

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 2022 Synod Assembly which will take place virtually via ZOOM from 8am to 4pm on Saturday, May 14, 2022.

Dennis Smith

Rev. Dennis Smith, Secretary

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“Bread for the Journey”

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

All relevant information about our Synod Assembly, can be found on the Assembly page of the Synod website. Please review the documents provided there prior to Synod Assembly:

<https://mittensynod.org/events/assembly>.

Assembly Theme

1 Kings 19:8 provides the theme of our no longer than six-hour virtual assembly. Most church leaders felt like Elijah the prophet sometime in these past two years. Elijah did as God commanded and defeated the prophets of Baal. But rather than repentance, King Ahab and Queen Jezebel sent a message to Elijah threatening to kill him by this time tomorrow. And Elijah found himself fleeing for his life. Similarly, many church leaders resisted the prophets of division, politicization, and immediate gratification to keep God’s people safe from COVID-19 and have found themselves fleeing for their spiritual, professional, and relational, if not their physical, lives. Many congregations feel their future, if not their very existence, threatened and are anxious to know where to flee for refuge and security.

“[Elijah] himself went a day’s journey into the wilderness, and came and sat down under a solitary broom tree. He asked that he might die: ‘It is enough; now, O Lord, take away my life, for I am no better than my ancestors.’ Then he lay down under the broom tree and fell asleep. Suddenly an angel touched him and said to him, ‘Get up and eat.’ He looked, and there at his head was a cake baked on hot stones, and a jar of water. He ate and drank, and lay down again. The angel of the Lord came a second time, touched him, and said, ‘Get up and eat, otherwise the journey will be too much for you.’ He got up, and ate and drank; then he went in the strength of that food forty days and forty nights to Horeb the mount of God” (1 Kings 19:4-8).

Patristic scholars and sacramental theologians see baptism and Eucharist in the bread and water the angel serves Elijah. Our experience of the pandemic leads many to regard the bread as God’s word. In the wilderness of temptation, Jesus responded to Satan, “It is written, ‘One does not live by bread alone, but by every word that comes from the mouth of God’” (Matthew 4:4). Sitting under our solitary broom tree, we long for something more. In John’s Gospel, Jesus calls himself the bread of life and says that he will give living water (6:25–59; 7:37–39). So let the bread and water that the angel served Elijah be nothing other than Jesus himself for us.

As planners of this Assembly prayed asking Jesus to be among us so tangibly that we go from the Assembly “in the strength of that food forty days and forty nights to Horeb the mount of God,” we came to understand our strength comes from renewed perspective. Elijah complained to God, “The Israelites have forsaken your covenant, thrown down your altars, and killed your

prophets with the sword. I alone am left, and they are seeking my life, to take it away.” Then the Lord said to him, “Go, return on your way... I will leave seven thousand in Israel, all the knees that have not bowed to Baal, and every mouth that has not kissed him” (19:14-18). Elijah thought he was alone, the last one faithful to God, and God knew of 7000 more and told Elijah to finish his work.

Like Elijah, we have become understandably focused on the struggles, difficulties, worries, and defeats that each day brings. Like Elijah, we are unquestionably overwhelmed by pandemic, division, decline, death, and now war. Like Elijah, we are exhausted from reinventing on a daily basis and from knowing that, no matter what or how much we do, it will not be right or enough and someone will be unhappy. And this is church? Like Elijah, we need a change of perspective. This is the bread that will strengthen us for the journey.

So, we will do the business of the assembly. As time permits, we will receive angels to serve up Jesus so that, in his strength and renewed perspective, we might continue our journey to the mountain of God. I am so pleased that my friend, Bishop Daniel G. Beaudoin of the Northwestern Ohio Synod will begin our assembly with a homily and prayer. I am delighted to welcome Pastor Roger Willer as our Churchwide representative. I am most excited that ministries of our Synod are preparing videos so that we can experience what God has been doing among us when perhaps our attention was focused elsewhere.

Pre-Assembly Announcements

To better streamline Synod Assembly, we are including some announcements that I normally give orally here.

- **Registration:** As was the case last year, all voting members were required to register in advance of Synod Assembly. Voting members who were not registered by the registration deadline of April 20 are not able to attend or participate in the Synod Assembly meeting via Zoom. All registration information is available on the Assembly page of the Synod website:
<https://www.mittensynod.org/events/assembly/>
- **Registration Fee:** The registration fee is set to cover the costs of the assembly, including production assistance and voting software.
- **Assembly Business:** The business of this year’s assembly includes electing members to the Consultation Committee and Synod Council, considering resolutions and memorials to the 2022 Churchwide Assembly, and voting on the 2023 Compensation Guidelines and 2023–24 Budget.

- **Synod Offering:** In lieu of the traditional Synod Assembly offering, congregations may make a contribution to the Synod Disaster Relief Fund or any of the other funds highlighted on the Synod's website: <https://mittensynod.org/donate>
- **Voting Members:** Voting members of the Synod Assembly are elected by their congregations. In order to receive their voting credentials, voting members must participate in a one-hour Technology Orientation. The Technology Orientations are May 10-12 and voting members were able to sign up for these sessions when they registered for Synod Assembly. On the day of Synod Assembly (May 14), voting members must be checked-in on Zoom between 8:00am to 9:00am to be eligible to participate. Voting members who do not check-in and enter the Zoom call before 9:00am will not be able to participate in the meeting. We invite these voting members to watch the livestream on the Synod's YouTube channel: <https://www.youtube.com/c/NorthWestLowerMichiganSynod>
- **Technology:** Each voting member will need their own email address and voting device (smartphone or tablet). They will also need access to a computer to participate in the Zoom meeting. It is recommended that voting members use a computer to host the Zoom meeting and use a smartphone or tablet as their voting device.
- **Speaking During Synod Assembly:** During Synod Assembly, we ask that all voting members keep themselves on mute unless they have been recognized to speak. We will be using Zoom's chat feature to communicate motions, seconds, speakers from the floor, and questions pertaining to the business of the meeting. Our Zoom moderators will be monitoring the chat to address these concerns. To make it easier for them, we ask that you only use the Zoom chat for "official business" and not for personal or unrelated communication.
- **Voting During Synod Assembly:** During Synod Assembly, voting will take place using Vevox voting software. Each voting member will need to enter their Voter ID and a Session ID in order to access the ballot and vote. Voter IDs will be provided to voting members prior to Synod Assembly. Session IDs will be provided to voting members during Synod Assembly. If the Voter ID is not entered correctly, if the Voter ID appears multiple times, or if the Voter ID does not match a person registered and checked in on the Synod Assembly Zoom meeting, the vote will be marked as invalid and will not be counted.
- **Additional Nominations:** All nominations and completed bio forms were to be submitted by March 31. On the day of Synod Assembly (May 14), any additional nominations for positions within the General Election must be submitted to Ann Stavros (annstavros@mittensynod.org) by 11:00am. To make a nomination, you must have the permission of the nominee and be prepared to provide an electronic background using the blank form in Section F of the Assembly Book.

Rules of Organization and Procedure

2022 North/West Lower Michigan Synod Assembly

The Synod Council recommends adoption of the following Rules of Organization and Procedure for the 2022 North/West Lower Michigan Synod Assembly:

General Elections / Voting

A. The 2022 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 orientation sessions, including specifics on Zoom use and Vevox voting procedures, 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. As communicated within the registration process, each voting member is required to attend this technology orientation as part of the voting registration process.

Debate

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

Additional 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.B22, all resolutions for consideration during the Synod Assembly were required to be submitted to the chair of the Resolutions Committee by April 8, 2022 for inclusion in the pre-Assembly packet. There will be no resolutions submitted during the 2022 Synod Assembly.

[Synod Constitution Reference - S11.01.B22: “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 2022 Synod Assembly only are:

1. All resolutions and churchwide memorials shall be submitted to the chair of the Resolutions Committee by April 8, 2022.
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 2022 Synod Assembly.
3. Prior to the 2022 Synod Assembly, ZOOM meetings shall be scheduled during which resolutions and churchwide memorials, correctly submitted for consideration by the 2022 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.”]

2022 Synod Assembly Committees

Synod Assembly Manager

Ms. Chelsey Satterlee, Director of Communications

Credentials Committee

Pastor Kjersten Sullivan (Trinity, Battle Creek)

Others as assigned

Elections Committee

Pastor Rachel Laughlin (Prince of Peace, Portage)

Others as assigned

Nominations Committee

Ms. Sandy Schlesinger (Trinity, Midland)

Pastor Clay Bates (Peace, Holland)

Others as assigned

Reference and Resolutions Committee

Pastor Betsy Kamphuis (St Paul, Greenville)

Others as assigned

Resolutions Committee

Pastor Justin Walker, Chair

Ms. Christine Allen

Pastor Betsy Kamphuis (St Paul, Greenville)

Ms. Sandy Schlesinger

Pastor Dennis Smith (retired)

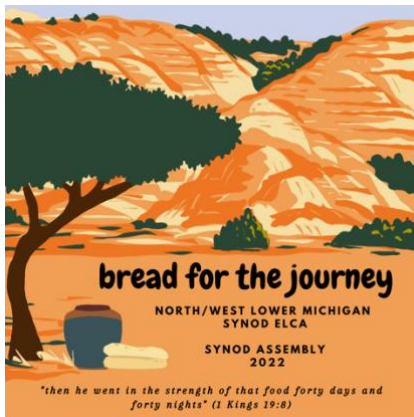
Synod Assembly Report Booklet

Pastor Rosanne Anderson, Assistant to the Bishop

Technology Team

Mr. Rich Weingartner (Faith, Okemos)

Others as assigned



North/West Lower Michigan Synod ELCA

2022 Synod Assembly Agenda

May 14, 2022

| PRE-ASSEMBLY MEETINGS AND FORUMS | |
|----------------------------------|---|
| May 3, 6-8pm | Resolutions Discussion Session |
| May 4, 6-8pm | Budget & Compensation Guidelines Discussion Session |
| May 10-12, 6-7pm | Technology Orientations |
| Date & Time TBD | Credentials Committee, Elections Committee, Reference and Resolutions Committee |
| May 13, 11-4pm | Assembly Rehearsal |
| SATURDAY, MAY 14, 2022 | |
| 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 |
| 9:15 AM | Devotion: Bishop Daniel G. Beaudoin |
| 9:30 AM | Welcome and Call to Order <ul style="list-style-type: none"> Opening of the Assembly |
| | General Announcements: Pastor David Sprang |
| | Orientation to Voting |
| 10:15 AM | Credentials Committee Report |
| | Adoption of Assembly Procedures |
| | Adoption of Assembly Agenda |

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| | Constitution Amendments |
| | Nominations Committee Report |
| 11:15 AM | Break |
| 11:30 AM | First Ballot for General Election |
| | Report of the Bishop |
| | Announcements: Pastor David Sprang Prayer: Pastor Rosanne Anderson |
| 12:15 PM | Lunch Break |
| 12:45 PM | Call to Order |
| | Second Ballot for General Elections |
| | Report of the Vice President <ul style="list-style-type: none"> • Presentation of 2023 Compensation Guidelines • Adoption of 2023 Compensation Guidelines |
| 1:30 PM | ELCA Churchwide and Church Council Reports |
| | Report of the Treasurer <ul style="list-style-type: none"> • Presentation of the 2023-24 Budget • Adoption of the 2023-24 Budget |
| 2:30 PM | Break |
| 2:45 PM | Report of the Reference & Resolution Committee <ul style="list-style-type: none"> • Resolution A: Living Water Ministries |
| 3:45 PM | Break |
| 4:00 PM | Report of the Reference & Resolution Committee <ul style="list-style-type: none"> • Memorial A: Greenhouse Gas Emissions |
| | Unfinished Business Announcements: Pastor David Sprang |
| 4:20 PM | Closing of the Assembly |



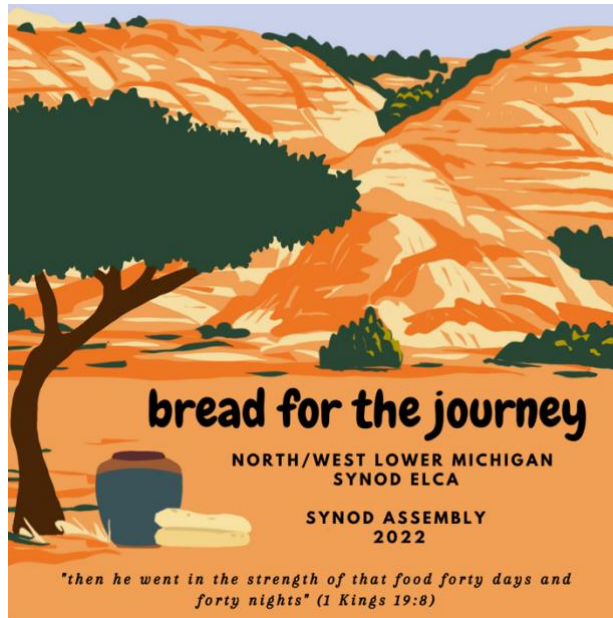
2022 Churchwide Representative

Rev. Roger A. Willer, Ph.D.

Director for Theological Ethics

Evangelical Lutheran Church in America

The Rev. Roger A. Willer, Ph.D. is an ELCA pastor serving as Director for Theological Ethics on the Theological Discernment team in the Office of the Presiding Bishop. In that capacity he carries responsibilities for the development and interpretation of ELCA social teaching (social statements, messages, and policy resolutions) and for nurturing moral discernment across the church. He serves as publisher of the Journal of Lutheran Ethics, coordinator of the Lutheran Ethicists' Network, and liaison with the Lutheran Alliance for Faith, Science, and Technology. He has written a number of articles on ethics, theology, and science. Prior to graduate school and his service at the Churchwide Office, he served two congregations in the Cleveland area.



Section B – Staff and Officer Reports

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| Greeting from Presiding Bishop Eaton..... | B2 |
| Report of the Bishop | B3-B11 |
| Indeed, Bishop Satterlee is Legally Blind..... | B12-B13 |
| Roster Changes | B14-B15 |
| Report of the Vice President..... | B16-B20 |
| Synod Council Roster | B21-B22 |
| Anniversary Recognitions | B23-B24 |



Evangelical Lutheran Church in America

God's work. Our hands.

"And [Jesus] said to them, "Go into all the world and proclaim the good news to all creation" (Mark 16:15).

Dear siblings in Christ,

When I talk about our goal of engaging a million new, young, diverse people I get asked a lot, "I'm not new, young, or diverse. Am I not important to the church anymore?" My answer is always the same, "You've never been more important."

When we committed to our new goal, we identified our purpose as "Activate each of us so more people know the way of Jesus and discover community, justice and love." This goal does not happen without the people who are already part of this church. Theresa of Avila talked about the church as the hands and feet of Christ in the world, the very way God will work to engage new people.

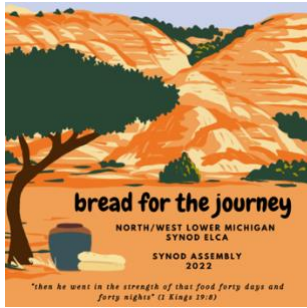
Those aren't easy things to do and certainly not ones that only a few of us can do alone. God has blessed us with so many resources to do this work: nearly 3.6 million people, 65 synods, and 350 CWO staff, plus colleges, universities, seminaries, social ministry organizations, and other affiliated organizations, and our separately incorporated ministries. We truly are a church of abundance.

So, what can you do right now?

- ☐ Pray. For our church. For one another. For those whom we have yet to meet.
- ☐ Find time to listen to people who are new to the ELCA, young, and/or diverse. Share the story of Jesus with them.

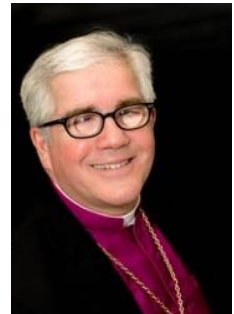
Along the way, don't forget: You are important.

Grace and peace,



Report of the Bishop

North/West Lower Michigan Synod ELCA 2022 Synod Assembly



What follows is the 2022 anthology of the ministry of what some call “the Office of the Bishop” and others call “the Synod Staff.” Lately, I am reminded that “the Synod” is more than either of these. I thank my collaborators in the writing and editing of this report and in the ministry it represents: Pastor Rosanne Anderson (Assistant to the Bishop), Ms. Rebecca Bossenbroek (Director of Finance and Program Administrator of Equipping Leaders for Mission and Ministry (ELMM)), Ms. Chelsey Satterlee (Director of Communications), Vice President Sandy Schlesinger (Chair of Synod Council), Pastor David Sprang (Assistant to the Bishop and Director for Evangelical Mission), and Ms. Ann Stavros (Office Manager). I also thank this report’s editor, Ms. Chelsey Satterlee, and the Assembly Book’s editor, Pastor Rosanne Anderson.

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.

LIVING STONES

The Living Stone Initiatives are identified throughout this report. Living Stones provides a framework for our strategic initiatives for the three-year period (2020/21-2022/23). I find this framework helpful in directing and communicating Synod mission and the work of the Staff. I am also grateful that some of our Living Stone contributors plan to continue their financial commitment after the third year of the program. For these reasons, in this final year, I will assess the status of the Living Stone Initiatives, refine them, and propose a direction for the ensuing two years (2023/24, 2024/25). I expect this renewed direction will be a refinement rather than a radical departure from what we are doing currently.

PROCLAIMING CHRIST

Pastor Anderson, Pastor Sprang, and I are returning to congregations on Sunday mornings. We prioritize going where there is a need: pastor leaving, installation, significant event, need or conflict, or a pastor away. We are beginning routine visitation. We are not yet staying in hotels. We continue to mask and maintain social distance, and do not participate in congregation meals. None of us is compelled to go where we are uncomfortable. As we move toward returning to in-person worship, we look for guidance as to whether our being in congregations each week continues to be a priority for the Synod.

For the past few months, we provided video sermons for congregational use. As the use of these sermons waned, we paused them starting the week of April 4. We will continue to monitor the number of COVID-19 cases and reassess the needs of pastors and congregations in determining if/when to resume these videos.

RENEWING CONGREGATIONS

CALL PROCESS: 12 congregations are currently in the call process and 14 more will be in the call process in the next 6–12 months. 13 are full-time calls, 13 are part-time calls, some very part-time. The reasons pastors are seeking calls or retiring include (1) the need to be closer to family, (2) irreconcilable differences with the congregation over COVID-19 precautions and politics, and (3) congregations electing to address financial shortfalls by reducing the pastor to part-time.

The Synod Staff considers matching the best pastor or deacon with the right congregation key to renewing congregations. We therefore make the call process our highest priority. This inevitably means that we cannot do everything individuals and groups within our Synod request, direct, and expect the staff and me to do. Rearranging staff priorities will result in congregations experiencing an even longer call process.

You can read the call process manual [here](#). New wrinkles are impacting the call process, mainly by making it even slower and more complicated. First, we cannot expect to receive first call pastors (seminary graduates) every year. In response to the small number of seminary graduates and the high percentage of seminary graduates who geographically restrict where they are willing/able to serve, the Conference of Bishops established a first call process in which seminary graduates ordinarily return to their home synod. This means that seminary graduates are no longer assigned to synods. Bishops work together to help seminary graduates address their own needs and desires and the needs of the Church. With all of the ELCA bishops, I spend considerable time implementing this first call (not assignment) process.

Second, we have found that some pastors are more interested in going to or staying in a certain location rather than serving a congregation. They want to live in their ideal place more than serve their ideal congregation. As a result, some areas of the country have pastors waiting for calls; other areas of the country cannot get pastors to come for calls. Even in our Synod, Grand Rapids appears to be the desired location.

