

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 2021 Synod Assembly which will take place virtually via ZOOM from 8am to 4pm on Saturday, May 15, 2021.

Ms. Christine E. Allen, Secretary

Rules of Organization and Procedure	A2-A3
Synod Assembly Committees	A4
Agenda	A5-A6
Churchwide Representative Information	A7

Rules of Organization and Procedure for the 2021 North/West Lower Michigan Synod Assembly

The Synod Council recommends adoption of the following Rules of Organization and Procedure for the 2021 North/West Lower Michigan Synod Assembly:

General Elections / Voting

- A. The 2021 Synod Assembly will take place using Zoom technology. Participants will access the meeting via a link which will be provided prior to the start of the meeting using their personal smartphone, Tablet, or computer.
- B. 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.”]

- C. All voting shall be by electronic ballot using VeVox technology (once credentials are established). Voting members will access their ballots via a URL address which will be provided prior to the meeting for use on a personal smartphone, Tablet, or computer. It is recommended that the device used for voting is different than the device used to access the Zoom meeting.
- D. Technology and voting orientation sessions will take place by Zoom prior to the assembly to allow time for voting members to learn about how to attend, participate in, and vote during the Synod Assembly.

Debate

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

Voice & Voting Privileges

- F. 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.”]

- G. 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.”]

- H. 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.”]

Budget & Resolutions

- I. Pre-Assembly Discussion Sessions will take place by Zoom prior to the assembly to allow time for review of budget information and proposed resolutions followed by discussion and questions.
- J. As per S11.01.A21, all resolutions for consideration during the Synod Assembly were required to be submitted to the chair of the Resolutions Committee by April 7, 2021 for inclusion in the pre-Assembly packet. There will be no resolutions submitted during the 2021 Synod Assembly.

[Synod Constitution Reference - S11.01.A21: “Due to the assembly restrictions imposed by the Covid-19 pandemic, protocols for the presentation and consideration of resolutions and churchwide memorials presented to the Resolutions Committee for the 2021 Synod Assembly only are:

1. All resolutions and churchwide memorials shall be submitted to the chair of the Resolutions Committee by April 7, 2021.
2. All resolutions and churchwide memorials shall be included in the pre-Assembly packet. No additional resolutions or churchwide memorials will be considered during the 2021 Synod Assembly.
3. Prior to the 2021 Synod Assembly, ZOOM meetings shall be scheduled during which resolutions and churchwide memorials, correctly submitted for consideration by the 2021 Synod Assembly, will be discussed.”]

- K. Resolutions submitted in advance of the synod assembly by the stated deadline 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.”]

2021 Synod Assembly Committees

Synod Assembly Manager

Chelsey Satterlee, Director of Communications

Credentials Committee

Pastor Kjersten Sullivan

Others as assigned

Elections Committee

Pastor Christina Bright, Chair

Others as assigned

Nominations Committee

Pastor Jessica Hahn (Trinity, Hillsdale), chair

Pastor Clay Bates (Peace, Holland)

Ms. Sandy Schlesinger (Trinity, Midland)

Ms. Linda Wicander (Immanuel, Mt Pleasant)

Reference and Resolutions Committee

Pastor Betsy Kamphuis (St Paul, Greenville), Chair

Resolutions Committee

Pastor Justin Walker (Christ, Wyoming), Chair

Ms. Christine Allen

Pastor Betsy Kamphuis (St Paul, Greenville)

Ms. Sandy Schlesinger

Pastor Dennis Smith (retired)

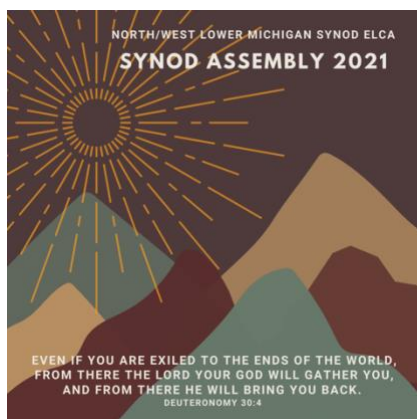
Synod Assembly Report Booklet

Rebecca Bossenbroek, Director of Finance

Technology Team

Mr. Rich Weingartner (Faith, Okemos)

Others as assigned



North/West Lower Michigan Synod ELCA

2021 Synod Assembly Agenda

May 15, 2021

PRE-ASSEMBLY MEETINGS AND FORUMS	
May 4, 6-8pm	Resolutions Discussion Session
May 5, 6-8pm	Budget Discussion Session
May 11-13, 6-7pm	Technology Orientations
Date & Time TBD	Credentials Committee
Date & Time TBD	Elections Committee
Date & Time TBD	Reference and Resolutions Committee
May 14, 11-4pm	Assembly Rehearsal
SATURDAY, MAY 15, 2021	
8:00 AM	Technology Help Desks Open
8:00 AM	Zoom Call Opens - Voting Member Check-in Pre-Assembly Show
9:00 AM	Zoom Call Closes for Credentials Committee
9:00 AM	Welcome and Call to Order <ul style="list-style-type: none"> Opening of the Assembly
	General Announcements
	Orientation to Voting
9:30 AM	Credentials Committee Report

	Adoption of Assembly Procedures
	Adoption of Assembly Agenda
	Synod Council Action item – Constitution & Bylaw Amendments
	Report of the Vice President <ul style="list-style-type: none"> • Presentation of 2022 Compensation Guidelines • Adoption of 2022 Compensation Guidelines
10:30 AM	Break
10:45 AM	Nominations Committee Report
	First Ballot for General Elections
	Announcements Prayer
11:40 AM	Lunch Break
12:10 PM	Call to Order
	Second Ballot for General Elections
	Report of the Bishop
	Report of the Treasurer <ul style="list-style-type: none"> • Presentation of the 2022-23 Budget • Adoption of them 2022-23 Budget
1:30 PM	Report of the Reference & Resolution Committee <ul style="list-style-type: none"> • Resolution A: Environment/Plastics • Resolution B: Environment/Climate Change
2:30 PM	Break
2:45 PM	ELCA Churchwide and Church Council Reports
	Unfinished Business Announcements
3:30 PM	Closing of the Assembly

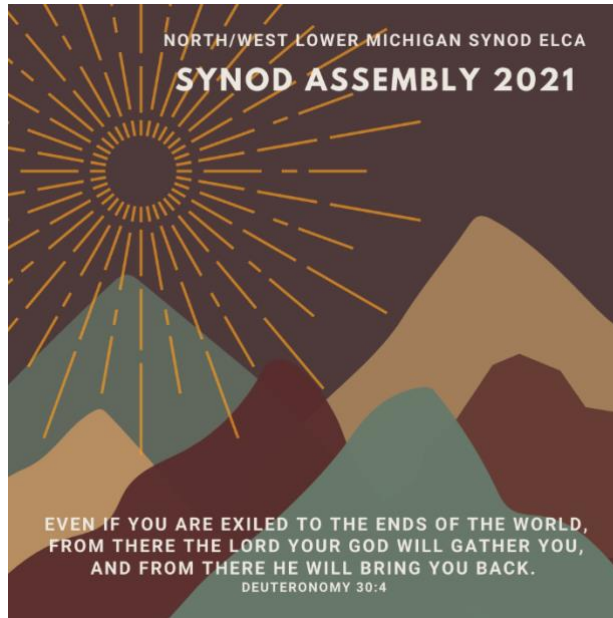


Jodi Slattery

Executive for Governance

Evangelical Lutheran Church in America

Jodi Slattery serves as the Executive for Governance in the ELCA. In this role, she works directly with Presiding Bishop Elizabeth Eaton in preparing the agendas for the ELCA Church Council and Churchwide Assembly. She also shares leadership responsibilities for staff services and facilitates preparation of public documents on behalf of the presiding bishop. Previously, Ms. Slattery served as the Director for Grassroots Advocacy and Communication in the ELCA Washington Office. Prior to her time in Washington, D.C., she served as the Communications Director at Southeastern Iowa Synod, Iowa City, Iowa.



Section B – Staff and Officer Reports

Greeting from Presiding Bishop Eaton	B2
Report of the Bishop	B3-B15
Indeed, Bishop Satterlee is Legally Blind	B16-B17
Roster Changes	B18-B21
Membership and Average Worship Attendance Comparison (2018-2020)	B22-B24
Report of the Vice President	B25-B27
Synod Council Roster	B28-B29
Summary of Executive Committee and Synod Council Actions	B30-B46
Anniversary Recognitions	B47



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

"For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope" (Jeremiah 29:11).

We've learned over the past year how resilient we are as church and as people of God. It's been a time of pain, loss, injustice and uncertainty. It has also been a time of learning, listening and trying new things — stepping out of our comfort zones and into a more digital world. This church persevered in so many ways.

The churchwide organization has been working alongside all expressions and ministries of the ELCA and our partners to provide resources, share stories, engage members and keep our programs alive as we've shifted our focus to responding to the pandemic.

For the generosity of this church through its COVID-19 Response Fund, for the remarkable ways in which we connected to one another, and for the innovative approaches so many of you took to engaging your communities in the gospel, I want to say thank you. Thank you for your ingenuity, and for knowing that God has a plan for us and it's one filled with hope.

As we look to the future, I invite you to dream with me for a moment.

Imagine more people knowing Jesus. Imagine creating communities of love and justice online and in real life. Imagine our online communities and pews filled with new, young and diverse members. Imagine spending more of your time collaborating with others to have a bigger impact in our neighborhoods and in the world.

That is the future I want to build with you. We've all experienced God's ability to see us through challenging times and through new seasons of life. This is an invitation to be part of something that God is doing with and through us. There's never been a better moment to share the way of Jesus and introduce more people to community, justice and love.

In peace,

Elizabeth A. Eaton
Presiding Bishop



Report of the Bishop
North/West Lower Michigan Synod
ELCA
2021 Synod Assembly



THE REV. CRAIG ALAN SATTERLEE, PH.D., BISHOP

God's promise in Deuteronomy 30:4 is absolute. Even if we are exiled to the ends of the world, God will gather us and bring us back. God declares an event that will assuredly take place. God's promise evokes Isaiah's vision of the mountain where the Lord of hosts will prepare for all peoples a feast of rich food and well-aged wine and will swallow up death forever (Isaiah 25:6-9). Perhaps we remember Revelation's vision (21:24-27) of the new Jerusalem, a city with gates that are never shut into which all the glory and honor of the nations are brought. And as we gather virtually just before the Seventh Sunday of Easter, we recall Jesus' promise, "And I, when I am lifted up from the earth, will draw all people to myself" (John 12:32). We give thanks Jesus has gathered us and all creation even from death, we participate in the way Jesus is gathering the most vulnerable to himself in this life, and, with patient and confident hope, we wait for the day when Jesus will gather us again as congregations and Synod.

As part of preparing this report, I reviewed my report to the 2019 assembly. It contains information that continues to be pertinent today. Rather than repeating that information here, I invite you to revisit my report to the 2019 assembly. In retrospect, it is obvious to me that I attempted to pass on my best wisdom in the event that report turned out to be my "farewell address." This year, I hope a relatively brief assembly invites a relatively brief written report.

It is now an established fact that, in actuality, this Report of the Bishop is an anthology. I thank my collaborators in the writing and editing of this report—Pastors Rosanne Anderson, and David Sprang, 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 pre-assembly book's editor, Ms. Rebecca Bossenbroek.

ASSEMBLY QUICK Q&A

Q: Why are we having an assembly?

A: We are holding 28 elections: Synod Council, Consultation Committee, Discipline Committee, and voting members to the 2022 ELCA Churchwide Assembly. The ELCA constitution requires that voting members to a Churchwide Assembly be elected by a Synod Assembly.

Q: Why are we having a virtual assembly?

A: It is not yet time for us to gather together in person. As I write this on April 3, 2021, the Michigan State Health Department reported 8,413 new COVID-19 cases, which is the highest daily case count Michigan has reported since December 2020. Health experts are expecting the number of cases to continue to rise in the coming weeks and so we are prioritizing the health and safety of our voting members by meeting virtually.

Q: Why are we having a “business only” assembly?

A: The assembly is limited to six hours, which is a long time to sit in front of a computer on Zoom. To meet this timeframe, we will receive reports, hold elections, consider resolutions, and vote on a budget. Pre-assembly discussion sessions provide opportunity for discussion on the budget and resolutions.

Q: Why is there a charge for the assembly?

A: The registration fee is set to cover the costs of the assembly, including production assistance and voting software.

Q: Where can I find information about this assembly?

A: All relevant information about our Synod Assembly, including important documents and Tech Help Desk information can be found on the Assembly page of the Synod website: <https://mittensynod.org/events/assembly>

Q: Who is our ELCA Churchwide representative?

A: I am delighted to welcome to our assembly **Ms. Jodi Slattery**, who serves as Executive for Governance at the ELCA Churchwide Organization. Ms. Slattery has come to know the North/West Lower Michigan Synod through her leadership of the ELCA COVID-19 Grant Program. In partnership with the ELCA Churchwide Organization, our Synod distributed \$55,000 through 24 congregations to provide food and shelter throughout the pandemic. Pastor David Sprang estimates that this grant program directly touches the lives of 2100 Michiganders each week.

Q: Will there be a Synod Assembly offering?

A: Since our assembly will not include a worship service, and therefore no designated offering, we offer a few giving suggestions for congregations who desire to make a contribution in lieu of the traditional Synod Assembly offering:

Living Stones Initiative - This giving campaign was announced to the 2019 Synod Assembly as a means for those committed to, and appreciative of, synodical ministry to support the Synod's operational budget in fiscal years ending 1/31/21, 1/31/22 and 1/31/23. Just as some give directly to Living Water Ministries, Samaritas, etc., Living Stones is a way to give directly to the North/West Lower Michigan Synod.

Seminary Debt Reduction Fund - This fund provides \$2,000 grants to pastors and deacons within their first 15 years of ministry who are carrying student loan debt after seminary graduation. We were able to assist three of six applicants with the gifts received during 2020.

Synod Disaster Relief Fund - This fund was instrumental in providing assistance to those affected by the flooding in the Midland area last year. It is the fund through which COVID-19 grants from churchwide are channeled to provide assistance to congregations engaging with their communities to assist those most affected by the pandemic.

Ways to Give: (1) Make checks payable to North/West Lower Michigan Synod and indicate your designation/s on the memo line and/or on an enclosure. Mail checks to 2900 N Waverly Rd, Lansing MI 48906; (2) Make a contribution online.

Visit www.mittensynod.org and click on DONATE and then GIVE. You will find a list of funds to which you may contribute, including those mentioned above.

We extend heartfelt thanks to congregations and individuals who have already contributed to these ministries, many of whom continue to do so on a monthly basis. Your faithful generosity is crucial to the ministry we do together to make a difference in the lives of others for the sake of Christ.

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

Pastors Rosanne Anderson, David Sprang, and I take turns providing a recorded sermon, which is made available to congregations in our Synod. Our intention is to give pastors a respite and to continue to connect with congregations as we proclaim the gospel of Jesus Christ. Currently, 50 congregations have registered to receive the video sermons each week.

The Synod has also produced complete services for congregational use, including daily sermons for Holy Week 2020, an Easter Vigil, Pentecost Hymn Sing, All Saints' Day Prayer Service, Christmas Lessons and Carols, and a service for the Second Sunday of Easter. We are grateful for the choirs and musicians in congregations who partnered with us on these services and for the video production and editing done by Ms. Chelsey Satterlee, Director of Communications.

When I became bishop in 2013, I was told of the Synod's desire that the bishop (and assistants) be in congregations on Sundays. We take this desire very seriously and have missed being among you. All three of us name preaching as the most important and life-giving part of our work. As we move toward returning to outdoor worship later this summer and, hopefully, in-person worship in the fall, we look for guidance as to whether our being in congregations each week continues to be a priority. In terms of returning to in-person worship during this pandemic, I remain the most conservative pastor in our Synod because I am aware that what Pastor David, Pastor Roseanne, and I do sets expectations for others.

RENEWING CONGREGATIONS

CALL PROCESS: When I wrote this report for the 2019 Synod Assembly, 11 congregations were engaged in the call process. In the intervening two years, we achieved a period of time during which no congregation was seeking a pastor. Currently, one congregation is seeking a part-time pastor and a handful of pastors are interested in a change of call to targeted locations within the Synod. I expect this stability to end with the conclusion of the pandemic. Conflict between some of our pastors and their congregations developed during the pandemic and in some cases, long-smoldering disagreements reignited. After pastors and parishioners have experienced each other vulnerable and not at their best, there may not be a way for the pastoral relationship to regain equilibrium. I expect both rostered ministers and congregations to address conflicts and concerns appropriately before entering into a call process.

Matching the best pastor or deacon with the right congregation is key to renewing congregations. We therefore seek a call process that is thoughtful, prayerful, transparent, and deliberate. You can read the call process manual [here](#). We will continue to meet with call committees via Zoom because this allows us to be a consistent partner. I am profoundly grateful to retired pastors who serve as interim and stated supply, giving congregations the time that they need to carefully and prayerfully call their next pastor.

TEACHING: The pandemic both afforded and necessitated an increase in opportunities for online classes for congregational leaders. In Spring 2020, we offered virtual forums and classes with information on the COVID-19 pandemic, guidelines for re-opening church buildings, and Crisis Stress Briefings. In Summer 2020, we offered virtual seminars on Racial Justice and presentations on Virtual Sunday School. In Fall 2020, we offered virtual forums on Voter Education, “Growing Young”, and Grief and Congregational Systems. In Winter 2020 and the beginning of 2021, we offered virtual book studies on Racial Justice. On the recommendation of the Synod’s Conference Deans, we are currently on break from learning events.

EQUIPPING LEADERS FOR MISSION AND MINISTRY (ELMM): LIVING STONES INITIATIVE: 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. ELMM successfully migrated to a Zoom format, which allows for more teaching time because people do not need to travel. ELMM is exploring other tracks for congregational leaders. We hope to offer a course in pastoral care especially for small congregations that rely and supply pastors.

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 Synod continues to benefit from training provided through the churchwide organization. In Fall 2020, several leaders from our Synod participated in an ELCA conference entitled “Growing Young.” Afterwards, Pastor Sprang arranged for a follow-up Zoom presentation for our Synod. In November 2020, two youth and an adult leader participated in the ELCA National Youth Leadership Summit held via. Synod youth participate periodically in hang-out sessions via Zoom. Pastor Dan Schewe (Trinity/Grand Rapids) serves as our Synod Coordinator for the 2022 ELCA National Youth Gathering, which will be held in Minneapolis.

PASTORAL CARE: As has become our practice, Ann Stavros compiled the parochial reports (Forms A and C) congregations are required to complete annually to compare congregational membership and worship attendance from 2018 to 2020. 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. Rather, 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.

I am inspired by and grateful for the congregations and leaders that have been faithful, steadfast, patient, and creative during the pandemic. We have seen congregations such as these grow stronger. As pastors and deacons often respond to those who are struggling, so the Synod Staff is most often involved with congregations struggling with health and viability.

The COVID-19 pandemic necessitated that the Synod provide guidance on topics including congregations returning to in-person worship and community, conducting remote meetings, and so-called “virtual communion.” COVID-19 also presented a new “pastoral care” issue as pastors (often with underlying conditions) and councils (often 2-3 members) could not find common ground on protocols for the congregation. I (often accompanied by Pastor Anderson) attended council meetings via Zoom to try and help them find a way forward together. Three pastors resigned over this issue. My weekly “Take One” Video for March 15, 2021 focused on the topic of bullying. While I cited my own experience, I made the video in response to emotional calls from pastors who had borne all the bullying they could take. The video stimulated a great deal of conversation as both pastors and lay people reached out to me to share their support of my ministry and relayed their own stories of being bullied. Constitutionally, it is the responsibility of the congregation council to discipline members who act in ways inconsistent with the gospel, even toward their pastor. The Bishop is available to provide advice and counsel.

In addition to helping negotiate congregational conflicts, which increased during the pandemic, our pastoral care of congregations 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.**

SUSTAINABILITY: In 2019, I reported that one model projects that 40% of ELCA congregations will complete their ministry by 2040. COVID-19 accelerates unviable and at-risk congregations on this trajectory. Fear that congregations will not “survive” causes some to engage in at-risk behavior, so members do not go elsewhere. Others attempt to reduce expenses, chief of which is the pastor. There is often an underlying COVID-19 related issue. In these circumstances, I am laying out the process for ending a pastoral relationship and apprising congregation leaders of the realities of relying on supply pastors, particularly in a pandemic. I do not expect all our congregations will emerge from the pandemic. Neither the Synod nor the bishop has decision-making power in determining what will happen to congregations that are not sustainable. Nor does the Synod and bishop have the responsibility and resources to prolong a congregation’s life. 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.

PARTNERSHIP: To succeed, partnerships must be about more than survival and 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. We suggest, in normal times, if congregations can (a) worship together, (b) study together, (c) fellowship together, and (d) serve the community together, all in a six-month period, they can potentially partner. As congregations consider partnering, Pastor Sprang has provided resources on Cooperative Ministry, which are available on the Synod website: <https://www.mittensynod.org/mission/cooperative-ministry/>

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 begin conversations about partnership by asking congregations what they are willing to “give up” for the sake of mission and the gospel. Typically, the “sticking point” is worship time.

I expect many congregations will choose completing their ministry over partnering, trusting that their congregation will be there for as long as they need it. We have learned that, by the time some congregations seek partnership, they have declined to a point that, regrettably, they are no longer a viable partner. Timing in these matters is critical. It is better to partner when congregations have something to bring to the table.

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). Saint John’s/Saginaw held their last worship service on All Saints’ Sunday, November 1, 2020. We commend this congregation to God’s care as we thank the people of Saint John’s for their faith and service.

MISSION/COMMUNITY ENGAGEMENT: As I compiled this report, I rejoiced that the North/West Lower Michigan Synod continues to grow as a publicly engaged church. Thank you for your care, courage, compassion, and commitment.

COVID-19 GRANTS: The ELCA awarded our Synod \$62,000 in COVID-19 assistance grants. Our Synod awarded these funds to 24 congregations who used them to provide food and shelter in their communities. Using Synod outreach funds, we also established education grants. These grants were awarded to six congregations who partnered with their local school districts to assist with virtual education. We estimate that 2100 lives are touched each week by these grants. I am grateful to Pastor Sprang for his administrative leadership in this effort.

REVIVE: LIVING STONES INITIATIVE: 18 congregations participating in REVIVE, a 2 year-long vitality program developed specifically for our Synod. Since congregation teams cannot meet in person, REVIVE is pivoting to videos that they can use. Examples include videos on “Growing Young” and Outreach to Millennials and Generation X. Videos and resources can be found on the Synod’s website: <https://www.mittensynod.org/mission/revive/>. In Fall 2020, six people completed the ELCA’s Vitality Training, which was held virtually.

DISASTER RESPONSE: Pastor Sprang continues to take the lead in representing the Synod and Lutheran Disaster Response in the Mid-Michigan Flood Recovery. The Synod received \$28,345 in donations to support those affected by the flooding. So far, \$9,425 has been spent on food and building supplies given through our congregations in the five-county area. We are currently investigating the possibility of bringing a virtual Camp Noah for children who are victims of the flooding. We also sent a disaster response gift to the Gulf Coast Synod to help with the winter storms in Texas.

WELCOME: LIVING STONES INITIATIVE: Our Synod makes a renewed commitment to discuss ways to welcome all God’s people.

RACIAL JUSTICE: Under Pastor Anderson’s leadership, we completed our second cohort of Introduction to Social Justice, a six session Zoom course through Justice Leaders Collaborative. We are committed to making racial justice a priority through August 2025. We learned that it is appropriate and helpful to continue to offer this introductory course for pastors and congregational leaders. We also hear that some are ready for a course that moves deeper into racial justice. We recognize that concrete action best takes place on the congregational, rather than the synodical, level. We also seek a broad based “leaven”(Matthew 5:13-16; 13:33) across our Synod, rather than a few people passionate about this issue. Pastor Anderson welcomes your input. I am grateful to Pastor Anderson for leading a weekly book study on racial justice via Zoom for several months.

AMMPARO (ACCOMPANYING MIGRANT MINORS WITH PROTECTION, ADVOCACY, REPRESENTATION, AND OPPORTUNITIES): Pastor Ellen Schoepf serves 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; I will meet with representatives of Lutheran Immigration and Refugee Services (LIRS), which has an office on our territory. As this situation involves children, it especially touches my heart and I regard it as a humanitarian crisis to which the Church must respond. I am grateful for the work being done by Faith/Okemos and congregations and leaders in Jackson and Michigan Center.

OPEN HEARTS, OPEN CHURCH is working with congregations exploring becoming Reconciled in Christ (RAC). As a bishop, I expect and hold our church accountable to respect the four perspectives acknowledged in the ELCA social statement, [*Human Sexuality: Gift and Trust*](#). As one who has had Leviticus 21:17-20 quoted to me as biblical proof that my visual impairment disqualifies me from serving as a pastor (and bishop), I rejoice when congregations find ways to proclaim the LGBTQIA+ Community is not beyond God's grace and has a full share in God's service.

MINISTRY WITH PERSONS WITH DISABILITIES TASK FORCE: We convened the Ministry with Persons with Disabilities Task Force, under the leadership of Pastor Clay Bates, in January 2021. The group completed four weeks of training with All Belong and is now formulating a plan to increase awareness and assist congregations in our Synod.

EMPOWERING LEADERS

RECRUITMENT: LIVING STONES INITIATIVE: 20 candidates for rostered ministry are identified, accompanied, and supported. We rejoice that five people in our Synod are discerning a call to public ministry and whether seek to enter candidacy and attend seminary. Pastor Anderson, Director of Candidacy for our Synod, worked with Directors of Candidacy from the other Region 6 synods (Southeast Michigan, Indiana-Kentucky, Northwest Ohio, Northeast Ohio and Southern Ohio Synods) to plan and present a discernment retreat. This retreat is a yearly event for people who are exploring their vocational call and discerning if God might be calling them to rostered ministry in the ELCA. This year, it was held virtually on March 5-6, 2021.

CANDIDACY: The Conference of Bishops established a first call process in which seminary graduates will ordinarily return to their home synod. Bishops will work together to help seminary graduates address their own needs and desires and the needs of the Church. In synods such as ours, where bishops have not had a major role in candidacy, the bishop will now do so. I have begun "Bishop's interviews" with our 12 candidates.

