



Metropolitan Chicago Synod  
Evangelical Lutheran Church in America

[mcselca.org](http://mcselca.org)

# BOOK of REPORTS 2024

In Jesus' Name,  
Proclaim the Gospel.  
Make Disciples.  
Do Justice.

1 PETER 4:10-11

**#GoodSTEWardship**

# Welcome

## Metropolitan Chicago Synod

*In Jesus' Name. Proclaim the Gospel – Make Disciples – Do Justice.*

*"The Spirit of the Lord is upon me, because God has anointed me to bring good news to the poor. God has sent me to proclaim liberty to the captives and recovery of sight to the blind, to let the oppressed go free, to proclaim the year of the Lord's favor."*

— Luke 4:18-19

Greetings, in the name of Jesus Christ!

It is our honor to commend to you the Book of Reports for the 2024 Synod Assembly. This year's assembly theme, based on the synod's mission statement, is In Jesus' Name: Do Justice.

As we delve into the biblical meaning of justice, we discover that justice includes right relationships and righteous behavior that is inclusive of all. Justice concerns both our individual relationships and how our society is ordered and resources are distributed. Justice is the cornerstone of Kingdom-building, the mission of the church.

As we experience the world around us, we may wonder where and whether justice may be found. In the pages of this report, you will discover many ways that ministries across the Metropolitan Chicago Synod are Doing Justice in Jesus' Name. Notice transformative relationships between congregations and partner synods. Discover ministries engaging diverse leadership and learning from diverse cultures. Learn of world-changing ministries engaging their communities for justice. We invite you to join us in celebrating these ministries – your ministries – as we journey together as the Metropolitan Chicago Synod, engaging our mission: In Jesus' Name. Do Justice.



**Bishop Yehiel Curry**

Metropolitan Chicago Synod Bishop



**Rev. Erin Clausen**

Metropolitan Chicago Synod Secretary

\* the word 'synod' comes from a Greek word meaning 'traveling together'

# Bienvenido

## Sínodo Metropolitano de Chicago

*En el nombre de Jesús. Proclama el Evangelio. Forma Discípulos. Haz Justicia.*

*“El Espíritu del Señor está sobre mí, porque me ha consagrado para llevar la buena nueva a los pobres. Dios me ha enviado a proclamar libertad a los cautivos y dar vista a los ciegos, a poner en libertad a los oprimidos, a proclamar el año de gracia del Señor.”*

— Lucas 4:18-19

¡Saludos, en el nombre de Jesucristo!

Es un honor para nosotros recomendarles el Libro de Informes para la Asamblea Sinodal del 2024. El tema de la asamblea de este año, basado en la declaración de la misión del sínodo, es En el nombre de Jesús: haz justicia.

A medida que profundizamos en el significado bíblico de la justicia, descubrimos que la justicia incluye relaciones correctas y un comportamiento recto que incluye a todos y a todas. La justicia concierne tanto a nuestras relaciones individuales como al orden de nuestra sociedad y como se distribuyen los recursos. La justicia es la piedra angular de la construcción del Reino, la misión de la iglesia.

Mientras experimentamos el mundo que nos rodea, podemos preguntarnos dónde y si se puede encontrar justicia. En las páginas de este informe, descubrirán muchas maneras en que los ministerios del Sínodo Metropolitano de Chicago están haciendo justicia en el nombre de Jesús. Observen las relaciones transformadoras entre congregaciones y sínodos asociados. Descubran ministerios que involucran liderazgo diverso y aprenden de diversas culturas. Conozca los ministerios que están cambiando el mundo y que involucran a sus comunidades en el pro de la justicia. Les invitamos a unirse a nosotros para celebrar estos ministerios – sus ministerios – mientras caminamos juntos como Sínodo Metropolitano de Chicago, comprometiendo nuestra misión: En el Nombre de Jesús. Haz justicia.



**Obispo Yehiel Curry**

Sínodo Metropolitano de Chicago, Obispo



**Rev. Erin Clausen**

Secretaria del Sínodo Metropolitano de Chicago

\* la palabra 'sínodo' viene de la palabra Griega que significa 'viajar juntos'

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# Presiding Bishop Report

**BISHOP ELIZABETH A. EATON**



April 8, 2024

*“We have known and believe the love that God has for us. God is love, and those who abide in love abide in God, and God abides in them” (1 John 4:16).*

Dear friends in Christ,

Thank you for your faithful and continuing partnership as we work together to help people discover the difference God’s grace and love in Christ make for all people and creation.

Because God’s grace and love have made a difference in our daily lives, we want others to experience that same love and acceptance. There are many in our communities who feel alone and are searching for love and connection. Sometimes we feel at a loss to know how to make a difference — what do we say, what can we do, how do we share God’s love?

You share this love every day. When you invite others to join in your faith community, to worship, to participate in service activities, to pray together, to share their story — these are all ways our neighbors experience the love of God in community.

There are examples of God’s love throughout our church as we work for healing, peace and justice to make a difference in the lives of those around us.

The Spirit is calling us to move together as one church to share the grace and love we experience every day. May God bless your time together.

In Christ,



The Rev. Elizabeth A. Eaton  
Presiding Bishop  
Evangelical Lutheran Church in America

# Reporte De Obispa Presidente

**OBISPA ELIZABETH A. EATON**



8 de abril de 2024

*“Y nosotros hemos llegado a saber y creer que Dios nos ama. Dios es amor. El que permanece en amor, en Dios permanece y Dios en él” (1 Juan 4:16).*

Estimados(as) amigos(as) en Cristo:

Gracias por su fiel y continua colaboración en tanto que trabajamos juntos para ayudar a la gente a descubrir la diferencia que la gracia y el amor de Dios en Cristo hacen en todas las personas y la creación.

Debido a que la gracia y el amor de Dios han marcado la diferencia en nuestra vida diaria, queremos que otros experimenten ese mismo amor y aceptación. Hay muchos que se sienten solos en nuestras comunidades y andan buscando amor y conexión. A veces nos es difícil saber cómo marcar la diferencia: ¿qué decimos, ¿qué podemos hacer?, ¿cómo compartimos el amor de Dios?

Ustedes comparten este amor todos los días. Cuando invitan a otros a unirse a su comunidad de fe, a adorar, a participar en actividades de servicio, a orar juntos, a compartir la historia de ellos —todas estas son maneras en que nuestro prójimo experimenta el amor de Dios en comunidad.

Hay ejemplos del amor de Dios en toda nuestra iglesia cuando luchamos por sanidad, paz y justicia para marcar la diferencia en las vidas de quienes nos rodean.

El Espíritu nos está llamando a movernos juntos como una sola iglesia para compartir la gracia y el amor que experimentamos todos los días. Que Dios bendiga el tiempo que pasarán juntos.

En Cristo,



La Rvda. Elizabeth A. Eaton  
Obispa Presidente  
Iglesia Evangélica Luterana en América





# SYNOD OFFICERS

## Bishop

BISHOP YEHIEL CURRY **COMING SOON**

## Vice President

TERRY HENDERSON

## Secretary

ERIN CLAUSEN

## Treasurer

YVETTE NEWBERRYWHITE

*Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received.*

— 1 Peter 4:10

# Vice President's Report

**TERRY HENDERSON**

Grace to you and peace from God our Father and our Lord and Savior, Jesus Christ.

First, I continue to be humbled and honored to serve as vice president of The Metropolitan Chicago Synod. It is a call that I do not take lightly. This position is affording me the opportunity to get a closer look at the resiliency, faith and determination of our congregations, trusting God to lead us.

I would like to thank the synod council for your commitment and dedication to the governance of our synod. Two years ago, the executive council members had the opportunity to travel to Florida to meet our synod companions, Florida Bahamas, meeting their executive council members and building relationships between the two synods. They were great hosts. We have the opportunity to reciprocate and host them this fall.



We were sad to lose a faithful and dedicated member of the synod council, Charles Willet Jr. Charles was completing his second term on the council at the time of his death.

Synodical vice presidents meet monthly by zoom call. Our calls are meant for continued learning and clarification of our responsibilities. It is great getting to know other vice presidents and the varied responsibilities of each. We had our vice presidents gathering in March. We were honored to have Bishop Curry speak to our group. The vice presidents are a constitutional mandate of lay leaders, lawyers, church workers, administrators, teachers, medical personnel and more. They truly represent ministry in daily life.

Thank you to Bishop Curry and his staff for their leadership. Bishop Curry is supported by a great, committed staff, past and present. Dedicated staff who have moved on to other positions have been replaced by equally dedicated staff. We are truly blessed.

We are a vibrant, energetic, courageous, spirit filled synod. For that, I give thanks to God and pray for God's continued blessings on all of us.

**Terry Henderson**

Vice President, Metro Chicago Synod



SYNOD OFFICERS

# Secretary's Report

**REV. ERIN CLAUSEN**

I continue to be honored to serve as your synod secretary. I remain grateful to the many ministries who have trusted me and the Constitution Review Committee to assist as you steward your congregation's governing documents. Reflecting on our shared mission: In Jesus' Name. Do Justice., the connection between governing documents and justice may not seem obvious. However, your governing documents – the constitution, bylaws, and continuing resolutions which provide the basis of your ministry – lay the foundation and cornerstone of the possibilities for your ministry and your community. By working to ensure these documents stay up-to-date and reflect your own mission, you provide a foundation from which you delve into the work of kin-dom building. If your congregation or ministry has not considered these documents recently, please reach out to me and we will be happy to help you navigate the process to updated these documents.



The synod council continuously attends to this work as well. Recognizing that the very structure of our documents either supports or hinders justice, I – along with the Constitution Review Committee and Synod Council – continue to look for ways that the synod's governing documents may more faithfully guide the Metropolitan Chicago Synod into practices of justice. Through the review process, we discovered that this synod's first resolution regarding the Reconciling in Christ designation came in 1993. However, neither we nor Reconciling Works could find a filing of a welcome statement resolution. Therefore, the synod council undertook the process of providing a Welcome Statement as part of a resolution that is coming before the synod assembly for consideration this year. This synod has long stood proudly as a Reconciling in Christ synod, and the bishop, staff, and council seek to live into the commitments expected with such a designation. In adopting a resolution, though, the whole assembly has the opportunity to steward how such doing justice in Jesus' name will be made manifest in our midst.

As you peruse the list of actions of the synod council, you will also discover that the synod council enacts justice through synod council calls, Synod Authorized Worshipping Communities, and grant funding. Through careful discernment, creativity, and stewardship of resources, the bishop, synod staff, and council have made a variety of opportunities available for mission communities, congregations, and lay and rostered leaders. The synod assembly will provide an opportunity to learn more about some of these incredible ministries.

Serving on synod council or as an ELCA Churchwide Assembly representative provides the opportunity to be a part of the work of manifesting God’s kin-dom throughout the synod and the larger church. Both synod council members and churchwide assembly representatives will be elected at this year’s synod assembly. I invite you to prayerfully discern if you – or someone you know – might be called to serve in one of these capacities. The synod assembly page on the website contains the nominations form, which is open through May 15, 2024. [In an effort to ensure that anyone who so desires has the opportunity to participate as a voting member of the churchwide assembly, all travel & assembly expenses for the churchwide assembly are covered by the ELCA.]

Thank you, deeply and genuinely, for the ministry that you do in this synod – as an individual and as a ministry. Your commitment to God’s work and God’s kin-dom makes possible the manifestations of justice in our midst. Our shared commitment to doing justice in Jesus’ name enacts the kin-dom here, in this time and place. I remain grateful to Bishop Curry, Vice President Henderson, and Treasurer NewberryWhite for their ministry and stewardship of the synod. This work could not be accomplished without the prayerful guidance and hard work of the synod council and synod’s pastoral and professional staff, for which I am also deeply thankful. As we continue to journey together in ministry, may God give us the grace to remain faithful to the mission God set out for us: In Jesus’ Name. Proclaim the Gospel. Make Disciples. Do Justice.

Respectfully Submitted,

**Rev. Erin Clausen**

Metropolitan Chicago Synod Secretary

# SUMMARY of ACTIONS



*Like good stewards  
of the manifold grace of God,  
serve one another with  
whatever gift each of you has received.*

*— 1 Peter 4:10*



# Metropolitan Chicago Synod Council Meeting

## 2023 Summary of Actions

- S.C.23.01.01** Vote for Synod Council to adopt the consent agenda as presented.
- S.C.23.01.02** Vote for Synod Council to adopt the minutes of the October 8, 2022 synod council meeting as amended.
- S.C.23.01.03** Vote for Synod Council to recommend to the 2023 synod assembly the removal of constitutional provision S9.07.
- S.C.23.01.04** Vote for Synod Council to recommend to the 2023 synod assembly the amendment of bylaw provision S10.01.02 and S10.01.03 to bring them into alignment with required provision †S6.04.01.
- S.C.23.01.05** Vote for Synod Council to sign the “Organization Sign-On Letter in Support of Increased State funding to Strengthen Emergency Shelter System for People Experiencing Homelessness,” and to communicate this action to the congregations of the synod.
- S.C.23.01.06** Vote for Synod Council to authorize the bishop and staff to negotiate with congregations a 5% distribution from the sale of congregational assets prior congregation closing; and to set a policy that whenever the synod receives real property from a congregation closing, a 5% management fee will be assessed by the synod following sale of the property and prior to asset distribution based on congregation request.
- S.C.23.01.07** Vote for Synod Council to extend a synod council call to Den. Julie Sevig to the Metropolitan Chicago Synod as Communications Director.
- S.C.23.01.08** Vote for Synod Council to extend a synod council call to Rev. Carla Thompson-Powell to the Metropolitan Chicago Synod as Director of Evangelical Mission and Associate to the Bishop.

- S.C.23.01.09** Vote for Synod Council to extend a synod council call to Rev. Kelly Nieman Anderson to specialized ministry as Church and Community Engagement Manager at Lutheran Social Services of Illinois in Des Plaines, Illinois.
- S.C.23.01.10** Vote for Synod Council to extend a synod council call to Rev. Patricia Madden Baik to specialized ministry as the Director of Spiritual Life at the Moorings, Arlington Heights Illinois.
- S.C.23.01.11** Vote for Synod Council to extend a synod council call to Rev. Suzanne Anderson-Hurdle to specialized ministry as Staff Chaplain at Advocate Christ Hospital, Downers Grove, Illinois.
- S.C.23.01.12** Vote for Synod Council to extend a synod council call to Dcn. Annette Hernandez to Ascension Hospice, Elk Grove Village, Illinois.
- S.C.23.01.13** Vote for Synod Council to authorize the Metropolitan Chicago Synod Assembly Planning team to make a decision about how electronic voting will occur during Synod Assembly 2023, in consultation with the bishop and synod staff.
- S.C.23.04.14** Vote for Synod Council to adopt the consent agenda as presented.
- S.C.23.04.15** Vote for Synod Council to recommend the 2024 budget as presented for adoption by the 2023 annual Synod Assembly.
- S.C.23.04.16** Vote for Synod Council to table this motion until after the appropriate time in the bishop's report.
- S.C.23.04.17** Vote for Synod Council to adopt the minutes of the January 28, 2023 synod council meeting as amended.
- S.C.23.04.18** Vote for Synod Council to adopt Continuing Resolutions S7.01.A23 - S7.01.G23 as amended.
- S.C.23.04.19** Vote for Synod Council to grant voice and vote to those retired, On Leave From Call, ministers on the disability roster of this synod, leaders of Synod Authorized Worshipping Communities and ministers serving full communion partner congregations on the territory of this synod who have applied for such privileges, as presented.
- S.C.23.04.20** Vote for Synod Council to receive with gratitude the gift of \$250,000 from Redeemer Lutheran Church, Park Ridge, Illinois and to distribute the remaining funds following the \$25,000 gift to ELCA Churchwide as follows:
- \$100,000 to the Carlmark Fund to establish an annual lay resource event the day before Synod assembly starting 2024
  - \$40,000 for distressed properties and congregations
  - \$20,000 to support synod assembly
  - \$25,000 for Rostered Ministers Gathering



- \$10,000 in 2023 and \$10,000 in 2024 for a total of \$20,000 for leadership development
- \$10,000 for Annual Retiree luncheon
- \$5,000 in 2023 and \$5,000 for 2024 for a total of \$10,000 for Metropolitan Chicago Synod Youth Gathering

**S.C.23.04.21** Vote for Synod Council to amend the previous motion to increase distressed properties to \$40,000 and to increase rostered ministers gathering to \$25,000.

**S.C.23.04.22** Vote for Synod Council to designate RefugeeOne as a ministry partner, accompanied by a reallocation of funds in the 2024 budget as presented.

**S.C.23.04.23** Vote to remove from the table previous motion S.C.23.04.15 for consideration.

**S.C.23.04.24** Vote for Synod to amend the partner allocation for LSSI from 1.75 %to 1.5%, add new ministry partner RefugeeOne at .25% in the proposed budget as presented.

**S.C.23.04.25** Vote for Synod Council to recommend the 2024 budget as amended for adoption by the 2023 annual Synod Assembly.

**S.C.23.04.26** Vote for Synod Council to officially designate candidate for ordination Mr. Paul Willey as the Mission Developer for the Synod Authorized Worshiping Community (SAWC) Shepherd’s Heart.

**S.C.23.04.27** Vote for Synod Council to extend a synod council call to Rev. Paul Peterson to serve as Interim Pastor at Holy Trinity Lutheran Church, Glenview, Illinois.

**S.C.23.04.28** Vote for Synod Council to extend a synod council call to specialized ministry to the Rev. Dr. David Bruner to serve as Pastor at Knox Presbyterian Church, Naperville, Illinois, a congregation in good standing as a full communion partner with the ELCA.

**S.C.23.04.29** Vote for Synod Council to extend a synod council call to specialized ministry to Dcn. Erie Sara to serve as Street Medicine Outreach Worker for The Night Ministry, Chicago, Illinois.

**S.C.23.04.30** Vote for Synod Council to extend a synod council call to specialized ministry to Rev. Charles Plummer to serve as Chaplain at The Lutheran Home, Arlington Heights, Illinois.

**S.C.23.04.31** Vote for Synod Council to authorize the Beverly Joy Life Center Synodically Authorized Worshiping Community (SAWC) exploration and designate as their servant leader(s) Bobbie Lewis.

**S.C.23.04.32** Vote for Synod Council to approve \$7,000 for Beverly Joy Life Center SAWC Exploration as a 1 time 6-month exploration.

- S.C.23.04.33** Vote for Synod Council to authorize the release of the previously authorized \$7,000 of funding for Beverly Joy Life Center Exploration during the 2023 fiscal year.
- S.C.23.04.34** Vote for Synod Council to recommend the 2024 budget as amended for adoption by the 2023 annual Synod Assembly.
- S.C.23.04.35** Vote for Synod Council, with regard to St. Timothy, 2101 N. Kildare, Chicago, to exercise the power of †S13.24 of the synod constitution to “take charge and control of the property of a congregation of this synod to hold, manage, and convey the same on behalf of this synod...
- d. The Synod Council determines that the membership of a congregation has become so scattered or so diminished in numbers that it cannot provide required governance or that it has become impractical for the congregation to fulfill the purposes for which it was organized.
  - e. The Synod Council determines that it is necessary for this synod to protect and preserve the congregation’s property from waste and deterioration.
- S.C.23.06.36** Vote for Synod Council to adopt the consent agenda as presented.
- S.C.23.06.37** Vote for Synod Council to adopt the minutes of the April 23, 2023 synod council meeting as presented.
- S.C.23.06.38** Vote for Synod Council recommend the Rules of Organization and Procedure, 2023 as presented for adoption by the 2023 Metropolitan Chicago Synod Assembly.
- S.C.23.06.39** Vote for Synod Council to recommend the Synod Assembly Agenda as presented to the 2023 Metropolitan Chicago Synod Assembly.
- S.C.23.06.40** Vote for Synod Council to establish the Congregación Luterana San Timoteo Synod Authorized Worshiping Community (SAWC) and designate as their servant leaders Patricia Cuyatti Chavez & Daphne del Risco-Nolla.
- S.C.23.06.41** Vote for Synod Council to allocate from the New Missions Fund to the Congregación Luterana San Timoteo Synod Authorized Worshiping Community (SAWC) \$30,000 per mission leader for the year 2023 and \$30,000 per mission leader for the year 2024, for a total of \$120,000.
- S.C.23.06.42** Vote for Synod Council to release the previously allocated \$60,000 funding to the Congregación Luterana San Timoteo Synod Authorized Worshiping Community (SAWC) for the year 2023.
- S.C.23.06.43** Vote for Synod Council to authorize First Immanuel Lutheran Church, Chicago, as a Synod Authorized Ministry Site.

- S.C.23.06.44** Vote for Synod Council to authorize St. Paul Thai Lutheran Church, Forest Park Illinois, as a Synod Authorized Ministry Site.
- S.C.23.06.45** Vote for Synod Council to extend a synod council call to The Rev. Patricia Cuyatti Chavez to serve as pastor to Congregación Luterana San Timoteo Synod Authorized Worshiping Community.
- S.C.23.06.46** Vote for Synod Council to extend a synod council call to Candidate for ordination Ms. Daphne del Risco-Nolla to as pastor to Congregación Luterana San Timoteo Synod Authorized Worshiping Community.
- S.C.23.07.47** Vote for Synod Council to adopt the consent agenda as amended.
- S.C.23.07.48** Vote for Synod Council to grant retirement roster status to Rev. Dale Ziemer.
- S.C.23.07.49** Vote for Synod Council to grant On Leave From Call roster status to: Rev. Elle Dowd and Rev. Christina Marthield Montgomery.
- S.C.23.07.50** Vote for Synod Council to authorize the following ministries that are continuing as Synod Authorized Worshiping Communities in 2023: Chosen Bethel Family Ministries, Walter & Sandra Gillespie; Love Faith & Hope, Pastor Felicia Campbell; Mision Luterana Unidad de Berwyn, Pastor Maria Rojas; Mosaic Lutheran Church; Pastor Manoj Gunthoti; Mision Luterana Belen, Pastor Jose Paez Rodriguez; Shepherds Heart Ministry, Pastor Paul Willey; Tumaini Swahili Chapel.  
We celebrate this ongoing gospel witness among us.
- S.C.23.07.51** Vote for Synod Council to adopt the minutes of the June 2, 2023 synod council meeting as presented.
- S.C.23.07.52** Vote for Synod Council to extend On Leave From Call status to the Rev. Mike Willis.
- S.C.23.07.53** Vote for Synod Council to extend a synod council call to The Rev. Fanya Burford-Berry to serve as director of the West Side Heroin/Opium Task Force.
- S.C.23.07.54** Vote for Synod Council to allocate the funds of the St. Stephen's Antioch sale [\$401,050.66 net profit] as follows:  
New Mission - \$201,050.66  
Distressed Properties - \$185,000  
Staff Travel - \$15,000
- S.C.23.10.55** Vote for Synod Council to adopt the consent agenda as amended.

- S.C.23.10.56** Vote for Synod Council to grant Retirement roster status to: Rev. David Ole Kyлло and Rev. Lester White.
- S.C.23.10.57** Vote for Synod Council to grant On Leave From Call roster status to: Rev. Eric Schaeffer, Dcn. David Webb, and Rev. Pam Voves.
- S.C.23.10.58** Vote for Synod Council to adopt the minutes of the July 22, 2023 synod council meeting as presented.
- S.C.23.10.59** Vote for Synod Council to appoint Ms. Yvette NewberryWhite as treasurer for the Metropolitan Chicago Synod for a 4-year term retroactively beginning September 1, 2023.
- S.C.23.10.60** Vote for Synod Council to extend a synod council call to The Rev. Michael Szydowski to serve as staff chaplain at Ascension Alexian Brothers Behavioral Health Hospital.
- S.C.23.10.61** Vote for Synod Council to designate Joy Life as a Synod Authorized Worshipping Community.
- S.C.23.10.62** Vote for Synod Council to allocate \$33,750 from the New Missions Fund to Joy Life Synod Authorized Worshipping Community \$3,750 for the FY 2023, \$15,000 for FY 2024, and \$15,000 for FY 2025.
- S.C.23.10.63** Vote for Synod Council to release the previously allocated funding of \$3,750 for FY 2023 to Joy Life Synod Authorized Worshipping Community.
- S.C.23.10.64** Vote for Synod Council to designate Catherine Abihudi as Mission Developer for Tumaini Swahili Chapel Chicago.
- S.C.23.10.65** Vote for Synod Council to allocate \$93,333 to Tumaini Swahili Chapel Chicago from the New Mission Fund, in the following allocations: \$13,333 for FY 2023, \$40,000 FY 2024 and \$40,000 FY 2025.
- S.C.23.10.66** Vote for Synod Council to release the previously allocated funding of \$13,333 for FY 2023 to Tumaini Swahili Chapel Chicago.
- S.C.23.10.67** Vote for Synod Council to designate Tumaini Aurora as a Synod Authorized Worshipping Community.
- S.C.23.10.68** Vote for Synod Council, in consultation with Bishop Curry, and in addition to the officers, appoint the following council members to the Executive Committee: Ms. Jennifer DeLeon, Rev. Jason Glombicki, Dcn. Tracy Katschke-Goss, Rev. JoAnn Post, Mr. Robert Langlois.
- S.C.23.10.69** Vote for Synod Council to allocate the funding from the sale of Martin Luther in the following way:

Tithe to Churchwide	\$57,000
MCS Capital Reserve	\$57,000
Congregation Support	\$57,000
MCS Fund for Mission	\$199,500
Unrestricted	\$199,500

**S.C.23.10.70** Vote for Synod Council to release the previously allocated funding from the sale of Martin Luther to the Mission Investment Fund of \$50,000 on behalf of La Trinidad and \$7,000 on behalf of Shekinah Chapel.

**S.C.23.10.71** Vote for Synod Council to allocate the funding of \$190,000 from a gift from Redeemer Lutheran Church, \$38,000 from the closing of St. Luke, \$170,000 from the closing of St. James, and \$199,500 from the closing of Martin Luther in the following manner (\$597,500):

- Synod Council Lodging – Synod Events \$20,000
- Retiree Luncheon - \$5,000
- Youth Gathering - \$47,600
- Bishop and Staff Travel - \$67,600
- Rostered Leaders Gathering - \$20,000
- Lay Equipping Event – \$139,600
- Synod Assembly Fund - \$20,000
- Word & Service Project - \$87,600
- Bishop Discretionary - \$52,600
- New Mission Fund - \$100,000
- Domestic Companion Synod Visit - \$8,000
- Global Companion Synod - \$30,000

# MINUTES of the SYNOD ASSEMBLIES



*Like good stewards  
of the manifold grace of God,  
serve one another with  
whatever gift each of you has received.*

*— 1 Peter 4:10*

**METROPOLITAN CHICAGO SYNOD ASSEMBLY**

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In Jesus' Name. Proclaim the Gospel. **Make Disciples.** Do Justice.

1 PETER 4:10-11

#GoodSTEWardship



**36th Annual Assembly:  
In Jesus' Name – Make Disciples  
Saturday, June 3, 2023  
[Q CENTER](#)  
1405 N. 5TH AVE., ST. CHARLES, IL 60174**

## **36<sup>th</sup> Assembly of the Metropolitan Chicago Synod**

### **Morning Worship**

At 8:03AM, Deacon David Webb began the assembly with this Native Land Acknowledgement:

The Metropolitan Chicago Synod is located on the traditional unceded homelands of the Council of the Three Fires: the Ojibwe, Odawa, and Potawatomi Nations. Many other tribes such as the Miami, Ho-Chunk, Menominee, Sac, and Fox also called this area home. The region has long been a center for Indigenous people to gather, trade, and maintain kinship ties. Today, one of the largest urban American Indian communities in the United States resides in Chicago. Members of this community continue to contribute to the life of this city and to celebrate their heritage, practice traditions, and care for the land and waterways.

We embrace and recommit to the repudiation of the Doctrine of Discovery and to Indigenous rights, racial justice, and cultural equity not only through our statements but also in our decisions and actions.

The assembly then continued with morning worship.

### **Plenary I**

#### **Opening of the Synod Assembly**

The assembly had the opportunity to view a video of various congregations and ministries throughout the synod chanting the synod's mission statement – In Jesus' Name. Proclaim the Gospel. Make Disciples. Do Justice.

Following this video, Bishop Curry led the assembly in a litany to declare the 36<sup>th</sup> assembly of the Metropolitan Chicago Synod in session.

#### **Credentials Report**

Bishop Curry called on Rev. Kathy Nolte, pastor of Good Shepherd Lutheran Church, Oak Park and part time Associate to the Bishop, to give the credentials report.

Rev. Nolte reported that as of 8:00am, 286 voting members had checked in at the registration desk, of which 103 were Rostered Ministers and 183 were Lay Voting Members. Thus, the assembly was comprised of 64% lay members and 36% rostered



ministers. The number necessary for a quorum is 221 people. The bishop then declared a quorum to be present.

### **Appointment of Parliamentarian**

Bishop Curry then appointed Ms. Joan Bundley as parliamentarian for the assembly, having previously consulted with the Synod Council. Ms. Bundley is a Registered Parliamentarian with the National Association of Parliamentarians.

### **Welcome of Guests and Appointment of Committee Chairs**

Bishop Curry invited Mr. Terry Hendrickson, Synod Council Vice President, to make introductions. Vice President Henderson introduced guests to the assembly: Churchwide Representative, Rev. Louise Johnson, ELCA Executive for Administration. He also expressed gratitude to the staff and members of Bethlehem Lutheran Church, St. Charles, the ELCA congregation nearest the Q Center. Staff and members of Bethlehem oversaw the check-in process for the assembly and will welcome the assembly to their facility for worship this afternoon. Vice President Henderson also encouraged members of the assembly to meet other partners in ministry at the Vendor Area over the course of the day.

Following these introductions, and having previously consulted with the synod council, Vice President Henderson appointed the following people as chairs of this year's assembly committees:

Credentials Committee: Mr. Paul Dayton  
Worship Committee: Pastor Christina Garrett Klein  
Minutes Committee: Pastor Erin Clausen  
Nominations & Elections Committee: Pastor David Walters  
Sergeants at Arms: Pastor Paul Pfeffer  
Reference and Counsel Committee: Deacon Heather Feltman

Vice President Henderson also welcomed the language interpreters:

Patti Oberbeck and Patti Shore Kaden, ASL interpreters  
Maggie Del Toro, our Spanish language interpreter.

He also acknowledged the hard work of this year's Synod Assembly Managers: Ami Frick and Pastor JoAnn Post, and the synod staff.

Bishop Curry thanked Vice President Henderson for making these introductions, and also thanked him for his service in the synod. Bishop Curry then introduced several

videos for the assembly to view: rostered leaders new to the Synod, rostered leaders celebrating anniversaries of service, and rostered leaders who have died since the last assembly. After the last video, Bishop Curry also mentioned a pastor who had not been included in the video - Pr. Dennis Bushkofsky, who died in February of 2023. He served as an interim pastor in the Metropolitan Chicago synod, before retiring to Pennsylvania shortly before his death.

### **Rules of Organization and Procedure**

Bishop Curry then introduced the first item of business before the assembly - the Rules of Organization and Procedure for the 2023 Assembly. He noted that because the Rules of Organization and Procedure and the agenda for the 2023 Assembly have been recommended to the assembly for adoption by the Synod Council. Having been moved by the Synod Council, these motions will not require a second.

Synod Secretary Rev. Erin Clausen gave a brief overview of the purpose of the assembly, a brief introduction to Robert's Rules which will govern the assembly, an explanation of the bar of the assembly, and reminded the assembly of decorum and the process for addressing the assembly. Rev. Clausen explained that no resolutions were submitted for consideration, and briefly outlined the process to submit a resolution or memorial to the assembly at this point. Secretary Clausen reminded the assembly that all of these matters are contained in the document, "Rules of Organization and Procedure for the 2023 Metropolitan Chicago Synod Assembly."

Following this introduction, Secretary Clausen presented the motion to the assembly:

**Bishop Curry, this document has been reviewed and approved by the Metropolitan Chicago Synod Council, and on their behalf, I present it to this Assembly for adoption and implementation.**

**I move to adopt the Rules of Organization and Procedure for the 2023 Synod Assembly (exclusive of quoted and highlighted constitutional provisions and bylaws that already are in force).**

There was no discussion, and the assembly voted to adopt the Rules of Organization and Procedure for the 2023 Synod Assembly as presented.

Secretary Clausen then explained that the final Book of Reports will be distributed following this Assembly, and will include these Rules of Organization and Procedure, the Bishop's Report, and the minutes of this meeting.

### **Adoption of the Agenda**

Bishop Curry invited Secretary Clausen to present the agenda. Secretary Clausen presented the agenda in voting members' folders as presented. Having been

recommended for approval by the synod council, the proposed agenda does not require a second. There was no discussion, and the assembly adopted the agenda as presented.

### **Action of the Synod Council**

Secretary Clausen explained that one of the synod secretary's responsibilities is to report to the assembly the actions of the synod council. All of the actions from the preceding year are in this year's Book of Reports. However, the assembly needs to be aware of one action of the Synod Council, S.C.23.04.33. A motion by the synod council was adopted to, "with regard to St. Timothy, 2101 N. Kildeer, Chicago, exercise the power of ¶S13.24 of the synod constitution to "take charge and control of the property of a congregation of this synod to hold, manage, and convey the same on behalf of this synod." Secretary Clausen explained that this action may be appealed by St. Timothy before this assembly, should the congregation wish to do so. No members of St. Timothy appealed the synod council's decision.

### **Report of the Bishop**

Bishop Curry thanked Secretary Clausen for stewarding these and many aspects of the synod assembly. Following a break for a song, Bishop Curry relinquished the chair to Vice President Henderson so that the Bishop could provide his report.

Bishop Curry's report centered around the theme for the assembly: In Jesus' Name, Make Disciples. This theme is the second part of a 3-part series of synod assembly themes, all rooted in the synod's mission statement: In Jesus' Name. Proclaim the Gospel. Make Disciples. Do Justice. Bishop Curry reminded the assembly that people don't make disciples – God does. He then shared about the #GoodStew (good stewardship) of both the synod and the congregations and ministries within it. Bishop Curry went on to share how the synod is raising up leaders from within ministries, ending with an invitation for the synod to raise additional funding for a synod-wide lay event (#MCS100kLAY). The complete bishop's report is available in the 2023 Book of Reports, Second Edition.

### **Elections**

Bishop Curry invited Rev. David Walters, chair of the Synod Assembly Elections Committee, to come forward and explain the electronic voting procedures that would be used during the assembly. Rev. Walters explained that the assembly will utilize electronic voting for the elections of members to Synod Council, Committee on Discipline, and Consultation Committee. He then led the assembly through a practice vote using the electronic voting procedures. Following the practice vote, Rev. Walters explained how votes would be counted. Following a prayer for guidance by Rev. Patricia Cuyatti-Chavez, the assembly voted on members to Synod Council, Committee on Discipline, and Consultation Committee.

## **Sunergos Award**

While the Committee on Elections tallied the ballots, Bishop Curry invited Vice President Henderson to come forward to present the Sunergos Award.

Vice President Henderson presented this year's "Sunergos Award for Synodical Service" to Ms. Ami Frick, this year's assembly manager.

Sunergos is a Greek word that means "a companion in work" or "fellow worker." The award was established by the synod council in May 2000 to "celebrate the gift of lay servants of our synod who give so much to the life of the church."

Vice President Henderson shared the following biography: Ami is an Iowa native, who has not yet fallen in love with Illinois. Perhaps this award will help change that. Prior to moving to Illinois, Ami worked with a Des Moines non-profit that served as a hub for neighborhood non-profit organizations in the city. It was there that her gifts for organizing, imagining and herding cats were first apparent.

After that, she served as office manager at two Methodist churches in Des Moines. The pastors of both parishes use words like "excellent," "exemplary," and "strong" to describe her work.

Ami then moved to Illinois with her husband who was stationed at Great Lakes Naval Station. It was that move that brought her to Lutheran Church of the Ascension, Northfield, where she has been the office manager for almost ten years.

