible Study Leader, 2) Stewardship Specialist, 3) Assisting Minister, 4) Community Catalyst. These tracks will be taught by Pastor Clay Bates, Pastor David Sprang, and Bishop Satterlee. We continue with our foundation of scriptural teaching and thank Professors Wally Taylor and Joy Schroeder for traveling from Columbus, Ohio to lead us.

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

We thank congregations who hosted our events in recent months and pastors who led us in worship: Pastor Jennifer Michael and St Peter in Battle Creek, Pastor Kristina Truhan and Faith in Saginaw, Pastor Clay Bates and Peace in Holland, Pastor Terry Williamson and Christ United in Dewitt.

We value the support and guidance of mentors who attend the retreats and facilitate conversation and spiritual growth among participants: June Scarborough from New Life in Spruce, Ann Lindahl from Prince of Peace in Portage, and Tracy Teich from Messiah in Bay City.

We also thank the Board of Governors who guide and direct the program: Bishop Satterlee as Synod Liaison, Pastor Clay Bates as Chair, Meg Finerty from Lord of Life in Portage, Chris Brandt from St John in Grayling, and June Scarborough from New Life in Spruce.

It is likely someone in your congregation would find Equipping Leaders for Mission and Ministry to be helpful and energizing for them at this stage of their faith journey. We ask you to give this some thought and invite them to explore the program at www.elmm.org.

Global Mission Table

During the past year, the global mission table continued to work at strengthening ties with our global companions. Each of our companion synods is unique. Our strongest connection continues to be the Lutheran Church in Honduras so I will focus attention on it.

Our synod sent a team to Honduras in September 2018 and again in March 2019. The team introduced or reinforced strategies that the Honduran volunteers use in their work in the communities. Here are some of the activities the volunteers of the Lutheran Church in Honduras did in the last year with our teaching and support.

Educational Activities on HIV and Aids: Completed sensitizing their 11 faith communities on this topic. Formed an alliance with a local self-support group sharing with them the love and acceptance of a church community which had never happened before. (Our team met with this group and led devotions.)

Women's Health: Helped 68 women of the church and community receive cervical cancer screening and follow-up treatment when needed. (Our team led a workshop on the prevention of teen pregnancy.)

Dental: Gave 137 children oral hygiene kits. Also, 25 children were sent to a dentist for treatment. (The team held an oral hygiene workshop with 30 children.)

Water Filters: Distributed water filters to 60 families and provided a discussion on hygiene, basic sanitation and the correct use of the filters. (Training done on previous trips.)

Kindergarten Meal Program: Prepared and served 22 children a meal each week-day for 10 months. In addition, the parents of the children participated in workshops in diet and food preparation which improved meals for entire families. (The team, guided by an efficiency expert, held a workshop where the cooks evaluated their tasks looking for more efficient ways to work.)

Our accompaniment relationship has flourished for nearly 15 years, and the volunteers are currently a group of young men and women. They are dedicated and filled with energy and enthusiasm to serve God and help their neighbors.

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

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

Respectfully submitted,
Andreas Teich

Living Fire Ministries

2018 ANNUAL REPORT

Living Fire Ministries encourages spiritual formation, spiritual direction, and retreats aimed at deepening our relationship with God and opening each of us to the presence of God through both individual and group programs.

We recently concluded our yearly Lenten Silent Retreat at the St. Francis Retreat Center in DeWitt. We hosted 13 retreatants who met daily with one of three retreat directors and spent the remainder of the three days in silence. It is truly amazing how clearly one can sense the Spirit's movement and voice when life's distractions are removed, and we open our hearts to deeper intimacy with God. Plans will be in place soon for our 2020 retreat. We welcome new retreatants every year – please consider this opportunity for next year.

We continue to support core spiritual formation programs and we contract with Sr. Nancy Brousseau to lead these offerings. This year, the Narrow Gate year-long program has 13 participants meeting monthly at St. Luke's in Grand Rapids. The Spiritual Direction Practicum has five participants concluding the first year of the practicum in May.

Retreats and formation programs have cost associated with them. We strive to keep the individual fee as low as possible, while covering costs. There is Living Fire scholarship money available for those who cannot afford the full fees.

Our Kindlers continue to lead spiritual formation opportunities in their congregations and regions. These include mini-retreats to introduce contemplative prayer practices, classes and book studies on spiritual formation topics, and spiritual direction for individuals and groups.

Our continuing challenge is to improve our communication channels. We hope to establish a page on the Synod website, and will continue to use the Synod weekly e-news to publicize opportunities.

I am very grateful for the commitment and faithfulness of the members of our Living Fire Ministries Committee: Shirley Moerdyk, June Scarborough, Pr. Bryan Schneider-Thomas, and Roger Marks. If you are interested in joining us, we would welcome your participation. Please contact me for more information.

Tracy Teich
Chair, Living Fire Ministries



What is Matrix Campus Ministry?

Matrix Campus Ministry is a partnership between five area ELCA congregations who have come together to create a new way to do ministry with young adults in the greater Kalamazoo area.

When we were challenged by the synod to reinvigorate the ELCA presence at Western Michigan University, we decided to flip the traditional model over. Rather than hire a new campus pastor, we are sharing the ministerial duties and investing in the young adults as interns in our congregations. They are sharing their gifts and passions with the church and receiving a small stipend for their work. We are helping them build intergenerational relationships and providing them supervision for their internship projects as well as mentors in their chosen fields.

Why call ourselves Matrix?

The definition of matrix is an environment in which something develops. That is our goal...to create an environment for these young adults where they can connect with people of faith who will support and encourage them, grow in their skills and passions, and have the opportunity to lead projects that benefit the surrounding community.

Connect. Grow. Lead. See what develops.

Meet the interns!

Kayla Kennedy and Joey Michael have been placed at Prince of Peace in Portage. Kayla is studying art education, and has been working on a visual project for Lent. She will also be leading an art party for the middle school youth at the end of the semester. Joey is studying music education, and has begun working with Janet Hill, the music director there. He will soon begin helping with the children's music ministry group, called the Morning POP Stars.

Matt Goetzka has a passion for homelessness and poverty ministry and is doing a combination internship. We connected him to Don Jones at Ministry with Community, where he has begun volunteering each week. He is also working with Pastor Jim Foster, learning how to put together a congregational genogram, which he will soon begin creating for Lutheran Church of the Savior in Kalamazoo.

Emma McCleary and Maddy Deanne have been placed at Trinity in Kalamazoo. Emma is studying occupational therapy, and her project at Trinity is to assist with the youth ministry

there and teach Sunday School. Maddy is studying music performance, with minors in biology and chemistry. For her work with Trinity she is connecting with Samaritas to explore ministry with children in foster care.

Brandan King is studying secondary education, with an English major and a minor in political science. He is our technology intern, who will begin building our website and managing the media presence for Matrix Campus Ministry, thereby lending his gifts to all of Matrix.

Finally, not all of the young adults involved in Matrix have decided to do an intentional internship project. The twice-monthly “dinner & Discussion” gatherings at the WMU student center are a way for them to stay connected, as well as an easy way to invite new friends to join.

Who are the partner congregations?

Trinity Lutheran Church – Kalamazoo
Lutheran Church of the Savior – Kalamazoo
Prince of Peace Lutheran Church – Portage
St Peter Lutheran Church – Battle Creek
Trinity Lutheran Church – Battle Creek

We are all very excited to be part of this new ministry! The interns are amazing and our congregations are joyfully welcoming them in. We welcome your prayers as we continue our work together...and we'll see what develops!

In Peace,

The Matrix Team

Youth Minister Megan Floyd
Pastor Rachel Laughlin
Pastor Jake Lehman
Pastor Jennifer Michael
Pastor Nikki Smith
Pastor Kjersten Priddy

Mission Support Table

The primary purpose of the Mission Support Table is to promote stewardship within the synod and to make both congregational members and members of the synod aware of all the ways that the work of the synod and the ELCA touches the lives of people. The table provides resources such as Where Does My Offering Go and Stories of Faith in Action. In addition, the table uses grant money to assist church leaders in learning more about stewardship.

In 2018 the synods in region 6 applied for a grant to send representative from all ELCA region 6 synods to a conference on Stewardship at the Lakeside Chautauqua in Ohio. Pastor David Sprang and Pastor Rheanna Goodrich attended. A grant was written to again work with Bishop Satterlee to provide Preaching Stewardship. Six pastors attended.

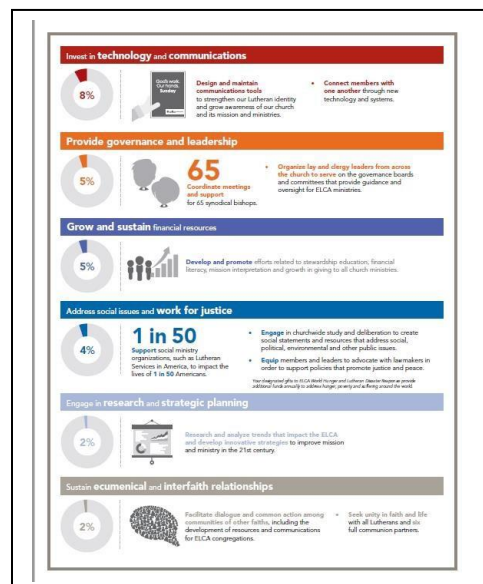
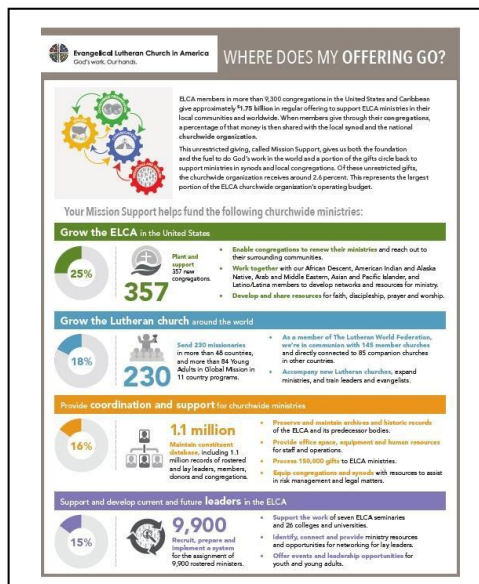
With grant funds received from the ELCA for a 3 years emphasis on stewardship and mission support, the table was able to support the first ever **Mission Support Generosity Dinner**. This event was a "thank you" event for the top congregations in the synod for their giving to mission support and to thank individuals giving support to the Synod through **Living Stones** (see the Report of the Bishop).

The top giving congregations in the synod were:

Trinity, Grand Rapids
Trinity, Midland
St. Luke, Grand Rapids
Prince of Peace, Portage
University Lutheran, E. Lansing

Congregations with largest % increase 2018 over 2017

St. Stephen, Lansing
Resurrection, Saginaw
Grace, Lansing
Peace, Holland
Peace, Sparta



New and Renewing Mission Table – 2018 Review

The New and Renewing Mission Table has the responsibility within the synod to work on new ministries, renewing mission – vitality, campus ministry, outreach, evangelism, coaching, screening missional leaders, missional training, stewarding ELCA Mission Grants, and supporting new missional ideas.

The table has a budget of \$48,000 for new missions and renewing missions. The bulk of those funds are partnership funds paired with ELCA grant programs for renewal. Currently the Table accompanies Our Savior's – Muskegon, Trinity – Battle Creek, and Zion – Saginaw. All three are doing remarkable work in their communities for outreach.

The table also supports South Sudanese Christ Lutheran Community at Christ Lutheran Church, Wyoming as a Synodically Authorized Worshiping Community. There are also conversations around the synod about new worshiping communities. See Pastor Sprang if your congregation wants to explore supporting a new worshiping community.

The table also offers Outreach Grants for congregations willing to try new ways to connect with their community. Most recently grants have been given to Trinity, Battle Creek for a community day camp; Immanuel, Grand Ledge for Living Water Ministries to do a community day camp with them; and Lutheran Church of the Savior, Kalamazoo for an international day camp with Living Water Ministries and the Congolese congregation that meets in their building. In addition, the Table offers Step Up grants for congregations who have moved to part time pastoral leadership and are seeking to move back to full time through dedicated evangelism and community engagement efforts. Additional support has been given to Immanuel, Big Rapids as they move ahead in mission and ministry; and to Edgewood, Fruitport as they prepare for a new housing development being built in their neighborhood.

The table also oversees the Lutheran Campus Ministries within the synod and works to foster relationships and collaboration with other Lutheran Campus Ministries in the Lower Peninsula of Michigan. The table administers \$55,000, of which \$12,000 comes from the ELCA. Currently there are three active Lutheran Campus Ministries in the synod:

- University Lutheran, East Lansing – Michigan State University
- Immanuel Lutheran Church, Mt. Pleasant – Central Michigan University
- Matrix Lutheran Campus Ministry – Western Michigan University
 - Trinity, Kalamazoo; Lutheran Church of the Savior, Kalamazoo; Prince of Peace, Portage; St. Peter and Trinity, Battle Creek

The ELCA has sought to ramp up teaching of renewal/vitality across the country in cooperation with ecumenical partners. The synod has received a \$15,000 grant for 2019 and for 2020 to teach Vitality to congregations. The synod is recruiting a team to teach vitality including: Pastor Sarah Samuelson, Pastor Ryan Prondzinski, Pastor Kjersten Priddy, Pastor Nikki Smith, and William Butchart and is hoping to recruit three more team members and get the program running by late fall of 2019.

CONGREGATIONAL VITALITY - REVIVE

Purpose of Vitality Program

To create and support communities of Jesus that nurture life-giving relationships with God, one another and the community.



ELCA Priorities – Core Values/Guiding Principles – VISION 2020

We value a strongly connected, justice-seeking, and relational church, where there are life-changing relationships with God, one another, and the world.