In previous years, the Southeast Michigan Synod and the North/West Lower Michigan Synod had a joint Candidacy Committee. However, to better facilitate the new first call (assignment) process, Bishop Kreiss and I determined that each synod would have its own Candidacy Committee. Pastor Anderson is overseeing the reorganization of our Synod's Candidacy Committee, which under the leadership of Pastor Haley Vay Beaman, is working well. Pastor Anderson is also spending time securing internships for students attending seminary via distance-learning. We will place three interns beginning Fall 2021.

FIRST CALL: With all of the ELCA bishops, I continue to spend considerable time implementing the new first call (assignment) process. Every newly ordained pastor or deacon in the ELCA is required to participate in First Call Theological Education for the first three years after ordination. It includes continuing education events held in each synod. Our first call pastors participated in the Introduction to Social Justice course and will be participating in a virtual retreat for all first call pastors and deacons in Region 6 on April 26-27, 2021. Pastor Anderson will be assisting with the planning of this event.

CONTINUING EDUCATION ROSTERED MINISTERS & CONGREGATIONAL LEADERS: LIVING STONES INITIATIVE: Rostered and congregational leaders receive increased opportunities for inspiration and continuing education. In addition to the Zoom classes listed above, our Autumn Leadership Event was a two-day conference via Zoom on addressing polarities. 18 leaders attended the online “Ignite the Church” event sponsored by the Florida-Bahamas Synod and recommended by the ELCA. I am grateful to Pastor Anderson for attending with them while Pastor Sprang was away because of the death of his father.

ROSTERED MINISTER INDEBTEDNESS: LIVING STONES INITIATIVE: Rostered ministers are relieved of some measure of educational indebtedness. For the 2021 program year, we were able to award three grants out of the six applications we received. I thank Pastor Jessica Hahn and her team for faithfully carrying out this annual work. I am also grateful to those who support this ministry.

PASTORAL CARE: Our Synod’s Conference Deans hold regular conference meetings via Zoom for conversation, to share ideas, and facilitate support. The Synod Staff attends those meetings when invited and also holds a meeting with the deans every two weeks. We find them to be very helpful and supportive. We have also held a check-in with the Bishop and Holy Week Devotions for all rostered ministers via Zoom.

Pastors, deacons, and their families experience the pandemic, the aftermath of the election, and the siege on the Capitol, like everyone else. Their challenge is to find a safe and appropriate outlet for their feelings and actively minister to people they strongly disagree with or who strongly disagree with them. I am concerned for our Rostered Ministers in light of this added stress.

DISCIPLINE: After more than a year of consultation and writing, the ELCA Committee on Appeals has completed a draft for the revision of *Definitions and Guidelines for Discipline*. The document has been reviewed by the Conference of Bishops, as required by the constitution, and now will be considered for possible approval by the Church Council at its April 2021 meeting. The document may be found [here](#) and the report from the Committee on Appeals concerning its work may be found [here](#).

ROSTER: The report on changes in the roster is appended to this report. I am grateful to Ms. Ann Stavros for assisting me in this work. As the person ultimately responsible for maintaining the roster for our Synod, 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, Ms. 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 our Synod’s 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 our Synod’s email distribution list. It includes longer articles, snapshots of upcoming events, call process updates, and an update on the Synod’s finances. You can subscribe to receive both these resources by entering your email address on 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),¹ is where the Synod Office posts news. The group, North/West Lower Michigan Synod,² 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.

¹ <https://www.facebook.com/MittenSynodELCA/>

² <https://www.facebook.com/groups/70174344761/>

CAMPUS MINISTRY: Each semester, Pastor Sprang convenes 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. In April 2021, Synod Council will consider a proposal to explore campus ministry at Grand Valley State University through Bread of Life/Hudsonville. We thank you for your support of campus ministry both in sending the names of students from your congregations who attend Michigan State University, Kalamazoo College, Western Michigan University, Central Michigan University, and Grand Valley State University, and through Synod Mission Grants.

50TH ANNIVERSARY OF THE ORDINATION OF WOMEN: A committee continues to work on a Gala and festive worship service scheduled for October 2021. A sermon collection written by women clergy for the 2020-21 liturgical year is now available: <https://jubilee504010.wordpress.com/> A video of interviews with women clergy will be forthcoming.

ADMINISTRATION

COMMITTEES: BRIDGEBUILDERS: Pastor Larry Foster informed me of his intention to retire as leader of the Bridgebuilding Team in 2021. Our Synod and, indeed, the entire Church are indebted to Pastor Foster for his leadership. I have given considerable thought to how this vital ministry could evolve. However, before making any decisions, Pastor Anderson and I will engage the members of the team in individual conversations and determine the next chapter in this important ministry.

SYNOD OFFICE: The Synod Staff continues to work from home with a weekly staff meeting via Zoom. Ms. Renee Dixon and Ms. Ann Stavros drop by the office for mail, filing, etc. We will continue this pattern indefinitely. When we do return to offices, our Traverse City desk will relocate to Calvary in Elk Rapids as Samaritas needs the office in its assisted living facility in Acme. We are grateful for their hospitality and for Calvary's welcome.

In the aftermath of the COVID-19 pandemic, the Synod will consider what configuration of office space best serves our mission. Whatever is decided, this will be a gradual process because of the necessity of migrating paper files to electronic files.

SYNOD STAFF: Our Synod Staff experienced a good bit of transition since our 2019 Synod Assembly. We bid farewell and Godspeed to Rev. Dr. Chrysanne Timm and congratulated her on being called as the pastor of Bethany Lutheran and the rector of Saint Christopher Episcopal, both in Northport. Ms. Rebecca Bossenbroek (Equipping Leaders for Mission and Ministry and Director of Finance), Ms. Renee Dixon (Executive Assistant to the Bishop), Ms. Chelsey Satterlee (Director of Communications), and Ms. Ann Stavros (Office Manager) all manage secondary "day jobs," so we introduced flexibility into the workplace even before the pandemic.

When everything shut down in March 2020, Ms. Cathy Satterlee (the Bishop's Driver) was furloughed and Ms. Chelsey Satterlee (Director of Communications) was asked to increase her hours to keep up with communication needs in light of the transition to video communications. I've continued to value conversation with our Synod Attorney, Ms. Dawn Brackmann, when necessary as we have navigated legal issues.

Like every other pastor, Pastor Roseanne Anderson, Pastor David Sprang, and I had to figure out how to do everything new and how to do things together when we could not physically get together. Thankfully, we have a great reservoir of experience, friendship, and trust on which to draw. Following the advice of experts in natural systems theory, we worked with a counselor during the summer of 2019 to process the events of the 2019 Synod Assembly. In February 2020, we spent a week of continuing education at a conference together. Through Zoom and text, we each have an office on the same virtual hall.

I truly miss gathering together at the Synod Office on Wednesdays, especially to worship together and share the Lord's Supper. Even more, I cherish that the staff gathers around a virtual table every Wednesday via Zoom. Meeting in-person means Rebecca and Chelsey cannot be with us, so even after the pandemic I imagine we will end up with a hybrid arrangement. Being a Synod Staff member during a pandemic has turned out to be even more of a team sport. I am grateful and proud to serve this team; God has indeed richly blessed our Synod, congregations, and leaders by their service. I publicly thank them and I daily thank God for them. We will not bring them onto the stage at Assembly, so please offer a word of thanks as you have opportunity.

MISSION SUPPORT: I am grateful that mission support for 2020 was only down 3.9% compared to 2019. In 2020, 41 congregations increased their mission support. We continue to receive gifts from individuals, including a gift of \$4500 to Living Stones. Thank you!

"Even if you are exiled to the ends of the world, from there the Lord your God will gather you, and from there he will bring you back." (Deuteronomy 30:4). Until God gathers us together in health and safety, I am grateful to be gathered with you on Zoom.

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

2019-2021 Roster Change Report

Event	Name	Name	Date	Location
-------	------	------	------	----------

Deaths

	Harold	Uhl	8/6/2019	Retired
	John	Thorson	9/22/2019	Retired
	James	Helman	12/11/2019	Retired
	Raymond	Orth	3/7/2020	Retired
	Darrell	Neves	10/1/2020	Retired
	Richard	Moe	1/27/2021	Retired
	Floyd	Shaffer	2/5/2021	Retired

Installations (* denotes accepted call – installation pending due to COVID-19 restrictions)

*United Methodist Church	*Russell	Logston	07/14/2019	St. John/Lake City
	Alex	Aivars	09/29/2019	St. Stephen/Lansing
	Christine Ann	Timm	10/27/2019	Bethany/Northport
	Nanette	Dehnke	11/03/2019	Prince of Peace/Rose City
	William	Huether	11/03/2019	St. Peter/Unionville
	Katherine	Schroeder	11/03/2019	Immanuel/Jackson
	Jane	Mountain	11/24/2019	Harbor of Grace/Muskegon
	Rosanne	Anderson	12/11/2019	North/West Lower Michigan Synod/Lansing
	Clay	Bates	1/19/2020	Peace/Holland
	Neil	Brady	2/2/2020	Hope/Marlette
*RCA	Karsten	Voskuil	4/1/2020	Bethlehem/Grand Rapids
*Transitional Pastor	Kara	Shaw	5/28/2020	St. Paul/Reed City
*	Carl	Ballard	7/19/2020	St. Paul/East Lansing

	Megan	Crouch	9/20/2020	Peace/Gaylord
	Jeffrey	Bonn	9/27/2020	Messiah/Roscommon
*	Katherine	VanValkenburg	9/27/2020	Bread of Life/Hudsonville
*	David	Doane	10/11/2020	Augustana./Tustin
	Christine	Fawcett	10/25/2020	Grace/Lansing
*	Matthew(Max)	Miller	10/25/2020	Grace/East Tawas & St Paul/ AuGres
*	Neil	Brady	11/4/2020	Peace/Charlotte
*	Kara	Shaw	11/22/2020	St. Paul/Reed City

On Leave From Call

	William	Huether	4/1/2019- 9/14/2019	OLOC
	Julie	Winklepleck	9/1/2019	Education Leave
	Marilyn	Robinson	11/4/2019	OLOC
	Carl	Ballard	12/1/2019	OLOC
	Janai	Robinson- Makarov	1/1/2020	2 nd year Renewal OLOC
	Julie	Winklepleck	9/1/2020	2 nd year Renewal Education Leave
	Marilyn	Robinson	11/4/2020	2 nd year Renewal OLOC
	Janai	Robinson- Makarov	1/1/2021	3 rd year Renewal OLOC

Family Leave

	Deacon Julia	Nelson	5/1/2020	4 th year Renewal of Family Leave
	Deacon Julia	Nelson	5/1/2021	5 th year Renewal of Family Leave

Ordinations/Clergy

	Alex	Aivars	9/6/2019	Trinity/Kalamazoo
	Katherine	Van Valkenburg	7/25/2020	Bread of Life/Hudsonville

Ordinations/Deacons

Resignations or Removed from Roster

	David	Keller	9/23/2019	Peace/Charlotte
	David	Louder	2/1/2020	OLOC

Disability Leaves

Transfers In

	Katherine	Schroeder	10/21/2019	Lower Susquehanna Synod
	Janai	Robinson-Makarov	9/23/2019	Central States Synod
Deacon	Bette	MacKenzie	9/18/2019	Metropolitan/Chicago Synod
	Rodney	Hokenson	9/23/2019	Southeast Michigan Synod
	George	Heider	1/28/2020	Indiana-Kentucky Synod
	Neil	Brady	3/1/2020	Northwestern Ohio Synod
	Kara	Shaw	5/28/2020	Arkansas/Oklahoma Synod
	David	Doane	10/11/2020	Indiana/Kentucky Synod
	Matthew (Max)	Miller	11/29/2020	South Dakota Synod
	Teresa	Foster	12/15/2020	Florida/Bahamas Synod

Transfers Out				
	Elizabeth	Retz	1/14/2019	Northeastern Iowa Synod
	David	Eidson	6/3/2019	Southern Ohio Synod
	Renee	MacLeod	6/01/2019	Northern Great Lakes
	Kristina	Truhan	7/15/2019	Northern Texas-Northern Louisiana Synod
	C. Lynn	Nakamura	9/7/2019	Southern Ohio Synod
	Paul	Nuechterlein	2/24/2020	Greater Milwaukee Synod
	Gary	Geiger	8/3/2020	Southern Ohio Synod
	Matthew	Deames	9/1/2020	Northern Great Lakes Synod
	Matthew	Carpenter	9/21/2020	Northwestern Ohio Synod
	Amanda	Carpenter	9/21/2020	Northwestern Ohio Synod
Retirements				
	Paul	Krupinski	1/1/2020	Bread of Life/Hudsonville
	Michael	Mersy	2/1/2020	Specialized Ministry
	Marcille	Miller	3/1/2020	St. Luke's/Grand Rapids
	Jay	Schrimpf	4/1/2020	Bethlehem/Grand Rapids
	Marilyn	Robinson	12/1/2020	From OLOC
	F. Larraine	Sundin	12/1/2020	St. James/Rogers City & Trinity/Millersburg
	Marcia	Shumate-Schultz	2/1/2021	Our Savior's/Edmore
Calls Accepted				
Removed from Call by Congregational Vote				
Congregation Actions				
Bethany/Ludington		Closed Congregation March 17, 2019		
Harbor of Grace/Muskegon		New Congregation formed 11/24/2019		

Membership and Average Worship Attendance Comparison

Name	City	Baptized Members 2018	Confirm Members 2018	Avg. Attend. 2018	Baptized Members 2020	Confirmed Members 2020	Avg. Attend. 2020
Feast of Victory Lutheran Church	Acme				134	127	25
Immanuel Lutheran Church	Allegan	127	117	54	128	128	34
Grace Lutheran Church	Alpena	507	351	109	504	245	365
St Paul Lutheran Church	Alpena	399	343	118	481	324	159
St Paul Lutheran Church	Au Gres	87	79	23	85	85	60
St John Lutheran Church	Baroda	179	144	70	129	110	139
Trinity Lutheran Church	Barton City	65	49	15	60	44	18
Trinity Lutheran Church	Battle Creek	141	138	37	138	138	100
St Peter Lutheran Church	Battle Creek	237	206	68	238	206	60
Messiah Lutheran Church	Bay City	573	486	155	554	482	283
Immanuel Lutheran Church	Big Rapids	216	242	51	186	186	45
St Matthew Lutheran Church	Bridgeport	130	93	45	126	105	35
Zion Lutheran Church	Cadillac	431	357	177	432	354	300
Peace Lutheran Church	Charlotte	173	173	52	165	157	93
St Thomas Lutheran Church	Cheboygan	555	412	169	542	391	391
Zion Lutheran Church	Comstock Park	244	187	48	248	188	89
Messiah Evangelical Lutheran Church	Constantine	182	182	48			
Christ United Church	Dewitt	42	42	37	41	41	66
Evangelical Lutheran Church	East Jordan	134	109	38	93	63	45
University Lutheran Church	East Lansing	770	552	167	651	614	429
St Paul Lutheran Church	East Lansing				160	149	51
Grace Lutheran Church	East Tawas	10	144	60	127	111	98
Our Savior Lutheran Church	Edmore	209	209	24	200	146	40
Calvary Lutheran Church	Elk Rapids	43	43	20	37	37	44
Trinity Lutheran Church	Frankfort	647	590	195	700	592	450
Zion Evangelical Lutheran Church	Freeland	785	539	213	725	599	100
Edgewood Lutheran Church	Fruitport	78	70	37			
Peace Lutheran Church	Gaylord	185	145	70	181	181	180
Christ The King Lutheran Church	Gladwin	326	275	86	333	265	107
Settlement Lutheran Church	Gowen	228	228	53	220	220	128
Immanuel Lutheran Church	Grand Ledge	290	290	112	245	245	93
Bethlehem Lutheran Church	Grand Rapids	200	165	74	182	182	165
Faith Lutheran Church	Grand Rapids	256	256	95			
Trinity Lutheran Church	Grand Rapids	1581	1019	467	1530	1150	1669
St Luke Lutheran Church	Grand Rapids	557	394	177	533	373	373
St John Lutheran Church	Grayling	134	134	38	134	134	40
St Paul Lutheran Church	Greenville	350	295	102	365	305	209
Grace Lutheran Church	Hastings	165	143	84	163	163	130

Name	City	Baptized Members 2018	Confirm Members 2018	Avg. Attend. 2018	Baptized Members 2020	Confirmed Members 2020	Avg. Attend. 2020
St Matthew Lutheran Church	Herron	79	79	33			
Trinity Lutheran Church	Hillsdale	159	131	49	151	123	164
Peace Lutheran Church	Holland	185	138	56	140	114	88
Good Shepherd Lutheran Church	Holland	105	83	67			
Bread Of Life Lutheran Church	Hudsonville	158	158	65	154	154	107
Immanuel Lutheran Church	Jackson	664	498	100	682	517	177
St James Lutheran Church	Jackson	94	92	29	69	67	34
Trinity Lutheran Church	Kalamazoo	682	529	255	690	562	380
Lutheran Church of the Savior	Kalamazoo	137	103	60	111	93	145
Bethany Lutheran Church	Kaleva	275	241	50	282	282	62
Mamrelund Lutheran Church	Kent City	385	308	154	387	323	350
Ascension Lutheran Church	Kentwood	86	84	58			
Advent Lutheran Church	Lake Ann	349	121	70	292	2	161
St John Lutheran Church	Lake City	206	206	55	204	204	85
Grace Lutheran Church	Lansing	246	212	46	235	194	120
Redeemer Lutheran Church	Lansing	120	100	60			
St Stephen Lutheran Church	Lansing	227	174	51	215	169	145
Bethlehem Lutheran Church	Lansing	559	559	140			
Calvary Lutheran Church	Lansing				217	160	30
Emanuel Evangelical Lutheran Church	Ludington	318	259	97			
Victory Trinity Lutheran Church	Ludington	123	115	37	122	100	95
Trinity Lutheran Church	Manton	59	59	26	60	57	40
Hope Lutheran Church	Marlette	140	139	30	138	138	63
All Saints Lutheran Church	Mason Michigan	180	162	52	166	153	112
Christ Lutheran Church	Center	259	222	65	248	209	248
St Timothy Lutheran Church	Midland	97	97	35	94	94	30
Trinity Lutheran Church	Midland	1944	1944	507	1983	1502	1983
Trinity Lutheran Church	Millersburg	74	74	30			
Immanuel Lutheran Church	Mount Pleasant	269	210	137	269	210	225
Harbor of Grace Lutheran Church	Muskegon				397	330	200
First Lutheran Church	Muskegon	671	595	246			
Trinity Lutheran Church	New Era	363	279	117	327	271	271
Holy Trinity Lutheran Church	Niles	92	91	28	92	92	
Bethany Lutheran Church	Northport	115	115	40	119	110	61
Faith Lutheran Church	Okemos	275	238	106	291	291	85
Hope Lutheran Church	Oscoda	10	10	6	10	10	10
Cross of Christ Lutheran Church	Petoskey	186	167	63	190	190	190
Hope Lutheran Church	Plainwell	228	228	54			

Name	City	Baptized Members 2018	Confirm Members 2018	Avg. Attend. 2018	Baptized Members 2020	Confirmed Members 2020	Avg. Attend. 2020
Prince of Peace Lutheran Church	Portage	596	464	179	543	543	478
Lord Of Life Lutheran Church	Portage	157	132	55	156	130	35
Leer Lutheran Church	Posen	30	29	25	44	44	31
St Paul Lutheran Church	Reed City	488	307	112			
Hope Lutheran Church	Rhodes	133	89	68			
Hope Community Church	Rockford	87	70	34	87	70	60
St John Lutheran Church	Rogers City	196	165	42			
St James Lutheran Church	Rogers City	56	56	23	43	43	10
Messiah Lutheran Church	Roscommon	180	180	56	91	91	66
Prince of Peace Lutheran Church	Rose City	188	143	48	189	189	40
Ascension Lutheran Church	Saginaw	595	422	159	597	433	377
Faith Lutheran Church	Saginaw	707	461	105	666	461	95
Our Saviour Lutheran Church	Saginaw	252	245	34	257	257	46
Resurrection Lutheran Church	Saginaw	338	280	58	323	263	45
St John Lutheran Church	Saginaw	225	166	40			
Zion Lutheran Church	Saginaw	411	290	60	419	291	118
Saron Lutheran Church	Saint Joseph	316	267	94	329	270	215
Faith Lutheran Church	Sidney	210	150	47			
Peace Evangelical Lutheran Church	South Haven	364	237	159	320	234	386
Peace Lutheran Church	Sparta	541	472	84	520	314	120
Spruce Lutheran Church	Spruce	50	50	30	48	48	
New Life Lutheran Church	Spruce	182	175	60	178	165	244
Immanuel Lutheran Church	Suttons Bay	453	328	82	459	322	163
St John Lutheran Church	Three Rivers	93	93	43	93	93	65
Bethlehem Lutheran Church	Traverse City	388	388	149			
Augustana Lutheran Church	Tustin	68	68	31	53	53	53
St Peter Lutheran Church	Unionville	201	185	40	66	66	66
Grace Lutheran Church	Vassar	154	78	30	148	77	45
Lebanon Lutheran Church	Whitehall	583	196	67	303	274	303
Zion Evangelical Lutheran Church	Woodland	141	129	56	143	130	70
Gethsemane Lutheran Church	Wyoming	274	75	38			
Christ Lutheran Church	Wyoming	606	514	217	613	613	250
Sudanese Christ Lutheran Church	Wyoming	-	-	-			
	Total	30618	24925	8787	25793	21035	15655

NOTE: 2020 Average Worship Attendance figures reflect online worshippers and the various ways congregations calculated attendance.

Report of the Synod Vice President Sandy Schlesinger

"This is my command—be strong and courageous! Do not be afraid or discouraged. For the Lord your God is with you wherever you go." Joshua 1:9



God's command to Joshua can most certainly apply to all of us over the past year as we navigated the COVID-19 pandemic to the best of our ability! This navigation required careful and sometimes quick discernment and decision-making without the comfort of relying on past experience and the wisdom of knowing what has worked and what has not worked within a particular scenario. Over the past year, most scenarios were new to all of us and we had to make tough calls, change our ways, and try new things at unprecedented levels.

Through all of this we persevered! I am so amazed and impressed at the ingenuity and creativity of our synod and congregational leaders and staffs as they quickly adopted new technologies and safety practices in order to carry forward with their important mission and ministries – from on-line worship services to synchronized video choral anthems to Zoom meetings and training sessions. We have built skill sets and adopted technology platforms that will serve us well going forward as we move on (hopefully soon!) from the pandemic protocols we continue to manage. Thank you to all of our rostered and lay leaders who led with courage over the past year – your efforts have made a clear difference in our ability to continue to minister to and serve those in need across our synod. Well done!

As per the constitution, my primary focus as synod Vice President is to serve as chair of the Executive Committee and Synod Council. The Synod Council serves as the synod's "Board of Directors" between synod assemblies – a critical responsibility in a year following cancellation of the 2020 Synod Assembly as a result of the COVID-19 pandemic. In addition to Bishop Craig A. Satterlee, serving with me on Synod Council includes:

- **Class of 2021 (with terms concluding on 8/31/2021):** Ms. Christine Allen (Secretary), Ms. Faith Barnett, the Rev. Betsy Kamphuis, Mr. Tim Lundgren, Mr. Richard Weingartner, and Ms. Linda Wicander
- **Class of 2022:** The Rev. Jessica Hahn (Executive Committee Member), Dr. Candy McCorkle, Ms. Caroline Peterson, and the Rev. Bill Uetracht, Ms. Holly Wohlfert
- **Class of 2023:** Mr. Connor Ashley, the Rev. Clay Bates, and Mr. Bill Trevarthen
- **Class of 2024:** Mr. Daniel Carter (Treasurer)

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 2021 who, if not re-elected, complete their current terms of service this coming August – their leadership, engagement, and dedication to the mission and ministry of the synod is truly appreciated!

Looking forward, the Nomination Ballot at this year's synod assembly includes 14 positions (Positions A through N) aligned to the Synod Council (refer to the table below). The cancelled 2020 synod assembly resulted in positions that either were extended or remained vacant over the past year resulting in a significant imbalance in terms. To address this imbalance, Synod Council made appointments or approved

extensions for six current positions (Ashley, Bates, Carter, Hahn, McCorkle, and Trevarthen –in blue font in the table) that are on the ballot this year for synod assembly ratification. Eight additional positions are also on the ballot for election (in red font in the table). Going forward, the number of positions changing over each year should be more evenly balanced.

Synod Council Term Management

Synod Council Terms				
Through 8/31/21	Through 8/31/22	Through 8/31/23	Through 8/31/24	Through 8/31/25
Executive Committee				
ALLEN Ms. Christine E., Secretary (Second Term)	HAHN Rev. Jessica (Second Term, extended 1 year) - Position J	SCHLESINGER Ms. Sandra, VP (Third Term)	CARTER Mr. Daniel, Treasurer (Third Term) - Position B	SATTERLEE Bishop Craig (Second Term)
				Secretary - 4 yr term Position A
At-Large Members				
BARNETT Ms. Faith (First Term)	WOHLFERT Ms. Holly (First Term)	ASHLEY Mr. Connor (Second Term) - Position L	Lay MALE - 3 yr term - Position C	
KAMPHUIS Rev. Betsy (First Term)	PETERSON Ms. Caroline (Second Term)	BATES Rev. Clay (First Term) - Position H	Lay MALE - 3 yr term - Position D	
LUNDGREN Mr. Tim (First Term)	UETRICH Rev. Bill (Second Term)	TREVARTHEN Mr. Bill (First Term) - Position E	Lay FEMALE - 3 yr term - Position F	
WEINGARTNER Mr. Richard (First Term)	MCCORKLE Dr. Candy (Unexpired Term) - Position K	Lay FEMALE - 2 yr unexpired term - Position G	Rostered - FEMALE - 3 yr term - Position I	
WICANDER Ms. Linda (Second Term)		Youth (MALE or FEMALE) - 2 yr term - Position N	Young Adult - FEMALE - 3 yr term - Position M	

Blue font: Positions appointed or extended by Synod Council

Red Font: Positions for election in 2021

Highlights of additional activities managed by the Executive Committee and Synod Council since the last synod assembly included (note that this is not an inclusive list):

- Oversight of the transition to Bishop Satterlee's second term following his election in May 2019
- Approval of 2021 Synod Compensation Guidelines to include a 1.6% starting base salary increase aligned with the most recent U.S. Cost of Living Allowance (COLA) increase; recommendation of 2022 N/W Lower MI Synod Compensation Guidelines (including a 2% starting base salary increase) for approval by this Synod Assembly
- Revision of 2020-21 (last year) and 2021-22 (current year) Fiscal Year Budgets to align with realistic expectations for mission support and planned spending in light of the COVID-19 pandemic; recommendation of the 2022-23 (next year) Fiscal Year Budget for approval by this Synod Assembly
- Approval of the new Disabilities Ministries Task Force aligned to the Synod's Publicly Engaged Church Table
- Oversight of strategic processes and programs led by the synod staff – including the on-going "Living Stones" initiatives, management and support of call processes, Seminary Debt Reduction grant management, Synod Disaster Fund management (COVID-19 impacts, mid-Michigan Flooding, etc.), synod trust programs (i.e., Grace and Wilson Trust, etc.), support of youth development and social justice initiatives, support of ELCA grant submissions, etc.
- Partnering with our Director of Communications, Chelsey Satterlee, to develop and organize our first virtual synod assembly – includes selection of technology and vendors, finalization of a concise, business-

focused agenda, information management (website, etc.), coordination of pre-assembly information ZOOM sessions (in early May), and approval of a new Continuing Resolution related to protocols for presentation and consideration of resolutions and churchwide memorials within the virtual format.