At Ascension, she is responsible for day-to-day operations of the parish, far exceeding the requirements of the position description. She has created a welcoming, efficient, mission-driven office that supports every facet of the congregation's ministry. Her pastor often remarks that if Ami ever leaves Ascension, the congregation will have to close—it can't go on without her.

It was her remarkable organizational skills, her uncanny ability to turn "no" to "yes," and her good-humored yet assertive will that makes her ideally suited to the work of organizing this assembly.

As one voting member wrote, "There was so much minutiae; and Ami successfully walked me through all of it. She is not only excellent in doing her job, she is warm and caring — truly a pleasure to work with, and wonderful to rely on. I am grateful to have this opportunity to sing her praises."

We also sing Ami's praises, and thank her for bringing us together today. It is our honor to recognize Ami for her vital service to the synod and the church.

The award reads:

"The Metropolitan Chicago Synod expresses its deep appreciation for her many years of faithful service as a congregational leader, a leader in synodical stewardship development, and as an administrative leader for synodical mission. We give thanks to God for her life and witness."

Vice President Henderson asked the assembly to help express the synod's deep gratitude to Ami Frick for her faithful service and for the blessings this synod has received from her work with applause.

### **Churchwide Report**

At 10:03AM Bishop Curry introduced this year's Churchwide Representative. He explained that as the ELCA, we are a church with three expressions: congregations, synods and the Churchwide office. We exist in interrelationship to deepen and extend God's mission. Then, the Rev. Louise Johnson, ELCA Executive for Administration, brought greetings from the Presiding Bishop of the ELCA, Elizabeth Eaton and shared the Churchwide Office Report.

### **Report of the General Election**

Pastor Johnson concluded her report at 10:26AM, at which time Bishop Curry invited Pastor Walters to provide the General Election Report. Rev. Walters explained that a total of 327 votes were cast, and all of them were valid. With assent from the bishop, he read only the names of those who received the sufficient number of votes to be elected. The results were also projected on the screens.

The report of the first general ballot is as follows:

#### **For the positions of Synod Council**

*LIST OF ELECTED MEMBERS (the highest vote recipients)*

Ms. Angela Bell  
Deacon Tracy Katschke-Goss  
Rev. Nathan Klein  
Ms. Shirley Wilson-Sigler  
Rev. JoAnn Post  
Rev. Eri Worringer  
Mr. Rodger Jones  
Rev. Tim Linstrom  
Ms. Caryn Blomquist  
Rev. Jason GLombicki

Mr. Michael Pirron  
Ms. Magdalena Deltoro  
Ms. Elsie Sabbithi  
Ms. Cynthia Espana  
Ms. Jennifer DeLeon

**For the positions of Disciplinary Committee**

*LIST OF ELECTED MEMBERS (the highest vote recipients)*

Mr. Craig Collins  
Rev. Reginald Mortha

**For the positions of Consultation Committee**

*LIST OF ELECTED MEMBERS (the highest vote recipients)*

Rev. David Walters

As all of these people received more than the sufficient number of votes to be elected and there were no outstanding elections, Bishop Curry declared these individuals to be elected, with thanksgiving to the nominating and elections committees and Pastor Walters for their stewardship of this process.

**Workshops & Bridge Building**

The assembly watched another video of one of the many ministries thriving in the Metropolitan Chicago Synod, and then the bishop declared a recess of the official business of the assembly. The assembly was released for lunch and workshops and asked to reassemble for a Diversity, Inclusion, and Belonging event, “Culture: Bridges and Barriers” to be led by Rev. Sunitha Mortha, prior to the resumption of business at 3:15PM.

**Plenary II**

**Report of the Credentials Committee**

At 3:15PM, Bishop Curry called the assembly back to order. Rev. Kathy Nolte presented the report of the credentials committee. As of 1:00PM 366 voting members had checked in. That number includes 142 Rostered Ministers and 224 Lay Voting Members. Thus, this assembly is comprised of 61% lay and 39% Rostered Ministers. The number necessary for a quorum is 221. Bishop Curry thanked Rev. Nolte and introduced the Rejoice Ministry for a brief video presentation. At 3:21PM, Bishop Curry introduced Annette Shoemaker, Interim CEO and President of the ELCA Foundation. The ELCA Foundation provided funding for the dinner the assembly will gather for in the evening.

## Report of the Treasurer/Introduction of Budget and adoption

At 3:29PM, Bishop Curry called upon the synod treasurer, Ms. Yvette NewberryWhite, for the Treasurer's Report and for the introduction of the 2024 proposed budget. Following a brief introduction of the budget [the full budget is available in the 2023 Metropolitan Chicago Synod Book of Reports], Treasurer NewberryWhite presented the following motion to the assembly:

**Bishop Curry, the 2024 Metropolitan Chicago Synod budget has been reviewed and approved by the Metropolitan Chicago Synod Council, and on their behalf, I move to adopt the 2024 Metropolitan Chicago Synod budget as presented.**

Bishop Curry asked for any discussion which had not previously been addressed at the pre-event budget hearing. Seeing none, Bishop Curry asked the assembly to vote on the budget using blue cards. The assembly adopted the budget, and Bishop Curry thanked Treasurer NewberryWhite for her ministry and service to the synod.

## Amendments to the Metropolitan Chicago Synod

### Constitution

Bishop Curry then invited Secretary Clausen to present the recommended amendments to the Metropolitan Chicago Synod Constitution. Secretary Clausen explained that the 2022 Synod Assembly voted to amend the Metropolitan Chicago governing documents. These were ratified by the Churchwide Council in November 2022. However, during this review the Office of the Secretary noted 2 bylaws that need to be addressed that are now out of alignment with other provisions of the constitution. Both bylaws currently have age ranges that are out of alignment with the superseding required provision †S6.04.01. The amendments bring the age ranges of youth and young adult members into alignment. The new bylaws will read: **S10.01.02.** Youth member. ... shall be at least 16 years of age when the youth's term begins and not more than 19 years of age when the term ends... And **S10.01.03.** Young adult member. ... shall be at least 18 years of age when the young adult's term begins and not more than 31 years of age when the term ends, ...

Since the Metropolitan Chicago Synod Council has reviewed these amendments and voted to present them for adoption by this synod assembly, they do not require a second. Bylaw amendments require a 2/3 majority to pass. Following a recommendation by the secretary that the assembly vote on both bylaws concurrently, and hearing no objection from the assembly, Bishop Curry asked the assembly to vote with blue cards. Secretary Clausen presented the following motion:

Following this introduction, Secretary Clausen presented the motion to the assembly:  
**On behalf of the Metropolitan Chicago Synod Council, I move to adopt the bylaw amendments of S10.01.02 and S10.01.03 as presented, amending the age ranges in each to read: S10.01.02. Youth member. [...] shall be at least 16 years of age when the youth's term begins and not more than 19 years of age when the term ends[...] And S10.01.03. Young adult member. [...] shall be at least 18 years of age when the young adult's term begins and not more than 31 years of age when the term ends, [...]**

There was no discussion, and the assembly voted to bylaw amendments as presented.

Secretary Clausen thanked Bishop Curry and the assembly and indicated that she will report these amendments to the Churchwide Office of the Secretary. These amendments will take effect following ratification by the churchwide council. Secretary Clausen continued with the secretary's report.

## **Resolutions**

At 3:43PM, Bishop Curry thanked Secretary Clausen for her report, and then introduced the one resolution that had been submitted for consideration by the assembly:

***Whereas, the voting members of the 2023 Assembly of the Metropolitan Chicago Synod of the Evangelical Lutheran Church in America offer thanks and prayerful support to our bishop, our officers, our synod council, our synod staff, and our deans for their faithful service and loving support in our life together and,***

***Whereas, we offer thanks and prayers for everyone who helped Assembly participants gather this day to tend to the business of the synod and the brader church and,***

***Whereas, we give thanks for our Churchwide Representative, Rev. Louise Johnson, ELCA Executive for Administration and Annette Shoemaker, Interim CEO and President of the ELCA Foundation for their presence among us; and,***

***Whereas, we give thanks for our worship leaders, volunteers, and musicians, and***

***Whereas, we give thanks for the representatives of the many partners in ministry who are at this assembly and,***



***Whereas, we give thanks for all those who offered their service to this synod through the election process, to those who were elected and to those who continued to serve and,***

***Whereas, we offer thanks to those who made this assembly possible in various ways, for our parliamentarian, Ms. Joan Bundley, the Credentials Committee: Mr. Paul Dayton, the Worship Committee: Pastor Christina Garrett-Klein, the Minutes Committee: Pastor Erin Clausen, the Nominations & Elections Committee: Pastor David Walters, the Sergeants at Arms: Pastor Paul Pfeffer, and the Reference and Committee on Reference and Counsel: Deacon Heather Feltman, and***

***Whereas, we offer thanks for our workshop leaders: Carla Thompson-Powell, Wyvetta Bullock, Kathy Nolte, Kyle Severson, Sunitha Mortha, Maria Rojas-Banda, Tom Anderson and Louise Johnson, and***

***Whereas, we offer thanks for our language interpreters: Patti Oberbeck and Pattie Shore Kaden, as our ASL interpreters, and to Maggie Del Toro, our Spanish language interpreter and,***

***Whereas, we acknowledge the hard work and give thanks for the faithful service of this year's Synod Assembly Managers: Ami Frick and Pastor JOAnn Post and,***

***Whereas, we offer thanks to the Q Center staff and technical crew, and those who have prepared our meals and served them and,***

***Whereas, that above all we give thanks to God for God's continued presence among us and our world,***

***Therefore, be it resolved that we thank the 2023 Assembly planners by asking all those who have served this assembly as workers of any and every kind to stand now as we express our gratitude with applause.***

Having been moved and seconded, the assembly adopted this resolution with a round of applause.

### **Report of the Vice President**

As no other resolutions had been received for consideration at this year's assembly, at 3:47PM, Bishop Curry invited Vice President Henderson to provide the report of the Vice President to the assembly.

**Closing of Synod Assembly**

Following the Report of the Vice President, Bishop Curry led the assembly in a litany for the Closing of Synod Assembly. Bishop Curry declared the assembly closed at 3:56PM.



**JUNE 1, 2023 THROUGH APRIL 1, 2024**

## **Pastor Glenn Bergmark**

Pastor Glenn Bergmark, 88, of Lemont, died March 13. His funeral was March 21 at Bethany Lutheran Church in Lemont. Visitation was at Markiewicz Funeral Home, P.C., and one hour prior at the church. The committal service followed at Bethany Lutheran Church Cemetery. The funeral service was streamed live via Zoom at [www.bethanylemont.org](http://www.bethanylemont.org).

He is survived by his wife, MariLynn (Gilchrist) Bergmark, children Ann Walker, Kristen (Joseph) Falese and David Bergmark; five grandchildren and eight great-grandchildren, and sister Yvonne (Edward) Borkhuis.

Pastor Bergmark was born and reared in Chicago, but spent the majority of his life in Lemont. He was ordained in 1961 and served Bethany in Lemont for 40 years. He was often referred to as Lemont's "go-to guy for getting things done in the community."

He co-founded and served as president of the Lemont Clergy Association; he stepped up to help the community when a tornado hit Lemont in 1976. He was a founding member and chairman of the Lemont Environmental Advisory Commission, and active in the Lions Club, Parent Teacher Association and served on the board of PLOWS council on aging (now Pathlights). He served the Lemont Fire Protection District for 56 years as a firefighter, chaplain, commissioner and trustee. With another pastor, he established the Lemont Open Food Pantry in 1975, which continues to this day.

His hobbies and interests included traveling and camping with his family, photography, directing choirs and playing piano, studying and reading, and golfing. He was a passionate viewer of all Chicago sports teams.

In lieu of flowers, memorials and donations may be sent to the Open Pantry at Bethany Lutheran Church in Lemont or to Pathlights of Palos Heights.

### **Deacon Sandra (Sandy) Maxine Wackenhuth**

Deacon Sandra (Sandy) Maxine Wackenhuth, 75, died May 16. Her funeral was May 20 at Savior Divine Lutheran Church in Palos Hills, Ill.

She was born May 23, 1947, in Milwaukee. She earned a bachelor of arts degree from Concordia Teachers College (now University), where she met Paul Wackenhuth, who she married in 1969. She is survived by him, their three children, Andrea (Scott) Morenz, Tim Wackenhuth and Laura (Joel) Nicklin, and 10 grandchildren.

Deacon Wackenhuth was passionate about Lutheran education. She was a dedicated teacher and principal at Ashburn Lutheran School, Chicago. She served as a Sunday school teacher and later president of the congregation at Savior Divine. She worked for many years at The Classmate educational supply store and as education coordinator at the Chicagoland Lutheran Educational Foundation (CLEF).

She loved playing games, reading, movies, miniature golf, traveling with her husband, and watching birds outside the picture window.

Full obituary:

<https://www.schmaedekefuneralhome.com/obituaries/Sandra-M-Wackenhuth?obld=27945678#/obituaryInfo>

### **Pastor Kenneth L. Schroeder**

Kenneth L. Schroeder, 87, a retired pastor of the Metropolitan Chicago Synod, died Oct. 20 due to complications from a fall. His funeral was Oct. 28 at Epiphany Evangelical Lutheran Church in Elmhurst. Visitation was at Brust Funeral Home in Lombard and one hour at church prior to the service.

Pastor Schroeder grew up on a farm near Garnavillo, Iowa, and graduated from Wartburg College and Chicago Lutheran Seminary (Maywood). He served Peace Lutheran Church in Steeleville, Ill., for 11 years and Holy Trinity Lutheran Church in Lombard for 25 years. Upon retirement, he joined Epiphany in Elmhurst, where for 24 years he was “a wise counselor and support to Epiphany’s pastors.” He occasionally preached and provided pastoral care, but his real love was getting his hands dirty with service projects, including helping build the Epiphany House at Father’s Divine Love Ministries in Jinja, Uganda.

He was married to his childhood sweetheart, Audrey, for 45 years until her death in 2003. He is survived by their children Reid (Chelsea) of Bettendorf, Iowa, and Petra (Dan) of Denver, Colo., and five grandchildren. His globetrotting led him to meet and marry Nion Parmuljako, a Thai national. He spent several months a year in Thailand on a small farm in the foothills of the Petchabun Mountains and in Lombard.

Pastor Schroeder was a seeker and adventurer, and always had a carry-on bag ready with essentials for travel. He visited all seven continents, more than 70 countries and nearly every state. He volunteered with both Habitat for Humanity and Heifer International, to which memorials may be directed.

### **Pastor Robert “Bob” Henry Braband Jr.**

Pastor Robert “Bob” Henry Braband Jr., 73, of Lombard died Dec 10. His funeral was Dec. 16 at Holy Trinity Lutheran Church in Lombard, with visitation prior to the service.

Pastor Braband is survived by his wife, Donna Rae Yankunas and children Amanda Louise (Patrick) McCartney, Jeremy David (Gin) Braband and Rachel Elizabeth (Cameron) Douthitt, three grandchildren, a brother and sister. He was preceded in death by his son Adam Michael Braband.

He was ordained in 1972 and began his ministry in Pennsylvania, where he served Luther Memorial Church in Erie, St. Mark's Lutheran Church in Springdale, Holy Trinity Lutheran Church in Hermitage, and St. Paul's Lutheran Church in Corry. After moving to Illinois, he served Martha and Mary Lutheran Church in Mount Prospect and Holy Trinity Lutheran Church in Lombard. In retirement, Pastor Braband was interim pastor of Our Savior Lutheran Church in Aurora and contemporary service music director of Hope Lutheran Church in Long Grove, IL.

Throughout his ministry, Pastor Braband enjoyed working with youth and served on multiple Metropolitan Chicago Synod youth committees. He wrote music and played

guitar and keyboard. His published song, “God's Got Your Back,” became a staple of Leadership Lab (youth ministry training). He performed with numerous rock bands, most recently with a Bob Dylan tribute band that performed in downtown Chicago. Other passions were model trains, woodworking, astronomy, gardening and reading (anything related to science and history, particularly the American Civil War).

For a full obituary:

<https://www.brustfuneralhome.com/obituaries/Rev-Robert-Bob-Henry-Braband-Jr?obId=30099282>

### **Professor James A. Scherer**

James A. Scherer, 97, Lutheran missionary, church historian and specialist in Christian missions, who over several decades made notable contributions to the academic study of missiology, died Dec. 20 in North Riverside, Ill.

His memorial service was Dec. 30 at Grace Lutheran Church, 7300 Division St., River Forest, Ill.

Scherer, a graduate of Yale University, was chosen by the Yale-in-China Association as a “Yale Bachelor,” the title given to short-term English teachers sent to teach at the Yali Middle School in Changsha, Hunan.

While in China, Scherer met Frances E. Schlosser, Yale-in-China nurse serving as Dean of the Xiang-Ya Nursing School. The two married and together completed their service in China. They returned to the United States in 1949.

Scherer received his master of divinity degree from Union Theological Seminary in New York City, studying under such luminaries as Reinhold Niebuhr and Paul Tillich, and spent one year at the Chicago Lutheran Theological Seminary in Maywood, Ill., interning at Trinity English Lutheran Church in Fort Wayne, Ind.

From 1952-1956 the couple served as missionaries in Tokyo, Japan, before returning to Chicago where Scherer served as dean of the newly created Lutheran School of Missions on the Maywood campus of the Lutheran School of Theology at Chicago (LSTC), a position which he held for 11 years. He received his ThD from Union Theological Seminary. From 1969 until retirement in 1992 he was on the faculty of LSTC. As Professor of World Mission and Church History at LSTC, Scherer developed expertise in such related fields as ecumenism and world religions and was a frequent participant in ecumenical missionary conferences.

From 1977-84 he was chair of the international Commission on Church Cooperation of the Lutheran World Federation, based in Geneva, Switzerland. Scherer served on several U.S. Lutheran mission boards and on ecumenical committees for missionary training.

Scherer's reputation as a missiologist grew through his participation over more than four decades in professional organizations such as the Association of Professors of Missions, the American Society of Missiology, and the International Association for Mission Studies. He was part of an editorial team which produced *Missiology*, a professional quarterly, and was chief editor of the publication series of the American Society of Missiology.

He is survived by his second wife, Liene Sorenson; one son and one daughter; five grandchildren and six great grandchildren. His first wife, Frances, and two brothers preceded him in death.

In lieu of flowers, the family requests donations to the Lutheran School of Theology at Chicago, 5416 S. Cornell Ave (4th FL), Chicago, IL 60615, <https://lstc.edu/giving/make-a-gift/>.

Full obituary: [www.glhillsfuneralhome.com](http://www.glhillsfuneralhome.com).

### **Pastor Rayford John Grady**

The Rev. Rayford John Grady, 69, died Dec. 29. His funeral was Jan. 13 at Lutheran Church of the Holy Spirit, 1335 W. 115th St. in Chicago. Visitation was Jan. 12 at the church, with a wake prior to the service.

Before his retirement in November 2021, Pastor Grady served Lutheran Church of the Holy Spirit 23 years. He was also associate pastor at Emmanuel Lutheran Church in Rockford from 1995 to 1996 and a graduate of Wartburg Theological Seminary in 1994. Among his survivors is his wife, Faye.

### **Pastor Paul Johns**

Pastor Paul Johns died April 12 in Oakland, Calif. He was founding pastor of Shepherd of the Hill, Lockport, Ill., where he served from 1965 to 1981. A memorial service at Shepherd of the Hill, Lockport, is scheduled for Saturday, July 20 (noon), with visitation beginning at 11.

# CHANGES in the SYNOD ROSTER and CONGREGATIONS

## Additions to the Clergy Roster by Ordination

Rev. Llewellyn Dixon  
Rev. Christopher Drummond  
Rev. Eddie Fuentes  
Rev. Nathan Houstin  
Rev. Sharai Jacob  
Rev. Kelsey Johnson  
Rev. Terence Kilens  
Rev. Anne McCall  
Rev. Sean Ramsey  
Rev. Dafne del Risco-Nolla  
Dcn. Jason Schultz  
Dcn. Sarah Swagler  
Rev. Jason Williams

## Additions to the Roster by Rite of Reinstatement

n/a

## Additions to the Clergy Roster by Rite of Reception

n/a

## Closed Congregations

**St. James Lutheran Church**, Western Springs  
**St. Matthew Lutheran Church**, Itasca  
**St. Luke Lutheran Church**, Elmhurst  
**First Lutheran Church of the Trinity**, Chicago

## Resignations

n/a

## Removed From the Roster

Pongtep “Golf” Chutimapongrat, Sr. 12/01/23



## Removed From the Roster by Death

**Pastor Glenn Bergmark** 03/13/24  
**Deacon Sandra Maxine Wackenhuth** 5/16/23  
**Pastor Kenneth L. Schroeder** 10/20/23  
**Pastor Robert Henry Braband Jr.** 12/16/23  
**Professor James A. Scherer** 12/20/23  
**Pastor Rayford John Grady** 01/13/23

## Retirements

**Mary Appelt-Graves** 7/1/2023  
  
**Dale Ziemer** 9/1/2023  
  
**David Kylo** 11/1/2023  
  
**Lester White** 10/1/2023  
  
**Melody Beckman Eastman** 1/1/2024  
  
**Joanne Fitzgerald** 1/5/2024

## Transfers In

**Rev. David Bruner**  
Southeastern Pennsylvania  
  
**Rev. Anne Christiansen**  
Central/Southern Illinois  
  
**Rev. Elisabeth Himmelman**  
Nebraska  
  
**Rev. Dan McKnight**  
Central States  
  
**Rev. Kelly Nieman-Anderson**  
Greater Milwaukee  
  
**Rev. Julie Peterson**  
Southeastern Pennsylvania  
  
**Rev. Samantha Nichols**  
Nebraska Synod

**Rev. Vernon Victorson**  
Grand Canyon

## Transfers Out

**Rev. David Beese**  
North West Lower Michigan

**Rev. Timothy Brown**  
Grand Canyon

**Rev. Joshua Buzbee**  
LaCrosse

**Rev. Josh Ebener**  
Northern Illinois

**Rev. Tom Gaulke**  
Greater Milwaukee

**Rev. Lisa Watson-Hill**  
New England

**Rev. Jose Rodriguez Paez**  
Northern Texas-Northern Louisiana

**Rev. Dawn Roucka**  
Northern Illinois

**Rev. Dana Schroeder**  
NEPA

**Rev. Lynette Schroeder**  
NEPA

**Rev. Harry Therwanger**  
Metro DC

**Rev. Christine Webb**  
Southwest California

**Rev. Donald Wink**  
Northern Illinois

# Treasurer's Report

**YVETTE M. NEWBERRYWHITE**

*"Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received. ...Whoever serves must do so with the strength that God supplies, so that God may be glorified in all things through Jesus Christ."*

— 1 Peter 4:10, 11b



*Good faithful stewardship of the resources God blesses us with facilitates raising and equipping professional and congregation leaders, supporting and strengthening congregations, and aiding communities and ministries...*

For the fiscal year ended January 31, 2024, the synod received congregational benevolence in the amount of \$2,382,748 equaling 82% of the anticipated budgeted amount, slightly below the prior year. We are thankful for your GoodSTEWardship and our partnership together -- congregations, individuals, and our partners – witnessing and working in this great synod. Total revenue and other support were \$3,934,506.

The Synod Council this year distributed \$1,394,271 – 59% of unrestricted congregational benevolence received -- to program ministry support of our partner institutions. 9 percent of this sum went to organizations and agencies in budgeted grants. The remainder of partner institutional support represents our tithe of 50 percent of received benevolence to the ministry of the larger church in the amount of \$1,191,374 to the churchwide organization. This is shown in the supplemental schedules of the annual report. All designated funds received are forwarded to the designee in a timely fashion. The program and administrative operating expenses of the synod were \$2,115,832.

During the past several years, ownership interest in real estate properties reverted to the synod through congregational dissolution. The synod has recorded the value of these properties based on real estate appraised values, sale prices or current offer prices. The accumulated value of some of these properties were set aside in the Fund for Mission, which, along with contributions from individuals and our congregations, totaled nearly \$11.5 million by fiscal year end. These funds are invested in the ELCA Endowment Fund and Thrivent Investment Management with earnings available for future mission development.

Included in the audited financial statements for the past year is a gain on investments of approximately \$449,084. This is due solely to the accounting standard requiring that we record the fund investments at market value and show the unrealized gains & losses in the income statement. We have NOT sold these investments and the market values fluctuate daily.

For the 2025-year budget, presented for approval at this assembly, the partnership sharing to churchwide remains at 50% of unrestricted benevolence received. This support, along with our ministry through synod partners, totals 59% of the budget.

Good faithful stewardship of the resources God blesses us with facilitates raising and equipping professional and congregation leaders, supporting and strengthening congregations, and aiding communities and ministries locally and internationally. This is all made possible through the gifts you share with the synod, and we give thanks for each and every one of you.

Metropolitan Chicago Synod let's continue to make Good STEW together!

*Yvette Newberry White*

Synod Treasurer, Metropolitan Chicago Synod, ELCA

# Proposed Operating Budget

FOR FISCAL YEAR 2025: 2/1/25 - 1/31/26

## REVENUE

	<u>2025 Proposed</u>	<u>2024 Budget</u>	<u>2023 Actuals</u>
Congregational Benevolence	2,400,000	2,800,000	2,382,748
Interest and Dividends	35,000	70,000	192,322
<b>Total Operating Revenue</b>	<b>2,435,000</b>	<b>2,870,000</b>	<b>2,575,070</b>
Authorized Management Fees	470,000	215,883	173,076
<b>Total Revenue</b>	<b>\$2,905,000</b>	<b>\$3,085,883</b>	<b>\$2,748,146</b>

## EXPENSE

Mission Support to ELCA		1,200,000	1,400,000	1,191,375
Partner Ministries		217,274	251,290	202,898
Campus Ministry	3.00%	72,000		
Lutheran School of Theology	1.50%	36,000		
Wartburg Seminary	1.25%	30,000		
Lutheran Social Services	1.50%	36,000		
Lutheran Outdoor Ministries	0.50%	12,000		
Lutheran Volunteer Corps	0.25%	6,000		
Bethel New Life	0.25%	6,000		
Refugee One	0.25%	6,000		
Companion Synod	0.25%	6,000		
Region 5 Assessment		4,496		
Region 5 Outdoor Camps		825		
Illinois Conference of Churches		1,953		
Global Mission		4,475	4,475	
Justice Team		600	600	
Outreach		1,200	1,200	500
Worship		6,000	4,000	6,654
Metro Chicago Youth		11,000	11,000	0

**EXPENSE** (CONTINUED)

	<u>2025 Proposed</u>	<u>2024 Budget</u>	<u>2023 Actuals</u>
Candidacy	24,000	24,000	24,045
Education & Support	24,000	24,000	2,000
Deaf Ministry	9,400	9,400	5,800
Diakonia Ministry	1,200	1,200	0
Ecumenical Relations	2,500	2,500	600
Synod Communication	2,500	2,500	979
African Descent Team	10,000	10,000	2,978
Latinx Team	10,000	10,000	425
Anti-Racism Team	15,000	15,000	0
Synod Personnel	1,105,145	1,060,198	1,096,942
Occupancy	33,750	32,750	28,273
Office Operations	92,500	89,900	86,524
Insurance, Audit, & Legal	80,956	78,500	75,180
Staff Expenses	30,000	29,100	24,044
Synod Council	8,500	8,500	3,321
Synod Assembly	15,000	15,000	0
<b>Total Operating Expenses</b>	<b>2,905,000</b>	<b>3,085,113</b>	<b>2,752,538</b>
<b>Surplus (Deficit)</b>	<b>\$0</b>	<b>\$770</b>	<b>-\$4,392</b>

# 2025 Proposed Budget Notes

- Mission Support from congregations reduced to a more realistic \$2.4mil, the actual figure from 2023.
- Interest and Dividends reflecting only liquid accounts at MIF.
- Authorized Management Fees increased to 4.0% of the non-liquid investment balances. This will support revenue and is approximately equal to the anticipated interest and dividends on the investments.
- Partner Ministries reflect the reduced Mission Support revenue budget.
- Expenses reflect a 3.5% estimated increase in the salary pool, equal to the annual Consumer Price Index for the 12 months ended March 2024.
- Some operating expense items were increased approximately 3.0% for inflation, or to meet 2023 actual expenses as allowed by the budgeted revenue.





Certified Public Accountants  
4320 WINFIELD ROAD, SUITE 450  
WARRENVILLE, IL 60555  
630 665 4440  
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## INDEPENDENT AUDITOR'S REPORT

To the Synod Council  
Metropolitan Chicago Synod of the  
Evangelical Lutheran Church in America:

### *Opinion*

We have audited the accompanying financial statements of Metropolitan Chicago Synod of the Evangelical Lutheran Church in America, which comprise the statements of financial position as of January 31, 2024 and 2023, and the related statements of activities, cash flows and functional expenses for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Metropolitan Chicago Synod of the Evangelical Lutheran Church in America as of January 31, 2024 and 2023, and its changes in net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

### *Basis for Opinion*

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Metropolitan Chicago Synod of the Evangelical Lutheran Church in America and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### *Responsibilities of Management for the Financial Statements*

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in aggregate, which raise substantial doubt about Metropolitan Chicago Synod of the Evangelical Lutheran Church in America's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.



Independent Accountant's Report  
To the Synod Council  
Metropolitan Chicago Synod of the  
Evangelical Lutheran Church in America  
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***Auditor's Responsibilities for the Audit of the Financial Statements***

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risk of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Metropolitan Chicago Synod of the Evangelical Lutheran Church in America's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, there are conditions or events, considered in the aggregate, which raise substantial doubt about Metropolitan Chicago Synod of the Evangelical Lutheran Church in America's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Independent Accountant's Report  
To the Synod Council  
Metropolitan Chicago Synod of the  
Evangelical Lutheran Church in America  
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***Supplementary Information***

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. Schedules 1 through 3 are presented for purposes of additional analysis and are not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

*Dugan + Lopatka*

DUGAN & LOPATKA

Warrenville, Illinois  
May 3, 2024

# Statement of Financial Position

JANUARY 31, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
<u>ASSETS</u>		
CURRENT ASSETS:		
Cash and cash equivalents	\$ 457,548	\$ 337,424
Cash held for others	274,015	327,487
Investments	1,437,506	1,652,819
Property held for sale	4,417,777	2,759,345
Notes receivable - current	5,553	8,372
Deposits and prepaid expenses	<u>20,052</u>	<u>20,200</u>
Total current assets	<u>6,612,451</u>	<u>5,105,647</u>
LONG-TERM ASSETS:		
Notes receivable	24,984	45,867
Investments	11,473,758	10,605,548
Property and equipment, net	<u>2,085,767</u>	<u>1,618,623</u>
Total long-term assets	<u>13,584,509</u>	<u>12,270,038</u>
OTHER ASSETS:		
Right of use assets	<u>23,974</u>	<u>-</u>
Total other assets	<u>23,974</u>	<u>-</u>
Total assets	<u>\$ 20,220,934</u>	<u>\$ 17,375,685</u>

The accompanying notes are an integral part of this statement.

# Statement of Financial Position

JANUARY 31, 2024 AND 2023 / EXHIBIT 1

	<u>2024</u>	<u>2023</u>
<u>LIABILITIES</u>		
CURRENT LIABILITIES:		
Accounts payable and accrued expenses	\$ 66,826	\$ 12,288
Beneficiary grants payable	290,427	174,767
Custodial and transmittal funds	274,015	327,487
Operating lease liability, current maturities	4,716	-
Total current liabilities	<u>635,984</u>	<u>514,542</u>
LONG-TERM LIABILITIES:		
Operating lease liability, net of current maturities	<u>19,258</u>	<u>-</u>
Total long-term liabilities	<u>19,258</u>	<u>-</u>
<u>NET ASSETS</u>		
NET ASSETS WITHOUT DONOR RESTRICTIONS:		
Designated	11,111,999	10,794,149
Undesignated	6,637,707	3,831,670
NET ASSETS WITH DONOR RESTRICTIONS	<u>1,815,986</u>	<u>2,235,324</u>
Total net assets	<u>19,565,692</u>	<u>16,861,143</u>
Total liabilities and net assets	<u>\$ 20,220,934</u>	<u>\$ 17,375,685</u>
The accompanying notes are an integral part of this statement.		

# Statement Activities

JANUARY 31, 2024 AND 2023 / EXHIBIT 2

EXHIBIT 2

METROPOLITAN CHICAGO SYNOD OF THE  
EVANGELICAL LUTHERAN CHURCH IN AMERICA  
STATEMENT OF ACTIVITIES  
FOR THE YEARS ENDED JANUARY 31, 2024 AND 2023

	2024			2023		
	Without Donor Restrictions	With Donor Restrictions	Total	Without Donor Restrictions	With Donor Restrictions	Total
<b>REVENUES, GAINS AND OTHER SUPPORT:</b>						
Benevolences from member congregations	\$ 2,382,748	\$ -	\$ 2,382,748	\$ 2,527,382	\$ -	\$ 2,527,382
Contributions	353,021	743,771	1,096,792	103,893	393,587	497,480
Contributed property	3,890,000	-	3,890,000	1,885,000	-	1,885,000
Interest and dividends	453,758	-	453,758	421,128	-	421,128
Other	1,208	-	1,208	1,538	-	1,538
Net assets released from restrictions	1,163,109	(1,163,109)	-	258,027	(258,027)	-
	8,243,844	(419,338)	7,824,506	5,196,968	135,560	5,332,528
(Loss) on sale of property	(508,579)	-	(508,579)	-	-	-
Impairment (loss) to property held for sale	(90,000)	-	(90,000)	-	-	-
Unrealized gain (loss) on investments	449,084	-	449,084	(1,046,073)	-	(1,046,073)
Total revenues, gains and other support	8,094,349	(419,338)	7,675,011	4,150,895	135,560	4,286,455
<b>EXPENSES:</b>						
Program	4,047,903	-	4,047,903	2,925,204	-	2,925,204
Management and general	922,559	-	922,559	678,104	-	678,104
Total expenses	4,970,462	-	4,970,462	3,603,308	-	3,603,308
Change in net assets	3,123,887	(419,338)	2,704,549	547,587	135,560	683,147
NET ASSETS, Beginning of year	14,625,819	2,235,324	16,861,143	14,078,232	2,099,764	16,177,996
NET ASSETS, End of year	\$ 17,749,706	\$ 1,815,986	\$ 19,565,692	\$ 14,625,819	\$ 2,235,324	\$ 16,861,143

The accompanying notes are an integral part of this statement.

# Statement of Cash Flows

JANUARY 31, 2024 AND 2023 / EXHIBIT 3

	2024	2023
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Benevolences, grants and contributions received	\$ 3,479,540	\$ 3,044,873
Investment income received	453,758	421,128
Grants paid	(2,738,970)	(2,239,966)
Cash paid to vendors and employees	(2,030,554)	(1,457,500)
Net cash (used in) operating activities	<u>(836,226)</u>	<u>(231,465)</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Purchase of property and equipment	-	(13,926)
Purchases of property held for sale	(30,391)	(44,345)
Proceeds from sale of property held for sale	1,113,380	-
Proceeds from sale of investments	250,000	650,000
Purchases of investments	(453,813)	(421,129)
Receipts from notes receivable	23,702	68,672
Issuance of notes receivable	-	(21,853)
Net cash provided by investing activities	<u>902,878</u>	<u>217,419</u>
<b>NET CHANGE IN CASH AND CASH EQUIVALENTS</b>	<b>66,652</b>	<b>(14,046)</b>
<b>CASH AND CASH EQUIVALENTS, Beginning of year</b>	<b>664,911</b>	<b>678,957</b>
<b>CASH AND CASH EQUIVALENTS, End of year</b>	<b><u>\$ 731,563</u></b>	<b><u>\$ 664,911</u></b>
<b>RECONCILIATION OF CHANGE IN NET ASSETS TO NET CASH PROVIDED BY OPERATING ACTIVITIES:</b>		
Change in net assets	\$ 2,704,549	\$ 683,147
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation	82,856	67,802
Loss on sale of property held for sale	508,579	-
Donated property	(3,890,000)	(1,885,000)
Impairment loss on property held for sale	90,000	-
Unrealized (gain) loss on investments	(449,084)	1,046,073
Non-cash portion of lease expense	786	-
Decrease in assets -		
Benevolence receivable	-	12,064
Other receivables	-	6,409
Deposits and prepaid expenses	148	-
Increase (decrease) in liabilities -		
Accounts payable and accrued expenses	54,538	11,346
Custodial and transmittal funds	(53,472)	16,742
Lease liability	(786)	-
Beneficiary grants payable	115,660	(190,048)
Net cash (used in) operating activities	<u>\$ (836,226)</u>	<u>\$ (231,465)</u>
<b>CASH AND CASH EQUIVALENTS</b>		
Cash and cash equivalents - unrestricted	\$ 457,548	\$ 337,424
- held for others	274,015	327,487
Total cash and cash equivalents	<u>\$ 731,563</u>	<u>\$ 664,911</u>
<b>SUPPLEMENTAL CASH FLOW INFORMATION</b>		
Right of use assets acquired through lease liabilities	<u>\$ 24,760</u>	<u>\$ -</u>

The accompanying notes are an integral part of this statement.