We value the formation, education, development and care of lay leaders and rostered ministers.

Principles and Practices

Transformation by dwelling in the word

Re-rooting in the community

- Community engagement, outreach, listening, and responding.
- Accompaniment

Spiritual and Faith Practices

- Teaching and promoting dwelling in the word, faith sharing, prayer

Evangelism

- Evangelical Outreach, invitation, relationship building, taking church out

Faith Formation

- Bible study, Sunday School, multi-generational learning, digital learning

Stewardship

- Cultivating generosity, legacy giving, multi-income streams

Contextual Worship

- Music reflecting the diversity of ages and styles in the congregation

Leadership Development

- Helping lay leaders to grow and sharing leadership with all the baptized. In all of these paying attention to:
 - - Youth
 - - Young Adults
 - - Multicultural Ministries and cross-cultural conversations
 - - Ministry among those in poverty

North/West Lower Michigan Synod Vitality Initiative REVIVE

See Pastor David Sprang, Assistant to the Bishop

Director for Evangelical Mission for details

davidsprang@mittensynod.com, revdsprang@gmail.com 517-331-8497

Publically Engaged Church Table

In 2018 the PEC Table, as it has done in previous years, continued the work of Advocacy within the Synod. The PEC, in its work, seeks to align itself with that of the larger church as expressed by the ELCA. Therefore, the Table focused on current issues which are central to God's vision of a just world where all are fed. In 2018, the PEC invited members of the Synod to live out their baptismal identity through participation in opportunities to learn and act with, and on behalf, of our neighbors. These opportunities were primarily provided through PEC's Task Forces --- Sexual Orientation and Gender Identity; Environmental Task Force and the Hunger Task Force with Human Trafficking being added at the first of the year. In addition, the PEC continues to maintain a focus on key goals expressed in prior Annual Reports with more limited attention given to Mental Health issues, issues of Disability, Public Education and Racial Equity.

In 2018, PEC decided that it would invite people to participate in an online book study. The designated book was ***Blessed to Follow***, by Martha E. Stortz, published by Augsburg/Fortress. The Table experienced limited success with the book study, but feels it is in a better place going forward should it decide to facilitate an online book study in the future. However, aside from its Task Forces, the Table did experience great success through two mini-events which it sponsored in September and October of 2018. The mini-events were designed to lay the ground work for a jointly sponsored event with The Holle Speaker Series entitled --- ***For the Life of the World - Bonhoeffer & Ecology*** scheduled for 2019. Immanuel, Mt. Pleasant and Prince of Peace, Portage hosted the mini-events, led by Pastor Erick Johnson, which centered on the life and times of Dietrich Bonhoeffer and the question, "Are we living in a Bonhoeffer moment?" With great information and good conversation, approximately thirty persons attended both events.

During 2018 the Table continued to meet one of its primary tasks, that of providing resources to those congregations applying for special ministry project grants. While the amount of funds available continue to decline each year, the Table worked very hard to honor those grant requests received.

The PEC Table, during 2019, 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.



Report to the 2019 Synod Assembly

Over the last three years, the Youth Ministry Table has been building momentum for creating new opportunities for synodical youth ministry. Our vision is to plan retreat-style events where we will focus on faith formation, relationship building, leadership development, and aware of our part in the greater church. The first of these events was the Mitten Synod Youth Summit, held November 9-11, 2018 at Trinity, Midland. It was very well received!

What we hope to offer moving forward will be synodical youth ministry that enhances the work of Living Water Ministries and strengthens the partnership between our synod and LWM. Much of what we will do will have overlapping goals with the Great Lakes Gathering and the Junior High Charge. However, while those events have a wider geographical reach, our synodical youth ministry efforts will be smaller in scale allowing for more personal engagement. Additionally, the smaller scale of synod-specific ministry will allow us to provide events with more frequency at an affordable cost. Finally, from these events and the resulting relationships that form, we wish to create a Youth Leadership Board: synodical youth ministry that is run by youth and supported by adults.

Synodical youth ministry is special because it provides a connection between the congregations that have many youth to the ones that have very few and it *gives them all a place to belong, together*. It transitions youth ministry from a congregation-specific responsibility to a synod-wide interest, and in so doing, provides a way for congregations that have no youth to still participate in supporting the young people of our synod. Synodical youth ministry also gives our young people the opportunity to be the church among the diversity of cultural positions found within our synod, and provides an opportunity to be in community with them as people with a shared identity in Christ.

Working together, we can help lift up young leaders to positions beyond our synod. Makenna Dawson, a sophomore from Ascension Lutheran in Saginaw, and Hanisi Smith, a sophomore from Zion Lutheran in Cadillac, applied and were chosen to serve on the Youth Core Leadership Team. This team of twelve exceptional young leaders represents youth ministry interest to our churchwide office, and plans the annual National Youth Leadership Summit.

It is exciting to encourage and support the growth of the young people in our congregations, and to be able to offer them a bigger arena where they can exercise their leadership skills, especially in a way that gives back to the greater church!

Our budget request for the Synod Youth Ministry Table reflects our plan to grow this ministry over the coming years. Our request for an increase will support conference-wide events for elementary age youth, and synod-wide retreats for middle and high school youth. These vents will be opportunities for the youth in the older age groups, including young adult ministries, to share and grow in their leadership skills under the guidance of the adults on the Youth Table Team.

We also plan to continue our participation in the Annual National Leadership Summit, which is attended by two youth delegates and one adult leader from each synod. Finally, we want to support the growth the learning of our colleagues through financial assistance for continuing education opportunities, such as attending the ELCA Youth Ministry Network's Extravaganza.

We are called to be the church in community, and ministering to our young people is foundational to our faith formation; our vision is for youth ministry to have a strong presence in our synodical community. We welcome your prayers and encouragement for our efforts to build something bigger, together.

Respectfully submitted,

Youth Ministry Megan Floyd, Co-Convener
Pastor Travis Wilson, Co-Convener

Mitten Synod Youth Ministry Team:
Pastor Rosanne Anderson, C. J. Clark, Pastor Jake Lehman, Pastor Dan Schewe, Pastor Danielle Shealy, Ed Wosinski, Pastor Julie Bailey, Jeff "Spanky" Amlotte

Southeast (SE) and North/West Lower (NWL) Michigan Synods Candidacy Committee Report for 2018

The Michigan Multi-Synodical Committee is the synodical partner for candidates from the two (Lower Peninsula) Michigan Synods. The committee accompanies candidates in their journey toward becoming Ministers of Word and Sacrament (Pastor) and Ministers of Word and Service (Deacon). People who have discerned a call to rostered ministry in the ELCA enter the candidacy process through which individuals develop an understanding of four basic principles: 1. We are church; 2. We are Lutheran; 3. We are church together; 4. We are church for the sake of the world.

The path to rostered leadership in the Evangelical Lutheran Church in America is a partnership between candidates, congregations, synods, seminaries, and the churchwide expression of the church. The Candidacy Committee encourages all members of congregations in both synods to identify, nurture, support and encourage persons who possess gifts for rostered ministry in the ELCA.

Committee Decisions		
	North/West Lower	Southeast
Entrance for Rostered Ministry	Abraham Mach (TEEM) Patrick Blanchard Alexander Ross Kimberly O'Brien Edward Ruble Christopher J Clark	Ken Grant (TEEM) Dylan Pyeatt
Endorsement for Minister of Word and Sacrament	Mary Hughes Alexander Ross	Vera McEwen Kristin Boris Susanna Muzzin Jennifer Toburen
Approval for Minister of Word and Sacrament	Alexander Aivars Amanda Carpenter	

At the end of 2018, there were 14 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.

The Michigan Multi-synodical Candidacy Committee also made a major decision with regard to application fees for candidates. Recognizing that each synod invests financially in candidates, and in a desire to call forth congregational investment in a candidate, the application fee has been set at \$1,800 – with the understanding that the candidate pays \$600, his/her home congregation contributes \$600, and the home synod contributes at least \$600 for the four (or more) year process.

The North/West Lower Michigan Synod hosted the Fall 2018 Discernment Retreat in Battle Creek, welcoming more than 20 persons discerning a call to ministry. The Southeast Michigan Synod will host the Fall 2019 retreat.

Committee Membership		
	North/West Lower	Southeast
Officers	Chair – The Rev. Joan Oleson Secretary – The Rev. Chris Laughlin	Vice Chair – The Rev. Denise Russell
Members	The Rev. Rosanne Anderson The Rev. Fred Fritz The Rev. Dr. Chrysanne Timm, Assistant to the Bishop / Director of Candidacy	The Rev. Denise Russell Ms. Lisa Beauvais The Rev. Albert LeBlanc Deacon Karen Ludwig The Rev. Barry Osterbur, Director for Candidacy
Trinity Lutheran Seminary Representative		The Rev. Dr. Cheryl Peterson
Region 6 Churchwide Representative	The Rev. Cherlyne Beck	

Changes in Committee Membership in 2018		
	North/West Lower	Southeast
Term ended		The Rev. Doris Harris Mars The Rev. Tm Lentner
Appointed	The Rev. Christopher Laughlin Ms. Betty Nagel-Cribbins Ms. Donna Thurn <i>(two appointed for the Rev. David Dockweiler and Ms. Diane Madej both of whom resigned in 2017)</i>	Ms. Christine Ritter
Resigned	Mr. C. J. Clark	

Change of Psychological Consultant

Over the course of many years, the candidacy committee benefitted from the consulting work of Dr. Paul Schubert. He conducted many tests, interviews, and individual consultations for candidates and frequently met with the committee as well. With his “full” retirement in 2018, we bid him a fond farewell! And, we are now working with a new consultant, Dr. Jeffrey Andert, of Battle Creek.

Submitted by:

The Rev. Joan Oleson, Chair of the Michigan Multi-Synodical Candidacy Committee

The Rev. Barry R. Osterbur, Candidacy Director for Southeast Michigan Synod

The Rev. Chrysanne Timm, Director of Candidacy for North/West Lower Michigan Synod

Living Water Ministries

2018 Annual Report to Synod Assembly

Living Water Ministries is a safe place for all of God's children to experience intentional community centered in Christ where they are formed in their faith, developed as leaders, and equipped as servants of the gospel. This approach to our work has world-changing implications as participants experience the love of Christ in each member of the community and return home to share that same love with others. The work we do is increasingly powerful in the face of a world that continues to embrace division.

We feel particularly called to create communities that are relevant and meaningful to people of all races, genders, identities, orientations, abilities, and socio-economic statuses. As we endeavor to authentically create space for all of God's children, we find ourselves glimpsing the kingdom of God "on earth as it is in heaven." It's in this pursuit of the kingdom that we see lives and the world transformed. It's in this pursuit of the kingdom that our mission & vision are made real.

9% Growth in Camper Participation

Our 2018 summer season saw 9% growth in participation for our on-site programs at Stony Lake over the year prior. Attendance on-site from ELCA and Episcopal congregations held steady as a whole over the year prior, while attendance by individuals and partner organizations grew by 33.5% over the year prior. Below is a chart with Stony Lake's on-site registration data since 2015:

	2015	2016	2017	2018
North/West Lower Michigan Synod	232	232	191	249
Southeast Michigan Synod	184	193	212	186
Episcopal Diocese of Michigan	30	68	45	14
Individuals and Partners	147	177	161	215

Total 593 670 609 664

Living Water Ministries currently provides camp experiences not only for ELCA and Episcopal congregations in Michigan, but also hosts campers from Samaritas, Inner City Youth Group (Detroit), Emerging HOPE (Kalamazoo), Boys and Girls Club (Muskegon), Angel's Place (Southeast Michigan), and Rescue, Release, Restore (Chicago, IL). Our programs also draw campers nationally to attend our innovative Bridge Builders (leadership development and antiracism training for high school youth) and MYLA (Multicultural Youth Leadership Academy for children ages 13-16) programs.

\$161,160.00 in Scholarships Awarded

Much of our growth in participation has been accomplished by tearing down barriers to attendance through the LWM Scholarship Fund. In our pursuit of serving all of God's children, we believe financial obstacles to participation should be removed whenever possible so that as many campers as possible can experience the gospel through a LWM experience. Since 2015 we have awarded \$161,160.00 in scholarships to 498 campers who would otherwise be unable to attend. The LWM Scholarship Fund is able to make a way for participation as a result of the generosity of our donors and the use of interest income generated from the invested proceeds from the sale of Michi-Lu-Ca. Below is a chart with scholarship data since 2015:

	2015	2016	2017	2018	Total
Number of Scholarships Awarded	50	143	141	164	498
Scholarship Dollars Awarded	\$13,200	\$49,856	\$48,020	\$50,095	\$161,160

Safe, Welcoming, and Inclusive

Living Water Ministries faithfully continues on the path of providing safe, welcoming, and inclusive experiences of Christian community for all of God's children centered on faith formation, service, and leadership. We know our ideal to be a place where all can safely access the gospel through our programs is a lofty one. Our facilities present challenges for people with physical disabilities, the behavioral and psychological needs of some youth are beyond our level of care, time-honored traditions don't always translate culturally to new constituents, and the various positions on human sexuality held by the ELCA creates tension as we attempt to offer authentic welcome to members of the LGBTQIA+ community. As we continue to experience growth in the diversity of the communities we form, we also continue to explore ways to better prepare ourselves and our campers so that all might have life-giving encounters with Jesus.

Master Site Planning & Donor Relations

The Living Water Ministries Board of Directors spent much of 2018 finishing up master site planning in order to move our facilities at Stony Lake into the 21st century. A new approach to camper housing and a renovation of our dining facilities will be part of our efforts over the next decade to modernize our facilities while keeping them safe, competitive, and more welcoming.