Third, some pastors tell their councils they are leaving and then either change their minds or decline to give a date. In response, the councils want to renegotiate the terms of the call for the pastor to stay. Pastors are wise not to inform their councils that they plan to leave until they have talked with me and to heed my advice if I tell them the time has not yet come to inform the council.

Fourth, pastors who have not been part of the call process for decades and congregational leaders who “know how the call process works” or should work—either the way it worked decades ago when there was an “oversupply” of pastors or the way industry works – resist the call process as it is. I think we have changed the call process four times in the nine years that I have served as bishop. We will attempt to give congregations the call process they

want; however, the requested call process usually slows down receiving a pastor. For example, congregations that require a choice of three candidates will wait longer as we try to find them.

Fifth, we are experiencing an uptick in retiring and departing pastors who want to manage the call process for their successor and have an ongoing pastoral role in the congregation they are leaving. ELCA policy clearly states that the pastoral relationship ends with the end of the call. More important, pastoral candidates have little interest in congregations where the previous pastor is still involved and usually decline the opportunity to interview. If pastors are not ready to relinquish their pastoral role in a congregation and become part of another, they should not relinquish their call.

We will continue to meet with call committees via Zoom because this allows us to be a consistent partner. We meet with the council as part of the exit interview, with the call committee after the Ministry Site Profile is complete, and again for consultation and direction.

I am profoundly grateful to retired pastors who serve as interim and stated supply, giving congregations the time they need to carefully and prayerfully call their next pastor.

TEACHING: Both the Synod's Ministry with Persons with Disabilities Task Force and Environmental Stewardship Task Force led book discussions this year. The Synod also sponsored a series of Introduction to Social Justice courses through Justice Leaders Collaborative. 14 of our congregations are registered to participate in the ELCA's Building A Culture of Generosity program provided by the ELCA Church Council. They will receive training and coaching in stewardship. I am grateful to Pastor Sprang for recruiting these congregations.

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. A new track, "Pastoral Care Assistant Training" debuted in February 2022. Dates and instructors for three virtual sessions in the fall are confirmed with plans for an in-person event in October underway. Recruitment for ELMM remains challenging. Information on the upcoming sessions is available on the ELMM website: <https://elmm.org>.

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. Pastors and congregations report to me that youth ministry will be a post-pandemic rebuild as families figure out what their new reality will be.

PASTORAL CARE: I am inspired by and grateful for the congregations and leaders who 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.

We thank the congregations that submitted the parochial reports (Forms A and C), which congregations are required to complete annually. 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.

JAMES 3:17 CONGREGATION GRANTS: Established by Synod Council, these grants financially assist congregations whom the bishop, in consultation with the assistants, assesses need for a “Wise One” as described in James 3:17 for a defined period. “But the wisdom from above is first pure, then peaceable, gentle, willing to yield, full of mercy and good fruits, without a trace of partiality or hypocrisy” (James 3:17). A “wise one” is someone outside the congregation—a detached observer, examiner, advisor, expert, or consultant—to bring a congregation this kind of wisdom.

In addition to helping negotiate congregational conflicts, which continue to increase, 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: We continue to spend considerable time helping congregations assess their sustainability. I have written a tool congregations can use to assess their viability and sustainability, which we provide to congregations after we begin working with them.

PARTNERSHIP: St. Timothy Lutheran Church in Midland voted to become part of Trinity Lutheran Church in Midland. We thank the people of St. Timothy for their faith and service and Pastor Gerald Ferguson for his pastoral care and leadership.

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/>

Many congregations in our synod that are not in need of partners do not want to consider partnering until they figure out who they are after the COVID-19 pandemic. In various ways, our ecumenical partners shared with me a bit of wisdom that I find very helpful. When I reach out to them at a congregation’s request to pursue a partnership, they answer that they are very open to pursuing partnerships whose goal is either to enhance the ministry of Jesus Christ or to help our congregation to close. They are not interested in partnerships whose goal is enabling stasis and maintaining the status quo.

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). Under the leadership of Bishop Emeritus John Schleicher, Pastor Jim Couser, and Pastor Rick McKenzie, Calvary Lutheran Church in Lansing completed its ministry this year and generously shared its assets to continue the ministry of Jesus Christ. We commend this congregation to God’s care as we thank the people of Calvary for their faith and service. St. Stephen in Lansing and Gethsemane in Wyoming are

discerning whether the time has come to complete their ministry. We hold these congregations in prayer.

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.

CONNECT GRANTS: These grants are awarded to congregations to assist in implementing new ideas for connecting the congregation and its community by meeting new people, reconnecting with people, and moving those met online into greater relationship with Jesus and the church. We are able to award Connect Grants throughout the Synod. We received our first application and look forward to more.

JOHN D. SCHLEICHER CARE OF CREATION GRANTS: In response to the resolution on responding to the climate emergency adopted at our 2021 assembly, Synod Council established the John D. Schleicher Care of Creation Grants using some of the money given by Calvary, Lansing. Three (3) one-time, \$750 grants will be awarded to inspire and assist congregations (or a group of congregations) in responding to climate change as a matter of faith and discipleship by initiating a project that includes education, conservation, and/or advocacy. The grants are named to honor Bishop Emeritus John D. Schleicher for his commitment to and leadership in care of creation. We received one application for the John D. Schleicher Care of Creation Grants.

COVID-19 RESPONSE GRANTS: Beginning in 2020 and continuing through all of 2021, the Synod applied for and received a total of \$65,000 from ELCA donations to distribute to our congregations doing extra outreach in their communities during the pandemic. 23 congregations received grants and touched the lives of approximately 2,000 people per week.

CAMP NOAH: In 2021, the Synod was the primary sponsor for Camp Noah, a flood recovery program. This camp was held virtually for the children of Mid-Michigan who were affected by flooding.

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 has been making videos that congregations can use. Examples include videos on the topics of “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/>.

DISASTER RESPONSE: We contributed \$5000 to the Indiana-Kentucky Synod to assist those affected by the recent tornados. We also contributed \$5000 from our Synod Disaster Response Fund to Lutheran World Relief to assist with the refugee resettlement crisis in Ukraine. All contributions to our Synod Disaster Response Fund through Easter are designated for this purpose.

WELCOME: LIVING STONES INITIATIVE: Our Synod makes a renewed commitment to discuss ways to welcome all God's people. The items that follow together indicate that our Synod is widening its welcome.

RACIAL JUSTICE: I appreciate Pastor Anderson serving as the point person in this effort. We completed our third Introduction to Social Justice class with Justice Leaders Collaborative.

Pastor Anderson is working with Justice Leaders Collaborative to schedule a follow up class, “White People Doing their Work”, this summer.

REFUGEE RESETTLEMENT: Pastor Ellen Schoepf serves as coordinator of our Synod’s AMMPARO (Accompanying Migrant Minors with Protection, Advocacy, Representation, and Opportunities) initiative, which is the ELCA’s response to unaccompanied minors who cross our border. Synod Council made a financial gift to assist refugees from Afghanistan through Samaritas; many of our congregations are actively working to support and welcome refugees from Afghanistan.

OPEN HEARTS, OPEN CHURCH is working with congregations exploring becoming Reconciled in Christ (RIC). 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: Our Ministry with Persons with Disabilities Task Force will hold a day long learning event for our Synod on October 22, 2022 at Prince of Peace in Portage. The Task Force has also shared a list of resources for those interested in this ministry: <https://www.mittensynod.org/disability-ministries-resources/>

GUN SAFETY: In response to the gun violence that is occurring across our state and country, and in particular the shooting at Oxford High School, I attended an event to end gun violence at the State Capitol on April 13 with four other bishops. The event was sponsored by End Gun Violence Michigan, a coalition of faith leaders, organizers, and affected families. More information is available here: <https://www.mittensynod.org/news/end-gun-violence-michigan/>

VOTING RIGHTS: I was asked for a statement on voting rights. We do support the ELCA’s social resolution and voting initiatives and share those on our website. We also highlighted that information in the April newsletter. Please recall that we worked hard in October/November 2020 to increase awareness about voting rights and help people make their voting plan.

EMPOWERING LEADERS

RECRUITMENT: LIVING STONES INITIATIVE: 20 candidates for rostered ministry are identified, accompanied, and supported. 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: Pastor Anderson reports the various stages of Candidacy continue to ebb and flow as is the norm. As of March 2022, there are 17 people in process. This includes 3 inquirers, 3 applicants, 3 currently on internship, 1 continuing a part-time internship into the second year; 2 beginning internship this fall, 1 awaiting approval for assignment and 1 withdrawal from

candidacy. The remainder continue their academic studies with 2 studying on campus and 6 in distributive (virtual) learning programs.

FIRST CALL: 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 will participate in a virtual retreat for all first call pastors and deacons in Region 6 on April 25-26, 2022. Pastor Anderson leads the planning of this year's event under the theme of conflict management.

CONTINUING EDUCATION ROSTERED MINISTERS & CONGREGATIONAL LEADERS: LIVING STONES INITIATIVE: Rostered and congregational leaders receive increased opportunities for inspiration and continuing education. The Autumn Leadership Event is scheduled for October 9–11, 2022 in Mt. Pleasant.

ROSTERED MINISTER INDEBTEDNESS: LIVING STONES INITIATIVE: Rostered ministers are relieved of some measure of educational indebtedness. We received a gift of \$20,000 from Lord of Life in Portage. I am so grateful to them and to all who support this ministry. I also thank Linda Wicander and her team for faithfully carrying out this annual work.

PASTORAL CARE: I continue to have conversations with pastors about retirement. We have added additional retirement resources to our website for easy access. View resources: <https://www.mittensynod.org/leaders/resources-for-leaders/general-resources-for-leaders/>

We are responding to an increasing number of requests for conversation about a variety of hurts/needs in the lives of pastors. We refer/assist them to find counseling when appropriate. I want to acknowledge that several retired pastors are concerned that I am not doing enough to provide direct pastoral care to retired pastors. From their perspective, I have spent too much time responding to COVID-19. My understanding is that retired pastors who are not serving congregations are members of congregations with pastors, so this is not a priority for me. Therefore, whether retired pastors need pastoral care or want to tell me what pastors and I should be doing rather than receive pastoral care, I welcome retired pastors who desire to have a conversation with me to call and leave a message at the office; those that do know I call them back.

DISCIPLINE: We held boundary training via Zoom in March. It was well attended. We were blessed to have Barbara Keller who does this work for the ELCA as our first presenter. "Definitions and Guidelines for Discipline," the governing code of conduct for the church, now includes expectations of congregation members. We are encouraged to make these expectations known. Review document: http://download.elca.org/ELCA%20Resource%20Repository/Definitions_and_Guidelines_for_Discipline_2021.pdf

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 **Synod website** provides news, events, 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 is 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 the sign-up form located 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 for the Weekly Update.

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 Community,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 website, **CraigASatterlee.com**, that includes my public schedule: <http://craigasatterlee.com>. Many find this helpful when planning events that involve the bishop. 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 Update*. I also post a link to Facebook, my website, and my YouTube channel.

CAMPUS MINISTRY: Synod Council authorized a Synodically Authorized Worshiping Community at Grand Valley State University. In partnership with the ELCA, we continue to support Campus Ministry at Michigan State, Central Michigan, Western Michigan, and now Grand Valley State.

OUR POST-PANDEMIC SYNOD

The Synod Staff continues to work from home with a weekly staff meeting via Zoom. Ms. Ann Stavros drops by the Synod Office for mail, filing, etc. We will continue this pattern indefinitely for two reasons. First, Ms. Rebecca Bossenbroek (Director of Finance and Program Administrator for Equipping Leaders for Mission and Ministry), Ms. Chelsey Satterlee (Director of Communications), and Ms. Ann Stavros (Office Manager) all manage secondary “day jobs,” so we introduced flexibility and working remotely even before the pandemic. Ms. Dawn Brackmann (Synod Attorney) always worked with us remotely. Second, asking the pastoral staff

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

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

to come to Lansing contradicted the resolution on climate change the Synod adopted at the 2021 Assembly. In the coming year, we will begin the process of transferring files from paper to electronic. These changes resulted in the separation of Ms. Renee Dixon (Executive Assistant to the Bishop), who I thank for her service.

Second, as we support congregations and leaders for all sorts of reasons, we meet using Zoom as our default approach so Pastor Anderson or Pastor Sprang and I can both attend the same meeting. We visit church council meetings for shorter periods and for specific topics and attend several meetings in a single evening, making our response time faster. We are also saving on gas, which is both economical and appropriate for the environment.

“The angel of the Lord came a second time, touched him, and said, ‘Get up and eat, otherwise the journey will be too much for you.’ He got up, and ate and drank; then he went in the strength of that food forty days and forty nights to Horeb the mount of God” (1 Kings 19:7-8). God grant us all an angel’s touch, the bread of the Word, and strength for the journey. We who God has called to serve this Synod are grateful to be journeying with you.

Peace,

A handwritten signature in cursive script that reads "Craig Satterlee". The signature is written in dark ink and is positioned above the typed name of the signatory.

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

2022 Roster Change Report

DEATHS

| | | |
|----------------------|------------|---------|
| Rev. Dean Beckwith | 10/18/2021 | Retired |
| Rev. Robert Riedel | 12/08/2021 | Retired |
| Rev. Donald Herdmann | 12/09/2021 | Retired |

INSTALLATIONS

| | | |
|---------------------------|------------|-----------------------|
| Rev. Matthew (Max) Miller | 6/21/2021 | Grace/East Tawas |
| Rev. Matthew (Max) Miller | 6/21/2021 | St Paul/Au Gres |
| Rev. Mary Hughes | 10/03/2021 | St. John/Hagensville |
| Rev. Mary Hughes | 10/03/2021 | St. James/Millersburg |
| Rev. Mary Hughes | 10/03/2021 | Trinity/Ocqueoc |
| Rev. Jeffrey Bonn | 12/12/2021 | St. Peter/Unionville |
| Rev. Christopher Laughlin | 1/16/2022 | Immanuel/Allegan |
| Rev. Kari Fast | 2/20/2022 | Trinity/ Grand Rapids |

ON LEAVE FROM CALL

| | | |
|------------------------|------------|------------------------------------|
| Rev. Jeffrey Bonn | 7/21/2021 | On Leave from Call |
| Rev. Kari Fast | 8/23/2021 | On Leave from Call |
| Rev. Julie Winklepleck | 9/01/2021 | 3rd year Educational Leave Renewal |
| Rev. Justin Walker | 10/08/2021 | Disability Leave |
| Deacon Julia Nelson | 5/01/2021 | 6th year Family Medical Leave |

ORDINATIONS/CLERGY

| | | |
|------------------|------------|----------------------|
| Rev. Mary Hughes | 10/03/2021 | St. John/Hagensville |
|------------------|------------|----------------------|

RESIGNATIONS OR REMOVED FROM ROSTER

| | | |
|-----------------------------|-----------|--------------------|
| Rev. Janai Robinson-Makarov | 6/01/2021 | On Leave from Call |
|-----------------------------|-----------|--------------------|

TRANSFERS IN

| | | |
|------------------------|-----------|----------------------------|
| Rev. Alexander Steward | 2/03/2022 | Southeast Michigan Synod |
| Rev. Victoria Blough | 2/11/2022 | Indiana-Kentucky Synod |
| Rev. Matthew Deames | 2/11/2022 | Northern Great Lakes Synod |
| Rev. John Soyster | 3/03/2022 | Southwest California Synod |
| Rev. Leslie Soyster | 3/03/2022 | Southwest California Synod |

TRANSFERS OUT

| | | |
|-------------------------|------------|---------------------|
| Rev. Marcille Miller | 9/09/2021 | Southern Ohio Synod |
| Rev. Jennifer Michael | 11/02/2021 | Southeastern Synod |
| Rev. Jessica Hahn | 1/02/2022 | New Jersey Synod |
| Rev. James Schalkhauser | 2/03/2022 | New England Synod |
| Rev. Ryan Prondzinski | 3/07/2022 | Minneapolis Synod |

RETIREMENTS

| | | |
|-----------------------|------------|-------------------------|
| Rev. Terry Williamson | 7/01/2021 | Christ United/Dewitt |
| Rev. David Blank | 11/01/2021 | St. Luke's/Grand Rapids |
| Rev. Karen Niemeyer | 2/01/2022 | Trinity/Grand Rapids |
| Rev. William Huether | 3/01/2022 | |

CALLS ACCEPTED

| | | |
|------------------------|-----------|----------------------------|
| Rev. Alexander Aivars | 3/27/2022 | Christ United/Dewitt |
| Rev. Alexander Steward | 4/02/2022 | Specialized Ministry/Synod |

CONGREGATION ACTIONS

| | |
|---------------------------------|--------------|
| Calvary Lutheran Church/Lansing | January 2022 |
|---------------------------------|--------------|

Report of the Synod Vice President Sandy Schlesinger

*"I can do all this through Him who gives me strength."
- Philippians 4:13*



What a difference a year makes as we get closer and closer to being able to envision a “new normal” in terms of leading mission & ministry in a post COVID-19 environment! While we are still in what is categorized as a “global pandemic”, data continues to indicate that spread of infections and related hospitalizations are reducing significantly across Michigan and beyond. While research continues across global scientific communities to further our understanding regarding options for prevention and care, we thank God that this pandemic appears to be moving to a more manageable state (i.e., endemic)!

Through this challenging journey, we have supported each other and together we have accomplished very meaningful ministry across our synod! Kudos to all of our rostered and lay leaders who continue to lead intentionally and creatively through the “ebbs and flows” of COVID – your efforts are appreciated!

As per the constitution, my primary focus as synod Vice President is to serve as chair of the Executive Committee and Synod Council which serves as the synod’s “Board of Directors” between synod assemblies. In addition to Bishop Craig A. Satterlee (Class of 2025), the following leaders serve with me (Class of 2023) on Synod Council:

- **Class of 2022 (with terms concluding on 8/31/2022):** The Rev. Christina Bright (filling the unexpired term of Pr. Jessica Hahn who moved to a new call in December 2021), Dr. Candy McCorkle (Executive Committee Member), Ms. Caroline Peterson, the Rev. Bill Uetrict, and Ms. Holly Wohlfert
- **Class of 2023:** Mr. Connor Ashley, the Rev. Clay Bates, Ms. Phyllis Klingler, and Mr. Bill Trevarthen
- **Class of 2024:** Mr. Daniel Carter (Treasurer), the Rev. Betsy Kamphuis, Mr. Tim Lundgren, the Rev. Kate Van Valkenburg, Ms. Sandra Walker, and Mr. Richard Weingartner
- **Class of 2025:** The Rev. Dennis Smith (Secretary)

| NWLM Synod Council Terms | | | |
|-------------------------------------|---|---|--|
| Through 8/31/22 | Through 8/31/23 | Through 8/31/24 | Through 8/31/25 |
| Executive Committee | | | |
| MCCORKLE Dr. Candy (Unexpired Term) | SCHLESINGER Ms. Sandra, VP (Third Term) | CARTER Mr. Daniel, Treasurer (Third Term) | SATTERLEE Bishop Craig (Second Term) |
| | | | SMITH, Rev. Dennis, Secretary (First Term) |
| Synod Council At-Large Members | | | |
| BRIGHT Rev. Chrisy (Unexpired Term) | ASHLEY Mr. Connor (Second Term) | KAMPHUIS Rev. Betsy (Second Term) | |
| PETERSON Ms. Caroline (Second Term) | BATES Rev. Clay (First Term) | LUNDGREN Dr. Tim (Second Term) | |
| UETRICH Rev. Bill (Second Term) | TREVARTHEN Mr. Bill (First Term) | VAN VALKENBURG Rev. Kate (Unexpired Term) | |
| WOHLFERT Ms. Holly (First Term) | KLINGLER, Ms. Phyllis (Unexpired Term) | WALKER, Ms. Sandra (First Term) | |
| | | WEINGARTNER Mr. Richard (Second Term) | |

It continues to be an honor and privilege to serve as the leader of this diverse group of engaged 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 2022 who will complete their current terms in August 2022 – their leadership, engagement, and dedication to the mission and ministry of the synod is truly appreciated!