- Authorizing discontinuation of the Michigan Lutheran Campus Ministry, Inc., nonprofit corporation – completing a multi-year transition from our previously shared ministry with SE Michigan synod to the grant-based program we now manage directly with colleges and universities within our synod
- Approval of dates and locations for the 2022 and 2023 Synod Assemblies: May 12-14, 2022 (Thursday-Saturday) in Mt. Pleasant and May 7-9, 2023 (Sunday-Tuesday) in Mt. Pleasant. Both meetings are planned to be in-person and will be held at the Mount Pleasant Comfort Inn and Suites Hotel and Conference Center.
- Communication and clarification of synod policies and procedures as questions and concerns arise
- Continued support and engagement in leadership training across the synod, including Equipping Leaders for Mission & Ministry (ELMM), Boundary training, and Social Justice training
- Leading all aspects of Human Resource management for the synod staff. This includes performance reviews, compensation management for synod staff (called, support, and deployed), approval/oversight of sabbatical plans for called staff, 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
- Support of the sabbatical for Assistant to the Bishop Pr. Chrysanne Timm in the summer of 2019 followed by her transition to a new call in the Grand Traverse conference
- Continued partnership with and encouragement and support of Bp. Craig Satterlee, 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
- Fulfillment of many other responsibilities including approval of roster/congregation 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 . . .

In summary, the past two years have been a busy time for Synod Council and your 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 – even in the midst of a world-wide pandemic! Thanks be to God for all that we do together in His Name!

Yours in Christ,

Sandy Schlesinger
NWLM Synod Vice President

2020-21 Synod Council

Executive Committee

SATTERLEE Rev. Dr. Craig A., Bishop
Home Church: St. Stephen - Lansing
6-yr term, exp. 8/31/25 (second 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. 8/31/23 (third term)
5804 Woodcliff Drive
Midland, MI 48640
989-859-7843 (cell)
sandyschlesinger@gmail.com

ALLEN Ms. Christine E. (Chris), Secretary
Home Church: Trinity - Kalamazoo
4-yr term, exp. 8/31/21 (second term)

CARTER Mr. Daniel (Dan), Treasurer
Home Church: Faith - Grand Rapids
4-yr term, exp. 8/31/24 (third term)

HAHN Rev. Jessica
Home Church: Trinity - Hillsdale
3-yr term, exp. 8/31/22 (second term)

Synod Council At-Large Members

ASHLEY Mr. Connor
Home Church: Saron - St. Joseph
3-yr term, exp. 8/31/23 (second term)

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

BATES Rev. Clay
Home Church: Peace - Holland
3-yr term, exp. 8/31/23 (first term)

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

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

MCCORKLE Dr. Candy
Home Church: Immanuel - Jackson
3-yr term, exp. 8/31/22 (unexpired term)

PETERSON Ms. Caroline
Home Church: Trinity - New Era
3-yr term, exp. 8/31/22 (second term)

TREVARTHEN Mr. William (Bill)
Home Church: University - East Lansing
3-yr term, exp. 8/31/23 (first term)

UETRICH Rev. William (Bill)
Home Church: First - Muskegon
3-yr term, exp. 8/31/22 (second term)

WEINGARTNER Mr. Richard
Home Church: Faith - Okemos
3-yr term, exp. 8/31/21 (first term)

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

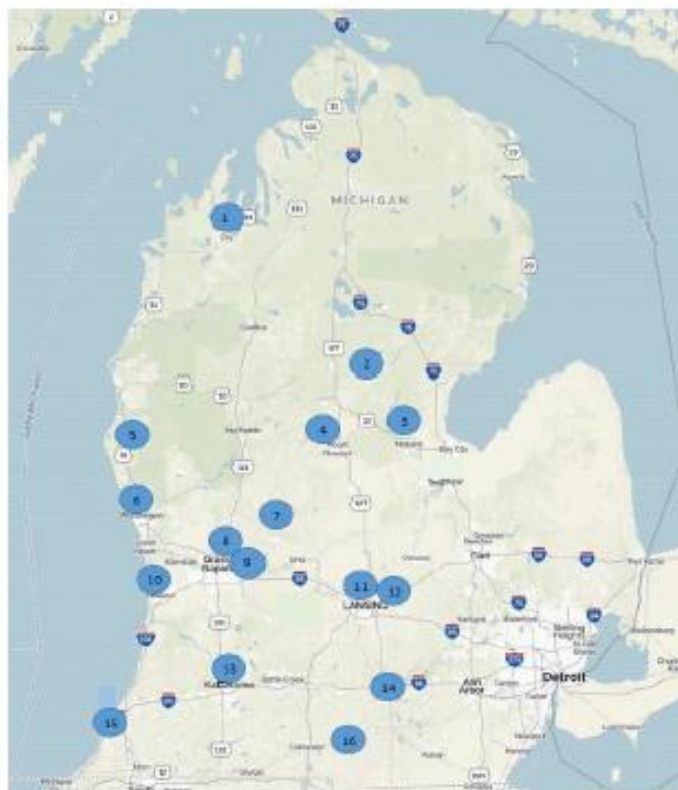
WOHLFERT Ms. Holly
Home Church: Trinity - Kalamazoo
3-yr term, exp. 8/31/22 (first term)

Synod Council: 2020-21 Term

Synod Council Terms				
Through 8/31/21	Through 8/31/22	Through 8/31/23	Through 8/31/24	Through 8/31/25
Executive Committee				
ALLEN Ms. Christine E., Secretary (Second Term)	HAHN Rev. Jessica (Second Term)	SCHLESINGER Ms. Sandra, VP (Third Term)	CARTER Mr. Daniel, Treasurer (Third Term)	SATTERLEE Bishop Craig (Second Term)
At-Large Members				
BARNETT Ms. Faith (First Term)	WOHLFERT Ms. Holly (First Term)	ASHLEY Mr. Connor (Second Term)		
KAMPHUIS Rev. Betsy (First Term)	PETERSON Ms. Caroline (Second Term)	BATES Rev. Clay (First Term)		
LUNDGREN Mr. Tim (First Term)	UETRICH Rev. Bill (Second Term)	TREVARTHEN Mr. Bill (First Term)		
WEINGARTNER Mr. Richard (First Term)	MCCORKLE Dr. Candy (Unexpired Term)			
WICANDER Ms. Linda (Second Term)				

2020-21 Synod Council and Synod Leaders

- 1 – Asst. to the Bishop – Pr. Rosanne Anderson
- 2 – Asst. to the Bishop – Pr. David Sprang
- 3 – Ms. Sandy Schlesinger
- 4 – Ms. Linda Wicander
- 5 – Ms. Caroline Peterson
- 6 – Rev. Bill Uetricht
- 7 – Rev. Betsy Kamphuis
- 8 – Mr. Daniel Carter
- 9 – Mr. Tim Lundgren
- 9 – Synod Attorney – Ms. Dawn Brackmann
- 10 – Pr. Clay Bates
- 10 – Ms. Faith Barnett
- 11 – Bishop Craig Satterlee (Synod Office)
- 11 – Mr. Bill Trevarthen
- 12 – Mr. Richard Weingartner
- 13 – Ms. Christine Allen
- 13 – Ms. Holly Wohlfert
- 14 – Dr. Candy McCorkle
- 15 – Mr. Connor Ashley
- 16 – Rev. Jessica Hahn



North/West Lower Michigan Synod, ELCA Combined Years 2019-20 and 2020-21

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 EC19.11.01

To adjust the number of years of qualification for the Seminary Debt Reduction Assistance Program guidelines for rostered ministers from 10 years out of seminary up to 15 years.

The Rev. Jessica Hahn/Second Ms. Sandy Schlesinger

Adopted

Motion EC19.11.02

To change the eligibility in the Seminary Debt Reduction Assistance guidelines from “serving in an active full-time call” to “serving as an active called rostered minister.”

The Rev. Jessica Hahn/Second Mr. Dan Carter

Adopted

Motion ECC19.12.02

To recommend that Synod Council approve the updated Synod Attorney Retention Agreement as presented.

Mr. Dan Carter/Second the Rev. Jessica Hahn

Adopted

Motion ECC19.12.03

To move into Executive Session with Executive Committee (excluding the Bishop) and the Synod Attorney to discuss additional compensation topics and take necessary actions as an HR team.

Ms. Sandy Schlesinger/Second Mr. Dan Carter

Adopted

Motion ECC20.02.01

To recommend that Synod Council approve the transfer of \$81,028 from the Staff Growth Fund to the synod’s General Fund to cover direct expenses of the Assistant to the Bishop for Synod Life incurred in the 2019-2020 fiscal year.

Bishop Satterlee/Second the Rev. Jessica Hahn

Adopted

Motion ECC20.11.05

To cancel the in-person May 23-25, 2021 Synod Assembly in Mt. Pleasant, MI and reschedule the same location to a 2022 date. Focus will be on organizing and leading a remote/virtual synod assembly in May 2021.

Ms. Sandy Schlesinger/Second Mr. Dan Carter

Adopted

Motion ECC20.12.07

To recommend that the Synod Council authorizes and approves discontinuation of the Michigan Lutheran Campus Ministry, Inc., nonprofit corporation through no further annual report filings with the State of Michigan, and the deletion of Continuing Resolution S11.01.A16., effective December 31, 2020.

Ms. Sandy Schlesinger/Second the Rev. Jessica Hahn

Adopted

Motion ECC20.12.08

To recommend that the Synod Council approves the following change in date and location for the 2021 Synod Assembly resulting from the on-going concerns related to the COVID-19 pandemic: From May 23-25, 2021 in Mt. Pleasant to May 14-15, 2021 as a remote meeting.

Ms. Sandy Schlesinger/Second Mr. Dan Carter

Adopted

Motion ECC20.12.09

To recommend that the Synod Council approves the following dates and locations for the 2022 and 2023 Synod Assemblies: May 12-14, 2022 in Mt. Pleasant and May 7-9, 2023 in Mt. Pleasant. Both meetings are planned to be in-person and will be held at the Mount Pleasant Comfort Inn and Suites Hotel and Conference Center.

Ms. Sandy Schlesinger/Second Mr. Dan Carter

Adopted

=====

Synod Council Actions

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

Motion SC19.09.01

That Synod Council approve the North/West Lower Michigan Guidelines for Employment Transition Compensation as presented.

Ms. Sandy Schlesinger/Second Ms. Carolyn Peterson

Adopted

Motion SC19.09.03

To receive the constitution of Trinity – Midland and the provisional constitution of Harbor of Grace – Muskegon.

Mrs. Christine Allen/Second the Rev. Jessica Hahn

Adopted; Abstain – Ms. Sandy Schlesinger

Motion SC19.09.04

To change roster status from “Active” to “On Leave from Call – Study” for Pr. Julie Winklepleck, effective September 1, 2019 (first year).

Bishop Satterlee/Second the Rev. Betsy Kamphuis

Adopted

Motion SC19.09.05

To extend a full-time call as Assistant to the Bishop to the Rev. Rosanne Anderson, effective September 1, 2019.

Bishop Satterlee/Second Mr. Connor Ashley

Adopted

Motion SC19.09.06

To approve the changes to the By-Laws for the Grace Fund and the Wilson Fund in accordance with motion SC18.12.08 as presented.

Bishop Satterlee/Second Mr. Dan Carter

Adopted

Motion SC19.09.07

To approve the location and dates for the 2021 Synod Assembly as follows: Sunday-Tuesday, May 23-25, 2021 at the Comfort Inn & Suites in Mt. Pleasant, Michigan.

Ms. Sandy Schlesinger/Second Ms. Linda Wicander

Adopted

Motion SC19.12.02

To receive and archive the updated constitution from Ascension Lutheran Church, Saginaw.

Mrs. Christine Allen/Second the Rev. Jessica Hahn

Adopted

Motion SC19.12.03

To approve the updates to the North/West Lower Michigan Synod Constitution as presented.

Mrs. Christine Allen/Second Mr. Rich Weingartner

Adopted

Motion SC19.12.04

To receive Harbor of Grace - Muskegon as a congregation of the ELCA.

Bp. Craig Satterlee/Second Mr. Connor Ashley

Adopted

Motion SC19.12.05

To invite the Rev. Karsten Voskuil (RCA) to extended service as lead pastor of Bethlehem Lutheran Church, Grand Rapids, for a 4-year period beginning April 1, 2020 in accordance with the provisions of the ELCA's full communion agreement with the reformed churches.

Bp. Craig Satterlee/Second the Rev. Jessica Hahn

Adopted

Motion SC19.12.06

To retroactively change rostered status from "Active" to "On Leave from Call" for Pr. William Heuther, effective April 1, 2019 through September 14, 2019.

Bp. Craig Satterlee/Second the Rev. Justin Walker

Adopted

Motion SC19.12.07

To change rostered status from “Active” to “On Leave from Call” for Pr. Marilyn Robinson, effective November 4, 2019.

Bp. Craig Satterlee/Second Mr. Rich Weingartner

Adopted

Motion SC19.12.08

To change rostered status from “Active” to “On Leave from Call” for Pr. Carl Ballard, effective December 1, 2019.

Bp. Craig Satterlee/Second the Rev. Jessica Hahn

Adopted

Motion SC19.12.09

To extend “On Leave from Call” status for 1 year for Pr. Janai Robinson-Makarov, effective January 1, 2020 (second year).

Bp. Craig Satterlee/Second the Rev. Betsy Kamphuis

Adopted

Motion SC19.12.10

To deny “On Leave from Call” status for the final year of eligibility for Pr. David Louder.

Bp. Craig Satterlee/Second the Rev. Bill Uetracht

Adopted

Motion SC19.12.11

To change rostered status from “Active” to “Retired” for Pr. Paul Krupinski, effective January 1, 2020.

Bp. Craig Satterlee/Second Ms. Carolyn Peterson

Adopted

Motion SC19.12.12

As a result of required roster review by Synod Council, to change rostered status from “Active” to “Retired” for Pr. Michael Mersy, effective February 1, 2020 in accordance with the ELCA definition of Word & Sacrament ministry.

The Rev. Jessica Hahn/Second Mr. Rich Weingartner

Adopted

Motion SC19.12.13

To approve plans for the Women's Ordination Jubilee Committee to invite friends, family and congregations to give financial gifts in the name of and/or to honor ordained women in their lives as presented.

The Rev. Betsy Kamphuis/Second Ms. Faith Barnett

Adopted

Motion SC19.12.18

To approve the updated North/West Lower Michigan Synod Attorney Retention Agreement as presented.

Executive Committee/Second the Rev. Bill Uetracht

Adopted

Motion SC20.03.01

To cancel the 2020 Synod Assembly originally scheduled for May 14-16, 2020 in Mt. Pleasant, MI at the recommendation of the ELCA Office of the Secretary and Office of the Presiding Bishop due to the unprecedented challenges of the COVID-19 pandemic.

Bishop Satterlee/Second Ms. Sandy Schlesinger

Adopted

Motion SCC20.04.05

To receive and archive the updated constitutions from Peace, Holland; Good Shepherd – Holland/Zeeland; and Trinity, Kalamazoo.

Mrs. Christine Allen/Second Ms. Caroline Peterson

Adopted

Motion SCC20.04.06

To approve the changes to the synod's 2020-21 budget as presented.

Bp. Craig Satterlee/Second Mr. Rich Weingartner

Adopted

Motion SCC20.04.08

To approve the transfer of approximately \$81,028 from the Staff Growth Fund to the Synod General Fund to address spending aligned to the direct expenses of the Assistant to the Bishop for Synod Life incurred in the 2019-2020 fiscal year.

Executive Committee

Adopted

Motion SCC20.04.09

To approve the proposal for managing open positions on Synod Council as presented.

Ms. Sandy Schlesinger/Second the Rev. Jessica Hahn

Adopted – All incumbents abstained (Allen, Ashley, Carter, Trevarthen, Weingartner)

Motion SCC20.05.02

To receive and archive the updated constitution from Trinity – New Era.

Mrs. Christine Allen/Second Mr. Rich Weingartner

Adopted

Motion SCC20.05.03

At the request of the Congregation Council, Synod Council to call Pr. Kara Shaw as Transitional Pastor to St. Paul – Reed City.

Bp. Craig Satterlee/Second Ms. Carolyn Peterson

Adopted

Motion SCC20.05.04

At the request of the Congregation Council, Synod Council to call Ms. Katherine Van Valkenburg as Transitional Pastor to Bread of Life – Hudsonville.

Bp. Craig Satterlee/Second the Rev. Justin Walker

Adopted

Motion SCC20.05.05

To approve the proposal for a new Disabilities Ministries Task Force aligned to the Synod's Publicly Engaged Church Table as presented.

Ms. Sandy Schlesinger/Second Dr. Candy McCorkle

Adopted

Motion SCC20.08.02

To extend "On Leave from Call – Study" rostered status for an additional year for the Rev. Julie Winklepleck (first renewal; effective September 1, 2020 to August 31, 2021).

Bp. Craig Satterlee/Second Mr. Connor Ashley

Adopted

Motion SCC20.08.03

To extend “On Leave from Call – Family Leave” rostered status for an additional year for Deacon Julia Nelson (third renewal; effective May 1, 2020 to April 30, 2021).

Bp. Craig Satterlee/Second Mr. Bill Trevarthen

Adopted

Motion SCC20.08.04

To extend “On Leave from Call” rostered status for an additional year for the Rev. Marilyn Robinson (first renewal; effective November 4, 2020 to November 3, 2021).

Bp. Craig Satterlee/Second the Rev. Jessica Hahn

Adopted

Motion SCC20.08.05

To change “On Leave from Call” rostered status from “active” to “retirement” for the Rev. Michael Mersy (effective February 1, 2020), the Rev. Marcille Miller (effective March 1, 2020) and the Rev. Jay Schrimpf (effective April 1, 2020).

Bp. Craig Satterlee/Second Dr. Candy McCorkle

Adopted

Motion SCC20.08.06

To approve the 2021 North/West Lower Michigan Synod Compensation Guidelines as presented with a 1.6% base salary increase.

Ms. Sandy Schlesinger/Second Mr. Connor Ashley

Adopted

Motion SCC20.12.02

To receive and archive the updated congregation constitution from Peace Lutheran Church in Holland, MI.

Mrs. Christine Allen/Second Mr. Bill Trevarthen

Adopted – Abstain: the Rev. Clay Bates

Motion SCC20.12.03

To change rostered status from “On Leave from Call” to “Retired” for the Rev. Marilyn Robinson, effective December 1, 2020.

Bp. Craig Satterlee/Second the Rev. Jessica Hahn

Adopted

Motion SCC20.12.04

To change rostered status from “Active” to “Retired” for the Rev. F. Larraine Sundin, effective December 1, 2020.

Bp. Craig Satterlee/Second Dr. Candy McCorkle

Adopted

Motion SCC20.12.05

To extend “On Leave from Call” status for one (1) year for the Rev. Janai Robinson-Makarov, effective January 1, 2021 (third year).

Bp. Craig Satterlee/Second Dr. Candy McCorkle

Adopted

=====

Motion SCC20.12.06

That the Synod Council authorizes and approves discontinuation of the Michigan Lutheran Campus Ministry, Inc., nonprofit corporation through no further annual report filings with the State of Michigan, and the deletion of Continuing Resolution S11.01.A16., effective December 31, 2020.

Executive Committee/Second Mr. Bill Trevarthen

Adopted – Unanimous

The resolution states:

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

Campus Ministry has been restructured with each synod (N/WLM and SEMI) handling interactions between congregations and a local campus ministry rather than a single corporation providing grants to only a few campus ministry locations. No funds have been received and no reports have been filed with the State of Michigan since the review of functionality was undertaken beginning in 2016. The current structure (each synod responsible for their own campus ministry support) has led to a more robust campus ministry program within each synod.

The Executive Committee is recommending that this Continuing Resolution be deleted from the Synod Constitution. This action requires a 2/3 vote of the council for passage. Since this is a remote meeting situation, we held a roll-call vote.

=====

The following motions support the rebalancing of the council member terms

Motion SCC20.12.07

That the Synod Council approves the following change in date and location for the 2021 Synod Assembly resulting from the on-going concerns related to the COVID-19 pandemic: From May 23-25, 2021 in Mt. Pleasant to May 14-15, 2021 as a remote meeting.

Executive Committee/Second Mr. Rich Weingartner

Adopted

Motion SCC20.12.08

That the Synod Council approves the following dates and locations for the 2022 and 2023 Synod Assemblies: May 12-14, 2022 (Thursday-Saturday) in Mt. Pleasant and May 7-9, 2023 (Sunday-Tuesday) in Mt. Pleasant. Both meetings are planned to be in-person and will be held at the Mount Pleasant Comfort Inn and Suites Hotel and Conference Center.

Executive Committee/Second Bp. Craig Satterlee

Adopted

Motion SCC20.12.10

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

Ms. Sandy Schlesinger/Second Mr. Rich Weingartner

Adopted – Abstain: Bishop Craig Satterlee

Motion SCC21.02.05

To change rostered status from “Active” to “Retired” for the Rev. Marcia Schumate-Schultz effective February 1, 2021.

Bp. Craig Satterlee/Second Ms. Linda Wicander

Adopted

Motion SCC21.02.06

That Synod Council recommends that the agenda for the 2021 Synod Assembly, to be conducted virtually via Zoom on Saturday, May 15, 2021, be limited to no more than 6 hours duration with a prioritized focus on required business only.

Ms. Sandy Schlesinger/Second Ms. Caroline Peterson

Adopted

Motion SCC21.02.07

That the Synod Council approve the following new Continuing Resolution:

S11.01.A21

Due to the assembly restrictions imposed by the Covid-19 pandemic, protocols for the presentation and consideration of resolutions and churchwide memorials presented to the Resolutions Committee for the 2021 Synod Assembly only are:

1. All resolutions and churchwide memorials shall be submitted to the chair of the Resolutions Committee by April 7, 2021.
2. All resolutions and churchwide memorials shall be included in the pre-Assembly packet. No additional resolutions or churchwide memorials will be considered during the 2021 Synod Assembly.
3. Prior to the 2021 Synod Assembly, ZOOM meetings shall be scheduled during which resolutions and churchwide memorials, correctly submitted for consideration by the 2021 Synod Assembly, will be discussed.

Ms. Sandy Schlesinger /Second the Rev. Jessica Hahn

Adopted

=====

Motion SCC21.02.09

To support the application for a second Paycheck Protection Plan (PPP) loan of \$84,547 as presented.

Mr. Dan Carter/Second the Rev. Jessica Hahn

Adopted (Abstain: Bp. Satterlee; Roll Count Vote – 13 Ayes; 1 Nay)

Responses to this motion were hard to determine over the phone with all answering simultaneously so a roll call vote was taken for clarity.

=====

Motion SCC21.02.10

To approve the updates to the NWLM Synod 2021-22 fiscal year budget as presented.

Mr. Dan Carter/Second Mr. Rich Weingartner

Adopted

Motion SCC21.02.11

To approve the proposed NWLM Synod 2022-23 fiscal year budget to move forward to the 2021 Synod Assembly for approval as presented.

Mr. Dan Carter/Second Mr. Bill Trevarthen

Adopted

Motion SCC21.02.12

To approve the proposed 2022 North/West Lower Michigan Synod Compensation Guidelines to move forward to the 2021 Synod Assembly as presented.

Ms. Sandy Schlesinger/Second Bp. Craig Satterlee

Adopted

=====

Motion SCC21.02.13

To approve a 1-year extension of the term of Pr. Jessica Hahn, Female Rostered Leader of the Synod Council from the current end date of August 31, 2021 to a revised end date of August 31, 2022.

Ms. Sandy Schlesinger/Second Ms. Holly Wohlfert

Adopted

Abstained – Pr. Jessica Hahn

Motion SCC21.02.14

To appoint Mr. Connor Ashley, Male Young Adult member of the Synod Council, to a full second term starting September 1, 2020 and continuing to August 31, 2023.

Ms. Sandy Schlesinger/Second the Rev. Jessica Hahn

Adopted

Motion SCC21.02.15

To appoint Mr. Bill Trevarthen, Lay Male member of the Synod Council, to a full first term starting September 1, 2020 and continuing to August 31, 2023.

Ms. Sandy Schlesinger/Second Dr. Candy McCorkle

Adopted

Abstained – Mr. Bill Trevarthen

Motion SCC21.02.16

To approve a 1-year extension of the unexpired term of Dr. Candy McCorkle, Person of Color and Lay Female on the Synod Council, from the current end date of August 31, 2021 to a revised end date of August 31, 2022.

Ms. Sandy Schlesinger/Second Mr. Rich Weingartner

Adopted

Abstained – Dr. Candy McCorkle

=====

Motion: SCC21.04.01

With heartfelt thanks, we acknowledge the dedicated service and leadership of the following Synod Council members whose current terms will conclude in August: Mrs. Christine Allen (Secretary), Ms. Faith Barnett, the Rev. Betsy Kamphuis, Mr. Tim Lundgren, Mr. Richard Weingartner, and Ms. Linda Wicander. Their engagement, wisdom, and guidance in support of the mission and ministry of the synod are forever appreciated.