# Statement of Functional Expenses

JANUARY 31, 2024 AND 2023 / EXHIBIT 4

EXHIBIT 4

METROPOLITAN CHICAGO SYNOD OF THE  
EVANGELICAL LUTHERAN CHURCH IN AMERICA  
STATEMENT OF FUNCTIONAL EXPENSES  
FOR THE YEARS ENDED JANUARY 31, 2024 AND 2023

	2024			2023		
	Program	Management and General	Total Expenses	Program	Management and General	Total Expenses
Salaries and housing allowances	\$ 333,372	\$ 315,211	\$ 648,583	\$ 357,125	\$ 316,696	\$ 673,821
Employee benefits and payroll taxes	293,054	277,089	570,143	219,507	194,657	414,164
Staff development	28,089	26,558	54,647	22,319	19,793	42,112
Grants	2,854,630	-	2,854,630	2,049,918	-	2,049,918
Meetings and conferences	58,297	-	58,297	26,493	-	26,493
Repairs and maintenance	88,609	83,782	172,391	15,578	12,040	27,618
Technology	23,656	22,367	46,023	18,499	16,405	34,904
Scholarships	74,561	-	74,561	66,217	-	66,217
Depreciation expense	42,588	40,268	82,856	35,935	31,867	67,802
Insurance	20,766	19,635	40,401	14,922	13,233	28,155
Professional fees	95,556	90,350	185,906	40,691	36,085	76,776
Utilities	33,788	31,948	65,736	28,770	25,513	54,283
Telephone	2,738	2,588	5,326	3,054	2,709	5,763
Printing and postage	5,816	5,499	11,315	6,671	5,916	12,587
Supplies	5,824	5,506	11,330	3,597	3,190	6,787
Youth events	84,700	-	84,700	14,345	-	14,345
Miscellaneous	1,859	1,758	3,617	-	-	-
Workshops	-	-	-	1,563	-	1,563
	\$ 4,047,903	\$ 922,559	\$ 4,970,462	\$ 2,925,204	\$ 678,104	\$ 3,603,308

The accompanying notes are an integral part of this statement.

METROPOLITAN CHICAGO SYNOD OF THE  
EVANGELICAL LUTHERAN CHURCH IN AMERICA  
NOTES TO FINANCIAL STATEMENTS  
JANUARY 31, 2024 AND 2023

(1) NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

This summary of significant accounting policies of Metropolitan Chicago Synod (the “Synod”) is presented to assist in understanding the Synod’s financial statements. The financial statements and notes are representations of the Synod’s management who is responsible for their integrity and objectivity. These accounting policies conform to accounting principles generally accepted in the United States of America and have been consistently applied in the preparation of the financial statements.

The financial statements were available to be issued on May 3, 2024, with subsequent events being evaluated through this date.

Nature of Activities -

The Synod was established by the Evangelical Lutheran Church in America (“ELCA”). The Synod is responsible for oversight of the life and mission of the ELCA in the assigned territory of metropolitan Chicago (the counties of Cook, DuPage, Kane, and Lake) in the State of Illinois. The Synod is supported primarily through congregational donor benevolences. The Synod makes significant grants to ELCA.

Financial Statement Presentation -

The financial statements of the Synod have been prepared in accordance with U.S. Generally Accepted Accounting Principles (GAAP). Under GAAP, the Synod is required to report information regarding its financial position and activities according to two classes of net assets: without donor restrictions and with donor restrictions.

*Without donor restrictions* - Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the Synod.

*With donor restrictions* - Net assets subject to stipulations imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Synod or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated that the funds be maintained in perpetuity.

Use of Estimates -

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Cash and Cash Equivalents -

For purposes of the statement of cash flows, the Synod considers all highly liquid debt instruments purchased with an initial maturity of three months or less to be cash equivalents. Cash and cash equivalents exclude cash held in investment funds.



(1) NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:  
(Continued)

Credit Risk -

Financial instruments which potentially subject the Synod to concentrations of credit risk consist principally of cash. The Synod places its cash and deposits with high credit quality financial institutions; however, deposits may exceed the federally insured limits.

Investments -

The Synod invests in the ELCA Endowment Fund Pooled Trust, ELCA Mission Plus Fund and mutual funds from Thrivent Investment Management. These investments consist of various marketable securities, corporate bonds, and U.S. government securities. Investment securities, in general, are exposed to various risks, such as interest rate, credit and overall market volatility. Due to the level of market risk associated with certain investment securities, it is possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the statement of financial position. Investments in marketable securities are carried at fair value determined based on quoted market prices for those investments. Donated investments are recorded at fair value when received.

Property and Equipment -

Property and equipment are stated at cost or market value at the donation date. Acquisitions of property and equipment with a useful life greater than one year are capitalized. Assets are depreciated or amortized over the estimated useful lives of the assets which range from 3 to 40 years, using the straight-line method. Generally, maintenance and repairs are expensed as incurred. When assets are retired or otherwise disposed of, the cost and related accumulated depreciation and amortization are removed from the accounts and the resulting gain or loss is included in the statement of activities. Impairment losses on property held for sale of \$90,000 and \$-0- have been recorded for the years ended January 31, 2024 and 2023, respectively.

The church properties are currently being used by the Synod and the ELCA Domestic Mission Unit to seed new churches in their particular areas. The properties are being used rent free. The properties are being depreciated on a straight-line basis over 40 years. The Synod has made conditional promises to give the properties to these new churches once they meet all the requirements to become organized congregations.

(1) NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:  
(Continued)

Donated Property and Equipment -

Donations of property and equipment are recorded as contributions at fair value at the date of donation. Such donations are reported as increases in net assets without donor restrictions unless the donor has restricted the donated asset to a specific purpose. Assets donated with explicit restrictions regarding their use and contributions of cash that must be used to acquire property and equipment are reported as restricted contributions. Absent donor stipulations regarding how long those donated assets must be maintained, the Synod reports expirations of donor restrictions when the donated or acquired assets are placed in service as instructed by the donor. The Synod reclassifies net assets with donor restrictions to net assets without donor restrictions. The Synod received \$3,890,000 and \$1,885,000 of donated property during the years ended January 31, 2024 and 2023, respectively. The some of the assets are used in program activities while others are held for sale, and once sold the proceeds are used in program activities.

Income Taxes -

The Synod is exempt from United States federal and state income taxes under the provision of Internal Revenue Code Section 501(c)(3). The Synod does not file income tax returns in either the U.S. federal jurisdiction or Illinois as the Synod meets the requirements to be exempt from filing returns unless they incur unrelated business income. The Synod does not expect a material net change in unrecognized tax benefits in the next twelve months.

Revenue Recognition -

The Synod recognizes contributions when cash, securities, or other assets; an unconditional promise to give; or a notification of a beneficial interest is received. Conditional promises to give – that is, those with a measurable performance or other barrier and a right of return – are not recognized until the conditions on which they depend have been met.

The Synod reports gifts of cash and other assets as restricted support if they are received with donor stipulations that limit the use of the assets, or if they are designated as support for future periods. When a donor restriction expires; that is, when a stipulated time restriction ends or purpose restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions. Donor-imposed contributions whose restrictions are met in the same reporting period are reported as net assets without donor restrictions.

Transmittal Funds -

The Synod receives funds designated for transmittal to various church-related organizations from member congregations and individuals. These funds are accumulated and periodically remitted to the designated organizations and are included as a current asset, cash held for others, and as a liability in the statement of financial position and not included in the statement of activities.

(1) NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:  
(Continued)

Custodial Funds -

Custodial funds consist of grants received from third parties to be used for a designated purpose and disbursed by the Synod. These funds are included as a current asset, cash held for others, and as a liability in the statement of financial position and are not included in the statement of activities.

Property Held for Sale -

Property held for sale consists of church buildings and land from congregations of the Synod which dissolved. Upon the dissolution of the congregations, the assets of the congregation reverted to the Synod which may hold or sell the property in accordance with its policies and procedures.

Leases -

The Synod determines if an arrangement is a lease or contains a lease at inception of the contract. The Synod's operating leases are presented in operating lease right-of-use assets, current portion of operating lease liabilities, and long-term portion of operating lease liabilities in the accompanying Statement of financial position as of January 31, 2024.

Operating lease right-of-use assets and lease liabilities are measured based on the present value of future lease payments over the lease term at each lease's commencement date. As most of the Synod's leases do not specify their implicit rate, the Synod has elected a practical expedient to use the nominal yield, at lease inception, applicable to U.S. Treasury instruments with a maturity of similar length of the lease term.

Operating lease right-of-use assets include all fixed contractual lease payments and initial direct costs incurred by the Synod, less any lease incentives the Synod receives from the lessor. The Synod has elected a practical expedient to account for lease and non-lease components together as a single lease component. The terms of the Synod's leases generally contain lease payments and reimbursements to the lessor of the Synod's proportionate share of common area maintenance (CAM), real estate taxes and other pass-through charges. Only the fixed lease components are included in the right-of-use assets and lease liabilities. Additionally, the Synod has elected not to apply these lease accounting policies to leases with a term of one year or less at the commencement date.

Operating lease expense for lease payments is recognized on a straight-line basis over the terms of each lease. Variable lease components include CAM, real estate taxes and other charges and are recorded as lease expense as incurred.

The Synod's leases can contain options granting the right to renew or extend the term of the lease for specified option periods. The decision as to whether the Synod will exercise the renewal options is generally at the Synod's sole discretion. The Synod includes lease extensions in the lease term when it is reasonably certain that the Synod will exercise the extension.

(1) NATURE OF ACTIVITIES AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:  
(Continued)

Functional Allocation of Expenses -

The financial statements report certain categories of expenses that are attributed to a program or supporting function. Therefore, expenses require allocation on a reasonable basis that is consistently applied. The expenses that are allocated include salaries and related expenses, depreciation, professional fees, and other expenses which are allocated on the basis of estimates of time and effort.

(2) TRANSMITTAL AND CUSTODIAL ACTIVITIES:

As discussed in Note 1, the Synod serves as a conduit for the transmittal of funds from member congregations and as a custodian for other organizations' funds. The transmittal and custodial activity for the year ended January 31, 2024 was as follows:

	Balance January 31, 2023	Receipts	Disbursements	Balance January 31, 2024
Transmittal funds -				
World Hunger	\$ 44,372	\$ 79,522	\$ 101,210	\$ 22,684
Companion Synod	-	-	461	(461)
Disaster Relief	2,418	22,061	22,261	2,218
LSSI and other MCS	209,150	246,167	282,470	172,847
ELCA Missionaries	1,710	14,265	13,025	2,950
SOLI Grant	8,000	5,595	5,595	8,000
Other miscellaneous ELCA	14,046	1,540	-	15,586
	<u>279,696</u>	<u>369,150</u>	<u>425,022</u>	<u>223,824</u>
Total transmittal funds				
Custodial funds -				
Let's Talk	\$ 4,309	\$ -	\$ -	\$ 4,309
Mission Partners	493	-	-	493
Augustana / Henze	15,589	-	-	15,589
Medill Ave RE Taxes	27,400	2,400	-	29,800
	<u>47,791</u>	<u>2,400</u>	<u>-</u>	<u>50,191</u>
Total custodial funds				
Total	<u>\$ 327,487</u>	<u>\$ 371,550</u>	<u>\$ 425,022</u>	<u>\$ 274,015</u>

(3) NOTES RECEIVABLE:

The Environmental Concerns Loan Fund is used to make non-interest-bearing loans to congregations for energy efficiency studies and related repair projects.

Notes receivable consisted of the following:

	<u>January 31,</u>	
	<u>2024</u>	<u>2023</u>
Environmental Concerns Loan Fund:		
Non-interest-bearing loans with monthly payments of \$55 to \$400 and paid in full in 2024.	\$ -	\$ 5,465
Orihuela, West Medill Ave, Chicago note:		
Promissory installments note, bearing interest at 6%, with monthly interest and principal payments of \$591 through July 31, 2026.	16,934	22,814
Reformation Church Chicago:		
Non-interest bearing loan.	-	2,357
Rejoice Geneva:		
Non-interest bearing loan. The loan was close and Church building sold in 2023.	-	10,000
First Luther – Fullerton:		
Non-interest bearing loan. Payment on the loan will be made once the Church building is sold.	11,853	11,853
Individual note:		
Non-interest-bearing loan with monthly payments of \$250 starting upon receiving full-time call.	<u>1,750</u>	<u>1,750</u>
	30,537	54,239
Less - Current portion	<u>(5,553)</u>	<u>(8,372)</u>
	<u>\$ 24,984</u>	<u>\$ 45,867</u>

(4) INVESTMENT:

The funds' market values are as follows:

	<u>January 31,</u>	
	<u>2024</u>	<u>2023</u>
Pooled investment account	\$ 8,000,571	\$ 7,374,789
Mutual funds	3,473,187	3,230,759
Money market	<u>1,437,506</u>	<u>1,652,819</u>
	<u>\$ 12,911,264</u>	<u>\$ 12,258,367</u>

(5) FAIR VALUE MEASUREMENTS:

The Accounting Standards Codification for Fair Value Measurements established a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurement) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under this codification are described as follows:

Level 1:

Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets.

Level 2:

Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from, or corroborated by, observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.

Level 3:

Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used on January 31, 2024 and 2023.

*Mutual Funds:* Valued at the daily closing price as reported by the fund. Shares in mutual funds held by the Synod are open-ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Synod are deemed to be actively traded.

(5) FAIR VALUE MEASUREMENTS: (Continued)

Level 3: (Continued)

Pooled Investment Account: Valued at an unquoted value of an investment pool as determined at a prorated portion of a larger investment group.

Money Market: Valued at cost as of the year end, which approximates market.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Synod believes their valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Synod's assets at fair value:

<u>Description</u>	<u>Assets at Fair Value as of January 31, 2024</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Investments -				
Equity funds -				
U.S. large cap	\$ 720,060	\$ -	\$ -	\$ 720,060
U.S. mid/small cap	436,103	-	-	436,103
International	243,805	-	-	243,805
	<u>1,399,968</u>	<u>-</u>	<u>-</u>	<u>1,399,968</u>
Fixed income funds -				
Balanced stocks and bonds	766,805	-	-	766,805
High yield bonds	197,596	-	-	197,596
Intermediate long-term bonds	768,300	-	-	768,300
Intermediate short-term bonds	340,518	-	-	340,518
	<u>2,073,219</u>	<u>-</u>	<u>-</u>	<u>2,037,219</u>
Total mutual funds	<u>3,473,187</u>	<u>-</u>	<u>-</u>	<u>3,473,187</u>
<u>Description</u>	<u>Assets at Fair Value as of January 31, 2024</u>			
<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>	
Pooled investment account	-	-	8,000,571	8,000,571
Money market funds	1,437,506	-	-	1,437,506
Total investments	<u>\$ 4,910,693</u>	<u>\$ -</u>	<u>\$ 8,000,571</u>	<u>\$ 12,911,264</u>

(5) FAIR VALUE MEASUREMENTS: (Continued)

Description	Assets at Fair Value as of January 31, 2023			
	Level 1	Level 2	Level 3	Total
Investments -				
Equity funds -				
U.S. large cap	\$ 606,745	\$ -	\$ -	\$ 606,745
U.S. mid/small cap	432,476	-	-	432,476
International	<u>225,121</u>	<u>-</u>	<u>-</u>	<u>225,121</u>
	<u>1,264,342</u>	<u>-</u>	<u>-</u>	<u>1,264,342</u>
Fixed income funds -				
Balanced stocks and bonds	720,687	-	-	720,687
High yield bonds	183,100	-	-	183,100
Intermediate long-term bonds	739,913	-	-	739,913
Intermediate short-term bonds	<u>322,717</u>	<u>-</u>	<u>-</u>	<u>322,717</u>
	<u>1,966,417</u>	<u>-</u>	<u>-</u>	<u>1,966,417</u>
Total mutual funds	<u>3,230,759</u>	<u>-</u>	<u>-</u>	<u>3,230,759</u>
Pooled investment account	<u>-</u>	<u>-</u>	<u>7,374,789</u>	<u>7,374,789</u>
Money market funds	<u>1,652,819</u>	<u>-</u>	<u>-</u>	<u>1,652,819</u>
Total investments	<u>\$ 4,883,578</u>	<u>\$ -</u>	<u>\$ 7,374,789</u>	<u>\$ 12,258,367</u>

Certain assets and liabilities are measured at fair value on a non-recurring basis, and, therefore, are not included in the preceding table.

Financial instruments classified as level 3 in the fair value hierarchy represent the Synod's investments in financial instruments in which the Synod has used one significant unobservable input in the valuation model. The following table presents a reconciliation of activity for the level 3 financial instruments for the years ended January 31, 2024 and 2023:

	2024	2023
Balance, beginning of year	\$ 7,374,789	\$ 7,816,237
Unrealized gain (loss) on investments	326,024	(730,332)
Investment income reinvested	<u>299,757</u>	<u>288,884</u>
Balance, end of year	<u>\$ 8,000,570</u>	<u>\$ 7,374,789</u>



(6) PROPERTY AND EQUIPMENT:

Property and equipment consisted of the following:

	January 31,	
	2024	2023
Church properties:		
Land	\$ 278,000	\$ 278,000
Buildings	1,502,000	952,000
Land	105,964	105,964
Building and improvements	1,314,323	1,314,323
Office equipment and furnishings	147,197	147,197
Automobile	40,000	40,000
Computer equipment and software	<u>113,827</u>	<u>113,827</u>
	3,501,311	2,951,311
Less - Accumulated depreciation	<u>(1,415,544)</u>	<u>(1,332,688)</u>
Property and equipment, net	<u>\$ 2,085,767</u>	<u>\$ 1,618,623</u>

Depreciation expense for the years ended January 31, 2024 and 2023 amounted to \$82,856 and \$67,802, respectively.

(7) LEASES:

The Synod has various operating leases for security equipment. The operating leases will expire at various dates through 2030.

The components of lease expense for the year ending January 31, 2024 are as follows:

Operating lease cost	\$ 868
Short-term lease cost	7,844
Variable lease cost	<u>178</u>
Total lease expense	<u>\$ 8,890</u>

Future minimum lease payments under noncancelable leases as of January 31, 2024 are as follows:

2025	\$ 5,207
2026	5,207
2027	5,207
2028	5,207
2029	5,207
Thereafter	<u>436</u>
Total future minimum lease payments	26,471
Less imputed interest included	<u>(2,497)</u>
Present value of net minimum lease payments	<u>\$ 23,974</u>

The following provides additional information related to the Synod's leases as of and for the year ended January 31, 2024:

Current portion of lease liabilities	\$ 4,716
Long-term portion of lease liabilities	<u>19,258</u>
Total lease liabilities	<u>\$ 23,974</u>
Weighted average lease term	5 years
Weighted average discount rate	3.91%

Cash paid for amounts included in the measurements of the Synod's leases for the year ended January 31, 2024 is as follows:

Operating cash from operating leases	\$ 868
--------------------------------------	--------

(8) NET ASSETS - DESIGNATED:

The Synod Council passed resolutions to establish designated funds to be used for mission work, pay costs associated with the management of church properties received by the Synod through congregational dissolution and sponsor a leadership conference. Certain congregational dissolutions resulted in property transfers of a non-cash nature, thus requiring the Synod to expend its own unbudgeted funds to maintain the properties.

Designated funds consisted of the following:

	<u>January 31,</u>	
	<u>2024</u>	<u>2023</u>
Fund for Mission of the Metropolitan Chicago Synod	\$ 6,422,772	\$ 6,592,978
Deaf Ministry	10,530	10,530
Property management	22,719	22,719
Distressed Properties	225,000	-
Bishop & Staff travel	38,600	-
Bishop's Discretionary	62,443	13,071
Conference Deans	19,314	21,026
Synod Mission on the Margins	2,442,787	2,483,975
Leader Development Fund	11,093	36,237
Congregational support	1,667	1,167
Retiree Luncheon	10,500	-
Stewardship Initiative	30,409	60,409
Portico Financial	20,000	-
LSSI Community Redevelopment Grant Fund	119,303	119,303
Companion Synod Fund – Domestic	8,000	-
Word & Services Project	87,600	-
Lay Leadership Event - Carlmark	139,600	-
St James – Western Springs	4,318	-
St. Luke – Elmhurst	3,000	-
New missions	598,270	663,803
Campus ministry	<u>834,074</u>	<u>768,931</u>
 Total designated net assets	 <u>\$ 11,111,999</u>	 <u>\$ 10,794,149</u>

(9) NET ASSETS WITH DONOR RESTRICTIONS:

The Synod receives contributions and grants that are restricted for specific purposes or time periods. The net assets with donor restrictions consisted of the following:

	<u>January 31,</u>	
	<u>2024</u>	<u>2023</u>
Environmental Concerns Loan Fund	\$ 60,967	\$ 55,502
Deaf ministry	5,869	5,869
Church improvements	381,624	475,998
Asian Ministry	133,486	154,540
Latinx Ministry	252,205	318,426
Grants Program - Carlmark	113,345	12,345
SOLI Grant	2,405	8,000
Southwest Conference SAWC	106,370	106,170
New Missions	-	104,466
African American Strategy	56,758	70,441
Ashburn LC Proceeds	32,928	37,549
Scholarships	223,529	223,505
Grace Lutheran Seminary	99,154	130,489
Campus Ministries	11,494	34,360
Emerson Trust	51,891	51,890
Youth Ministry	68,016	-
Shepherd's Heart	9,400	-
AGCS	69,703	61,881
Lutheran Disaster Response Fund	3,000	3,000
Zimmer Trust	12,802	12,802
Portico Retirement Fund	118,091	118,091
Redeemer Park Ridge Bequest	2,949	-
Redeemer Estate Gift	-	250,000
	<u>                    </u>	<u>                    </u>
Total net assets with donor restriction	<u>\$ 1,815,986</u>	<u>\$ 2,235,324</u>

(10) PENSION PLAN:

Substantially all employees scheduled to work 20 or more hours per week for six months or more per year are covered by the ELCA Pension and Other Benefits Program. The pension plan is a defined contribution plan and is funded based on a percentage of defined compensation. The pension expense for the ELCA Pension Fund for years ended January 31, 2024 and 2023 approximated \$99,269 and \$74,293, respectively.

(11) LIQUIDITY AND AVAILABILITY:

	<u>January 31,</u>	
	<u>2024</u>	<u>2023</u>
Financial Assets -		
Cash	\$ 457,548	\$ 337,424
Short-term investments	1,437,506	1,652,819
Note's receivable – current	5,553	8,372
Investments	<u>11,473,758</u>	<u>10,605,548</u>
Total financial assets	13,374,365	12,604,163
Less: Donor imposed restrictions, included in financial assets	<u>(1,815,986)</u>	<u>(1,905,011)</u>
Internal designations -		
Board advised funds for long-term purposes, included in financial assets	<u>(11,111,999)</u>	<u>(10,543,944)</u>
Financial assets available to meet cash needs for general expenditures that is without donor or other restrictions limiting their use within one year	<u>\$ 446,380</u>	<u>\$ 155,208</u>

The Synod's goal is to generally maintain enough financial assets to meet 3 months of operating expenses, excluding grants (approximately \$1,200,000).

The Synod manages its liquidity and reserves adhering to the following principles:

- operating within a prudent range of financial soundness and stability.
- incurring unbudgeted costs only when such costs are funded.
- maintaining adequate liquid assets to fund near-term operating needs.

METROPOLITAN CHICAGO SYNOD OF THE  
EVANGELICAL LUTHERAN CHURCH IN AMERICA  
SCHEDULE OF SYNODICAL TREASURY EXPENDITURES  
FOR GRANTS TO BENEFICIARIES AS COMPARED TO BUDGET  
FOR THE YEARS ENDED JANUARY 31, 2024 AND 2023

	<u>2024</u>		<u>2023</u>	
	<u>Actual</u>	<u>Budget (unaudited)</u>	<u>Actual</u>	<u>Budget (unaudited)</u>
Evangelical Lutheran Church in America	\$ 1,191,374	\$ 1,400,000	\$ 1,268,793	\$ 1,450,000
Lutheran Social Services of Illinois	29,784	49,000	50,752	50,750
Lutheran Campus Ministries	71,482	84,000	76,128	87,000
Companion Synod	5,957	7,000	6,344	7,250
Lutheran School of Theology at Chicago	35,741	42,000	25,376	43,500
Wartburg Seminary	29,784	35,000	25,376	36,250
Lutheran Outdoor Ministries Center	11,914	14,000	12,688	14,500
Bethel New Life	5,957	7,000	6,344	7,250
Holy Family Ministries	87	-	6,344	-
Lutheran Volunteer Corps	5,957	7,000	6,344	7,250
Concordia Place	-	-	6,344	-
Regional Center for Mission	3,456	3,512	3,831	3,512
Illinois Conference of Churches	1,953	1,953	1,950	1,953
Outdoor Ministries	825	825	825	825
	<u>\$ 1,394,271</u>	<u>\$ 1,651,290</u>	<u>\$ 1,497,439</u>	<u>\$ 1,710,040</u>
Total gifts and grants				

The 2024 budgeted figures presented are as approved in the minutes of the Synod Assembly held on April 22, 2023.

The 2023 budgeted figures presented are as approved in the minutes of the Synod Assembly held on April 23, 2022.

METROPOLITAN CHICAGO SYNOD OF THE  
EVANGELICAL LUTHERAN CHURCH IN AMERICA  
SCHEDULE OF SYNODICAL TREASURY STANDING COMMITTEE EXPENSES  
FOR THE YEARS ENDED JANUARY 31, 2024 AND 2023

	<u>2024</u>	<u>2023</u>
Committees:		
Ministry	\$ 31,845	\$ 34,969
Synodical Mission	266,165	109,161
Worship	7,454	2,801
Youth and Young Adult Ministry	84,700	14,345
Global Mission	-	-
	<u>\$ 390,164</u>	<u>\$ 161,276</u>

SCHEDULE 3

METROPOLITAN CHICAGO SYNOD OF THE  
EVANGELICAL LUTHERAN CHURCH IN AMERICA  
SCHEDULE OF OPERATIONS BY FUND  
FOR THE YEARS ENDED JANUARY 31, 2024 AND 2023

	2024		2023	
	Operating Fund	Restricted & Designated Funds	Operating Fund	Restricted & Designated Funds
<b>REVENUES, GAINS AND OTHER SUPPORT:</b>				
Benevolences from member congregations	\$ 2,382,748	\$ -	\$ 2,527,382	\$ -
Contributions	(876,907)	1,973,699	3,038	447,186
Interest and dividends	65,494	388,264	26,560	394,568
Other	1,208	-	1,538	-
Interfund management fee	346,152	(346,152)	150,000	(150,000)
Total revenues, gains and other support	1,918,695	2,015,811	2,708,518	691,754
		3,934,506		3,400,272
<b>EXPENSES:</b>				
Program	1,515,105	2,532,798	2,352,578	572,626
Management and general	922,559	-	678,104	-
Total expenses	2,437,664	2,532,798	3,030,682	572,626
Change in net assets before other changes in net assets	(518,969)	(516,987)	(322,164)	119,128
Contributed property and other assets from church closings	3,890,000	-	1,932,256	-
Unrealized gain (loss) on investments	33,584	415,500	(36,546)	(1,009,527)
Loss on disposal of property held for sales	(508,579)	-	-	-
Impairment on property held for sale	(90,000)	-	-	-
Total other changes in net assets	3,325,005	415,500	1,895,710	(1,009,527)
Total change in net assets	2,806,036	(101,487)	1,573,546	(890,399)
<b>NET ASSETS, Beginning of year</b>	3,831,671	13,029,472	2,258,125	13,919,871
<b>NET ASSETS, End of year</b>	\$ 6,637,707	\$ 12,927,985	\$ 3,831,671	\$ 13,029,472
		\$ 19,565,692		\$ 16,861,143
		3,740,505		886,183
		2,704,549		683,147
		16,861,143		16,177,996





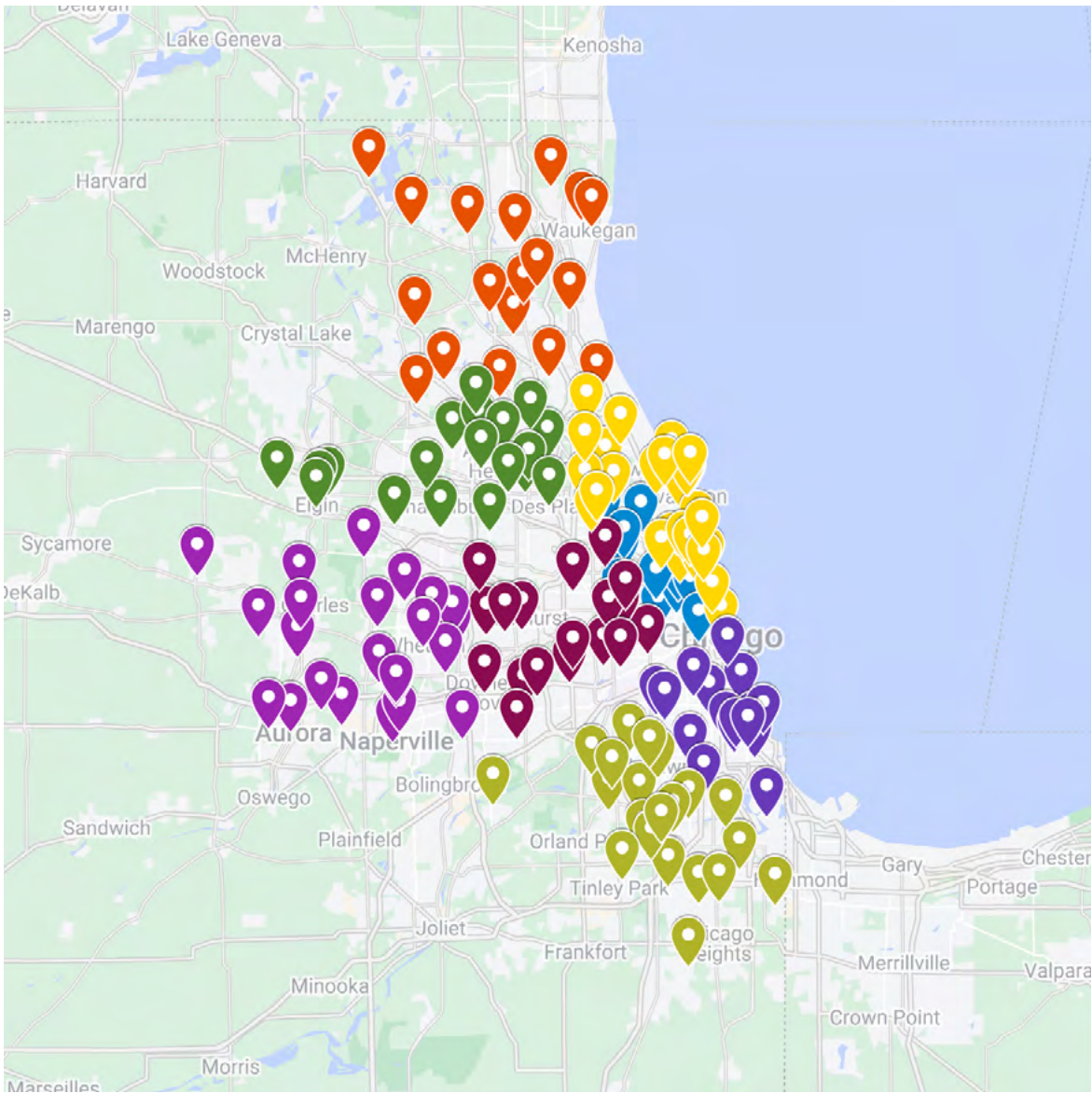
*Deacon Pat Gerber with Bishop “Cardboard” Curry at the 2023 Rostered Ministers Gathering.*

# CONFERENCES

- Central
- Near West
- North
- Northeast
- Northwest
- South
- Southwest
- West

*In Christ you also are being built together into a dwelling place for God by the Spirit.*

*— Ephesians 2:22*



## Near West

During the past year, our conference and its leaders have continued to prioritize connection, support, and relationships for and with our colleagues, rostered leaders, lay leaders and conference partners.

Our conference participated in the synod's Diversity, Inclusion, and Belonging module with the North conference on May 18, 2023. In August 2023, Rev. Heidi Torgerson resigned as co-dean of the conference. We held in-person meetings on November 9, 2023, and January 11 and March 14, 2024, to check in, share joys and burdens, and hear about ministries throughout our conference. On February 13, 2024, our conference hosted the Metro-Chicago mobile staff meeting. Additionally, I have extended invitations to our rostered leaders for one-to-one meetings.

Our conference looks forward to another year together in ministry.

Respectfully,

**Rev. Chris Honig**

## North

2023 brought churches in the area hope. Many were trying new things, finding ways of bringing people back into the flock. Churches re-engaged in social events and encouraged community engagement. We had four pastors retire in the conference, welcomed two new pastors to the conference, and were excited by one new seminarian who joined us at our conference meetings.

I am thankful for those in the conference who have hosted us and allowed us a rotation that gave us a chance to change church sites and enjoy the beauty of each other's churches. We met monthly and had a range of speakers from the area share more details about their program or organization which provided us with new resources and contacts to bring back to our congregations. We had a good representation at our conference meetings and enjoyed participating in worship led by our colleagues. We had several great conversations over the year which gave us things to consider or new information and resources. We continue to grow closer as we use our conference meetings to build connections and resources.

We are beginning discussions on a plastic initiative within our conference. We are in the preliminary conversations so we will see what action items are in the new year.

I am thankful for the times we are able to gather and the commitment of the churches in this conference to support each other. Through our continued conversations, sharing our ideas, connections, and our resources with each other, we continue to be the body of Christ in the North Conference in the Metropolitan Chicago Synod.

Respectfully,

**Pastor Eric Schaefer**

North Conference Dean

**Northeast**

Our conference meets monthly on the last Wednesday of the month during the academic year, meeting eight times during 2023-2024. We rotate our meeting location across our conference and begin with a brief order of worship followed by a program and/or check-ins. We are proud of our conference's connection and consistency of meeting together.

Co-deans Faulstich and Harris-Ferree continue to split the dean duties and represent the city and suburbs, respectively.

**August 2023** - We were hosted by Eric Worringer at Holy Family in Chicago and reacquainted ourselves with each other while preparing for the upcoming year.

**September 2023** - We began our time at Grace in Evanston hosted by Luke Harris-Ferree and we were led by Sunitha Mortha, synod staff, in module 1 of Diversity, Inclusion, and Belonging. We concluded our time with lunch at a local Jamaican owned Evanston restaurant, ask Bishop Curry about the jerk chicken!

**October 2023** - We were hosted by Kelly Faulstich at Resurrection in Chicago and Kathy Nolte, synod staff, introduced us to the Pathways document.

**November 2023** - We were hosted by Kristian Johnson at Pilgrim Church and School in Chicago and heard from our colleagues who are involved in ministry with migrant people in Chicago.