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

- Appointment of the Rev. Christina Bright to fill the unexpired Synod Council term of the Rev. Jessica Hahn who moved to a new call in New Jersey at the end of 2021
- Appointment of the Rev. Kate Van Valkenburg to the open Young Adult – Female position on Synod Council
- Approval to move the Synodically Authorized Worshiping Community Explore at Grand Valley State University in partnership with United Christian Campus Ministry to a regular Synodically Authorized Worshiping Community
- Approval to implement new John D. Schleicher Care of Creation Grants with the purpose of inspiring and assisting NWLM Synod congregations (or a group of congregations) to respond to climate change as a matter of faith and discipleship. The grants are named to honor Bishop Emeritus John D. Schleicher for his commitment to and leadership in the care of creation.
- Support to develop and implement multiple CONNECT GRANTS for use across all NWLM Synod Conferences to support new ideas to connect a congregation and its community, helping them to meet new people, reconnect with people, and move those met online into greater relationship with Jesus and the church
- Support for a new JAMES 3:17 Fund (restricted fund) for use by the Bishop in assisting congregations who would benefit from independent consultation or guidance relative to a specific area of focus
- Support for Living Water Ministries' plans to engage congregations across the synod to raise funds aligned to their "Gift of Camp Freely Given" strategy to make camp free for all participants in 2022
- Finalizing the decision to change the 2022 Synod Assembly date and format from a 2.5-day in-person meeting to a virtual 1-day event in light of continuing concerns with large gatherings based on the on-going COVID-19 pandemic. Plans for an in-person Synod Assembly in 2023 will carry forward (May 7-9, 2023 in Mt. Pleasant).

- Development of proposed 2023 Synod Compensation Guidelines for consideration by the 2022 Synod Assembly
- Development of a proposed 2023-24 Fiscal Year Budget (for the next fiscal year) to align with expectations for mission support and planned spending with the assumption that COVID-19 will move from “pandemic” to “endemic” status and ministry across the synod will move forward within a “new normal” model
- 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 social justice initiatives, support of ELCA grant submissions, etc.
- 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), Rostered and Lay Leader Synod Boundaries 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. David Sprang that took place in the fall of 2021
- 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 . . .

Additional Details: Recommendations to 2023 NWLM Synod Compensation Guidelines

Specific to compensation of rostered ministers across our synod, the Bishop and Synod Council have led a multi-year strategy to ensure our compensation guidelines are fair and competitive with other synods in our region. To sustain the gains and ensure continued competitiveness, our process includes assessment of our current fiscal year compensation guidelines against those in the 5 other synods within ELCA Region 6. For 2022, the assessment based on base salary levels for Pastors at 0, 5, 10, 20, and 30 years of ordination/service – see below:

| Synod | NWLM - 2022 | SE MI | NW OH | NE OH | Southern OH | INDIANA/KY | NWLM - 2023 Proposal |
|---|--|--|--|--|--|---|--|
| | 2022 Minimum Base Salary - Pastors | 2022 Minimum Base Salary - Pastors | 2022 Minimum Base Salary - Pastors | 2022 Minimum Base Salary - Pastors | 2022 Minimum Base Salary - Pastors | 2022 Minimum Base Salary - Pastors | +4.5% to Starting Base Salary - Pastors |
| Years of Service | | | | | | | |
| % Increase from Previous Year | 2% | 4% | 3% | 1.3% | not stated | 1.3% | 4.5% RECOMMENDED |
| 0 yrs of service (First Call) | 40,420 | 42,046 | 37,209 | 40,675 | 43,828 | <150 in Worship: \$40,469 151-300 in Worship: \$44,247 | 42,240 |
| 5 yrs of service | 42,420 | 44,441 | 40,051 | 42,225 | 46,477 | <150 in Worship: \$41,989 151-300 in Worship: \$45,766 | 44,240 |
| 10 yrs of service | 44,920 | 47,059 | 42,935 | 43,775 | 49,128 | <150 in Worship: \$43,508 151-300 in Worship: \$47,286 | 46,740 |
| 20 yrs of service | 50,720 | 51,844 | 48,719 | 46,875 | 54,323 | <150 in Worship: \$46,547 151-300 in Worship: \$50,325 | 52,540 |
| 30 yrs of service | 57,720 | 54,533 | 54,480 | 49,975 | 58,033 | <150 in Worship: \$50,547 151-300 in Worship: \$54,325 | 59,540 |
| Additional Input (Base Salary only - excl. Housing) | +\$500/yr thru 16 yrs; +\$700/yr for 17+ yrs | not stated | +\$350/yr beyond 30 yrs | +\$310/yr beyond 30 yrs | not stated | +\$400/yr beyond 30 yrs | For Reference: Recent SS Cost of Living (COLA) Increases 2020 - 1.6%; 2021 - 1.3%; 2022 - 5.9% |

Key “take-aways” from the 2022 ELCA Region 6 assessment of Base Salaries for Pastors include:

- Our recommended starting base salaries (at 0 yrs of service) through 30 yrs of service are in line with the other synods in our region
- In general – we are in the “middle of the pack” across the synods for most of the assessed years of service
 - Our recommended starting base salaries (at 0 yrs of service) are the second lowest of the 6 synods
 - Our recommended base salaries at 30+ yrs of service are the second highest of the 6 synods
- Based on the variability of the the IRS recommended Social Security Cost-of-Living (COLA) increases over the past 2-3 years (see table above – increases ranging from 1.3 to 5.9%), it is difficult to predict the likely increases planned within the other synods in our region. Note: Government salaries (OMB - Office of Management & Budget) increased by 2.7% in 2022 and are planned to increase by 4.6% in 2023.
- With the possibility of ~28 congregations in the call process over the next year, we want to remain competitive from a compensation guideline perspective. Note that congregations who seek a new pastor may need to offer or negotiate a compensation package that provides more than the stated guidelines in one or more areas (base salary, retirement rate,

housing allowance, etc.) in order to finalize an agreement with their preferred rostered minister.

Recommended changes to the NWLM Synod 2020 Compensation Guidelines are highlighted in red font in the draft document available on the [synod assembly website](#). Key changes being recommended for adoption and use starting in 2023 include:

- **Lines 94-98:** Acknowledgement that “In some cases, it may benefit the rostered minister to select either the Bronze+ or Silver+ plan which can come with a **Health Savings Account (HSA)**.” The Gold+ plan continues to be recommended – however, if the rostered minister wants to take advantage of the new Health Savings Account (HSA) option, they would need to change their benefits to either the Bronze+ or Silver+ plan. Further details can be obtained directly from Portico.
- **Lines 118-125:** The Synod recommends that congregations contribute the 12% retirement rate for rostered ministers (Pastors and Deacons). This 12% rate should be used whether the pastor is called full-time or part-time, as this percentage is calculated on their defined compensation and will therefore reflect a reduced amount if the pastor is not full-time. Additional retirement contributions can be made by the employee (member pretax). Our compensation guidelines did not provide guidance on the retirement rate in past versions so this is a new recommendation area. Again – further information can be obtained from Portico.
- **Lines 129/259/867:** A 4.5% increase is recommended for starting base salaries for Clergy and Deacons to remain competitive in our compensation packages relative to other synods in our region.
- **Appendix D - Separation Guidance:** This is a new area of guidance starting in 2023. As most congregations do not participate in state unemployment insurance, rostered ministers are not eligible for unemployment compensation from the state. As such, congregations are strongly encouraged to consider whether severance pay is appropriate to provide care and continued income for the rostered minister during a transition period. Within the guidance provided, It is recommended that a congregation generally provide a severance package with 3 to 6 months’ continuation of salary (including housing allowance if applicable and FICA offset) and insurance benefits (including pension contributions). Further details and rationale can be found in Appendix D of the proposed document.

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

2021-22 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

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

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

SMITH Rev. Dennis, Secretary
Home Church: St. John's – Three Rivers
4-yr term, exp. 8/31/25 (first term)

Synod Council At-Large Members

ASHLEY Mr. Connor
Home Church: Saron - St. Joseph
3-yr term, exp. 8/31/23 (second 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. 8/31/24 (second term)

KLINGLER Ms. Phyllis
Home Church: Trinity - Hillsdale
3-yr term, exp. 8/31/23 (unexpired term)

LUNDGREN Mr. Tim
Home Church: Trinity – Grand Rapids
3-yr term, exp. 8/31/24 (second 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)

WALKER Ms. Sandra
Home Church: Redeemer – Lansing
3-yr term, exp. 8/31/24 (first term)

WEINGARTNER Mr. Richard
Home Church: Faith - Okemos
3-yr term, exp. 8/31/24 (second term)

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

Synod Council: 2021-22 Term





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2021-22 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. Caroline Peterson
- 5 – Rev. Bill Uetrict
- 6 – Rev. Betsy Kamphuis
- 7 - Mr. Daniel Carter
- 8 – Mr. Tim Lundgren
- 8 – Synod Attorney – Ms. Dawn Brackmann
- 9 – Pr. Clay Bates
- 10 - Bishop Craig Satterlee (Synod Office)
- 10 – Mr. Bill Trevarthen
- 10- Ms. Sandra Walker
- 11 – Mr. Richard Weingartner
- 12 – Ms. Holly Wohlfert
- 13 – Dr. Candy McCorkle
- 14 - Mr. Connor Ashley
- 15 – Rev. Jessica Hahn
- 15 – Ms. Phyllis Klinger
- 16 – Rev. Dennis Smith



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Congregation Anniversaries

Celebrating 150 Years

- Lebanon, Whitehall

Celebrating 100 Years

- St. Paul, Reed City
- Redeemer, Lansing

Ordination Anniversaries

Ministers of Word and Sacrament

5 Years

- Karen Z. Niemeyer, 2/26/2017

10 Years

- Ellen M. Schoepf, 8/29/2012
- Justin J. Walker, 8/25/2012
- Marilyn V. Robinson, 9/23/2012
- Rheanna R. Goodrich, 8/11/2012
- Travis W. Wilson, 7/29/2012

15 Years

- Timothy D. Jahn, 6/17/2007

20 Years

- Julie Winklepleck, 7/14/2002
- Matthew A. Smith, 7/21/2002

25 Years

- Bryan G. Schneider-Thomas, 6/4/1997

30 Years

- Jay M. Schrimpf, 6/7/1992

35 Years

- Craig A. Satterlee, 7/19/1987
- Clayton H. Bates, 7/26/1987
- David M. Doane, 8/16/1986
- William E. Huether, 10/4/1987

40 Years

- Dennis E. Remenschneider, 1/31/1982

- Lee S. Welker, 6/6/1982

45 Years

- Paul E. Kuhlman, 5/29/1977
- Pauline R. Standley, 6/19/1977
- Thomas E. Pederson, 1/30/1977

50 Years

- Franklin E. Rothfuss, Jr., 6/18/1972
- John W. Burrow, 11/5/1972

55 Years

- W. Thomas Zollman, 1/1/1967

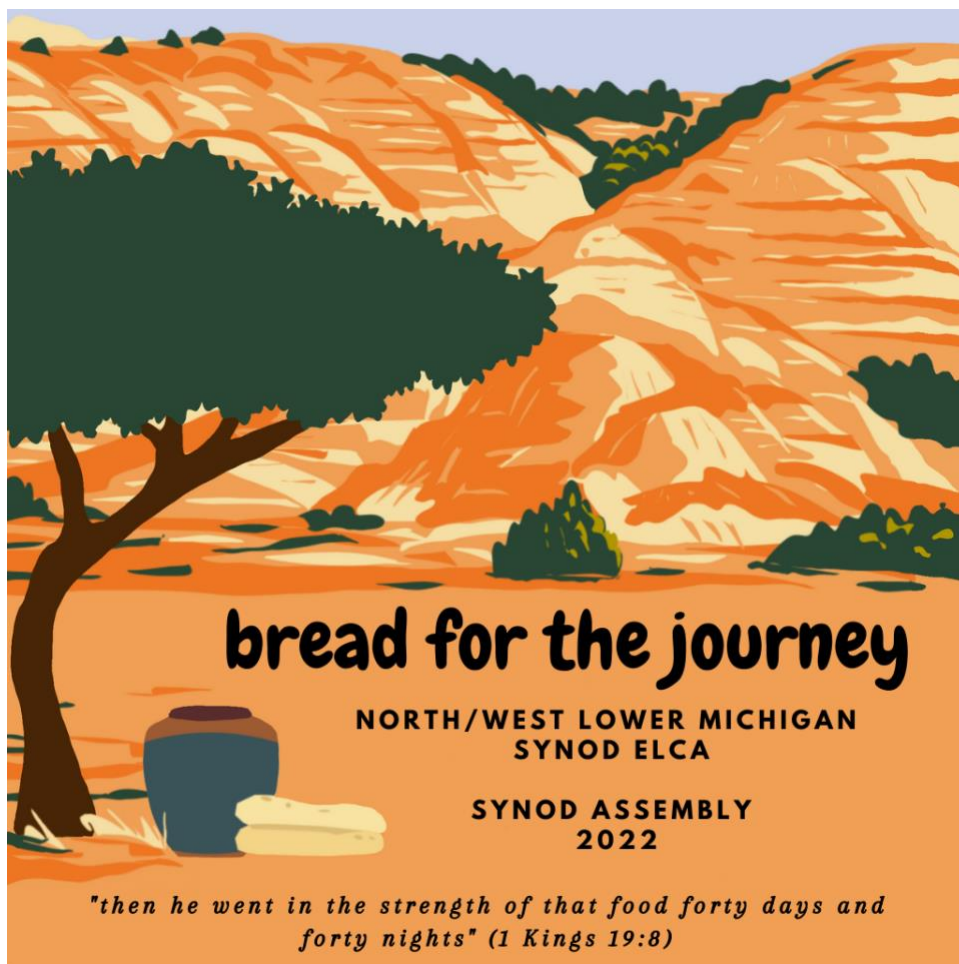
60 Years

- Charles G. Schultz, 6/3/1962
- Robert M. Hannemann, 9/2/1962
- William N. Nicholson, 5/15/1962

Ministers of Word and Service

15 Years

- Kathleen L. Bonn, 9/15/2007



Section C – Synod Ministry Reports

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| Disability Ministry Task Force | C3 |
| Equipping Leaders for Mission and Ministry..... | C4 |
| Global Mission Table | C5 |
| New and Renewing Mission Table | C6 |
| Publicly Engaged Church Table | C7 |

Candidacy Committee Report

Submitted by Rev. Rosanne Anderson, Director of Candidacy

The Candidacy 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, which helps 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.

Candidates

The NWLM Synod currently has 13 students in the candidacy process. Four people are in the inquiry stage. Three students have been recently entranced and will begin their academic work during the summer or fall of 2022. Five students are continuing their academic work prior to endorsement for internship. Two students have recently been endorsed and are awaiting internship assignments. Three 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)
Rev. Christina Bright (Secretary)
Mr. Kirk Hoffman
Ms. Mary Sue Kamens
Rev Jonathan Reid
Rev. Travis Willson
Bishop Craig Satterlee
Rev. Rosanne Anderson (Director of Candidacy)
Rev. Dr. Joy Schroeder (Trinity Lutheran Seminary-Seminary Representative)
Rev. Cherlyne Beck (Region 6 Churchwide Representative)

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

Disability Ministry Task Force Report

The Disability Ministry Task Force was established by our Synod Council, and it reports to the Publicly Engaged Church Table, and the Office of the Bishop. Its members are Bishop Craig Satterlee, Pastor Rosanne Anderson, and pastors Kate Schroeder, Travis Wilson, Kate Van Valkenburg, Rachel Laughlin, Megan Crouch, and Clay Bates (chair).

The vision of the Task Force is to consult and collaborate with congregations, accompanying them on their journey toward fully including children and adults living with disabilities in the life of the congregation. These disabilities may include cognitive, mental health, developmental, mobility, or sensory disabilities. This Task Force also facilitates partnerships with other non-profit organizations to provide for a congregation's specific needs. In addition to being actively engaged with individual congregations, the Task Force also engages within conferences, across the Synod, and with the ELCA Churchwide organization.

The purpose of the Task Force is to serve as a reservoir of knowledge and resources for those who desire to begin or enhance their ministry to and with people with disabilities, who are either already participating in the life of the congregation or who live outside of the context of the worshiping community.

The Task Force stands ready to respond to congregations' call for assistance with ministry to and with persons with disabilities, by providing written and electronic resources, site visits and presentations, and electronic communication. It is also ready to serve as a resource for conferences and our synod, offering learning opportunities and presentations.

The Task Force will be offering a Disability Day conference on Saturday, October 22. The Keynote Speaker will be Victoria White, Director of Church Services for All Belong, a non-profit agency whose mission is to "equip congregations and schools to glorify God through purposeful, innovative inclusion of persons with varied abilities." There will also be break-out sessions on a variety of topics. Registration and additional information will be forthcoming.

For more information, or to initiate a consultation, you may contact any one of us, including Pastor Clay Bates at clayhbates@gmail.com (please don't leave out the "h").

People with disabilities have a right to access the sacraments, biblical instruction, and the fellowship of Jesus' Church. The Task Force is eager to accompany you as you make this a reality.

Equipping Leaders for Mission and Ministry

Submitted by Rebecca Bossenbroek, Administrator

We envision a community of theologically-aware, 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, theologically-aware 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 spring, we added a fifth track, Pastoral Care Assistant.

We recognize and thank those who provided instruction virtually this past year: Dr. Wally Taylor (ret.) of Trinity Lutheran Seminary, Dr. Kelly J. Murphy of Central Michigan University, and Dr. George Heider (ret.) of Valparaiso University, and Dr. Rosanne Swanson, Lutheran School of Theology at Chicago.

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.

Synod Assembly 2023 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.

We give thanks for ELMM's influence on leaders who answer the call to ordained ministry, including Patrick Blanchard of Christ in Wyoming, completing internship at Saron in St. Joseph with Pastor Joan Oleson, Ed Ruble of Trinity in Kalamazoo, completing internship at St. Paul in Greenville with Pastor Betsy Kamphuis, and David Osim of St. John in Grayling, who recently entered the candidacy process.

The church needs equipped leaders. It is likely someone in your congregation would find Equipping Leaders for Mission and Ministry to be just 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 Report

Salud Para la Vida or Health for Life

The Synod's Honduras Team, a part of the Global Mission Table, began meeting again via Zoom in the summer of 2021. While our programs continued in Honduras throughout the pandemic, our contact with the Lutheran Church in Honduras (ICLH) consisted mainly of prayers for their safety and offers of support.

At our August 2021 meeting, we brainstormed ways the Honduras Team could support ICLH and our *Health for Life* project now during the pandemic. We came up with two goals: to establish a virtual presence in the Synod by bringing voices of our Honduran friends to congregations; and working with our partners in Honduras to offer education to the volunteers who keep the project effective.

To help us establish a virtual presence in the Synod, we received several video testimonials from the volunteers and are in the process of translating the messages – a bigger task than anticipated. Videos that showed the two health programs with children did not have dialogue and were put together with captions showing the interaction of the volunteers with 57 children. We are hoping to have this video available to congregations soon.