Ms. Sandy Schlesinger/Second Mr. Bill Trevarthen

Adopted

Abstain (Allen, Barnett, Kamphuis, Lundgren, Weingartner, Wicander)

Motion: SCC21.04.03

To receive and archive the updated Congregation Constitution from Immanuel – Suttons Bay.

NWLM Synod Constitution Committee/Second the Rev. Clay Bates

Adopted

Motion: SCC21.04.04

To approve the 2021 Slate of Nominees for Synod Positions to move forward to the 2021 Synod Assembly as presented.

The Rev. Jessica Hahn / Second Ms. Linda Wicander

Adopted

Abstain (Council members on 2021 ballot – Mr. Connor Ashley, the Rev. Clay Bates, Mr. Dan Carter, the Rev. Jessica Hahn, the Rev. Betsy Kamphuis, Mr. Tim Lundgren, Dr. Candy McCorkle, Mr. Bill Trevarthen, and Mr. Rich Weingartner)

Motion: SCC21.04.05

To approve the Rules of Organization and Procedure to move forward to the 2021 North/West Lower Michigan Synod Assembly as presented.

Ms. Sandy Schlesinger / Second Ms. Caroline Peterson

Adopted

Motion: SCC21.04.06

To appoint the Rev. Christina Bright as chair of the 2021 Synod Assembly Elections Committee. Within this position, Rev. Bright will assemble additional committee members to facilitate the remote voting process using the VeVox voting software.

Ms. Sandy Schlesinger / Second the Rev. Jessica Hahn

Adopted

Motion: SCC.04.07

To appoint the Rev. Kjersten Sullivan as chair of the 2021 Synod Assembly Credentials Committee. Within this position, Rev. Sullivan will assemble additional committee members to facilitate the registration and credential verification process for the remote assembly.

Ms. Sandy Schlesinger / Second Mr. Rich Weingartner

Adopted

Motion: SCC21.04.08

To appoint the Rev. Betsy Kamphuis as chair of the 2021 Synod Assembly Reference & Resolution Committee. Within this position, Rev. Kamphuis will assemble additional committee members as needed to address needs within the remote assembly.

Ms. Sandy Schlesinger / Second Dr. Candy McCorkle

Adopted

Motion: SCC21.04.09

To extend “On Leave from Call – Family Leave” rostered status for an additional year for Deacon Julia Nelson (fourth renewal; effective May 1, 2021 to April 30, 2022).

Bishop Satterlee / Second Mr. Bill Trevarthen

Adopted

Motion: SCC21.04.10

Upon the recommendation of Bishop Satterlee, DEM Pr. David Sprang, and the New and Renewing Mission Table of the North/West Lower Michigan Synod, the North/West Lower Michigan Synod Council officially designates United Christian Campus Fellowship – Grand Valley as a Synodically Authorized Worshipping Community Explore of the North/West Lower Michigan Synod ELCA and designates Rev. Kate Van Valkenburg as their servant leader.

Bp. Satterlee/Second the Rev. Clay Bates

Adopted

Motion: SCC21.04.11

To approve the 2021 sabbatical plans for Pr. David Sprang as presented.

Ms. Sandy Schlesinger/Second the Rev. Jessica Hahn

Adopted

Motion: SCC21.04.12

With thanks, we lift up the work of Rebecca Bossenbroek as she develops and publishes the 2021 Pre-Assembly Report. Her work to coordinate and facilitate this process each year is much appreciated!

Ms. Sandy Schlesinger / Second Rich Weingartner

Adopted

Motion: SCC21.04.13

With gratitude, we acknowledge the organization and efforts of the 2021 Synod Assembly Nominating Committee for their work to assemble a broad and diverse Nomination Slate: Pr. Jessica Hahn (Trinity – Hillsdale; Chair), Pr. Clay Bates (Peace – Holland), and Ms. Linda Wicander (Immanuel, Mt. Pleasant). This team collaborated to assemble a diverse slate of leaders aligned to 28 open positions – thank you!

Ms. Sandy Schlesinger / Second Dr. Candy McCorkle

Adopted

Abstain (the Rev. Jessica Hahn, Ms. Linda Wicander, the Rev. Clay Bates)

Motion: SCC21.04.14

We extend appreciation to Rich Weingartner for his leadership, coordination, and facilitation the efforts of the 2021 Synod Assembly Technology Team, including engaging in the planning process, leading technology orientations, coordinating support via the Synod Assembly Tech Help Desk, moderating the Zoom chat and livestream, and providing other support as needed during the assembly. Thanks to Rich for stepping forward in this leadership role for the synod's inaugural virtual assembly!

Ms. Sandy Schlesinger / Second Ms. Linda Wicander

Adopted

Abstain (Weingartner)

Motion: SCC21.04.15

We extend thanks and appreciation to Chelsey Satterlee, North/West Lower Michigan Synod Director of Communications, for leadership, coordination, and oversight of all aspects of the 2021 NWLM Synod Assembly – the first virtual assembly conducted by the synod. Significant effort has been put forth to plan, organize, coordinate, and facilitate all activities with external vendors and synod leaders both prior to and during the event. Through it all, Chelsey has led with grace and purpose as she developed a virtual assembly framework that can be used in the future as needed. Well done!

Ms. Sandy Schlesinger / Second Dr. Candy McCorkle

Adopted

Abstain (Bp. Satterlee)

Motion: SCC21.04.16

To approve updates to the NWLM Synod 2021-22 fiscal year budget as presented.

Mr. Dan Carter/Second Rich Weingartner

Adopted

Motion: SCC21.04.17

To approve updates to the NWLM Synod 2022-23 fiscal year budget to move forward to the 2021 Synod Assembly as presented.

Mr. Dan Carter/Second Dr. Candy McCorkle

Adopted

Motion: SCC21.04.19

To elect Claude Peyrot (Trinity – New Era) to the Synod Audit Committee for a 3-year term to begin immediately (as of 8/31/2020) and end 8/31/2023.

Mr. Dan Carter/Second the Rev. Clay Bates

Adopted

Motion: SC21.04.20

To elect Rev. Marcia Shumate-Schultz (retired roster) to the Synod Audit Committee for a second 3-year term to end 8/31/2024.

Mr. Dan Carter/Second the Rev. Jessica Hahn

Adopted

Respectfully submitted,

Christine E. Allen

Secretary, North/West Lower Michigan Synod

Congregation Anniversaries

Celebrating 150 Years

- St Paul, Alpena

Celebrating 125 Years

- Trinity, Grand Rapids
- Our Savior, Edmore

Ordination Anniversaries – Ministers of Word and Sacrament

5 Years

- Daniel J Schewe 3/19/2016
- Ryan Prondzinski 7/9/2016

10 Years

- Kara K. Shaw 7/10/2011
- Paul Charles Robert Busekist
7/9/2011

15 Years

- Charles Edwin Foerster 10/15/2006
- Danielle Daggett Shealy 11/18/2006
- Debra Jean Dinda 8/27/2006
- Jessica L. Rivera-Walker 1/15/2006
- Robert Gerard Schmidt 6/17/2006

20 Years

- Kenneth S Babcock 6/3/2001

25 Years

- Deborah E Fergus 7/21/1996
- Joan E Oleson 7/7/1996
- Julie E Schneider-Thomas 4/14/1996
- William T Koehl 6/22/1996

35 Years

- Andreas H Teich 5/30/1986
- Dennis B Smith 9/7/1986

50 Years

- Gary W Cowall 5/14/1971
- Paul H Krupinski 6/6/1971
- Stephen D Samuelson 5/14/1971

55 Years

- Gerald L Switzer 5/17/1966
- Michael J Anton 6/12/1966
- Richard A Anderson 5/29/1966

60 Years

- John R Morris 7/2/1961

65 Years

- Lloyd F Ziebarth 7/29/1956

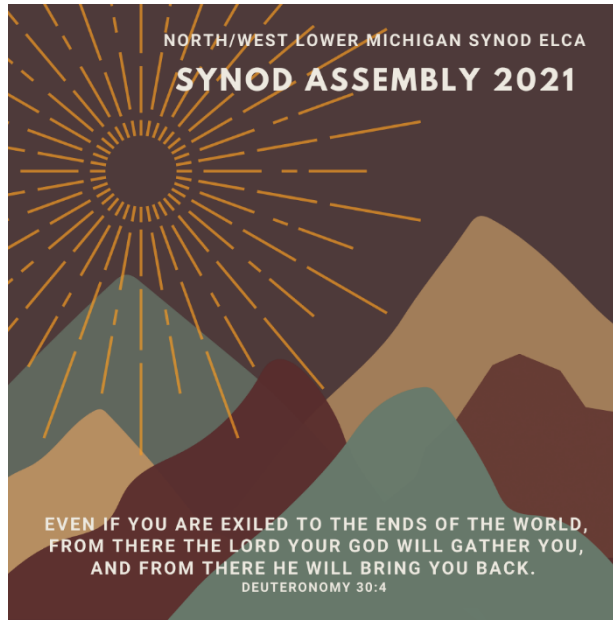
75 Years

- Raymond W Bartels 4/30/1946

Anniversaries – Ministers of Word and Service

15 Years

- Sally M. Franz 9/10/2006



Section C – Synod Ministry Reports

Candidacy Committee	C2
Equipping Leaders for Mission and Ministry	C3
Global Mission Table	C4
Matrix Campus Ministry	C5-C6
New and Renewing Mission Table	C7
Publicly Engaged Church Table.....	C8

Candidacy Committee Report

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 to identify, nurture, support and encourage persons who possess gifts for rostered ministry in the ELCA.

For several years, the North/West Lower Michigan Synod and the Southeast Michigan Synod worked together as one committee known as the Michigan Multi-Synodical Candidacy Committee. With the Assignment/First Call Process moving from a Churchwide Process to a Regional Consultation Process where candidates are initially assigned to their home synod, each synod in Region 6 now has their own separate Candidacy Committee.

Candidates

The NWLM Synod currently has 13 students in the candidacy process. Three students have been recently entranced and will begin their academic work during the summer or fall of 2021. Five students are continuing their academic work prior to endorsement for internship. Three students have been recently endorsed and are awaiting an internship assignment in the NWLM Synod. Two students have completed or are nearing completion of their internship and course work and are awaiting a final approval panel prior to ordination.

Committee Membership

Rev. Haley Vay Beaman (Chair)	Bishop Craig Satterlee
Rev. Christina Bright (Secretary)	Rev. Rosanne Anderson (Director of
Mr. Kirk Hoffman	Candidacy)
Ms. Mary Sue Kamens	Rev. Dr. Joy Schroeder (Trinity Lutheran
Rev. Jonathan Reid	Seminary-Seminary Representative)
Ms. Donna Thurn	Rev. Cherlyne Beck (Region 6 Churchwide
Rev. Travis Wilson	Representative).

Please keep our candidates and committee members in your prayers as future leaders are prepared for rostered ministry in the church.

Submitted by Rev. Rosanne Anderson, Director of Candidacy

Equipping Leaders for Mission and Ministry

Rebecca Bossenbroek, Administrator

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 celebrate leaders who invest time and energy in their faith formation and continued education!

In 2019, Equipping Leaders for Mission and Ministry began retooling the program to train participants in four tracks: 1) Lutheran Bible Study Leader, 2) Stewardship Specialist, 3) Assisting Minister, 4) Community Catalyst. This fall, we are adding a fifth track, Pastoral Care Assistant.

We recognize and thank those who provided instruction virtually this past year: Dr. Barbara Kaiser (ret.) of Wittenberg University, Dr. Wally Taylor (ret.) of Trinity Lutheran Seminary, and Dr. George Heider (ret.) of Valparaiso University.

We value the support and guidance of mentors who attend the retreats and facilitate conversation and spiritual growth among participants: Tracy Teich from Messiah in Bay City and Connie Teddy from St Paul in Greenville.

We also thank the Board of Governors who guide and direct the program: Bishop Satterlee as Synod Liaison, Pastor James Smith as Chair, along with Chris Brandt from St John in Grayling, and June Scarborough from New Life in Spruce. Pastor Clay Bates concluded his term as chair effective February 1, 2021, and we appreciate his leadership and dedication.

Synod Assembly 2022 will recognize in person those who have completed three years of commitment to ELMM: Nancy Holderread of Bethlehem in Lansing, Barbara and David Marquette of St Peter in Battle Creek, Heather Nielsen of Settlement in Gowen, David Osim of St John in Grayling, and Lee Wolken of Immanuel in Big Rapids.

It is likely someone in your congregation would find Equipping Leaders for Mission and Ministry to be right 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

The Global Mission Table met once this past year via ZOOM to discuss the needs of our partner, the Christian Lutheran Church of Honduras. We maintained close contact with that church as they sought ways to address COVID in their communities. Just like in the US, they cancelled programs for which we provided financial assistance due to the restrictions placed upon them. Yet, they sought ways to address the needs of their communities, so we gladly affirmed moving our financial support to the areas they needed to address. Communication with this church has been fantastic, and we have been blessed to hear how the ICLH is coming together to help local communities in the wake of both COVID and of hurricanes Eta and Iota. Though we were not able to send teams to Honduras last year and expect not to do so in 2021, the partnership remains strong, and we look forward to sending a team when it is possible.

Many of us remain connected to the church in Papua New Guinea through their Facebook page. This provides both helpful information and insights into their internal squabbles. We were sad to hear of the death of ELC-PNG Papua District President Rev. Gundu Guenu Kagl. He passed away in early March and was the bishop of our companion synod. We offer prayers for our companions as they begin the process of selecting a new Bishop.

We continue to encourage congregations of the synod to enter into global mission partnerships directly. Such relationships remind us that the church is bigger than congregation, synod or even the ELCA. Those who have such relationships receive regular updates from their global mission partners. Many of the ELCA's global personnel remained in their settings and served in exemplary ways.

Respectfully submitted,
Andreas Teich
Global Mission Table Chair



What is Matrix Campus Ministry?

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

We choose to share the ministry as an extension of our congregations and invest our funding into the students. Our goal is to help them build intergenerational relationships within the church and introduce students to mentors in their chosen fields. We also offer paid internships and opportunities to serve within the partner congregations. Our paid interns focus on projects that blend their skills and interest with the ministries of the church. We aim to accompany our students during this transitional time between specialized youth ministry and participation in a multi-generational congregation and show by example what it means to be church together.

Why call ourselves Matrix?

The definition of a matrix is an environment in which something develops. That's 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.

COVID?

COVID slowed us down, but it didn't stop us. We continued to connect with our students through Zoom and build on our relationships with them. Going virtual made our meetings more accessible, but it became more challenging to offer opportunities to integrate into congregational life. Still, those opportunities will return, and we plan to move forward with flexibility and resilience. As with everything in this time of uncertainty, we trust the Holy Spirit to guide us.

Meet the interns!

Emma McCleary is studying occupational therapy, and her project this semester is The Pad Project. She partnered with a high school student at Prince of Peace. They are working to raise awareness of the stigma surrounding menstruation, which results in fewer donations of menstruation products to women's shelters. They are putting together a donation drive and a virtual talent show, Gong-Show Style, to support the YWCA domestic assault shelter in Kalamazoo.

Kayla Kennedy is studying art education, and she is leading a multi-congregational fellowship event online. She created Paint, Sip & Socialize as a way to bring together the families of our congregations during this time when coming together in person isn't possible, leading a glassware painting party and allowing them to interact and have fun.

Ejiro Enajero is studying performing arts and non-profit administration. She is passionate about helping those experiencing poverty and homelessness. In Kalamazoo, we have two encampments of folks living in tents and makeshift shelters, and while there are strong efforts to provide housing, it isn't happening fast enough. There is a Meal-Train sign-up to give meals a few times per week to our neighbors in these encampments, and Ejiro made that her project. She coordinated the preparation of 50 healthy, home-cooked meals, and we handed them out in the encampments.

Alison Barnett is a business marketing major who is working with St. Peter to build their website. They hope to use their degree to open a bakery, so for their project, they created Nailed It – Cupcakes! Alison baked the cupcakes and put together kits with decorating supplies. Then, during this online event, they taught the participants different decorating techniques. Their project was originally going to be an outreach event to other college students, but it was early days, and most students were virtual. We did a quick pivot and offered the event to our congregation families, and they loved it!

Finally, not all of the young adults involved in Matrix have decided to do an intentional internship project. Amanda joins us for meetings and events, and cousins, Shanice and Valerie, volunteered to help with Ejiro's meal project and are eager to continue volunteering. We are building connections, one student at a time.

In Peace,

The Matrix Campus Ministry Team

CYF Minister Megan Floyd, Prince of Peace Lutheran Church – Portage

Pastor Jake Lehman, Trinity Lutheran Church – Kalamazoo

Pastor Rachel Laughlin, Prince of Peace Lutheran Church – Portage

Pastor Jennifer Michael, St. Peter Lutheran Church – Battle Creek

Pastor Kjersten Sullivan, Trinity Lutheran Church – Battle Creek

Pastor Nikki Smith, Lutheran Church of the Savior – Kalamazoo

Report to the Synod Assembly – 2021: New and Renewing Mission Table

The New and Renewing Mission Table is primarily responsible for:

- Reviewing and supporting mission and outreach
- Providing support to Synodically Authorized Worshiping Communities, New Mission Starts, Vitality/Strategic Congregations, Ethnic Specific ministries, and congregations serving in poverty
- Overseeing and supporting Lutheran Campus Ministry within the synod
- Overseeing Outreach Fund Endowment Grants
- (2020) Reviewing and recommending COVID-19 Response Grant Applications
- Supporting the synod vitality through the REVIVE Initiative

Members of the New and Renewing Mission Table for 2020:

Chairperson: Richard Klender (Hope, Rhodes)
Pastor Kjersten Priddy Sullivan (Trinity, Battle Creek)
Bill Butchart (St. Paul, Greenville)
Pastor Sarah Samuelson (Trinity, New Era)

Pastor Nikki Smith Lutheran Church of the Savior,
Kalamazoo)
Mitchel Anderson (First, Muskegon)
Staff advisor: Pastor David Sprang, Assistant to the
Bishop and Director for Evangelical Mission

The table met in person in January of 2020 and after that all meetings were virtual. The synod supports congregations in grant programs with the ELCA with partnership funds including

- Sudanese Christ Lutheran Community, Wyoming – Synodically Authorized Worshiping Community – African National
- Trinity, Battle Creek – Vital/Strategic Congregation
- Zion, Saginaw – Strategic/Ministry in Poverty
- Harbor of Grace, Muskegon – Strategic/Consolidated Congregation.

In 2020 in partnership with Bishop Satterlee the table took on the temporary role of reviewing recommendations for COVID-19 Response Grants. These funds were distributed to synods by application and need. Pastor Sprang and Bishop Satterlee reviewed the applications and recommended amounts to the table. The synod has received \$65,000 from the ELCA's Covid Campaign and distributed \$57,150 as of March 31, 2021. The funds are prioritized for 1) Prepared Food Distribution and Food Commodities, 2) Shelter and Homelessness, and 3) Personal needs and baby supplies.

Since May 2020 when the first grants were made available a rough estimate is that the congregations of the synod were serving 2,180 people per week. Donating about 1,679 hours. These are above and beyond the normal contacts of food pantries, meal programs, housing, and baby and personal needs. This is remarkable and a blessing from God for the folks in the neighborhoods served by out congregations in the synod.

The synod's Vitality Initiative REVIVE has 11 congregation in the first and second cohort. There was an in-person training on February 1, 2020 and then the whole program moved online. REVIVE presented a webinar on Growing Young, sponsored four people to attend the ELCA Virtual Vitality Training, and supported 19 people to attend the Ignite the Church virtual event. REVIVE also has established resource files on the synod webpage: www.mittensynod.org/mission/REVIVE.

The table facilitated a zoom meeting in February 2021 for Lutheran Campus Pastors/Ministries with Pastor Lamont Wells, the ELCA's new director of Campus ministry.

Publicly Engaged Church Table (Church in Society)

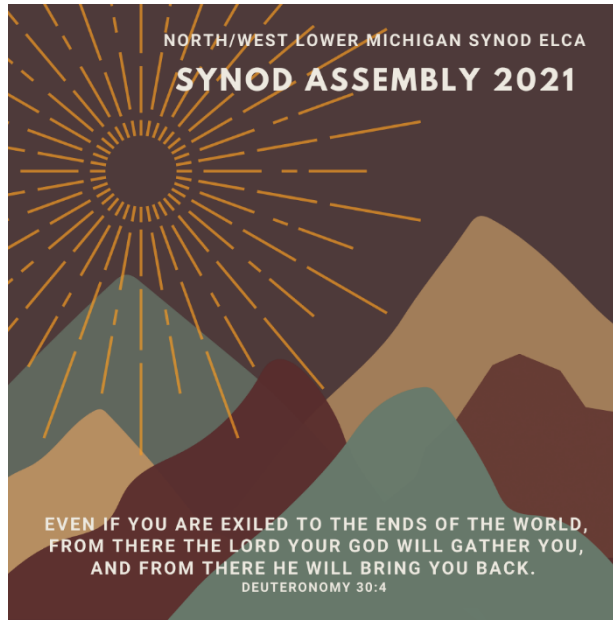
It goes without saying that 2020 was a challenging year for everyone. In so many ways it brought out the strengths of our Church, Synod, Democracy, and the World, as well as their weaknesses. It was a year which has caused us to rethink what is “normal”, and what will it look like when it returns. In light of this the PEC Table continued the work of Advocacy primarily through its Task Forces --- Sexual Orientation and Gender Identity; Environmental; Hunger; Human Trafficking; and Synodical. During the year, the PEC also added Disability Ministries as an exciting new Task Force.

Due to the pandemic, the Bishop’s directives for the Synod, and Governor Gretchen Whitmer and State mandates, some of the work of the Table was curtailed. There were no PEC grants provided during 2020 except for “seed” funds to initiate the Disability Ministries Task Force. In addition, two mini events scheduled for October were cancelled. The focus of the events was Martin Luther’s concept of the Two Kingdoms, and the concept of the “Separation of Church and State”. LSTC professor Dr. Marvin Wickware Jr. had agreed to be the presenter/facilitator of the events. However, the Table did pursue issues of immigration; for profit prisons; and supported the efforts of the Bishop and Synod as it tackled racial justice issues and lifted up anti-racism work. As we have moved into 2021 the Table will continue to pursue these issues along with others.

In 2021 the PEC Table will continue to work to help the Synod become more publicly engaged. Also, the Table will continue to meet one of its primary tasks--that of providing resources to those congregations seeking to implement creative and needed ministries in their respective communities.

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.

We welcome anyone interested in social ministry to join us. There is always room for you at the Table.



Section D – Shared Ministry Reports

Living Water Ministries	D2
Samaritas	D3-D4
Trinity Lutheran Seminary.....	D5
Wittenberg University.....	D6
ELCA Region 6 Archives.....	D7
ELCA Fund for Leaders	D8
ELCA Mission Investment Fund.....	D9
Portico Benefit Services	D10
Lutheran Immigration and Refugee Services.....	D11

Living Water Ministries - 2020 Report

Living Water Ministries did not operate summer programs in 2020 as a result of concerns related to COVID-19. The cancellation of our 2020 summer season came with the expectation of approximately \$200,000.00 in financial losses for the organization, however we were able to mitigate these expected losses through the increased generosity of our donors, securing a PPP loan, the reduction of expenses, and interest income from our ELCA Pooled Trust investment. In fact, we ended our fiscal year without incurring any financial losses while keeping our year-round staff employed.

Without summer programs, the work of Living Water Ministries has centered around fundraising, the implementation of new camp and donor management systems, facility renewal, program planning and more!

Fundraising - The loss of revenue as a result of the cancellation of our 2020 summer season was significant, however our donors rose to the challenge and Living Water Ministries had a 108% increase in donations in 2020 over the year prior!

New Systems - We've taken the time and space allowed by the pandemic to implement a new camp management and registration system that will help streamline our operations while also being more user friendly for our camp families. In addition to our new camp management system, we implemented a new donor management system that has allowed us the ability to cultivate and receive the generosity of our donors more efficiently and with greater ease for them.

Facility Renewal - Tied to the generosity of our donors and careful planning by our board, we finalized plans to begin the construction of the first phase in our facility renewal plan. A contractor has been selected and work will soon begin on a new, 2,100 square foot duplex cabin structure at Stony Lake. This new structure will house up to 24 participants, have in-cabin bathroom facilities, and a great room with kitchenette. This structure will also have electric baseboard heat for potential use on the shoulder seasons. Construction is tentatively scheduled for completion by November of 2021.

Program Planning - When camp does return in 2022 there will be adaptations to the way programming is implemented as a result of new learnings related to the pandemic. We continue to develop, redevelop, and revise strategies for program implementation, staff training, and health services as new information comes to light.

While we have come out of the first year of the pandemic in a strong position, the cancellation of our 2021 summer season presents similar financial and operational ramifications. In 2020, we centered our efforts around "restoring momentum" lost due to COVID-19. In 2021, we turn our attention toward "restoring hope" as we do the continued work of preparation in order to strengthen Living Water Ministries and provide the best season of programs we've ever had in 2022! We welcome your partnership as we solicit donations, recruit summer staff, and reinvigorate our camp families to participate in God's work through our mission in 2022 and beyond.

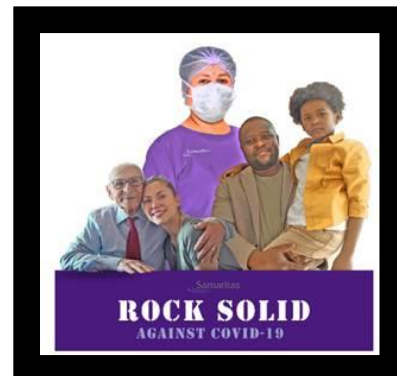
Samaritas™ 2020 Year-In-Review Special Report

On the Frontlines of COVID-19

In March, COVID-19 arrived in our communities, closing schools and businesses and changing our way of life. The safety and stability of children, families, and seniors in our care is always Samaritas' top priority. We quickly established a COVID-19 emergency fund and called for help. And Samaritas Nation answered.

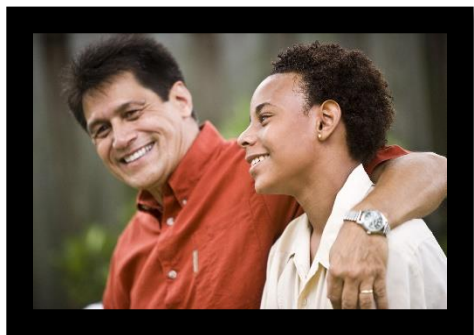
With the support of Samaritas donors, congregations, the community, and corporate partners, we provided \$1.7 million in COVID relief for our most vulnerable citizens. Samaritas Nation supported critical safety supplies, meals for thousands of hungry families and seniors, and technology for foster children, seniors, refugees, and families throughout the state coping with the pandemic.