**December 2023** - We paused our conference gathering because, Christmas!

**January 2024** - We were hosted by Kelly Nieman Anderson at the Lutheran Social Services of Illinois Welcoming Center in Chicago and learned about the great work they do across the state of Illinois.

**February 2024** - We were hosted by John Schumacher at St. Luke's in Park Ridge and received an update from Eric Worringer about the synod's companion relationship with the Central Diocese of the Evangelical Lutheran Church in South Africa.

**March 2024** - We paused our conference gathering because, Easter!

**April 2024 & May 2024** - At the time of writing this report, we plan to be hosted by Alex Linn at St. John's in Wilmette and finish our academic year together before taking a break for summer. Our conference is witnessing many call transitions and we send our colleagues out with good courage and are excited to welcome new colleagues.

## **Report Submitted by Kelly Faulstich and Luke Harris-Ferree (Co-Deans)**

### **Northwest**

After taking a summer hiatus, the Northwest Conference resumed conference gatherings in September 2023. The first meeting of the year took place at Our Saviour's Lutheran, where the conference came together to participate in DIBS (Diversity, Inclusion, Belonging) training with Pastor Sunitha Mortha. During the training, the rostered leaders of the Northwest Conference spent time discovering and discussing the first module of DIBS, entitled the "Power of Story." As part of this conversation, the conference learned about the stories within our own narratives and how our own narratives can be a building block for inclusion. After the DIBS conversation, the conference enjoyed a delicious – and laughter-filled lunch – at Thai House in Palatine, where we also had the chance to listen to the story of the restaurant's owner! All-in-all, the DIBS training was a wonderful way to learn, converse and connect.

Pastor Katherine Ehlert, who is a co-dean of the Northwest Conference, also organized and led a wonderful conference-wide service afternoon at Feed My Starving Children in Schaumburg in the fall of 2023. Nearly 50 rostered and lay leaders for Northwest Conference congregations came together to pack meals for hungry children throughout the world. This was a great opportunity for congregation members to come together not only for the greater good, but also for a chance to connect and grow.

Throughout the winter months, the Northwest Conference continued to support each other through meetings at various churches in the conference - Lutheran Church of the Cross and Christ Lutheran have been gracious hosts - as well as via email collaborations. During the meetings, the conference has spent time connecting, sharing and brainstorming ideas, as well as catching up with each other. Pastor Kathy Nolte, who is the synod relator for the Northwest Conference, has been a consistent and wonderful presence for the pastors and deacons by not only providing synod updates, but also in offering pastoral advice. In the spring of 2024, the Northwest Conference will begin the process of electing a

new co-dean since my term has come to an end. It will be exciting to see what new ideas and opportunities grow within the conference in the coming months.

**Submitted By: Deacon Tracy Katschke-Goss, Co-Dean**

**South**

The South Conference met a few times during the year. In March we had lunch with the bishop at Calvary Lutheran Church. We had lunch in October with the whole synod staff at one of their traveling staff meetings, and had a chance to hear from each of them about their work. Finally in November, we had a chance to see the beautiful new Community Healing Resource Center at Chosen Bethel in Englewood ahead of its grand opening. Our next meeting is likely to be a field trip to visit some of the community farms on the South Side.

**Nancy Goede**

Parish Pastor, Augustana Lutheran Church of Hyde Park & Lutheran Campus Ministry

**Southwest**

The Southwest Conference of the Metropolitan Chicago Synod has continued to host monthly hybrid in person & virtual meetings, through May of 2023 and starting up again in September of 2023. Meetings typically consist of check-ins, sharing synod news, and worshipping together. We continue to have several rostered ministers as well as lay leadership involved in each of our meetings.

At our October meeting, we transitioned leadership as Rev. Bethany Ulrich and Rev. Lynn Bird were elected as co-deans. All are grateful to the previous co-deans Rev. Christopher Wogaman and Rev. Nathan Klein, who provided leadership to the conference for many years.

In lieu of a December meeting, several conference members attended the mobile Synod Staff meeting, hosted at Faith Lutheran in Homewood.

In January, at the invitation of Pr. Kelly Nieman-Anderson from Lutheran Social Services of Illinois, our meeting was held at a LSSI site in our conference: Our Saviors Affordable Housing Site in Dolton, IL We held our meeting in a common area, met the director of the housing site, and received a tour and many ideas of how to partner with the two LSSI affordable housing sites in our conference. Our conference celebrated the ordination of Rev. Llewellyn Dixon (Jubilee Faith Community Country Club Hills), and Rev. Jason Williams (Shekinah Chapel in Riverdale) to Ministry of Word and Sacrament and the ordination of

Jason Schultz (Zion Lutheran Church in Tinley Park) to the Ministry of Word and Service. We also wished Rev. Nathan Klein well as he left the conference to start a new call as Associate to the Bishop in February of 2024.

In the coming year we have plans for at least one fellowship event. Plus, we continue to be supportive of a new mission start in our area. There is a general desire to see and dream about a “Lutheran voice” that could remain in the southwest suburbs in the midst of many closing churches. Since meeting in the Spring 2023 with Pr. Carla Thompson-Powell to discuss what next steps might look like, we’ve had several conversations as a conference and one committee meeting on the subject. We hope to continue to dream what this could look like in the coming year.

## West

While the West Conference didn’t have as much activity in 2023 as it did in 2022, there were a handful of notable happenings nonetheless.

After a summer break from gathering, the conference gathered for a programming year kickoff potluck at St. Paul (Wheaton) on August 9. Those who were able to gather welcomed new colleagues to the conference, shared in a lovely meal, and cast a vision for how the deans and the conference as a whole could best support the rostered leaders in the area. In addition to affirming a desire to continue seeking ways to engage in collaborative ministry in the conference, there was also a resounding affirmation of the desire to simply gather for the sake of conversation and mutual support over lunch. While collaborative ministry wasn’t initiated at the conference level, there has been plenty of collaboration happening at the congregational level, and a vision for small lunch gatherings is something the deanery is hoping to incorporate into the rhythms of the conference in 2024.

Also of note, Rev. Julie Grafe stepped down from her position as a co-dean after moving out of the conference. The West Conference is thankful for her service as one of the conference’s co-deans, especially for her assistance and guidance to Rev. Nelson as together they cast a vision of next steps for the deanery for the coming months.

As a conference, we look forward to engaging and re-engaging the communities of faith and their leaders on the western edge of our synod, and working together for the sake of the gospel and the synod’s mission.

Respectfully submitted,

### **Reverend Anders Nelson**

West Conference Dean, Metropolitan Chicago Synod



# MINISTRIES

**Candidacy Committee**

**Companion Synod  
Advisory Team**

**Deaf Ministry**

**Diakonia**

**Ecumenical Office**

**Synodical Women's  
Organization**

**Working Group on the  
Middle East**

**Youth Ministry Network**

## Candidacy Committee

The Metropolitan Chicago Synod (MCS) Candidacy Committee acts on your behalf to assess the readiness of those who sense a call to ministry. MCS accompanies one of the largest groups of candidates for the Ministry of Word and Sacrament (Pastors) and Ministry of Word and Service (Deacons) in the ELCA.

Candidacy by the numbers in 2023:

- We accompanied 74 candidates in 2023, of whom 56 were candidates for Word and Sacrament and 18 were candidates for Word and Service.
- 10 candidates were in the Theological Education for Emerging Ministry (TEEM) program and served in congregations as they went through the candidacy process.
- 32% of our candidates identified as persons of color or have a first language other than English, representing the diversity of our communities.
- 14 candidates were granted approval for ministry and began the first call process; 13 for Ministry of Word and Sacrament and one for Word and Service.
- 14 new candidates entered the candidacy process, including three Synod Authorized Ministers (SAM) who began serving in congregations.
- The average age of the candidates is now 43 years old, part of the changing trends in candidacy.

As the ELCA strives to be a truly welcoming community, the “traditional track” to ministry is no longer the norm. Thanks be to God that these emerging leaders have been called by the Holy Spirit to participate in God’s mission of love, redemption, justice, and reconciliation. Please pray for all our synod’s applicants and candidates. Pray that we will all receive the gift of holy imagination to co-create the spaces and ministries where these gifted and called leaders will serve.

We give thanks for all those who raise up and spiritually form future rostered leaders: our pastors, congregations; seminaries; Clinical Pastor Education (CPE) sites; youth and outdoor ministries, and contextual ministry sites.

Invite someone you think might be a future leader to contact us about candidacy at [candidacy@mcselca.org](mailto:candidacy@mcselca.org). The resources “Called to Lead” and “Llamado a Ser Líder” are available at [elca.org/resources/candidacy](http://elca.org/resources/candidacy) to share with people discerning a call to ministry.

### **Deacon Pam Shearman**

Director for Candidacy

## Companion Synod Advisory Group

### Members

Rev. Elaina Salmon, Chair  
Rev. Sunitha Mortha, Staff  
Rev. Mary Appelt-Graves  
Rev. Chris Buresh

Ms. Shemiah Curry  
Ms. LaToya Gray;  
Rev. Eric Worringer

### What is a Companion Synod?

Companion synod relationships of the ELCA connect Lutheran churches throughout the world with ELCA synods and congregations. These relationships are concrete expressions of the communion and fellowship with the more than 140 Lutheran member churches of The Lutheran World Federation. The 65 synods of the ELCA have more than 120 companion synod relationships.

### Who is our companion?

The Metropolitan Chicago Synod companion synod relationship is with the Central Diocese of the Evangelical Lutheran Church in Southern Africa (ELCSA). The Central Diocese is in the Gauteng Province. It is highly urban, home to the cities of Johannesburg, Pretoria, and Soweto.

### Report of activities of 2023-2024

In November 2023, Bishop Yehiel Curry and a delegation from the Metropolitan Chicago Synod traveled to visit our companions in the Central Diocese. Alongside Bishop Curry, those representing MCS included Pr. Erin Clausen, Ms. LaToya Gray, Pr. Sunitha Mortha, Ms. Yvette Newberry, Pr. Elaina Salmon, Pr. Eric Worringer. The aim of the trip was to reconnect and nurture our relationship with our siblings after changes in leaderships and the challenges of the pandemic.

Over the course of our visit, we worshipped and prayed with our companions, visited various ministry and historic sites, met with leaders across the diocese, and shared in panel discussions for the benefit of mutual learning. We were received with sense of joy and received a warm and gracious hospitality.

As our delegation reflected on our experience, we felt like we took an extended family back home with us. There were clearly differences—our cultural contexts, our church structure and organization. Yet, still we found that there were similarities—the role racism plays in our contexts and indigenous communities' work of justice in light of being stripped of land and identity. We recognized the daily challenges our companions face such as regular electricity load shedding resulting in rolling blackouts and how much the church in the Central Diocese is doing with limited resources. Our delegation was also aware of the pressure to move to an old mission model and away from the ELCA's practice of accompaniment. It takes intentional work to nurture and invest in our companionship. The relationships we nurtured were a gift—and continue to be a gift—to our delegation.

To continue to nurture this connection, we have invited a delegation from the Central Diocese to attend our 2024 Synod Assembly and spend a week in our synod. The Companion Synod Advisory Group, in consultation with Bishop Curry and Pr. Mortha, will be organizing their visit. We look forward to introducing some of our siblings in Christ during this year's assembly.

We continue to hold a vision of developing relationships at the parish-congregation level.

Respectfully submitted,

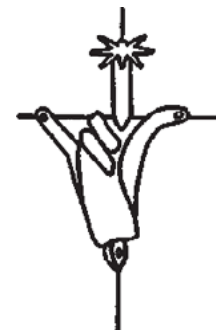
**MCS Companion Synod Advisory Group**

**Rev. Elaina Salmon,** Chair

**Rev. Sunitha Mortha,** Staff

# *Lutheran Deaf Ministry*

## *Metropolitan Chicago Synod*



February 23, 2024

### **2023 LUTHERAN DEAF MINISTRY ANNUAL REPORT**

2022 was a rough year for our Metropolitan Chicago Synod (MSC) Lutheran Deaf Ministry (LDM) due to uncertainty of the worldwide pandemic causing pauses, delays, and cancellations along with losses of older members passing away and other active members moved out of state or no longer wanted to participate. As our ministry continued to have a smaller population during the 2023 year, our focus has continued the utilization of interpreted worship services in-person and live streams along with promoting deaf awareness through American Sign Language courses. We are also assisting MSC churches by providing interpreters for special occasions.

Gloria Dei Lutheran Church in Downers Grove have been continuing their interpreted worship services in-person and through live streams held on social media platforms every Sunday during the 2023 year. Prince of Peace Lutheran Church in Schaumburg also continued their interpreted worship services three Sundays monthly in-person and through live streams on Facebook.

We are very blessed and thankful for the ongoing continuous support and willingness from Gloria Dei's Rev. Tim Robertson and Prince of Peace's Pastor Erin to be on standby to step in and provide any emergency services, hospital calls, funerals, etc. alongside with an interpreter for any deaf member requesting a pastoral visit.

Annual Sign Language classes continued to be offered at Prince of Peace Lutheran Church in Fall 2023 and Spring 2024. There were about 30 to 40 people who participated in learning basic sign language. Participants were from all over the Chicagoland area including the Schaumburg area, MCS churches, and Prince of Peace. Classes were taught by Nathan Zastoupil. Nathan is also teaching sign language courses through Continuing Education programs at Wilbur Wright College in Chicago and College of DuPage in Glen Ellyn.

We continue to have our ongoing biggest challenge that Deaf and Hard-of-Hearing individuals are scattered all across the Metropolitan Chicago Synod and finding one site to accommodate them is virtually impossible. Their financial resources also may require public transportation to get to our worship sites. PACE service is almost non-existent on a Sunday and going across different suburbs entails transferring to a different PACE bus. Trains have limited service out to the suburbs on Sundays also.

In spite of these challenges, the Deaf and hard-of-hearing community is exceptionally resilient and will follow a Deaf Pastor anywhere he or she is called to hear the Word of God in their own language. We remain grateful that Metro Chicago Synod continues to support this ministry.

We also participate in the Evangelical Lutheran Deaf Association, the national organization of the ELCA that works with Deaf and hard-of-hearing congregations across the U.S. A portion of our budget goes to help a variety of deaf organizations across the world. Previous years, we have sent offerings to Africa to assist a young Deaf boy so that he could go to school with an interpreter. More recently, we have given annual offerings to Haiti Deaf Academy that provide educational programs to children and families.

### **Can you or your congregation help?**

If your congregation has a Deaf or hard-of-hearing member and no interpreted worship, please contact one of the Co-Chairs below.

If you know a Deaf or hard-of-hearing person, let them know about our services, or get their email and contact us.

You might also work with your Worship Committee and consider providing assisted listening devices for your congregation. With today's smart technology and advances in hearing aids, this community finally has opportunities to connect with the hearing community that were never before possible.

Gloria Dei Lutheran Church uses wide screens to project their services to make it easier for the Deaf and hard-of-hearing to follow worship. They also have WiFi assisted listening devices. We can offer suggestions to work with your members, so their worship experience is enhanced.

Prince of Peace Lutheran Church has a "hearing loop" T-Coil system in their sanctuary, which taps right into a person's hearing aid so there is no need for an assisted listening device. The quality of worship for those of us with hearing problems is just amazing. If you are interested, contact Nathan Zastoupil and he will provide you with more information.

If you provide interpreted worship services, please let us know as we are trying to establish a list of interpreted worship sites to share with others.

If you are interested in learning sign language, please contact Nathan Zastoupil and he will provide you information on the next upcoming sign language classes.

If you are looking for financial opportunities to assist outside ministries, please consider a donation to the MCS designated for Lutheran Deaf Ministry.

And, please, continue to pray for this community and LDM as we continue to provide an opportunity to "hear" God's Word through American Sign Language.

With Thanksgiving,

Nathan Zastoupil  
Bonnie Osborne  
Co-Chairs – Lutheran Deaf Ministry

Contact: Co-Chairs

Nathan Zastoupil (hard of hearing) 815-608-1321 (text only) / zastman@hotmail.com

Bonnie Osborne (hard of hearing) 708-274-0005 / blosborne@gmail.com



For over twenty years, the diakonia program has been offered within the Metro Chicago Synod to help individuals strengthen their faith and ascertain their gifts in preparation for service to the church. While preparing individuals for lay ministry in congregations is our primary goal, some graduates from the Diakonia program have discerned gifts for ordained service.

The National Steering Committee analyzed the program during 2020-2021 to determine current needs of lay leaders. As a result, the new program **diakonia™ Growing in Faith** has been launched to better serve our faith communities. Growing in Faith is a ministry within the ELCA committed to fostering learning environments for followers of Jesus to grow in faith and service. We believe that lay members of our parishes are integral to healthy discipleship in our churches and communities.

### **Highlights of the Past Year**

Between 2020-2022, the MCS Diakonia program held classes via Zoom. This online model will be incorporated into a new hybrid model utilizing *both* in-person and online classes. The MCS Diakonia Steering Committee is working to structure additional satellite in-person locations to better serve students across the breadth of our synod. Satellite churches located around the synod will enable students to work together, forming small groups for study, spiritual support and encouragement as well as discovering new ways to serve the Body of Christ.

Last fall, Mary Ann Smith, who served as the Chairperson of the MCS Diakonia Steering Committee, retired after many years of faithful service and leadership. We thank her for all she has done for the Diakonia program! Assuming her role, is Deborah Garrison, of Bethany Lutheran Church Batavia, a recent graduate of the program.

As we move forward with the Growing in Faith program, our committee will be reaching out to pastors, lay leaders and congregations to fill the new logistical and educational needs of this program, as well as to recruit new students and instructors. A reunion of previous graduates is also being planned.

### **Looking Forward**

In addition to the opportunity for hybrid learning, the diakonia™ Growing in Faith program has been reformatted. There is a *FOUNDATION* year of six courses focused on faith formation for adults in the church today. At the end of the program, a certificate of completion is awarded. Students who choose can continue with the program for the *PRACTICAL YEAR* selecting one of two second-year program options: **The Road to Service** or **Faith Formation**. All students will take a Cultural Diversity/Anti-Bias course. Electives are now part of the program for each of the 2<sup>nd</sup> year options. Additional elective courses are being developed by the National Committee for continuing education. We are excited to meet new students this fall for Growing in Faith!

**For further information about diakonia™ Growing in Faith:** Contact Deborah Garrison at [debbiegarrison@bethanybatavia.org](mailto:debbiegarrison@bethanybatavia.org).

Respectfully submitted,  
**Deborah Garrison**  
Chair, MCS Diakonia Steering Committee

## Uniting in Faith: The Ecumenical Spirit of the ELCA Metro Chicago Synod

The ELCA Metro Chicago Synod has long been a beacon of ecumenical and inter-religious work, embodying the spirit of Christian unity and understanding, committed to building relationships with all. I continue to be honored to serve on behalf of Bishop Curry and the Synod as the Ecumenical and Inter-Faith Officer, which means that I can attend meetings, encourage respectful dialogue, and provide any guidance needed in our work together.

Chicago has been chosen as the host city for the 2025 Workshop for Christian Unity, which means we can highlight the impactful work being done right here in our synod.

There are many examples of congregations in our synod that partner with other groups to serve God and others. Our congregations have done numerous community service projects, from feeding the unhoused to advocating for social justice rights in public forums. These stories of collaboration serve as a powerful testament to our Christian faith's shared values and mission. This year, Bishop Curry signed a declaration for the Care for Creation at the Parliament of World Religions, showing our commitment to this work. The Metro Chicago Synod was also present in multiple forums throughout the Parliament of World Religions, and we have much to celebrate as a church!

Other inspiring stories come through our collaboration between ELCA churches and our interfaith friends. Through dialogue and shared events, communities have deepened their understanding of each other's faith traditions, fostering mutual respect and friendship. Their efforts remind us of the importance of building bridges across religious divides.

As we prepare to host the Workshop for Christian Unity, we invite all members of our synod to participate. Whether you volunteer your time, please share your story, or attend, your presence will contribute to our synod's rich commitment to unity.

We also seek volunteers to help make the Workshop for Christian Unity successful and if you would like to volunteer, please reach out to me for more information. If you are passionate about ecumenical and inter-religious dialogue, we invite you to join us in this important work. Together, we can show the world the power of unity in diversity and the beauty of a community united in faith.

Let us unite as brothers and sisters in Christ to celebrate our diversity, deepen our understanding, and strengthen our commitment to Christian unity.

I continue to be honored to serve as the Synod's Ecumenical and Interfaith officer, and I pray that you hear the invitation to join in this journey of faith and friendship as we strive to make the ELCA Metro Chicago Synod a shining example of ecumenical and interfaith cooperation for all to see.

Respectfully submitted,

**The Rev. Dr. Brian W. Wise**

[pastorbrian@oursaviours.com](mailto:pastorbrian@oursaviours.com)



## Synodical Women's Organization

### Office of Board Members

**Carol Ika**, President

**Stephanie Olson**, Vice President

**Linda Thomas**, Secretary

**Deborah Williams**, Treasurer

Rev. Joanne Fitzgerald

Jenny Araujo

Tracy Katschke

We have been meeting via Zoom for meetings during 2023-2024. During that time, we have nominated new board positions. Secretary Linda Thomas and Treasurer Deborah Williams. Rev. Joanne Fitzgerald and Jenny Araujo are also board members. Tracy Katschke is one of our newest nominating committee members. We welcome the new and former board members. May we continue to do the work of empowering women, encouraging women throughout churches, neighborhoods, and the world through God's word.

Sept. 18 we attended the 12th Triennial Convention and Gathering in Arizona which turned out to be very successful. In October we gathered for our SWO Convention in-person at Pilgrim Lutheran Church in Chicago, which was very successful. The theme was "Holy Spirit in Our Lives." We were privileged to have Nicole Vanderdose as our keynote speaker, and Pastor Tracy Williams as our homilist; we also had coffee hour, a workshop and a worship service. Overall it was a wonderful convention.

We opened 2024 with Women of the ELCA (SWO) and Archdiocesan Council of Catholic Women of Chicago merging for a morning of dialogue and prayer on March 9. The theme was "Walking in The Light of Christ." Held at Trinity (Slovak) Lutheran Church in Chicago, it was a wonderful turnout and the offering was donated to New Hope Community Food Pantry, helping to end homelessness.

We are in the planning stages for our next convention to be held in October. We are planning a workshop, a Bible study, a worship service, discussion of a biblical character and lunch. We are hoping this convention will bring women from all walks of life together as one. On April 6 the president of SWO also attended the Conference of Presidents nationwide. The theme was "Rebuilding a Community of Women." We had small group discussions about walking together and rebuilding our communities, SWO Conventions, and interdependence. We had a wonderful Bible study by Valora Starr and worship service. As a community of women we are created, called and empowered to affirm, support, engage, promote healing in the society and in the world. We continue to pray for all those in need of prayer throughout the year.

Respectfully,

**Carol Ika President**

President/Metro Chicago SWO, Metro-Chicago Synodical Women's Organization



## Metro Chicago Synod Working Group on the Middle East

### The ELCA's Past and Current Efforts toward Middle East Peace

As early as 1989 the ELCA Churchwide Assembly affirmed the ELCA's solidarity with the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL) and encouraged ELCA members to learn about Middle East history and the current issues to equip them to be advocates for responsible political action. In 2005 the Churchwide Assembly adopted a *Churchwide Strategy for Engagement in Israel and Palestine* and initiated the Peace Not Walls campaign with three key emphases: Awareness, Accompaniment, and Advocacy. Even before the Oct. 7, 2023, Hamas attack on Israeli civilians and subsequent death and destruction in the Gaza strip, much had changed since 2005. The Israeli government had extended the separation barrier and greatly expanded settlements on occupied Palestinian land. Growing extremism on both sides of the historic 1967 Green line had increased violence and repression. Restriction of people and goods had crippled economic and social life in the West Bank, millions of Gazans lived under siege, and still Israelis had not been made secure.

Meanwhile, a two-year review of Peace Not Walls led to the development of "SUMUD: for Justice for Palestine and Israel." The Arabic word *sumud*, meaning "steadfastness," was suggested by our Palestinian companions. In addition to advocating for swift and just resolution of the current deadly conflict, ELCA SUMUD staff will partner with synods and congregations to create relevant theological resources, raise awareness, build networks, encourage physical and virtual visits to the Holy Land, and continue advocacy efforts with such partners as Churches for Middle East Peace (CMEP).

### A Brief History of the Metro Chicago Synod Working Group

The Metropolitan Chicago Synod has had a Working Group on the Middle East (WGME) since 1989 with the creation of the Evangelical Lutheran Church in America. Initial emphasis was on seeing the situation faced by Christians in the Middle East as part of global education and on building mutual respect between Christians and Jews and Christians and Muslims. In the late 1990's the Working Group reported to the Global Mission Committee, the Social Ministry Committee, and the Synod Council while communicating with the Jewish-Metro Chicago Synod Dialogue Group—and began encouraging synod congregations to support the schools of the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL). From 2000 until 2020 the Working Group met monthly to organize for presentations in congregations, district meetings, synod women's organization conventions, Augusta Victoria Hospital support groups, and synod assemblies. The Group provided speakers and films and led synod assembly discussions regarding resolutions and memorials on such issues as Christian Zionism, Rights of Children under Military Occupation, corporate responsibility, making U.S. military aid to Israel conditional, support for Augusta Victoria Hospital, and the right to boycott. In February 2020 the WGME resumed the practice (begun 2002-2008) of celebrating Palestinian culture by promoting Palestine Solidarity Sunday with a Palestinian Fair at Our Saviour's Lutheran Church in Arlington Heights, with Bishop Curry leading closing worship. In March 2020 the WGME hosted its first webinar on Christian Zionism. Working group activity slowed with the onset of the COVID pandemic and is resuming in 2024.

### Plans for the Working Group Going Forward

Carol Schersten LaHurd (Coordinator for ELCA's Peace Not Walls, 2006-2011) has been appointed interim chair by Bishop Curry. With guidance from Pr. Saïd Ailabouni (former Europe/Middle East Desk Director for ELCA Global Mission), the continuing members have begun the process of crafting a mission statement, devising a leadership structure, recruiting new members, and creating committees in the ELCA's three Palestine-Israel action areas of Awareness, Accompaniment, and Advocacy. Immediate goals will include promoting a synod assembly resolution, acquainting congregations with SUMUD, and sharing resources, such as bulletin inserts, power point slides, and action alerts.

## Youth Ministry Network

This was a year of transition and newness for the Metro Chicago Synod Youth. When Pr. Anna Roper went on maternity leave, Adriana “Dri” Rivera and Pr. Michelle Sevig became the interim co-coordinators of youth ministry activities. During their 10-month tenure, Dri and Michelle planned and executed several key events for the synod’s youth, along with the help of the amazing youth leaders from across the synod. On April 1, Judy Nuehring became the new youth ministry coordinator. Following are highlights for the year.

Synod youth leaders continued to meet monthly to build community, problem solve, and plan events together. There was also a space created for newer leaders. Leaders also stayed connected through the synod Facebook group and Instagram account. Dri and Michelle ensured leaders were able to communicate in a safe and secure fashion.

In October, the first ever Metro Chicago Synod Youth Gathering was held at the Tinley Park Convention Center in Tinley Park, IL. Over the course of the weekend, youth and adult participants engaged in worship, fellowship, workshops and fun under the theme “Boundless Invitation.” There were three keynote speakers who offered their unique take on the theme and engaged the participants with discussion questions at their tables. Another key component of the gathering was the offering of three workshops throughout the weekend. These workshops were led by the keynote speakers as well as volunteers from across the synod. The event realized a dream of the bishop’s to have a synod gathering that would generate excitement and interest in the ELCA Youth Gathering to be held in New Orleans July 2024. There were approximately 80 participants, among them four Latinx churches who are now signed up for the New Orleans gathering thanks to the work of the synod. The youth leaders agreed they wanted to continue having an event for high school students in the fall. The next event may be a 1-day summit with a focus on mental health and wellness.

In early November, Dri attended the National Youth Leadership Summit at Churchwide with two youth representatives. They were able to represent the Metro Chicago Synod right at home while connecting with leaders from across the country.

In January, MCS Youth continued their tradition of having a Confirmation Retreat at Lutherdale in Wisconsin. Over 140 participants joined in faith, fellowship, and fun as they learned what it meant to be “Called to Be God’s People.”

In March, we also continued the tradition of having an overnight lock-in at Enchanted Castle in Lombard. Over 250 participants stayed up from 10 p.m.-5 a.m. enjoying games and food.

While all of these events were being planned and executed, youth leaders were also planning for the ELCA Gathering to be held in New Orleans this July. Synod Champion Deacon Tracy Katschke-Goss offered several online sessions to help leaders prepare for the Gathering. Dri began working with the Latinx Strategy to help get 34 first-time participants to the event.

We look forward to what God is going to do at the Gathering and how that will impact our synod upon our return. Thanks be to God.

Respectfully submitted,

**Adriana “Dri” Rivera**  
**Pastor Michelle Sevig**

# **PARTNERS** in **MINISTRY**

**Advocate Health Care**

**Bethel New Life, Inc.**

**Concordia Place**

**Global Refuge**

**Lutheran Campus Ministry**

**Lutheran Outdoor  
Ministries Center**

**Lutheran Social Services  
of Illinois**

**Lutherdale Outdoor  
Ministries**

**Mission Investment Fund**

**Portico Benefits**

**Region V**

*For we are God's fellow workers.  
You are God's field, God's building.*

*— 1 Corinthians 3:9*

## Report to the Metropolitan Chicago Synod of the Evangelical Lutheran Church in America April 2024

In December 2022, Advocate Aurora Health and Atrium Health combined to create the fifth-largest nonprofit integrated health system in the United States, serving nearly 6 million patients across six states. Our enterprise is called Advocate Health, with our Illinois and Wisconsin presence known as Advocate Health Midwest. Locally, we use our original names: Advocate Health Care for Illinois; Aurora Health Care for Wisconsin. Find us at [www.advocatehealth.org](http://www.advocatehealth.org).

Advocate's commitment is health, hope, and healing for all. We have the ability—and responsibility—to create real change for our patients, communities, and teammates. We have made six pledges to deliver this impact:

- **Elevate Clinical Preeminence and Safety:** We will deliver top-rated health outcomes and be the most trusted choice for care
- **Advance Health Equity:** We will disrupt the root causes of health inequities
- **Improve Affordability:** We will make care more affordable and accessible to our underserved patients
- **Build the Next-Generation Workforce:** We will create new jobs and enhance career opportunities for our teammates
- **Accelerate Learning and Discovery:** We will advance the science of our medicine to better care for our patients
- **Lead Environmental Sustainability:** We will achieve net zero carbon to protect the Earth for future generations

Each of these pledges drives our strategies and day-to-day operations in our 68 hospital locations, in our 1000+ ambulatory locations, and across the communities we serve.

### Celebrating our Covenantal Partnership

Advocate Health Care in Illinois continues our affiliation with the Evangelical Lutheran Church in America and the United Church of Christ. As partners, ELCA and UCC clergy and lay leaders serve on our Advocate Health Care Board of Directors, our Mission and Spiritual Care Committee, and the Governing Councils at our Illinois hospitals. Find a list of all those who have served over the past year at [tinyurl.com/ELCAUCCGovernance](http://tinyurl.com/ELCAUCCGovernance).

We are pleased to share here some of the ways we have been working to ensure that all people have a fair shot at living well.

### Enhancing the Social Conditions that Impact Health

We are proud to be the leader among top health systems in the country for the level of community benefit we provide. Our commitment reflects the theology and teaching of our ELCA and UCC partners that call us to work for justice for those most impacted by disinvestment and inequity.

**Community Benefit:** In 2022, we set a new record for community benefit – \$5.9B, which is more than 20% of our operating expenses, continuing to demonstrate that our commitment to community is hardwired into our organization.

**Health Anchor Network:** We are part of a network of health systems called the Health Anchor Network (HAN) committed to increasing spending with Minority and Women Owned Business Enterprises (MWBs) as well as local and employee-owned, cooperatively owned and/or nonprofit-owned enterprises by at least \$1 billion over a five-year period.



**Fresh Food FARMacy** provides qualifying patients with access to nutritious food and education and clinical services, empowering them to manage their medical conditions through food-related behavior and lifestyle changes. In 2023, over 500 patients who were food insecure were able to obtain healthy food to support their well-being.

**Southland RISE (Resilience Initiative to Strengthen and Empower)** aims to build trauma resiliency. Uniting the Trauma Recovery Center of Advocate Christ Medical Center in Oak Lawn and the Violence Recovery Program of Hyde Park-based UChicago Medicine, this collaboration works to prevent and mitigate the effects of intentional violence and increase access to quality care for violence survivors and build stronger, more resilient communities. Watch a short video summarizing the program at [tinyurl.com/SouthlandRise](https://tinyurl.com/SouthlandRise).

**Engaging with Faith Partners:** Faith and Health Partnerships (FHP) has prioritized addressing mental health, trauma, and loneliness and uses the idea of Companionship as our foundational approach. FHP offers a wide range of programs, including:

- **Faith and Health Companions program** that raises awareness and teaches pastors and congregation members simple skills for supporting each other when challenges arise. Eligible congregations may apply for a microgrant to support the development of mental health ministries in their setting. In 2023, over 60 people received a certificate of completion with over \$9000 awarded in microgrants.
- **Healing Centered Learning Communities** program that teaches congregations and other community-based organizations how to employ trauma-informed, healing-centered practices and approaches. Funded by a grant from the Chicago Department of Public Health Office for Violence Prevention and Behavioral Health.
- **Connect to Thrive** loneliness program that teaches participants about loneliness and social connectedness and takes them on a personal journey where they can grow in their own self-understanding and acceptance.
- **Clergy Support** programs offer regular learning and support cadres for clergy, with opportunities for on-going relationship building and connecting.

### **Mobilizing for Patient, Family, and Teammate Well-Being**

**Chaplaincy.** In addition to patient care and crisis response, our chaplains lead efforts in advance care planning and teammate wellness support and collaboration. Chaplain Connect is our program that allows people to talk with a chaplain on the phone. Originally designed for team members, it has caught on with patients and families and has become one of the core spiritual care services that we offer.

**Ethics.** In 2023, our Ethics team carried out almost 570 consultations focused on issues such as standards and goals of care, shared decision making between patient and a surrogate or caregiver, and end-of-life concerns. The 2023 Plous Family Lecture featured Pulitzer Prize winner Isabel Wilkerson exploring issues around racism, immigration, health, and community.

**Teammate Engagement.** To maintain our vibrant and engaged workforce, we implemented a series of transformative programs and initiatives reflecting our commitment to the well-being and satisfaction of our teammates. They include: A dedicated well-being council and a teammate website. With more than 200 resources available, the site had a 30% increase year over year, with nearly 95K visits.

To learn more about our achievements in 2023, visit our Year in Review report at [2023yir.advocatehealth.org](https://2023yir.advocatehealth.org).

And join our faith and health partnerships mailing list at [tinyurl.com/AdvocateNews](https://tinyurl.com/AdvocateNews).

## **Thank you to those who have served Advocate Health Care in 2023**

We are grateful for the partnership of our Evangelical Lutheran Church in America (ELCA) and United Church of Christ (UCC) partners as you have walked alongside us in this ministry, and offered counsel, prayer, accountability, and vision. Thank you for your time, wisdom, and investment in this healing ministry.