ICLH requested that the training workshop be over Zoom. The requested topic was COVID. On a cold January day in Michigan we reached out to our Honduran friends with *Living with COVID: a Mind, Body, and Spirit Perspective*. Twenty-seven Honduran volunteers, some individually and some in groups, joined the Zoom workshop, and the questions and discussion that ensued indicated how desperately information was needed. Nidia, the coordinator of the project, said that everyone she invited participated and stayed with the group even though it lasted much longer than anticipated.

What is next? We are hoping to have a more informal Zoom workshop this spring or summer. The leaders in Honduras will help us determine the topic and different ways we can reach out to the volunteers. We are also working on a website where we can post information about this ministry and continue to translate the testimonials and make them available for use throughout the Synod.

Our relationship with ICLH is one of accompaniment. Our support is driven by needs that are acknowledged by the workers in Honduras, and these concerns are the basis for material presented. After the workshop the volunteers use the information presented and go out into their communities and educate and assist their neighbors using skills learned.

New and Renewing Mission Table Report

The New and Renewing Mission Table oversees a variety of missions for the Synod. The primary roles include new worshipping communities, renewing congregational mission and congregational vitality, strategic congregations, support of ethnic specific and multi-ethnic worshipping communities, campus ministries, evangelism and community engagement, outreach grants, and so much more.

In 2021, we began the process to explore a worshipping community and campus ministry at Grand Valley State University. In July, our Synod Council and the ELCA approved a 6 month “explore” in partnership with United Campus Christian Fellowship. This campus ministry is a partnership with the United Methodist and the Presbyterian Churches. It provides campus ministry for Grand Valley State University (main campus and downtown), Grand Rapids Community College, and Kendall School of Design. They do not have a worshipping community, so our partnership with them would provide that addition. The “explore” ended in December and the recommendation to move on to a regular worshipping community was approved by both the ELCA and our Synod Council. Pastor Kate Valkenburg has been appointed as the mission developer. We rejoice in this new ministry which is supporting young adults!

We continue managing the Synod’s support of Lutheran Campus Ministry at University Lutheran, East Lansing (Michigan State University), Matrix (Western Michigan University), and Immanuel Lutheran Church (Central Michigan University).

In addition, in 2021 the Table managed the Synod support to Strategic Ministries at Zion, Saginaw; Trinity, Battle Creek; Harbor of Grace, Muskegon and the African National congregation Sudanese Christ Lutheran at Christ Lutheran Church, Wyoming.

The table also manages the Synod’s Mission Outreach Grants. These grants are intended to be used for new mission ideas and ways to be community partners. They are not meant for salaries for staff, but ways to fund community engagement for congregations.

In 2020-2021 the Table also worked with Bishop Satterlee and DEM Pastor Sprang to accept and review COVID-19 Response Grant funds from the ELCA. Overall, 24 congregations received over \$65,000 for food, shelter, and personal needs, caring for about 2,000 people a week during the pandemic.

Publicly Engaged Church Table Report

Like 2020, 2021 was a year which caused us to rethink what is “normal”, and what will “normal” look like when it returns. As in the previous year, the PEC’s primary work of advocacy was primarily implemented through the work of its Task Forces—Open Hearts, Open Church; Environmental; Hunger; Human Trafficking; Disability Ministries, and Synodical. Each Task Force undertook several issues or challenges and creatively sought ways to assist the Synod to be socially involved within the communities our congregations serve. The following is just a sampling of how the Task Forces went about their work:

Open Hearts, Open Church – continued assisting congregations in their journey towards becoming RIC (Reconciled in Christ) church communities. Also, the Task Force remained vigilant as our society continues to wrestle with sexuality issues, and growing efforts to repeal, or limit gains made by LGBTQIA+ individuals and communities.

Environmental – continued helping congregations develop Green Team, helping us understand that all the challenges faced in our society are touched by environmental changes.

Hunger – has undertaken some collaborative work with the Southeast Michigan Synod. The Task Force would also like to identify a contact person in each congregation through whom it can convey hunger information.

Human Trafficking – the United Nations declared 2021 as the “Year of Eliminating Labor Trafficking of Children.” The Task Force works tirelessly in helping all communities understand that human trafficking, in some form, is present in many Michigan communities.

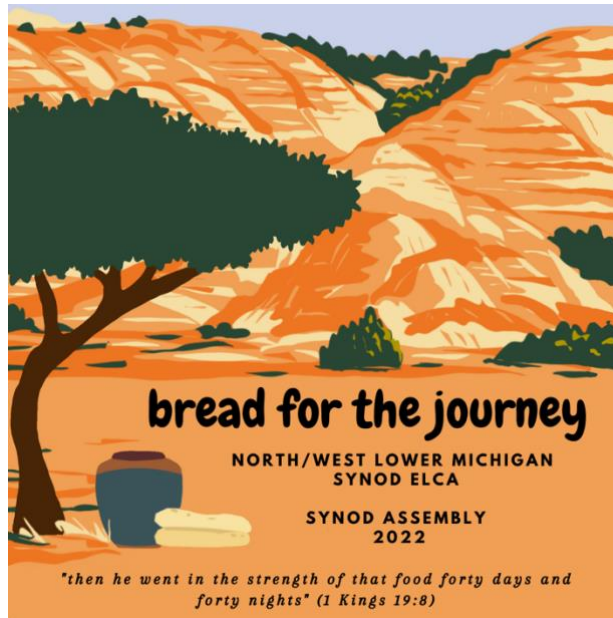
Disability Ministries – the Task Force received a very generous gift which will allow it to sponsor a Synod-wide “Disability Day” in the Fall of 2022. A successful book study was sponsored by the Task Force centered on the book, “Copious Hosting: a Theology of Access for People with Disabilities”, by Jennie Weiss.

Synodical – social justice training is being offered to Synod members through the Justice Leaders Collaborative. In 2021 the Table joined Churchwide with a focus on the ELCA’s “Declaration of People of African-American Descent”, and on the question, “What is justice?”

In 2022 the PEC Table will continue to work to help the Synod become more publicly engaged. As we return to “normal” the Table hopes to continue providing resources through grants 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.

The Table welcomes anyone interested in social ministry to join it. There is always room for you at the Table.



Section D – Shared Ministry Reports

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| ELCA Mission Investment Fund..... | D3-D4 |
| ELCA Federal Credit Union..... | D5-D6 |
| 1517 Media..... | D7 |
| Lutheran Immigration and Refugee Services..... | D8 |
| Portico..... | D9 |
| Living Water Ministries..... | D10 |
| Wittenberg University..... | D11-D12 |

Dear siblings in Christ,

Greetings from Capital University! I'm grateful to share with you a report on religious and spiritual life here as we conclude the 2021-2022 school year. My contact information is at the end of this report, so if you have questions or would like to better connect with Capital, please reach out.

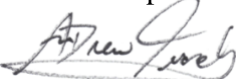
Since my last report, the Board of Trustees dropped the interim tag from President Dave Kaufman's title and welcomed him into permanent leadership at Capital. As a lifelong Lutheran, Dave is a champion of Lutheran higher education and the gifts our church has to offer the wider world. Under Dave's leadership, we've emerged as a more fiscally sound institution, seen both in the increased giving of our partners and the first raises given to faculty and staff in multiple years. After a few years of considering our nickname and mascot, our community voted overwhelmingly to become the Capital Comets, which has allowed members from across our institution to rally as one community. To the delight of many, our Christmas Festival returned this year to an in-person format. Perhaps most importantly, our COVID cases and infection rates have been far lower than Franklin County, and our vaccination rate is much higher (over 90%). Enrollment projections for the Fall show a solidly rebound from pandemic struggles, an encouraging sign for our longterm mission.

One area where our mission is palpably enacted is in our commitment to student success. This is an interconnected network of priorities. One, Project Indigo, is an initiative that uses digital resources to collapse the resource gaps between students. Another, our Office of Student Success, provides coaches to help students achieve not only their academic goals, but their broader purposes.

The administration recognized the value of the Center for Faith and Learning in supporting student success by approving a second full-time ministry position in our office for the first time in over thirty years. Rev. Dikiea Elery, ordained in the Christian Church (Disciples of Christ), came to us from Bluegrass Community and Technical College in Lexington, Kentucky. Rev. Elery also served as Assistant Pastor at East Second Street Christian Church, one of the historically Black Disciples congregations. We're thrilled with not just her work, but her leadership among us and the relationships she's already built with students, faculty, and staff in just a few short months.

In the coming months, Capital will hire a new Director of Athletics, launch an actionable master plan to prioritize investment in and use of our facilities, return to summer camp programming, and host Bexley's Juneteenth and 4th of July celebrations. It's a new day at Capital University and we'd love to welcome you to campus

In radiant splendor shine!



The Rev. Drew Tucker
University Pastor & Director of the Center for Faith and Learning
dtucker@capital.edu + 614-236-7737



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

With faith and finance at our core

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 partner ministries, including social service agencies and outdoor camps.

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.

We were present for our investors and borrowers that needed assistance during the pandemic. We collaborated with our ministry partner, the ELCA Federal Credit Union, to offer expedited loans for congregations, ministries and individuals, as well as 360 Paycheck Protection Program loans totaling \$13.9 million. The PPP loans helped continue payroll for some 2,100 congregation and ministry employees and continued in-person and virtual worship and ministry services for more than 95,000 church members throughout 2020 and 2021.



MIF has a longstanding tradition of strength and stability. At year-end 2021, MIF had 820 loans outstanding, totaling \$575.4 million. Investment obligations totaled \$575.4 million. With total assets of \$822.0 million and net assets of \$226.4 million at year-end 2021, MIF maintains a capital ratio of 27.5 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 minister to a world in need. We are honored to walk alongside you as a trusted partner.

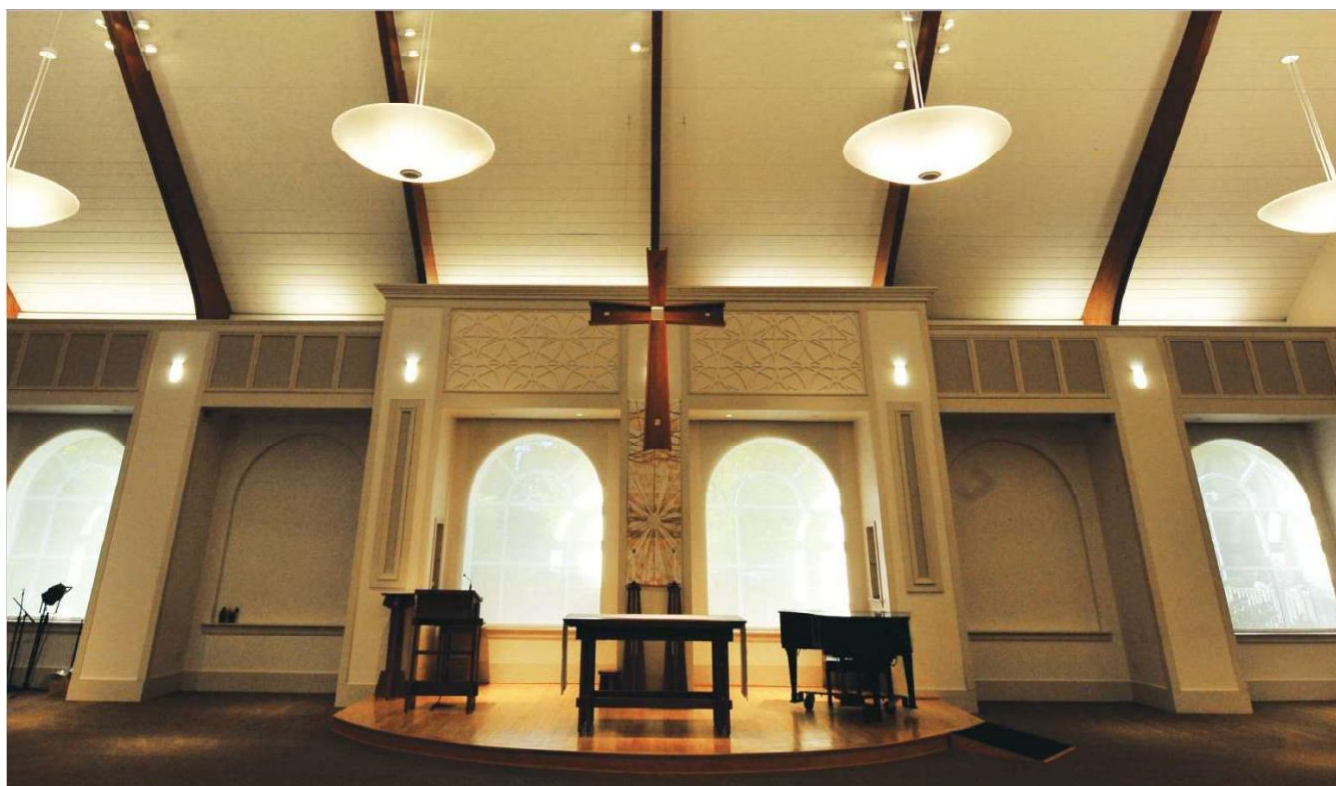
MIF at work in the North/West Lower Michigan Synod (as of December 31, 2021):

- 11 Mission Investment Fund loans, with a balance of \$3,681,118
- \$7,458,705 in Mission Investment Fund investment obligations

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



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



The Mission Investment Fund can be your financial resource and partner of choice.

Why MIF?

MIF has demonstrated expertise in church and ministry financing. As a ministry of the ELCA with longstanding experience in congregation and ministry building projects, we're unique among lending institutions. We're prepared to listen to what you need, we understand your requirements, and we'll serve as your strategic partner.

We offer competitive rates and terms. MIF consistently offers competitive rates. And now, interest rates on loans remain at historic lows.

We offer a full suite of financial services. In addition to loans, MIF offers congregations, ministries and individuals a host of investment options. Our financial ministry partner, the ELCA Federal Credit Union, offers an additional array of financial services.

The faithful stewardship of Lutheran congregations and their members funds our loans. We use the money invested in MIF to finance hundreds of capital projects across the church.

For more information about MIF capabilities, please visit our website, mif.elca.org or contact your Regional Manager the Rev. Kent Peterson: 276-698-7970 kent.peterson@elca.org



ELCA Federal Credit Union
Evangelical Lutheran Church in America

***Providing a full array of financial services
to ELCA members, congregations and ministries***

The ELCA Federal Credit Union, founded in 2016, provides a full suite of financial products and services to members, congregations and ministries of the ELCA. We are the first of the ELCA's financial ministries to offer loans to individuals. The Credit Union offers a rich variety of products—from savings and checking accounts and CDs ... to loans, lines of credit and credit cards. We serve ministries with deposit accounts, a flexible credit card program, auto loans and unsecured ministry loans up to \$100,000 for small projects such as building repair and purchases. Our strong online presence allows members to access their funds anytime, anywhere—as consumers expect today.



Why choose the ELCA Federal Credit Union?

“To use and share what God has given for the sake of all.”

The ELCA Federal Credit Union supports the ELCA's mission of good stewardship. We provide full services to all ELCA members, congregations and related ministries.

Our mission is to offer the most competitively priced products and services. Because we exist solely to serve our members, we can offer better rates and lower fees than many traditional banks. We have demonstrated success in providing significant savings to our borrowers.

With the church as our sponsor, we operate in ways that are consistent with the church's values. We offer a socially responsible way to do your banking.

ELCA Federal Credit Union | 8765 West Higgins Road | Chicago, Illinois 60631 | Tel: 877-715-1111 | Web: elcafcu.org



ELCA Federal Credit Union
Evangelical Lutheran Church in America

Throughout the past year, we continued to serve the church and its members.

The Paycheck Protection Program drew to a close in 2021. With assistance from the Mission Investment Fund, we provided loans in 2020 and 2021 to ELCA congregations and ministries that required financial assistance during the pandemic. Covering payroll and operating expenses, these PPP loans proved to be a lifeline to a number of congregations and ministries in need. The loans were particularly meaningful to smaller congregations that didn't qualify for loans from local or national banks. Over the course of the full PPP program, the ELCA FCU provided a total of **360 loans totaling \$13.9 million**. These loans **helped continue payroll for some 2,100 congregation and ministry employees** and continued in-person and virtual worship and ministry services for more than 95,000 church members throughout 2020 and 2021.

In 2021, we ushered in the third cohort of participants in the ELCA's Resourceful Servants program, designed to improve financial wellness and assist rostered leaders in building emergency savings funds. In this matching program, ELCA rostered leaders make ongoing deposits to their Credit Union emergency savings accounts, and our partner MIF matches those funds up to an established amount. Together, we already have served more than **645 rostered ministers** who, collectively, have made emergency savings deposits of more than \$1 million.

Membership is open to every ELCA member, synod, congregation and ministry—and their employees.

For more information about the products and services of the ELCA Federal Credit Union, please visit our website, *elcafcu.org* or call us at toll free at 877-715-1111.

Ten Things to Know about 1517 Media Spring 2022

1. Over the past year we have added several new **All Creation Sings**, resources including an expanded Indexes volume that includes both ACS and ELW listings, the *Guitar Accompaniment Edition*, the *Ensemble Setting of Setting 12*, and an eBook version of the Pew Edition. We continue to add learning resources that can help you use this hymnal supplement to enliven your congregation's worship in these rapidly changing times. augsburgfortress.org/allcreationsings
2. Daniel Erlander's timeless work continues to inspire faith formation at all levels in the church. **Manna and Mercy: A Brief History of God's Unfolding Promise to Mend the Entire Universe** is a family of books and curriculum to support conversations about the Bible with your whole congregation. This collection of resources complements three other series: **A Place for You** (Holy Communion), **Come to the Water** (Holy Baptism), and **Baptized, We Live** (introduction to Lutheranism). augsburgfortress.org/manna
3. Augsburg Fortress continues to support musical proclamation of the gospel with new seasonal choral music, vocal solo offerings, and piano and organ collections, including a new, second series of church year volumes in the acclaimed Augsburg Organ Library. augsburgfortress.org/new-releases
4. We have expanded our seasonal devotion options, with a new devotional for Advent and Christmas each year joining the Lent offering. Quantity discounts make these pocket-sized booklets ideal for congregational distribution and for household use. The accessible, colorful format makes it easy to incorporate a simple Christian observance into these central times of the year. augsburgfortress.org/seasonal-devotions
5. Fortress Press continues its legacy of publishing compelling theological, biblical, and ethical engagements for the church and the world in which it lives. New releases for 2022 include: **Storycraft: The Art of Spiritual Narrative by Walt Wangerin Jr.**, **20 Myths about Religion and Politics in America by Ryan Burge**, and an expanded edition of Fred Lehr's Clergy Burnout: **Surviving in Turbulent Times**. fortresspress.org
6. Our Broadleaf Books imprint explores the expanse of human experience—seeking to deepen faith and understanding and bring wholeness to readers and society. New 2022 releases include **You Can Talk to God like That**, **The Mindful Grandparent**, and **Unbossed: How Black Girls Are Leading the Way**. broadleafbooks.com
7. Sparkhouse provides digital access for a low annual fee through **Sparkhouse Digital** to a wide range of regularly refreshed resources for early childhood, children, and youth. Subscribers can access new digital activity kits that help congregations provide resources for use in the home or as a supplement to in-person faith formation activities. augsburgfortress.org/sparkhouse-digital
8. This spring Sparkhouse released a collection of poems by Joe Davis written with high school graduates in mind. **We Rise Higher: Poems and Prayers for Graduates** helps youth celebrate, commemorate, and reflect on this transition as they move on to the next phase of life. augsburgfortress.org/we-rise-higher
9. Frolic Preschool, Frolic Nursery, and Frolic Family introduce little ones to faith concepts in age-appropriate ways. This year we have released the award-winning Frolic Storybooks in affordable paperback bundles. wearesparkhouse.org/frolic
10. Beaming Books continues its mission to publish high-quality children's books that help kids thrive in every part of who they are—emotionally, socially, and spiritually. New releases for 2022 include: **God's Holy Darkness**, **The Animals Speak: A Christmas Eve Legend**, **God Made All Your Feelings**, and **Mother God**. beamingbooks.com

Want to learn more? Follow us on social media. Sign up for our free eNewsletters at augsburgfortress.org | wearesparkhouse.org | fortresspress.com | beamingbooks.com | broadleafbooks.com



Lutheran Immigration and Refugee Service

Siblings in Christ of the North/West Lower Michigan Synod,

2021 was many things —frustrating, surprising, heartbreaking, and heartening —to name a few. At Lutheran Immigration and Refugee Service, however, the word we find ourselves using the most is *transformative*.