Thank you!



In December and January of 2021, residents and staff in our senior living communities in Cadillac, Grand Rapids, and Bloomfield Hills became some of the first in the state to receive COVID-19 vaccinations. What a historic moment! Samaritas continues to be on the frontlines of this pandemic by providing essential services to steadfastly secure the safety and well-being of all we serve.

Samaritas Launches Substance Use Disorder Services

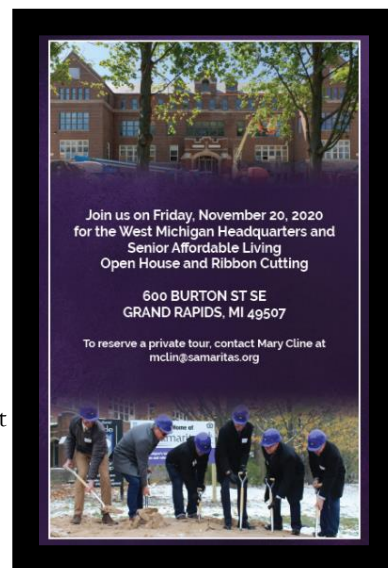


In April, Samaritas launched a new service line across the state – Substance Use Disorder (SUD) Services. The SUD team is committed to serving our communities with meaningful, evidence-based behavioral health interventions that work in tandem to support substance abuse treatment. Our SUD treatment program offers holistic, person-centered care to address substance use disorder, depression, anxiety, or other behavioral health concerns.

Throughout Michigan and the Nation, opioids, fentanyl, and multi-substance abuse are major contributors to increased overdoses. Medication-Assisted Treatment and drug testing are essential parts of our treatment spectrum, allowing us to keep people safe and engaged in treatment. Samaritas SUD clinics operate in Holland, Grand Haven, Charlotte, and Kent County, with Oakland County and additional locations opening in 2021. Samaritas is committed to combatting this public health crisis, providing hope and a path to recovery for so many struggling with addiction.

West Michigan Child and Family Campus and Senior Affordable Living Community Virtual Ribbon-Cutting

After nearly a year of development, on November 20th, Samaritas opened our newest Senior Affordable Living Community and West Michigan Child and Family Campus, both located on the former grounds of the historic St. Joseph Seminary in Grand Rapids. In addition to serving as the West Michigan headquarters for



Samaritas, this campus will offer essential collaborative services, including foster care, adoption, senior care, refugee, and people with disabilities to various groups of vulnerable people.

Freedom Village -New American Families Find Home

On October 8th, Freedom Village opened its doors to six of Michigan's newest refugee residents. The virtual event included a live-streamed ribbon-cutting with families receiving keys to their new homes. Freedom Village has three two-family homes in Hamtramck that were refurbished and redesigned for families. This construction project was made possible by a partnership between Samaritas, Wayne County, Wayne Metropolitan Community Action Agency, and Hamtramck.



In addition to Samaritas CEO, Sam Beals, these dignitaries also took part in the ribbon-cutting ceremony: Wayne County Executive, Warren C. Evans, Assistant County Executive at Wayne County, Khalil Rahal, CEO of Wayne Metro, Louis Piszker, Hamtramck Mayor, Karen Majewski, and representatives from Commissioner, Martha G. Scott's office.

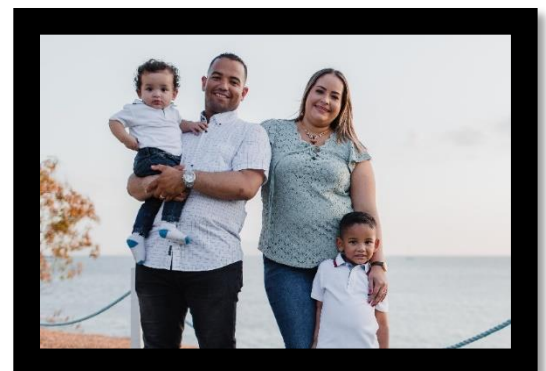


With a history as one of the largest refugee resettlement organizations in the state, Samaritas welcomes refugees as New Americans. We work to ensure they are no longer defined by what has happened to them but by who they are and all they have the potential to be.

Keeping Families Together and Children Safe - Family Preservation Services

As the largest private foster care and adoption organization in Michigan, Samaritas provides a continuum of care through reunification and family preservation, foster care and adoption services with an intentional shift to serve more families in preservation in order to help prevent a separation at all. Right now, our family preservation programs serve 1,600 youth annually and are designed to keep families together by intervening with intensive home-counseling to prevent children from being removed from their home.

In 2020, Samaritas received 13 new Family Preservation contracts growing our reach by 15 counties throughout the state, making us one of the top organizations in Michigan providing these types of services. These new contracts enable Samaritas to help an additional 600 families annually. Keeping families together reduces trauma, encourages brighter futures, and supports our mission of meeting people where they are on their journey and helping to change that trajectory.





Report to 2021 Synod Assemblies

Greetings in the name of our Triune God!

For us, as for so many, 2020 will be remembered as “the year of COVID-19.” Just as Jacob wrestled with God at the river Jabbok until he received a blessing (Genesis 32:22-32), we have wrestled to identify the blessings Trinity Lutheran Seminary has received through these challenging times.

As part of Capital University, we have access to a wealth of technology-related resources that made the pivot to remote instruction much easier than it would otherwise have been. Both our teaching and our worship life have benefited from new tools and training. As part of a university with graduate programs in nursing, we have benefited from the wisdom of our nursing faculty and their connections with public health leaders in Ohio as we have adopted safety protocols, regular on-campus testing for COVID-19, and now vaccination clinics.

We have also wrestled to turn the challenges of ministry during a pandemic into blessings. The M.Div. students who graduate in May 2021 will have spent the majority of their internship under pandemic conditions. The students who go out on internship this fall will have spent the majority of their Learning in Context (field experience) placements under pandemic conditions. Instead of focusing on a lost sense of “normal,” we have named the importance of ministry lived out in particular places at particular times. Whether rostered or lay, we all experienced challenges and changes in how we do ministry and live together as church in 2020. Our students haven’t missed out on the preparation they need. They’ve had the opportunity to be prepared differently, for the realities of today and tomorrow rather than the realities of yesterday.

We are grateful for our many faithful donors, our congregational partners, and this synod! Thanks to your generosity, we finished fiscal year 2020 (our second full fiscal year as part of Capital University) with direct operating expenses “in the black.” Also, during the 2020-21 academic year, we were able to increase financial aid to the point that almost all Trinity students received full tuition scholarships.

Each time I report to you on behalf of the seminary, I ask these three things:

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

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

In Christ,

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

Forming Leaders for Christ's Church at Work in the World



SYNODICAL REPORT - SPRING 2021

Office of the University Pastors

With the whole church, we are mindful of the cost of this pandemic and continue to pray for all who have lost loved ones or have faced other hardships. The pandemic has impacted all colleges and universities, but through the ongoing challenges, Wittenberg found creative, profound ways to shine its unique light this past year through in-person learning, service, storytelling, music, art, and more.

Understanding that residential in-person learning is a cornerstone of the Wittenberg experience, we welcomed our students back to campus in August 2020 with extensive health and safety measures in place. Our COVID Response Team, which includes three alumni physicians, played a crucial role in providing guidance and recommendations to ensure a safe living-learning experience for our students. To date, we have remained in-person and are planning for in-person Commencement exercises on May 15.

As a University that 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, we were also blessed again this year by the presence of two scholarship recipients of the ELCA's International Women Leaders Initiative. Satta Sheriff, class of 2023, from Kakata City, Margibi County, Liberia, is currently double majoring in English and sociology with a concentration in criminology, while Evelina Chandran, class of 2022, from Kota Kinabalu, Malaysia, is pursuing math. Together, they are sharing their special light on campus as they pass on their knowledge, passion for learning, and global perspective with our community.

In pre-pandemic years, we would have gathered for large community events such as our annual Lessons and Carols for Advent and Christmas. While this was not possible in 2020, we were grateful for campus partners who helped to create a special virtual experience complete with choir performances stemming as far back as the 1960s. Faith-based, socially distanced demonstrations, devotions, and activities, all with digital components, helped to connect our community throughout the year.

Additionally, issues surrounding food scarcity saw a marked increase this year nationally and on our campus, and we responded. Our student food pantry, Campus Cupboard, expanded its physical footprint in October. We also received more than \$1,000 in donations from alumni, faculty, and staff to support the pantry's mission. Such generosity allowed us to distribute more than 900 meals this academic year, plus many other health and household items.

Lastly, we joined together virtually on March 11 for our annual Commit to Witt 24-hour day of giving, which resulted in a record \$580,000 in contributions. During the event, we also officially launched our \$100-million *Having Light: The Campaign for Wittenberg University*. The campaign looks to support all that defines the institution, especially the people, who inquire, create, inspire, and compete here; the place, where we come together as a community and welcome others to learn and grow; and the present, when the next generation of Wittenberg graduates learns to pass on its light.

Evangelical Lutheran Church in America Region 6 Archives

The ELCA Region 6 Archives continued to navigate the transition from the ELCA to Capital University in 2019.

2019 General Highlights for the ELCA Region 6 Archives include:

- **Acquisitions:** Received 76 different acquisitions, including
 - 92 boxes of closed congregation and synod records
 - 8 boxes of personal papers—Harlan K. Fenner and Stephen E. Schullery
 - Numerous congregational histories, rostered leader files, and misc. historical materials
- **Continuing education:** Midwest Archives Conference Annual Meeting and TLS workshops
- **Inquiries:** Answered 100 research inquiries and 30 advice inquiries
- **Outreach:**
 - Conducted the 2019 annual Congregational History Campaign, offering research assistance and celebration ideas to congregations with major anniversaries in 2019.
 - Participated in ministry fairs at 3 synod assemblies: Indiana-Kentucky Synod, Southeast Michigan Synod, and Northeastern Ohio Synod
 - Presented a Mission Moment at the Indiana-Kentucky Synod Assembly
 - Led a discussion about & tour of the archives for a Trinity Lutheran Seminary I-Group
 - Provided research assistance for students in TLS's Being Lutheran in America course
 - Provided an Archives display in TLS's Hama Library during Archives Month in October and outside Hama Library November-December
 - Maintained the ELCA Region 6 Archives Facebook page:
www.facebook.com/ELCARegion6Archives/
 - Participated in the SOA's Ohio Archives Passport: <https://ohioarchivists.org/wp-content/uploads/2019/10/SOAOhioArchivesPassport2019.pdf>
- **Staffing:** Welcomed 3 student workers and 1 volunteer
- **ELCA Regional Archives Grant:** The ELCA Region 6 Archives was awarded an ELCA Regional Archives Grant from the ELCA for its "Display-in-a-Box" project: 6 accordion book displays about special topics in congregational records management and archives to be circulated within the IN-KY, Northeastern OH, Northwestern OH, North/West Lower MI, Southeast MI, and Southern OH Synods. Look for an ELCA Region 6 Archives accordion book display at a gathering near you!

On January 31, 2020, I am stepping down after over 10 years of serving as ELCA Region 6 Archivist in order to pursue a full-time position. I am grateful to have been part of preserving the Lutheran story in Indiana, Kentucky, Ohio, and the lower Michigan peninsula.

The preservation of Lutheran history is a collaborative and community effort; everyone's help is needed. Thank you to ELCA Region 6 congregations, ELCA Region 6 rostered and lay leaders, ELCA Region 6 synods, ELCA Region 6 Archives Advisory Board members, TLS Hama Library staff, Capital University Blackmore Library staff, Capital University, and the ELCA Region 6 Archives student workers for their efforts in supporting and advocating for the ELCA Region 6 Archives and the preservation of Lutheran history.

Respectfully submitted,
Jennifer Long Morehart
ELCA Region 6 Archivist



ELCA Fund for Leaders
 Evangelical Lutheran Church in America
 God's work. Our hands.

ELCA Fund for Leaders Northwest Lower Michigan Synod Fund for Leaders 2021 Annual Report

Thank you to the people of Northwest 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 2020-21 academic year, the ELCA Fund for Leaders provided scholarship assistance of more than \$2.8 million in support of 297 future pastors and deacons. Thank you for your role in ensuring that these future leaders will be freed from the burden of student debt so that they can go and serve as the church needs and the Holy Spirit leads.

Students supported in 2020-2021

We are grateful that the Northwest Lower Michigan Synod Fund for Leaders has provided a total of \$174,112.05 in scholarship awards since its inception. During the 2020-2021 academic year, you provided a total of \$13,900 in scholarship support to:

- | | | |
|---------------------|---------|-------------------------------|
| • Christopher Clark | \$4,000 | Luther Seminary |
| • Mary Hughes | \$5,900 | Wartburg Theological Seminary |
| • Edward Ruble | \$4,000 | Luther Seminary |

Additional information about your fund

North/West Lower Michigan Synod Fund for Leaders in Mission

Market value as of 12/31/2020: **\$222,665.11**

New gifts given to your fund in 2020: **\$1,200**

Irving and Beulah Nyblad Seminary Scholarship

Market value as of 12/31/2020: **\$168,495.01**

New gifts given to your fund in 2020: **\$0**

Total Amount available for you to Award for 2021-2022: \$15,500.

This number is calculated with a 10% holdback to ensure that all promised scholarships can be paid during both semesters, even if the market fluctuates. Please issue your awards in whole dollar amounts.

Process and Timeline

1. **Please see the attached document** entitled "Guidelines for Synods – 2021" for eligibility criteria and notes on the selection process and timeline.
2. **Submit nominee information to us by May 17, 2021** using the attached Excel template.
3. **Please send to each nominee the attached instruction form** entitled "Synods- instructions for nominees." This document will assist students in registering in our system and officially applying for this scholarship, which they must do by June 7, 2021.

For more information, please visit [ELCA.org/fundforleaders](https://elca.org/fundforleaders) or call our office at 800-638-3522, ext. 2936. Again, thank you to the people of Northwest Lower Michigan Synod for your generous support – we thank God for you!



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

Partnering in faith

The Mission Investment Fund, a financial services ministry of the ELCA, provides a strong, stable, faith-based way for individuals, congregations and ministries to achieve their financial goals.

MIF provides a range of investments for individuals, congregations and ministries. We put those investments to work to fund building and renovation loans for congregations and ministries.

The result? Impact investments, with a transformative impact on our communities: Expanded worship spaces ... new space for education and youth ministry ... much-needed day care centers for working families ... industrial-grade kitchens and fellowship halls for community meals.



During the year-long pandemic, MIF provided assistance to investors who needed immediate access to their funds and to borrowers who needed flexibility with their loan payments. We collaborated with our ministry partner, the ELCA Federal Credit Union, to offer expedited loans for congregations, ministries and individuals, as well as Paycheck Protection Program loans for congregations and ministries to keep employees on the payroll and continue operations.

Our capabilities and capacity have never been stronger. At year-end 2020, MIF had 883 loans outstanding, totaling \$596.4 million. Investment obligations totaled \$543.1 million. With total assets of \$773.8 million and net assets of \$218.2 million at year-end 2020, MIF maintains a capital ratio of 28.20 percent—positioning MIF in the top tier of well-capitalized church extension funds.

Our steadfast support continues for the members, congregations and ministries of the ELCA and the many ways you care for a world in need. We are honored and humbled to walk alongside you as a trusted partner.

For more information about MIF capabilities, please visit our website, mif.elca.org.



MIF at work in the North/West Lower Michigan Synod (as of December 31, 2020):

- 12 Mission Investment Fund loans, with a balance of \$4,231,455
- \$7,481,591 in Mission Investment Fund investment obligations

MIF representative The Rev. Kent Peterson, Regional Manager, Tel: 276-698-7970; email: kent.peterson@elca.org

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

Supporting Those Who Serve Now More Than Ever

PORTICO*
Benefit Services | A Ministry of the ELCA

Portico Benefit Services is a holistic benefits ministry serving those who serve — from rostered ministers and their families to staff at social ministry organizations. We strive to help our members grow their overall well-being.

We could not have predicted this pandemic. But the virtual benefits we've introduced before and after its arrival, the benefit adjustments we've made since, our successful navigation of volatile financial markets, and the consistency of our customer service have made a powerful difference.

During this pandemic, ELCA benefits are helping to lower stress levels, create safer access to health care, and increase financial flexibility — all to strengthen the resilience of those who serve and, by extension, the resilience of this church.



The Rev. Jeff Thiemann
President & CEO

Building Resilience in 2020

26%

More Calls to Our Financial Planners

During last year's market volatility and our introduction of target date funds.

559

Took a Penalty-Free Distribution

Thanks to quick modification of our retirement plan rules for 2020.

49

Sought Student Loan Help

Through no-cost counseling via our partner, LSS of Minnesota Financial Counseling.

3,230

Medical Visits Via Text

Through 98point6, our new virtual 24/7 primary health care service — with \$0 copay.

98%

Satisfaction With New Mental Health Option

Our self-directed online program, Learn to Live.

10%

Of Members Streamed a Course

On topics like resilience, mindfulness, and beating burnout via Being, our new wellness video platform.

90%

Very Satisfied

With our Customer Care service — delivered by Portico employees working remotely.

22

Target Date Funds Introduced

To help members maintain an age-appropriate asset mix over time — and better weather volatility.

3.1%

Annuity Payment Increase

Received, in these difficult times, by ELCA annuitants during 2021.

Data as of Dec. 31, 2020; sources available upon request. Availability of and eligibility for benefits will vary.

60-302 (2/2021)



Lutheran Immigration and Refugee Service

Greetings siblings in Christ of the North/West Lower Michigan Synod,

It has been a difficult year for all of us. Despite restrictive policy changes and the challenges of the COVID-19 pandemic, however, LIRS has remained committed to our biblical mandate to welcome the stranger.

In the last year:

- 2,782 refugees were welcomed through LIRS affiliates in 23 states.
- 440 unaccompanied migrant children were served through our foster care services and placed in loving homes during and after legal proceedings.
- 9,500 asylum seekers received Safe Release and Post Release services at our Southern border.

Even in these darkest of days, thousands of people from across the country partnered with LIRS to express their support for migrants and refugees through our annual programs and advocacy efforts. The compassion of our neighbors gives us hope, and we are proud to report that in the last year:

- 16,000 holiday cards and 500 gifts were sent to migrant children and families in detention through our annual Hope for the Holidays program.
- More than 600 ELCA clergy and lay leaders signed a letter drafted by the ELCA and LIRS urging Congress to work collaboratively to advance comprehensive immigration legislation.
- LIRS' work was featured on national platforms like *NPR*, the *Washington Post*, *Center for American Progress*, *Religion News Service*, *The Christian Century*, and *Sojourners*.

We are especially grateful for the congregations and communities in the North/West Lower Michigan Synod who have continued their generous and prayerful support. We could not do this work without you.

Now, that work is expanding. In the coming year, the U.S. expects to welcome 125,000 refugees to our shores. LIRS is actively looking to congregations and faith leaders to partner with us in ways big and small, including donations, volunteer work, and participation in our annual programming. **Emmaus:**

Congregational Discernment Network launches this spring for congregations to discern how they can best walk alongside refugees and migrants in their community, and **Stand Up Speak Up**, coming in Pentecost, is a new interfaith prayer vigil focused on advocacy. We encourage you to stay up to date on opportunities for individual and congregational engagement at the **LIRS Action Center**, found at www.lirsconnect.org/get_involved

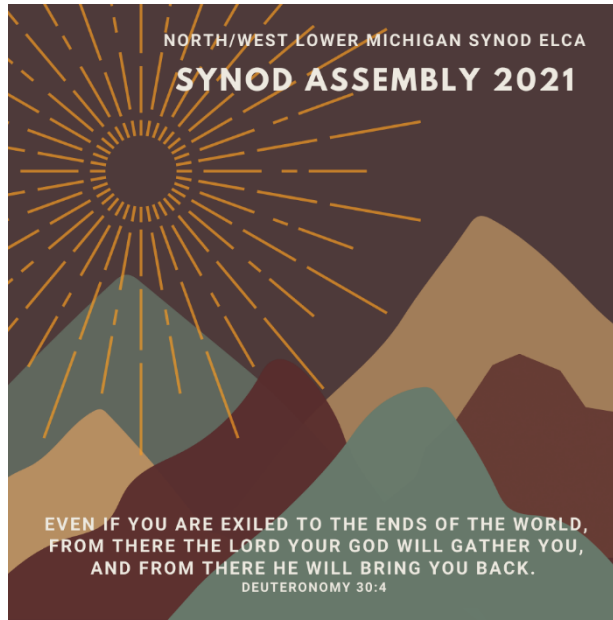
With your support, we will continue to live our mission: witnessing to God's love for all people, standing with and advocating for migrants and refugees, and transforming communities through ministries of service and justice. Thank you for accompanying LIRS and our migrant and refugee siblings through 2021 and beyond. God bless you.

In peace,

A handwritten signature in black ink that reads "Kristin Witte".

Dr. Kristin Witte
Director for Outreach

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: 202-381-1030 | Fax: 202-330-5807



Section E – Constitution Amendments and Resolutions

Summary of Updates to the North/West Lower Michigan Synod Constitution	E2
RESOLUTION A	E3
RESOLUTION B	E4

Updates to the North/West Lower Michigan Synod Constitution

Provided for the 2021 Synod Assembly¹

Complete updates to the North/West Lower Michigan Synod Constitution may be found in a [16-page document](#) on the Synod Web page – www.mittensynod.org in the Synod Assembly section under the Events tab. The updates are broken into three sections based on the action necessary for each.

Section A – Revisions mandated and recommended by Churchwide Assembly.....	Page 1
Section B – Revisions recommended by the Synod Constitution Committee.....	Page 10
Section C – Continuing Resolutions enacted by the Synod Council	Page 15

Section A

This section includes mandated and recommended constitutional changes from the 2019 Churchwide Assembly. Mandated changes (those preceded by the symbol †) must be adopted as is. These changes were to have been adopted by the 2020 Synod Assembly and have been carried over to 2021.

Section B

These updates are from the North/West Lower Michigan Synod Constitution Committee to bring the current synod constitution into compliance with the Model Constitution for Synods and to place bylaws and continuing resolutions where they more appropriately belong. These changes were to have been adopted by the 2020 Synod Assembly and have been brought forward to this year.

Section C

Only two (2) Continuing Resolution updates to the Synod Constitution have been made and they are presented for information to the 2021 Synod Assembly. These continuing resolutions have been adopted by the Synod Council and do not require a vote of the Synod Assembly for adoption.

RESOLUTON A

Toward a Creative, Dedicated Reduction of Disposable Plastics

Whereas, there is a growing mindfulness of the degradation of the earth with the ubiquitous presence of plastics (an estimated 86 million tons of plastic packaging produced annually), especially of single-use plastics which are not or cannot be recycled properly, polluting our oceans, waterways, and communities, negatively impacting our health as well as the health of land- and marine-based ecosystems; and

Whereas, as members of the Body of Christ, and specifically of the ELCA since the adoption in 1993 of the social statement, Caring for Creation, we have challenged each other to steadfastly care for creation with vision, hope, and justice, praying for the creativity and dedication “to live more gently with the earth”; and

Whereas, every congregation and every member of our synod can be a bearer of hope and a courageous witness to God’s profound involvement with and love for this increasingly despoiled world; therefore be it

Resolved, that we, as voting members of this Synod Assembly, commit to a sustained awareness of the urgency to radically reduce our own use of disposable plastics, finding and creatively using sustainable, reusable alternatives; and be it further

Resolved, that we ask the Synod Council, our Bishop, and every rostered leader to assist us in urging our congregations to likewise adopt creative and dedicated alternative practices; and be it further

Resolved that we, as the North/West Lower Michigan Synod and as individual members and as congregations pray for the courage and fluency to publicly share our concerns and our hopes with local, national, and international businesses urging them to move quickly and rigorously in utilizing and promoting reusable and/or biodegradable products.

Submitted by the following members of the Environmental Stewardship Task Force of the Publicly Engaged Church Table and other members of the synod:

ESTF Members: John Burow, Ellen Schoepf, Erick Johnson, Linn Kracht, John Schleicher, Kim Winchell, and Laurie Swanson

Others: Kimberly O’Brien, Adell Dingleline, Brielle Bowers (all Faith, Okemos); Paul Schmidt, Hunter Whitman, Matthew Smith (all Bethlehem, Lansing); Haley Vay Beaman, Stephanie Hall (both University Lutheran); Alex Aivars (St. Stephen, Lansing) ; C.J. & Amanda Clark, John & Barbara Wyns, Roy Field, Lisa Payne, David A Dietrich, Mary Jo Thies-Dietrich from Trinity New Era; Wayne Shearier, Holy Trinity Lutheran, Niles;

Natalie Dingleline, Jack Dingleline, Cecelia Kramer, Warren Heilman, Rick Beaderstadt, Tammy Heilman, Gwynne Kadrofske, Ellen Holste, Tula Ngasala from Faith Lutheran, Okemos. Marcia Schultz, Our Savior’s Lutheran Church, Edmore, MI; Barbara Paff, St. Paul Evangelical Lutheran; Susan Callahan, Cheryl Tsuchiyama, Ken Tsuchiyama, Colleen Kracht, St. Peter Lutheran, Battle Creek; Kris Burow, Bethlehem, Lansing; Richard A. Moe, St. Paul Lutheran, East Lansing; Michael Anton, rostered pastor of Synod; Miriam Bunge, University Lutheran, Lansing; Chuck Forester, Immanuel, Grand Ledge; Karla Chamberlain, Judy Salminen, Luanne Beaudry, Robin Bosgraaf, Nancy Yeager, James Domine, Juan Velasquez, Meredith Hines, Charlene Crebo, and Robert Myers, all of Grace in Lansing; Richard D. McKenzie, Immanuel, Grand Ledge; Kathryn Griffin, St. Paul, East Lansing; Church Council from Peace Lutheran, Holland; Jake Lehman, Trinity Lutheran, Kalamazoo.