### **Advocate Health Board of Directors**

Michelle Baker Richardson, UCC Lay. Board Chair  
Mark Harris, UCC Lay  
John Timmer, ELCA Lay

### **Advocate Health Care Board of Directors**

David Anderson, UCC Lay  
Dr. Ulysses Burley, ELCA Lay  
Rev. Molly Carlson, UCC Clergy  
Bishop Yehiel Curry, ELCA Clergy  
Dr. Daisy Varughese, ELCA Lay

### **Mission and Spiritual Care Committee of the Advocate Health Care Board**

Rev. Kelsey Peterson Beebe, UCC Clergy (WI)  
Rev. Donna Childs, Larger Faith Community Member (WI)  
Minister Michelle Day, UCC Lay  
Jennifer DeLeon, ELCA Lay  
Rev. Nathaniel Edmond, Advocate Health Care Board Representative  
Mark Harris, Advocate Health Care Board Representative, Committee Chair  
Tammy Jackson, ELCA Lay  
Rev. Allison Johnson, ELCA Clergy (WI)  
Rev. Monte Johnson, ELCA Clergy  
Irshad Khan, Larger Faith Community Member  
Rev. Marilyn Lange, ELCA Clergy (WI)  
Rev. Kathy Lawes, UCC Clergy  
Sheryl Magee, UCC Lay  
Rev. Jon Gilbert Martinez, UCC Clergy  
Rev. Kathy Nolte, ELCA Clergy  
Rabbi Joseph Ozarowski, Larger Faith Community Member  
Rev. Darryl Thompson-Powell, ELCA Clergy  
Harlette Smith Washington, UCC Lay

### **Advocate Health Care Hospital Governing Council Representatives**

#### **Advocate Christ Medical Center**

Benna Whyte Bell – UCC Lay Representative  
Rev. Jennifer English – ELCA Clergy Representative  
Rev. MaryBeth Ingberg – UCC Clergy Representative  
Rev. Vickie Johnson – ELCA Clergy Representative



**Advocate Condell Medical Center**

Rev. Selena Blackwell – UCC Clergy Representative  
Nanette Dahlke – ELCA Lay Representative  
Rev. Matthew Smith-Laubenstein – ELCA Clergy Representative

**Advocate Good Samaritan Hospital**

Rev. Katie Hines-Shah – ELCA Clergy Representative  
Nancy Kupka – ELCA Lay Representative  
Rev. Scott Oberle – UCC Clergy Representative

**Advocate Good Shepherd Hospital**

Bill Eich – UCC Lay Representation  
Rev. Gregory Lucas – UCC Clergy Representative  
Rev. Donald Wink – ELCA Clergy Representative

**Advocate Illinois Masonic Medical Center**

Rev. David Abrahamson – ELCA Clergy Representative  
Richard Boyum- ELCA Lay Representative  
Rev. Tasha Vinson Brown – UCC Clergy Representative

**Advocate Lutheran General Hospital**

Ronald Mallicoat – ELCA Lay Representative  
Rev. Carol Hill – UCC Clergy Representative  
Rev. Christopher Neptun – ELCA Clergy Representative

**Advocate Southland Health Network  
(Combined Council for Trinity Hospital and South Suburban Hospital)**

Rev. Robert Klonowski – ELCA Clergy Representative  
Rev. Terrill Murff – UCC Clergy Representative  
James Richardson, M.D. – UCC Lay Representative



## BETHEL NEW LIFE - Our Organizational Vision:

Bethel New Life, Inc. deploys a network of wellness partners, programs and initiatives to promote the health and wellness of individuals, families, and neighborhoods through all stages of life. "Programs through partnerships."

### “ A Message From Our CEO:

I am proud of our progress to revitalize the work of this decorated institution and icon of westside support and development. Our vision to rebuild our 9-acre campus, providing the space to which our community partners can provide the programs and initiatives to move individuals and families to thrive. It is an ambitious endeavor, however it is the kind of investment that our community deserves. Changing the way our community thinks about and approaches health and wellness requires a change in culture. **Bethel New Life, Inc.**, and I as a resident, accept the obligation of being a critical part of this compelling work.”

- Mr. Sharif Walker,  
President/CEO



**1 MILLION**  
Fiscal Year 2024 Budget



**214 UNITS**  
Senior Housing



**+1000 CLIENTS RECEIVED  
FRESH PRODUCE**  
Our Daily Bread Food Pantry  
and wrap around services



**50+ PLANTED  
FRUIT TREES**  
2023 Environmental education  
and source of improved nutrition



**VEGGIE DISTRIBUTION**  
+1000lbs of food distributed  
to Bethel New Life Seniors



**HORTICULTURE**  
13 garden beds offers food  
literacy, social emotional  
and personal growth



**MILDRED WILEY  
WELLNESS HUB**  
Expected completion date - 2026

Sources	Total
Permanent Loan	-
Chicago Recovery Grant (Committed)	2,000,000
Federal Grant (Committed)	750,000
Vantage (Committed)	250,000
Austin Fresh (Committed)	200,000
NMTC	-
Fundraising	4,092,125
<b>Total</b>	<b>7,292,125</b>

Uses	Total
Acquisition	-
Construction	6,165,196
Other Construction	390,572
Soft Costs	424,194
Financing Costs	256,762
Reserves	55,401
Developer Fee	-
<b>Total</b>	<b>7,292,125</b>



## A Place for All FY2023 Concordia Place Highlights



### Leadership Change

Grace Araya succeeds Concordia Place's first President and CEO, Brenda Swartz. Brenda departs after more than two decades with an amazing record of growth and success. Through Brenda's leadership, Concordia Place grew from one center to four and expanded its programming to help children, teens, and families envision bigger and better tomorrows. As we continue to strive to fulfill our mission and guiding principals we are eager to begin another exciting chapter of growth and responsiveness to the ever-evolving needs of the community.

Bringing 20 years of experience in early childhood education and over five years of nonprofit executive leadership experience, Grace is a strategic leader and mission amplifier. Focused on strengthening local communities' ability to develop and implement community-wide, collaborative strategies that improve outcomes for children and families. Grace comes to Concordia with a growth mindset and expertise in relationship-building, visionary leadership, and organizational growth.



### Early Learning and Preschool | Learning through purposeful play



**484 children**  
provided in-person early learning and preschool in FY23

Concordia Place's commitment to high quality early learning environments and the well-being of young children and their families follows the guiding principal "A Place of Excellence." You may already know, our child care centers offer consistent, reliable care by experienced teachers with degrees in early childhood education. Furthermore, all Concordia Place centers are NAEYC accredited-the National Association for the Education of Young Children, this designation will be in place through 2029. The accreditation process is rigorous and transformative involving a self-study for quality improvement in preparation for an on-site assessment against 10 research-based standards. NAEYC is a standard bearer for the industry and only 6,000 programs are accredited nation-wide, this represents only 10% of all child care programs.

### Family Support | Into and through parenthood

The Home Visitor provides free, personalized home visits to foster resilience and improve family functioning and self-sufficiency. The program has been very well received by the community and Concordia Place and has been granted the funding for another Home Visitor, thus increasing the number of families served from 24 to 48. The Home Visiting team has grown to include two home visitors and a supervisor. Based on a relationship and researched based curriculum, families work with the home visitor to set and access goals and provide lessons plans. They establish goals and milestones for children's development and track progress toward the goals. The clients of the home visiting program tend to be very young mothers who are informed of other supportive services so their children are ready for kindergarten.



[www.concordiaplace.org](http://www.concordiaplace.org)

## School-Age 365 | Enriching lives all year long

When school lets out, we are in session! Blending education and recreation, School-Age 365 keeps kindergarteners to 12-year-olds learning all year round in summer camp, after-school, and other out-of-school time programs. Children maintain and build upon the skills learned at school through science experiments, games, reading, art, and more. We are open all day when area schools are closed. Our staff escorts students from area schools to Concordia on Whipple.

In addition to educational activities and homework help, children are also given time to socialize with friends and build peer relationships, with the warm guidance from our teachers. After-school children have a lot of energy, so our on-site playlot and large indoor play space offer daily opportunities to get moving and stay healthy. School-Age 365 programs are offered on a sliding tuition scale.



**115 children**

served through after-school and summer camp programming in FY23



## Teen Leadership | Preparing tomorrow's leaders



The success of our Teen Programs is embodied in staff member Rene Pineda, who is highlighted in our end of year appeal to donors. Rene credits Concordia Place with growing his confidence and setting him on his career path. He felt safe and encouraged as a teenager and vowed someday to find a way to support other teens. Now, almost eight years later, he does that as a staff member in the very program that believed in him from the beginning.

What the teen programs offer:

**Create Leaders** – Teens are on-track to graduate from high school and are confident in their ability to achieve their future goals.

**Employability** – Teens develop social and emotional competencies that drive academic, career and personal achievement.

**Social Responsibility** – Teens value being of service to their community, and respect different opinions and attitudes.

**Ecology** – Teens become environmental stewards and understand how their actions impact the earth.

**Healthy Lifestyle** – Culinary Leaders become armed with skills for a nutritious and healthy lifestyle. Teens learn to cook and from scratch using pantry stable items and grow food from seeds. They support their family by using their emerging skills to cook for younger siblings, which is especially helpful in single parent households.

Having an entrepreneurial mindset is an advantage for teens in our fast-changing world. This program educates teens on the fundamentals of running a socially responsible business. Teens increase their skills, confidence and aspirations to effect social change learn financial literacy, collaboration, adaptability, innovation, humility and networking. Our teen run-enterprise provides entrepreneurial training and paid internship opportunities, through the development and distribution of teen-crafted, all natural, body care products.

- 93% of teens in the Teen Programs received reduced lunch
- 94% of Ruckus Interns are on track to go onto the next grade level
- 90% of Ruckus Interns reported having a working understanding of how a small business operates
- 100% of Ruckus Interns reported having a working knowledge of production, packaging, inventory, and quality control
- 94% of Ruckus Interns reported that they believe in their abilities to achieve their goals
- 100% of Ruckus Interns reported that they felt safe within the program
- 94% of Ruckus Interns reported that the program helped them feel more hopeful about the future

## By the Numbers | Committed to our Mission



### Serving the Gap

**36% Very Low Income**  
**25% Low Income**  
**39% Median+ Income**



### A Rich Racial Diversity

**36% White**      **7% Black**  
**34% Latino**    **5% Asian**  
**13% Mixed-Race** **5% Other**

Dear Partners in Ministry,

Grace and peace to you this synod assembly season. As you may know, Lutheran Immigration and Refugee Service has embraced a new name: Global Refuge. Grounded in Psalm 46:1, “**God is our refuge and strength, a very present help in trouble,**” we hope to enter our next 85 years with openness, building a bigger table to meet a growing need. Global Refuge was forged in faith. Our Lutheran heritage has always shaped our work of welcome and will continue to do so in years to come.

With the support of partners and Lutheran communities like yours, in 2023 we were able to...

- Help 17,000+ children reunify with their families or find loving foster homes
- Welcome 11,200+ refugees from countries across the world
- Assist 11,700+ people seeking safety from Central America and beyond

In a political season rife with anti-immigrant rhetoric and messages that villainize newcomers, we have a unique opportunity to change this narrative and refocus on all the gifts newcomers bring to community. We invite you to join us in this work!

- Share about Global Refuge in your church or [invite our team](#) to join you.
- Include Global Refuge [bulletin inserts](#) about our work in your bulletin.
- Start a [Circle of Welcome](#) to support newcomers in your community.
- Pack [Fresh Change](#) bags, a partnership with Border Servant Corps, to welcome our neighbors at the border with care and dignity.
- Sign up for our monthly e-newsletters for faith leaders and explore a [webpage specifically for congregations](#) which has the latest faith community resources.

Thank you for your continued support. The many ways Lutheran communities embody Jesus’ ministry through the work of welcome is truly inspiring.

Go in peace. Welcome the stranger.



Deacon Sarah Kretschmann | Congregational Engagement Specialist  
[outreach@globalrefuge.org](mailto:outreach@globalrefuge.org)

## Join the work of welcome.



Lutheran Immigration and Refugee Service is now Global Refuge, a faith-based nonprofit serving newcomers seeking safety.

For 85 years, we have welcomed more than 750,000 immigrants and refugees from around the globe, upholding a legacy of compassion and grace for people in crisis.

At Global Refuge, welcoming newcomers isn't just our duty—it's an inherent part of our identity, rooted in our Lutheran heritage and serving as a testament to our unwavering commitment to those in search of refuge.

Every day, our volunteers from around the country dedicate their time to welcoming new neighbors and educating their communities on how to support immigrants and refugees. From airport pickups to educational opportunities, there are plenty of ways to get involved!



Augustine, Aline, and their six children spent years in a refugee camp before being resettled by Global Refuge in Fargo, ND with help from St. John's Lutheran Church.

Scan the QR code or visit [globalrefuge.org](http://globalrefuge.org) to learn more!



Welcoming Newcomers Since 1939

God is our **refuge**  
and strength, a  
**very present** help  
in trouble.

Psalm 46:1

## Únete al trabajo de bienvenido.



Lutheran Immigration and Refugee Service ahora se llama Global Refuge, y sigue siendo un organización no gubernamental, basado en la fe, sirviendo los recién llegados al país.

Por 85 años, hemos apoyado mas que 750,000 inmigrantes y refugiados y refugiadas de todos partes del mundo, siguiendo una legacia de compasión y gracias por la gente en crisis.

En Global Refuge, dando el bienvenido a los que acaban de llegar al país no es simplemente nuestro deber- sino es un parte inherente de nuestro identidad, con raíces en la identidad Luterana, sirviendo como testimonio de nuestro compromiso firme a los que busquen refugio.

Cada día, nuestros voluntarios alrededor del país dedican su tiempo a dar el bienvenido nuevos llegados y a educar sus comunidades como apoyar inmigrantes y refugiados y refugiadas quienes hayan llegado. ¡Que sea recibir los nuevos llegados desde el aeropuerto, o facilitar oportunidades de educación, hay muchas maneras de participar!



Augustine, Aline y sus seis hijos pasaban años en un campo de refugiados, antes de recibir apoyo de Global Refuge en Fargo, ND con la ayuda de St. John's Lutheran Church.

[www.GlobalRefuge.org](http://www.GlobalRefuge.org)



Welcoming Newcomers Since 1939

Dios es nuestro  
**refugio** y  
fortaleza, nuestro  
**pronto auxilio** en  
las tribulaciones.

Salmo 46:1

## **Lutheran Campus Ministry in the Metropolitan Chicago Synod 2024 Synod Assembly Report**

The Metropolitan Chicago Synod is home to three campus ministries: Northwestern University; South Loop Campus Ministry (at Holy Trinity Lutheran Church in the Loop); and University of Chicago (at Augustana Lutheran Church of Hyde Park). These ministries are this church's presence at the intersection of faith and life in academic settings, and their purpose is to invite people to engage more deeply with the teachings of Jesus Christ and the community that bears his name, so that they can discover and fulfill their vocation as disciples. We are grateful for your prayerful and financial support, and we ask for your ongoing prayers for our ministries and our campuses.

### **South Loop**

Pastor Sharai Jacob (she/her)  
sjacob@htchicago.org  
htchicago.org  
facebook.com/HolyTrinityChicago

### **University of Chicago**

Pastor Matthew Stuhlmuller (he/him)  
campuspastor@augustanahydepark.org  
uchicagolcm.org  
facebook.com/UchicagoLutheran

### **Northwestern University**

Pastor Deanna Langle (she/her)  
deanna.langle@u.northwestern.edu  
lcmnorthwestern.org  
facebook.com/NULutheran



If you are a college student or you know a student who is looking for a community of friends with whom to explore and express faith, consider Lutheran Campus Ministry. LCM has a presence at more than 180 state and private colleges and universities.

**To locate a ministry or to refer a student, go to:**  
<https://www.luminelca.org/ministries/>



South Loop Campus Ministry is beginning a new chapter in 2024 as a ministry of Holy Trinity Lutheran Church in the Loop! Pastor Sharai Jacob has just begun her call at Holy Trinity in the Loop (HTLoop), and is excited to begin the work of re-igniting a campus ministry in the South Loop as part of that call. Plans are underway to create a committee through which HTLoop congregants could be involved in this process of re-creation. This committee will work towards forming a ministry focused on creating space for rest and stillness, as well as offering opportunities for spiritual growth and service. South Loop Campus Ministry will continue to invite students to relationship-based service at Community Table, as well as to grounding and caring community at HTLoop's Saturday night worship. As we continue in this time of planning, we appreciate your prayers and support!

Submitted by the Rev. Sharai Jacob





Every Easter, LCMNU, with our campus ecumenical partners, hosts a sunrise service on the beach of Lake Michigan, right by the campus, where students, family members, faculty, staff, and alumni of Northwestern, and Evanston community members huddle together in the chilly lake breeze to see the sunrise and to hear the Easter gospel proclaimed. Three days after our 2023 celebration of the resurrection, we were back in the tomb as Northwestern students were in lockdown on campus because of three shootings on this beach resulting in two teens critically injured, and one teen dying. At our 2024 Easter service, we remembered these teens, and we remembered that as Easter people we are a part of God's resurrection hope in and for our world. It is precisely in these moments of lockdown, fear, suffering, death, and grief that we must know that Jesus is not only *with* us but also *calling* us to love and serve, and through love and service, we become the presence of Jesus here and now for each other. If LCMNU weren't at Northwestern, how would students navigate such a violent experience on campus and dare to claim hope in the midst of death? Dare to be a part of bringing hope and shaping a different world in which even Jesus could be safe?

The most critical message that campus ministry has for the larger church is that it is a different world in which our young adult college students are living. The church must be where these young adults are and help them learn that faith has something to say and something to offer to their lives, right now, in the midst of gun violence, climate crisis, mental health challenges, social and political division, and social media that never stops. In the words of a student, "there's so much coming at me, I don't even know how to discern what to put in the 'frame' of my life to help me discern my life." LCMNU reminds these students that they are loved no matter what, and LCMNU repeatedly extends Jesus' countercultural call to turn outward toward others in love and service. Through experiences of worship, deep educational engagement, awareness of and service to the most vulnerable in the campus/Evanston community, companionship and fellowship that offer care and connection, and an enduring presence on this campus to and with students, LCMNU teaches and frees them to put "love" and "service" (and compassion, justice, forgiveness, mercy, hospitality) in the frames of their lives. Thank you, Metro Chicago Synod, for being a partner in this ministry that cultivates the hope that is so needed by our young adults, the church, and our world.

Submitted by the Rev. Deanna Langle



As we look back over the last year, we are filled with a deep sense of gratitude for the congregational and synodical support of campus ministry at the University of Chicago. Far more than just a tenant or a sponsored organization, the UChicago Lutheran Campus Ministry is a ministry of Augustana Lutheran Church of Hyde Park. Practically, this means that the campus pastor is called through the congregation to do this work. Missionally, this means that we have one shared mission of sharing the gospel with our neighbors, including the students at the University of Chicago. We share all our resources as a congregation, and we invite students to participate in the full life of the congregation.

In 2023, Augustana expanded the campus pastor position to full-time. This is the first time ever that Augustana has had a full-time campus pastor. This expansion is a wonderful sign of the growth and vitality of our campus ministry. Students are an integral component of our Sunday assembly, our service and justice ministries, and our church leadership, including the church council and Sunday School. This year, we elected two students as our congregation president and treasurer.

Over the last three years, we have seen a rise in college students pursuing catechesis and baptism in the Christian faith. We have baptized four young adult converts who have come to the faith from no prior religious background. In a time of increasing polarization and fragmentation in our wider society, we are finding that Christian community embodies good news for many young adults. We offer a way of life that helps students to see their lives and the surrounding world in a new and gracious light.

We give thanks to all our many students, leaders, and partners who make this ministry possible, and we are excited to see the continued blessings that campus ministry will bring to the ELCA.

Submitted by the Rev. Matthew Stuhlmuller

ANNUAL REPORT 2023

EXPERIENCE  
SANCTUARY  
COMMUNITY  
CREATION  
FAITH



PO BOX 239 OREGON IL 61061 | 815.732.2220 | www.LOMC.org

PARTNERS IN MINISTRY

## THE TRAIL AHEAD

As we head into LOMC's 50th year of outdoor ministry in Oregon, IL, we walk a winding trail with infinite possibilities and many numerous challenges. Slowly but surely LOMC is regrowing relationships with churches, scouting groups, crafters, school groups, families, summer campers and more. Financial struggles continue to slow down the growth of LOMC and sustainability has been both a focus and source of stress for the organization (likely from the beginning in 1974).

We have so many blessings (50 years full of them) and only together with God's grace and mercy will we see improvements and growth. We strive to continue offering unique experiences for people to gather together, be immersed in the natural world and grow together in powerful and unique ways. The road trip to LOMC can inspire all who find themselves driving up the entrance into the LOMC property. Come experience life together with us!

### Capital Improvements Chronologically

- Additional new beds were added to Marander Lodge allowing for three people per room.
- Hawkins Hospitality Center kitchen and apartment received new heating/cooling systems.
- Ahlgrim's Roost and Timbers Perch had new carpet installed.
- Ahlgrim's Roost received new tables, stacking chairs and picnic tables.
- Mattress foundations were replaced in Marander Lodge.
- The Drama Drum wood decking was replaced with a concrete floor.
- A new refrigerator was placed in the Moline Dining Hall kitchen replacing a 1960's era model.
- Hawkins Hospitality Center received a new steel roof.
- 5 acres of black locust trees were removed and mulched in our upper CRP land.
- Dody Lodge received a new boiler and Hawkins Hospitality Center received a new water heater.
- Ahlgrim's Roost and Meadows B Retreat Cabin both received new steel roofs.
- Dody and Marander Lodges and the Moline Dining Hall had new wifi 6 access points installed.
- New NSF-rated shelving was placed in the walk-in cooler and pantry of the Moline Dining Hall kitchen.

## LOMC EVENTS

**Oregon Fire Department:** We were pleased to have the fire department use Paul's Pond for training on ice and they returned in the spring to burn acres of CRP (conservation) plots.

**Board Retreat:** The LOMC board of directors spent time in assessing our mission, core values and sustainability. Board members each pledged efforts in helping LOMC throughout the year.

**May Work Days:** On the first two Saturdays in May, volunteers gathered together to help repair and improve LOMC. We are thankful for many hands helping repair and improve LOMC!

**Synods:** We attended several events including the Northern Illinois Synod's CRE, synod assemblies and more.

**Autumn Fest:** A smaller crowd assembled due to cold and rain but we had a terrific time with the Donut Fun 5K, devotion worship by Pathways (Christ Lutheran, Belvidere) and all the great activities like pumpkin carving and fresh apple cider making.

**Retreats:** We enjoyed spring elementary and middle school retreats and continued adventures with our fall middle school retreat welcoming 54 youth and adults for a "green lens" experience.

**Candlelight Walk:** This event is hosted by the Oregon Chamber of Commerce and LOMC had a table selling baked goods and other festive offerings. A fun opportunity to share about LOMC!

## SUMMER CAMP

Five weeks of summer camp were offered in 2023 featuring experiences full of nature study, scripture experiences, singing, canoeing, hiking and always more.

### Camps Included:

Flutter (Grades 1-2)

Flock (Grades 3-5)

Scurry (Grades 6-12)

Pack (Grades 9-12)

Night Owls (Grades 6-8).

53 summer campers enjoyed a partial or full week of camp!

**Team Camp** also brought 10 ELCA churches (or church clusters) to LOMC this summer with a total of 55 campers and leaders.

We continue to grow our summer staff (post-pandemic) and were blessed with 11 young adults serving in a variety of summer positions.

# 2023 FINANCIALS

INCOME HIGHLIGHTS*	2023 Actual	2023 Budget	\$ Over Budget
Annual Fund Donations	177,969.40	177,000.00	969.40
Synod Grants	34,544.91	37,000.00	(2,455.09)
Farm Land Rental/CRP	51,738.84	51,700.00	38.84
Campground	1,222.00	850.00	372.00
Freedom Tree Retreats	65,103.00	74,600.00	(9,497.00)
Cabin Retreats (includes Summer Camps)	57,564.11	85,200.00	(27,635.89)
Day Events and Facility Rentals	5,149.60	9,000.00	(3,850.40)
<b>TOTAL INCOME</b>	<b>\$398,711.69</b>	<b>\$438,550.00</b>	<b>\$(39,838.31)</b>
EXPENSE HIGHLIGHTS*	2023 Actual	2023 Budget	\$ Over Budget
Office/Administration	205,696.60	209,946.20	(4,249.60)
Food & Meal Service	63,443.77	78,682.50	(15,238.73)
Property	114,985.75	138,178.59	(23,192.84)
Program	65,388.32	78,459.08	(13,070.76)
<b>TOTAL EXPENSE</b>	<b>\$449,514.44</b>	<b>\$505,266.39</b>	<b>\$(55,751.95)</b>
Net Ordinary INCOME	\$(50,649.46)	\$(66,716.39)	\$15,840.58
Transfer from Scholarship/Grant	18,547.00		
Balance in Checking Account	38,785.03		
Mortgage Loan	37,551.9		
<b>NET</b>	<b>\$(45,369.33)</b>		

LOMC showed a budgeted loss of \$50,649.46 largely due to a continued lower rate of guest registrations. Despite the loss, it was less of a deficit than budgeted.

Overall, the number of guests are continuing to rise since the pandemic, albeit, slower than we would prefer.

\*All accounts are not shown. The total does reflect all accounts.





**66 Retreat Groups** Crafting groups, churches, families, family reunions and more experienced wonderful relationship building at LOMC.

**8 Day Events** With less costs and time commitment, groups can take advantage of day-only experiences.

## GUESTS TO LOMC

A few numbers representing the many guests

The purpose of Lutheran Outdoor Ministries Center (LOMC) is to be the Church in outdoor settings, nurturing Christian faith and providing experiences connecting the Word of God with the World of God.

**15 Facility Rentals** Groups find LOMC to be an excellent place to hold their meetings or events in one of our facilities.

**7 Church Workers** We continue to welcome church workers to spend a night or two at LOMC for rest, focused work and/or prayer. Freely given; donations accepted.

# LOMC BOARD and STAFF

The following board and staff served in the ministry of LOMC for 2023.

## YEAR-ROUND STAFF

**Adams, Audrey**  
Retreat Business Manager

**Dilbeck, Ken**  
Property Manager

**Gieraltowski, Rob**  
Executive Director

**Senti, Chris**  
Property Assistant

**Serrano, Nyssa**  
Food Service/Hospitality Manager

**Wandersee, Michelle**  
Program Director

## SUMMER AND SEASONAL

Avey, Rod  
Dilbeck, Carolyn  
Heinrich, Jennifer  
Kayes, Zy  
Kolakowski, Hannah  
Mayer, Katherine  
Nuckles, Collin  
Olson, Caitlyn  
Phelps, Colin  
Rodén, Ivy  
Tekhle, Betiel  
Van Fleet, Eleanor  
Wolter, Kurt

## LOMC BOARD of DIRECTORS

### Central/Southern Illinois Synod

**Bishop S. John Roth \***  
**Bishop Greg Busboom \*\***  
**Goldhammer, Deacon Jill**  
Bishop's Appointee  
**Jenkins, Rev. Patrick**

### Metropolitan Chicago Synod

**Bishop Yehiel Curry**  
**Anderson, Paula**  
Development Chair  
**Duckmann, Ken**  
Governance and Inclusion Chair  
**Honig, Rev. Chris \***  
Development Chair  
**Johnson, Rev. Anna-Kari \***  
Bishop's Appointee  
**Sloss, Rev. Ben \***

### Northern Illinois Synod

**Bishop Stacie Fidler**  
**Clark, Rev. Mike**  
Bishop's Appointee, Chair  
**Ficken, Margi**  
Secretary  
**Janicek, Alan \***  
Property Chair  
**Judkins, Nicole**  
Nominating Chair  
**Knowles, Nathan**  
Treasurer  
**Truax, Rev. Bree**  
Vice Chair

### Members-At-Large

**Anderson, Dr. Christopher**  
Property Chair  
**Dahleen, Jacob**  
**Gallagher, Rev. Katie \***  
**Rojas, Melissa \***  
Nominating Chair  
**Salser, Rev. Chrissy**  
Program Chair

\* Term ended in 2023

\*\* Term started in 2023







1001 E. Touhy Avenue, Suite 50  
Des Plaines, Illinois 60018  
P: 847.635.4600  
F: 847.635.6764  
LSSI.org

## **Metropolitan Chicago Synod 2024 Annual Report from Lutheran Social Services of Illinois (LSSI)**

Dear Valued Partners in Ministry:

Last year, LSSI served 50,291 children, adults, families, and seniors in our state—one out of every 252 people. We provide whole-person care and embrace a generative model of human services that does more than just address challenges: we look at the broader scope of a person’s life. Responding to the Gospel, we bring healing, justice, and wholeness to people and communities.

Your support and that of your congregations and members remains critical to our ability to serve our neighbors in Illinois through our residential programs for people with developmental disabilities, programs that help individuals and families impacted by incarceration, traditional and therapeutic foster care, mental health services, alcohol and drug treatment, affordable senior housing, and more.

I’m pleased to share some program highlights from this past year:

- LSSI has been awarded \$600,000 by Endeavor Health’s 2024 Community Investment Fund to increase access to services at its Welcoming Center, adjacent to Endeavor Health Swedish Hospital, which provides behavioral health services. Last year, LSSI served 15,352 people through its behavioral health programs, including 928 at the Welcoming Center. Those served at the Welcoming Center represent 13,386 appointments.
- As the largest provider of foster care services in Illinois, the primary goal of LSSI's Foster Care Program is to help children find their forever home, either by reunification with birth families whenever possible or through adoption or guardianship. Last year, LSSI served 2,607 children statewide through foster care placements across 12 offices in 42 counties.
- Last year, LSSI served 2,399 clients with a substance use disorder. LSSI provides a full continuum of targeted alcohol and drug treatment for people in Chicago, Elgin, and Sterling. These services include DUI counseling and education, healthy start recovery homes, inpatient rehabilitation, outpatient substance use treatment, and sober living.

We express our gratitude to Bishop Yehiel Curry for his leadership of the Metropolitan Chicago Synod, as well as his service on the LSSI Board of Directors. We extend our thanks to the following individuals from the Metropolitan Chicago Synod service area who served on the LSSI Board of Directors this past year: The Rev. Kathie Bender Schwich, Chair; The Rev. Dr. M. Wyvetta Bullock, Treasurer; Ron Kok-Alblas; The Rev. Rhonda L. Pruitt; and John T. Rudy, Chair Emeritus.

We are grateful to the trustees of LSSI's Cornerstone Foundation representing the Metropolitan Chicago Synod service area this past year: Thomas Cunniff, Treasurer; Susan Gilpin; Jon Habegger; Pr. Richard Holmer; Pr. Art Puotinen; Jon Theeke Jr.; and Bonalynn Wallach.

LSSI appreciates the generosity of our friends in the Metropolitan Chicago Synod who share in our ministry as we serve our neighbors and follow in Christ's footsteps.

In faith,

A handwritten signature in black ink, appearing to read "Mark A. Stutrud". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

Mark A. Stutrud  
President and Chief Executive Officer



## Lutherdale Report

As we enter into this 80th year of ministry of the Lutherdale, we reflect on both our history and where God is leading us into the future. When I think back to the early beginnings of Lutherdale, I give thanks for those leaders who sat on the log here on our property and prayed Lutherdale into being. I am so grateful for the vision they had and their tenacity to bring a camp to life. There was so much time and effort spent launching the camp- from clearing the land, to finding the army surplus tents that would become for the first housing and gathering spaces, to laying the ground work for all that would come, thereafter.

I imagine those first leaders would say that their prayers had been fulfilled if they were to see Lutherdale now and be able to look back at all of the lives that have been touched through the ministry of Lutherdale. Thousands of youth campers have filled this space through all seasons of the year. Church groups, school groups, scouting groups, and Y groups have come and their lives were transformed through their experiences here. It is not just youth who have been touched though, thousands more have come for quilting retreats, men's retreats, women's retreats, sobriety support retreats, senior days at the lake, and more. The reach of Lutherdale expands beyond our property lines with off site day camps, camp Sundays, and travel ministry. It is truly amazing to think about how many lives this camp has touched in over 80 years.

As we celebrate the ministry that has happened, we give thanks for all that have made it possible. We thank those early visionaries who prayed it into being, as well as all those along the way who have helped to move the vision forward in each chapter- the directors, staff, and board members. We give thanks for all of the hands who have made this ministry possible. At every step along the way faithful volunteers have stepped up to help support our mission.

As we look forward to where God is calling us, it is clear to me that we need camp more than ever right now. People of all ages are struggling with mental health issues. Our country is facing an epidemic of loneliness. We need the opportunity to disconnect from electronic devices and be immersed in God's creation. Camp is a place where people can experience the love of God, be affirmed as a beloved child of God, and build community.

This year has been what they call in the sports world, "a building year." We have experienced a number of changes in staff and are learning how to create systems and programs that will help us excel in the years to come. We are doing a lot of listening to rostered and lay leaders about how we can be better partners in ministry in this new era of ministry.

Lutherdale has come a long way from the initial army surplus tents it started with 80 years ago. Some of our buildings are aging and we need to update a number of them. We have had a number of important building updates in 2023. Twin cabin was totally renovated and repaired after some water damage. The south house had new siding put on. The chapel has a new roof to repair the damage incurred from a severe storm last summer. We are starting to look at what will be needed to update the Dining Hall and making a schedule of both necessary and preventative maintenance needed on our buildings.

While we have seen a number of challenges this year, I am excited to see where God is leading us. I am grateful for the incredible, dedicated staff and Board of Directors who are helping us to set our direction and help live it out. We could not do the work that we do without all of the faithful donors and volunteers.

**"Lutherdale is a faith community, dedicated to building lives in Christ, through the wonder of God's creation and the study of God's word."**

N7891 US HWY 12, Elkhorn, WI 53121, 262-742-2352

## The Mission Investment Fund: Your financial partner

**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 offers 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 outdoor camps, senior housing and social service agencies.



**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.

### Why is MIF the right choice?

- **MIF has demonstrated expertise** in church and ministry financing. With longstanding experience in congregation and ministry building projects, we're unique among lending institutions.
- **We consistently offer competitive rates and terms.**
- **We offer a full suite of financial services.** MIF offers congregations, ministries and individuals a host of investment options. We work in deep partnership with the ELCA Federal Credit Union to offer a wide range of financial products and services.
- **The faithful stewardship of Lutheran congregations and their members funds our loans.** The money invested in MIF finances hundreds of capital projects across the church.

**MIF has a longstanding tradition of strength and stability.** At year-end 2023, MIF had 811 loans outstanding, totaling \$578.3 million. Investment obligations totaled \$547.7 million. With total assets of \$774.4 million and net assets of \$208.2 million at year-end 2023, MIF maintains a capital ratio of 26.88 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.