Like all of you, we found ourselves facing parallel crises: the continuing COVID-19 pandemic, an influx of vulnerable immigrant children at our border, and the devastating refugee crisis in Afghanistan. While it was an incredibly difficult year in many ways, it was also one of the most inspiring in our 83-year history.

People of faith and communities like yours stepped up in ways that we never could have expected to meet this moment and fulfill our Biblical call to welcome the stranger. In the last year alone:

- **100,000 volunteers** signed up to support our refugee and immigrant neighbors
- Supporters provided more than **\$30,000 worth** of essential items like cell phones and gift cards to our Afghan brothers and sisters
- **14,000+ generous donors** opened their hearts to the ministry of welcome
- LIRS welcomed more than **10,500 Afghans** through our nationwide resettlement network
- Our team assisted in reunifying or placing nearly **33,000 children** in loving homes
- We sent nearly **20,000** holiday cards and **1,750+ gifts** to families affected by immigration detention
- LIRS launched several exciting new programs and offices, such as field offices in Northern Virginia and Fargo, ND; the New American Cities economic empowerment program; Mental Health services for refugee children and families, and more.

Our resettlement and immigration services were complemented by our ever-growing slate of annual programs, which offer the public opportunities to **ADAPT**: Act, Donate, Advocate, Pray, and Teach. We invite you to engage with LIRS, as an individual or community, through one of our five key programs:

- [Stand Up Speak Up](#) —Our interfaith advocacy program organized each spring
- [Gather](#) - A cultural education program hosted in the fall
- [Hope for the Holidays™](#) - LIRS' flagship winter program for supporting families impacted by immigration detention
- [EMMAUS Congregational Network](#) —Our network of congregations who receive resources and support from LIRS
- [LIRS Ambassador Network](#) —A community of change-makers from around the US

In 2022, we are deepening our commitment to the work of welcome and believe that together, we can realize Matthew 25:35 in communities across the United States. We are so grateful for your astounding support and look forward to welcoming our newest neighbors alongside you.

In peace,

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

Dr. Kristin Witte, Director for Outreach

Benefit Stability in Uncertain Times

PORTICO®

Benefit Services | A Ministry of the ELCA

As the pandemic ebbed and flowed in 2021, Portico's benefits remained a reliable constant for ELCA congregations and organizations, affirming the importance of church together.

- ELCA-Primary health benefits helped to lower stress levels and provided virtual access to health care.
- The ELCA Retirement Plan continued to deliver strong investment returns while offering no- or low-cost access to financial planning and coaching services.

In recent years, we've brought added stability to our program by extending quality, cost-effective benefits to more of those who serve. As we include more ELCA-affiliated social ministry organizations, colleges, and universities, as well as full communion partner denominations, we grow the size of our pool, which, in turn, allows us to secure lower administrative fees and innovative benefits not typically available to smaller groups. In this way, we continue our mission to serve those who serve.



The Rev. Jeff Thiemann
President & CEO

Meeting the Need in 2021

869

Plays of New Portico Podcast

Hosted by an ELCA pastor on current issues impacting our faith community.

34%

Chose New Voluntary Benefit

Through our cost-saving vision care services provider.

643

Retired

In Portico's bundled benefits program — Well done, good and faithful servants!

7.3%

Annuity Payment Increase

Approved for ELCA annuitants in 2022.

2,564

Medical Visits via Text

Through 98point6®, our virtual primary health care service.

8

Large Organizations Joined

In 2021 — 1 ELCA college, 6 ELCA-affiliated social ministries, and 1 full communion partner social ministry.

2,880

Classes Completed in 2021

On Burnalong, Portico's new online fitness and wellness benefit.

76%

More Accessed Financial Coaching

Through LSS of Minnesota in 2021 than during the same period in 2020.

87.8%

Very Satisfied

With our Customer Care Center service.

Living Water Ministries 2022 Annual Report to Synod Assembly

2021 marked the second consecutive year of program cancellations for Living Water Ministries as a result of the COVID-19 pandemic. While we have not been able to gather together all of God's children for formative experiences of faith these last two years, the community of Living Water Ministries has rallied during these challenging times to provide support and stability for the organization.

During this time of pandemic, Living Water Ministries has pursued annual themes to guide our work. In 2020, we rallied our efforts and our call for support around the theme of Restoring Momentum. Our donors stepped up, our year round staff maintained full employment, and Living Water Ministries did not experience any financial losses. In 2021, our theme shifted to Restoring Hope. As a sign of this hope, we were able to accelerate our facility renewal plan by beginning construction of a new duplex cabin structure that will be complete by June of 2022. As we set our sights on 2022, we shifted our focus yet again to Restoring Community. Most notably, we are pursuing this phase of restoration with the gift of camp freely given, offering our 2022 summer programs at no cost to participants.

We haven't been able to gather participants on the grounds of Stony Lake in over two years. Yet, our mission's call to "bring together all of God's children," and our core value of community have been very much at the center of our story during this time of pandemic. As we prepare for our return to our full roster of programs for the summer of 2022, we give thanks to everyone who has and continues to support Living Water Ministries with generosity, prayer, and service.



SYNODICAL REPORT - SPRING 2022

Office of the University Pastors

As we reflect on the past year, we do so with gratitude that COVID-19's impact appears to be lessening on the Wittenberg University campus and in our community. At the same time, we continue to keep those affected by the pandemic in our hearts and prayers.

Recognizing that in-person living and learning have always been the backbone of Wittenberg's residential, liberal arts educational experience, we again welcomed our students to campus in August 2021. In light of our high vaccination rate among students and employees, the low case load in our hometown of Springfield, Ohio, and current CDC guidance, Wittenberg became a mask-friendly University in March 2022, meaning that those who wish to wear masks and those who chose not to wear them should both feel supported in their decisions. Faculty still have the right to require masks in their respective classrooms, and event owners may request the same. Additionally, with the loosening of COVID-19 restrictions, we are excited to host the Class of 2022 graduation ceremony in our traditional outdoor venue, Commencement Hollow, on May 14.

In terms of other noteworthy Wittenberg initiatives and accomplishments, we celebrated record-setting success once again on March 11 with our annual virtual fundraising event, Commit to Witt. This year's theme was "1845 Minutes of Giving," and the effort produced a total of \$640,911 from 1,532 gifts. Our Having Light \$100-million comprehensive campaign is also proving successful with \$93 million in to date. As a reminder, the campaign looks to support all that defines us, 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.

This past year, Wittenberg also continued to make strides in its commitment to diversity, equity, and inclusion (DEI). The University believes in fostering an inclusive, equitable campus climate and culture where all members of our diverse residential community can thrive, and our values call us to remove the barriers that cause inequity and work toward ending hate, bigotry, violence, and injustice. To support this ongoing commitment, all divisions at Wittenberg have been looking within themselves to create and implement strategies and tactics designed to advance DEI on campus. In addition, we recently expanded the scope of our William A. McClain Center for Diversity with increased responsibilities for Corrine J. Carthell, now associate dean of students as well as McClain Center director, and Debbie Beausejour, associate director. Both have been instrumental in facilitating greater understanding, and in creating more diverse programming, and multicultural engagement opportunities.



SYNODICAL REPORT - SPRING 2022

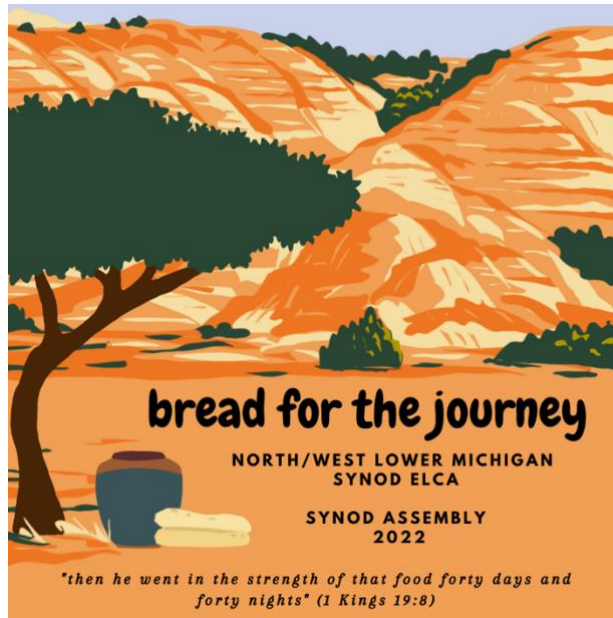
Office of the University Pastors

Wittenberg places student success at the forefront of our work, most notably in the newly implemented Connections Curriculum, which provides opportunities for students to gain a solid academic foundation in multiple disciplines and then connect their classroom knowledge with practical situations, testing new skills in the wider world. Students are applying concepts from their coursework to experiential learning opportunities such as civic engagement, internships, and research. These opportunities also connect students with future collaborators, potential employers, mentors, and the community.

This past spring break, in fact, more than four dozen students headed out as part of the new curriculum's first-ever "F.I.R.E." (Focused, Integrated, Reflective Experience) Week, which included such options as a home building trip to Georgia hosted by Weaver Chapel and the Susan B. Hirt Hagen Center, an in-depth look at start-ups in Seattle, middle school science project development, and several other experiential learning opportunities. In addition to this curricular innovation, Wittenberg is also engaging the higher education firm Credo for strategic planning and the implementation of best practices in student success. The campus-wide effort kicked off in late January and will lead to deeper student engagement and an even stronger campus environment.

Finally, this year finds us bidding farewell to Matevia Endowed University Pastors, the Rev. Rachel Tune and the Rev. Anders Tune. Following 23 years of dedicated service, the Tunes have decided to retire, reflecting on how "rewarding, challenging and meaningful" the calling to Wittenberg has been for them.

As they shared with our community: "It was a dream to be able to serve in ministry with college students....Whether taking students on trips that intersect faith, learning, and service; teaching in the classroom; being able to see students explore and hone their gifts and talents and discover their callings; walking alongside students and listening to their hopes, dreams, and struggles, even at the darkest times; being part of a vibrant learning community; and worshiping, praying, and learning together, this has been quite a journey. We have a deep commitment to ELCA higher education, and we have been honored to be a part of Wittenberg's emphases on vocation, service, creativity, global citizenship, student engagement, interfaith engagement, and academic excellence, and working with our colleagues in these areas." A retirement celebration is forthcoming.



Section E – Resolutions and Memorials

Resolution A E2

Memorial A E3-E4

Resolution A

Living Water Ministries Welcome to All

Whereas the ELCA social statement on human sexuality titled “Human Sexuality: Gift and Trust” holds four distinct positions for people of varying bound consciences to coexist, including a position that has resulted in the full inclusion for members of the LGBTQIA+ community in the life and leadership of the church in various contexts and expressions; and

Whereas, the life and work of Jesus Christ often emphasizes the inclusion of marginalized and oppressed people, and the mission statement and core values of Living Water Ministries calls the organization to serve “all of God’s children” and uphold a “Welcome to all”; therefore be it

Resolved, that the North/West Lower Michigan Synod approve of Living Water Ministries entering the process to become a Reconciling in Christ organization which would result in Living Water Ministries discerning and seeking this designation, publicly declaring its intent and ability to provide safe space for all constituents including those who are members of the LGBTQIA+ community, and formally revising policies and procedures as necessary to do so.

Submitted by

Rev. Dana Hendershot, Immanuel Lutheran in Mount Pleasant

Pastor@immanuelmp.com

(616) 299-6638

Supported by: Rev. Ellen Schoepf, Faith Lutheran in Okemos, Rev. Christina Bright, New Life Lutheran in Spruce, Rev. Doug Ogden, Lebanon Lutheran in Whitehall, Rev. Jane Mountain, Harbor of Grace Lutheran in Muskegon, Rev. Tim Jahn, Advent Lutheran in Lake Ann, Rev. Rachel Laughlin, Prince of Peace in Portage, Rev. Robert Schmidt, Zion Lutheran in Freeland, Rev. Sherry McGuffin, Cross of Christ Lutheran in Petoskey, Rev. Sarah Samuelson, Trinity Lutheran in New Era, Rev. John Burow, Bethlehem Lutheran in Lansing, Deacon Julia Nelson, Bethany Lutheran in Kaleva, Christian Blauwkamp, Faith Lutheran in Grand Rapids, Chloe Smith, Bethlehem Lutheran in Lansing, Rose Prasad, Immanuel Lutheran in Mount Pleasant, Zoe Bultman, Faith Lutheran in Grand Rapids, Megan Floyd, Prince of Peace Lutheran in Portage, William Floyd, Prince of Peace Lutheran in Portage, Diane Madej, Harbor of Grace in Muskegon, Richard Weingartner, Faith Lutheran in Okemos, Laurie Hereza, Faith Lutheran in Okemos, Brenda Kopf, Faith Lutheran in Okemos, Corina Dulecki, Trinity Lutheran in Grand Rapids, Emma McCleary, St. Paul Lutheran in Reed City, Paul Schmidt, Bethlehem in Lansing, Beth Mundwiler, Immanuel Lutheran in Mount Pleasant, Kathy Griffin, St. Paul Lutheran in East Lansing, Phil Okerlund, Harbor of Grace Lutheran in Muskegon, Stephanie Burchfield Clark, Trinity Lutheran in New Era, Linn Kracht, St. Peter Lutheran in Battle Creek, Kristina Burow, Bethlehem Lutheran in Lansing, Austin Hawks, St. Paul Lutheran in Alpena

Memorial A

Calling for a Just Transition to 50% Reduction in U.S. Greenhouse Gas Emissions by 2030

Whereas, “made in the image of God, we are called to care for the earth as God cares for the earth”, and to “love your neighbors as yourselves” (Luke 10:27); and

Whereas, the Intergovernmental Panel on Climate Change (IPCC) reported that in order to avoid further catastrophic consequences of climate change, such as wildfires, hurricanes, heat waves, droughts, ocean acidification, flooding, and species loss, global warming needs to be limited to 1.5 degrees by reducing by 50% the greenhouse gas emissions by 2030; and

Whereas, Indigenous, Black, and People of Color communities impacted by poverty have contributed the least to climate change and are the most impacted by it; therefore, be it

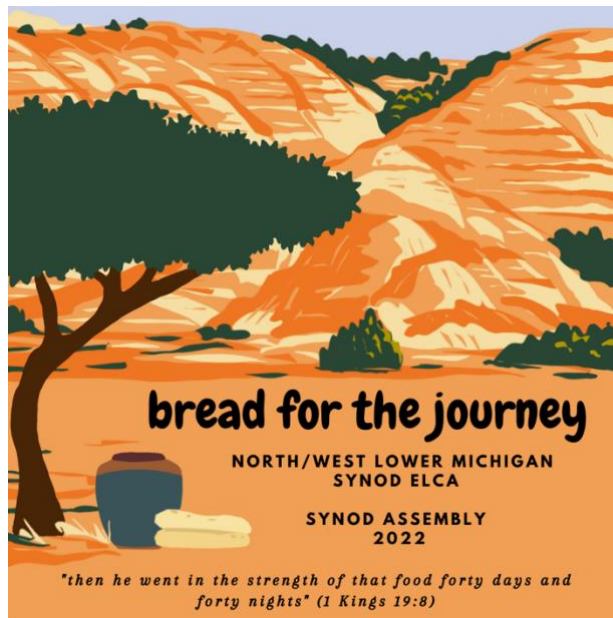
Resolved, that the North/West Lower Michigan Synod of the ELCA memorialize the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America that the ELCA churchwide continues to call upon the leadership of the United States to reduce its greenhouse gas emissions by at least 50% by 2030, generate 100% of its power from clean renewable sources by 2035, and achieve net zero emissions by 2050: and be it further

Resolved, that churchwide encourage congregations and synods to advocate, for a just transition away from greenhouse gases where at least 40% of the governmental funding in the energy sector goes towards projects that directly benefit Indigenous, Black, and People of Color communities impacted by poverty that bear a disproportionate cost of pollution and climate change already; and be it further

Resolved, that the ELCA Churchwide will support these actions through investments in staff, education, tools and resources that equip congregations and Synods to accomplish this goal and leverage knowledge, skills, and experience across the church encouraging rostered leaders and bishops to lift up loving our neighbor in response to the climate emergency through their preaching at least once a month.