A Director of Donor Relations will be added to our staff roster in 2019 to assist in the management of fundraising efforts including these facility improvements.



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

Dear North/West Lower Michigan Synod,

It continues to be a joy that we are blessed by God with the mutual mission of *serving people as an expression of the love of Christ*. Samaritas is in our 85th year of walking alongside you and a growing number of partners as we positively transform our communities through this great work we share. Sometimes, this service involves moments of great joy, and other times there are challenges and struggles that the world presents to us, but always we push ahead in living out the call to love our neighbors unconditionally through our acts of service – no matter who they are, no matter how they arrived in their current situations, no matter their beliefs – because we are to be like the Good Samaritan. In all ways, it involves bringing the power of the Resurrection of Jesus to people.

The following is some positive gossip that we invite you to share, all revolving around the power of God to bring new life, the power of the Resurrection, to people on this Earth, and all as a result of your partnership with Samaritas in 2018 to make it possible:

- **The power of the Resurrection empowered us to save and strengthen families:** 1,361 foster children were served based on our continuing commitment to reunify families whenever safe and possible; 1,352 persons were served through our Family Preservation programs, which works to keep children with families together to prevent the trauma of children being removed from homes in the first place, and 95% of children remained in their original homes while under our care while 91% were not placed in foster care within 12 months after program completion; 459 adoptions were completed, surpassing the 2017 number of 415.
- **The power of the Resurrection empowered us to save people seeking refuge:** 91% of the refugee minors we served were discharged with improved English skills; 2,560 people were served through our refugee resettlement, post-resettlement, and other related services, maintaining Samaritas's status as the largest refugee resettlement agency in Michigan; 86% of refugees we resettled through our Match Grant programs were self-sufficient in 180 days.
- **The power of the Resurrection empowered us to save seniors and those with physical challenges:** 1,579 residents experienced dignity and honor through our affordable living communities; 310 Persons with Disabilities (PWD) were served through multiple programs across the state, leading to 98% of our 70 residents who were able and interested to successfully integrate into their communities through different activities; 921 senior residents were served through our skilled nursing facilities and 621 persons through our independent, assisted, and memory care programs.
- **The power of the Resurrection empowered us to bring new life:** 80% of the children taking part in the Samaritas Community Center in Saginaw had passing grades, 72% of the 744 people served through our Home Health services experienced improved oral medication management, 80% of Samaritas House Heartline residents with a history of substance abuse exited substance free, and 64% of homeless persons served through the Samaritas Family Center maintained or increased their total income.

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

Gratefully,

Sam Beals
Chief Executive Officer

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



Report to 2019 Synod Assemblies

Greetings in the name of our Triune God!

We are in our second year as Trinity Lutheran Seminary at Capital University. Trinity's mission remains strong and clear – *forming leaders for Christ's church at work in the world* – and it is a mission that is needed now more than ever!

Last year, we celebrated the graduation of the first class of M.Div. students in Trinity's unique 2+2 curriculum. Trinity students spend their first two years on campus, taking foundational courses, worshipping together, and growing in community. Students are then placed in two-year internships, during which they take additional coursework designed to enhance their practical learning. We are excited by the strength of this new curriculum! A longer internship offers deeper engagement for the students, who report feeling well prepared to transition into their first calls.

Since last summer, 33 ELCA congregations have committed to becoming Congregational Partners with Trinity. Financial gifts received from our Congregational Partners go directly toward current student scholarships. These gifts, together with income from endowed scholarship funds, have made it possible for us to offer eight full-tuition scholarships to students entering the Master of Divinity program at Trinity this fall. With your help we can do even better in future years!

At the end of the academic year, we will say goodbye to two beloved faculty members who are retiring: the Rev. Dr. Mark Allan Powell and the Rev. Dr. John Karanja. We are confident that the new faculty we hire will bring their own unique gifts and a similar deep commitment to the mission of the church!

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

- Encourage potential candidates for ministry to explore Trinity Lutheran Seminary at Capital University.
- Consider making a financial contribution to support the work of the seminary – as an individual, through your congregation, and through your synodical mission support.
- Keep us in your prayers!

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

In Christ,

A handwritten signature in black ink that reads "Kathryn A. Kleinhans".

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

Trinity Lutheran Seminary at Capital University
2199 East Main Street
Columbus, Ohio 43209



2019 SYNODICAL REPORT

Firmly rooted in its Lutheran heritage, Wittenberg University continues to embrace its mission and values as it challenges students to become responsible global citizens, to discover their callings, and to lead personal, professional, and civic lives of creativity, service, compassion, and integrity. This past year proved an exceptional reflection of the university's mission in action.

Believing that students learn more about themselves when they give of themselves, several students spent Spring Break assisting those in need in Alabama and engaging in disaster relief efforts in Lee County following an EF-4 tornado's aftermath. As one student participant said, "It was a very unpredictable week, but it was an amazing experience that I will always remember. Wittenberg's motto is 'Having Light We Pass It On To Others,' and we did just that with our time in Alabama. To learn that your work means so much to someone else made me understand the value that comes from helping others, and that simply lending a helping hand is one of the easiest things you can do to make a difference in the world. I am so grateful I was able to go on the Fuller Center for Housing immersion trip, and I highly recommend it to everyone so we can all make a difference – one act of kindness at a time."

Additionally, Wittenberg's commitment to global citizenship was highly visible this year as development efforts for a new study-abroad program in Capetown, South Africa, took shape. A number of students also participated in two of the university's most popular international immersion programs in Costa Rica and in our sister city of Wittenberg, Germany.

Closer to home, Wittenberg celebrated the 25th anniversary of its Empty Bowls fundraiser, proceeds from which benefit the Second Harvest Food Bank. This year, a record-setting amount of \$50,187 was raised, which equates to 250,935 meals. In addition, a Campus Cupboard was created, which provides students with free emergency food and hygiene items during the week. Faculty and staff have enthusiastically embraced this effort to alleviate food insecurity through donations and education, while students are increasingly utilizing the cupboard's offerings and sharing the news about its ministry.

Moreover, the Office of the Pastor has led and coordinated an effort that will allow Wittenberg to host its first-ever Discipleship Dive. Scheduled for June 2020, the event will involve a week of service, advocacy, and leadership learning for Lutheran youth. As part of the week, youth will serve together each day in sites throughout Springfield before breaking into their chosen Deeper Dive groups (Service Squared, Arts and Culture, Environment and Sustainability, Recreation and Play), all while learning to become faithful leaders and advocates – disciples of Jesus – within each cause.

This year also found the campus community welcoming Ronald Rittgers, author, theologian and the Erich Markel Chair in German Reformation Studies at Valparaiso University, for the annual Wittenberg Series-sponsored Rev. Dr. Kenneth H. Sauer Symposium. Additionally, the campus celebrated the approval and start of a four-year, in-house undergraduate nursing program.

Lastly, construction of Wittenberg's new 135,000-square-foot Health, Wellness & Athletics complex is nearly complete with all facilities set to be fully open and operational by Homecoming, Oct. 24-27, 2019. Wittenberg invites all members of the synod – both clergy and lay persons – to experience this game-changing facility, and, as always, all are welcomed to attend worship services, athletic contests, and Wittenberg Series cultural events.

Evangelical Lutheran Church in America Region 6 Archives

Following a year of transition within the ELCA in 2017, the ELCA Region 6 Archives began the transition process with Capital University in 2018. Transition highlights include:

- New contact information:
Evangelical Lutheran Church in America Region 6 Archives, Trinity Lutheran Seminary at Capital University, 2199 East Main Street, Columbus, Ohio 43209, (614) 236-6855, reg6archives@capital.edu
- Transition from the Indiana-Kentucky Synod to Capital University as the fiscal agent for the ELCA Region 6 Archives.
- The ELCA Region 6 Archivist's employment moved from the ELCA to Capital University with Capital University's Director of Library and Information Services as supervisor.
- Shared office space in Room 156 of Trinity Lutheran Seminary at Capital University's Hama Library (in addition to the Mees Residence Hall lower level area for ELCA Region 6 Archives collections).
- New website presence: www.capital.edu/elca-region-6-archives/

In addition to the transition process, the ELCA Region 6 Archives accomplished the following in 2018:

- Received 53 acquisitions.
- Answered 94 research inquiries and 23 advice inquiries.
- Congregational History Campaign 2018: The Archives offered research assistance, history writing advice, and anniversary celebration ideas to 29 congregations with major anniversaries in 2018 and requested publications from congregations that celebrated major anniversaries in 2017.
- Participated in ministry fairs at 3 synod assemblies: North/West Lower Michigan Synod, Northwestern Ohio Synod, and Southern Ohio Synod.
- Provided 3 tours of the ELCA Region 6 Archives.
- Presented ELCA Region 6 Archives display at Trinity Lutheran Seminary at Capital University's Hama Library during Archives Month in October.
- Maintained the ELCA Region 6 Archives Facebook page: www.facebook.com/ELCARegion6Archives/
- Hosted 2 student workers and 3 volunteers: Sarah Bennett, Kriss Buss, Emily DuGranrut, Brian Pinnegar, and Rich Ferne.
- 145 records cataloged by volunteer Emily DuGranrut in the PastPerfect cataloging system
- Student workers Sarah Bennett and Kriss Buss and volunteer Brian Pinnegar contributed to the Archives' Lutheran Biographical Information Project, a continuation of former LCA Ohio Synod Archivist Louis C. Voigt's index of biographical information about Ohio Lutheran pastors. The current project has been expanded to include information about historical Lutheran leaders in IN, KY, OH, and the lower Michigan peninsula. Like Louis C. Voigt's research, this project will be a vital resource in answering research inquiries.

Respectfully submitted,

Jennifer Long Morehart
ELCA Region 6 Archivist



Fund for Leaders in Mission

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

Thank you to the people of the
North/West Lower Michigan Synod

for making an investment in the future of the church through the ELCA Fund for Leaders.
We are grateful for your partnership!

In the 2018-2019 academic year, ELCA Fund for Leaders provided more than \$2.6 million in support to more than 250 future deacons and pastors. Thank you for your role in ensuring these future leaders can be freed from debt so they can go and serve as the church needs and the Holy Spirit leads.

Students supported in 2018-2019

We are grateful that the North/West Lower Michigan Synod Fund for Leaders in Mission has provided a total of \$147,112.05 in scholarship awards since its inception. During the 2018-2019 academic year, you provided a total of \$13,450.00 in scholarship support to:

**Alexander Aivars - \$5,750.00 - Lutheran School of Theology at Chicago*

**Mary Hughes - \$5,700.00 - Wartburg Theological Seminary*

**Edward Ruble - \$2,000.00 - Luther Seminary*

Additional information about your fund:

North/West Lower Michigan Synod Fund for Leaders in Mission

Current market value: \$177,167.33

New gifts given to your fund in 2018: \$7,201.87

Irving and Beulah Nyblad Seminary Scholarship

Current market value: \$135,702.07

New gifts given to your fund in 2018: \$0.00

Total Award Amount available for 2019-2020

For the 2019-2020 academic year, you can award \$13,100.00. *We have calculated this number conservatively to ensure that all promised scholarships can be paid during both semesters, even if the market fluctuates.*

Award Process

Please read the [Guidelines for Synod Scholarship Funds](#) carefully for instructions on this year's scholarship award process.

Timeline:

By mid-April: Fund for Leaders notifies synods of their students receiving other Fund for Leaders scholarships. (A student who receives a full-tuition FFL scholarship may also receive a synod scholarship; however, scholarship funds used to cover costs beyond tuition, books and fees will count as taxable income to students.)

By May 31, 2019: Synods notify FFL and students of their nominations. Please use [this nomination form](#) to communicate your nominations to Fund for Leaders. (Note: must use Chrome browser.) Please ensure that your student nominees register and apply for their scholarship to be awarded through GrantMaker.

By June 17, 2019: Nominated students complete Fund for Leaders scholarship application in [ELCA GrantMaker](#). *(Note: applicants must use Chrome browser.)*

For more information please visit [ELCA Fund for Leaders](#) or call our office at 800-638-3522, ext. 2936. Again, thank you to the people of for your generous support – we thank God for you!

In Christ,

A handwritten signature in cursive script that reads "Jessica Nipp Hacker".

Jessica Nipp Hacker
Director, ELCA Stewardship Strategy and Operations



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



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

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

At year-end 2018, MIF had 917 loans outstanding, totaling \$556.6 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 2018, MIF investments totaled \$499.1 million.

MIF is a financially strong and stable organization, with a record of steady, controlled growth. With total assets of \$705.4 million and net assets of \$200.8 million at year-end 2018, MIF maintains a capital ratio of 28.5 percent—positioning MIF in the top tier of well-capitalized church extension funds. For more information, visit mif.elca.org.

MIF loans and investments in the North/West Lower Michigan Synod (as of December 31, 2018):

- 13 Mission Investment Fund loans, with a balance of \$3,898,812
- \$6,604,628 in Mission Investment Fund investments

MIF representative:

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

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

Benefits in Action

Walking Our Promise to Support Those Who Serve

Yes, things have changed in the church, especially in the last decade. But like Martin Luther's description of faith — "a living, busy, active, mighty thing" — Portico Benefit Services is constantly evolving, finding more efficient ways to help clergy and employees steward their gifts for the sake of the world.

As the ELCA's benefit ministry, we're called to live out a 200+ year legacy of service to clergy and employees. Our talented staff leverage Portico's long-term experience, industry partnerships, and innovation-embracing culture to deliver benefits that can help people live well throughout their service and into retirement.



The Rev. Jeff Thiemann
President & CEO

Blessings on your ministry. It's a privilege to serve you.