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#### **MIF at work in the Metropolitan Chicago Synod (as of December 31, 2023):**

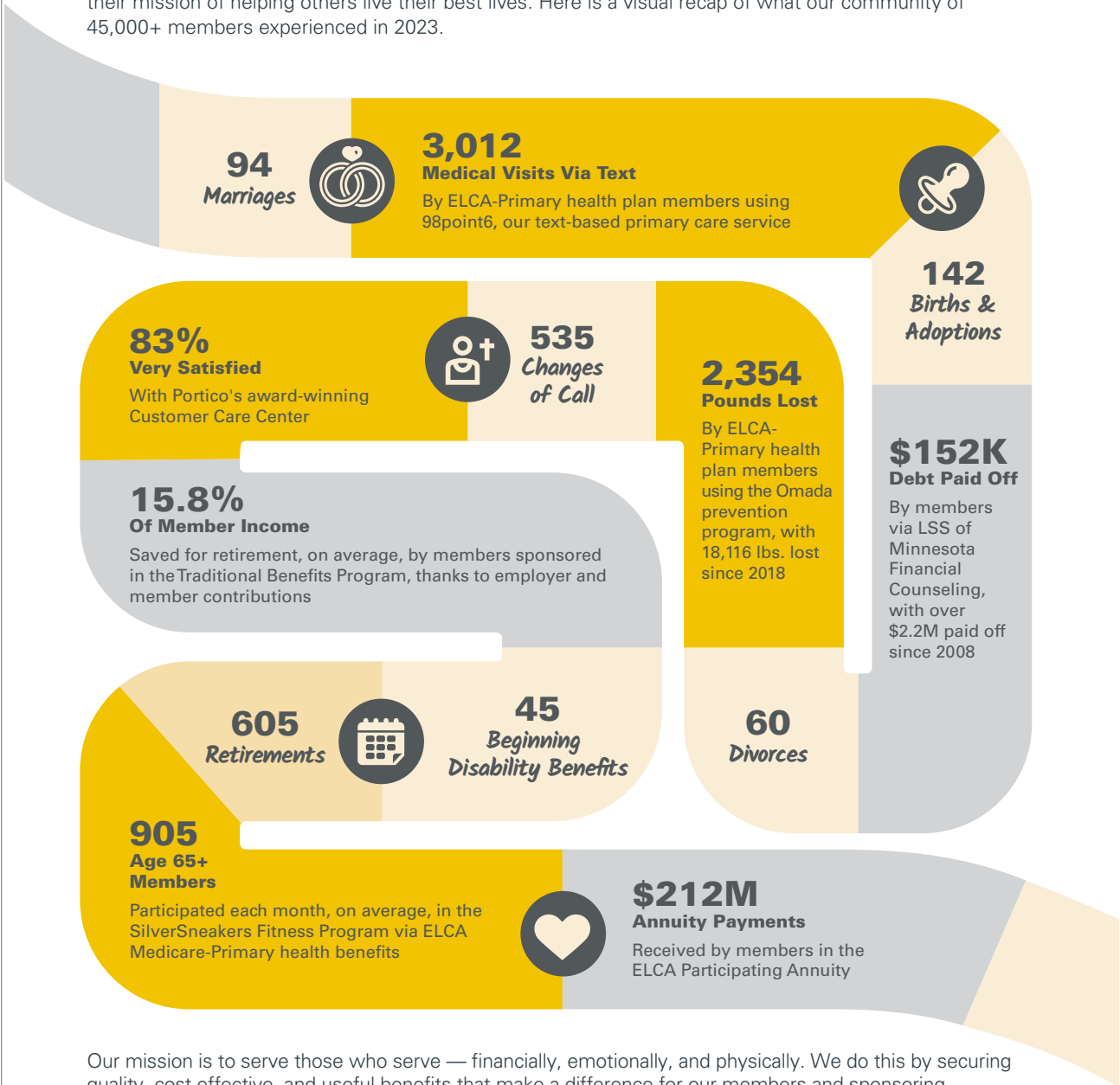
- 39 Mission Investment Fund loans, with a balance of \$31,806,443
- \$28,264,794 in Mission Investment Fund investment obligations

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

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

## Benefits Making a Difference

At Portico we strive to offer benefits that make our plan members' lives better, so that they can fulfill their mission of helping others live their best lives. Here is a visual recap of what our community of 45,000+ members experienced in 2023.



Our mission is to serve those who serve — financially, emotionally, and physically. We do this by securing quality, cost-effective, and useful benefits that make a difference for our members and sponsoring organizations. With each new year we continue to grow our pool and affirm the value and importance of church together.

Note: Unless a specific benefit program is mentioned, these numbers and percentages were drawn from across Portico's benefit programs.

60-302 (02/24)

Thank you for taking the time to learn about the ministry of Region 5 as you prepare for and engage in the business of your synod assembly. This synod joins with eleven other synods in Wisconsin, Upper Michigan, Iowa, and Illinois to form Region 5: one of the 9 regions across the ELCA. The ministry of region 5 is roughly divided into 3 categories: convening synod ministry leaders; accompaniment of those preparing to become pastors and deacons; and tending to archival records.

As a region, your synod bishop, staff, and other leaders gather with their colleagues throughout the year. These gatherings are a way for them to support and pray with one another; and to share their ideas, experience and expertise with one another to faithfully minister in your synod. The twelve bishops, along with the regional candidacy manager, make up a regional steering committee. Their collegiality is important in establishing great working partnerships for years to come.

The Region 5 steering committee affirmed in 2023 to work together to provide a 3 year cycle of professional ethics education-aka Boundaries Education. This 3 year cycle will begin in 2024 with a basic professional boundaries education event for rostered ministers and synod authorized lay leaders. Subsequent years in the 3 year cycle will focus on racial justice and gender justice. Region 5 continues to gather bishops and staff in the region on an annual basis for shared support, learning, worship and fellowship. In 2023, we gathered at the ELCA churchwide offices and met with the ELCA Future Directions vision team as well as other ELCA leaders.

As candidacy and leadership manager for region 5, most of my time is spent working alongside synod candidacy committees. “Candidacy” is the term used to describe our process of forming and preparing people to serve as a pastor or deacon in the ELCA. Ministry also includes training for new candidacy staff and volunteer committee members in your synod. ELCA candidacy itself is in a period of review and renewal, to align our process with what the church needs of ministry leaders today. You can find out more information at [www.elca.org/formation](http://www.elca.org/formation).

As members of the ELCA we believe that discernment about vocation is holy work for all people. God calls all of us to live out our vocation in community, in service to God and in love toward the neighbor. An online tool, [www.journi.faith](http://www.journi.faith) is for all who are interested in exploring how their gifts for ministry can be put into service throughout the ecology of the ELCA and beyond. I also welcome and encourage your prayers and invitation to those you know who have gifts for rostered ministry. You can learn more about this at [www.elca.org/Our-Work/Leadership](http://www.elca.org/Our-Work/Leadership).

As a region, we also share in the care of archival records. Region 5 archives are housed at Wartburg Theological Seminary in Dubuque, Iowa. Our archivist, Sue Dodd, collects records of and responds to inquiries concerning synods, deceased rostered personnel, and dissolved congregations within region 5. This work both preserves institutional records and documents the historical record of the institution within the context of the larger world. As congregations in the region make decisions to close, Sue is a resource to you in determining what records to save and how to transfer them to the archives.

Thank you for your synod’s participation in this shared ministry and for the privilege to serve among you.

Rev. Ramie L. Bakken, Candidacy and Leadership Manager [ramie.bakken@elca.org](mailto:ramie.bakken@elca.org)  
Sue Dodd, Region 5 Archivist [sdodd@wartburgseminary.edu](mailto:sdodd@wartburgseminary.edu)

In partnership with the Synods of  
Metropolitan Chicago ~ Northern Illinois ~ Central/Southern Illinois ~ Southeastern Iowa ~ Western Iowa ~ Northeastern Iowa  
Northern Great Lakes ~ Northwest Wisconsin ~ East-Central Wisconsin ~ Greater Milwaukee ~ South-Central Wisconsin ~ La Crosse Area

# 2023 ANNUAL REPORT

## HIGHLIGHTS Seafarers International House

### MESSAGE FROM OUR EXECUTIVE DIRECTOR: Into the Faithful Future

Dear friends of Seafarers International House (SIH):

*"Though your beginning was small, your latter days will be very great." Job 8:7*

In 2023, Seafarers International House celebrated its 150th anniversary of uninterrupted service to well over two million people. Starting humbly with one pastor in 1873, we have been fulfilling our mission of being the *Lutheran response to the urgent needs of vulnerable seafarers and immigrants*, or more succinct: of welcoming in the stranger.

Reflecting on our past, of the evolution of our services, always adapting, often moving physically from one guesthouse building to the next, we have reaffirmed that Seafarers International House is not a place but a service. In 2023, we welcomed fifty asylum seekers and provided them with free lodging and assistance from our new Social Worker, Michael Bradford, who collaborates with me tirelessly to make people who escaped violence and persecution feel at home, enabling many to become contributing members of their new homeland. We also offered 159 seafarers, often young mariners starting their careers or senior seafarers transitioning into retirement, affordable accommodations as they prepared for their next 3-6 months voyage or starting a new chapter of life, respectively.

During 2023, we strengthened our partnership with the Albany Maritime Ministry (AMM) with Pastors Kate Drefke and Lowell Chilton and hired Rev. Jonathan Westerlund to aid in the busy port of New Jersey & New York. In all ports, including Baltimore and New Haven, we visited 1,094 ships with

12,522 crew members, bringing on-board essentials and being present and transporting 2,061 of these seafarers to the mall or medical facilities.

Thanks to many individuals, youth and business groups, and congregations, a record 3,216 seafarers regardless of their faith felt some Holiday cheer when they opened their Christmas-at-Sea satchels filled with warm clothing and season's greetings, letting them know that we appreciate their sacrifices while they transport 90% of the things we use. Just look at the faces on the cover of this report and you can see the joy you have spread!

With our partners in the shipping industry, ship owners, and unions we celebrated our 150th anniversary at the Setting the Course Reception breaking an income record of over \$250,000 in crucial support of our Port Mission and subsidized lodging for mariners. We are grateful for the 2023 honorees John Atkins (Global Container Terminals), Mark W. Barker (Interlake Maritime Services), and Adam Vokac (Marine Engineers' Beneficial Association).

Yet, we also used the anniversary year to address future concerns. Through strategic planning involving all board members as well as members of the communities we serve, we determined that the current arrangement of renting our guesthouse to Breaking Ground furthers our mission by providing vital income to help us expand the port mission while continuing excellent lodging to asylum seekers and seafarers at the Markle Residence of the Salvation Army. This formula will allow us to save funds, complemented with donations from a comprehensive campaign, to eventually purchase

#### MISSION

*Seafarers International House (SIH) is the Lutheran response to the urgent needs of vulnerable seafarers and immigrants.*

*SIH offers hospitality, social assistance, and advocacy to a multi-national and multi-faith community in maritime ports on the Eastern Seaboard, Albany and in New York City.*

a new mission-based home with over eleven guest rooms by 2026, or earlier, if a cost-effective opportunity arises.

Please browse our web site (SIHNYC.org) for more details. I thank all of you who supported our essential services to "the stranger" through 2023, - from small beginnings to a faithful future sharing God's justice, welcome, and love.



*Marsh Luther Dreyer*  
Pastor and Executive Director



Members of Jerusalem Evangelical Lutheran Church in Lititz, PA, helped me (kneeling in black) assemble Christmas-at-Sea satchels in November 2023.

## 2023 Program Impact

**18,005** immigrants and seafarers directly benefited from SIH services

**2,297** lodging nights (up from 1,764) provided to 156 seafarers in Manhattan.

**12,522** seafarers were visited and counseled on 1,094 ships, receiving essentials they requested.

**2,061** seafarers were transported to a mall or medical facilities.


**3,216** seafarers, regardless of faith, received Christmas-at-Sea satchels filled with warm clothing and holiday greetings prepared by volunteers to recognize these essential workers. This exceeds last year's record of 2,915!

**50** asylum seekers received free lodging for a total of 766 nights. They hailed from Afghanistan, Angola, Benin, Chad, Dominican Republic, Ecuador, El Salvador, Ethiopia, Ghana, Guatemala, Haiti, Honduras, Iran, Jamaica, Liberia, Libya, Nicaragua, Pakistan, Peru, Sudan, Tunisia, Ukraine, and Venezuela. (See highlighted countries with number of lodging nights on the map below).



## 2023 FINANCIAL REPORT

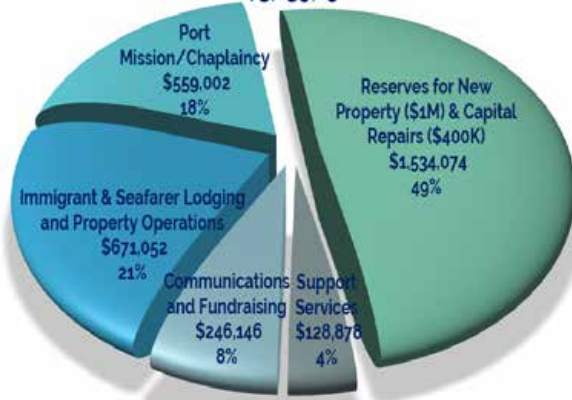
In accordance with our 2024 - 2028 strategic plan, operating gains help to build reserves for a new property (\$1M) with mission-based guest rooms and offices and to allow for capital repairs on the guesthouse (\$400,000), which is leased to Breaking Ground, which offers transitional housing to the community. That lease revenue supports our mission to seafarers and immigrants. Donations remain a vital pillar of income to support our services and future expansion.

Program services and reserves accounted for 88% percent of expenses with only 12% spent on support services and fundraising. Net Assets increased from \$8,258,768 in 2022 to about \$10 million. These figures reflect *unaudited revenue and expenses and are subject to change*. To request the audited 2023 financial statements send an email to [henryk@sihnyc.org](mailto:henryk@sihnyc.org). 

Operating Revenue 2023 (pre-audit)  
\$3,578,993



Operating Expenses & Reserves for New Property 2023  
(pre-audit)  
\$3,139,152



2

2023 ANNUAL REPORT Highlights

Seafarers International House \* Mailing Address: 123 East 15th Street,  
New York, NY 10003 \* 212-677-4800 \* [info@sihnyc.org](mailto:info@sihnyc.org) \* [www.SIHNYC.org](http://www.SIHNYC.org)  
An Affiliate of the



Follow us on





# COLLEGES, UNIVERSITIES and SEMINARIES

**Carthage College**

**Luther College**

**Lutheran School of  
Theology at Chicago**

**Wartburg College**

**Wartburg Theological  
Seminary**

*An intelligent heart acquires knowledge,  
and the ear of the wise seeks knowledge.*

— Proverbs 18:15



## CENTER FOR FAITH AND SPIRITUALITY

### How students build community

As the College continues its search for a new campus pastor, we invited a member of the center's student staff to share reflections and updates.

My name is Amber Janke. I am a junior who transferred to Carthage in spring 2022. I began working in the Center for Faith and Spirituality that fall as a community builder on our service team.

My roles soon expanded to include supporting the office staff, Tuesday worship, and co-leading a Bible study. CFS became the place that I love to call home at Carthage. The family that has been built here is welcoming, engaging, and supportive, which was especially important after the tragic loss of Pastor Kara Baylor to cancer last May.

The energy, enthusiasm, and creativity of our student and professional staff led us into the new school year, as we welcomed Interim Pastor Tom Gaulke. He moved us through the fall term with guidance, support, and a willingness to try new things. Our programming is going strong, with some new student teams!

The faith and justice team is one of those additions. Its goals are to lift up social justice issues on campus and in our communities, and to create opportunities for students to get involved in justice-based work.

We hosted a kickoff event in December where students talked about what justice means to them. In February, we're bringing the Black String Triage Ensemble to campus to discuss its use of music to respond to community trauma.

For our Protestant students, Pastor Tom leads a Tuesday worship that includes a soup and bread lunch. On Reformation Day, we started a six-week series called For All The Saints, where students, faculty, and staff could share reflections on people who have impacted their lives.

Our Catholic team coordinates a weekly Mass with priests, student musicians, and readers while also supporting the student organization Catholics at Carthage. In addition, the team leads field trips to sites like Holy Hill.

Interfaith Lunch features weekly speakers — the more diversity in belief, the better! Guests have opened up about their journeys as part of various faith (and non-faith) traditions and indigenous cultures. Hearing from a female rabbi in a Reform Jewish congregation and a lesbian couple who are practicing Christians shows that, even within a major world religion, believers can have very different experiences.

This invites students into healthy conversations about BIG questions: Why are we here? Why do we believe what we believe? What happens when we die? By having speakers share their stories in a welcoming, celebratory environment, we can encourage students to boldly pursue their own spiritual paths.

The service team plans events for the good of students and the surrounding community. We host biannual blood drives with the Red Cross; the one held this past fall honored Pastor Kara. The new Empty Bowls event, part of a week of service activities to honor Martin Luther King Jr. Day, will raise money for people experiencing homelessness in Racine. Random acts of kindness, such as handing out treat bags, are also planned by this team.

Every semester, we run a program called On Purpose. Students receive a daily email with reflection prompts, and we hold weekly small group meetings to discuss them. The friendships formed in those groups keep students connected long after the meetings end.

Through these and other programs, the Center for Faith and Spirituality provides a space for students to discover who they are, ask hard questions, and explore what faith can mean to them. We thank those who continue to support our ministries!

# LUTHER COLLEGE

Greetings from Luther College and from our home in Decorah, Iowa – where river, woodland, and prairie meet upon lands that have been home to the Ioway, Sac, Fox, and Dakota people and their ancestors. We are proud to share with you highlights from this past academic year that reflect our mission to educate minds and develop whole persons equipped to understand and confront a changing society.

During the 2023-2024 academic year, we honored milestones in the college's history, including the 40th anniversary of our Asian Students Association and Allies and the 50th anniversary of our partnership with the TRIO Achievement Program, which provides first-generation and income-eligible students with financial assistance and a strong on-campus support system as they navigate their college careers.

We celebrated our living relationship with our Nordic heritage, including hosting a visit from Anniken Huitfeldt, Norway's Minister of Foreign Affairs in September. Similarly, we took the opportunity to reflect upon our continued identity as a college of the Evangelical Lutheran Church in America, welcoming to campus the Rev. Lamont Anthony Wells, executive director of the Network of ELCA Colleges and Universities, to give our Black History Month keynote address and to meet cohorts of students, faculty, staff, regents, and community leaders.

The academic year has also been uniquely focused on future-facing initiatives as we live into our grounded and global campus vision. We have launched a new Strategic Framework, a new core curriculum, a new engineering science major, and a new partnership with the University of Iowa College of Public Health to create a 4+1 bachelor's to master's degree.

We have expanded our Luther College Impact Award, which offers four years of free tuition for qualified students, to include not only students residing in Iowa, but also students residing in Minnesota. We have increased the amount of our academic merit scholarships, added First Generation and Campus Visit Awards, and continue to offer a wide range of merit and need-based financial aid, including the EPIC (Education Partners in Covenant) grant, which matches up to \$1,000 per year in support of students from participating congregations. Annually, Luther students are gifted nearly \$50 million from more than 850 different funds, reflecting our ongoing commitment ensuring that a Luther education is affordable and accessible to students and families.

We celebrate two historic gifts toward the expansion and renovation of our Regents Center, home to Norse athletics and the campus center for sports and recreation: an unprecedented \$10 million gift from Michael and Nicole Gerdin and the Gerdin Charitable Foundation—the largest individual gift in the college's history—and a \$2 million gift from Dennis and Suzanne Birkestrand to support gymnasium renovations. These renovations are part of our Campus Master Plan, which envisions other capital projects, as well.

Other highlights from this year include music ensemble tours across the Midwest, Great Plains, and Southern United States, as well as summer tours to Norway and Brazil. We welcomed more than 600 high school and middle school students for last summer's Dorian music camps, 150 alumni and friends for our adult Dorian band retreat, and more than 1,500 high school students for our annual winter Dorian music festivals - choir, orchestra, band, and keyboard. A number of our Luther sports teams recently claimed American Rivers Conference titles, including men's and women's tennis, men's golf, and men's and women's swimming and diving.

It is with a spirit of gratitude, curiosity, and excitement that we continue to devote ourselves—students, staff, and faculty alike—to the pursuits of learning in community, discerning our callings, and serving with distinction for the common good. We do so ever-mindful of the challenges that face our institutions and our society, and with a deep sense of humility as we work to create a community of faith and learning for all. We are profoundly grateful for you, our partner congregations, and your ongoing support and prayers.

Soli Deo Gloria!  
President Jenifer K. Ward



Dear ministry partners in the Metropolitan Chicago Synod:

The Lutheran School of Theology at Chicago (LSTC) is grateful to share highlights from our seminary in this 2024 report to supporting synods. Thank you for your continued support of our innovative and thriving seminary. Highlights from this year include:

- In May 2023, LSTC relocated to its new home on the fourth floor of the Rev. Donald P. Senor Academic Center building at 5416 South Cornell Street in Chicago's Hyde Park neighborhood. Designed as an agile 21st-century seminary offering in person and omnichannel learning opportunities, this strategic move has positioned LSTC to invest in key areas while opening the door for innovation and growth. Leasing space in a building shared with the Catholic Theological Union and McCormick Theological Seminary deepens our commitment to ecumenical collaboration.
- The LSTC Board of Directors appointed a task force to examine and propose a reparations plan for the seminary tied to the sale of our former building at 1100 E. 55th Street. As part of the ongoing communication about this vital initiative, the Reparations Task Force launched a website ([lstc.edu/reparations](https://lstc.edu/reparations)) to keep the community abreast of developments and milestones achieved by the Reparations Task Force. This platform is a comprehensive resource, providing updates and insights gained through research and discussions.
- A new investment area for LSTC is its expansion into asynchronous forms of online learning. This new platform will allow learners to access and complete lectures and readings within their own timeframe utilizing on-demand content such as podcasts and video lectures. In the first phase of this project, the seminary will focus on creating Theological Education for Emerging Ministries (TEEM) and Synodically Authorized Ministers (SAM) certificates. In its second phase, the seminary will introduce First Call Theological Education (FCTE) courses, professional development courses for rostered leaders, and continuing education courses for those who want to grow in their faith. As we expand, the seminary will continue to offer its existing degree and certificate-based residential and distance learning tracks.
- This spring, we are undergoing our regular cycle of periodic comprehensive reviews by our accreditors, the Association of Theological Schools (ATS), our specialty accreditor, and the Higher Learning Commission (HLC), our regional accreditor. These involve the opportunity to research and write a valuable self-study report that summarizes our school's performance and improvements across the whole span of our operations. The

reviews culminate in each case with an on-campus visit by accreditation teams, who will later gather their findings into reports shared with us this summer.

- Honoring the 50<sup>th</sup> anniversary of Christ Seminary – Seminex, LSTC is hosting a conference April 16-18 online and at its new facility in Hyde Park. This event-packed experience combines LSTC’s annual Homecoming celebration and features engaging sessions, insightful discussions, and once-in-a-lifetime reunions. A digital version of the conference will be available after the event. Visit [LSTC.edu/Seminex](https://www.lstc.edu/Seminex) for information about the conference, Homecoming, and other Seminex-related celebrations.
- [Dr. Linda E. Thomas](#), Professor of Theology and Anthropology and Director of the Albert “Pete” Pero, Jr. and Cheryl Stewart Pero Center for Intersectionality Studies, was recently appointed Interim Dean and Vice President of Academic Affairs for LSTC. In the fall of 2023, [Dr. Karri Alldredge](#) joined LSTC as an Assistant Professor of New Testament. [Rafael Malpica Padilla](#) was appointed as the inaugural DAMM Chair in Leadership and as the Director of Latin Ministry and Theology. A faculty search for the Braatz Chair in worship is currently underway.
- We look ahead to our 164<sup>th</sup> commencement at a new location: St. Paul and the Redeemer Episcopal Church, at 4945 South Dorchester in Hyde Park. This spacious, flexible, and fully-equipped facility is well-suited to house our commencement exercises in grand style, with plenty of room for a reception and socializing afterward. This year’s commencement speaker will be our own Rev. Dr. Barbara Rossing, Professor of New Testament and longtime faculty member, who will be retiring at the end of this academic year.

To learn more about LSTC and the historic changes happening now, please visit [www.lstc.edu](https://www.lstc.edu).

Sincerely,

Rev. Dr. James Nieman, president  
Lutheran School of Theology at Chicago



### 2023 Annual Report to the Synods

*Wartburg College is dedicated to challenging and nurturing students for lives of leadership and service as a spirited expression of their faith and learning.*

Guided by our vision, we are answering the call to prepare resilient leaders of positive change for service in a complex world. This will be realized by building on our distinctives and embracing new opportunities to be the leading institution in educating the whole person.

#### **Enrollment**

- Fall 2023 enrollment was 1,472 students from 41 U.S. states and 44 countries, which includes 196 U.S. students of color and 92 international students. More than 20 Christian denominations and several world religions are represented. Our enrollment saw its largest year-to-year percentage increase since 2016.
- The five majors with the highest enrollment are business administration, biology, exercise science, elementary education, and psychology.
- The online Master of Arts in Leadership program enrolled a new cohort of eight students as well as one pursuing the Graduate Leadership Certificate.

#### **Strategic Positioning**

- After almost two years of research and planning, the college announced the Wartburg Commitment, a new pricing model and value proposition designed to help students consider, afford, and experience Wartburg College. Starting in Fall 2024, the comprehensive program includes a new competitive price, reduced financial barriers for lower- and middle-income families, and funding to increase access to immersive experiences.
- A new Wartburg brand, Experience More, was launched in conjunction with the Wartburg Commitment. Extensive research found the distinctive experiences students have at Wartburg involve a nurturing community, connection, and engagement. These common threads of the Wartburg experience resonate with students, faculty, staff, and alumni.

#### **Academic and Co-Curricular Programs**

- The first 15 students to earn a master's degree from Wartburg College graduated in May with a Master of Arts in Leadership. The students came from as far away as Ohio and California and represented an array of work sectors, including business, K-12 and higher education, public administration, the military, and faith communities.
- In January 2023, Wartburg faculty approved a new THRIVE General Education curriculum to be implemented in the 2024-25 academic year. THRIVE stands for Thinking Critically, Human Culture, Reasoning, Information Fluency, Vocation, and Effective Communication.
- Dr. Ethan Blass was inducted into the newly established Herbert and Mildred Kleinfeld Professorship in German Language and Culture. The professorship, provided through the generosity of Gerald Kleinfeld in honor of his parents, will support teaching and learning in the German Department.
- As a member of the Iowa Private Transfer Collaborative, Wartburg received a three-year grant from the Arthur Vining Davis Foundations and Teagle Foundation to make the experience of transferring from an Iowa community college more transparent.
- The college launched Knights to Know, an educational web series that introduces influential alumni to the greater Wartburg community. The first year's theme is Women of Wartburg and has featured women in STEM and leaders in service.
- In 2023, the Wartburg esports team began competing in a new state-of-the-art arena that was created through the renovation of a computer lab and classroom.
- Women's wrestling opened its inaugural season in Fall 2023, bringing the total number of intercollegiate athletics teams to 25.

#### **Spiritual Life and Campus Ministry**

- The Rev. Maggie Falenschek was named the dean of spiritual life and the Herbert and Cora Moehlmann Chaplaincy Chair effective Aug. 7, 2023. She is a graduate of Concordia College and Pacific Lutheran Theological Seminary with



a demonstrated passion for Lutheran higher education and a desire to interpret Wartburg's Lutheran values for an increasingly diverse campus community.

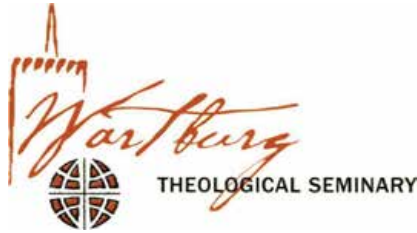
- Spiritual Life equips all students to live into a spirited expression of their faith. As our campus becomes increasingly religiously diverse, we seek innovative ways to holistically support our students as well as build bridges across difference. This work includes partnering across campus with Student Life, Academic Affairs, and Dining Services.
- SLCM has welcomed Kristin Teig Torres in a reimagined position as Director of Student Leadership, Service, and Engagement. Kristin's presence in and in collaboration with SLCM intends to amplify the connection between spirituality and service on our campus.
- Within their roles as Mochlmann Chaplaincy Chair and McCoy Family Distinguished Chair in Lutheran Heritage and Mission, Maggie Falenschek and Caryn Riswold are working to develop a common language set focused on what it means to be a Lutheran college to assist with interviewing and onboarding of new employees and as foundational understanding for our campus community.
- Craig Hella Johnson, a critically acclaimed composer, arranger, educator, and conductor, received the 2023 Graven Award in its 34<sup>th</sup> year. The annual award for Christian vocation highlights the powerful and positive effect of a strong sense of Christian vocation as it interfaces with service to the community, the church, and the world.

### Recognition

- President Rebecca Ehretzman was the recipient of the 2023 American Association for Hand Surgery Humanitarian Award, which honors special contributions or personal sacrifices for the betterment of humanitarian efforts. Ehretzman has contributed to global medical outreach around the world, including 19 visits to Guatemala and treatment for hundreds of children with congenital limb differences and traumatic injuries.
- Michael McCoy, chair of the Wartburg Board of Regents, received the Council for Advancement and Support of Education (CASE) Volunteer of the Year Award for his work with the college, which has spanned three decades and includes more than \$7 million in gifts for capital projects, an endowed chair, and numerous other enhancements.
- The Wartburg Medal was presented to Bill Hamm '66, former interim president of the college and Lutheran higher education leader; the Rev. Durwood "Bud" Buchheim '53, a longtime Lutheran pastor; Hans-Peter Brodhun and the late Günter Schuchardt, retired members of the Board of Regents from Eisenach, Germany; and Tom '68 and Marnie '69 Hubbard, former Wartburg employees. The Wartburg Medal recognizes individuals who have provided significant service to the college over a sustained period and who have a personal commitment to the college's mission, quality, and character.
- Jen Christy Bye '95, a strategic portfolio and program manager for Principal Financial Group, was elected to the Board of Regents.
- Paul Zelle '24 received the Rossing Scholarship in Physics from the ELCA for the second time. Zelle is pursuing a degree in computer science and physics.
- Rabbecca Ndhlovu '24, a Davis United World Scholar from Zambia, received a \$10,000 Projects for Peace grant to carry out a summer humanitarian effort teaching young girls in Lusaka, Zambia, how to make and sanitize reusable menstrual pads.
- Maeve Dunne '23 was selected by the J. William Fulbright Foreign Scholarship Board for a Fulbright award to Taiwan through the program's English Teaching Assistant Program.
- Andrew Buchheim '23 received the prestigious R.J. McElroy Graduate Fellowship, designed to encourage persons of accomplishment, intelligence, integrity, and leadership ability to pursue challenging academic careers.
- Dr. Duane Koenig '53 received an honorary Doctor of Humane Letters at May Commencement for his distinguished career in family medicine and general surgery and medical mission work in Tanzania.

Wartburg continues to deliver on a vibrant mission that transforms the entire college community as together we learn, serve, and demonstrate care for each other. Thank you for your prayerful support of our efforts to strengthen Lutheran higher education and our community of learning.

**Dr. Rebecca Ehretzman, President**



Forming Valued Leaders for God's Mission

Dear Partners in the Metropolitan Chicago Synod,

Greetings from your siblings in Christ at Wartburg Theological Seminary, in Dubuque, Iowa. I am pleased to have the opportunity to share with you some of the ways the Holy Spirit is at work in and through your seminary.

First, we are delighted to announce the successful completion of Lead Boldly!, our comprehensive capital campaign. We exceeded our goal of \$28 million, which included enthusiastic support for student scholarships, one of our highest priorities. As a part of this ambitious campaign, we also are very pleased to announce the completion of an extensive remodel of our primary educational and office building, Fritschel Hall. This project came in under budget and on time, thanks to the excellent work of our staff and our local construction partners. We would love to show you the renovated educational space; please know that you are invited to visit anytime!

Second, I want to share with you a new emphasis that Wartburg is placing on TEEM and Certificate Programs, exemplified by the new director of these programs, Pastor Carrie Greenquist-Petersen. I invited Pastor Carrie to share some thoughts with you about this program:

*Over the past nine months it has been my privilege and pleasure to help Wartburg welcome and serve TEEM candidates for rostered ministry, lay leaders, synods and partners. I have gotten to know the students through admissions, candidacy processes, contextual education, classes/modules and endeavored to nurture an identity of quality and worth in Wartburg's TEEM and Certificate students. Clear and timely communication can make the difference between feeling forgotten and feeling immensely valued. This is why being available to all partners to hear and address any question or concern is my top priority. It is a true joy to accompany each student along their path of discernment for leadership in Christ's church.*

Third, Wartburg Seminary is announcing the launch of a Congregational Accompaniment Project to equip congregations for intercultural competence and to open doors to new mission opportunities with Latine people. This project aims to foster deeper understanding of diversity and to cultivate the development of meaningful relationships that reflect the love of Christ. Upon application, Wartburg staff from the Centro Teológico Luterano Multicultural and the Journey Together program will accompany congregations and their leaders in this process.

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Finally, we have a new tagline at Wartburg, which speaks directly to our sense of mission in the current moment in the life of the church: **Listen. Wonder. Lead.** “At Wartburg Theological Seminary the voices of God and our neighbors call us to **listen** deeply. In these limestone halls and your local communities, Jesus’ love invites us to **wonder** that transformative power of the Holy Spirit, who inspires our life together. Our graduates **lead** a changing church with holy curiosity, creativity and joy. In hope, we proclaim God’s grace that carries us through death to resurrection life. **Listen, wonder, and lead at Wartburg.**”

We know the church needs leaders, and we are working with you to form them. Please continue to pray for, identify and raise up candidates for public ministry. At Wartburg, they will be equipped to share the good news of Jesus Christ in a world in need of healing and hope.

We give thanks to God for you and for our partnership, through which we participate in God’s mission in the world. To learn more about Wartburg Seminary and our strategic, innovative programs, please visit [www.wartburgseminary.edu](http://www.wartburgseminary.edu).

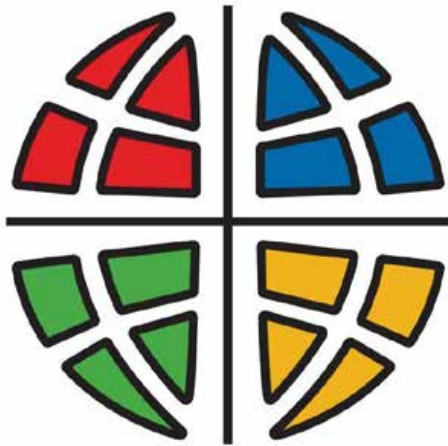
Yours in Christ,



The Rev. Kristin Johnston Largen, Ph.D.  
President

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**The Constitution, Bylaws,  
and Continuing Resolutions  
of the  
Metropolitan Chicago Synod  
of the  
Evangelical Lutheran  
Church  
in America**



The Constitution of the Metropolitan Chicago Synod (ELCA) -- ratified CW Council 11/ 2022; bylaws 6/2023; Cr 04/2024

Presented & Approved by Assembly Vote at 2022 Synod Assembly of the Metropolitan Chicago Synod; inclusive of required provisions of the CWA 2022; ratified by Churchwide Council November 2022

## **Introduction to the *Constitution of the Metropolitan Chicago Synod of the Evangelical Lutheran Church in America***

The *Constitution of the Metropolitan Chicago Synod of the Evangelical Lutheran Church in America*, like the other governing documents of this church, is an ecclesial, legal, and missional document that reflects the underlying theology and doctrines of this church as well as its polity and governance structures. As the guiding document of one of the three expressions of this church, it reflects that this synod, while fully the church, is not the whole church; and exists in an interdependent relationship with congregations and the churchwide organization and is part of the one holy, catholic, and apostolic Church. As such, the *Constitution of the Metropolitan Chicago Synod* is deeply rooted in the Gospel of Jesus Christ, the Lutheran Confessions, and the history of this church.

➤ **Required provisions:** Sections of this *Constitution for Synods* that are marked by a dagger [†] are required provisions. These sections, including constitutional provisions, bylaws, and continuing resolutions, are used without alteration or amendment of the text in any manner (i.e., neither additions nor deletions are permissible) and reflect the interdependent relationship that exists between this synod, the ELCA churchwide expression and the various congregations and institutions of this synod.

The Constitution of the Metropolitan Chicago Synod (ELCA) -- ratified CW Council 11/ 2022; bylaws 6/2023; Cr 04/2024

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The Constitution of the Metropolitan Chicago Synod (ELCA) -- ratified CW Council 11/ 2022; bylaws 6/2023; Cr 04/2024

# Constitution, Bylaws, and Continuing Resolutions of the Metropolitan Chicago Synod, Evangelical Lutheran Church in America

November, 2022

## Chapter 1.

### NAME AND INCORPORATION

- †S1.01. The name of this synod, as determined by the Churchwide Assembly, shall be the Metropolitan Chicago Synod of the Evangelical Lutheran Church in America.
- †S1.02. For the purposes of this constitution and the accompanying bylaws, the Metropolitan Chicago Synod of the Evangelical Lutheran Church in America is hereafter designated as “this synod” or “the synod.”
- †S1.11. This synod shall be incorporated. Amendments to the articles of incorporation of this synod shall be submitted to the Church Council for ratification before filing.
- S1.11.01. Place of incorporation location of office. This synod shall be incorporated under the laws of the State of Illinois; its office shall be at Chicago, Illinois, or elsewhere in the territory as the Synod Council may from time to time determine.
- †S1.21. The seal of this synod is a circular device with the words “METROPOLITAN CHICAGO SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA” on the margin, and the words “CORPORATE SEAL ILLINOIS” in the central portion.