Submitted and supported by members of Environmental Stewardship Task Force and others: Pat Vance, Erick Johnson, John Burow, John Schleicher, Ellen Schoepf, Elli Buggeln, Linn Kracht, Laurene Swanson, Paul Busekist, Kim Winchell, Hope Lutheran, Plainwell, Dianna Sherman, Jeanne Spagnoli, Mary R. File, Rick File, Kenna Sieber, Marne Sieber, William G. Vance, David Armstrong, Julie Winklepleck, Susan E. Daniels, Brian Roblyer, Keith Gage, Veronica L. Johnson, Patricia A. Vance, Judy Spiekermann, Patricia Finnegan, Sigrid LaLiberte', St. Peter Lutheran, Battle Creek Rich and Sue Heeres, Susan Callahan, Colleen Kracht, Joyce Jackson, Frank Egland, Nancy Wozniak, Sarita Collins, George Pendill, Karen Lukowski, Dave Marquette, Barb Marquette, Jacalyn Luke, Faith Lutheran in Okemos, Phyllis Schleicher, Mark Marquardt, Randy Royalty, Lois E. Neves, Ellen Holste, Jon J. Harrison, Mark Kadrofsek, Elaine Harrison, Gwynne Kadrofsek, Brenda Kopf, Gail Barricklow, Ann Mayer, Tamara Heilman, Karen Fraser, Ken J. Schoepf, Marla Holle, Deb Borton-McDonough, Warren Heilman, Cecelia Kramer, Katherine Richardson, Natalie Dingleline, Jack Dingleline, Kathy Mace, Zachary Hereza. Ken Ponds,

Miriam Bunge, Barb Hazlett, Diane Madej, Vern Tolles, Janet Wulf-Martin from St. Paul Lutheran, Greenville, MI, Good Shepherd Lutheran in Holland, Dennis Williamson, Ellen Lichtman, Karre Foster, Julia Wentz, Julie Wolff, Lynda Parrott, Terry Grossman, Carolyn Williamson, Tom Ludwig, Victoria L. Russell, William Foster, Dale Cramer, Corinne Becker, Elliott Elsaman, Dylanna R. Eisaman, Sally A. Ponstein



Section F – Nominations

| | |
|--|---------|
| Nomination Slate..... | F2 |
| Nomination Form..... | F3-F4 |
| Biographical Information – Synod Council..... | F5-F11 |
| Biographical Information – Consultation Committee..... | F12-F17 |

2022 Synod Assembly Nomination Slate

**denotes seeking election for another full term*

Synod Council

Position A: Lay Leader - Female (3-year term thru 8/31/25, elect one)

1. Ms. Karla Chamberlain – Grace, Lansing
2. Ms. Deanna Reid – Immanuel, Suttons Bay

Position B: Lay Leader - Female (3-year term thru 8/31/25, elect one)

3. Ms. Linda Wicander – Immanuel, Mt. Pleasant

Position C: Lay Leader - Female (3-year term thru 8/31/25, elect one)

4. *Ms. Holly Wohlfert – Trinity, Kalamazoo

Position D: Rostered Minister - Male (3-year term thru 8/31/25, elect one)

5. Pastor Neil Brady – Peace, Charlotte

Position E: Rostered Minister - Female (3-year term thru 8/31/25, elect one)

6. Pastor Christina Bright – New Life, Spruce

Position F: Young Adult Leader - Female (unexpired term thru 8/31/24, elect one)

7. Pastor Kate Van Valkenburg – Bread of Life, Hudsonville

(No opposition – ratification of SC action)

Consultation Committee

Position G: Lay Leader - Female (6-year term thru 8/31/28, elect one)

8. Ms. Deb Richardson – St. Paul, Greenville

Position H: Lay Leader - Male (6-year term thru 8/31/28, elect one)

9. Jeff Andert, Ph.D. – Trinity, Battle Creek

Position I: Rostered Minister - Female (6-year term thru 8/31/28, elect one)

10. Pastor Martha Hartman Stuart – St. Paul, Alpena

Position J: Rostered Minister - Female (6-year term thru 8/31/28, elect one)

11. Pastor Betsy Kamphuis – St. Paul, Greenville; Settlement, Gowen

Position K: Rostered Minister - Male (6-year term thru 8/31/28, elect one)

12. Pastor Jack Ferra – Zion, Comstock Park
13. Pastor Max Miller – Grace, East Tawas; St. Paul, Au Gres

Nomination Form
North/West Lower Michigan Synod

Personal Biography for Nominees for Open Synod Positions

Nominated Position (Select all that apply):

☐ Synod Council

☐ Consultation 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

2022 Synod Assembly Nomination Biographical Information

**denotes seeking election for another full term*

Synod Council

Position A - Synod Council

Lay Leader - Female (3-year term thru 8/31/25, elect one)

1. Ms. Karla Chamberlain – Grace, Lansing – Capital Conference

Occupation/Vocation: Retired from self-owned business

Education: Master's degree from Michigan State University

Past / Current Congregation Engagement: I grew up being a part of the Grace family. Over the years, I participated in Luther League, Sunday School, VBS, and choir. As an adult, I have served on the congregation council four different times for 3 years each, serving as secretary, vice president and president. My last term as president was during the retirement of our current pastor, so I was working with an interim pastor and overseeing the call of our new pastor. I have served as a SCS teacher and superintendent. My current positions are as church treasurer, Grade Executive Committee, and interim Bell Choir Director. I am a member of the Worship and Music Committee and have served on the nominating Committee, Finance Committee, Library Committee, and Christian Education. I am part of a group that volunteers to participate in the Sunday service when our pastor is on vacation and have given the children's sermon, the adult sermon and served as liturgist.

Past / Current Synod Engagement: This is a new experience for me. I am aware of the Synod and the role it serves. I'm hoping that, if elected, I can use my experiences and knowledge to further the outreach of the Synod.

Past / Current Churchwide Engagement: Grace has participated in the "God's Work, Our Hands" for three years. We are an inner-city church that strongly believes in ministering to our neighbors. I participate in keeping our Little Food Pantry (located just outside our door) filled with non-perishable food items and other non-food items so they are available at any time at no cost to our neighbors. I was involved in renovating our old parsonage for rental to Samaritans for housing for refugee youth that have aged out of family type services. I have supported Synod goals with financial contributions, like the oxygen generators, disaster relief and World Hunger appeals.

Gifts and skills you would bring to the position: My desire to serve others is based on Jesus' command to care for others – particularly those less fortunate than myself. I taught public elementary school for 12 years and have owned and operated my own business for 30+ years and have experience with school and business-related topics. I have a good basic knowledge of church committees and how they function. I believe that my strongest gifts are God-given and include being inclusive and non-judgmental and willing to spread the good news of the Gospel.

Position A - Synod Council (continued)

Lay Leader - Female (3-year term thru 8/31/25, elect one)

2. Ms. Deanna Reid – Immanuel, Suttons Bay – Traverse Conference

Occupation/Vocation: Retail, Mom, and Clergy Spouse

Education: Texas Lutheran University, BA in Theology

Past / Current Congregation Engagement:

- Handbell Choir member, ELCA and United Brethren congregations
- Volunteer, meal packing for local and global hunger charities
- Volunteer, Dégagé Ministries in Grand Rapids
- Adult Sunday School & Women's Bible Study leader
- Women's Board member
- Outreach/Evangelism Committee member
- Family Life Committee member (congregational activities)
- Liaison from Immanuel Lutheran congregation to LIFT Teen Center in Suttons Bay
- Board member of LIFT (Leelanau Investing for Teens) in Suttons Bay

Past / Current Synod Engagement:

- Attendee of numerous Youth Gatherings in Texas-Louisiana Gulf Coast Synod
- Synod Assembly Registrar for Northern Texas-Northern Louisiana Synod
- Office volunteer for Office Administrator, NTNL Synod
- Voting member to Synod Assembly in N/W Lower Michigan Synod
- Participant in "Intro to Social Justice" seminar in N/W Lower Michigan Synod

Past / Current Churchwide Engagement:

- Member of a Hotel Life Team for The National Youth Gathering in Dallas, Texas, 1991
- Attendee of The National Youth Gathering in San Antonio, Texas, 1988.

Gifts and skills you would bring to the position: I am a lifelong Lutheran who witnessed my father in numerous positions of leadership and participation in my home congregation as a child and young adult. His love of his church and affinity for ministry to others had a profound effect on me. I attended Texas Lutheran University as an inspiring pastor, though I learned during those years that my calling in service to the church would be a different one. I served as secretary in congregations of multiple denominations: Presbyterian, United Methodist, and ELCA. I have participated in National Youth Gatherings and serving as a Voting Member to Synod Assemblies, inspiring me to bring what I learned back to my home congregations and share that knowledge through small group studies and committees. I am uplifted when I witness cooperation between denominations in my community of Suttons Bay, when my congregation participates in worship and community projects with our Congregational and UMC brothers and sisters. I have a love of organizing, as well as collecting articles and Bible studies that I save to share with any pertinent group I am a part of. And I have a love of prayer through coloring. Hopefully I will have the opportunity to share this form of meditation with the other members of the Council.

Position B - Synod Council

Lay Leader - Female (3-year term thru 8/31/25, elect one)

3. Ms. Linda Wicander – Immanuel, Mt. Pleasant – Bay Area Conference

Occupation/Vocation: I retired as Director of Student Services, College of Business Administration, Central Michigan University. I still love working with both students and faculty members. I am passionate about life-long learning for both myself and other people. I lead Road Scholar programs on Mackinac Island in the summer. I attend programs through Aquinas College's Osher Lifelong Learning Institute (OLLI).

Education: I have a B.A. in English from California State University Los Angeles and an MBA from Central Michigan University. I completed Old Testament, New Testament, Judaism, Christianity, Ethics in the Bible, Gender and Sexuality in the Bible, and Historical Jesus at Central Michigan University. I graduated from our Synod's Lay Ministry Training Program in 2016. I am currently enrolled in Luther Seminary's School for Lay Ministry. I will complete the program in October 2022.

Past / Current Congregation Engagement: Current activities are Assisting Minister, Altar Guild, Stewardship, Women's Book Group, and Home Communion. Past Activities include Church Council President, Chair Adult Forum Committee, Chair Reformation Celebration, member of Congregational Life Committee, member of Campus Ministry, and Secretary to the CMU Wesley Foundation board.

Past / Current Synod Engagement: I served on Synod Council 2014 – 2021. I was a member of the Reference & Resolutions Committee, the Nominating Committee, the Bishop Election Committee, and the Seminary Debt Reduction Assistance Program Team. I am currently chair of the Seminary Debt Reduction Assistance Program team. I completed the Spiritual Formation Program and the Group Spiritual Direction Program.

Past / Current Churchwide Engagement: Not applicable.

Gifts and skills you would bring to the position: I am a strategic thinker; I enjoy being involved in the "big picture" and I enjoy planning and implementing programs and activities. I am a passionate Lutheran and passionate about our Synod but I am also very ecumenical in my outlook. I enjoy worshipping with different denominations and learning about different religions. Luther Seminary's School of Lay Ministry is very ecumenical; our program leader is an Episcopal priest, the students are from a variety of denominations including Lutheran, Episcopal, Baptist, and Catholic. They worship and serve in small and large churches in rural and urban environments. Their insights and experiences have given me a new appreciation of the diversity of Christian life. I am also learning "challenges" and "best practices" from my classmates and our instructors.

Position C - Synod Council

Lay Leader - Female (3-year term thru 8/31/25, elect one)

4. *Ms. Holly Wohlfert – Trinity, Kalamazoo – Kalamazoo Conference

Occupation/Vocation: Registered Nurse (Retired)

Education:

- Bachelor's in Nursing
- Additional nursing course work at the Master's level

Past / Current Congregation Engagement:

- Past – VBS teacher, pastoral call committee, vocal choir member, bell choir member, President of Altar Guild, WELCA unit member
- Current – Vocal choir member, Altar Guild member, President of WELCA unit

Past / Current Synod Engagement:

- Member of Synod Council since 2019
- Voting Member at past six Synod Assemblies

Past / Current Churchwide Engagement: Not Applicable.

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

Position D - Synod Council

Rostered Minister - Male (3-year term thru 8/31/25, elect one)

Pr. Neil Brady – Peace, Charlotte – Capital Conference

Occupation/Vocation: Pastor

Education:

- Master of Divinity, Trinity Lutheran Seminary
- Master of Educational Administration, Saginaw Valley State University
- Teacher Certification, Central Michigan University
- Bachelors - Business Administration, Saginaw Valley State University
- Associates - Computer Operations, Delta College

Past / Current Congregation Engagement:

- Pastor, Peace Lutheran Church, Charlotte, MI: Sept. 2020 – present
- Pastor, Hope Lutheran Church, Marlette, MI: March 2020 – Sept. 2020
- Pastor, First English Lutheran Church, Wapakoneta, OH: 2014 - 2020
- Lay leader, Youth Director, Council President, Congregation Treasurer: Grace Lutheran Church, East Tawas (prior to 2010)

Past / Current Synod Engagement:

- Synod Council, North/West Lower Michigan Synod (one term)

Past / Current Churchwide Engagement:

- Minister of Word & Sacrament on the ELCA Roster
- Delegate, Churchwide Assembly, Orlando, FL (1988)

Gifts and skills you would bring to the position: Prior to entering seminary, my experiences and skill sets were focused in the business world and academic arena. As a pastor, my experiences include conflict resolution, driven mission focus, congregational growth, and youth. While a global perspective is important, the short-term end goals are what is needed.

My gifts and skills??? I've learned to be an effective listener; to establish priorities first and then act; to communicate in a concise manner; to address the needs of those I am called to serve.

Position E – Synod Council

Rostered Minister - Female (3-year term thru 8/31/25, elect one)

5. Pr. Christina Bright – New Life, Spruce – Sunrise Conference

Occupation/Vocation: ELCA Pastor

Education: B.A. – Michigan State University; MDiv – Trinity Lutheran Seminary

Past / Current Congregation Engagement: Pastor at New Life Lutheran – Spruce; North East Michigan Ministerial Association Member; Alcona Clergy Association Member; Habitat for Humanity of NEMI Board of Directors; Alcona Elementary School Volunteer; Alcona Humane Society Personnel Committee; AEA Concessions Volunteer

Past / Current Synod Engagement:

Current: Synod Council Member; Sunrise Conference Dean; Synod Consultation Committee; Synod Elections Committee Chair; Seminary Debt Reduction Assistance Team; Candidacy Committee Secretary; Trapp Grant Committee Chair; Revive Program Participant

Previous: Synod Discipline Committee; Outreach Committee Member; Nominating Committee Chair; Elections Committee Chair; National Youth Gathering Synod Day Team Member

Past / Current Churchwide Engagement: Minister of Word & Sacrament on the ELCA Roster.

Gifts and skills you would bring to the position: As a lifelong member of the Synod, and now a pastor for 13 years, I bring a working knowledge of how the church functions on many levels (the good, bad, and ugly). I want to give back to the Synod that raised me and helped me be the pastor and person I am today. Being on Synod Council would allow me to do that in a small way, and it would be an honor to serve.

Position F – Synod Council

Young Adult Leader - Female (3-year term thru 8/31/24, elect to ratify Synod Council appointment)

6. Pr. Kate Van Valkenburg – Bread of Life – Hudsonville (Greater Grand Rapids Conference)

Occupation/Vocation: ELCA Pastor

Education: B.A. in Psychology – Hope College; M.Div - Trinity Lutheran Seminary

Past / Current Congregation Engagement: Pastor at Bread of Life Lutheran Church, Hudsonville (June 2020-Present), Campus Minister for United Campus Christian Fellowship (July 2021-Present).

Past / Current Synod Engagement: I am currently serving on the synod's Disability Awareness Task Force. Appointed by Synod Council to fill an open 3-year term for “Female – Young Adult” at-large position in December 2021.

Past / Current Churchwide Engagement: Minister of Word & Sacrament on the ELCA Roster. Elected by the 2021 Synod Assembly to serve as a synod voting member at the ELCA Churchwide Assembly (Columbus, OH) in August 2022.

Gifts and skills you would bring to the position: Raised in the Lutheran church, I have experienced the joys, the struggles, the traditions, and the evolutions. As a young clergy person, I believe I bring a unique perspective and set of skills to this role on synod council. I deeply believe in our religious tradition yet know the need for growth and intentional change for the church to best serve all people. I strive to find ways to honor our sacred traditions while embracing the newness of life.

Consultation Committee

Position G – Consultation Committee

Lay Leader - Female (6-year term thru 8/31/28, elect one)

7. Ms. Deb Richardson – St. Paul Lutheran - Greenville (Greater Grand Rapids Conference)

Occupation/Vocation: Retired Public School Teacher

Education: BS from Central Michigan University; MA from Central Michigan University

Past / Current Congregation Engagement:

- President of Congregation Council - 2006-2010
- Call Committee - 2009
- Member of Sharing the Joy/Evangelism Committee 2000-Present
- Choir Member 2010-Present
- Eucharistic Ministry Committee 2021-present
- St Paul Office Administrator (paid position) 2013-2019

Past / Current Synod Engagement:

- Synod Assembly Delegate - 2020-present
- Women's Ordination Jubilee Committee Member

Past / Current Churchwide Engagement: Not applicable.

Gifts and skills you would bring to the position: As a member of St. Paul Lutheran Church in Greenville, I have had the opportunity to see the church through many lenses. While serving as president of council we had an intentional interim pastor to assist us in preparing for a new pastor. Working with the interim pastor, we prepared a sometimes-divided congregation for the "Sharing the Joy of Christ" with a new spiritual leader.

I am also a former public school teacher and have had many experiences and opportunities to work with people with varied ideas, positions and interests. As a teacher, I also served many years as a negotiator which allowed me to come to consensus with people with differing needs and goals.

Position H – Consultation Committee

Lay Leader - Male (6-year term thru 8/31/28, elect one)

8. Jeff Andert, Ph.D. – Trinity – Battle Creek (Kalamazoo Conference)

Occupation/Vocation: Clinical Psychologist

Education: Ph.D. in Clinical Psychology

Past / Current Congregation Engagement: A life-long Lutheran, I grew up in the Central Lutheran Church congregation in Minneapolis, MN. Relocating to Michigan, our family have been members of Trinity Lutheran – Battle Creek since 1980. Congregational contributions have included:

- Active participation in vocal and instrumental music
- Church Council member
- Lay Worship leadership
- Redevelopment Team

Past / Current Synod Engagement:

- Voting member at the N/W Lower MI Synod Assembly
- Synod Response Team focused on Clergy Misconduct / Sexual Abuse (1996-2016)
- Psychological Consultant to the Synod for the purpose of conducting ELCA required psychological evaluations of candidates for seminary admission (2018 to current)

Past / Current Churchwide Engagement:

- Serve as ELCA Psychological Consultant to multiple Synods and other denominations for the purpose of conducting required psychological evaluations of candidates for seminary admission

Gifts and skills you would bring to the position: I bring my education and 45 years of practice as a clinical psychologist to understanding the individual and group dynamics which often arise for consideration by the Bishop. My 10 years of service to the Synod on the Synod Response Team on Clergy Misconduct / Sexual Abuse, the precursor of the Consultation committee, offered insight regarding the situations which require intervention. This experience provided a holistic view of such situations with a consideration for all parties involved and options for intervention. Such skills and experience are utilized in the context of my life-long Lutheran faith.

Position I – Consultation Committee

Rostered Minister - Female (6-year term thru 8/31/28, elect one)

9. Pr. Martha Hartman Stuart – St. Paul - Alpena (Sunrise Conference)

Occupation/Vocation: ELCA Pastor/Hospice chaplain

Education: M.Div

Past / Current Congregation Engagement:

- I have served my current call in ministry, with Hospice of Michigan, as a hospice chaplain for 23 years
- In my 30 years of ordained ministry, I have served three parishes as called pastor

Past / Current Synod Engagement:

- I continue to be a called pastor within the synod with participation in synod assembly and connection within the conference

Past / Current Churchwide Engagement:

- Minister of Word & Sacrament on the ELCA Roster

Gifts and skills you would bring to the position: As a hospice chaplain, I work within a multi-disciplinary team to provide support to people who experience emotional and spiritual distress. In this role, I am skilled at assessing concerns, providing listening, assisting people with processing their thoughts and feelings as well as developing a plan for themselves and their community of belonging. In this role, I am able to empower people who have differing understandings. I have gifts of compassion and insight that I utilize daily.

Position J – Consultation Committee

Rostered Minister - Female (6-year term thru 8/31/28, elect one)

10. Pr. Betsy Kamphuis – St Paul—Greenville & Settlement--Gowen (Greater Grand Rapids Conference)

Occupation/Vocation: ELCA Pastor

Education: B.A.; M.A.; M.Div.

Past / Current Congregation Engagement: I am presently installed as the primary pastor at both St Paul in Greenville (since 2008) and at Settlement in Gowen (since 2021). Prior to that I served as the primary pastor at Zion in Saginaw (2000-2008).

Past / Current Synod Engagement: I have served in the following capacities:

- Ordination of Women's Jubilee Task Force -- Chair
- Bridgebuilders Committee -- active member for several years including consulting as a team with a number of churches.
- Synod Council -- I am in my second term as a Synod Council member.
- Supervisor of Interns -- During my ministry in this Synod I have supervised 13 interns, including currently
- Lay Ministry Training Program (the predecessor to ELMM) -- Co Administrator for several years

Past / Current Churchwide Engagement:

- Minister of Word & Sacrament on the ELCA Roster

Gifts and skills you would bring to the position: I have served in this Synod for 22 years, serving both in the Bay City/Saginaw area and on the western side of the Synod. I have had the privilege of learning the stories of a variety of churches and church members in the Synod through LMTP/ELMM and through my work on the Bridgebuilders Team. I am trained in Family Systems Theory which encourages us to look at the patterns of communication and relationships in any community rather than just at individuals alone. I am experienced in listening to multiple perspectives in any situation. I have been extensively educated in Lutheran theology and a Lutheran perspective, especially with regards to Jesus Christ crucified and risen, a theology of the cross, and grace. I listen and respond with both 'my heart' and 'my head'. I have lived in a variety of communities in my lifetime: Nigeria, West Africa, Missouri, Maryland, the Chicago area--both urban and rural. I appreciate the strengths, richness, and cultures of all of these kinds of communities.