RESOLUTION B

Responding to the Climate Emergency

Whereas, in 1993 with the Caring for Creation¹ social statement, we, in the ELCA realized the urgency was already “widespread and serious, according to the preponderance of evidence from scientists worldwide [of] dangerous global warming, caused by the buildup of greenhouse gases, especially carbon dioxide” from the burning of fossil fuels, and that “action to counter degradation, especially within this decade, is essential to the future of our children and our children's children”; and

Whereas, the most recent report by the 2019 U.N. Intergovernmental Panel on Climate Change claims continued greenhouse gas emissions will cause “long-lasting changes in all components of the climate system, increasing the likelihood of severe, pervasive and irreversible impacts for people and ecosystems”; and

Whereas, while actions of individuals and congregations responding to the climate emergency may well serve as significant prophetic and anticipatory symbols; only bioregional, national and international regulations, policies and corporate commitments could adequately reduce the pace of climate change and lead to equitable means of adaptation; therefore be it

Resolved, that this Synod declares that the climate emergency is a spiritual and moral crisis that calls for an urgent, faith-rooted response similar to the demands for justice and mercy voiced by the Hebrew prophets, by Jesus and the New Testament writers; and be it further

Resolved, that this Synod through the office of the Bishop, the Publicly Engaged Church Table, the Environmental Stewardship Task Force and its rostered leaders be encouraged to publicly and consistently advocate for those policies, corporate practices and governmental cooperation that would slow the pace of climate change and promote equitable adaptations; and be it further

Resolved that the congregations of this Synod be encouraged to commit themselves to learning, prayer and repentance leading to faithful environmental stewardship and care for those most affected by climate change.

Submitted by: John Burow, John Schleicher, Ellen Schoepf, Erick Johnson, Laurie Swanson, Kim Winchell, & Linn Kracht

Supporting resolution: C.J. and Amanda Clark, John & Barbara Wyns, Roy Field, Lisa Payne, David A. Dietrich, Mary Jo Thies-Dietrich, Trinity in New Era; Marcia Schultz, Our Savior's Lutheran, Edmore; Wayne Shearier, Holy Trinity Lutheran, Niles; Matt Smith, Bethlehem Evangelical Lutheran, Lansing; Barbara Paff, St. Paul, Lutheran, East Lansing; Susan Callahan, Cheryl Tsuchiyama, Ken Tsuchiyama, St. Peter Lutheran, Battle Creek; Richard A. Moe, St. Paul Lutheran, East Lansing; Pastor Michael Anton, Rostered pastor; Miriam Bunge, University Lutheran, Lansing; Tula Ngasala, Jack and Nataline Dinledine, Cecelia Kramer, Rick Beaderstadt, Gwynn Kadrofake all from Faith, Okemos; Chuck Forestee, Immanuel, Grand Ledge; Richard D. McKenzie, Immanuel, Grand Ledge; Kathryn Griffin & Pat Cramer St. Paul, East Lansing; Church Council from Peace Lutheran, Holland; Jake Lehman, Trinity, Kalamazoo.



Section F – Nominations

Nomination Slate	F2-F4
Nomination Form.....	F5-F6
Biographical Information – Synod Council.....	F7-F16
Biographical Information – Consultation Committee.....	F17-F19
Biographical Information – Discipline Committee	F20-F22
Biographical Information – Churchwide Assembly.....	F23-F31

2021 Nomination Slate

Synod Council

Position A: Synod Secretary (4-year term to conclude 8/31/25, elect one)

1. Rev. Dennis Smith—retired, St. John's, Three Rivers—Kalamazoo Conference

Position B: Synod Treasurer (4-year term to conclude 8/31/24, ratify SC action)

1. *Mr. Dan Carter—Faith, Grand Rapids—Greater Grand Rapids Conference
No opposition – ratification of SC action

Position C: Lay Male (3-year term to conclude 8/31/24, elect one)

1. *Mr. Tim Lundgren – Trinity, Grand Rapids – Greater Grand Rapids Conference
2. Mr. David Marquette –St. Peter, Battle Creek –Kalamazoo Conference

Position D: Lay Male (3-year term to conclude 8/31/24, elect one)

1. *Mr. Richard Weingartner - Faith, Okemos—Capital Conference

Position E: Lay Male (3-year term to conclude 8/31/23, ratify SC action)

1. *Mr. Bill Trevarthen- University, East Lansing – Capital Conference
No opposition – ratification of SC action

Position F: Lay Female (3-year term to conclude 8/31/24, elect one)

1. Ms. Sandra Walker—Redeemer, Lansing – Capital Conference

Position G: Lay Female (2-year unexpired term to conclude 8/31/23, elect one)

1. Ms. Phyllis Klingler—Trinity, Hillsdale – Capital Conference

Position H: Rostered Minister - Male (3-year term to conclude 8/31/23, ratify SC action)

1. *Rev. Clay Bates – Peace, Holland—Greater Grand Rapids Conference
No opposition – ratification of SC action

Position I: Rostered Minister - Female (3-year term to conclude 8/31/24, elect one)

1. *Rev. Betsy Kamphuis – St. Paul, Greenville – Greater Grand Rapids Conference

Position J: Rostered Minister- Female (extend term for 1 year to conclude 8/31/22 to offset election years, ratify SC action)

1. *Rev. Jessica Hahn – Trinity, Hillsdale – Capital Conference
No opposition – ratification of SC action

Position K: Person of Color / Primary Language Other than English (fill unexpired term to conclude 8/31/22, ratify SC action)

1. *Ms. Candy McCorkle – Immanuel, Jackson—Capital Conference
No opposition – ratification of SC action

Position L: Young Adult Male (3-year term to conclude 8/31/23, ratify SC action)

1. *Mr. Connor Ashley – Saron, St. Joseph—Kalamazoo Conference
No opposition – ratification of SC action

Position M: Young Adult Female (3-year term to conclude 8/31/24, elect one)

- 1.

Position N: Youth Male or Female (2-year term to conclude 8/31/23, elect one)

Consultation Committee

Position O: Lay Male (6-year term to conclude 8/31/27, elect one)

1. Mr. Kirk Hoffman—Immanuel, Jackson—Capital Conference (no bio)

Position P: Lay Female (6-year term to conclude 8/31/27, elect one)

1. Ms. Barbara Marquette – St. Peter, Battle Creek – Kalamazoo Conference

Position Q: Rostered Male (6-year term to conclude 8/31/27, elect one)

1. Rev Ray Dice—Messiah, Bay City—Bay Area Conference
2. Rev. Mike Kemper—Grace, Hastings—Kalamazoo Conference
3. Rev. Max Miller—St. Paul/Grace, Au Gres/East Tawas—Bay Area Conference

Discipline Committee

Position R: Lay Male (6-year term to conclude 8/31/27, elect one)

1. Mr. Connor Ashley – Saron, St. Joseph—Kalamazoo Conference

Position S: Lay Female (6-year term to conclude 8/31/27, elect one)

1. Ms. Cynthia Nelson – Bread of Life, Hudsonville – Greater Grand Rapids Conference

Position T: Rostered Female (6-year term to conclude 8/31/27, elect one)

1. Rev. Kara Shaw – St. Paul, Reed City – Traverse Conference

Position U: Rostered Female (6-year term to conclude 8/31/27, elect one)

1. Rev. Julie Bailey – Ascension, Saginaw – Bay Area Conference
2. Rev. Kate Schroeder – Immanuel, Jackson – Capital Conference

2022 Churchwide Assembly

2022 Churchwide Assembly (CWA) - August 8-12, 2022 - Columbus, OH

7 formula slots + 1 extra youth/young adult & 1 extra POC/primary language

Formula slots

No Election: (Slot 1, Rostered Male) Synod Bishop: Bishop Craig Satterlee

No Election: (Slot 2, Lay Female) Synod Vice President: Ms. Sandy Schlesinger

Position V: (Slot 3) Rostered Leader Male, elect one

1. Rev. Alex Aivars – St. Stephen, Lansing – Capital Conference
2. Rev. Clay Bates – Peace, Holland—Greater Grand Rapids Conference
3. Rev. Jonathan Reid – Immanuel, Sutton’s Bay – Traverse Conference
4. Rev. Justin Walker—Christ, Wyoming—Greater Grand Rapids Conference

Position W: (Slot 4) Rostered Leader Female, elect one

1. Rev. Julie Bailey – Ascension, Saginaw – Bay Area Conference
2. Rev. Betsy Kamphuis – St. Paul, Greenville – Greater Grand Rapids Conference
3. Rev. Jennifer Michael – St. Peter, Battle Creek – Kalamazoo Conference
4. Rev. Joan Oleson – Saron, St. Joseph – Kalamazoo Conference
5. Rev. Jessica Rivera-Walker—Good Shepherd, Holland—Greater Grand Rapids Conference
6. Rev. Sherry McGuffin-Bays – Cross of Christ, Petoskey – Traverse Conference

Position X: (Slot 5) Lay Male or Female, elect one

1. Ms. Debra Berkey – Peace, South Haven – Kalamazoo Conference
2. Mr. Robert Kamphuis – St. Paul, Greenville – Greater Grand Rapids Conference
3. Ms. Karen Ketola – Immanuel, Grand Ledge – Capital Conference
4. Ms. Barbara Marquette – St. Peter, Battle Creek – Kalamazoo Conference
5. Mr. Richard Weingartner - Faith, Okemos—Capital Conference

Position Y: (Slot 6) Youth or Young Adult, Lay Male, elect one

1. Connor Ashley – Saron, St. Joseph—Kalamazoo Conference

Position Z: (Slot 7) Person of Color/Primary Language Other than English, Lay Female, elect one

1. Ms. Benita Muganza – Trinity, Grand Rapids – Greater Grand Rapids Conference ([bio @ mittensynod.org](mailto:bio@mittensynod.org))
2. Ms. Jacquelyn Williams-Armstrong – St. Stephen, Lansing – Capital Conference ([bio @ mittensynod.org](mailto:bio@mittensynod.org))

Position BA: Young Adult, Rostered Leader Female, elect one

1. Rev. Kate Van Valkenburg - Bread of Life, Hudsonville —Greater Grand Rapids Conference

Position BB: Person of Color/Primary Language Other than English, Lay Male, elect one

1. Mr. Paul Mawut –Sudanese Christ Lutheran Community, Wyoming – Greater Grand Rapids Conference

North/West Lower Michigan 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 (Select all that apply):

- ☐ Synod Council Secretary ☐ Consultation Committee ☐ Churchwide Assembly
☐ Synod Council (at-large) ☐ Discipline Committee

Name	
Address	
City / State / Zip Code	
Phone (Home or Cell)	
Email	

Experience	
Occupation/Vocation	
Education	
Home Congregation and City	

Synod Conference Alignment

- ☐ Bay Area ☐ Greater Grand Rapids ☐ Traverse
☐ Capital Area ☐ Stony Lake ☐ I Don't Know
☐ Kalamazoo Area ☐ Sunrise

Past and Current Positions/Activities (as applicable)
Congregation Engagement
Synod Engagement
Churchwide Engagement
Gifts and Skills

I am willing to serve if elected and 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 report.

Nominee Signature	
Date	

Future Availability

If not elected, may we keep your name on file for future opportunities:

☐ Yes

☐ No

2021 Synod Assembly Nomination Biographical Information

**denotes seeking election for another term*

Synod Council

Position A: Synod Secretary (4-year term to conclude 8/31/25, elect one)

1. Rev. Dennis Smith—retired, St. John's, Three Rivers—Kalamazoo Conference

Occupation/Vocation: Pastor, retired – contract supply

Education: Trinity Sem. (M.Div.), Western Theol. Sem (D.Min.)

Congregation Engagement: Contracted supply with St John, Baroda until June 2020. Contracted supply with Immanuel, Big Rapids January through August 2019.

Synod Engagement: Synod Secretary – 8 years; Synod Council – 12 years; Chair, Synod Constitution Committee (forever)

Churchwide Engagement: two-time Churchwide Assembly voting member; Evangelical Lutheran Worship Task Force; ELCA Lay Ministry Consortium

Gifts and Skills: Having served as a member of Synod Council and as the Synod Secretary, I am familiar with the tasks required and appreciate the value of that ministry. I bring to the office a love of this church and the North/West Lower Michigan Synod, the locus of my public ministry since 1990. If elected, I stand in the shadow of our current Synod Secretary who has set the bar of service high. I promise to live up to that standard to the best of my ability.

Position B: Synod Treasurer (4-year term to conclude 8/31/24, ratify SC action)

1. *Mr. Dan Carter—Faith, Grand Rapids—Greater Grand Rapids Conference

No opposition – ratification of SC action

Occupation/Vocation: Certified Public Accountant

Education: BS Valparaiso University; MST Grand Valley State University

Congregation Engagement: Treasurer, Resource Management, Church Council - for many years; My wife and I host a monthly dinner and movie night at the Church during the winter months for people in the neighborhood.

Synod Engagement: Synod Treasurer since 2012.

Churchwide Engagement: I am very involved in the West Michigan Community. I serve on few local non-profit boards and committees. I am the Treasurer and, on the Board, including the Exec. Board, for Samaritas (formerly Lutheran Social Services of Michigan). I serve on the Advisory Boards for both Grand Valley State U's School of Accounting and Davenport U's School of Business. In Ada Township I serve on the Planning Commission and the Compensation Commission.

Gifts and Skills: Since 1977 I have been engaged in public accounting. I was the co-managing partner of a large CPA Firm in Grand Rapids. In 2012 I retired from that Firm and taught graduate level classes at Grand Valley State University. For reasons I still do not understand, I started another CPA practice in Ada Michigan that now has 10 members including my wife, sister, and daughter. I am also actively involved in the leadership and management of several small local businesses and/or ventures. These positions have helped me develop leadership and problem-solving skills that I bring to the Synod. Over the last 8 years, I have become very familiar with the unique operations and personalities of the Synod. This allows me to better advise and assist the synod's management team. When I first was asked to serve, there was an improvement process in our accounting systems and controls that was already underway. The Synod's financial and operational processes and safeguards are now much improved.

Position C: Lay Male (3-year term to conclude 8/31/24, elect one)

1. *Mr. Tim Lundgren – Trinity, Grand Rapids – Greater Grand Rapids Conference

Occupation/Vocation: Attorney

Education: BA - Hope College; MA - University of Colorado, Boulder; Ph.D. – The Ohio State University; J.D. – University of Michigan College of Law

Congregation Engagement: Lay Reader and Usher; Vestry, usher, lay reader, adult education teacher and member of education committee at Grace Episcopal, Grand Rapids (previous congregation)

Synod Engagement: Served one term on Synod Council.

Churchwide Engagement:

Gifts and Skills: I am a partner at a law firm and work in regulatory and administrative agency law, particularly energy and environmental. I understand the functioning of large organizations and have experience working with them, including non-profits. I've served on the Board of Trustees of non-profits in West Michigan. including the Board for the Arc of Kent County (www.arckent.org) - a private non-profit working on behalf of people with intellectual and developmental disabilities and their families. I've assisted organizations with strategic planning and with drafting and revising of policies, procedures. and organizational bylaws. I act as general counsel to a couple non-profit trade associations. I have a Ph.D. in English and formerly taught writing and literature at the university level.

2. Mr. David Marquette –St. Peter, Battle Creek –Kalamazoo Conference

Occupation/Vocation: Retired Project Manager / Senior Team Leader, Denso Manufacturing.

Education: Some college

Congregation Engagement: Served four years on Congregation Council with one year as Vice President and two years as President; several years as Chair of Property Committee; served four years on council with prior Missouri Synod congregation.

Synod Engagement: Have completed Equipping Leaders for Mission and Ministry program; have run for Synod Council twice prior; have twice served as Synod Assembly Voting Member.

Churchwide Engagement:

Gifts and Skills: For the ten years prior to my retirement, I was a Project Manager for a tier two automotive supplier. As such I was responsible for construction, equipment installation, budgets, and manpower. My eight years having served on Church Council have given me an understanding of Church operation and budgeting restrictions. I feel confident that I can be a positive addition to Synod Council.

Position D: Lay Male (3-year term to conclude 8/31/24, elect one)

1. *Mr. Richard Weingartner - Faith, Okemos—Capital Conference

Occupation/Vocation: Computer Programmer / Analyst

Education: Central Michigan University - B.S. Computer Science/Mathematics (2000)

Congregation Engagement: 5/2002-4/2016 Newsletter Editor; 2/2004-1/2008 Church Council, Financial Secretary; 2/2011-1/2015 Church Council, Treasurer; 3/2015-Present Technology/Media Committee; 5/2016-Present RIC Team, Chairperson; 1/2012-Present Little Pantry Committee; Ongoing Reader, Lay Assistant, Handbell Choir, Altar Care, Greeter

Synod Engagement: 2013-2017 Synod Assembly Voting Member; 2017-present Synod Council; Open Hearts Open Church Team Member; Previous IT Task Force Member

Churchwide Engagement: 2013 Churchwide Assembly – congregational observer, communion assistant; 2019 Churchwide Assembly – voting member

Gifts and Skills: I have thoroughly enjoyed my last 4 years on Synod Council. By working at the Synod level I have gained experience and knowledge about what the Synod is doing to help further Christ's ministry throughout our Synod, especially in times of crisis. I value the experience and relationships I have formed and would love to continue this growth spiritually, educationally, and personally. Attending churchwide assemblies in the past always revives my spirit and interest in ensuring that the mission of the church, the mission of God's love, continues to grow and expand to benefit the needs of the world. Churchwide assembly is a good reminder of the larger community of faith to which we all belong. I have a passion for both sides of the church. The business side of keeping it running with governance and finances, and also for the real business of the church - sharing and being the love of Christ to the world. With my past and current involvement at the congregation and synod levels I bring experience both in following and participating in meeting proceedings along with ensuring the love of Christ guides all decisions.

Position E: Lay Male (3-year term to conclude 8/31/23, ratify SC action)

1. *Mr. Bill Trevarthen- University, East Lansing – Capital Conference

No opposition – ratification of SC action

Occupation/Vocation: Executive Director MGTV (RETIRED)

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

Congregation Engagement: Adult Forum Co-Leader; Social Action Team Member

Synod Engagement: Member, Synod Council.

Churchwide Engagement:

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

Position F: Lay Female (3-year term to conclude 8/31/24, elect one)

1. Ms. Sandra Walker—Redeemer, Lansing – Capital Conference

Occupation/Vocation: State of Michigan Food Program Manager (retired)

Education: Master of Science- Michigan State University (College of Vet. Med.); Bachelor of Science- The Ohio State University (College of Agriculture).

Congregation Engagement: Church Council President; Church School (Helping Hands Learning Center) Board President (former); Coordinator of Loaves and Fishes Volunteers; Cooperative Ministries of Lansing

Synod Engagement:

Churchwide Engagement:

Gifts and Skills: As a public servant in the Federal and State Food regulatory industry for close to forty years, I learned how to diplomatically gain compliance while facilitating positive and respectful relationships. I managed the state's food inspectors, supervisors, and compliance officers. I was an educator, leader and mentor while fulfilling my duty to serve and protect the consuming public. I lead by example, made tough decisions while forming cooperative alliances with agencies such as the Food and Drug Administration, CDC, and USDA. I assist at Redeemer Church in various roles (some leadership) as we build bridges and continue to serve our community. As a cradle Lutheran I bring an interesting history from my life experiences. I believe in fairness while contributing leadership and empathy.

Position G: Lay Female (2-year unexpired term to conclude 8/31/23, elect one)

1. Ms. Phyllis Klingler—Trinity, Hillsdale – Capital Conference

Occupation/Vocation: Retired, former director local small library, RN, financial aid counselor

Education: Assoc. Degree – Secretarial Science; Assoc. Degree – Registered Nurse

Congregation Engagement: Member of Trinity, Hillsdale for 34 years; Sunday School and Bible School Teacher; Assisting minister, usher, offering counter, cantor; Volunteer periodically with our King's Kupboard Food Pantry; Helped establish WELCA in our congregation – currently inactive; Knitting ministry; Women's Bible Study; Served on Church Council six years – Fellowship Co-Chair, President, last year of second term.

Synod Engagement: Attended Synod Assembly once and will be attending 2021; Attended WELCA Gatherings; Went to Germany for 500th Year Reformation 2017; Currently participant – Equipping Leaders for Mission and Ministry.

Churchwide Engagement: Youth Gathering Chaperone – Atlanta; Attended WELCA Assembly – North Carolina.

Gifts and Skills: As a longstanding ELCA member, it speaks to my passion for it and service to God and my congregation in amazing ways. My working life involved working as an RN, director of a rural library, and finally retiring from a local college as a financial aid counselor. These positions challenged me to work in leadership capacities as a liaison between families and medical professionals and with families experiencing financial necessity for their children to attend college. My current participation in Equipping Leaders for Mission and Ministry has expanded by Bible study and introduced me to new ways to serve my congregation and synod. The sessions have provided clearer understanding about stewardship, assisting minister and evangelism possibilities. Learning about pastoral care will broaden my participation in assisting Pastor Hahn and hopefully provide accompanying leadership with her. Having been involved at Trinity Lutheran in a variety of ways over my lifetime provides impetus to continue serving God through my congregation, synod and the ELCA. I continue to strive to expand my Christian growth as well as new opportunities to serve.

Position H: Rostered Minister - Male (3-year term to conclude 8/31/23, ratify SC action)

1. *Rev. Clay Bates – Peace, Holland—Greater Grand Rapids Conference

No opposition – ratification of SC action

Occupation/Vocation: Pastor

Education: B.A. MSU Religious Studies; M.Div. Lutheran School of Theology at Chicago

Congregation Engagement: I have served as Pastor for eleven congregations (counting both full and part-time positions).

Synod Engagement: Assistant to the Bishop / Mission Director; Committees - Discipline, Nominating, Stewardship, Outreach, Hunger, Witness and Evangelism, Disability Ministries Task

Force (new); Bridgebuilder Team; Healthy Congregations Facilitator; Synod Council; Intentional Interim Pastor; Chair, Equipping Leaders for Mission and Ministry Board of Governors

Churchwide Engagement: Director of Evangelical Mission

Gifts and Skills: I have served as pastor and consulted with many congregations across our synod. I believe this has provided me with a good sense of the people of our synod and the various needs of our congregations in various settings. My experience with the Synod Council, and the varying positions I have held, will serve me well on the Synod Council. Serving Churchwide as D.E.M. lends familiarity with that expression of the church, which could help as the Synod Council relates to Churchwide.

Position I: Rostered Minister - Female (3-year term to conclude 8/31/24, elect one)

1. *Rev. Betsy Kamphuis – St. Paul, Greenville – Greater Grand Rapids Conference

Occupation/Vocation: Minister of Word and Sacrament / Parish Pastor

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

Congregation Engagement: Zion Lutheran Church, Pastor, 2000-2008; Participated in Saginaw Metro Ministries during my call to Zion Lutheran Church; St Paul Lutheran Church, Pastor, 2008-present; Settlement Lutheran Church, Interim Pastor, 2020-present

Synod Engagement: Chair of Women's Ordination Jubilee Steering Committee 2020 – present; At large member of Synod Council 2018-present; Supervisor of Interns -- 12 interns since 2001 plus one due to join us in 2021-2022; Bridgebuilders Committee -- from its beginning (2001? - 2020); Reference and Resolutions Committee, member, and chair in various years; Resolutions Committee, member 1 year; LMTP (now ELMM) and SAM Co-Administrator with Robert Kamphuis for 8 years; First Response Committee -- past service

Churchwide Engagement:

Gifts and Skills: extensive experience and commitment to lay leadership development, extensive experience and interest in pastoral identity formation; I also value my theological training at University of Chicago Divinity School; the ability to understand the financial and administrative workings of the church; Synod Council experience; experience in inter-congregational co-operation both within the ELCA and ecumenically; life experiences in multicultural communities (e.g., South Chicago, and Nigeria—to name a couple); and a willingness to learn, think, and serve in new ways.

Position J: Rostered Minister- Female (extend term for 1 year to conclude 8/31/22 to offset election years, ratify SC action)

1. *Rev. Jessica Hahn – Trinity, Hillsdale – Capital Conference

No opposition – ratification of SC action

Occupation/Vocation: Pastor

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

Congregation Engagement: Pastor, Trinity Lutheran Church, Hillsdale, MI (2013-present);

Community Engagement: Hospice of Hillsdale County Board of Directors, (Vice president, 2018; President, 2019; Secretary 2020-present)

Synod Engagement: Synod Council (2015-present); Synod Council Executive Committee (2018-present); Nominating Committee, Chair (2019-present); Seminary Debt Reduction Task Force, Chair (2019-present)

Churchwide Engagement: I am passionate about the ELCA World Hunger and Good Gifts programs and try to remain educated and connected with churchwide news.

Gifts and Skills: I have been honored to serve on synod council for the last six years, and I look forward to remaining involved for one more year. I am passionate about ministry and am gifted in administration and leadership. I approach decision-making and problem-solving with care and compassion, and I seek to understand the variety of perspectives on an issue before making a decision. I have seen the Spirit move in this Synod and through our Synod Council meetings, and am thankful for the opportunity to witness God's presence in our synod's leadership

Position K: Person of Color / Primary Language Other than English (fill unexpired term to conclude 8/31/22, ratify SC action)

1. *Ms. Candy McCorkle – Immanuel, Jackson—Capital Conference

No opposition – ratification of SC action

Occupation/Vocation: Higher Education Administrator

Education: Ph.D.

Congregation Engagement: Former Church Council Member, Pastoral Intern Committee, Confirmation Small Group Leader, Food Pantry Volunteer, past Sunday School teacher and youth group leader

Synod Engagement: Currently serving on North/West Lower Michigan Synod Council. Past president of Southern Ohio LYO

Churchwide Engagement: Served as a delegate at the ELCA constituting convention, past member of the Council of LYO presidents. I have also been a past member of the Wheat Ridge Ministries board of directors.

Gifts and Skills: As a former therapist, professor, and administrator I bring the ability to connect people with varying perspectives together to work toward a common goal as well as the ability to present information in a clear and concise manner. I also am adept in creating space for each person in a group to engage and contribute minimizing the monopoly of the interaction by a few individuals. My education background in psychology and counseling have allowed me to ability to understand human emotion, thought and behavior which helps in bringing folks together. My administrative experience helps me to make decisions, collaborate with others and think strategically. As a diversity, equity, and inclusion practitioner I am focused on guiding others to look at outcomes from diverse lenses so that we are intentional about the impact of decisions, actions, and policies. As a lifelong Christian, I try to practice daily forgiveness and grace.