## Chapter 2.

### STATUS

- †S2.01. This synod possesses the powers conferred upon it, and accepts the duties and responsibilities assigned to it, in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, which are recognized as having governing force in the life of this synod.
- †S2.02. The name Evangelical Lutheran Church in America (ELCA or “this church”) as used herein refers in general references to this whole church, including its three expressions: congregations, synods, and the churchwide organization. The name Evangelical Lutheran Church in America is also the name of the corporation of the churchwide organization to which specific references may be made herein.
- †S2.03. No provision of this constitution shall be inconsistent with the constitution and bylaws of this church.

## Chapter 3.

### TERRITORY

- †S3.01. The territory of this synod, as determined by the Churchwide Assembly, shall be the Counties of Cook, DuPage, Kane, and Lake in the State of Illinois.
- †S3.02. “Determined by the Churchwide Assembly,” as stipulated by †S3.01., is understood to include the reported changes in synod relationship made by any congregation in a border area agreed under ELCA bylaws 10.01.01. and 10.02.02.

## Chapter 4.

### CONFESSION OF FAITH

- †S4.01. This synod confesses the Triune God, Father, Son, and Holy Spirit.
- †S4.02. This synod confesses Jesus Christ as Lord and Savior and the Gospel as the power of God for the salvation of all who believe.

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a. Jesus Christ is the Word of God incarnate, through whom everything was made and through whose life, death, and resurrection God fashions a new creation.

b. The proclamation of God's message to us as both Law and Gospel is the Word of God, revealing judgment and mercy through word and deed, beginning with the Word in creation, continuing in the history of Israel, and centering in all its fullness in the person and work of Jesus Christ.

c. The canonical Scriptures of the Old and New Testaments are the written Word of God. Inspired by God's Spirit speaking through their authors, they record and announce God's revelation centering in Jesus Christ. Through them God's Spirit speaks to us to create and sustain Christian faith and fellowship for service in the world.

†S4.03. This synod accepts the canonical Scriptures of the Old and New Testaments as the inspired Word of God and the authoritative source and norm of its proclamation, faith, and life.

†S4.04. This synod accepts the Apostles', Nicene, and Athanasian Creeds as true declarations of the faith of this synod.

†S4.05. This synod accepts the Unaltered Augsburg Confession as a true witness to the Gospel, acknowledging as one with it in faith and doctrine all churches that likewise accept the teachings of the Unaltered Augsburg Confession.

†S4.06. This synod accepts the other confessional writings in the Book of Concord, namely, the Apology of the Augsburg Confession, the Smalcald Articles and the Treatise, the Small Catechism, the Large Catechism, and the Formula of Concord, as further valid interpretations of the faith of the Church.

†S4.07. This synod confesses the Gospel, recorded in the Holy Scripture and confessed in the ecumenical creeds and Lutheran confessional writings, as the power of God to create and sustain the Church for God's mission in the world.

#### **Chapter 5.**

#### **NATURE OF THE CHURCH**

†S5.01. All power in the Church belongs to our Lord Jesus Christ, its head. All actions of this synod are to be carried out under his rule and authority.

†S5.02. This church confesses the one, holy, catholic, and apostolic Church and is resolved to serve Christian unity throughout the world.

†S5.03. The Church exists both as an inclusive fellowship and as local congregations gathered for worship and Christian service. Congregations find their fulfillment in the universal community of the Church, and the universal Church exists in and through congregations. This church, therefore, derives its character and powers both from the sanction and representation of its congregations and from its inherent nature as an expression of the broader fellowship of the faithful. In length, it acknowledges itself to be in the historic continuity of the communion of saints; in breadth, it expresses the fellowship of believers and congregations in our day.

†S5.04. This church, inspired and led by the Holy Spirit, participates in The Lutheran World Federation as a global communion of churches, engaging in faithful witness to the gospel of Jesus Christ and in service for the sake of God's mission in the world.

#### **Chapter 6.**

#### **STATEMENT OF PURPOSE**

†S6.01. The Church is a people created by God in Christ, empowered by the Holy Spirit, called and sent to bear witness to God's creative, redeeming, and sanctifying activity in the world.

†S6.02. To participate in God's mission, this synod as a part of the Church shall:

a. Proclaim God's saving Gospel of justification by grace for Christ's sake through faith alone, according to the apostolic witness in the Holy Scripture, preserving and transmitting the Gospel faithfully to future generations.

b. Carry out Christ's Great Commission by reaching out to all people to bring them to faith in Christ and by doing all ministry with a global awareness consistent with the understanding of God as Creator, Redeemer, and Sanctifier of all.

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- c. Serve in response to God’s love to meet human needs, caring for the sick and the aged, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and oppressed and committing itself to their needs.
- d. Worship God in proclamation of the Word and administration of the sacraments and through lives of prayer, praise, thanksgiving, witness, and service.
- e. Nurture its members in the Word of God so as to grow in faith and hope and love, to see daily life as the primary setting for the exercise of their Christian calling, and to use the gifts of the Spirit for their life together and for their calling in the world.
- f. Manifest the unity given to the people of God by living together in the love of Christ and by joining with other Christians in prayer and action to express and preserve the unity which the Spirit gives.

†S6.03. This synod, in cooperation with the churchwide organization, shall bear primary responsibility for the oversight of the life and mission of this church in its territory. In fulfillment of this role and consistent with policies and procedures of this church, the synod shall:

- a. Provide for pastoral care of congregations and rostered ministers in the synod;
- b. Plan for, facilitate, and nurture the mission of this church through congregations;
- c. Strengthen interdependent relationships among congregations, synods, and the churchwide organization, and foster relationships with agencies and institutions affiliated with or related to this church as well as ecumenical partners.
- d. Interpret the work of this church to congregations and to the public on the territory of the synod.

†S6.03.01. The responsibilities of the synod include the following:

- a. providing for pastoral care of congregations, ministers of Word and Sacrament, and ministers of Word and Service in the synod, including:
  - 1) approving candidates for rostered ministry in cooperation with the appropriate seminaries of this church, which may be done through multi-synod committees;
  - 2) authorizing ordinations and ordaining rostered ministers on behalf of this church;
  - 3) consulting in the call process for rostered ministers.
- b. providing for leadership recruitment, preparation, and support in accordance with churchwide standards and policies, including:
  - 1) nurturing and supporting congregations and lay leaders;
  - 2) seeking and recruiting qualified candidates for the rostered ministries of this church;
  - 3) making provision for pastoral care, call review, and guidance;
  - 4) encouraging and supporting persons on the rosters of this church in stewardship of their abilities, care of self, and pursuit of continuing education to undergird their effectiveness of service; and
  - 5) supporting recruitment of leaders for this church’s colleges, universities, seminaries, and social ministry organizations.
- c. providing for discipline of congregations, ministers of Word and Sacrament, and ministers of Word and Service; as well as for termination of call, appointment, adjudication, and appeals consistent with Chapter 20 of this church’s constitution.
- d. providing for archives in conjunction with other synods.

†S6.03.02. In planning for, facilitating, and nurturing the mission of this church through congregations, the responsibilities of the synod include the following:

- a. developing of new ministries, redevelopment of existing ministries, and support and assistance in the conclusion, if necessary, of a particular ministry;
- b. leading and encouraging of congregations in their evangelism efforts;
- c. assisting members of its congregations in carrying out their ministries in the world;
- d. encouraging congregations to respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society;
- e. providing resources for congregational life;
- f. grouping congregations in conferences, clusters, coalitions, or other area subdivisions for mission purposes.

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- †S6.03.03. In strengthening interdependent relationships among congregations, synods, and the churchwide organization, and in fostering relationships with agencies and institutions affiliated with or related to this church as well as with ecumenical partners, the responsibilities of the synod include the following:
- promoting interdependent relationships among congregations, synods, and the churchwide organization, and entering into relationships with other synods in the region;
  - fostering organizations for youth, women, and men, and organizations for language or ethnic communities;
  - developing relationships with social ministry organizations and ministries, participating in their mission planning, and providing supportive funding;
  - supporting relationships with and providing supportive funding on behalf of colleges, universities, and campus ministries;
  - maintaining relationships with and providing supportive funding on behalf of seminaries and continuing education centers;
  - fostering supporting relationships with camps and other outdoor ministries;
  - fostering supporting relationships with preschools, elementary schools, and secondary schools operated by congregations of the synod;
  - fostering relationships with ecumenical and global companions;
  - cooperating with other synods and the churchwide organization in creating, using, and supporting regions to carry out those functions of the synod which can best be done cooperatively with other synods and the churchwide organization.
- †S6.03.04. In interpreting the work of this church on the territory of the synod, the responsibilities of the synod include the following:
- encouraging financial support for the work of this church by individuals and congregations;
  - participating in churchwide programs;
  - interpreting social statements in a manner consistent with the interpretation given by the churchwide unit or office which assisted in the development of the statement, and suggestion of social study issues;
  - providing ecumenical guidance and encouragement.
- †S6.04. Except as otherwise provided in this constitution and bylaws, the Synod Council shall establish processes that will ensure that at least 60 percent of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be laypersons; and that, as nearly as possible, at least 45 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and, as nearly as possible, at least 45 percent shall be men; and that, where possible, the representation of rostered ministers shall include both men and women. This synod shall establish processes that will enable it to reach a minimum goal that 10 percent of its assemblies, councils, committees, boards, or other organizational units be persons of color and/or persons whose primary language is other than English.
- †S6.04.01. It is the goal of this synod that at least 10 percent of the voting members of the Synod Assembly, Synod Council, committees, and organizational units of this synod be youth and young adults. The Synod Council shall establish a plan for implementing this goal. For purposes of the constitution, bylaws, and continuing resolutions of this synod, the term “youth” means a voting member of a congregation who has not reached the age of 18 at the time of election or appointment for service. The term “young adult” means a voting member of a congregation between the ages of 18 and 30 at the time of election or appointment for service.
- S6.04.03. This Synod has been designated a "Reconciling in Christ" (RIC) synod with a commitment to welcome, include, and celebrate lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA+) people. As such, it is the goal of this synod to ensure that the membership within all synod assemblies, councils, committees, boards and/or other organizational units include individuals who identify as LGBTQIA+.
- S6.04.A22 *To best live out its Reconciling In Christ designation, this synod encourages the following:*
- That all buildings utilized for synod events, meetings, assemblies, offices, and the like have the availability of a non-gendered bathroom.*

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- b. *That events, meetings, and the like include the ability for people to self-designate their gender pronouns during registration, introductions, on name tags, and the like, except when made impossible by required designations by the ELCA churchwide unit or required constitutional provisions.*
  - c. *That language at all functions be carefully used to acknowledge the diversity of sexual orientations and gender identities found in this synod.*
- S6.04.B88** *It shall be the goal of this Synod that at least 20% of the membership of the Synod Council, committees, and boards be persons of color and/or persons whose primary language is other than English to include but not be limited to American Sign Language and that this goal be attained within four years.*
- †S6.05. Each assembly, council, committee, board, commission, task force, or other body of this synod or any synod units shall be conclusively presumed to have been properly constituted, and neither the method of selection nor the composition of any such assembly, council, committee, board, commission, task force, or other body may be challenged in a court of law by any person or be used as the basis of a challenge in a court of law to the validity or effect of any action taken or authorized by any such assembly, council, committee, board, commission, task force, or other body.
- †S6.06. References herein to the nature of the relationship between the three expressions of this church—congregations, synods, and the churchwide organization—as being interdependent or as being in a partnership relationship describe the mutual responsibility of these expressions in God’s mission and the fulfillment of the purposes of this church as described in this chapter, and do not imply or describe the creation of partnerships, co-ventures, agencies, or other legal relationships recognized in civil law.

**Chapter 7.**

**SYNOD ASSEMBLY**

- †S7.01. This synod shall have a Synod Assembly, which shall be its highest legislative authority. The powers of the Synod Assembly are limited only by the provisions in the Articles of Incorporation, this constitution and bylaws, the assembly’s own resolutions, and the constitutions and bylaws of the Evangelical Lutheran Church in America.
- S7.01.01.** Synod Assembly report. For all regular meetings of the Synod Assembly, the secretary of this synod shall prepare a Synod Assembly report. At least 20 days prior to each such meeting, the secretary shall distribute the Synod Assembly report to all Congregations and voting members elect, and file a copy thereof in the public file. The Synod Assembly report shall include a proposed agenda for the meeting; minutes of the preceding regular meeting of the Synod Assembly and of each special meeting since the preceding regular meeting; reports of the bishop, the Synod Council, related and affiliated organizations, Standing committees, and deans; and, the proposed budget. For meetings at which elections are held, the Synod Assembly report shall also include information concerning such elections.
- S7.01.02.** Arrangements for Synod Assembly meetings. The arrangements for agenda, program, and worship at meetings of the Synod Assembly shall be under the supervision of the bishop. This synod shall be responsible for the costs of the Synod Assembly; such costs shall not include voting members’ expenses.
- S7.01.05.** Synod Assembly committees and officials. The Synod Assembly shall have committees and officials as provided in this bylaw. Generally, eligibility for appointment to a committee of the Synod Assembly is as provided in S11.01.02. Unless the bishop so requires, a Synod Assembly committee or official need not make a formal report covering its or the official’s activities.
- a. The Synod Council shall appoint a Committee on Reference and Counsel consisting of five to ten members. The functions and responsibilities of the committee are to review and advise the Synod Assembly and the bishop (or other person presiding at a meeting of the Synod Assembly) with respect to proposed changes or additions to the constitution and the bylaws and other items submitted to the Synod Assembly which are not germane to items in the agenda of the meeting.
  - b. Officials and committees of the Synod Assembly, in addition to the Committee on Reference and Counsel (such as Planning Committee, Credentials Committee, Memorials Committee,

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Resolutions Committee, convention manager, sergeant-at-arms, tellers, parliamentarian), as deemed necessary by the bishop or the Synod Council, may be appointed by the bishop with the advice of the Synod Council. The specific functions and responsibilities of each such official and committee shall be described in writing before appointment is made.

- c. For special meetings of the Synod Assembly the committees and officials may be the same as for the preceding regular meeting as directed by the bishop.
- d. Committees and officials of the Synod Assembly are accountable to the bishop and the Synod Assembly for due performance of their functions and responsibilities.

**S7.01.A22.** *The secretary of this synod shall review and propose to the Synod Council for recommendation to the Synod Assembly the “Rules of Organization and Procedure for the Assembly” prior to each Synod Assembly. The secretary shall have access to those officials and committees of the Synod Assembly as is necessary to complete this function.*

**S7.01.B22.**

a. Definitions. In this resolution --

- 1) “this Synod Assembly” means the next or current meeting of the Synod Assembly.
- 2) “the Committee on Reference and Counsel shall have constitution as described in S11.01.05. and responsibilities as described in S7.01.05
- 3) “Synod Council resolution” means a form of resolution which is presented to this Synod Assembly on behalf of the Synod Council and with the Synod Council’s recommendation for adoption.
- 4) “reported resolution” means a form of resolution, other than a Synod Council resolution, which the Synod Council deems worthy of consideration by this Synod Assembly.
- 5) “prospective voting member” means a person who is likely to be a voting member to this Synod Assembly and, as to a lay person, has been selected by the individual’s Congregation to be but is not yet registered as a voting member. The prospective voting member remains as such until the assembly is seated
- 6) “additional resolution” means a form of resolution, other than a Synod Council resolution or reported resolution, which a prospective voting member or a voting member intends to propose to this Synod Assembly; and
  - i. seeks to amend the constitution or the bylaws, or
  - ii. seeks to add an item of new business to the agenda of this Synod Assembly, or
  - iii. is not germane to the proposed agenda, the agenda, or the pending question or report before the Synod Assembly.
- 7) “pre-amendment” means a form of amendment which relates to a reported resolution or additional resolution, is endorsed by five voting members and, if the reported resolution or additional resolution were to be the pending question before the Synod Assembly, may be expected to be pertinent thereto.
- 8) “prospective movant” means the prospective voting member or voting member who proposes an additional resolution or is responsible for presenting a reported resolution to the Synod Assembly.
- 9) “registered” means a prospective voting member who is present at the Synod Assembly and who has received their credentials as a voting member for the Synod Assembly.

b. Synod Council resolutions and reported resolutions

*Council resolutions and reported resolutions shall be set forth in the Synod Assembly Report. Also, as in the Synod Council’s view circumstances warrant, the Synod Council may present revised and additional Synod Council resolutions, and shall furnish each such revised Synod Council resolution and additional Synod Council resolution, if any, to this Synod Assembly in written form and at the earliest practicable time.*

c. Form and initial processing of additional resolutions.

- 1) *An additional resolution shall be in written form and identified as such, be addressed to the bishop, include the signature of the voting member or prospective voting member proposing it,*

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and, if the proposer is a prospective voting member, the name of the proposer's Congregation and the proposer's contact information.

- 2) A prospective voting member may pre-submit an additional resolution prior to this Synod Assembly. If a prospective voting member does not register as a voting member on the first day of this Synod Assembly, an additional resolution which was pre-submitted by the prospective voting member will be discarded. The Committee on Reference and Counsel retains discretion to permit a substitute registered voting member to present a pre-submitted additional resolution, in the case that the prospective voting member who submitted the resolution is unable to register for the Synod Assembly.
- 3) The bishop shall resolve under the definition provided any question as to the status of a matter as an additional resolution, and refer each additional resolution to the Committee on Reference and Counsel or, in case of a pre-submitted additional resolution, for the Committee's attention when it convenes.

d. Further processing and status of additional resolutions

- 1) The Committee on Reference and Counsel will endeavor to consider pre-submitted additional resolutions prior to this Synod Assembly and shall provide a written preliminary report with reference thereto for the bishop and for voting members at the time of registration. Each pre-submitted additional resolution shall be set forth in the preliminary report, but the Committee need not then advise as to any additional resolution. No additional resolution shall afford grounds for delay in presentation to or adoption of any matter (including the proposed agenda) by this Synod Assembly.

e. Form and delivery of pre-amendments

- 1) A pre-amendment shall be in written form and identified as such, specify the additional resolution or reported resolution to which it relates, set forth the proposed form of amendment, and include the signatures of five voting members as endorsers. An endorser of a pre-amendment shall deliver it to the Committee on Reference and Counsel, but no pre-amendment shall be delivered to the Committee prior to the first business session of this Synod Assembly.

f. Processing and status of pre-amendments

- 1) The Committee on Reference and Counsel will endeavor to consider pre-amendments with the matters to which they respectively relate. If the endorsers of a pre-amendment and the prospective movant of the additional resolution or reported resolution to which the pre-amendment relates so concur in writing, the Committee may deal with the matter as modified by the pre-amendment. No endorser of a pre-amendment may withdraw or revoke endorsement. No pre-amendment shall afford grounds for delay in presentation to or adoption of any matter (including the proposed agenda, any additional resolution and any reported resolution) by this Synod Assembly.

g. Considerations for pre-amendments

- 1) The Committee on Reference and Counsel shall review actions of previous Synod Assemblies regarding similar proposed actions and resolutions, particularly resolutions or continuing resolutions that may still be in effect.
- 2) The Committee on Reference and Counsel shall search for any similar actions, especially memorials to the Churchwide Assembly or Churchwide Council that are being considered by other synods so as to attempt to coordinate language and action.

h. Limitations

- 1) No member of the Committee on Reference and Counsel may propose an additional resolution or endorse a pre-amendment, but this limitation shall not foreclose the Committee from consultation or concurrence with prospective movants and endorsers as to formal revision of additional resolutions, reported resolutions and pre-amendments.
- 2) The Synod Council may prescribe reasonable limitations with reference to additional resolutions, reported resolutions and pre-amendments, including limitations as to --
  - i. number and priority of pre-submitted additional resolutions;

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- ii. *the time for pre-submission of an additional resolution;*
- iii. *the number of additional resolutions a prospective voting member or voting member may submit;*
- iv. *the time for submission of an additional resolution;*
- v. *the number and priority of pre-amendments;*
- vi. *the latest time for delivery of a pre-amendment;*
- vii. *the number of words comprising an additional resolution or pre-amendment. The Synod Council shall seek advice from the Committee on Reference and Counsel as to limitations which are to be operative during this Synod Assembly. Limitations as to pre-submitted additional resolutions shall be publicized in pre-assembly materials provided to Congregations and prospective voting members, and other limitations shall be announced to this Synod Assembly not later than the first business session.*

i. Advice by the Committee on Reference and Counsel

- 1) *The Committee on Reference and Counsel, upon reasonable opportunity to consider the additional resolutions, reported resolutions and pre-amendments, shall advise the bishop and this Synod Assembly concerning disposition of those matters, but shall not advise as to disposition of a reported resolution for which there is no pre-amendment. The Committee shall accord priority to the advised disposition of matters which seek to amend the constitution or the bylaws.*
- 2) *The Committee on Reference and Counsel may advise also as to the order and time for consideration of a reported resolution for which there is a pre-amendment and items of new business arising from additional resolutions. If the Committee advises that an additional resolution not be placed on the agenda, a majority vote of this Synod Assembly is required to add it to the agenda as an item of new business. If the Committee advises unfavorably as to a pre-amendment, the advice is not subject to review but shall not affect an effort to amend an additional resolution or reported resolution which is the pending question before this Synod Assembly.*
- 3) *The Committee on Reference and Counsel shall have the services of the parliamentarian, synod legal counsel, the churchwide Office of the Secretary, or similar resources in aid of the Committee's work.*

†S7.11. A regular meeting of the Synod Assembly shall be held at least triennially.

S7.11.01. Frequency, time-of-year and place of Synod Assembly meetings. The time and place of the Synod Assembly shall be determined by the Synod Council. The time and place for the next regular assembly normally shall be announced 6 (six) months prior to the assembly.

S7.12. Special meetings of the Synod Assembly may be called by the bishop with the consent of the Synod Council, and shall be called by the bishop at the request of one-fifth of the voting members of the Synod Assembly.

a. The notice of each special meeting shall define the purpose for which it is to be held. The scope of actions to be taken at such a special meeting shall be limited to the subject matter(s) described in the notice.

b. If the special meeting of the Synod Assembly is required for the purpose of electing a successor bishop because of death, resignation, or inability to serve, the special meeting shall be called by the Synod Council after consultation with the presiding bishop of the Evangelical Lutheran Church in America.

S7.13. Notice of the time and place of all meetings of the Synod Assembly shall be given by the secretary of this synod, consistent with provision S7.11.01 and S7.12.

S7.14. One-half of the members of the Synod Assembly shall constitute a quorum.

†S7.21. The membership of the Synod Assembly, of which at least 60 percent of the voting membership shall be composed of laypersons, shall be constituted as follows:

a. All rostered ministers under call on the roster of this synod shall be voting members of the Synod Assembly.

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- b. A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more baptized members related to this synod, typically one of whom shall be a man and one of whom shall be a woman, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of the number of baptized members in the congregation. The Synod Council shall seek to ensure that, as nearly as possible, at least 45 percent of the lay members of the assembly shall be women and, as nearly as possible, at least 45 percent shall be men.
- d. Voting membership shall include the officers of this synod.
- S7.21.01.** Voting members shall begin serving with the opening of a regular Synod Assembly and shall continue serving until voting members are seated at the next regular Synod Assembly.
- †**S7.21.02.** If a special Synod Assembly is called and voting members at the previous assembly are unable to serve as voting members, where permitted by state law, the congregation through the Congregation Council may elect new members who shall continue to serve until the next regular Synod Assembly.
- S7.21.03.** The †S7.21.c. formula. Preparatory to regular meetings of the Synod Assembly, the Synod Council shall provide the †S7.21.c. formula, with revisions as from time to time necessary. Prior to each such meeting the Synod Council shall file a written description of the formula's current version and application in the public file.
- S7.21.A88** *The membership of the Synod Assembly, in addition to the members indicated in †S7.21., shall include the retired minister of Word and Sacrament and ministers of Word and Service whose names appear on the rosters of this synod and who are elected by the Synod Council to such membership.*
- S7.21.B04** *The membership of the Synod Assembly, in addition to the members indicated in †S7.21., shall include ministers of Word and Sacrament and ministers of Word and Service whose names appear on the roster of this synod and who are serving as interim minister under contract in a congregation of this synod at the time of the assembly.*
- S7.21.C21** *The membership of the Synod Assembly, in addition to the members indicated in †S7.21., shall include those Ministers of Word and Sacrament and Ministers of Word and Service who have been granted disability status, or on leave from call status, on the roster of the synod may be elected by the Synod Council to such membership.*
- S7.21.D21** *Retired rostered ministers, or those designated as disabled, or on leave from call, on the roster of the synod must indicate to the bishop's office their desire and intention to serve as voting members of the Synod Assembly, normally no less than 60 days before the Synod Assembly is seated. Such persons may be elected to membership of the Synod Assembly by vote of the Synod Council where possible consistent with †S7.21..*
- S7.22.** This synod may establish processes that permit retired rostered ministers, or those granted disability status, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, consistent with †S7.21.c. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.
- S7.22.A22** *The membership of the Synod Assembly, in addition to the members indicated in †S7.21., shall include those Ministers of Word and Sacrament and Ministers of Word and Service who have been granted disability status, or on leave from call status, on the roster of the synod may be elected by the Synod Council to such membership.*
- S7.22.B22** *Retired rostered ministers, or those designated as disabled, or on leave from call, on the roster of the synod must indicate to the bishop's office their desire and intention to serve as voting members of the Synod Assembly, normally no less than 60 days before the Synod Assembly is seated. Such persons may be elected to membership of the Synod Assembly by vote of the Synod Council where possible consistent with †S7.21.*
- †**S7.23.** The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of the churchwide organization as may be designated by the presiding bishop, 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.

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- S7.24.** Ministers under call on the rosters of this synod shall remain as members of the Synod Assembly so long as they remain under call and so long as their names appear on the rosters of this synod. Lay members of the Synod Assembly representing congregations shall continue as such until replaced by the election of new members or until they have been disqualified by termination of membership. Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.
- †**S7.25.** Except as otherwise provided in this constitution or in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, each voting member of the Synod Assembly shall be a voting member of a congregation of this synod.
- S7.26.** This synod may establish processes through the Synod Council that permit representatives of congregations under development and authorized worshiping 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.
- 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.
- S7.28.** Duly elected voting members of the Synod Council who are not otherwise voting members of the Synod Assembly under †S7.21. shall be granted the privilege of both voice and vote as members of the Synod Assembly.
- †**S7.31.** Proxy and absentee voting shall not be permitted in the transaction of any business of the Synod Assembly.
- S7.32.** *Robert's Rules of Order*, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.
- S7.33.** "Ex officio" as used herein means membership with full rights of voice and vote unless otherwise expressly limited.
- S7.32A98** **Applying Continuing Positions**
1. *Definition. In this continuing resolution, "continuing position" means the position of this synod with reference to particular subject matter, as set forth in a position resolution during the resolution's period of effectiveness, or as derived from such a resolution; see continuing resolution S10.02.A98.*
  2. *Purpose. The purpose of this continuing resolution is to enable voting members of the Synod Assembly to propose that the Synod Assembly apply already-established positions of the synod in respect of new or additional situations, and so to avoid Synod Assembly action that would be merely duplicative of an established position.*
  3. *Provisions in aid of applying a continuing position. Each regular meeting of the Synod Assembly, by an appropriate official or committee, shall provide to its voting members (a) a list or catalogue of continuing positions of the synod, including specific identification of each continuing position: and, (b) a reasonable period of time, but not more than thirty minutes, for voting members to propose and to deliberate Synod Assembly actions so to apply continuing positions.*
  4. *Procedure. For a voting member who seeks Synod Assembly action so to apply a continuing position, the suggested procedure is to present a motion for that purpose to the Synod Assembly. For example, a suitable form of motion is:  
"I move that this Synod Assembly apply the continuing position of this synod, as set forth in (-identify the continuing position-) in respect of (-indicate the new or additional situation-) by (-describe the specific course of action, if any, that movant proposes so to apply the continuing position-)."  
Each such motion (a) is to be presented during the period of time provided and when the member presenting it is entitled to the floor; (b) may not change the substance of a continuing position, and (c) otherwise, is to be governed by all pertinent rules of parliamentary procedure.*
  5. *Records. Synod records of a continuing position shall reflect and include each instance in which the Synod Assembly has acted so to apply the continuing position.*

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- S7.33.** “*Ex officio*” as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

**Chapter 8.  
OFFICERS**

- †**S8.01.** The officers of this synod shall be a bishop, a vice president, a secretary, and a treasurer.
- S8.10. Bishop**
- †**S8.11.** The bishop shall be elected by the Synod Assembly. The bishop shall be a minister of Word and Sacrament of the Evangelical Lutheran Church in America.
- S8.11.01.** When authorized by the Synod Council in order to address special circumstances, the synod bishop may be compensated as an employee or contractor for specified services to another expression of this church. Such an arrangement may be terminated by the Synod Assembly or Synod Council if determined to be detrimental to the function of the office or if the special circumstances no longer apply.
- †**S8.12.** As this synod’s pastor, the bishop shall:
- a. Preach, teach, and administer the sacraments in accord with the Confession of Faith of this church.
  - b. Have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament, and its ministers of Word and Service.
  - c. Exercise solely this church’s power to ordain (or provide for the ordination by another synodical bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of the Evangelical Lutheran Church in America).
  - d. Ordain (or provide for the ordination of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as ministers of Word and Service of this church.
  - e. Attest letters of call for persons called to serve congregations in the synod, letters of call for persons called by the Synod Council, and letters of call for persons on the rosters of this synod called by the Church Council.
  - f. Install (or provide for the installation of) rostered ministers whose calls the bishop has attested.
  - g. Exercise leadership in the mission of this church and in so doing:
    - 1) Interpret and advocate the mission and theology of the whole church;
    - 2) Lead in fostering support for and commitment to the mission of this church within this synod;
    - 3) Coordinate the use of the resources available to this synod as it seeks to promote the health of this church’s life and witness in the areas served by this synod;
    - 4) Submit a report to each regular meeting of the Synod Assembly concerning the synod’s life and work; and
    - 5) Advise and counsel this synod’s related institutions and organizations.
  - h. Practice leadership in strengthening the unity of the Church and in so doing:
    - 1) Exercise oversight of the preaching, teaching, and administration of the sacraments within this synod in accord with the Confession of Faith of this church;
    - 2) Be responsible for administering the constitutionally established processes for the resolution of controversies and for the discipline of rostered ministers and congregations of this synod;
    - 3) Be the chief ecumenical officer of this synod;
    - 4) Be a member of the Conference of Bishops and consult regularly with other synod bishops;
    - 5) Foster awareness of other churches throughout the Lutheran world communion and, where appropriate, engage in contact with leaders of those churches;
    - 6) Cultivate communion in faith and mission with appropriate Christian judicatory leaders

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**S7.33.** “*Ex officio*” as used herein means membership with full rights of voice and vote unless otherwise expressly limited.

**Chapter 8.  
OFFICERS**

†**S8.01.** The officers of this synod shall be a bishop, a vice president, a secretary, and a treasurer.

**S8.10. Bishop**

†**S8.11.** The bishop shall be elected by the Synod Assembly. The bishop shall be a minister of Word and Sacrament of the Evangelical Lutheran Church in America.

**S8.11.01.** When authorized by the Synod Council in order to address special circumstances, the synod bishop may be compensated as an employee or contractor for specified services to another expression of this church. Such an arrangement may be terminated by the Synod Assembly or Synod Council if determined to be detrimental to the function of the office or if the special circumstances no longer apply.

†**S8.12.** As this synod’s pastor, the bishop shall:

- a. Preach, teach, and administer the sacraments in accord with the Confession of Faith of this church.
- b. Have primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament, and its ministers of Word and Service.
- c. Exercise solely this church’s power to ordain (or provide for the ordination by another synodical bishop of) approved candidates who have received and accepted a properly issued, duly attested letter of call for the office of ministry of Word and Sacrament (and as provided in the bylaws of the Evangelical Lutheran Church in America).
- d. Ordain (or provide for the ordination of) approved candidates who have received and accepted a properly issued, duly attested letter of call for service as ministers of Word and Service of this church.
- e. Attest letters of call for persons called to serve congregations in the synod, letters of call for persons called by the Synod Council, and letters of call for persons on the rosters of this synod called by the Church Council.
- f. Install (or provide for the installation of) rostered ministers whose calls the bishop has attested.
- g. Exercise leadership in the mission of this church and in so doing:
  - 1) Interpret and advocate the mission and theology of the whole church;
  - 2) Lead in fostering support for and commitment to the mission of this church within this synod;
  - 3) Coordinate the use of the resources available to this synod as it seeks to promote the health of this church’s life and witness in the areas served by this synod;
  - 4) Submit a report to each regular meeting of the Synod Assembly concerning the synod’s life and work; and
  - 5) Advise and counsel this synod’s related institutions and organizations.
- h. Practice leadership in strengthening the unity of the Church and in so doing:
  - 1) Exercise oversight of the preaching, teaching, and administration of the sacraments within this synod in accord with the Confession of Faith of this church;
  - 2) Be responsible for administering the constitutionally established processes for the resolution of controversies and for the discipline of rostered ministers and congregations of this synod;
  - 3) Be the chief ecumenical officer of this synod;
  - 4) Be a member of the Conference of Bishops and consult regularly with other synod bishops;
  - 5) Foster awareness of other churches throughout the Lutheran world communion and, where appropriate, engage in contact with leaders of those churches;
  - 6) Cultivate communion in faith and mission with appropriate Christian judicatory leaders

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Sacrament, ministers of Word and Service, or lay persons, and shall be employees of the synod and perform such work assignments as may be designated by the bishop. Each associate is a minister of Word and Sacrament shall be on the roster of ministers of Word and Sacrament of the synod, and serve an initial term call of not less than one year and not more than six years. Each associate who is a minister of Word and Service shall be on the roster of ministers of Word and Service of the synod, and serve an initial term call of not less than one year and not more than six years. Each associate who is a lay person shall reside on the territory and shall be employed for an initial period of not more than six years. After the Synod Council receives the bishop's recommendations, the term of each minister of Word and Sacrament, each minister of Word and Service associate's call, or period of each lay associate's employment, and the salary, emoluments and other remuneration to be received by each associate shall be determined by the bishop and approved by the Executive Committee of the Synod Council and incorporated into the provisions of the call or letter of engagement. If the bishop so recommends, any associate may serve successive calls or periods of employment as determined by the Synod Council, but the term of any successive call or length of any successive period of employment shall be not less than one year and not more than six years.

**S8.14.02.** Support staff. Upon recommendation of the bishop, the Synod Council may authorize employment by this synod of support staff, in an appropriate number, for the bishop and the bishop's associates in the work of the synod.

**S8.14.A22.** Number of associates. *The number of associates to the bishop under S8.14.01., at any one time, shall not exceed five.*

†**S8.15.** The presiding bishop of this church, or the appointee of the presiding bishop, shall install into office, in accord with the policy and approved rite of this church, each newly elected synod bishop.

†**S8.16. Conflicts of Interest**

†**S8.16.01.** The following procedures shall govern matters of potential conflicts of interest for synod bishops:

a. Whenever a synod bishop determines that a matter of the kind described in †S8.16.01.b. may require the bishop's determination or action with respect to a related individual as defined in †S8.16.01.c., the synod bishop shall withdraw from personal involvement in such matter and shall so notify the presiding bishop. The presiding bishop shall then appoint another synod bishop from the same region to handle the matter to conclusion. In dealing with such matter, the appointed bishop shall exercise all of the functions and authority to the same extent as if the appointed bishop were the elected bishop of the withdrawing bishop's synod.

b. Matters include any proceedings under Chapter 20, proceedings under provisions 7.46. and 7.75 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* (†S14.18. and †S14.43), candidacy, reinstatement, and similar matters where determinations or actions by the synod bishop could change, limit, restrict, approve, authorize, or deny the related individual's ministry on one of the official rosters of this church.

c. A related individual is one who, with respect to the synod bishop, is a spouse, parent, son, daughter, sibling, uncle, aunt, niece, nephew, grandparent, grandchild, including corresponding members of blended families and in-laws (parent, son, daughter, or sibling of a spouse, spouse of a sibling, or the parent or sibling of the spouse of a sibling).