Position K – Consultation Committee

Rostered Minister - Male (6-year term thru 8/31/28, elect one)

11. Pr. Jack Ferra – Zion – Comstock Park (Greater Grand Rapids Conference)

Occupation/Vocation: ELCA Pastor

Education: M.Div., M.S.

Past / Current Congregation Engagement:

- Have served as the "after pastor" in congregations following significant boundary violations
- Served on a staff ministry as Director of Pastoral Care (included visitation, provide clinical therapy, train laity to serve as grief counselors, educate families, young adults, seniors in the areas of development and enrichment)

Past / Current Synod Engagement:

- Dean: Rhode Island Conference, S. York Conference (Lower Susquehanna Synod)
- Served on a Bishop's listening panel for congregational conflict in 3 congregations
- Chaired a New England Synod Bishop's Task Force to evaluate the structure and function of the Synod
- Supported congregations in Muskegon as they partnered to form a new congregation
- Chaired a Synod (Central PA) Committee for the Care and Support of Clergy and their Families

Past / Current Churchwide Engagement:

- Minister of Word & Sacrament on the ELCA Roster
- Intern Supervisor
- Chaplain and Presenter on Adolescent Suicide at Regional Youth Gatherings
- Chair of Corporate Ethics Committee (6 years) and Board Chair (2 years) Lutheran Social Services of South Central Pennsylvania

Gifts and skills you would bring to the position: I think my experience as a clinical therapist, a pastor resolving congregational conflict, as well as development, and leadership in organizations of the Church, provides me with a rich perceptual background to draw upon for diagnosis and remediation. The same experience enables me to work with both insight and compassion.

Position K – Consultation Committee (continued)

Rostered Minister - Male (6-year term thru 8/31/28, elect one)

12. Pr. Max Miller – Grace - East Tawas & St. Paul - Au Gres (Bay Area Conference)

Occupation/Vocation: ELCA Pastor

Education: M.Div

Past / Current Congregation Engagement:

- Pastor at Grace Lutheran in East Tawas and St. Paul Lutheran in Au Gres

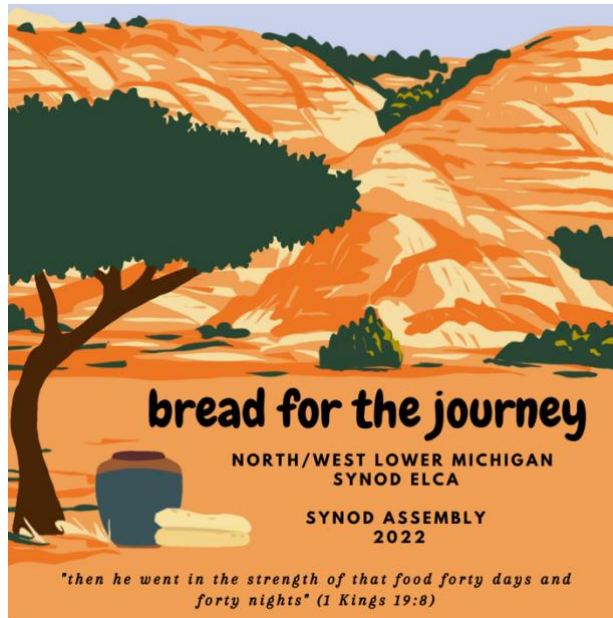
Past / Current Synod Engagement:

- Served numerous terms on the Candidacy Committee in the South Dakota Synod of the ELCA
- Certified in Critical Incident Stress Debriefing

Past / Current Churchwide Engagement:

- Minister of Word & Sacrament on the ELCA Roster

Gifts and skills you would bring to the position: A very critical thinker with the ability to defuse and debrief catastrophic events with a level cognitive refrain. In that critical thinking there is the ability to hold rational judgements and fair resolve.



Section G – Financial Reports

| | |
|---|---|
| Treasurer's Report | G2 |
| 2021 Mission Support Analysis | G3 |
| Financial Fact Sheet | G4 |
| ELCA Foundation Pooled Trust Fund A Report | G5-G6 |
| FYE 1/31/22 Consolidated Fund Activity Report | G7 |
| FYE 1/31/24 Proposed Budget..... | G8-G9 |
| Narrative / Missional Budget..... | G10 |
| Synod Staff Compensation Overview (as of April 2022)..... | G11 |
| 2023 Compensation Guidelines..... | published separately (www.mittensynod.org) |
| FYE 1/31/22 Audited Financial Statements | published separately (www.mittensynod.org) |

Treasurer's Annual Report

For Fiscal Year Ended January 31, 2022

Submitted by Daniel L Carter, Treasurer

With God's help and encouragement, the North/West Lower Michigan Synod continues to be in very good financial condition. It goes without saying that 2020 and 2021 was a challenging financial year. But financially, they are two of our best years in recent memory. Our newly completed audit indicates that we have again maintained our financial stewardship consistent with the prior years. For the year ended 1/31/22 our Change in Net Assets was an increase of \$434,570. Our Mission Support increased by nearly \$16,000 from the prior year. In addition, the Synod's total Operating Expenses for the year decreased by \$6,000. Please note that in 2020 and 2021, we received Paycheck Protection Program (PPP) loans from the Federal Government totaling \$84,547 each. These loans were forgiven in 2021 and recognized as income. They are included on the Statement of Activities in the Grant Revenue account. 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, 2022 and 2021

| Description | 2021-2022 | 2020-2021 | Variance |
|--|------------------|------------------|-----------------|
| Total Operating Revenue & Support | \$1,921,315 | \$1,737,148 | \$184,167 |
| Total Operating Expenditures | \$1,486,745 | \$1,493,016 | \$(6,271) |
| Change in Net Assets | \$434,570 | \$244,132 | \$190,438 |
| Investment Return – Net | \$202,502 | \$248,325 | \$(45,823) |

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 \$662,000 which is about \$8,000 more 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 7 illustrates that for the last year, 87% of our resources were used to fund Program Services. Our auditors consider this outstanding.

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 2022-2023 year and 2023-2024 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. 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.



North/West Lower Michigan Synod

2021 Mission Support Analysis

Top Percentage Increase

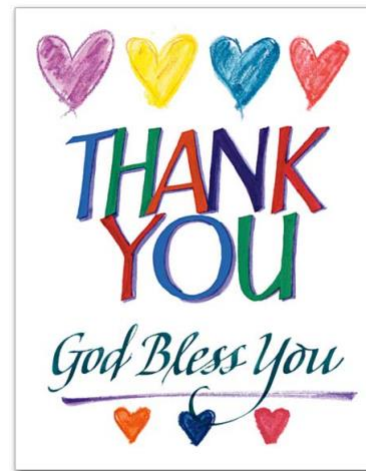
St. John, Grayling
St. Matthew, Bridgeport
Immanuel, Grand Ledge
Bethlehem, Grand Rapids
Immanuel, Suttons Bay
Grace, Hastings
Ascension, Saginaw
Trinity, Grand Rapids
St. Peter, Unionville
New Life, Spruce

Top Total Amount

Trinity, Grand Rapids
Trinity, Midland
University, East Lansing
Prince of Peace, Portage
Messiah, Bay City
St. Luke, Grand Rapids
Zion, Cadillac
Immanuel, Mt. Pleasant
Immanuel, Grand Ledge

Total Mission Support to the Synod

2019 - \$1,360,356
2020 - \$1,307,160
2021 - \$1,331,312





North/West Lower Michigan Synod

Financial Fact Sheet 2022

As of January 31, 2022, the North/West Lower Michigan Synod held \$648,639 of its net assets in the ELCA Foundation Pooled Trust Fund A. 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 \$1,960,436.

Inside the Synod:

| | |
|-------------------------------|-----------|
| New and Renewing Mission | \$227,724 |
| Seminary Education Assistance | \$125,289 |
| Honduras Education | \$68,270 |

Outside the Synod:

| | |
|-----------------------|-----------|
| Trapp Fund (Up North) | \$498,027 |
| Wilson Fund (Saginaw) | \$399,448 |
| Grace Fund (Saginaw) | \$593,338 |

These funds saw a 8.6% increase in stock market value from February 1, 2021 to January 31, 2022.

In the last eight years, the Synod has:

- ❖ Received about \$10 million from congregations. 50% of those funds were sent to the ELCA Churchwide Office for work nationally and around the world.
- ❖ Supported Living Water Ministries (camps), Samaritas, Capital University, and Trinity Seminary with over \$500,000.
- ❖ Directed \$145,000 from the ELCA and \$250,000 of budgeted funds to new congregations and worshipping communities.
- ❖ Directed \$400,000 from the ELCA and \$395,000 of budgeted funds to support congregations redeveloping and congregations ministering to communities of color, communities in poverty, and multi-ethnic communities.
- ❖ Through the Publicly Engaged Church Table, given a total of \$160,000 in grants to congregational food pantries and neighborhood ministries (much of this from a special individual gift).
- ❖ Supported Lutheran Campus Ministry with \$400,000 for ministries at MSU, WMU/Kalamazoo College, CMU, and our new ministry at Grand Valley and Grand Rapids Community College.
- ❖ Created a Synod Disaster Relief Fund and supported those affected by natural disasters. We have given gifts to the Texas-Gulf Coast Synod and the Indiana-Kentucky Synod totaling \$15,000. We also supported flood recovery efforts in our synod with \$35,000, including special grants/gifts of \$27,000.
- ❖ Applied for and received \$65,000 through the ELCA's COVID-19 Response Fund. These funds were distributed to 24 congregations that applied for grants. We have been touching the lives of about 2,000 people per week throughout the pandemic.
- ❖ In addition, Bishop Satterlee created Living Stones, which gave individuals the opportunity to give gifts to support the ministries of the Synod. In the three years of its existence, \$57,000 has been given so far as an extra measure of generosity for the work of the Synod.



ELCA Endowment Fund Pooled Trust - Ministry Growth Fund¹

Fund Overview

Description

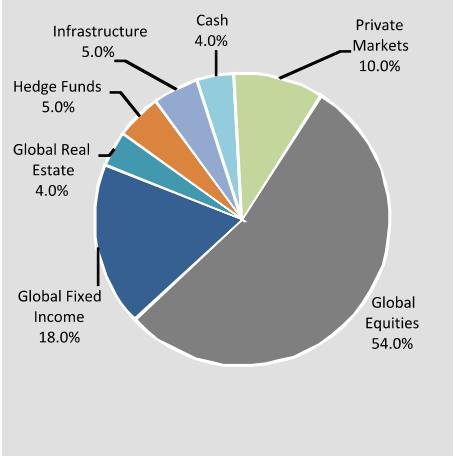
The ELCA Endowment Fund Pooled Trust (Ministry Growth Fund, or the Fund), was established to allow for the collective long-term investment of funds belonging to the Evangelical Lutheran Church in America (ELCA), its congregations, synods, seminaries and other eligible affiliated entities. To the extent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

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

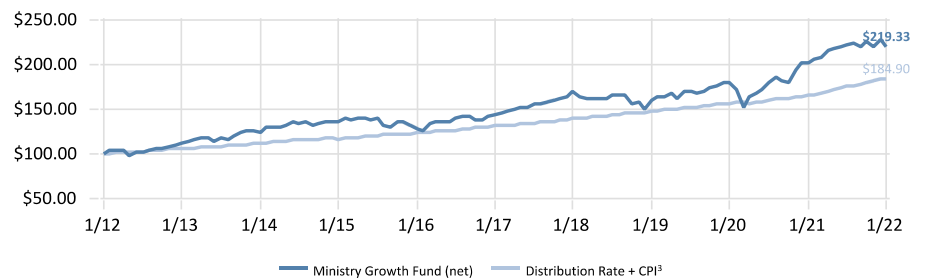
About Performance

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

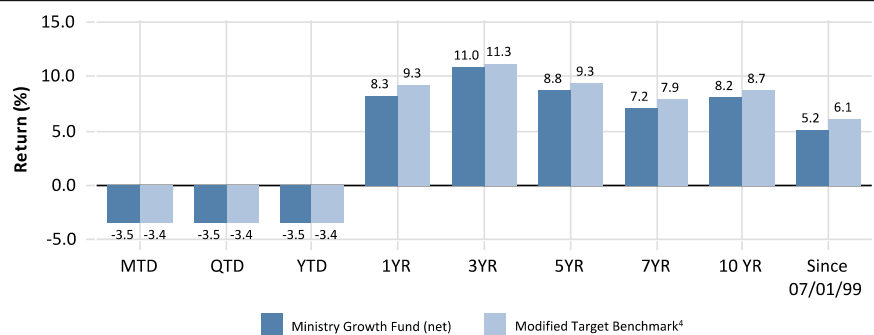
Target Allocation²



Growth of \$100 (10 Years Performance Analysis)

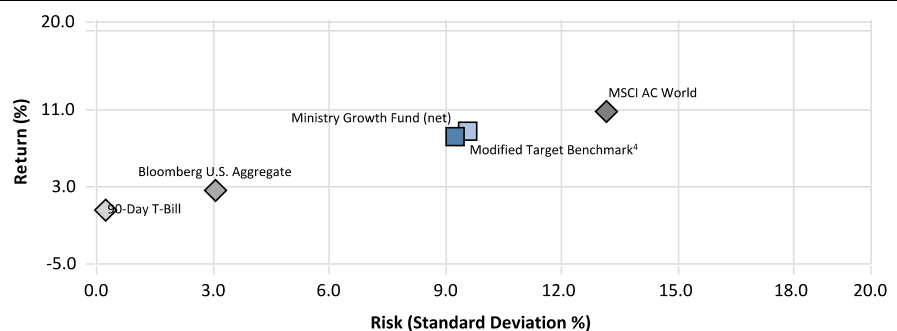


Multi-Period Performance Analysis



| | MTD | QTD | YTD | 1YR | 3YR | 5YR | 7YR | 10 YR | Since 07/01/99 |
|--|-------|-------|-------|------|-------|------|------|-------|----------------|
| Ministry Growth Fund (net) | -3.48 | -3.48 | -3.48 | 8.35 | 10.99 | 8.83 | 7.15 | 8.17 | 5.19 |
| Modified Target Benchmark ⁴ | -3.40 | -3.40 | -3.40 | 9.28 | 11.29 | 9.34 | 7.92 | 8.72 | 6.09 |

10 Years Risk / Return Performance Analysis



| | Return | Standard Deviation | Sharpe Ratio | Maximum Drawdown | Alpha | Beta |
|--|--------|--------------------|--------------|------------------|-------|------|
| Ministry Growth Fund (net) | 8.17 | 9.31 | 0.83 | -15.59 | -0.22 | 0.96 |
| Modified Target Benchmark ⁴ | 8.72 | 9.61 | 0.86 | -17.20 | 0.00 | 1.00 |

1. The ELCA Endowment Fund Pooled Trust - Fund A's name was changed to the Ministry Growth Fund, effective November 1, 2021.

2. Approved by the ELCA Foundation Board of Trustees on September 20, 2019.

3. The **Distribution Rate + CPI** consists of the Consumer Price Index (CPI) plus the ELCA Foundation's distribution rate. The Foundation Board of Trustees periodically adjusts the distribution rate which is currently set at 4.0%.

4. The **Target Benchmark** is comprised of: Russell 3000 (25%), MSCI ACWI xUSA IMI (29%), Bloomberg Barclays Capital U.S. Aggregate (8%), Bloomberg Barclays Capital U.S. High Yield Ba/B 1% Issuer Cap (5%), Bloomberg Barclays Capital U.S. 1-10 Yr Inflation Linked (5%), DJ U.S. Select Real Estate Securities (2.4%), DJ Glb xUSA Select Real Estate Securities (1.6%), HFRX Global Hedge Funds (5%), S&P Global Infrastructure (5%), Cambridge Private Equity (10%), and 90 Day T-Bill (4%) indices. The benchmark is rebalanced on a monthly basis. The **Modified Target Benchmark**: Given the 10% SAA Target allocation for private markets will fund over the course of five years, the Modified Target benchmark was created to mimic the same risk profile of the SAA Target by re-weighting the underlying target benchmark index weights (as described above) relative to the current allocation to private markets. The Modified Target Benchmark date of first use was January 1, 2021.



Capital Markets Commentary (as of January 31, 2022)

Capital Markets Overview

Global markets declined in January as inflation, concerns about central bank tightening, and tensions between Russia and Ukraine led to a sharp increase in volatility. Strong earnings growth wasn't enough to keep markets buoyed once the Fed announced rate hikes to begin in March, causing equity prices to fall and yields to rise. The Federal Open Market Committee is actively looking to reduce its inflated balance sheet furthering the possibility of rising yields.

Domestic Equity Markets

The S&P 500 declined 5.2% in January. Only two sectors were positive, Energy and Financials, reporting 19.1% and 0.1%, respectively. The biggest laggards for January included Consumer Discretionary and Real Estate which reported -9.7% and -8.5%, respectively.

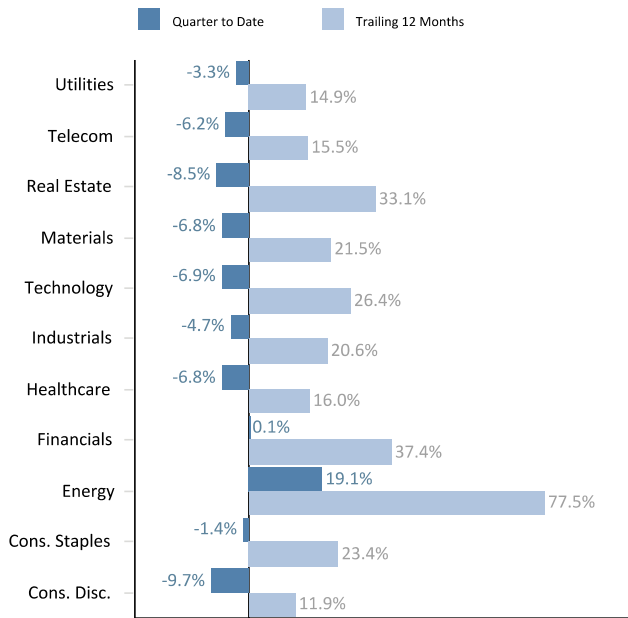
International Equity Markets

Overall, International equities outperformed the U.S. in January. Developed international markets, as measured by the MSCI EAFE index, returned -4.8% for U.S. currency investors. The MSCI Europe index returned -4.6%, Japanese equities returned -5.1% per the MSCI Japan Index. Emerging market equity markets, as measured by the MSCI Emerging Markets index, returned -1.9%.