Position L: Young Adult Male (3-year term to conclude 8/31/23, ratify SC action)

1. *Mr. Connor Ashley – Saron, St. Joseph—Kalamazoo Conference

No opposition – ratification of SC action

Occupation/Vocation: Graduate Student

Education: BA Political Science, Wayne State University; In-progress MA History, Eastern Michigan University.

Congregation Engagement: Saron Lutheran Church has been one of the few constant homes in my life that have brought me joy, community, spiritual growth, and education. I served on Saron Lutheran's Church Council for two terms from 2012 until I started undergraduate courses in 2015. I currently serve on Saron's Inclusivity Task Force and as a frequent reader/assisting minister during church services. In my life, I have had the honor of working with all three expressions of the Evangelical Lutheran Church in America--the congregational, the synodical, and the Churchwide. I have learned through my work in my own congregation, that most ELCA Lutherans experience the ELCA in their worship and engagement with their own congregations. My experiences at Saron have been fundamental in shaping who I am today. Saron has allowed me to see firsthand the work of our synod and the Churchwide organization in the everyday spiritual lives of parishioners and their congregation.

Synod Engagement: One of the honors of my life has been my service and fellowship with the North/West Lower Michigan Synod Council. I have also had the honor of attending over seven Synod Assemblies. I currently serve on Synod Council as the Male Young Adult member and have served continuously on the board since December of 2012. In past years I have served as the Parliamentarian for Synod Assembly and on the Resolutions Committee. For me, the energy, experience, and knowledge of other Synod Council members is infectious, and I learn something new in every meeting or encounter we have. I am fortunate to have a veteran understanding of Synod Council procedures and expectations, and a unique breadth of experience that has come with my over nine-year tenure on Synod Council. I would be honored to continue using the tools and knowledge I've gained from my years of service, to advocate for good governance and the inclusive future of Christ's Church.

Churchwide Engagement: The strength of the ELCA is in its focus on inclusion and adherence democratic governance. In New Orleans in 2016 and Milwaukee in 2019, I was honored to represent the North/West Lower Michigan Synod as a member of our Synod's voting member delegation to those Churchwide Assemblies. It is truly powerful to see the work that the Triune God is doing in synods across the United States and around the world. In 2019 I also served on the Churchwide Assembly Reference and Resolutions Committee, a role I greatly enjoyed and learned so much from. During the 2016 Churchwide Assembly, in what seems like one brief, shining moment, I was encouraged to go to the floor and speak to the issue at hand. I conquered my fear and was able to make my voice heard. It has been opportunities in the ELCA for young people like myself, that have made my faith stronger and my ability to offer opinions more meaningful.

Gifts and Skills: The gift I have been given by God, is the knowledge and wisdom I have gained through years of service that have made me smarter and better equipped to serve others in their church government. My perspective as a young adult person and current graduate student also gives me a unique voice in advocating for the priorities of other youth and young adult parishioners. It is often said that the future of the Church is in “the youth,” but I often say that the work of other youth and young adult lay and rostered leaders IS the Church of today. I will always be a tireless advocate for the continued and increased inclusion of youth and young adult voices, as I know from my own experience that it can be lifechanging and a force for good in the ELCA.

Position M: Young Adult Female (3-year term to conclude 8/31/24, elect one)

1.

Position N: Youth Male or Female (2-year term to conclude 8/31/23, elect one)

Consultation Committee

Position O: Lay Male (6-year term to conclude 8/31/27, elect one)

1. Mr. Kirk Hoffman—Immanuel, Jackson—Capital Conference (no bio)

Position P: Lay Female (6-year term to conclude 8/31/27, elect one)

1. Ms. Barbara Marquette – St. Peter, Battle Creek – Kalamazoo Conference

Occupation/Vocation: Social Worker, Health System Specialist

Education: Bachelor's Degree in Social Work, Western Michigan University; Master's Degree in Organizational Management, Spring Arbor University

Congregation Engagement: Church Council President (2 years); Church Council Vice President (1 year); Church Council Member (1 year) Assisting Minister; Lector; Congregational Life Committee and Christian Education Committees; Initiated Women's Bible Study; Sunday School Teacher; Volunteer Acting Church Secretary Volunteer Acting Janitor

Synod Engagement: I have twice participated in Synod Assembly, both times when a Bishop was selected. I have also completed the Equipping Leaders for Mission and Ministry(ELMM) program.

Churchwide Engagement: I have not yet had the opportunity and honor to participate in any churchwide activity.

Gifts and Skills: The most significant skill/gift I would bring to the Consultation Committee would be active listening and my ability to be impartial and fair. I have participated in similar activity in health care, i.e., fact findings and Administrative Investigation Boards. Active listening is also the skill I have used to assist in resolving conflicts and reaching solutions and/or resolution. The most significant skill/gift I would bring to Churchwide Assembly is discernment and my dedication to doing what we spiritually discern is biblically correct and life giving for the present and future of the Church. I have had extensive committee and group experience in my career, education, and church life (since 1972 I have been a member of 3 Lutheran churches). I have participated twice in Synod Assembly, both times when a bishop was selected.

Position Q: Rostered Male (6-year term to conclude 8/31/27, elect one)

1. Rev Ray Dice—Messiah, Bay City—Bay Area Conference

Occupation/Vocation: Retired Congregational Pastor (Served 2 in PA for 11 years) & Hospital Chaplain (Served 1 in IL & 1 in MI for 21 years)

Education: A.E. Penn State University, B.A. Susquehanna University, M.Div. Lutheran Theological Seminary at Gettysburg . 9 Units of Clinical Pastoral Education.

Congregation Engagement: Supply Pastor. Served on Nominating Committee. Assisted in a presentation about Henri Nouwen.

Synod Engagement: Served on the Bishop's Response Team.

Churchwide Engagement:

Gifts and Skills: I served with the American Red Cross providing Spiritual Care for national disasters. I was activated to New York City after 9/11. My gifts and skills have been developed in two different venues. First, in the ministry of a typical congregational venue and secondly, in the ministry of the broad public venue.

2. Rev. Mike Kemper—Grace, Hastings—Kalamazoo Conference

Occupation/Vocation: Rostered Clergy (retired)

Education: BA - University of Michigan/1972; M. Div. - SDA Theological Seminary/1979; Lutheran School of Theology/1992

Congregation Engagement: Munising SDA Church (1980-84); South Flint SDA Church (1984-86); Huguley Hospita - Chaplain, Burleson, TX (1986-88); Kettering Hospital- Clinical Pastoral Educ. Residency (1989); Pine Rest Christian Hospital - CPE Supervisor-in-Training (1990-92); St. John Lutheran Church - interim/internship (1993); Lutheran Church of the Savior, Kalamazoo (1994-2008); Intentional Interim Minister-NWLM Synod (2008-2016) [Grace, Hastings (2008-10); Christ, Wyoming (2010-11); Our Savior's, Edmore (2012); St. John, Saginaw (2012-13); St. Thomas, Cheboygan (2014); Trinity, Midland (2015); St. Thomas, Cheboygan (2016)].

Synod Engagement: Michigan Lutheran Campus Ministry Board, Chairperson (1995-2000); WMU Campus Ministry Board, Chairperson (2006-2001); NWLM Synod Anti-racism Team (2000-2008); NWLM Synod Bridgebuilders Team (2004-16); NWLM synod Response Team (2004-present).

Churchwide Engagement:

Gifts and Skills: My 30+ years of pastoral and chaplaincy ministry has given me ample experience in learning to effectively lead and guide individuals, councils, committees, and congregations through healthy decision-making processes. Helping individuals and/or faith communities discover how to use their own inner spiritual resources as tools for dealing with conflict, loss and grief, and growth has been a very satisfying part of my ministerial career. My experience with the Synod's Bridgebuilder and Response teams as well as serving the Synod as an Intentional Interim Minister has given me much opportunity to utilize a team approach in dealing with issues associated with pastoral/congregational conflicts, trauma, and transitions. I would value the opportunity to serve as a consultant to the Synod's bishop and/or staff in helping our synodical leaders and congregations become as healthy and effective "ambassadors for Christ" as they are able to be.

3. Rev. Max Miller—St. Paul/Grace, Au Gres/East Tawas—Bay Area Conference

Occupation/Vocation: Clergy

Education: M.Div.

Congregation Engagement: Candidacy Committee, Companion Synod Committee, Certified Diversity Trainer, Certified Critical Incident Stress Manager, Multi-Cultural Committee

Synod Engagement:

In 2005 I was a Candidate for Ministry from the synod. However, my 1st call was in the South Dakota Synod where I served in the above-mentioned capacities over the course of previous 12 years.

Churchwide Engagement: Two National Youth Gatherings.

Gifts and Skills: A plethora of communication, ministry, mission skills that have developed through my involvement within and outside of synodical activities and committees, as well as numerous academic experiences in psychology, sociology, and economics.

Discipline Committee

Position R: Lay Male (6-year term to conclude 8/31/27, elect one)

1. Mr. Connor Ashley – Saron, St. Joseph—Kalamazoo Conference

See bio under Position L

Position S: Lay Female (6-year term to conclude 8/31/27, elect one)

2. Ms. Cynthia Nelson – Bread of Life, Hudsonville – Greater Grand Rapids Conference

Occupation/Vocation: Retired

Education: High school, some college

Congregation Engagement: Council member, current council president. Served on the Faith & Fellowship committee and worship team.

Synod Engagement: On the call committee to call our current Pastor.

Churchwide Engagement: Just completed the six-week class with the Justice Leaders Collaborative.

Gifts and Skills: I am a good listener and can bring my council experience to resolve any conflicts that arise.

Position T: Rostered Female (6-year term to conclude 8/31/27, elect one)

1. Rev. Kara Shaw – St. Paul, Reed City – Traverse Conference

Occupation/Vocation: Pastor

Education: M.Div., Trinity Lutheran Seminary, Columbus OH, 2011

Congregation Engagement: Pastor, St. Paul, Reed City, MI July 2020-Present; Pastor, Peace, Edgemont, AR June 2020-October 2016; Pastor, Zion, Shipman, IL September 2016-July 2011; Stated Supply, Trinity, Bridgeport, OH September 2010-June 2011 and April 2008- July 2009; Intern, Bethle, St. Clair Shores, MI August 2009- August 2010; Intern, Christ, Antioch, TN August 2007- March 2008; Synod Assembly Voting Member, St Mark, Wheeling, WV 2008, 2006, 2003; Youth Leader, St Mark, Wheeling, WV, August 2001- July 2005; Church Council, Wheeling, WV March 1999- July 2005.

Synod Engagement: Vice President WELCA, Arkansas Oklahoma Synod, September 2018- July 2020; Member of Global Mission Team, Women's Delegation to Tanzania, Arkansas Oklahoma Synod, September 2018- March 2020; Charter Member, Lutheran Leader Mom's Cluster 6 group 2017-2020 Reference and Council, West Virginia Western Maryland Synod, June 2006.

Churchwide Engagement:

Gifts and Skills: With a gift of discernment, I recognize that this committee is only called into hard situations. I feel that I can handle these situations with the mercy that is needed that not only allows for growth and forgiveness, but also allows God's grace to be shone in the shadows of human brokenness. I come to this committee with very little knowledge of most the synod leaders which makes it easier for me to be unbiased and faithful to facts in turbulent situations. Finally, I am well known for my brutal honesty and forthright manner.

Position U: Rostered Female (6-year term to conclude 8/31/27, elect one)

1. Rev. Julie Bailey – Ascension, Saginaw – Bay Area Conference

Occupation/Vocation: Rostered Minister of Word and Sacrament

Education: ADN and BSN in Nursing from the University of Nebraska --1982 and 1986; MDiv from Trinity Lutheran Seminary, Columbus, OH—1999.

Congregation Engagement: Currently serve as pastor with the people of Ascension Lutheran Church since August 2013. As an open and progressive congregation, we boldly make Christ's vision known. As a congregation, worship is our central gathering. We are the host of a Back-to-School Fair for our community each summer, we provide weekend food bags for elementary youth in three of our school districts, and pre-pandemic we hosted a community soccer/Bible camp. Our goal is to partner with area community agencies in outreach, which we currently are partnering with six ministries

Synod Engagement: I have served as a member of the Disciplinary Team in the past.

Active with the ministry of Living Water Ministry, individually and as a leader of the congregation, as a regular donor and participant. I have served as a member of the candidacy committee, including as chair. Served as Assistant to the bishop from 2008-2013.

Churchwide Engagement: Served as a voting member to Churchwide Assembly in 2006 and as a visitor in 2009. Regularly participate in World Hunger drives and have received grants for our hunger programs.

Gifts and Skills: I have knowledge of the church in all three expressions--the congregation, synod and churchwide. I have been trained as a leader for Healthy Congregations. My passion is that the ELCA is bold in expressing who Christ is and the power of Christ's transforming power our communities and world. I have the ability to listen, discern, and engage in conversation: all leading toward prayerful decisions that our church makes to be bold in proclamation today.

2. Rev. Kate Schroeder – Immanuel, Jackson – Capital Conference

Occupation/Vocation: Pastor

Education: M.Div.

Congregation Engagement: I currently serve Immanuel Lutheran Church, Jackson. Our food pantry serves approximately 200 individuals/week.

Synod Engagement: Immanuel and I fully support the synod with our words and our money. I am new to this synod but am grateful for their work and the support they have offered me.

Churchwide Engagement:

Gifts and Skills: When dealing with conflict, I always try to listen to both sides of the issue and I think fairly make decisions based on the facts, while also being compassionate to all parties involved.

2022 Churchwide Assembly

2022 Churchwide Assembly (CWA) - August 8-12, 2022 at the Greater Columbus Convention Center in Columbus, OH

7 formula slots + 1 extra youth/young adult & 1 extra POC/primary language

Formula slots

No Election: (Slot 1, Rostered Male) Synod Bishop: Bishop Craig Satterlee

No Election: (Slot 2, Lay Female) Synod Vice President: Ms. Sandy Schlesinger

Position V: (Slot 3) Rostered Leader Male, elect one

1. Rev. Alex Aivars – St. Stephen, Lansing – Capital Conference

Occupation/Vocation: Pastor

Education: MDiv from the Lutheran School of Theology at Chicago

Congregation Engagement: Pastor of St. Stephen Lutheran Church, member of the Lansing Cooperative Ministry Group

Synod Engagement: Scholarship Committee, Anti-racism Training

Churchwide Engagement:

Gifts and Skills: I have a desire to help shape the future of the ELCA to be ever more inclusive.

2. Rev. Clay Bates – Peace, Holland—Greater Grand Rapids Conference

See bio under position H

3. Rev. Jonathan Reid – Immanuel, Sutton's Bay – Traverse Conference

Occupation/Vocation: Pastor

Education: B.A. Texas Lutheran Univ., 1991; M.Div. Lutheran Theological Southern Sem., 2004

Congregation Engagement: Associate in Ministry – Lutheran Outdoor & Retreat Ministries of the Southwest (1993 - 1997); Associate in Ministry – Rejoice Lutheran Church, Coppell, Texas (1997 - 2000); Pastor – Zion Lutheran Church, Woodland, Michigan (2004 - 2015); Interim Associate Pastor – Trinity Lutheran Church, Grand Rapids, Michigan (2015 - 2016); Interim Pastor – Samuel Lutheran Church, Muskegon, Michigan (2017); Pastor – Immanuel Lutheran Church, Suttons Bay, Michigan (2017 - present).

Synod Engagement: Candidacy Committee, NWLM Synod (2020 - present); Constitution Committee, NWLM Synod (2004 - 2008); Secretary of Synod, NT-NL Synod (1996 - 2000); Communications Committee, NT-NL Synod (1990 - 1996).

Churchwide Engagement: Churchwide Assembly Voting Member, NT-NL Synod (2001); ELCA National Youth Gathering Leadership Team (1990 - 1991).

Gifts and Skills: I am a baptized Child of God, who brings over 30 years of practical experience as a leader in the ELCA. I have had the privilege to serve the Church in both lay professional and ordained capacities, and I strive to bring a balanced perspective to the table. I believe that God has a purpose for the three-fold expression of our Church, and I perceive that the Holy Spirit is active in each component. I profess that we are the Church of Christ together, and we are called to seek unity while recognizing diversity. If elected to this position, I would seek to live out the call to "...nurture faith, build alliances and gather resources for a healed, reconciled and just world." (elca.org)

4. Rev. Justin Walker—Christ, Wyoming—Greater Grand Rapids Conference

Occupation/Vocation: Pastor and Mission Developer

Education: BS Augsburg College, MN; MDiv Lutheran Theology Seminary at Gettysburg, PA; MST University of Oxford, UK

Congregation Engagement: I am currently the pastor of Christ Lutheran Church in Wyoming, MI. I previously served as the pastor of Peace Lutheran Church in Holland, MI and I was the mission developer for the North Ottawa Lutheran Community, which was centered on Grand Haven, MI. Before my ordination, I served three years on the Congregational Council of Trinity Lutheran Church in Midland, MI.

Synod Engagement: Synod Council - I was elected and served for three terms on Synod Council. Resolutions Committee - I am the chair of our Synod's Resolutions Committee. Technology Committee - I served on the Technology Committee working slides, dispensing batteries, and more. "Come and See" - I led our Synod's efforts on the Adult Catechumenate training and events.

Churchwide Engagement: 2016 Churchwide Assembly - I was elected and served as a voting member at the 2016 Churchwide Assembly.

Gifts and Skills: I, Justin J. Walker, am a good listener, a pastoral communicator, a passionate mission developer, a theological thinker, and someone who understands parliamentary procedure. I submit my name for consideration as a voting member at the 2022 Churchwide Assembly because I believe I have a lot to offer. I respect and support the three expressions of the ELCA: congregational, synodical, and churchwide. Since my baptism at age six in Mount Pleasant, I valued being a member of our Synod. In our Synod, I was active on Synod Council for three terms and have served on various Synod committees. I lived away from our Synod for nearly twenty years engaging in various ministries and educational experiences from Seattle, WA to Oxford, UK. I would draw upon my diverse background to serve you in this role as a voting member.

Position W: (Slot 4) Rostered Leader Female, elect one

1. Rev. Julie Bailey – Ascension, Saginaw – Bay Area Conference

See bio under position U

2. Rev. Betsy Kamphuis – St. Paul, Greenville – Greater Grand Rapids Conference

See bio under position I

3. Rev. Jennifer Michael – St. Peter, Battle Creek – Kalamazoo Conference

Occupation/Vocation: Pastor

Education: MDiv (Wartburg Theological Seminary), BS Communications (Kaplan University)

Congregation Engagement: Prior to becoming a rostered leader, served as a lay leader in ELCA congregations for over 25 years on church councils, capital campaigns, women's ministry teams, and other leadership roles.

Synod Engagement: Currently serve on the Synod Worship Committee for North/West Lower Michigan Synod. Previously have served as President of Synodical Women's Organization and participated as a voting member to earlier synod assemblies in the Florida-Bahamas Synod.

Churchwide Engagement: Currently serve as Secretary on the Leadership Table for the ELCA Fund for Leaders (2013-present). Previously served on the Churchwide Board for Women of the ELCA from 2008-2014; served as President of Women of the ELCA from 2011-2014.

Gifts and Skills: After serving for over 25 years as a lay leader in ELCA congregations and then becoming a rostered leader in this church, I have unique gifts and resources to serve as a voting member to the Churchwide Assembly. I am deeply connected with my roots as a “woman in the pew” and all the people and experiences that helped my spiritual formation, especially those relationships I continue to nurture within the Women of the ELCA. But now, after having completed my MDiv in 2017 and going on to serve in my first call at St. Peter Lutheran Church in Battle Creek, my understanding of our church culture and ethos helps me to be a better leader for this church. Since my current role as Secretary on the Leadership Table for the ELCA Fund for Leaders regularly puts me in contact with other churchwide staff, if able to serve as a voting member of the Churchwide Assembly I will bring a distinct understanding of the larger picture of our church’s ministry and mission.

4. Rev. Joan Oleson – Saron, St. Joseph – Kalamazoo Conference

Occupation/Vocation: Clergy

Education: M. Div., Trinity Lutheran Seminary, Columbus, OH; B.A. Capital University, Columbus,

Congregation Engagement: 2007-present Pastor - Saron Evangelical Lutheran Church, St. Joseph, MI; 1990-2007 Mission Developer/Pastor - Bread of Life Lutheran Church, Hudsonville, MI

Synod Engagement: Synod Council (2012–2018); First Call Mentor (2014-2020); Michigan Multi-Synodical Candidacy Committee (chair, 2010–2019); Dean of the Kalamazoo Conference; Dean of the Greater Grand Rapids Conference; Discipline Committee; Michigan Lutheran Campus Ministry Board and Executive Committee (secretary); Nomination's Committee (chair, 2002-2003); Witness/Evangelism Committee (chair, 1998-2000).

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

Gifts and Skills: I bring a commitment to life and service in the whole church. I have the ability to see the big picture and a willingness to struggle with difficult decisions. I yearn to think critically, practically, and theologically when faced with a variety of circumstances and issues. I work to listen to the many voices and different perspectives offered, when in person or through my reading. Presently, I am working with my congregation in the process of becoming a Reconciling in Christ congregation. I have served as a leader in our local Interfaith Action group, a collaborative in Southwest Michigan for Peace and Justice. I have the experience of working on various synod committees, including in positions of leadership.

5. Rev. Jessica Rivera-Walker—Good Shepherd, Holland—Greater Grand Rapids Conference

Occupation/Vocation: Pastor

Education: BA in Youth and Family Ministry from Augsburg University

Congregation Engagement: I have been the Pastor of Good Shepherd Lutheran Church in Holland, MI for four and a half years; before that I was blessed to serve Edgewood Lutheran Church in Fruitport for 3 years. During my time in Michigan I have also served as a Chaplain with Pine Rest and I hold the unique position of Pastors Spouse which gives me the opportunity to occasionally engage with my Husband's congregation as well as my own.

Synod Engagement: I have been very active as the co-chair of the Open Hearts, Open Church task force under the Publicly Engaged Church Table and as part of the Greater Grand Rapids Area Conference.

Churchwide Engagement: In 2009 I was able to attend Churchwide Assembly as a guest, a majority of my Churchwide engagement has been attending the ELCA Youth Gathering which I have participated in as a youth (1997), a presenter (2000), and as a youth group leader (2006, 2009, 2015, 2018).

Gifts and Skills: In January of 2021 I celebrated my fifteenth year of ordained ministry in the ELCA, over those years I have gained experience and a deep appreciation of the role of the Synod and of Churchwide in the work of proclaiming the Gospel. My gifts of empathy, understanding and relationship-building have allowed me to minister in an effective way with people who often have very different opinions and beliefs; these skills and a commitment to hearing all points of view make me a voting member who will seek all sides and voices when discussing resolutions. I am also genuinely excited to learn what is happening in the greater ELCA and to bring back new ideas and examples of how we are all truly working as God's hands in the world.

6. Rev. Sherry McGuffin-Bays – Cross of Christ, Petoskey – Traverse Conference

Occupation/Vocation: Pastor

Education: Lenoir-Rhyne College BA; Institute for American Universities in Aix-en-Provence, France; University of North Carolina, Charlotte; Trinity Lutheran Seminary, MDIV

Congregation Engagement: Current: Pastor of the congregation; serve on housing board for Emmet County; Advisory Board for First Presbyterian Church of Petoskey; Board of Directors Zonta Petoskey Club; Board of Directors for the Eagles Auxiliary 2642; Voter registration at local elections and working the booths; Interfaith Common Ground spiritual group of Petoskey; volunteer at the Women's Resource Center of Northern Michigan; Working with organizing support for transgender and LGBTQIA to create a safe space for friendship and the love of God; speaker for the Emmet County Sheriff's department volunteer group on sexuality, religion and care; Advisor for Pride group at Petoskey Senior High School when they resume clubs. Past positions: Manna Board; Advisory Board for Emmanuel Episcopal; Teacher at North Central Michigan College in French; HANDS HIV network start up and board; Forward Action Michigan local group; voter registration; volunteer chaplain at McLaren Northern Michigan Hospital; hospice chaplain for Northern Michigan Hospice; Guest speaker for religion 101 at NCMC, President of ZONTA International.

Synod Engagement: Synod Council; Synod Worship Team; Synod Evangelism Team; Synod Disciplinary Team

Churchwide Engagement: Taught with the Churchwide Education event in Chicago; Churchwide Assembly in Orlando

Gifts and Skills: I LOVE the church and its workings. Experiencing the church outside of our small town is a blessing and allows for so much growth and spiritual force in igniting the love of Christ. I believe that my commitment to the larger church and all of its diversity is strong and intentional. I try to be as inclusive as possible, but not perfect for sure. I enjoy debate and conflict resolution. I love to be involved in the life of Christ through churchwide events, synodical events, ecumenical events and anything that allows the love of Christ to be experienced by folks. I am a good teacher. I love to learn and to share knowledge about as much as I love to share my faith. Putting faith into action and sharing what I have learned is something that I look forward to doing if I am elected to attend the church wide assembly. I am humble. I get things wrong. I forget things. I know that I get on some peoples' nerves. I am ok with all of that as a child of God. I give thanks for the ways God uses me and will use me as a messenger of the Gospel even when I am weak

Position X: (Slot 5) Lay Male or Female, elect one

1. Ms. Debra Berkey – Peace, South Haven – Kalamazoo Conference

Occupation/Vocation: Educator/Administrator

Education: Doctorate in Education

Congregation Engagement: 10 years on the Church Council, Secretary for 2 and President for 6. Two of those years were during a transition in ministry (i.e., through an interim, search and installation of a new minister of the congregation). I also serve as the Lay Ministry Coordinator at Peace. I served in this voluntary, unpaid position during the past 4 years. I am involved in just about every phase of ministry in one way or another.

Synod Engagement: I have served as a Synod Assembly Voting Member. I participate in Equipping Leaders for Mission and Ministry.

Churchwide Engagement:

Gifts and Skills: A lifelong educator and learner, I am a critical thinker, systems builder, and group facilitator. I have taught K- Higher ed including extensive in-service programs for educators in face-to-face, virtual and hybrid formats. My communication skills are well refined. The work I have done across my lifespan has allowed me the opportunity to develop problem-solving, organizational, planning, assessment, and evaluation skills. To the extent possible, I keep an open mind to the world around me and seek to serve others as equitably and inclusively as I am able.