By the Numbers — Helping People Live With More Confidence

640 Members Retired in 2018, and we celebrated with every one!	8,943 Pounds Lost so far by ELCA-Primary members enrolled in our new Omada health improvement program.	621 Employees Joined when four new Lutheran social ministry organizations decided to offer Portico benefits to their staff last year.
23 Companies Screened from ELCA social purpose funds for holding reserves of oil shale and tar sands.	\$1M Debt Paid Off by plan members working with LSS Financial Counseling, as of year-end 2018.	4.5% Baseline Rate Increase for employer health contributions in 2019 — on average, the lowest increase in 5 years.
\$94 Less Per Month paid in premiums by most ELCA Medicare-Primary retired members in 2019 thanks to our switch to Humana.	2,500 Worries Released by ELCA Youth Gathering attendees at Portico's unbinding prayer station.	6,080 Learning Hours invested by members in Portico's financial education seminars, webinars, and videos last year.

60-302 (2/2019)



Lutheran Immigration and Refugee Service

Lutheran Immigration and Refugee Service 2018 Annual Report

For almost 80 years, Lutheran Immigration and Refugee Service has been a champion for migrants and refugees from around the world. As we look at our immigrant roots, we are reminded daily to renew our passionate commitment to welcoming newcomers, especially those who are most in need. Through partnership with community based legal and social services, LIRS has supported over 500,000 migrants and refugees as they rebuild their lives in America.

2018 brought its own challenges as migrant and refugee admission numbers were decreased, and the administration introduced the “zero-tolerance” policy at the Southwest border that resulted in the family separation crisis. LIRS responded to the family separation crisis by designing and implementing a new service model in Phoenix and Las Cruces that assisted the US government with family reunification. The model included:

- a safe place to sleep for the night
- food (a hot meal)
- clothing and other immediate needs (first aid, etc.)
- basic case management and needs assessment
- coordination of travel to a final destination.

LIRS provides opportunities for individuals, groups, and congregations to engage with refugees and migrants through several initiatives and programs:

- **Circle of Welcome:** Support newcomers with the integration process once they are resettled in the United States and stand with newcomers as advocates, friends and community members.
- **Refugee Sunday:** Every congregation in the ELCA is invited to lift up the gifts that migrants and refugees bring to our communities. A variety of resources for preaching, Bible study, prayers, devotions, advocacy and community gatherings is available <https://www.lirs.org/refugee-sunday/>
- **Hope for the Holidays:** Congregations, groups, and individuals are encouraged to write/make cards to those held in detention centers during the holiday season.
- **Detention Visitation:** Join a visitation ministry through LIRS or our partners on the ground around the country.

Congregational Engagement & Outreach:

In 2018, the Outreach Unit at LIRS engaged with eighteen ELCA Synod Assemblies, eleven LC-MSS District Conventions, one LWML District Convention, and the tri-annual LCMS National Hispanic Convention. Through these engagements, the LIRS Outreach unit strengthened our relationship with Lutheran allies while developing new relationships with partners, advocates, and volunteers. The LIRS Outreach Team offered an interactive learning station on the experience of Rohingya refugees being resettled in the U.S. in collaboration with AMMPARO and Lutheran Disaster Relief at the ELCA Youth Gathering in Houston, Texas.

Migrant and Refugee Leadership Academy

LIRS has been intentional in supporting migrant and refugee leaders through the Migrant and Refugee Leadership Academy (MRLA). In 2018, LIRS focused on 5 key states for 2018 MRLA instead of a nationwide MRLA. The state-level academies collectively trained 123 new migrant and refugee leaders with active participation from 30 Academy alumni leaders. The academies focused on enhancing migrant and refugee leadership skills, know your rights workshops, civic engagement strategies, and storytelling. MRLA participants advocated for increased refugee resettlement and an end to family separation by several in-district congressional visits. The current Migrant and Refugee Leadership Academy is comprised of 305 migrant and refugee leaders in 39 states across the US, representing 46 countries of origin.

To learn more about LIRS and how to get involved, visit: <https://www.lirs.org/>

National Headquarters: 700 Light Street, Baltimore, Maryland 21230 | Phone: 410-230-2700 | Fax: 410-230-2890 | www.lirs.org
 Advocacy Office: 110 Maryland Avenue NE, Suite 506/507, Washington, DC 20002 | Phone: 202-381-1032 | Fax: 202-330-5807

North/West Lower Michigan Synod New Continuing Resolution – S7.33.A19

Continuing Resolution S7.33.A19 requires at least 25 signatures on any resolution presented to the Synod Assembly. The intent of adding this new Continuing Resolution to our North/West Lower Michigan Synod Constitution is 1) to stimulate conversation and collaboration about a proposed resolution and 2) to help the author/sponsor shape and optimize their resolution in preparation for the assembly. In addition, this type of requirement has helped other synods accomplish the goal of having shorter assemblies. This is not a new concept – we leveraged this idea from other synods.

This Continuing Resolution was approved via a Roll-call Vote of 16 Yes and 4 No for an approval percentage of 80%. A two-thirds approval vote is required for adoption.

Approved Continuing Resolution:

S7.33.A19 Resolutions presented to the Reference and Resolution Committee for referral to the Synod Assembly for action shall be supported by at least 25 Confirmed members of the North/West Lower Michigan Synod whose signatures appear on the resolutions as submitted.

No action is required by the Assembly

Constitution Update – Paragraph S9.03.

One suggested update to the synod constitution is recommended by the Synod Council - to address the difficulty in getting persons to serve for two years on the Nominating Committee (S9.03).

Existing Paragraph:

S9.03. There shall be a Nominating Committee consisting of seven (7) members who shall be appointed by the Synod Council to serve for two (2) regular meetings of the Synod Assembly. The terms of appointment shall be staggered so that three (3) or four (4) members shall be new appointees each year. Additional nominations may be made from the floor of the Synod Assembly, with the consent of the nominees, for all elections for which nominations are made by the Nominating Committee.

Proposed Paragraph:

S9.03. There shall be a Nominating Committee consisting of at least 3 members who shall be appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor of the Synod Assembly, with the consent of the nominees, for all elections for which nominations are made by the Nominating Committee.

Since this change is within the language of the model, only a Majority vote of the Assembly is required for adoption.

2019 North/West Lower Synod Assembly Resolutions Guidelines and Worksheet

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

- All resolutions must be submitted by March 20 to be reviewed by the Committee on Reference and Counsel prior to the printing of the Pre-Assembly Report. Any resolutions submitted after the deadline will not be printed in the Pre-Assembly Report.
- The Committee on Reference and Counsel will consult with the maker(s) of the resolution if changes are required prior to the resolution's inclusion in the Pre-Assembly Report. The goals of this process of review and revision (if necessary) include guaranteeing that the resolution is germane to Assembly business and that it is in the proper format for consideration by the Assembly.
- There is no guarantee that resolutions submitted after the March 20 deadline will be considered for review and revision prior to the convening of the Committee on Reference and Resolutions on the first day of the Assembly. Following that review, it is likely that the maker(s) will have to consult with the Committee, edit or revise their resolutions, etc., prior to receiving approval to run enough copies for distribution to the Assembly.
- As previously noted, all resolutions not received for inclusion in the Pre-Assembly Report must be reproduced by the maker in adequate numbers for all Assembly participants, but that reproduction should not occur until the resolution has been reviewed and, if necessary, revised in cooperation with the Committee on Reference and Resolutions which will present all resolutions to the Assembly.

Format for Resolutions

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

Resolutions need to:

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

Direction from the ELCA Office of the Secretary:

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

Who may submit a resolution?

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

How do I write a resolution?

- A resolution should be stated clearly and concisely.
- The "Whereas" paragraph(s) of the resolution should state the reason for the resolution. Such reasons should be succinct and factual, not argumentative. Each reason should be given as a separate "Whereas."
- The "Resolved" paragraph(s) of the resolution should clearly state the action desired, who is to implement the action, and who is to bear any associated costs. Each action should be given as a separate "Resolved."

Resolutions should be tested against questions such as:

- Is the information complete and accurate?
- Is this a matter that pertains to the purpose of the Assembly?
- Is this a matter of significance requiring consideration by Assembly?
- Can the action requested be appropriately and effectively implemented by the Assembly?

Structure of Resolutions:

Whereas, _____; and

Whereas, _____; therefore be it

Resolved, that _____; and be it further

Resolved, that _____.

Submitted by, _____

RESOLUTION A - MEMORIAL FOR INCREASED ACCOUNTABILITY IN CASES OF SEXUAL MISCONDUCT

Whereas, “Nothing is covered up that will not be uncovered, and nothing secret that will not become known” (Luke 12:2, NSRV); and

Whereas, in 2006, Tarana Burke sparked the #metoo movement, which sought to bring light to incidents of sexual misconduct while also seeking to support the victims of said misconduct, particularly in underprivileged communities. This movement took off in 2017 with allegations against and revelations about highly visible individuals within society. The list of perpetrators also includes multiple public members of the church at large; and

Whereas, in light of the #metoo movement, how instances of sexual misconduct are handled is decidedly important to maintaining public trust so that the church can continue our faithful proclamation of the Gospel. As followers of Christ, we acknowledge that we are all broken people living in a broken world. We are called as the church, by virtue of our baptism, to act in ways that maintain the public trust so that our proclamation of the good news of the redemptive work of Jesus Christ can continue to be spread to all nations. This call includes creating safe spaces for victims where their stories can be heard and believed without fear of recrimination as well as where victims can find advocates to help them navigate what it means for perpetrators to have forgiveness while still being held properly accountable and called to repentance; therefore be it

Resolved, that the North/West Lower Michigan Synod of the Evangelical Lutheran Church in America (ELCA) clearly and explicitly renounces sexual misconduct in all its forms and its continued impact on the church and the communities that we serve. We repent of all the ways in which we have been complicit, either explicitly or implicitly, in acts of sexual misconduct. We also commit to higher standards of accountability for those who commit acts of sexual misconduct so that a safe space can be created for victims to be heard and believed without fear of recrimination, thus fulfilling the promise of Jesus “you will know the truth, and the truth will make you free” (John 8:32, NRSV); and, be it further

Resolved, that the North/West Lower Michigan Synod memorializes the 2019 Churchwide Assembly of the ELCA to clearly and explicitly renounce sexual misconduct in all its forms as well as its continued impact on the church and the communities that we serve; and, be it further

Resolved, that the ELCA Churchwide Assembly is called upon to repent of all the ways in which we have been complicit, either explicitly or implicitly, in acts of sexual misconduct and then commit to higher standards of accountability for those who commit acts of sexual misconduct, by enacting the following measures:

- Direct the revision of the Churchwide and synodical constitutions and the Candidacy Manual of the ELCA so that they free and empower victims of sexual misconduct, who are either in candidacy or rostered, to come forward without fear of being removed from the candidacy process/roster or experiencing other forms of recrimination (and revise all pertinent policy and procedural documents to the same end)
- Direct the seminaries, colleges, and universities of the ELCA to take steps to increase reporting transparency of all incidents of sexual harassment and sexual assault
- Set up a system of reporting that prevents confirmed incidents of sexual misconduct from being dismissed or hidden. This should include requiring all institutions of the ELCA to disclose incidents of sexual misconduct to appropriate bodies as it pertains to candidacy, call or other hiring processes, and bishop elections.

Submitted by

1. The Rev. Christopher Laughlin

Supported by

- | | |
|------------------------------------|-------------------------------|
| 2. The Rev. Rachel Laughlin | 28. Laurie A Brown |
| 3. The Rev. Julie Bailey | 29. Karl W Klemm |
| 4. The Rev. Rheanna Goodrich | 30. Susan Jones |
| 5. Timothy Goodrich | 31. The Rev. Travis Wilson |
| 6. Amanda Carpenter | 32. The Rev. Joan M Herbon |
| 7. The Rev. Matthew Carpenter | 33. The Rev. Joan Oleson |
| 8. The Rev. Dana Hendershot | 34. The Rev. Jake Lehman |
| 9. Megan Floyd | 35. The Rev. Haley Vay Beaman |
| 10. Beth Mundwiler | |
| 11. The Rev. Nan Dehnke | |
| 12. C. J. Clark | |
| 13. The Rev. Charles Foerster | |
| 14. The Rev. Susan Hand | |
| 15. The Rev. Kjersten Priddy | |
| 16. The Rev. Jessica Rivera-Walker | |
| 17. The Rev. Ellen Schoepf | |
| 18. The Rev. Marilyn Robinson | |
| 19. The Rev. Jennifer Michael | |
| 20. The Rev. Tim Jahn | |
| 21. The Rev. Sherry McGuffin | |
| 22. The Rev. Scott Torko | |
| 23. Emily Heidrich | |
| 24. Kristina Rieck | |
| 25. Mark T Brown | |
| 26. David Scott Reinhold | |
| 27. Karen Clyne | |

2019 Nomination Slate for Synod Assembly

**denotes seeking election to a consecutive term*

Synod Council

Position A: Synod Vice President (4-year term, elect one)

1. *Ms. Sandy Schlesinger - Trinity, Midland
2. Ms. Donna Hendershot - Christ the King, Gladwin
3. Mr. Dave Marquette - St. Peter, Battle Creek

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

1. *Ms. Caroline Peterson - Trinity, New Era
2. Ms. Mary Jo Beck - St. Paul, Alpena
3. Ms. Vicki Denstaedt - Grace, Alpena

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

1. Ms. Barbara Marquette - St. Peter, Battle Creek
2. Ms. Sandra Walker - Redeemer, Lansing
3. Ms. Holly Wohlfert - Trinity, Kalamazoo

Position D: Minister of Word & Sacrament - Male (3-year term, elect one)

1. Rev. Clay Bates - retired, Immanuel, Big Rapids
2. *Rev. William Uetrict - First, Muskegon

Consultation Committee

Position E: Lay Female (6-year term, elect one)

1. Ms. Peggy Burns - Feast of Victory, Acme
2. Ms. Heather Nielsen - Settlement, Gowen

Position F: Minister of Word & Sacrament - Female (6-year term, elect one)

1. Rev. Marcia Schumate-Schultz - Our Savior's, Edmore
2. Rev. Christina Bright - New Life, Spruce

Discipline Committee

Position G: Lay Male (6-year term, elect one)

1. Mr. Dale Foote - Messiah, Bay City
2. Mr. Chris Brandt - St. John, Grayling
3. Mr. Loran Bieber - University, East Lansing

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

1. Mr. Bob Kamphius - St. Paul, Greenville
2. Mr. Dave Marquette - St. Peter, Battle Creek

Position I: Minister of Word & Sacrament - Male (6-year term, elect one)

1. Rev. Jim Kocher - retired, University, East Lansing
2. Rev. Jonathan Reid - Immanuel, Suttons Bay
3. Rev. Ryan Prondzinski - Christ, Michigan Center

Position J: Minister of Word & Sacrament - Male (6-year term, elect one)

1. Rev. John Ferra Jr. - retired, Immanuel, Muskegon
2. Rev. Dennis Smith - retired, Immanuel, Big Rapids
3. Rev. Paul Busekist - Bethlehem, Traverse City

Position K: Minister of Word & Sacrament – Female (filling unexpired term through August 31, 2021, elect one)

1. Rev. Rheanna Goodrich - St. Matthew's, Bridgeport

NWLM Synod - Personal Biography for Nominees for Open Synod Positions

Please return completed form to Pastor Jessica Hahn at: pastorjessicahahn@gmail.com
Trinity Lutheran Church 69 Griswold St. Hillsdale, MI 49242 Phone: 517-437-2647.