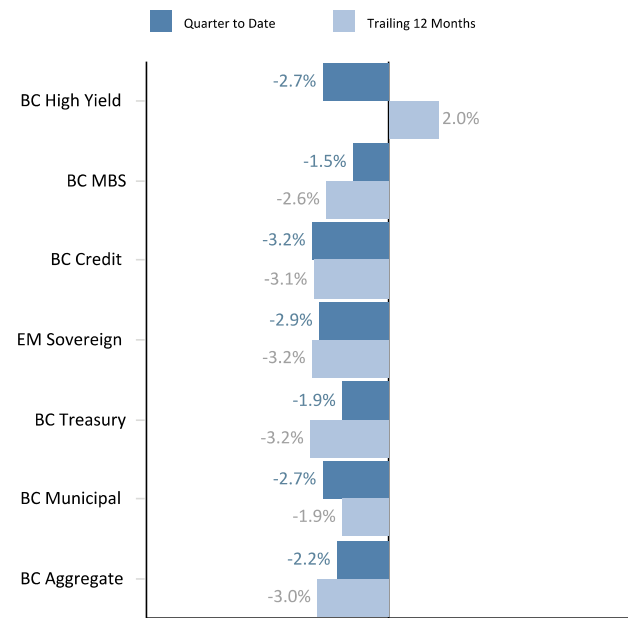
Fixed Income Markets

Overall, Bond markets declined during January. The Bloomberg U.S. Aggregate Bond index returned -2.2% over the period. The yield on the 10-year Treasury rose to 1.8%. Riskier parts of the bond market had fallen also for the month. The Bloomberg High Yield index returned -2.7% in January.

S&P 500 Sector Performance



Bond Market Performance



Sources for Capital Markets Data and Commentary: FactSet, Morgan Stanley Wealth Management GIC.

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

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

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

For more information contact: Kathy F. Summers, President and CEO, ELCA Foundation
Annette C. Shoemaker, Executive Vice President, ELCA Foundation
ELCA Foundation, 8765 West Higgins Road, Chicago IL 60631-4101
800-638-3522 • fax 773-380-2280
elcafoundation@elca.org • ELCA.org/endowmentinvesting

Consolidated Fund Activity Report

February 1, 2021 – January 31, 2022

| Account Name | Beg Balance (2/1/21) | Receipts | Disbursements | Transfers/JE's | End Balance (1/31/22) | Net Change | |
|--|----------------------------|------------------|------------------|----------------|-----------------------------|----------------|-----------|
| Unrestricted - Undesignated Balance | 234,198 | 1,586,316 | 1,340,072 | 2,848 | 483,290 | 249,092 | 3 |
| Unrestricted - Designated Balance | | | | | 0 | 0 | 4 |
| Synod-designated Endowment Fund Balance | 594,491 | 29,779 | 0 | 0 | 624,270 | 29,779 | 5 |
| Synod Staff Growth Fund Balance | 5,835 | 0 | 2,000 | 0 | 3,835 | (2,000) | 6 |
| Cash Flow Reserve Balance | 16,488 | 0 | 0 | (2,848) | 13,640 | (2,848) | 7 |
| Automobile Purchases Balance | 7,500 | 0 | 0 | 0 | 7,500 | 0 | 8 |
| Severance Pay - Called Staff Balance | 20,000 | 0 | 0 | 0 | 20,000 | 0 | 9 |
| Shared Risk Deductible Balance | 5,000 | 0 | 0 | 0 | 5,000 | 0 | 10 |
| Total funds <i>without</i> donor restrictions | 883,513 | 1,616,095 | 1,342,072 | 0 | 1,157,535 | 274,022 | 11 |
| | | | | | | 0 | 12 |
| Endowment-related Temporarily-restricted Balance | | | | | | 0 | 13 |
| Paul E Trapp Endowment Balance | 175,856 | 38,499 | 14,173 | 0 | 200,182 | 24,327 | 14 |
| Honduran Education Endowment Balance | 61,469 | 4,953 | 0 | (500) | 65,922 | 4,453 | 15 |
| New and Renewing Congregations Endowment TR | 77,043 | 17,074 | 0 | 0 | 94,117 | 17,074 | 16 |
| Seminary Education Assistance Endowment Fund TR | 137,158 | 14,030 | 0 | 0 | 151,189 | 14,030 | 17 |
| Grace Mission Endowment Fund TR Balance | 98,634 | 45,291 | 19,918 | 0 | 124,008 | 25,373 | 18 |
| Wilson Trust Endowment Fund TR Balance | 366,746 | 30,385 | 12,132 | 0 | 385,000 | 18,253 | 19 |
| Temporarily-Restricted Funds Balance | | | | | | 0 | 20 |
| Bishop's Fund Balance | 6,982 | 1,000 | 1,518 | 0 | 6,464 | (518) | 21 |
| Bishop's Teaching Fund Balance | 2,131 | 0 | 0 | 0 | 2,131 | 0 | 22 |
| Interim Ministers Support Balance | 5,406 | 0 | 0 | 0 | 5,406 | 0 | 23 |
| Closed Congregations Balance | 0 | 0 | 0 | 10,000 | 10,000 | 10,000 | 24 |
| Connect Grants Balance | 20,224 | 0 | 0 | (10,000) | 10,224 | (10,000) | 25 |
| James 3:17 Fund Balance | 0 | 0 | 2,000 | 29,521 | 27,521 | 27,521 | 26 |
| Outreach Balance | 14,794 | 6,142 | 4,177 | 0 | 16,759 | 1,965 | 27 |
| Synod Disaster Relief Fund Balance | 42,855 | 48,919 | 57,054 | 0 | 34,720 | (8,135) | 28 |
| Center for Mission and Ministry Program Support | 29,521 | 0 | 0 | (29,521) | 0 | (29,521) | 29 |
| Bertina W Helmers Trust Balance | 6,177 | 0 | 0 | 0 | 6,177 | 0 | 30 |
| ELMM Scholarship Fund Balance | 24,141 | 0 | 400 | 0 | 23,741 | (400) | 31 |
| Coalitions / Multicultural Ministry Fund Balance | 57,104 | 1,800 | 9,000 | 0 | 49,904 | (7,200) | 32 |
| Papua New Guinea Balance | 1,929 | 807 | 0 | 0 | 2,736 | 807 | 33 |
| Honduras Health Team Salud Para la Vida Balance | 5,125 | 6,725 | 10,500 | 3,050 | 4,400 | (725) | 34 |
| Honduras Three P's Balance | 2,405 | 0 | 0 | (1,200) | 1,205 | (1,200) | 35 |
| Honduras LaCanada Balance | 2,692 | 0 | 0 | (1,350) | 1,342 | (1,350) | 36 |
| Honduras Companion Balance | 6,698 | 0 | 300 | 0 | 6,398 | (300) | 37 |
| New and Renewing Congregations T-R Balance | 4,191 | 21 | 0 | 0 | 4,213 | 21 | 38 |
| Seminary Education Assistance T-R Balance | 60,850 | 1,143 | 1,500 | 0 | 60,493 | (357) | 39 |
| Seminary Debt Reduction Bal | 7,692 | 22,249 | 12,000 | 0 | 17,941 | 10,249 | 40 |
| Living Stones Initiative Fund Balance | 20,180 | 10,938 | 22,666 | 0 | 8,452 | (11,728) | 41 |
| Permanently-Restricted Balance | | | | | | 0 | 42 |
| Paul E Trapp Endowment Fund P-R Balance | 279,545 | 0 | 0 | 0 | 279,545 | 0 | 43 |
| New and Renewing Congregations P-R Balance | 120,997 | 0 | 0 | 0 | 120,997 | 0 | 44 |
| Seminary Education Assistance P-R Balance | 76,308 | 77,908 | 0 | 0 | 154,216 | 77,908 | 45 |
| Grace Mission Endowment Fund P-R Balance | 447,788 | 0 | 0 | 0 | 447,788 | 0 | 46 |
| Total funds <i>with</i> donor restrictions | 2,162,643 | 327,886 | 167,338 | 0 | 2,323,191 | 160,548 | 47 |
| | | | | | | 0 | 48 |
| TOTAL ALL FUNDS | 3,046,156 | 1,943,981 | 1,509,410 | 0 | 3,480,726 | 434,570 | 49 |

**North/West Lower Michigan Synod
Proposed Budget 2023-24
Fiscal Year End 01/31/24**

| | Column A FYE 01/31/21 2020-21 <i>Two Years Ago</i> ACTUAL | Column B FYE 01/31/22 2021-22 <i>Past Year</i> ACTUAL | Column C FYE 01/31/22 2021-22 <i>Past Year</i> ADOPTED BUDGET | Column D FYE 01/31/23 2022-23 <i>Current Year</i> ADOPTED BUDGET | Column E FYE 01/31/24 2023-24 <i>Next Year</i> PROPOSED BUDGET | |
|---|---|---|--|---|---|----|
| 1 REVENUE | | | | | | 1 |
| 2 Mission Support (50% allocated to churchwide--see line 18) | 1,307,209 | 1,323,338 | 1,200,000 | 1,200,000 | 1,320,000 | 2 |
| 3 Leadership Events | 1,645 | 540 | 900 | 900 | 5,000 | 3 |
| 4 Synod Assembly (registration fees - see budgeted expenses on line 27) | 0 | 5,820 | 10,000 | 55,000 | 60,000 | 4 |
| 5 Synodwide Events | 0 | 0 | 40 | 40 | 500 | 5 |
| 6 Pulpit Supply, Travel Reimbursement, Undesignated | 5,819 | 12,624 | 1,000 | 7,000 | 5,000 | 6 |
| 7 Interest | 129 | 226 | 125 | 125 | 400 | 7 |
| 8 ELCA Foundation Pooled Trust Fund A Distributions | 22,113 | 22,264 | 21,000 | 21,000 | 25,000 | 8 |
| 9 Grant Revenue (Churchwide grant for DEM) | 10,000 | 10,000 | 10,000 | 10,000 | 10,000 | 9 |
| 10 Living Stones Initiative (Goal: 100 gifts of \$500/yr for 3 years = \$150,000) | 27,354 | 22,666 | 15,000 | 15,000 | 12,000 | 10 |
| 11 Committee Revenue (Campus Ministry Grant, ELMN Registration, etc.) | 21,542 | 19,744 | 20,000 | 20,000 | 23,928 | 11 |
| 12 PPP Loans 1 and 2 Forgiveness | 0 | 169,093 | 84,547 | 0 | 0 | 12 |
| 13 Net Assets Released from Restriction | 0 | 0 | 49,000 | 35,000 | 0 | 13 |
| 14 Total Revenue | 1,395,811 | 1,586,316 | 1,411,612 | 1,364,065 | 1,461,828 | 14 |
| 15 | | | | | | 15 |
| 16 EXPENSES | | | | | | 16 |
| 17 ELCA Agencies/Organizations | | | | | | 17 |
| 18 ELCA Churchwide Support (50% of Mission Support - see line 2) | 653,580 | 661,669 | 600,000 | 600,000 | 660,000 | 18 |
| 19 Living Water Ministries | 32,000 | 25,000 | 25,000 | 25,000 | 25,000 | 19 |
| 20 Samaritanas (FYE 013122 gave additional \$5,000 for Afghanistan refugee support) | 2,400 | 7,400 | 2,400 | 2,400 | 3,000 | 20 |
| 21 Region 6 Archives Support (FYE 013122 Archives being reorganized) | 2,800 | 0 | 4,800 | 4,800 | 7,500 | 21 |
| 22 Trinity Lutheran Seminary | 16,000 | 16,000 | 16,000 | 16,000 | 18,000 | 22 |
| 23 <i>Agencies/Organizations Subtotal</i> | <i>706,779</i> | <i>710,069</i> | <i>648,200</i> | <i>648,200</i> | <i>713,500</i> | 23 |
| 24 | | | | | | 24 |
| 25 Synod Ministries | | | | | | 25 |
| 26 Leadership Events Expense | 1,500 | 617 | 0 | 0 | 5,000 | 26 |
| 27 Synod Assembly (anticipated return to in-person for 2022) | 0 | 6,646 | 20,000 | 55,000 | 60,000 | 27 |
| 28 Synod Council | 0 | 0 | 500 | 500 | 2,000 | 28 |
| 29 Synod Events Expense | 200 | 0 | 300 | 300 | 500 | 29 |
| 30 <i>Synod Ministries Subtotal</i> | <i>1,700</i> | <i>7,263</i> | <i>20,800</i> | <i>55,800</i> | <i>67,500</i> | 30 |
| 31 | | | | | | 31 |
| 32 Committees | | | | | | 32 |
| 33 Campus Ministry | 55,000 | 55,000 | 55,000 | 55,000 | 57,000 | 33 |
| 34 Equipping Leaders for Mission and Ministry | 4,303 | 4,604 | 2,400 | 2,400 | 3,000 | 34 |
| 35 Faith Formation Table | 0 | 0 | 0 | 0 | 0 | 35 |
| 36 Global Mission Committee | 4,500 | 4,500 | 8,000 | 8,000 | 8,000 | 36 |
| 37 Ministry Table | 0 | 0 | 0 | 0 | 0 | 37 |
| 38 Mission Support Table | 0 | 500 | 0 | 0 | 0 | 38 |
| 39 Multicultural Ministries Table/Anti-Racism | 0 | 0 | 0 | 0 | 0 | 39 |
| 40 New & Renewing Mission Table | 28,605 | 29,092 | 38,400 | 38,400 | 38,400 | 40 |
| 41 Publically Engaged Church Table | 1,114 | 9,850 | 12,000 | 12,000 | 12,000 | 41 |
| 42 Worship Committee | 293 | 0 | 500 | 500 | 2,500 | 42 |
| 43 Youth Committee | 880 | 0 | 400 | 400 | 750 | 43 |
| 44 Candidacy Expense | 3,682 | 68 | 2,500 | 4,000 | 11,200 | 44 |
| 45 <i>Committees Subtotal</i> | <i>98,378</i> | <i>103,613</i> | <i>119,200</i> | <i>120,700</i> | <i>132,850</i> | 45 |

**North/West Lower Michigan Synod
Proposed Budget 2023-24
Fiscal Year End 01/31/24**

| | Column A FYE 01/31/21 2020-21 <i>Two Years Ago</i> | Column B FYE 01/31/22 2021-22 <i>Past Year</i> | Column C FYE 01/31/22 2021-22 <i>Past Year</i> | Column D FYE 01/31/23 2022-23 <i>Current Year</i> | Column E FYE 01/31/24 2023-24 <i>Next Year</i> | |
|--|---|---|---|--|---|----|
| | ACTUAL | ACTUAL | ADOPTED BUDGET | ADOPTED BUDGET | PROPOSED BUDGET | |
| 47 Staff Salaries/Benefits | | | | | | 47 |
| 48 Salaries - Administrative Support Staff | 49,078 | 51,037 | 50,560 | 52,077 | 67,833 | 48 |
| 49 Salary and Housing Allowance - Called Staff | | | | | 202,594 | 49 |
| | 202,444 | 189,567 | 209,876 | 216,172 | | |
| 50 Salary - Deployed Staff | 40,559 | 59,566 | 48,881 | 50,347 | 64,382 | 50 |
| 51 Social Security Allowance | 14,456 | 14,712 | 14,889 | 15,336 | 18,023 | 51 |
| 52 Payroll Taxes (FICA) | 6,869 | 8,463 | 6,894 | 7,101 | 10,114 | 52 |
| 53 Health Insurance, Retirement Contribution, etc. | 88,010 | 91,419 | 92,000 | 96,000 | 96,961 | 53 |
| 54 Continuing Education | 4,000 | 4,000 | 4,000 | 4,000 | 4,000 | 54 |
| 55 Shared Risk and Workers Compensation Insurance | 1,374 | 374 | 1,500 | 1,600 | 1,700 | 55 |
| 56 <i>Staff Salaries/Benefits Subtotal</i> | <i>406,789</i> | <i>419,138</i> | <i>428,600</i> | <i>442,633</i> | <i>465,607</i> | 56 |
| 57 | | | | | | 57 |
| 58 Administration | | | | | | 58 |
| 59 Bishop's Discretionary Fund | 1,400 | 250 | 2,500 | 2,500 | 2,500 | 59 |
| 60 Insurance - Operating | 12,445 | 9,324 | 13,000 | 14,000 | 12,000 | 60 |
| 61 Lease | 16,800 | 16,940 | 17,136 | 17,479 | 17,250 | 61 |
| 62 Office Equipment Maintenance | 4,152 | 4,370 | 4,000 | 4,000 | 3,000 | 62 |
| 63 Office Supplies | 8,460 | 8,846 | 8,400 | 9,000 | 8,400 | 63 |
| 64 Postage | 1,324 | 1,084 | 1,500 | 1,500 | 1,000 | 64 |
| 65 Professional Fees Legal/Auditor | 25,300 | 25,200 | 26,000 | 27,000 | 28,000 | 65 |
| 66 Telephone | 10,595 | 10,968 | 11,000 | 11,000 | 11,000 | 66 |
| 67 Travel | 6,820 | 3,531 | 15,000 | 25,000 | 30,000 | 67 |
| 68 Website Communication Technology | 2,957 | 6,729 | 3,500 | 3,500 | 6,500 | 68 |
| 69 <i>Administration Subtotal</i> | <i>90,253</i> | <i>87,241</i> | <i>102,036</i> | <i>114,979</i> | <i>119,650</i> | 69 |
| 70 | | | | | | 70 |
| 71 Depreciation | 14,178 | 12,749 | 15,000 | 20,000 | 20,000 | 71 |
| 72 | | | | | | 72 |
| 73 | | | | | | 73 |
| 74 Total All Expenses | 1,318,077 | 1,340,072 | 1,333,836 | 1,402,312 | 1,519,107 | 74 |
| 75 Transfers (adjust Cash Flow Reserve to 1% of next year budgeted revenue) | 717 | 2,848 | | | | 75 |
| 76 Net Change to Fund Balance (Revenue - Expenses) | 78,451 | 249,091 | 77,776 | (38,247) | (57,279) | 76 |
| 77 | | | | | | 77 |
| 78 Capital Purchases | - | - | - | (21,000) | | 78 |
| 79 Add Back Depreciation - Non Cash Expense | 14,178 | 12,749 | 15,000 | 20,000 | 20,000 | 79 |
| 80 | | | | | | 80 |
| 81 Modified Net Change to Fund Balance | 92,629 | 261,840 | 92,776 | (39,247) | (37,279) | 81 |
| 82 | | | | | | 82 |
| 83 Undesignated, Unrestricted Fund Balance | | | | | | 83 |
| 84 Beginning of the year | 155,747 | 234,198 | 483,289 | 561,065 | 522,819 | 84 |
| 85 | | | | | | 85 |
| 86 End of the Year | 234,198 | 483,289 | 561,065 | 522,819 | 465,540 | 86 |
| 87 | | | | | | 87 |
| 88 Goal - Fund Balance = 15% of Total Expenses | 197,711 | 201,011 | 200,075 | 210,347 | 227,866 | 88 |
| 89 | | | | | | 89 |
| 90 Average Fund Balance FYEs 1/31/21 - 1/31/24 | | | | | 426,461 | 90 |

NORTH/WEST Lower Michigan Synod

Narrative/Missional Budget for 2023 \$1,519,107



Proclaim Christ and Prayerfully Participate In Christ's Own Work - \$334,204



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 - \$319,020

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 - \$288,630

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 - \$319,005

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 - \$258,248

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 2022)

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) | \$203,795 |
| <i>(includes DEM Salary and Housing paid by the ELCA Churchwide Organization; does <u>not</u> include Benefits)</i> | |

Administrative Support Staff Resources

| Position | Status ** |
|---|-----------------|
| Financial Administrator (15 hrs/wk) | Part time |
| Office Administrative Assistant (20 hrs/wk) | Part time |
| Total Annual Administrative Support Staff Salaries | \$43,438 |
| <i>(Does <u>not</u> include Benefits)</i> | |

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 | \$62,507 |
| <i>(Does <u>not</u> include Benefits)</i> | |

* 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.