2. Mr. Robert Kamphuis – St. Paul, Greenville – Greater Grand Rapids Conference

Occupation/Vocation: Organizational Development consulting and mediation (civil & domestic)

Education: BA, Calvin University

Congregation Engagement: Co-founder and former chair, Saginaw Metro Ministries (Zion, Saginaw); Chair, Building Committee, St Paul Lutheran Church, Greenville; Chair, Montcalm New Beginnings Cluster (a coordination body among the four Montcalm County ELCA congregations); Co-chair, St Paul-Settlement Unity Team Evangelism Committee member.

Synod Engagement: Witness and Evangelism Team, Lay Ministry Training Program graduate, Lay Ministry Training Program co-administrator (eight years; included SAM training), Synodical Discipline Committee

Churchwide Engagement:

Gifts and Skills: With passion for the gospel as the ELCA bears witness to it, I view listening with discernment as key to the work of the Churchwide expression of Christ's body. To prepare for that that I bring more than 35 years of organizational development consulting experience nationwide, in multicultural major urban and rural settings, typically focused on service ministries with the poor and marginalized, including persons who experience homelessness and the formerly incarcerated. Extensive experience as a member and officer on non-profit Boards

of Directors has further honed policy-setting skills. As a seasoned mediator with a restorative justice perspective, reconciliation and finding common ground for community building and conflict resolution are core commitments. Co-Directing the Lay Ministry Training Program has given me a broad appreciation of our Synod and its congregations. As a lay member it is a privilege to support our ordained leadership.

3. Ms. Karen Ketola – Immanuel, Grand Ledge – Capital Conference

Occupation/Vocation: Volunteer Program Manager - Sparrow Hospice, Lansing MI

Education: Bachelor of Arts - Central Michigan University

Congregation Engagement: Council Member: 2013 – 2014; Serving Team (Community and Global outreach and support) Member: 2013 – 2017; Council Member: Vice-President, 2017, President, 2018 – 2020; Support Team (Church Facilities & Administration) Member: 2018 – present; Support Team Chair: 2019 – present; God's Work Our Hands Chair (past); Volunteer Interim Business Manager: October 2020 – present.

Synod Engagement:

Churchwide Engagement: I have not served in a Churchwide capacity but am very interested in learning more about how every one of us can be the church together and for each other both in both synod and churchwide arenas. We are all gifted to serve, and we must.

Gifts and Skills: My work at hospice of managing 80 - 100 volunteers over the last 13+ years and my leadership roles at Immanuel have provided many opportunities for engagement, team building, problem solving and goal attainment. I engage in active listening, discernment and validation of feelings and perspectives. I am kind, fair, supportive, and respectful of differing opinions and backgrounds. I focus on task management, achievable goals, and consensus building. I am intentional and thoughtful. While I may take my time with decision making I do so intentionally in order to have positive results and understanding for all.

4. Ms. Barbara Marquette – St. Peter, Battle Creek – Kalamazoo Conference

See bio for Position P

5. Mr. Richard Weingartner - Faith, Okemos—Capital Conference

See bio for Position D

Position Y: (Slot 6) Youth or Young Adult, Lay Male, elect one

1. Connor Ashley – Saron, St. Joseph—Kalamazoo Conference

See bio for Position L

Position Z: (Slot 7) Person of Color/Primary Language Other than English, Lay Female, elect one

1. Ms. Benita Muganza – Trinity, Grand Rapids – Greater Grand Rapids Conference ([bio @ mittensynod.org](mailto:bio@mittensynod.org))

2. Ms. Jacquelyn Williams-Armstrong – St. Stephen, Lansing – Capital Conference ([bio @ mittensynod.org](mailto:bio@mittensynod.org))

Position BA: Young Adult, Rostered Leader Female, elect one

1. Rev. Kate Van Valkenburg - Bread of Life, Hudsonville –Greater Grand Rapids Conference

Occupation/Vocation: Pastor

Education: Master of Divinity from Trinity Lutheran Seminary

Congregation Engagement: Pastor at Bread of Life Lutheran Church: June 2020-Present

Synod Engagement: Currently serving on the synod's Disability Task Force.

Churchwide Engagement:

Gifts and Skills: I have grown up in the Lutheran church. I have seen the joys, the struggles, the traditions, and the changes. As a young clergy person, I bring a unique set of gifts and skills as I am formally educated in theology and our religious tradition, yet deeply understand the need for growth and intentional change for the church to best serve all people. I strive to find ways to uplift sacred tradition while embracing newness of life for our congregations

Position BB: Person of Color/Primary Language Other than English, Lay Male, elect one

1. Mr. Paul Mawut –Sudanese Christ Lutheran Community, Wyoming – Greater Grand Rapids Conference

Occupation/Vocation: Deacon in charge of a small congregation

Education: Bachelor

Congregation Engagement: I am a deacon and serves the South Sudanese ethnic congregation in Wyoming, Michigan.

Synod Engagement: I attended Synod Assembly a few times.

Churchwide Engagement: I am a general secretary for South Sudanese- ELCA church wide.

Gifts and Skills: My main goal is to serve the faith community in any way! I been serving God's people for number of years locally, and this maybe a great call for me to work churchwide.



Section G – Financial Reports

Treasurer’s Report	G2
Mission Support Analysis 2020-2019	G3
Financial Fact Sheet	G4
ELCA Foundation Pooled Trust Fund A Report	G5-G6
FYE 1/31/21 Consolidated Fund Activity Report.....	G7
FYE 1/31/23 Proposed Budget.....	G8-G9
Narrative / Missional Budget	G10
Synod Staff Compensation Overview (as of April 2021)	G11
2022 Compensation Guidelines	published separately (www.mittensynod.org)
FYE 1/31/21 Audited Financial Statements	published separately (www.mittensynod.org)

Treasurer's Annual Report

For Fiscal Year Ended January 31, 2021

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. It goes without saying that 2020 was a challenging financial year. But we came through. Our recently completed audit indicates that we have again maintained our financial stewardship consistent with the prior years. For the year ended 1/31/21 our Change in Net Assets was an increase of \$244,132. Our mission support decreased by nearly \$32,000 from the prior year. This was offset by a decrease in the Synod's total Operating Expenses for the year of \$154,000. In addition, our investments performed well, and we received additional financial support from other sources. Our Auditor's Letter of Comments was consistent with the prior year and we had no material deficiencies.

Condensed Financial Profile For the Fiscal Years Ended January 31, 2021 and 2020

Description	2020-2021	2019-2020	Variance
Total Operating Revenue & Support	\$1,737,148	\$1,768,470	\$ (31,322)
Total Operating Expenditures	\$1,493,016	\$ 1,646,967	\$ (153,957)
Change in Net Assets	\$ 244,132	\$ 121,503	\$ 122,629
Investment Return – Net	\$ 248,325	\$ 227,930	\$ 20,395

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 \$654,000 which is about \$20,000 less than the prior year.

With the help of our auditor's and staff, we have once again continued to improve our financial management, oversight, and reporting system. Please review the audited financial statements. Net assets, revenues, gains and losses are 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 6 illustrates that for the last year, 86% of our resources were used to fund Program Services.

For the 2020-21 year we continued to invest in our people to meet the goals of our strategic plan for the Synod. Due to the pandemic, the Synod was unable to maintain its strategy for the Bishop and Staff to visit and meet with all congregations across the synod within a deployed model. This reduction of these activities resulted in lower expenses for the Synod. We are grateful that our congregations continued to financially support the Synod. For the 2021-2022 year and 2022-2023 year we have made additional adjustments to our annual budgets to align with anticipated reductions in mission support and reflect the realities of the current economy and pandemic. We greatly appreciate the financial support we have received during these difficult times.

The Synod continues to manage its operations 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.

The Rev. David E. Sprang davidsprang@mittensynod.org or revdsprang@gmail.com

Financial Fact Sheet



- ❖ As of January 31, 2021, the North/West Lower Michigan Synod held \$594,491 of its net assets in the ELCA Foundation Pooled Trust Fund A in an account named “North/West Lower Michigan Synod Endowment Fund.” Unlike other endowed funds, there are no donor restrictions on these resources; Synod Council has the authority to designate and disburse them.
- ❖ Other net assets held in the ELCA Foundation Pooled Trust Fund A are bound by donor restrictions. They total \$1,736,886.

Inside the synod:

New and Renewing Mission	\$198,040
Seminary Education Assistance	\$108,808
Honduras Education	\$61,469

Outside the synod:

Trapp Fund (up north)	\$455,401
Wilson Fund (Saginaw)	\$366,747
Grace Fund (Saginaw)	\$546,421

- ❖ These funds saw a 10.59% increase in stock market value from February 1, 2020 to January 31, 2021.
- ❖ In addition to the Endowed Funds shown above, the synod holds 21 donor-restricted funds for special projects and programs like Disaster Relief, Staff Growth, Honduras, Multicultural Ministries, Publicly Engaged Church, and ELMM Scholarships.
- ❖ Year to date Mission Support to the synod as of March 31, 2021, is up 39% compared to the same period last year. Much of this variance is due to congregations coming through the pandemic in strong financial position with the help of SBA PPP Loans and faithful, generous giving.
- ❖ The FYE 01/31/21 Audit reports that the synod spent 86% on programming and program support and 14% on management and administration.
- ❖ In the past ten years, the North/West Lower Michigan Synod has provided substantial support to various ministries:

➤ Churchwide Mission Support.....	\$6,090,340
➤ Campus Ministry	\$503,000
➤ Living Water Ministries	\$370,000
➤ Trinity Lutheran Seminary	\$224,000
➤ Samaritas	\$32,400



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

THE ELCA FOUNDATION

It is important to begin this report by thanking our synod bishops, congregations and partners for their incredible leadership during a year of upheaval and challenges. When everything seemed to go wrong, your ability to direct the work of the church was one of the things that was right in 2020. Through it all, this church supported the work of ministering to the world with the love of Jesus Christ. We are grateful to be church together with you.

As of Dec. 31, 2020, the Foundation has crossed a major milestone — \$1 billion in assets managed in gifts and endowments for the ministry of the greater church. This achievement reflects being the church together in ways that equip congregations, organizations and individuals to live out their vocation. This landmark accomplishment was achieved through the work of the ELCA Foundation staff regularly engaging with donors, congregations and organizations along with your trust in the ELCA Foundation to manage gifts and assets for ministry. Throughout the year, despite limited travel and in-person meetings, gift planners engaged with nearly 900 congregations, synods and ELCA-related organizations. They spent time with over 1,500 individuals working on gift plans, logged over 5,500 interactions and continued to maintain partnership relationships with over 150 ELCA-related entities, including 54 synods.

Fund A distributed over \$30 million to ministry in 2020 while also growing the underlying investment to ensure that distribution is there for years to come. Fund A has neither missed nor reduced a distribution amount once it was established — including the volatile year of 2020. We know these distributions are vital to ministry and often used to support service in local communities.

- As of Dec. 31, 2020, the value of participant accounts invested in Fund A was \$904.2 million, compared to \$817.6 million on Dec. 31, 2019. There are 1,155 investing participants in Fund A, including 938 congregations and 54 synods.
- Throughout the year, 53 new endowment accounts were opened, totaling \$7.1 million, and 14 accounts were closed, totaling \$3.0 million. Investments made to new and existing Fund A accounts totaled \$31.1 million; withdrawals totaled \$18.6 million.

In addition, gift levels remained high throughout 2020: Due to the generosity of our members and donors distributions to ministry totaled \$59 million for the year.

- The gift-planning network, including affiliates, posted solid results throughout 2020, with \$118.2 million in total gifts and endowment assets. Of that, \$78.5 million was written in future planned gifts, \$20.3 million in current gifts (including funded trusts, gift annuities and individual endowments) and \$19.4 million in new assets invested in Fund A.
- New gift plans written during the year totaled 249. In addition, gift planners stewarded over \$60.2 million in previously written plans, in some cases increasing the estimated gift to ministry.

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



ELCA Foundation

Evangelical Lutheran Church in America

God's work. Our hands.

The Foundation exists as a separately incorporated ministry, with a network of 23 regional gift planners, working in 21 partnerships, across the United States. Critical to their work and ministry funding outcomes are the Gift Administration and Financial Services (accounting and investment administration) teams. These teams are the bench strength of the deployed gift planners, providing continuous assistance to donors, beneficiaries and Fund A investors — all this despite limited access to the building due to the pandemic.

The Foundation staff continues to work with donors and beneficiaries to create individual gift plans, administer life income and endowment gifts, distribute terminated gifts and facilitate the sale of marketable assets such as land, homes, commodities and other assets.

- Regional gift planners remain available to:
 - Guide individuals in discerning how to be faithful stewards of their estates and invite them to support ministries, congregations and synods through charitable estate gifts.
 - Assist synods, congregations and related entities in investing endowment funds and other assets in the Endowment Fund Pooled Trust — Fund A, which is structured to provide distributions to support ministry today and into the future, utilizing investments that adhere to the ELCA's social purpose guidelines.
 - Advise church leaders in the development of gift acceptance policies for congregations, which often include gifts to synods.

Thank you for your continued work with the ELCA Foundation.

Patricia Hartig, J.D.
Regional Gift Planner
Region 6
patricia.hartig@elca.org
734-558-7495

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

Consolidated Fund Activity Report

2/1/20 through 1/31/21

Account Name	Beg Balance (2/1/20)	Receipts	Disbursements	Transfers	End Balance (1/31/21)	Net Change
Unrestricted - Undesignated Balance	155,747	1,395,811	1,318,077	717	234,198	78,451
Unrestricted - Designated Balance						
Synod-designated Endowment Fund Balance	551,363	67,085	23,957	0	594,491	43,128
Synod Staff Growth Fund Balance	5,539	0	0	296	5,835	296
Cash Flow Reserve Balance	17,205	0	0	(717)	16,488	(717)
Automobile Purchases Balance	7,500	0	0	0	7,500	0
Severance Pay - Called Staff Balance	20,000	0	0	0	20,000	0
Shared Risk Deductible Balance	5,000	0	0	0	5,000	0
New and Renewing Congregations Endowment Balance	11,770	0	0	(11,770)	0	(11,770)
Subtotal Funds without Donor Restrictions	774,124	1,462,896	1,342,034	(11,474)	883,512	109,388
Endowment-related Temporarily-restricted Balance						
Paul E Trapp Endowment Balance	141,884	65,742	31,770	0	175,856	33,972
Honduran Education Endowment Balance	56,782	8,434	2,308	(1,439)	61,469	4,687
New and Renewing Congregations Endowment TR	35,030	29,582	6,210	18,641	77,043	42,013
Seminary Education Assistance Endowment Fund TR	20,787	15,926	4,213		32,500	11,713
Grace Mission Endowment Fund TR Balance	57,770	69,481	28,618	0	98,633	40,863
Wilson Trust Endowment Fund TR Balance	339,567	53,182	26,002	0	366,747	27,180
Temporarily-Restricted Funds Balance						
Bishop's Fund Balance	8,457	525	2,000	0	6,982	(1,475)
Bishop's Teaching Fund Balance	2,063	1,423	1,355	0	2,131	68
Interim Ministers Support Balance	5,086	0	0	320	5,406	320
Muskegon Cooperative Ministry Balance	20,745	0	521	0	20,224	(521)
Synod Staff Growth Fund TR Balance	3,096	200	3,000	(296)	0	(3,096)
Other Congregational Support Balance	320	0	0	(320)	0	(320)
Outreach Balance	19,345	5,879	10,430	0	14,794	(4,551)
Synod Disaster Relief Fund Balance	18,857	95,224	71,226	0	42,855	23,998
Center for Mission and Ministry Program Support	26,397	3,372	248	0	29,521	3,124
Berttina W Helmers Trust Balance	6,177	0	0	0	6,177	0
ELMM Scholarship Fund Balance	26,141	0	2,000	0	24,141	(2,000)
Coalitions / Multicultural Ministry Fund Balance	66,104	0	9,000	0	57,104	(9,000)
Papua New Guinea Balance	1,344	585	0	0	1,929	585
Honduras Health Team Salud Para la Vida Balance	12,825	2,300	10,500	500	5,125	(7,700)
Honduras Three P's Balance	2,905	0	0	(500)	2,405	(500)
Honduras LaCanada Balance	2,692	0	0	0	2,692	0
Honduras Companion Balance	1,459	4,400	600	1,439	6,698	5,239
New and Renewing Congregations T-R Balance	33,974	138	11,280	(18,641)	4,191	(29,783)
Seminary Education Assistance T-R Balance	62,200	5,700	7,050		60,850	(1,350)
Seminary Debt Reduction Bal	11,331	2,360	6,000	0	7,691	(3,640)
Living Stones Initiative Fund Balance	27,032	20,502	27,354	0	20,180	(6,852)
Permanently-Restricted Balance						
Paul E Trapp Endowment Fund P-R Balance	279,545	0	0	0	279,545	0
New and Renewing Congregations P-R Balance	109,227	0	0	11,770	120,997	11,770
Seminary Education Assistance P-R Balance	76,308	0	0	0	76,308	0
Grace Mission Endowment Fund P-R Balance	447,788	0	0	0	447,788	0
Subtotal Funds with Donor Restrictions	1,923,238	384,955	261,685	11,474	2,057,982	134,744
TOTAL ALL FUNDS	2,697,362	1,847,851	1,603,719	0	2,941,494	244,132

		Column A	Column B	Column C	Column D	Column E	
	North/West Lower Michigan Synod	FYE 01/31/20	FYE 01/31/21	FYE 01/31/21	FYE 01/31/22	FYE 01/31/23	
	Proposed Budget 2022-23	2019-20	2020-21	2020-21	2021-22	2022-23	
	Fiscal Year End 01/31/23	Two Years Ago	Past Year	Past Year	Current Year	Next Year	
		ACTUAL	ACTUAL	REVISED BUDGET	REVISED BUDGET	PROPOSED BUDGET	
1	REVENUE						1
2	Mission Support (50% allocated to churchwide-- see line 18)	1,348,726	1,307,209	1,308,306	1,200,000	1,200,000	2
3	Leadership Events	848	1,645	5,300	900	900	3
4	Synod Assembly (registration fees - see budgeted expenses on line 27)	52,106	-	-	10,000	55,000	4
5	Synodwide Events	315	-	1,000	40	40	5
6	Pulpit Supply, Travel Reimbursement, Undesignated	12,169	5,819	9,000	1,000	7,000	6
7	Interest	145	129	150	125	125	7
8	ELCA Foundation Pooled Trust Fund A Distribution	20,805	22,113	16,200	21,000	21,000	8
9	Grant Revenue	10,000	10,000	25,000	10,000	10,000	9
10	Living Stones Initiative (Goal: 100 gifts of \$500/yr for 3 years = \$150,000)	-	27,354		15,000	15,000	10
11	Committee Revenue (Campus Ministry Grant, ELMM Registration, etc.)	49,011	21,542	13,500	20,000	20,000	11
12	PPP Loans 1 and 2 Forgiveness	-	-	-	84,547	-	12
13	Net Assets Released from Restriction	81,028	-	32,000	49,000	35,000	13
14	Total Revenue	1,575,154	1,395,811	1,410,456	1,411,612	1,364,065	14
15							15
16	EXPENSES						16
17	ELCA Agencies/Organizations						17
18	ELCA Churchwide Support (50% of Mission Support - see line 2)	674,363	653,580	654,153	600,000	600,000	18
19	Living Water Ministries	40,000	32,000	32,000	25,000	25,000	19
20	Samaritas	3,000	2,400	2,400	2,400	2,400	20
21	Region 6 Archives Support	4,800	2,800	4,800	4,800	4,800	21
22	Trinity Lutheran Seminary	20,000	16,000	16,000	16,000	16,000	22
23	<i>Agencies/Organizations Subtotal</i>	<i>742,163</i>	<i>706,779</i>	<i>709,353</i>	<i>648,200</i>	<i>648,200</i>	23
24							24
25	Synod Ministries						25
26	Leadership Events Expense	1,765	1,500	5,300	-	-	26
27	Synod Assembly (anticipate return to in- person for 2022)	45,205	-	-	20,000	55,000	27
28	Synod Council	3,357	-	2,500	500	500	28
29	Synod Events Expense	396	200	1,000	300	300	29
30	<i>Synod Ministries Subtotal</i>	<i>50,723</i>	<i>1,700</i>	<i>8,800</i>	<i>20,800</i>	<i>55,800</i>	30
31							31
32	Committees						32
33	Campus Ministy	55,000	55,000	55,000	55,000	55,000	33
34	Equipping Leaders for Mission and Ministry	8,961	4,303	5,760	2,400	2,400	34
35	Faith Formation Table	-	-	400	-	-	35
36	Global Mission Committee	7,921	4,500	8,000	8,000	8,000	36
37	Ministry Table	1,367	-	4,000	-	-	37
38	Mission Support Table	2,454	-	400	-	-	38
39	Multicultural Ministries Table/Anti-Racism	-	-	400	-	-	39
40	New & Renewing Mission Table	45,900	28,605	38,400	38,400	38,400	40
41	Publically Engaged Church Table	11,783	1,114	12,000	12,000	12,000	41
42	Worship Committee	866	293	2,000	500	500	42
43	Youth Committee	1,639	880	5,600	400	400	43
44	Candidacy Expense	12,295	3,682	14,400	2,500	4,000	44
45	<i>Committees Subtotal</i>	<i>148,186</i>	<i>98,378</i>	<i>146,360</i>	<i>119,200</i>	<i>120,700</i>	45
46							46

	Column A	Column B	Column C	Column D	Column E	
	FYE 01/31/20	FYE 01/31/21	FYE 01/31/21	FYE 01/31/22	FYE 01/31/23	
	2019-20	2020-21	2020-21	2021-22	2022-23	
	Two Years Ago	Past Year	Past Year	Current Year	Next Year	
	ACTUAL	ACTUAL	REVISED BUDGET	REVISED BUDGET	PROPOSED BUDGET	
47 Staff Salaries/Benefits						47
48 Salaries - Administrative Support Staff	54,649	49,078	67,218	50,560	52,077	48
49 Salary and Housing Allowance - Called Staff	220,540	202,444	197,765	209,876	216,172	49
50 Salary - Deployed Staff	40,784	40,559	49,506	48,881	50,347	50
51 Social Security Allowance	18,167	14,456	14,456	14,889	15,336	51
52 Payroll Taxes (FICA)	7,741	6,869	8,784	6,894	7,101	52
53 Health Insurance, Retirement Contribution, etc.	102,176	88,010	96,022	92,000	96,000	53
54 Continuing Education	4,000	4,000	4,000	4,000	4,000	54
55 Shared Risk and Workers Compensation Insurance	1,959	1,374	2,436	1,500	1,600	55
56 <i>Staff Salaries/Benefits Subtotal</i>	<i>450,016</i>	<i>406,789</i>	<i>440,187</i>	<i>428,600</i>	<i>442,633</i>	56
57						57
58 Administration						58
59 Bishop's Discretionary Fund	133	1,400	2,500	2,500	2,500	59
60 Insurance - Operating	9,046	12,445	10,608	13,000	14,000	60
61 Lease	16,800	16,800	16,800	17,136	17,479	61
62 Office Equipment Maintenance	5,359	4,152	4,500	4,000	4,000	62
63 Office Supplies	10,033	8,460	11,000	8,400	9,000	63
64 Postage	2,454	1,324	2,400	1,500	1,500	64
65 Professional Fees Legal/Auditor	27,595	25,300	26,000	26,000	27,000	65
66 Telephone	10,974	10,595	9,000	11,000	11,000	66
67 Travel	35,299	6,820	20,000	15,000	25,000	67
68 Website Communication Technology	3,457	2,957	6,000	3,500	3,500	68
69 <i>Administration Subtotal</i>	<i>121,150</i>	<i>90,253</i>	<i>108,808</i>	<i>102,036</i>	<i>114,979</i>	69
70						70
71 Depreciation	21,318	14,178	25,000	15,000	20,000	71
72						72
73						73
74 Total All Expenses	1,533,556	1,318,077	1,438,508	1,333,836	1,402,312	74
75 Transfers (adjust Cash Flow Reserve to 1% of next year budgeted revenue)	1415	717				75
76 Net Change to Fund Balance (Revenue - Expenses)	43,012	78,451	(28,052)	77,776	(38,247)	76
77						77
78 Capital Purchases	-	-	-	-	(21,000)	78
79 Add Back Depreciation - Non Cash Exp.	21,318	14,178	25,000	15,000	20,000	79
80						80
81 Modified Net Change to Fund Balance	64,331	92,629	(3,052)	92,776	(39,247)	81
82						82
83 Undesignated, Unrestricted Fund Balance						83
84 Beginning of the year	112,735	155,747	155,747	234,198	311,974	84
85						85
86 End of the Year - Fund Balance	155,747	234,198	127,695	311,974	273,727	86
87						87
88 Goal - Fund Balance = 15% of Total Expenses	230,033	197,711	215,776	200,075	210,347	88
89						89
90 Average Fund Balance FYE's 1/31/20 - 1/31/23					243,912	90

NORTH/WEST Lower Michigan Synod

Narrative/Missional Budget for 2022 \$1,402,312



Proclaim Christ and Prayerfully Participate In Christ's Own Work - \$309,100



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 Table, Staff, Campus Ministry

Renewing Congregations - \$298,803

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



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

Empowering Leaders - \$263,800



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 - \$293,295

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 - \$237,314

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 2021)

Called Staff Resources

Position	Status
Bishop	Full time
Assistant to the Bishop for Congregational & Leadership Excellence	Full time
Assistant to the Bishop & Director for Evangelical Mission (DEM)	Full time *
Total Annual Called Staff Salaries (Salary + Housing + Soc. Sec. Allowance) <i>(includes DEM Salary and Housing paid by the ELCA Churchwide Organization; does <u>not</u> include Benefits)</i>	\$191,636

Administrative Support Staff Resources

Position	Status **
Executive Assistant to the Bishop (20 hrs/wk)	Part time
Financial Administrator (15 hrs/wk)	Part time
Office Administrative Assistant (20 hrs/wk)	Part time
Total Annual Administrative Support Staff Salaries - Budgeted <i>(Does <u>not</u> include Benefits)</i>	\$63,940

Deployed Staff Resources

Position	Status **
Equipping Leaders for Mission & Ministry Administrator (12 hrs/wk)	Part time
Driver for the Bishop (20 hrs/wk)	Part time
Synod Communications Director (25 hrs/wk)	Part time
Total Annual Deployed Staff Salaries – Budgeted <i>(Does <u>not</u> include Benefits)</i>	\$59,176

* 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. Hours indicated may vary based on need of the synod (includes impacts due to COVID-19 restrictions.)