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

2019 Nominations Biographical Information

**denotes seeking election to a consecutive term*

Synod Council

Position A: Synod Vice President (4-year term, elect one)

1. *Ms. Sandy Schlesinger –Trinity, Midland
5804 Woodcliffe Drive, Midland MI 48640
989-859-7843 (cell)_
sandyschlesinger@gmail.com

Occupation: Corporate Quality Director – Dow Chemical

Education: B.A. in Chemistry, St. Olaf College

Congregation Experience: Council President (2003-2005); Council Secretary (2010-2013); 6th Grade Confirmation Lead Teacher (2000 to date); Adult Leader – Annual High School Mission Trip (2009 – date); Chancel Choir (1997 to date)

Synod Experience: Synod Council Vice President (2011-2019); Provided overview of ELCA Council activities at Synod Council meetings (2005-2011).

Churchwide Experience: ELCA Council Member (2005-2011); Advisor to the task force for Genetics Social Statement (2006-2011)

Gifts and Skills Summary: I bring gifts of organization, facilitative leadership, and communication to the position of synod vice president. If elected, I will continue to partner with the Bishop, his/her staff, and Synod Council members to clarify our purpose, alignment and oversight to appropriately enable, guide, and/or support the mission and ministry being led by the Bishop's office, conference Deans, synod committees, and other task forces across the synod and beyond.

Nominated by: Pastor Gerald Ferguson

2. Ms. Donna Hendershot –Christ the King, Gladwin
570 Bushong Beach Dr, Gladwin MI 48624
989-426-8085 (home) 616-862-7739 (cell)
dhender68@gmail.com

Occupation: School Administrator, Teacher - Retired

Education: Masters of School Administration

Congregation Experience: Numerous Congregation Council positions and chair positions at three congregations; Worked as Director of Youth and Education in an LCA congregation (1982-85), before becoming a Principal; Currently Technology Chair and Kids Club Coordinator

Synod Experience: Nothing recently, but from 1980-2006 I was in leadership for "The Gathering." Plus, the Youth Committee and Lutheran Youth Organizations including Leadership Training School and in designing the synod's first Advanced Leadership Training School.

Churchwide Experience: I developed the program for the 1985 National Youth Gathering. Later, worked on a team to combine the ALC and LCA Youth Ministries. Also, led a World Mission Event in the 80's. I was a certified Lay Professional in the LCA.

Gifts and Skills Summary: Now that my family is raised and I am retired I feel my skills from years of school administration will be a great fit for synod council leadership. My strong faith in Christ and the church's mission to reach out to all peoples has led me my entire life, and I finally have time to give back.

- Leadership and bringing people together
- Developing/supporting a project, program or organization
- Listening to all sides of a position
- Bringing resources in as needed
- Standing against injustice
- Technology awareness both positive and negative to support ministries

Nominated by: Pastor Emily Olsen

3. Mr. Dave Marquette –St. Peter, Battle Creek
1057 Riverside Dr, Battle Creek MI 49015
269-753-1017 (home) 269-317-0484 (cell)_
dmarquette@yahoo.com

Occupation: Project Manager (Retired)

Education: Two years of college, no degree

Congregation Experience: Committee chair, council, congregation president

Synod Experience: Equipping Leaders for Mission and Ministry

Churchwide Experience: n/a

Gifts and Skills Summary: Prior to retirement, I was a project manager for a second-tier automotive manufacturer. For the past two years, I have been expanding my faith through Equipping Leaders for Mission and Ministry. I have experience in my work life serving on disciplinary appeals committee at the first line supervisor level. I have served on two congregation councils for a total of eight years, with two years as President at St Peter Lutheran, Battle Creek.

Nominated by: Pastor Jennifer Michael

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

4. *Ms. Caroline Peterson —Trinity, New Era
3100 W Winston Rd, Rothbury MI 49452
231-893-3113 (home) 231-780-7101 (cell).
Caroline_peterson@yahoo.com

Occupation: K-7 Special Education Teacher, 8th Grade Social Studies Teacher, Online Course Facilitator for the University of Phoenix

Education: Master's Degree in Learning Disabilities, B.S. in Elementary Education – with focus in Cognitive Impairments and Social Science endorsement, Associates Degree in Business/Marketing with Accounting focus.

Congregation Experience: Worship Committee Member (current), Drama/Musical Coordinator (current), Worship Lay Assistant (current), Children's Sermon Creator/Delivery (current), Singer/Musician/Actor (current), Council member – Worship Committee Liaison – Council Secretary (past), Council Nominating Committee (past), Worship Supply for Pastor (past), VBS Coordinator (past), Wedding Coordinator (past), Music Coordinator (past), Contemporary Worship Committee Chair / Worship Leader (past)

Synod Experience: Synod Council member (current), Board of Governors Chairperson – Equipping Leaders for Mission and Ministry / Lay Ministry Training Program (past)

Churchwide Experience: Have not had the opportunity yet

Gifts and Skills Summary: Church – assist with parts of worship – lay assistant, create/deliver children's sermon; discuss and plan worship activities for the church year. Work – coordinate programs/services for students with various academic needs, often with other professionals, prepare/keep documentation for students' programs, set up and lead required parent/teacher meetings. Mentor new special education teacher. Online- facilitate courses for degree-seeking individuals.

Nominated by:

5. Ms. Mary Jo Beck –St. Paul, Alpena
200 Long Rapids Plaza #35, Alpena MI 49707
734-476-7043
Maryjobeck7@gmail.com

Occupation: Retired Research Administrator

Education: BS/social Psychology, almost Masters in social psychology

Congregation Experience: Congregation Council, Chair – Call Committee, Outreach Committee

Synod Experience: none

Churchwide Experience: none

Gifts and Skills Summary: I am a retired research administrator from the University of Michigan. I also retired the second time from St Joseph Mercy Hospital Ann Arbor after doing research. At this time, I also volunteer at the hospital in Alpena for Hospice. I am very good with people and always put 120% into projects I take on. I was Volunteer of the Year at the Thunder Bay National Marine Sanctuary where I still spend a lot of time. I have very good communication skills which were needed for my previous positions. My education is in psychology. My faith is strong and because of this I feel I could do a very good job on the council.

Nominated by:

6. Ms. Vicki Denstaedt – Grace, Alpena
109 Partridge Avenue, Alpena MI 49707
989-916-9258 (cell); 989-358-5170 (work)
denstaedtv@alpenaschools.com

Occupation: ICU Registered Nurse for 10 years in SC, FL and VA. For the last 14 years I have worked at an ACES (Alternative Ed High School) where I serve as the McKinney Vento (MV) Homeless Liaison for Alpena Public Schools and I serve as an MV Co-Grant Coordinator for Alpena, Alcona, AMA-ESD, Atlanta and Hillman Public Schools

Education: 1981 – two Associates Degrees at Alpena Community College, various classes taken at Western Michigan University; 1986 – Associates in Applied Science – RN Degree; Various classes taken at College of Charleston in 2007; Received Bachelor of Arts (Family Life Education) from Spring Arbor University.

Congregation Experience: Served in a variety of Base Churches during husband's 20 years of service in US Navy – Charleston, SC, Key West, FL & Virginia Beach, VA. Activities: lead Ecumenical Woman's Groups in a variety of formats. In 1997 moved to Grayslake, IL - and served on Council at Shepherd of The Lakes Lutheran Church ending my final term as Council President ending Fall of 2001. Activities: lead Woman's Group, Building Project in sanctuary while President, and worked with Church-wide Office Lawyer on Refinement of Model Constitutional for churches using Shepherd of The Lakes' vision for ministry changes and growth. Fall 2001 served on Council at St. Thomas Lutheran Church in Brick, NJ – Activities: lead Woman's Group and helped develop Ministry Team Models for the Congregation and served to help the congregation define their Mission Statement. 2005 – Present I have been a member at Grace in Alpena. Activities: 2007 attended Youth & Family Certification Program at Luther Rock in NC, 13 years as Youth Leader, Lead 5 Youth Mission Trips, Co-leader for 5 Mission Trips (ecumenical from LARCC (Lutheran, Anglican, Roman Catholic, & Congregational) Churches – participants are ages 13 years to 80 years old. The mission trips serve in communities affected by natural disasters. Currently, I have stepped down as Youth Leader and I am Co-leading a Woman's Group (learning practices of Spiritual Disciplines).

Synod Experience: Recently completed Equipping Leaders for Mission and Ministry.

Churchwide Experience: Worked with Church-wide office staff on Model Constitution for churches at Shepherd of The Lakes Lutheran – with Rev. John Holm as Senior Pastor.

Gifts and Skills Summary: I have been a Lutheran all of my life. My parents raised me to be very open to Ecumenism and working together with a multitude of faith traditions in order to serve those in need within our community and within the US. I bring skills of leadership, abilities in counsel - public speaking – faith and discernment.

Nominated by: Rebecca Bossenbroek, Administrator, Equipping Leaders for Mission and Ministry

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

7. Ms. Barbara Marquette—St. Peter, Battle Creek
1057 Riverside Drive, Battle Creek MI 49015
269-832-0276 (cell); 269-753-1017 (home)_
blmarquett@aol.com

Occupation: Health System Specialist

Education: Bachelor's Degree in Social Work; Masters in Organizational Management; Masters in Healthcare Administration

Congregation Experience: Lector, Service Host, Hospitality, Sunday School Teacher, Assisting Minister, Congregation Council Member, Vice President and President.

Synod Experience: Current participant - Equipping Leaders for Mission and Ministry.

Churchwide Experience: none

Gifts and Skills Summary: I have been blessed with the gifts of faith and love of all people and creation. In life and work, I have developed administrative and organizational skills, people skills, group work and group facilitation skills, teaching skills, active listening skills, leadership skills, and advocacy skills.

Nominated by: Pastor Jennifer Michael

8. Ms. Sandra Walker—Redeemer, Lansing
4915 Delta River Drive, Lansing MI 48906
517-775-2983_
sandrawalker885@gmail.com

Occupation: State of Michigan Food Program Manager (Retired)

Education: BS – The Ohio State University; MS – Michigan State University

Congregation Experience: Congregation Council President; Helping Hands Learning Center Board President

Synod Experience: none

Churchwide Experience: none

Gifts and Skills Summary: Employed as a public servant in the food industry in various roles for close to forty years in Federal and State regulatory. I managed over 65 State of Michigan food inspectors and supervisors. My charge was to ensure regulatory compliance for the protection of the food supply on behalf of the citizens of the State of Michigan. I lead by example, made the tough decisions while forming cooperative alliances with agencies such as the Food and Drug Administration, CDC and the USDA. At Redeemer Church, I contributed in leadership roles as president of church council and child care board.

Nominated by: Pastor Janice Hite

9. Ms. Holly Wohlfert –Trinity, Kalamazoo
10029 West Ave, Kalamazoo MI 49009
269-372-6046 (home); 269-808-3889 (cell).
wohlfert@sbcbglobal.net

Occupation: Registered Nurse (Retired)

Education: Diploma and Bachelor's in Nursing, additional nursing coursework at Master's level

Congregation Experience: Past – VBS teacher, pastoral call committee, vocal choir member, bell choir member, President of Altar Guild, WELCA unit member;
Current – vocal choir member, Altar Guild member, President of WELCA unit

Synod Experience: Voting Member at past three Synod Assemblies

Churchwide Experience: none

Gifts and Skills Summary: My training as an RN has helped me hone the skills of compassion, attention to detail, critical thinking, patience, active listening and public speaking. My community of patients and the community of the Synod are comparable, and my training has been focused on promoting the health, wellness and quality improvement of the life of the community. I feel my strengths are in active listening, being able to see 'both sides' of an issue and sharing difficult concepts in a way that most people can understand. I want to support our Christian community in being the healthiest that it can be.

Nominated by: Chris Allen, Synod Secretary

Position D: Minister of Word & Sacrament - Male (3-year term, elect one)

10. Rev. Clay Bates–retired, Immanuel, Big Rapids
7561 95th Ave, Stanwood MI 49346
616-648-3947
clayhbates@gmail.com

Occupation: Semi-Retired Pastor

Education: M.Div., Lutheran School of Theology at Chicago

Congregation Experience: Served several congregations, both regular calls and as Interim Pastor

Synod Experience: Assistant to the Bishop, Bridgebuilder Team, many committees, Chair of Equipping Leaders for Mission and Ministry Board of Governors

Churchwide Experience: Director for Evangelical Mission

Gifts and Skills Summary: My service to many congregations in differing contexts would bring empathy and understanding to the issues facing our synod today. My service to the synod would bring knowledge of how our synod functions. My service to churchwide would bring experience with how churchwide could be a resource to our synod.

Nominated by: Rev. Dennis Smith

11. *Rev. William Uetracht—First, Muskegon
685 Curve Crest, Muskegon MI 49445
231-744-1006_
bill@firstlutheranmuskegon.com

Occupation: Pastor

Education: B.S. in political science from Capital University; M.Div. from Trinity Seminary

Congregation Experience: Pastor

Synod Experience:

Churchwide Experience: Voting Member, Churchwide Assembly

Gifts and Skills Summary: I have had a long history within Lutheranism in general and the ELCA in particular. I have the ability to see the big picture, while being able to attend to the details. My gift in weaving together theological acumen and psychological insight generally blesses the communities of which I am a part. I have good social skills and am quick to create and foster networks. I have a personal strength that generally places me within leadership roles.

Nominated by: Synod Vice President

Consultation Committee

Position E: Lay Female (6-year term, elect one)

12. Ms. Peggy Burns –Feast of Victory, Acme
1101 Manitou Dr #404, Traverse City MI 49686_
cobaltblues2003@yahoo.com

Occupation: Director of Pastoral Care Samaritas Senior Living. Prior Insurance Underwriter/Marketing. LPN

Education: Nursing degree from LCC

Congregation Experience: Lay Minister, Facilitator of Small Groups, on council for 9 years, Adult Sunday School Coordinator. Stephen Minister Leader

Synod Experience: Synodical Authorized Minister, Synod Council-6 years, Consultation Committee, Worship Committee, Spiritual Director

Churchwide Experience: n/a

Gifts and Skills Summary: I am a good listener and value what each person has to say. All need to be heard. When there is a conflict, both sides need to be heard and a fair outcome should be determined, if at all possible. I bring the gifts of listening, discernment, leadership, and faith. All of which have I have used in my past experience, both in work and my personal life.

Nominated by:

13. Ms. Heather Nielsen –Settlement, Gowen
391 Gravel Ridge Rd, Trufant MI 49347
616-302-6171
hjnielsen@hotmail.com

Occupation: Current - Domestic Engineer, Jewelry Consultant; Past – Daycare Provider, Catering Service Owner

Education: One year college

Congregation Experience: Congregation Council (four 3-year terms), Chair – Worship and Music, Chair – SettlementWELCA

Synod Experience: Spiritual Formation class of 2016-17, Equipping Leaders for Mission and Ministry

Churchwide Experience: n/a

Gifts and Skills Summary: My experience includes membership of the Montcalm New Beginnings Cluster Board, organizing snacks and lunch for Barrie's House Food Pantry and clothing distribution to the needy, Youth Advisor and Sunday School teacher, commitment to faith formation through bi-weekly meetings with spiritual director and participation in Equipping Leaders for Mission and Ministry.

Nominated by: Rebecca Bossenbroek, Administrator, Equipping Leaders for Mission and Ministry

Position F: Minister of Word & Sacrament - Female (6-year term, elect one)

14. Rev. Marcia Schumate-Schultz—Our Savior's, Edmore
11047 Crooked Lake Rd NE, Rockford MI 49341
616-433-5832 (cell)
pastorschultz.marcia@gmail.com

Occupation: Pastor

Education: BBA-majors, Communications and Business Management/BS –major, Accounting. & M.Div. from LTSS.

Congregation Experience: Ordained Minister of Word and Sacrament; Pastor, half-time 5 years; Pastor, full-time 4-1/2 years; Stephen Minister and Stephen Leader; Small Group Facilitator; New member Bible Study Leader; Stress reduction, prayer & meditation, and Bible Study Leader

Synod Experience: Coordinate display tables at assemblies (2017 & 2018)

Churchwide Experience: n/a

Gifts and Skills Summary: Prior to attending seminary, I was employed as an accounting controller. As an accounting manager, I was trained in human resources matters, hiring and firing, and supervising employees. I have served on and coordinated fund-raising committees, discipline committees, and a personnel standards committee. I am currently one of eight sworn volunteer deputies in the Chaplain Corps for the Kent County Sheriff's Office. I have served on the boards of charitable organizations, such as: Loves & Fishes-Biloxi, MS; Interfaith Disaster Task Force Biloxi-Gulfport, MS- Chair, Finance Committee; and the Community Action Committee at Lutheran Theological Southern Seminary.

Nominated by: Congregational Council President, Kurt Christensen

2019 North/West Lower Michigan Synod Assembly ~ May 16-18, 2019 ~ Mt Pleasant MI

15. Rev. Christina Bright – New Life, Spruce
9024 US-23 South #7, Ossineke MI 49766
989-464-8296 (cell)
cmbmsu@gmail.com

Occupation: Pastor

Education: M.Div. Trinity Lutheran Seminary, 2008; BA, Interdisciplinary Social Science, Michigan State University, 2000

Congregation Experience: Pastor, Council Member, Choir Member, Usher, Worship Committee, Campus Ministry Committee, Assisting Minister, Student Associate

Synod Experience: Sunrise Conference Dean, Discipline Committee, First Call Mentor, Nominating Committee, Election Committee, Synod Day Team Member for National Youth Gathering (2015)

Churchwide Experience: n/a

Gifts and Skills Summary: I bring lifelong knowledge of the synod, 10 years experience as a pastor, and a multitude of years of experience in other ministry activities. I have served in a wide array of demographic settings. I listen well, can consider multiple sides to the issue at hand, and will advocate for needed action(s).

Nominated by: Bill Hartwig, Nominating Committee

Discipline Committee

Position G: Lay Male (6-year term, elect one)

16. Mr. Dale Foote –Messiah, Bay City
4839 Appletree Lane, Bay City MI 48706
989-274-6469
dcfoote@charter.net

Occupation: Retired from 40-year retail management career

Education: Bachelor Science

Congregation Experience: Council, Council President, Stewardship & Finance, Audit Committee

Synod Experience: Voting Member

Churchwide Experience: n/a

Gifts and Skills Summary: Forty years of business management experience has offered ample opportunities to use my gift of discernment and seeking both sides of a debate/dispute, enabling me to find a fair and appropriate resolution.

Nominated by: Pastor Andreas Teich

17. Mr. Chris Brandt –St. John, Grayling
PO Box 711, Grayling MI 49738
989-370-3553
brandt5@hotmail.com

Occupation: Lay Minister, Chaplain, Treasurer

Education: B.S., Criminal Justice

Congregation Experience:

Synod Experience: Board of Governors, Equipping Leaders for Mission and Ministry

Churchwide Experience: n/a

Gifts and Skills Summary: I am open minded and good at listening to all circumstances before forming an opinion.

Nominated by: Rebecca Bossenbroek, Administrator, Equipping Leaders for Mission and Ministry

18. Mr. Loran Bieber –University, East Lansing
1323 Albert Avenue, East Lansing MI 48823
517-614-1217
bieber@msu.edu

Occupation: Retired Professor Biochemistry (MSU)/MSU interim research integrity official (retired); Assoc Dean for Research and Graduate Studies, College of Human Medicine, MSU

Education: PhD Biochemistry, Oregon State University; post graduate studies at UCLA and at Wenner Grens Instit Stockholm Sweden and Waite Institute, U of Adelaide Australia

Congregation Experience: Past – Congregational Council President and Member (many times); Personnel Committee and Mutual Ministry Committee;

Synod Experience: none

Churchwide Experience: none

Gifts and Skills Summary: I have held several positions at MSU that required evaluation of performances and resolution of disputes including interim intellectual integrity official (dealt with misconduct in research allegations and resolution of disputes). The asst VP for research services position duties included compliance issues and evaluation of research projects when funding from the University was requested. I chaired the student performance committee for the College of Human Medicine (evaluation of medical student performance) and was graduate advisor in Biochemistry which included evaluation of graduate student performance.

Nominated by: Pastor Gary Bunge

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

19. Mr. Bob Kamphius –St. Paul, Greenville
1209 Silver Ridge Court, Greenville MI 48838
616-232-8623
Bkamp@me.com

Occupation: Consultant

Education: BA

Congregation Experience: Building Committee, Saginaw Metro Ministries and Montcalm New Beginnings Cluster (inter-congregational collaboration organizations), St Paul – Settlement Unity Team

Synod Experience: Co-Administrator of the Lay Ministry Training Program; Witness & Evangelism Team

Churchwide Experience:

Gifts and Skills Summary: Business and non-profit management experience, regulatory compliance experience, Family Systems perspective, “non-anxious presence,” strong sense of boundaries, reconciliation skills

Nominated by:

20. Mr. Dave Marquette –St. Peter, Battle Creek
1057 Riverside Dr, Battle Creek MI 49015
269-753-1017 (home) 269-317-0484 (cell)
dmarquette@yahoo.com

Occupation: Project Manager (Retired)

Education: Two years of college, no degree

Congregation Experience: Committee chair, council, congregation president

Synod Experience: Equipping Leaders for Mission and Ministry

Churchwide Experience: n/a

Gifts and Skills Summary: Prior to retirement, I was a project manager for a second-tier automotive manufacturer. For the past two years, I have been expanding my faith through Equipping Leaders for Mission and Ministry. I have experience in my work life serving on disciplinary appeals committee at the first line supervisor level. I have served on two congregation councils for a total of eight years, with two years as President at St Peter Lutheran, Battle Creek.

Nominated by: Pastor Jennifer Michael

Position I: Minister of Word & Sacrament - Male (6-year term, elect one)

21. Rev. Jim Kocher--retired, University, East Lansing
15002 Madeline Ct #219, Grand Haven MI 49417
517-256-3614
jckocher@aol.com

Occupation: Retired Clergy with Active Status

Education: BA, Concordia College, Moorhead MN; M.Div, Luther Seminary, St Paul MN; MA, Northwestern University, Evanston IL

Congregation Experience: Senior Pastor, University Lutheran Church, East Lansing

Synod Experience: Assistant to the Bishop for Development and Social Ministry

Churchwide Experience: Mission Director, ELCA Division of Outreach

Gifts and Skills Summary: My gifts have been used to empower pastors and other professionals to encounter change and learn to process change that happens to one and also to manage change that one can make happen. I have listened and collaborated as a pastor, president of a foundation, member of a hospital ethics committee and a member of a Medical Institutional Review Board. I developed and chaired an advocacy team for the Michigan State Medical School Pediatric Department attempting to provide more collaborate care for disabled patients. I have served as board member for the Rebounders of Michigan State Basketball team. I have consulted with ELCA pastors, Presbyterian Churches of the USA as well as Methodist churches since retiring.

Nominated by: Pastor Gary Bunge, University, East Lansing

22. Rev. Jonathan Reid–Immanuel, Suttons Bay
PO Box 206, Suttons Bay MI 49682
269-953-4650 (cell)
pastorj@suttonsbayimmanuel.org

Occupation: Pastor

Education: 1991 – B.A. – Texas Lutheran University; 2004 – M.Div. – Lutheran Theological Southern Seminary

Congregation Experience: Associate in Ministry 1993-2004; Parish Pastor 2004 - present

Synod Experience: 1996-2000 Synod Secretary NT-NL Synod (4D); 1990-1996 Communications Committee NT-NL Synod (4D)

Churchwide Experience: 2001 Churchwide Assembly Voting Member; 1992 National Youth Gathering Leadership Team

Gifts and Skills Summary: I would imagine that serving in the context of this committee would entail a lot of listening. I would bring that skill and combine it with an introspective personality to bring what I hope would be an objective and fair voice to those gathered. I would trust that the holy spirit would provide the rest.

Nominated by: Nominating Committee

23. Rev. Ryan Prondzinski–Christ, Michigan Center
465 N Alpine Lake Dr Apt D, Jackson MI 49203
219-241-7448
ryan.prondzinski@gmail.com

Occupation: Pastor, Christ Lutheran Church, Michigan Center

Education: Bachelor of Fine Arts (BFA) Majoring in Art Education, from the University of Illinois; Master of Divinity (M.Div.) from Luther Seminary

Congregation Experience: First/current call – Pastor, Christ Lutheran Church, Michigan Center

Synod Experience:

Churchwide Experience: n/a

Gifts and Skills Summary: My voice will be helpful for the Discipline Committee because I am a 9 on the enneagram, a peacemaker at heart. Empathy and being able to humanize and “interpret everything in the best possible light” is what peacemakers are known for. This type of voice is needed for healthy discipline when emotions run high. I also served six years in the United States Air Force National Guard, and know the importance of discipline for accomplishing the mission and maintaining the integrity of the community. For these reasons I believe I would be a good fit for this position.

Nominated by: Pastor Chrysanne Timm, Pastor Jessica Hahn

Position J: Minister of Word & Sacrament - Male (6-year term, elect one)

24. Rev. John Ferra Jr.–retired, Immanuel, Muskegon
6079 Arroyo Vista Dr NE, Rockford MI 49341
616-204-8980
dj911bgr@yahoo.com

Occupation: Minister of Word and Sacrament, Clinical Therapist

Education: M.Div., M.S.

Congregation Experience:

Synod Experience: New England Synod Youth and Social Ministry Committees; LCY YM Work Camp Leader; PLMD Consultant to Congregations; Central PA Synod Committee for spiritual, emotional, and physical wellbeing of clergy; Presenter on teen suicide (three years) at Region 8 Youth Gathering; New England Synod Listening Team (congregations in conflict); New England Synod Vista Project Committee (Congregation Organizational Development); Dean, Greater Rhode Island Conference; Chair, New England Synod Bishop's Task Force to study Function and Structure of the Synod; Chair, Lower Susquehanna Synod's Memorials Committee; Dean, South Fork Conference; Interim Pastor (several times)

Churchwide Experience: n/a

Gifts and Skills Summary: I have served on Bishop's Listening Panels for congregational conflict; I served as chair of the Corporate Ethics Committee for a Lutheran Social Service Agency; I have been the "after pastor" following sexual misconduct; I served on the Lower Susquehanna Discipline Committee, although it never convened during the six-year term.

Nominated by:

25. Rev. Dennis Smith–retired, Immanuel, Big Rapids
23587 Hidden River Dr, Sturgis MI 49091
269-615-1613 (cell)
thedennisbsmith@gmail.com

Occupation: Pastor – Retired/mostly; currently Stated Supply - Immanuel, Big Rapids

Education: B.A., M.A., M.Div., D.Min.

Congregation Experience: Pastor of many congregations in Michigan and Texas

Synod Experience: Synod Secretary, Synod Council, Chair of Constitution and Worship Committees

Churchwide Experience: Voting member of two churchwide assemblies; Participant of churchwide roll-out of ELW

Gifts and Skills Summary: As a pastor in this church for 33 years, member of synod council, and chair of the Constitution Committee, I have gained considerable insight into the polity, procedures, and practices of the ELCA and its member congregations. I believe that I bring a depth of knowledge and the heart of a pastor to this office.

Nominated by: Travis Kizer, Council President – Immanuel Lutheran Church
2019 North/West Lower Michigan Synod Assembly ~ May 16-18, 2019 ~ Mt Pleasant MI

26. Rev. Paul Busekist – Bethlehem, Traverse City
8272 Mapleleaf Drive, Traverse City MI 49684
231-645-2064 paul.busekist@bethlehemtc.org

Occupation: Pastor

Education: M.Div., Lutheran School of Theology at Chicago

Congregation Experience: Currently serving 8th year at Bethlehem L.C. in Traverse City, MI

Synod Experience:

Churchwide Experience:

Gifts and Skills Summary: To this position I bring the desire for clergy and fellow leaders to lead with integrity, creativity, discretion and joy. For all four of those attributes to coexist, the church and its shepherds must be mindful of their words and actions, always seeking to better the space in between one another. That is the space where the Spirit resides, and where grace and reconciliation occur. I believe that both navigating the rights and wrongs, and righting the wrongs, are crucial to effective, accountable and compassionate ministry. I try to walk that walk each day with consistency and balance.

Nominated by: Nominating Committee

Position K: Minister of Word & Sacrament – Female (filling unexpired term through August 31, 2021, elect one)

27. Rev. Rheanna Goodrich–St. Matthew’s, Bridgeport
6065 King Rd, Bridgeport MI 48722
248-231-7080 (cell)
rheanna.goodrich@outlook.com

Occupation: Pastor

Education: M.Div. – Trinity; B.S. - CMU

Congregation Experience: Current Call – Pastor, St Matthew’s, Bridgeport; First Call – Pastor, St. Paul, Au Gres

Synod Experience:

Churchwide Experience:

Gifts and Skills Summary: I think I would bring a sense of compassionate patience to this position that comes from my time as a pastor, a mother, and from previous management work experience. I would also bring a bridge personality that is able to meet in the middle and see multiple sides of different stories.

Nominated by: Nominating Committee

Treasurer's Annual Report
For Fiscal Year Ended January 31, 2019
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 despite having a challenging year with our investments in 2018. Our recently completed audit indicates that we have again maintained our financial stewardship consistent with the prior years.

However, in 2018 we experienced significant unrealized losses in our Endowment and Investment accounts. For the year ended 1/31/19 our Net Return on Investments decreased from the prior year by \$435,000. This led to our total Operating Revenue & Support for the year decreasing by \$465,000. Our mission support was nearly the same as 2017, but other revenues and support decreased by almost \$51,000. The Synod's total Operating Expenses for the year increased by \$41,000 or 2.5%.

Our Auditor's Letter of Comments was consistent with the prior year and we had no material deficiencies. For the year, our total financial position decreased by approximately \$239,000 with a majority of this due to the \$189,000 decrease in the market value of our investments – an unrealized loss.

Condensed Financial Profile
For the Fiscal Year Ended January 31, 2019

Description	2018-19	2017-28	Variance
Total Operating Revenue and Support	\$1,471,140	\$1,935,851	\$(464,711)
Total Operating Expenditures	\$1,710,608	\$1,669,333	\$ 41,275
Change in Net Assets	\$(239,468)	\$ 266,518	\$(505,986)
Investment Return – Net	\$(111,275)	\$324,088	\$(435,363)

The decrease in Investment Return – Net represents 86% of the variance in the Change to Net Assets.

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 \$694,000 which is nearly identical with the prior year. Total Mission Support from congregations across our synod decreased by \$2,700 from the prior year.

With the help of our auditors we have once again continued to improve our financial management, oversight, and reporting system. Please review the audited financial statements. Due to changes in professional standards for financial reporting of non-profit organizations, the financial statements have a different look this year – please see note 12. Net assets, revenues, gains and losses are now classified based on the existence or absence of donor- or grantor- imposed restrictions.

- Note 1 includes an excellent summary of the Synod's Programs.
- Note 10 lists the various endowments and funds held by the Synod and whether they are subject to restrictions.
- Page 8 illustrates that for the last year, 89% of our resources were used to fund Program Services.

During the 2017-18 year, the Endowment Committee revised the Grant Award and Restricted Fund Policy which the Council approved. During the 2016-17 year the Endowment Committee reviewed all 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" and "Making Us One" campaigns, needed 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 in circa 2008, 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 in 2015 the project was re-evaluated, and a final decision was made by Synod Council in 2017 to terminate the project with appropriate reallocation of funding. Details regarding the reallocation of funding (including an independent audit of these plans) were provided at the 2017 Synod Assembly.

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 (Unrestricted-Undesignated) 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.

For the 2018-19 year we again invested in our people 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 2019-2020 year and 2020-2021 year we have adjusted our annual budget to align our mission to the resources that we believe we will receive. We have projected our mission support growth to be 2.9% for the 2019-2020 year and 2.5% for the 2020 -2021 year. Our Budgets also reflect new revenue sources such as the Living Stones initiative.

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.



ELCA Endowment Fund Pooled Trust - Fund A

Fund Overview

Description

The ELCA Endowment Fund Pooled Trust (Fund A, or the Fund), was established to allow for the collective long-term investment of funds belonging to the Evangelical Lutheran Church in America (ELCA), its congregations, synods, seminaries and other eligible affiliated entities. To the extent practicable, the Fund pursues investment objectives in line with the Economic Social Criteria Investment Screens approved by the ELCA Church Council. Incorporated into the Fund's accounting are unitization and quarterly endowment distributions. The ELCA Foundation administers the Fund.

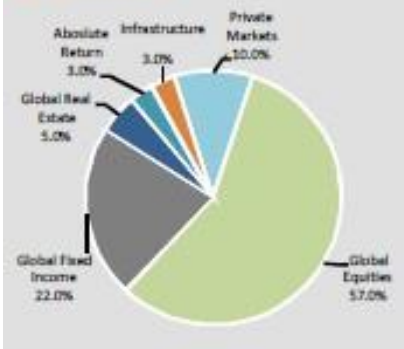
Only ELCA-related institutions can be eligible to participate in this investment fund that is exempt from most security registration requirements in accordance with the Philanthropy Protection Act of 1995.

About Performance

The investment results depicted herein represent historical net performance after the deduction of investment manager and custodian fees and expenses including the administrative fee of 60 basis points (0.60%). Prior to July 2017, the total fee was 100 basis points (1.00%). Annual, cumulative and annualized total returns are calculated assuming reinvestment of dividends and income plus capital appreciation. Performance for periods greater than one year is annualized. Underlying returns were provided by the Fund's respective managers. *Past performance is not a guarantee of future results.*

*Since Inception: July 1, 1999.

Target Allocation



Growth of \$100 (7 Years Performance Analysis)



Multi-Period Performance Analysis



	MTD	QTD	YTD	1YR	3YR	5YR	7YR	Since Inception*
Endowment Fund A (net)	0.96	9.27	9.27	1.59	7.00	4.90	6.72	4.43
65% Equity / 35% Fixed Income*	1.49	8.92	8.92	3.49	7.70	5.29	6.47	5.06

7 Years Risk / Return Performance Analysis



Benchmark: Equity - 65% MSCI All Country World Index; Fixed Income - 35% Bloomberg Barclays U.S. Aggregate Bond Index

Information Disclosures: This report is intended to provide current Fund performance information for the ELCA Endowment Fund Pooled Trust (the Fund). Investor participants own units of the Fund, receive quarterly account statements, and have online access to monthly performance reporting. The minimum initial investment is \$25,000, and the minimum for deposits thereafter is \$2,000. There are no charges for withdrawals, or opening or closing an account.

THIS IS NEITHER AN OFFER TO SELL NOR A SOLICITATION OF AN OFFER TO BUY THE SECURITIES DESCRIBED HEREIN. AN OFFERING IS MADE ONLY BY THE CONFIDENTIAL DISCLOSURE STATEMENT, which contains details about risks, underlying investments and administration. The Confidential Disclosure Statement is available to representatives of eligible organizations by calling the ELCA Foundation at 800-638-3522.

For more information contact: Christina Jackson-Skelton, President and CEO, ELCA Foundation
Annette C. Shoemaker, Executive Vice President, ELCA Foundation
Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago IL 60631-4101
800-638-3522 • fax 773-380-2280

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Capital Markets Commentary (as of March 31, 2019)

Capital Markets Overview

The S&P 500 began 2019 with its best quarter since 2009 and its best start to a year since 1998. This followed its worst quarter since 2011, and in December, its worst month since February 2009. From its trough close on Christmas Eve of 2,351, the index has rallied more than 20% as of March 29th, just a mere 3.4% below its all-time high.

Domestic Equity Markets

US equities rose in the first quarter, as the S&P 500 gained +13.65% and all of the 11 sectors finished in the black. Technology led once again, gaining +19.86%. Other outperformers included Real Estate and Industrials, which were up 17.55% and 17.20%, respectively. Healthcare was the biggest laggard, only gaining +6.66%; it was joined by financials, which only added 8.56%.

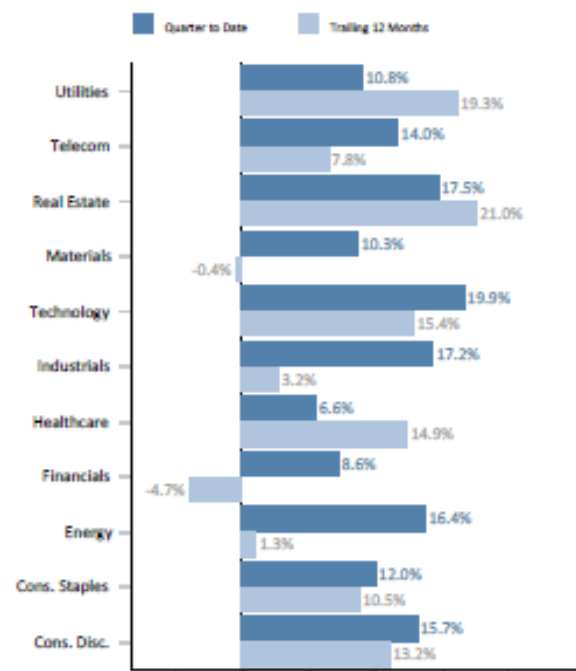
International Equity Markets

International equities showed a similar rebound as US equities, though remain under pressure as investors weigh weakening economic data in Europe. The MSCI EAFE index added +10.13% for US-currency investors. The MSCI Europe index gained +11.00% for US-currency investors while the MSCI Japan rose +7.28%. The MSCI Emerging Markets index gained +9.95% for US-currency investors.

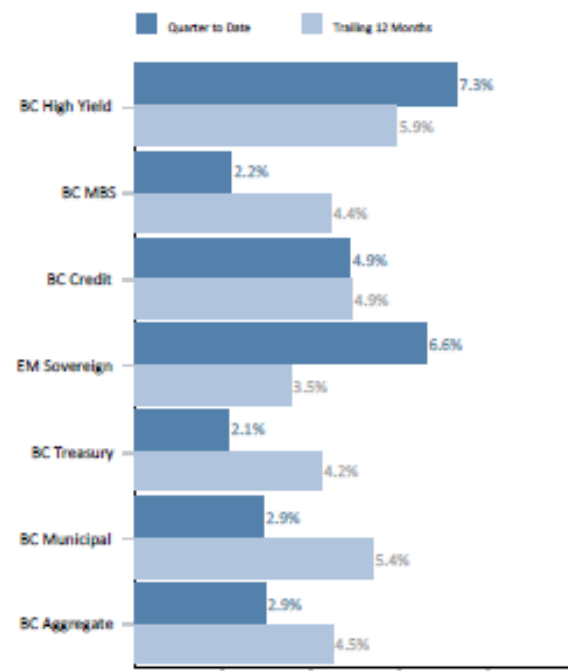
Fixed Income Markets

The bond market posted gains in the first quarter as the Federal Reserve's dovish pivot sent bond yields lower. The Bloomberg Barclays Aggregate Bond index rose +2.94%. Interest rates fell during the quarter, as the yield on the 10-year US Treasury note dropped to a quarter-end 2.41%, down from 2.68%. Riskier parts of the bond market performed well in the first quarter as the Bloomberg Barclays High Yield index gained +7.26%.

S&P 500 Sector Performance



Bond Market Performance



Sources: FactSet, Morgan Stanley Wealth Management GIC.

The underlying data has been obtained from sources believed to be reliable but no guarantee is made to their accuracy and any such information may be incomplete or condensed. Past performance is no guarantee of future results. This evaluation is for informational purposes only. Also note, investors cannot invest directly in an index.

North/West Lower Michigan Synod Proposed Budget 2020-21 Fiscal Year End 31-Jan-21				Budget Approved by the 2017 Synod Assembly	Budget Approved by the 2018 Synod Assembly; Revised by Synod Council	Budget Proposed to the 2019 Synod Assembly	1
		YE 1/31/2018	YE 1/31/2019	YE 1/31/2019	YE 1/31/2020	YE 1/31/2021	2
		2017-18 Two Years Ago ACTUAL	2018-19 Past Year ACTUAL	2018-19 Past Year BUDGET	2019-20 Current Year BUDGET	2020-21 Next Year Proposed BUDGET	3
3	REVENUE						
4	Mission Support	a 1,390,894	1,384,971	1,671,727	1,425,435	1,460,375	4
5	Living Stones Initiative	b -	-	-	10,000	50,000	5
6	Committee Revenue	c 15,000	30,193	15,000	15,000	15,000	6
7	ELCA Pooled Trust Dividend (General Fund only)	19,987	(28,046)	19,000	19,000	19,000	7
8	Grant Revenue	d 22,586	18,120	20,000	25,000	25,000	8
9	Interest Income (General Fund only)	193	-	150	150	150	9
10	Registration Fees - Leadership Events	e 9,220	-	4,000	5,300	5,300	10
11	Registration Fees - Synod Assembly	f 49,150	53,746	50,000	50,000	50,000	11
12	Synodwide Revenue - Special Gifts	g 3,990	13,722	4,000	15,000	18,000	12
13	Synodwide Revenue - General Events	h -	-	1,000	1,000	1,000	13
14	Other Income	-	1,495	-	-	-	14
15	Restricted Contributions	10,038	-	-	-	-	15
16	Net Assets Released from Restricted Funds	i 7,546	82,622	77,000	77,000	76,729	16
17	Closed Congregation Income	-	30,000	-	-	-	17
18	Total Revenue	1,528,603	1,586,823	1,861,877	1,642,885	1,720,554	18
19	a - 50.00% of Mission Support allocated to ELCA Churchwide; 2019 Budget revised to project 2.9% over 2018 Actual; 2.5% growth projected for 2020-21 Budget						
20	b - new synod initiative - planned for 100 donors at \$500/yr for three years starting 2H19						
21	c - includes registration and other Committee/Table income (ELMM, FCTE, etc.) to offset aligned expenses (lines 39-51)						
22	d - includes grant income received by Tables/Committees (DEM, Campus Ministry, etc.) to offset aligned expenses (lines 39-51)						
23	e - includes registration income for Leadership events; related expenses are aligned to the Ministry Table (line 44)						
24	f - includes registration income for Synod Assembly; related expenses are reported in line 64						
25	g - includes general synod-wide special gifts						
26	h - includes general synodwide event income (i.e., Walking Together, Learning with the Bishop, etc.)						
27	i - includes assets released and transferred from reserved funds (restricted/unrestricted) to cover planned ministry expenses						
28	EXPENSES						
29	ELCA Agencies and Organizations						
30	ELCA Churchwide Mission Support	a 695,447	693,996	835,863	712,717	730,188	30
31	Capital University and Wittenberg University	3,000	-	-	-	-	31
32	Living Water Ministries	40,000	43,000	43,000	40,000	40,000	32
33	Samaritas (formerly Lutheran Social Services of MI; LSSM)	3,000	3,000	3,000	3,000	3,000	33
34	Region 6 Support (includes archives)	4,847	4,800	3,000	4,850	5,000	34
35	Trinity Lutheran Seminary	j 25,000	30,000	30,000	20,000	20,000	35
36	Subtotal - ELCA Agencies and Organizations	771,294	774,796	914,863	780,567	798,188	36
37	j - enrollment is significantly lower than past years; notification of lower support acknowledged						

		2017-18 Two Years Ago ACTUAL	2018-19 Past Year ACTUAL	2018-19 Past Year BUDGET	2019-20 Current Year BUDGET	2020-21 Next Year Proposed BUDGET	
38	Committees						38
39	Faith Formation Table <i>(formerly Christian Education)</i>	110	42	500	500	500	39
40	Publically Engaged Church Table <i>(formerly Church in Society)</i>	23,550	19,471	19,000	15,000	15,000	40
41	Equipping Leaders for Mission & Ministry (ELMM) <i>k</i>	-	-	-	6,000	7,200	41
42	Mission Support Table <i>(formerly Financial Support)</i>	205	4,023	2,000	500	500	42
43	Global Missions Committee <i>l</i>	9,265	9,805	9,000	10,000	10,000	43
44	Ministry Table <i>m</i>	35,543	29,322	30,000	5,000	5,000	44
45	Candidacy Committee <i>n</i>	-	-	-	18,000	18,000	45
46	Multi-Cultural Ministry Table <i>(includes Anti-Racism Committee)</i> <i>o</i>	74	1,555	2,000	-	500	46
47	New & Renewing Congregations Mission Table <i>p</i>	51,740	45,644	52,100	48,000	48,000	47
48	NWLM Synod Campus Ministry Grant Program	57,190	56,130	45,000	55,000	55,000	48
49	Worship Committee	562	337	2,750	2,500	2,500	49
50	Youth Committee	1,849	2,293	1,500	3,000	7,000	50
51	Communication Committee	1,668	-	-	-	-	51
52	Subtotal - Committees	181,756	168,622	163,850	163,500	169,200	52
53	<i>k - revitalized program for lay leadership training in 2018</i>						53
54	<i>l - includes Global Mission Partner support/activities; support is also provided from the Honduras Fund (restricted fund - line 16)</i>						54
55	<i>m - includes First Call; Interim/Supply Ministry; SAM; Response Team, etc.; some expenses covered by registrations (line 6) and restricted funds (line 16)</i>						55
56	<i>n - new line item in 2019 to track Candidacy expenses (formerly included in Ministry Table)</i>						56
57	<i>o - includes Table/Committee meetings and events; support also available from Anti-Racism Fund (restricted fund - line 16)</i>						57
58	<i>p - formerly Outreach Committee; combines previous New & Redeveloping Congregation Table & Witness Committee; includes meetings, scholarships, congregation grants, etc.; also supported by restricted funds (line 16)</i>						58
59							59
60	Synod Ministries						60
61	Closed Congregation Expense	-	20,475	-	-	-	61
62	Leadership Events Expense	-	-	-	5,300	5,300	62
63	Synod Events Expense	-	-	-	1,000	1,000	63
64	Synod Assembly Expense <i>q</i>	43,364	62,464	55,000	50,000	50,000	64
65	Synod Council Expense <i>r</i>	4,388	3,078	5,000	5,000	5,000	65
66	Subtotal - Synod Ministries	47,752	86,017	60,000	61,300	61,300	66
67	<i>q - includes materials, technology, meeting space, meals, lodging, speakers, guests, etc.</i>						67
68	<i>r - includes supplies, meals, travel to Synod Council meetings, retreats, training, other synod events, Churchwide Assembly expenses, etc.</i>						68
69	Staff Salaries and Benefits						69
70	Salaries - Administrative Support Staff	58,920	49,910	68,000	52,500	53,550	70
71	Salaries and Housing Allowances - Called Staff <i>s</i>	208,386	226,567	251,418	255,000	260,100	71
72	Salaries - Deployed Staff <i>t</i>	38,517	33,049	55,754	34,000	34,680	72
73	Social Security Allowance <i>u</i>	21,493	20,524	29,165	25,600	26,200	73
74	Payroll Taxes (FICA)	7,853	6,217	12,375	6,617	6,750	74
75	Health Insurance, Disability, Pension <i>v</i>	97,718	104,425	133,154	120,000	125,887	75
76	Continuing Education <i>w</i>	1,088	6,995	3,374	4,000	4,000	76
77	Other Insurance <i>x</i>	8,890	9,617	5,623	12,600	13,000	77
78	Subtotal - Staff Salaries and Benefits	442,866	457,304	558,863	510,317	524,167	78
79	<i>s - includes Bishop and Assistants; transition to a third full-time Assistant to the Bishop - 75% in 2017; 100% in 2018</i>						79
80	<i>t - includes ELMM Administrator, Driver for the Bishop and Synod Communicator</i>						80
81	<i>u - includes Social Security offset for DEM; increased benefits based on adding a third full-time Assistant to the Bishop</i>						81
82	<i>v - includes Portico benefit offset for DEM in 2019; increased benefits based on adding a third full-time Assistant to the Bishop</i>						82
83	<i>w - expenses higher in 2018 due to sabbaticals (based on accrual of funds over three years)</i>						83
84	<i>x - health reimbursement for synod staff; risk insurance; worker's compensation, etc.</i>						84

		2017-18 Two Years Ago ACTUAL	2018-19 Past Year ACTUAL	2018-19 Past Year BUDGET	2019-20 Current Year BUDGET	2020-21 Next Year Proposed BUDGET	
85	Administration						85
86	Bishop's Discretionary Fund	2,926	1,273	4,000	2,500	2,500	86
87	Capital Equipment Purchases	5,866	-	-	-	-	87
88	Insurance - Operating Expense	10,502	10,737	9,500	11,000	12,000	88
89	Building Lease (Synod Offices)	16,800	16,800	16,800	16,800	16,800	89
90	Office Equipment - Maintenance <i>y</i>	6,006	5,851	10,000	4,000	4,500	90
91	Office Supplies	8,425	10,513	9,000	10,500	11,000	91
92	Postage	3,361	2,336	3,000	2,400	2,400	92
93	Professional Fees - Legal/Auditor <i>z</i>	27,135	23,475	24,000	28,000	26,000	93
94	Phone	8,247	8,813	9,000	9,000	9,000	94
95	Travel - Staff (professional rate)	31,658	34,766	45,000	38,000	40,000	95
96	Website/Communication Technology/Network <i>y</i>	4,578	6,761	4,000	5,000	6,000	96
97	Subtotal - Administration	125,503	121,325	134,300	127,200	130,200	97
98	<i>y - includes computers, phones, printer, server, WIFI, etc. for the staff offices</i>						98
99	<i>z - includes fees for the Synod Attorney and Synod Auditors; transition to new financial reporting standards in 2019</i>						99
		2017-18 Two Years Ago ACTUAL	2018-19 Past Year ACTUAL	2018-19 Past Year BUDGET	2019-20 Current Year BUDGET	2020-21 Next Year Proposed BUDGET	
100	Depreciation						100
101	Depreciation <i>aa</i>	21,309	22,372	25,000	25,000	25,000	101
102	<i>aa - includes depreciation of synod vehicles, office equipment, copier, furnishings, etc.</i>						102
103	Total All Expenses	1,590,480	1,630,436	1,856,876	1,667,884	1,708,055	103
104	Net Income/Loss	(61,876)	(43,613)	5,001	(24,999)	12,499	104
105	Capital Purchases <i>bb</i>	-	(3,803)	(30,000)	-	(37,500)	105
106	Add Back Depreciation - Non Cash Exp.	21,309	22,372	25,000	25,000	25,000	106
107	<i>bb - includes purchase of synod vehicles, office equipment, etc. Planning for 2 synod vehicles and an office copier in 2020.</i>						107
108	Modified Net Income/Loss	(40,567)	(25,044)	-	-	-	108

NORTH/WEST Lower Michigan Synod

Narrative/Missional Budget for 2020 \$1,708,054



Proclaim Christ and Prayerfully Participate In Christ's



Own Work - \$325,310

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 - \$343,410

Fostering renewal in congregations through faith formation training, outreach, stewardship, visioning, cooperative ministry, community collaboration, and care of congregations

REACH UP

REACH IN

REACH OUT



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 - \$366,810



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,

Call Process, Continuing Education, Bishop teaching, Trinity Seminary, Anti-Racism

Strengthening Connections - \$353,490

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, Global Missions, Communication, Cooperative Ministry, Samaritas, Joint Leadership Events, Advocacy in the Public Square, Synod Council, ELCA Mission Support



Administration - \$319,034

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.

Synod Staff Compensation Overview

(status as of April 2019)

Called Staff Resources

Position	Status
Bishop	Full-time
Assistant to the Bishop for Congregational & Leadership Excellence	Part-time (70%)
Assistant to the Bishop for Synod Life	Full-time
Assistant to the Bishop & Director for Evangelical Mission (DEM)	Full-time *

Total Annual Called Staff Salaries (Salary + Housing + Soc. Sec. Allowance) \$329,698

(includes DEM Salary and Housing paid by the ELCA Churchwide Organization; does not include Benefits)

Administrative Support Staff Resources

Position	Status **
Executive Assistant to the Bishop (10 hrs/wk)	Part-time
Financial Administrator (15 hrs/wk)	Part-time
Office Administrative Assistant (28 hrs/wk)	Part-time

Total Annual Administrative Support Staff Salaries \$49,863

(Does not include Benefits)

Deployed Staff Resources

Position	Status **
Equipping Leaders for Mission & Ministry Administrator (12 hrs/wk)	Part-time
Driver for the Bishop (35 hrs/wk)	Part-time
Synod Communications Director (20 hrs/wk)	Part-time

Total Annual Deployed Staff Salaries \$57,855

(Does not include Benefits)

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

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