**S8.20. Vice President**

†**S8.21.** The vice president shall be elected by the Synod Assembly. The vice president shall be a layperson. The vice president shall be a voting member of a congregation of this synod. The vice president shall not receive a salary for the performance of the duties of the office.

**S8.22.** The vice president shall chair the Synod Council.

**S8.24.** The vice president shall be ex-officio a member of the Churchwide Assembly.

**S8.30. Secretary**

†**S8.31.** The secretary shall be elected by the Synod Assembly. The secretary shall be a voting member of a congregation of this synod. The secretary may be either a layperson or a rostered minister.

†**S8.32.** The secretary shall:

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- a. Keep the minutes of all meetings of the Synod Assembly and Synod Council, be responsible for distribution of such minutes, and perform such other duties as this synod may from time to time direct.
  - b. Be authorized and empowered, in the name of this synod, to attest all instruments which require the same, and which are signed and sealed by the bishop.
  - c. In consultation with the bishop, classify and arrange all important papers and documents and deposit them in the archives of this synod.
  - d. Submit to the secretary of this church at least nine months before each regular Churchwide Assembly a certified list of the voting members elected by the Synod Assembly.
- S8.32.01.** The public file. This synod shall have a public file as the place of filing, as required by the bylaws, and reference for certain documentary materials, including, but not limited to, the Constitution, Book of Reports, Synod Assembly actions/minutes, Synod Council actions/minutes.
- S8.32.02.** Responsibilities for filing. Where a bylaw or a continuing resolution of this synod requires material to be filed in the public file (a) by an officer of the synod, the individual shall be responsible to make the filing, or (b) by the Synod Council or a committee of the synod, the vice-president of this synod or the committee chairperson, as the case may be, shall be responsible to make the filing.
- S8.32.03.** Access to public file. The public file is open to the people of the synod. The bishop may make regulations for orderly access such as the requirement for prior appointments and reasonable limitations on time allowed. No document currently required to be in the file may be removed, but, upon request and subject to a reasonable charge, the synod office will provide a copy of any such document to any interested person.
- S8.33** The secretary shall be ex-officio a member of the Churchwide Assembly.
- S8.40. Treasurer**
- †**S8.41.** The treasurer may be elected by the Synod Assembly or may be appointed by the Synod Council. The treasurer shall be a voting member of a congregation of this synod. The treasurer may be either a layperson or a rostered minister.
- S8.41.01** The Synod Council shall appoint a treasurer following a process guided by the nominating committee, in consultation with the bishop, to provide for a treasurer who can best fulfill the duties as outlined in
- S8.42.
- S8.42.** The treasurer shall provide and be accountable for:
- a. Management of the monies and accounts of this synod, its deeds, mortgages, contracts, evidences of claims and revenues, and trust funds, holding the same at all times subject to the order of this synod.
  - b. Investment of funds upon the authorization of the Synod Council.
  - c. Receipt and acknowledgment of offerings, contributions, and bequests made to this synod, collecting interest and income from its invested funds, and paying regular appropriations and orders on the several accounts as approved and directed by the Synod Council. The treasurer shall transmit each month to the treasurer of the Evangelical Lutheran Church in America the funds received by this synod for the general work of this church.
  - d. Maintenance of a regular account with each congregation of this synod and informing the congregation, at least quarterly, of the status of this account.
  - e. Rendering at each regular meeting of the Synod Assembly a full, detailed, and duly audited report of receipts and disbursements in the several accounts of this synod for the preceding fiscal year, together with the tabulation, for record and publication in the minutes, of the contributions from the congregations.
  - f. Obtaining a fidelity bond in the amount determined by the Synod Council for persons handling synod funds, which bond shall be in the custody of the secretary. The premium for the bond shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.
- S8.42.A91.** Funds-keeping and Investment Policy
- 1. *This resolution sets forth the funds-keeping and investment policy of this synod. In this resolution—*

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- *“its purposes” means a purpose indicated in the Statement of Purpose of this synod (Chapter 6 of the constitution).*
  - *“current funds” means, at any time, the funds held by this synod for its purposes in an amount appropriate for a period of up to the next forty-five days, but not petty cash*
  - *“other financial resources” means the funds and other assets of money-equivalent or ready market value, including reserves, held by this synod for its purposes which would, if invested, yield a return in aid of its purposes, but not current funds.*
2. *This synod shall keep current funds, until disbursement, in one or several accounts of one or several banking institutions or in other financial obligor in accordance with this policy. Each account in a banking institution shall be covered by FDIC insurance to the extent consistent with sound financial practices. Such an account may be, for example, a checking account or a certificate of deposit, and may but need not be interest-earning.*
  3. *Normally, this synod shall hold at least the greater portion of other financial resources in deposit or debt obligations that afford the highest safety in preservation of value, suitable liquidity and reasonable return. Such obligations may be, for example, interest-earning accounts, including certificates of deposit, of one or several banking institutions, with each account covered in full by FDIC insurance, and shorter-term U. S. Treasury obligations.*
  4. *This synod may have a portion of current funds and other financial resources in obligations of worthy obligor related to this church. Such obligations may be, for example, Mission Investments as described in the current ELCA Mission Investment Fund’s Offering Circular.*
  5. *Normally, this synod shall have other financial resources only in a form described in paragraphs 3 or 4 of this resolution; however, seeking prudently to minimize or avoid loss in the value of an asset of other financial resources, this synod may hold the asset for a reasonable time in some other form. Such an asset might be, for example, a gift or bequest received in kind.*

**S8.43** The treasurer shall be ex-officio a member of the Churchwide Assembly.

**S8.50. General Provisions**

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

- a. The bishop of this synod shall be elected to a term of six years and may be re-elected.
- b. The vice president and secretary of this synod shall be elected to a term of four years and may be re-elected. The officer shall serve until a successor takes office.
- c. The treasurer of this synod shall be appointed to a term of four years and may be re-appointed. The treasurer shall serve until a successor takes office.

†**S8.52.** The terms of the officers shall begin on the first day of the third month following election or, in special circumstances, at a time designated by the Synod Council.

†**S8.53.** Each officer shall be a voting member in a congregation of this synod, except that the bishop need not be a member of a congregation of this synod at the time of election.

†**S8.54.** Should the bishop die, resign, or be unable to serve, the vice president, after consultation with the presiding bishop of the Evangelical Lutheran Church in America, shall convene the Synod Council to arrange for the appropriate care of the responsibilities of the bishop until an election of a new bishop can be held or, in the case of temporary disability, until the bishop is able to serve again. Such arrangements may include the appointment by the Synod Council of an interim bishop, who during the vacancy or period of disability shall possess all of the powers and authority of a regularly elected bishop. The term of the successor bishop, elected by the next Synod Assembly or a special meeting of the Synod Assembly called for the purpose of election, shall be six years with the subsequent election to take place at the Synod Assembly closest to the expiration of such a term and with the starting date of a successor term to be governed by constitutional provision S8.52.

**S8.55.** Should the vice president, secretary, or treasurer die, resign, or be unable to serve, the bishop, with the approval of the Executive Committee of the Synod Council, shall arrange for the appropriate care of the responsibilities of the officer until an election of a new officer can be held or, in the case of temporary disability, until the officer is able to serve again. The term of the successor officer, elected by the next Synod Assembly, shall be for the remainder of the unfulfilled term of that officer. If the

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treasurer is appointed by the Synod Council, the Synod Council shall appoint a new treasurer to a the remainder of the unfulfilled term of that officer.

†S8.56. The Executive Committee of the Synod Council shall determine whether an officer is unable to serve; the officer may appeal the decision of the Executive Committee by requesting a hearing before the Synod Council. A meeting to determine the ability of an officer to serve shall be called upon the request of at least three members of the Executive Committee and prior written notice of the meeting shall be given to the officer in question at least 10 calendar days prior to the meeting.

†S8.57. The recall or dismissal of an officer and the vacating of office may be effected for willful disregard or violation of the constitutions, bylaws, and continuing resolutions of this church; for such physical or mental disability as renders the officer incapable of performing the duties of office; or for such conduct as would subject the officer to disciplinary action as a rostered minister or as a member of a congregation of this church.

- a. Proceedings for the recall or dismissal of a synod bishop shall be instituted by written petition by:
  - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
  - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting;
  - 3) at least 10 synod bishops; or
  - 4) the presiding bishop of this church.
- b. Proceedings for the recall or dismissal of an officer of a synod, other than the synod bishop, shall be instituted by written petition by:
  - 1) the Synod Council on an affirmative vote of at least two-thirds of its elected members present and voting;
  - 2) the Synod Assembly on an affirmative vote of at least two-thirds of its members present and voting; or
  - 3) the synod bishop.
- c. The petition shall be filed with the chair of the Committee on Appeals (in care of the secretary of the Evangelical Lutheran Church in America, 8765 West Higgins Road, Chicago, Illinois 60631) and shall set forth the specific charge or charges.
- d. Upon the filing of a written petition, the Executive Committee of the Synod Council may temporarily suspend the officer from service in the synod without prejudice, but with continuation of compensation, including benefits, if the officer is a salaried employee of the synod.
- e. In the case of alleged physical or mental incapacity of an officer of the synod, the procedures outlined in †S8.56. shall be followed, and such officer shall comply with the decision of the Synod Council. If such officer fails or refuses to comply, the Synod Council may proceed to petition for recall or dismissal as follows:
  - 1) the Synod Council will submit a written report of their findings and the basis of their decision to the Committee on Appeals.
  - 2) the Committee on Appeals, exclusive of any members who are disqualified, shall review the findings and decision of the Synod Council and by an affirmative vote of at least two-thirds of those present and voting may adopt the findings and grant the petition.
- f. If the synod officer is a minister of Word and Sacrament, grounds for recall or dismissal include those set forth in ELCA bylaw 20.22.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. as grounds for discipline. If the officer is a minister of Word and Service, grounds for recall or dismissal include those set forth in ELCA bylaw 20.23.01. and as defined under the process described in ELCA constitutional provisions 20.21. and 20.22. as grounds for discipline.
- g. If the officer is a layperson, grounds for recall or dismissal include those set forth in ELCA bylaw 20.41.01. as grounds for discipline.
- h. If the case of alleged willful disregard or violation of the constitutions, bylaws, and continuing resolutions or of alleged conduct as would subject the officer to disciplinary action, the following procedures shall apply:
  - 1) the petition shall be referred to the Committee on Appeals, which shall function as the

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discipline hearing committee that shall conduct a hearing in accordance with the rules provided for in ELCA bylaw 20.22.14. except to the extent that those rules are in conflict with the provisions of this bylaw; and

2) the members of the Committee on Appeals, other than those who are disqualified, may grant the petition by an affirmative vote of at least two-thirds of those present and voting.

i. Written notice of a decision by the Committee on Appeals that the charges have been sustained shall be given to the affected officer and to the Synod Council, and the office shall be vacated.

†S8.58. If the bishop is to be temporarily absent from the synod for an extended period not to exceed 90 days, the bishop, after consultation with the presiding bishop and with the consent of the Synod Council, may appoint as acting bishop for such period a minister of Word and Sacrament of this church. Except as limited by action of the Synod Council, an acting bishop shall possess all of the powers and authority of a regularly elected bishop other than authority to ordain or to authorize the ordination of properly approved candidates for ordination.

## Chapter 9.

### NOMINATIONS AND ELECTIONS

†S9.01. The Synod Assembly shall elect such officers of this synod and such other persons as the constitution and bylaws may require, according to procedures set forth in the bylaws. The Synod Assembly shall elect members of the Churchwide Assembly in accordance with bylaw 12.41.11. of the constitution and bylaws of the Evangelical Lutheran Church in America.

S9.01.01 Elections by the Synod Assembly. In addition to elections prescribed in the constitution to be made by the Synod Assembly, the Synod Assembly shall elect

- a) voting members of the Churchwide Assembly allocated to this synod.
- b) the Synod Council Members-at-large and the youth who is a member of the Synod Council.
- c) the members of the Consultation Committee and the synod's component of the Committee on Discipline.

In each election for a position described in this bylaw, the Nominating Committee shall slate one nominee for the position. With the exception of the situations noted below, the Synod Assembly shall permit nominations from the floor for the position provided that any person nominated from the floor must be eligible for election, have affirmed willingness to serve if elected, and meet each specification pertaining to the position, including that, for an elective position within the purview of paragraph (a) of S9.03.02. Nominations from the floor for positions in which nominees have been chosen by conferences must be of people who are voting members of a congregation of the same conference as the conference of the slated nominee. If there are slots that are not filled by a nominee from a conference, or through other constitutional provisions, nominees from the floor may come from any conference, provided the provisions of †S6.04 and S6.04.C88 are fulfilled. Such positions having a term of service of four years or longer shall be arranged so equal or approximately equal numbers of the positions are elected biennially.

S9.01.02. Elections at regular Synod Assembly meetings. The elections described in S9.01.01. shall be held at regular meetings of the Synod Assembly.

S9.01.03. Elections for Churchwide Assembly. At least one-third of the ministers of Word and Sacrament or ministers of Word and Service and at least one-third of the lay persons elected by this synod as voting members of each Churchwide Assembly shall be persons who have not been elected by this synod to be voting members of a previous Churchwide Assembly.

S9.01.04. Reelection of Council Members-at-large. Normally, Synod Council Members-at-large may be reelected once; however, if an expiration of the term of an incumbent Synod Council Member-at-large the incumbent does not meet a specification for the position according to S9.03.04. or otherwise, the individual is ineligible to reelection. If an Synod Council Member-at-large was first appointed to fill an interim vacancy and serves for more than half of the current term of the position reckoned from date of appointment, then, for the purpose of determining eligibility for reelection, the individual shall be deemed to have served the full term.

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- S9.01.06.** Interim elections and appointments. In the context of this bylaw “interim vacancy” means a position that is vacant because the incumbent died, resigned, or became unable to serve. Should an interim vacancy occur, the vacancy is to be promptly filled in accordance with these provisions:
- a. An interim vacancy in a position appointed by the bishop shall be filled by a successor appointment by the bishop, under the same conditions, if any, as applied to the original appointment.
  - b. An interim vacancy in an elective position or a Synod Council-appointed position shall be filled by interim appointment by the Synod Council. The Synod Council may have the Nominating Committee’s recommendation, but need not consider more than one candidate for an appointment. Current specifications for the position under S9.03.04. apply and the term of service shall be for the remainder of the term during which the interim vacancy occurred.
- S9.01.A22.** *The Synod Council, having regard to the provisions of †S7.21. and S7.21.A88., shall elect to the membership of the Synod Assembly, with voice and vote, the ones of the retired ministers of Word and Sacrament and ministers of Word and Service whose names appear on the rosters of this synod and who make timely written application for such election. Each such application shall indicate the applicant’s intention to attend the Synod Assembly, bear the applicant’s signature, and be deemed timely if received in the synod office during the month of November or the month of December of the year next preceding the year during which the Synod Assembly is to be held; each such election shall be only for such Synod Assembly. For purpose of †S7.21., retired ministers of Word and Sacrament and ministers of Word and Service elected under this Resolution shall be counted as ministers of Word and Sacrament or ministers of Word and Service.*
- †S9.02.** In all elections by the Synod Assembly, other than for the bishop, a majority of the legal votes cast shall be necessary for election.
- S9.03.** There shall be a Nominating Committee consisting of eleven members who shall be appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. Additional nominations may be made from the floor for all elections for which nominations are made by the Nominating Committee.
- S9.03.01** Nominating Committee
- a. Generally, eligibility for appointment to the Nominating Committee is as provided in S11.01.02., and positions on the Committee may be subject to a specification under S9.03.04. Members of the Consultation Committee, the Committee on Discipline, or a committee convened under S14.13.b would be ineligible for appointment. Synod Council members, other than those eligible to reelection at the next regular meeting of the Synod Assembly, may be appointed. A member of the Committee may be consecutively reappointed twice.
  - b. The Synod Council is to complete appointments to the Nominating Committee for the meeting of the Synod Assembly for which the Committee is to serve by January 1 of the year of the meeting.
- S9.03.02** Participation of Conferences in electoral processes.
- a) Each Conference is to select, for each meeting of the Synod Assembly at which the Nominating Committee is to slate nominees, one person for appointment to a respective one of positions on the Nominating Committee; and, for each such meeting which is to elect voting members of the Churchwide Synod Assembly, one person for nomination to a respective one of those voting member positions.
  - b) A Conference may not select the same person for more than one position of those to be selected for a meeting of the Synod Assembly described in paragraph (a) of this bylaw, and should endeavor to avoid concentration of the selections with reference to a limited number of Congregations.
  - c) A Conference may not elect the same person to more than one position of those to be elected at an electoral meeting described in paragraph (c) of this bylaw, and should endeavor to avoid undue concentration of the elections with reference to a limited number of Congregations.
  - d) Each person selected pursuant to paragraph (a) or elected pursuant to paragraph (c) of this bylaw shall be a voting member of a Congregation of the Conference which selects or elects the individual, otherwise be eligible for the position for which the individual is selected or elected,

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have affirmed willingness to serve in the position, and meet each specification under S9.03.04, if any, pertaining to the position.

- e) If a selection under paragraph (a) or an election under paragraph (c) of this bylaw fails for any reason -- for example, if a person becomes unable to accept appointment, nomination, or election -- or is in default, then, as the case may be, the Synod Council shall appoint an affected position on the Nominating Committee and shall elect an affected position on a team board; and, the Nominating Committee shall slate a nomination for an affected position of voting member of the Churchwide Assembly or of Synod Council Members-at-large.

**S9.03.03** Adoption of selections under S9.03.02. Normally, the Synod Council, in making appointments to the Nominating Committee, is to adopt the selections of Conferences under sentence (1) of paragraph (a) of S9.03.02; and, the Nominating Committee, in slating nominees for positions of voting member of the Churchwide Assembly and of Synod Council Members-at-large, is to adopt the selections of Conferences under paragraph (a) of S9.03.02.

**S9.03.04** Specifications for Nominating Committee and Synod Council Members-at-large positions. So the Synod Council and the Nominating Committee, as nearly as practicable and in terms of their full complements, meet inclusivity criteria and/or have members residing in areas throughout the territory, the Synod Council may establish specifications for at least some Nominating Committee and Synod Council Members-at-large positions, and, for that purpose may have the advice of the Nominating Committee. If such a specification applies to any position for which a Conference is to select a person under paragraph (a) of S9.03.02, the Synod Council shall notify the Conference well in advance of the affected electoral meeting.

**S9.03.05** Previously-selected or-elected incumbents. A Conference may, but need not, select for reappointment or nomination for reelection, or reelect, an incumbent of a position who was previously selected for or elected to the position by the Conference under S9.03.02 and, otherwise, is eligible to reappointment or reelection, and meets each specification, if any, pertaining to the position.

**S9.04.** The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of legal votes on the second ballot, and two-thirds of the legal votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of legal votes on the third ballot, and 60 percent of the legal votes cast shall be necessary for election. On subsequent ballots a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes on the previous ballot.

**S9.04.01.** Election of the Bishop. In addition to the provision of S9.04., procedures for election of the bishop include—

- a. Prior to a meeting of the Synod Assembly at which an election for the office of bishop is to be held, the Synod Council shall appoint a Committee on Pre-election Canvass consisting of five members. Each member of the committee shall meet the same general qualifications as in S11.01.02., shall not be eligible for nomination or election to the office of bishop, and may, but need not be a voting member of the Synod Assembly.
- b. The duties of the Committee on Pre-election Canvass shall be
  - 1) to mail directly to each voting member of the Synod Assembly, at least sixty (60) days but not more than seventy (70) days prior to the Synod Assembly, a canvass instrument and instructions for identification, by means of the instrument, of one person for the office of bishop;
  - 2) to receive those of such instruments bearing postmarks no later than forty-five (45) days prior to the Synod Assembly;
  - 3) to obtain, on a uniform basis, and to mail to each voting member of the Synod Assembly at least twenty-one (21) days prior to the Synod Assembly, biographical information about the

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- six (6) persons (plus ties) who receive the highest numbers of identifications, and are willing to be nominated for the office of bishop, together with a full report concerning the canvass.
- c. The Committee on Pre-election Canvass, on behalf of the Synod Council, may arrange and conduct a pre-assembly forum where those of the six (6) persons identified in clause 3, paragraph b, of this bylaw, who desire so to participate, may -- all on a uniform basis -- be introduced to, address, and respond to questions from voting members of the Synod Assembly and others in attendance. The forum, if and when arranged and conducted, is to be suitably publicized and held at a convenient place on the territory approximately two (2) weeks prior to the Synod Assembly.
  - d. The report concerning the canvass and the forum are to be information resources about the election, and shall have no other purpose, status and effect.
- S9.04.A22.** *In each meeting of the Synod Assembly at which an election for the office of bishop is held, and the election is to include a fourth ballot, and as an order of business following the report of the results of the third ballot, the Synod Assembly shall conduct Assembly-wide introductions of persons who are to be on the fourth ballot, in accordance with the provisions of this continuing resolution.*
- a. *Generally, introductions of persons who are to be on the fourth ballot shall be on a uniform and impartial basis, and the introduction of each such person is to include aspects of (i) an address by the person to the Synod Assembly and (ii) spoken answers by the person to propounded questions, provided that if the person is not in attendance or otherwise so desires, the person may designate a spokesperson to participate instead. During introduction of one such person, the other such persons shall not be present. If such a person opts not to participate in an introduction, that circumstance shall not affect the person's position or status on the fourth or any later ballot. When such a person participates in one aspect of an introduction, the person is expected also to participate in the other aspect. The official presiding at the election shall likewise preside during the introductions.*
  - b. *Each such person, in any aspect of the introduction to the Synod Assembly, shall not utilize or authorize any kind of ancillary material or special effects. The assembly, including members and all others in attendance, shall refrain from any kind of demonstration of support or opposition with reference to such a person during the introduction and otherwise in connection with the election.*
  - c. *The address of each introduction is expected to deal with the person's candidacy for the office of bishop; otherwise, content of the address is wholly a matter for the person's discretion. The time provided for an address shall be an undivided period of ten minutes, but the address need not consume the full period.*
  - d. *The propounded questions of the introductions shall normally comprise a series of five questions pertaining to the work the Synod and the office of bishop, and shall be prepared by the Elections Committee of the Synod Assembly. The Elections Committee shall consult with the official presiding and other appropriate resources, and shall endeavor to formulate questions that are succinct, suitable for answer in the time provided, and widely representative of interests and responsibilities of voting members of the Synod Assembly, as, for example, by soliciting exemplary questions or topics from voting members and otherwise. The official presiding shall propound the questions to each such person in the same manner and order. An answer to a propounded question is expected to be responsive. The time provided for answering a question shall be an undivided period of two minutes, but an answer need not consume the full period.*
- S9.05.01.** Election of the Vice President shall proceed without oral nominations. The first ballot of the election, unless resulting in election, shall be the nominating ballot. On the first ballot, two-thirds of votes shall elect. On the second ballot, only votes for persons who received votes on the first ballot shall be valid, and a majority of votes shall elect. On the third ballot, voting shall be limited to the two persons (plus ties) who received the highest number of votes on the second ballot, and a majority of votes shall elect. A person may withdraw from the election prior to the voting on any ballot, and upon such withdrawal, votes for the person on a preceding ballot shall be deemed invalid as to a subsequent ballot. An invalid vote shall not be counted for any purpose.
- S9.05.A99** *In each meeting of the Synod Assembly at which an election for the office of vice president is held and the election is to include a third ballot, and as an order of business following the report of the results of*

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*the second ballot, the Synod Assembly shall conduct introductions of persons who are to be on the third ballot. These introductions shall be on a uniform and impartial basis, and the introduction of each such person is to include an address by the person to the Synod Assembly. Such an address is expected to deal with person's candidacy for the office of vice president; otherwise, the content of the address is wholly a matter for the person's discretion. The time for an address is an undivided period of three minutes, but the address need not consume the full period.*

- S9.06.01.** Election of the Secretary shall proceed without oral nominations. The first ballot of the election, unless resulting in election, shall be the nominating ballot. On the first ballot, two-thirds of votes shall elect. On the second ballot, only votes for persons who received votes on the first ballot shall be valid, and a majority of votes shall elect. On the third ballot, voting shall be limited to the two persons (plus ties) who received the highest number of votes on the second ballot, and a majority of votes shall elect. A person may withdraw from the election prior to the voting on any ballot, and upon such withdrawal, votes for the person on a preceding ballot shall be deemed invalid as to a subsequent ballot. An invalid vote shall not be counted for any purpose.
- S9.06.A99** *In each meeting of the Synod Assembly at which an election for the office of secretary is held and the election is to include a third ballot, and as an order of business following the report of the results of the second ballot, the Synod Assembly shall conduct introductions of persons who are to be on the third ballot. These introductions shall be on a uniform and impartial basis, and the introduction of each such person is to include an address by the person to the Synod Assembly. Such an address is expected to deal with person's candidacy for the office of secretary; otherwise, the content of the address is wholly a matter for the person's discretion. The time for an address is an undivided period of three minutes, but the address need not consume the full period.*
- S9.07.** If the treasurer is elected, the Synod Council shall nominate at least one person for treasurer; additional nominations may be made from the floor.
- 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.
- S9.08.A22** *A person who is nominated for election by the Synod Assembly (a) for Synod Council Members-at-large position, or (b) to the position of voting member of the Churchwide Assembly, is to provide, prior to the election in which the individual is a nominee, a written statement with regard to the individual's candidacy for the position. The Nominating Committee or the Elections Committee of the Synod Assembly, as appropriate, may receive the statement from the person. The statement is for distribution to voting members of the Synod Assembly as an information resource; it is not to exceed forty (40) words in length; and, otherwise, its content is wholly a matter for the person's discretion.*
- S9.09.** The result of each ballot in every election shall be announced in detail to the assembly.
- †S9.10.** When notified by the secretary of this church, on behalf of the Nominating Committee of the Churchwide Assembly, the Synod Assembly shall nominate two persons in the specified categories for possible election by the Churchwide Assembly to the Church Council.
- S9.11.** The Synod Council shall elect or appoint representatives to the steering committee of its region.
- †S9.12.** Background checks and screening shall be required and completed for persons nominated as synod officers prior to their election, if possible, or as soon as practical after their election. The specific procedures and timing of background checks and screening shall be determined by the Synod Council.

#### **Chapter 10. SYNOD COUNCIL**

- †S10.01.** The Synod Council, consisting of the four officers of the synod, 10 to 24 other members, and at least one youth and at least one young adult, shall be elected by the Synod Assembly.
- a. Each person elected to the Synod Council shall be a voting member of a congregation of this synod, with the exception of ministers on a roster of this synod who reside outside the territory of this synod. The process for election and the term of office when not otherwise provided shall be specified in the bylaws. A member of the Church Council of the Evangelical Lutheran Church in

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America, unless otherwise elected as a voting member of the Synod Council, may serve as an advisory member of the Synod Council with voice but not vote.

- b. The term of office of members of the Synod Council, with the exception of the officers and the youth member, shall be four years.
- S10.01.01.** The terms of service of members of the Synod Council shall begin on the first day of the third month following their election.
- S10.01.02.** Youth member. The term of service of the youth shall be two years and shall begin on the first day of the third month following election. The youth shall be at least 16 years of age when the youth's term begins and not more than 19 years of age when the term ends, and is not eligible to reelection.
- S10.01.03.** Young adult member. The term of service of the young adult member shall be two years and shall begin on the first day of the third month following election. The young adult shall be at least 18 years of age when the young adult's term begins and not more than 30 years of age when the term ends, and is not eligible to reelection.
- S10.01.04.** Synod Council meetings. The Synod Council shall hold regular meetings at least four times a year and, normally, once in each calendar quarter. The place of meetings of the Synod Council shall be determined by the Executive Committee. Special meetings of the Synod Council may be called by the Executive Committee as provided in S10.01.07., and shall be called by the bishop upon the written request of ten Synod Council members. The secretary of this synod shall give written notice of each meeting of the Synod Council to Synod Council members.
- S10.01.05.** Committee liaison. The Synod Council shall maintain liaison with Synod Program committees, Advisory committees, and any Task Forces and Temporary committees of this synod. For this purpose (apart from the bishop ex officio) members of the Synod Council may attend and have voice at meetings of such committees.
- S10.01.06.** Synod Council committees--generally. The Synod council shall have an Executive Committee and such other committees as it may from time to time determine. The Synod Council shall appoint the members of its committees. No one other than a member of the Synod Council may serve on a Synod Council committee. Subject to the Synod Council's directions concerning purpose, procedure, and record-keeping, a Synod Council committee develops its own agenda and sets its own procedure. Unless the Synod Council so requires, a Synod Council committee need not make a report to the Synod Assembly covering its activities.
- S10.01.07.** Executive Committee. The Executive Committee shall comprise the officers and five Synod Council Members-at-large; at least one of the Synod Council Members-at-large shall be serving a term with an expiration date different than the expiration date of the terms of the other Synod Council Members-at-large. Normally, the period of appointment for Synod Council Members-at-large on the committee is two years, with no limitation on reappointment to an available position. The committee shall perform those functions of the Synod Council assigned to it by the Synod Council, and, subject to other or additional directions from the Synod Council, the committee shall oversee preparation of the agenda for Synod Council meetings, and shall set the salary of the bishop. The committee -- by the action or with the common approval of a majority of its members, and, normally, with at least five days' notice -- may call special meetings of the Synod Council. In appropriate circumstances, so recognized by a majority of its members, and provided that all committee members have a reasonable opportunity to participate, the committee may deliberate and do committee work by telephone conferences.
- S10.01.09.** Accountability of Synod Council and Synod Council-appointed committees. Synod Council committees and the Nominating Committee are accountable to the Synod Council for due performance of their functions and responsibilities.
- †**S10.02.** The Synod Council shall be the board of directors of this synod and shall serve as its interim legislative authority between meetings of the Synod Assembly. It may make decisions that are not in conflict with actions taken by the Synod Assembly or that are not precluded by provisions of this constitution or the constitution and bylaws of the Evangelical Lutheran Church in America.
- S10.02.A98** Positions Process
- a. *Definition. In this continuing resolution, "position resolution" means an action of the Synod Assembly which expresses the synod's position as to indicated subject matter; but is not and is not*

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connected with another action of the Synod Assembly such as an amendment of the constitution, adoption or amendment of a bylaw, a continuing resolution or an annual budget of the synod, an election conducted pursuant to the constitution or the bylaws, or, approval of a report.

- b. *Applicability.* This continuing resolution applies in respect of each position resolution and without regard to the date of the resolution.
  - c. *Period of effectiveness.* The period during which a position resolution may be deemed effective, having regard for the purpose and subject matter of the resolution, and for other pertinent circumstances, should be of reasonable length and not continue after the purpose has been accomplished or the subject matter has substantially changed. In any case, but subject to Paragraph 4 of this continuing resolution, the period of effectiveness of a position resolution is to expire at the end of a specific period set forth in the resolution, or, absent such specific period, three years from the date of the resolution.
  - d. *Subsequent status.*
- (a) Normally, after the period of effectiveness of a position resolution has expired, as provided in Paragraph 3 of this continuing resolution, the status of the resolution is as an historical record. Nevertheless, if the Synod Council considers the subject matter or purpose of an expiring position resolution to be of continuing interest to the synod, the Synod Council may adopt the substance of the resolution as a continuing position or an operational policy of the synod.
- (b) The period of effectiveness of a position resolution with a date prior to this continuing resolution shall not be deemed to have expired until the Synod Council has taken action concerning subsequent status of the resolution or unless the resolution provides for its own expiration.
5. *Resolutions and Positions Review Committee.* The Executive Committee in consultation with the bishop may appoint a Resolutions and Positions Review Committee of not more than five members, including Synod Council members and others. The duties and responsibilities of the committee are to include annual review of (a) expiring position resolutions and (b) continuing positions and operational policies which derive from position resolutions, and making recommendations to the Synod Council concerning subsequent status of such position resolutions, continuing positions and operational policies. The committee is to accord priority to review of any recommendations as to position resolutions with dates prior to this continuing resolution.

**S10.03.** The functions of the Synod Council shall be to:

- a. Exercise trusteeship responsibilities on behalf of this synod.
- b. Recommend program goals and budgets to the regular meetings of the Synod Assembly.
- c. Carry out the resolutions of the Synod Assembly.
- d. Provide for an annual review of the roster of Ministers of Word and Sacrament and the roster of Ministers of Word and Service, receive and act upon appropriate recommendations regarding those persons whose status is subject to reconsideration and action under the constitution and bylaws of the Evangelical Lutheran Church in America, and make a report to the Synod Assembly of the Synod Council's actions in this regard.
- e. Issue letters of call to rostered ministers as authorized by Chapter 7 of the constitution and bylaws of the Evangelical Lutheran Church in America.
- f. Fill vacancies until the next regular meeting of the Synod Assembly, except as may otherwise be provided in the constitution or bylaws of this synod, and determine the fact of the incapacity of an officer of this synod.
- g. Report its actions to the regular meeting of the Synod Assembly.
- h. Perform such other functions as are set forth in the bylaws of this synod, or as may be delegated to it by the Synod Assembly.

**S10.04.** Any proposal to appropriate funds, whether by amendment to the budget or otherwise, which is presented to a meeting of the Synod Assembly without the approval of the Synod Council, shall require a two-thirds vote for adoption.

**S10.05.** No elected member of the Synod Council shall receive compensation for such service.

**S10.05.01** A member of the Synod Council may receive mileage compensation consistent with IRS mileage guidelines currently in force for participation in Synod Council business, as approved by the bishop of

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- this synod.
- S10.06.** If a member of the Synod Council ceases to meet the requirements of the position to which she or he was elected, the office filled by such member shall at once become vacant.
- S10.07.** The composition of the Synod Council, the number of its members, and the manner of their selection, as well as the organization of the Synod Council, its additional duties and responsibilities, and the number of meetings to be held each year shall be as set forth in the bylaws.
- S10.08.** Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of the Synod Council.
- S10.08.01.** To the extent permitted by state law, meetings of the Synod Council and its committees may be held electronically or by telephone conference, and notice of all meetings may be provided electronically.

**Chapter 11.  
COMMITTEES**

**(Task Forces, Working Groups)**

- †**S11.01.** There shall be an Executive Committee, a Consultation Committee, a Committee on Discipline, a Mutual Ministry Committee, an Audit Committee, and such other committees as this synod may from time to time determine. The duties and functions of such committees, or any other organizational units created by this synod, and the composition and organizational structure of such units, shall be as set forth in this constitution or in the bylaws or continuing resolutions, and shall be subject to any applicable provisions or requirements of the constitution and bylaws of the Evangelical Lutheran Church in America.
- S11.01.01. Committees of this synod.** Committees of this synod are:
1. The Executive Committee, the Consultation Committee, the Committee on Discipline, the Mutual Ministry Committee as provided for in †S11.01.;
  2. Committees relating to the office of bishop, as provided for in S11.01.16
  3. Synod Assembly committees, as provided for in S11.01.05.
  4. The Nominating Committee, as provided for in S11.01.06.
  5. Synod Council committees, as provided for in S11.01.07
- S11.01.02. Eligibility/qualifications for committee service.** Other than the bishop ex officio, no person shall concurrently be a member of more than one of the Standing Committees. as defined in S11.01.10. The standing committees are the Consultation Committee, the Committee on Discipline, and committees relating to the office of the bishop: the Ministry Committee and the Constitution Review Committee. This provision is also subject to the provisions of S11.02.01 (Consultation Committee), and S11.03.01 (Committee on Discipline). Unless otherwise designated by the bishop, persons who are members in good standing in a congregation of this synod are eligible for committee service.
- S11.01.03. General provisions pertaining to committees.** Except as the bylaws may otherwise provide or require with reference to committees of the Synod Assembly, the Nominating Committee, Synod Council committees, the Consultation Committee, the Committee on Discipline, and any Task Force or other Temporary Committee, the provisions of this bylaw apply to the committees of this synod.
- 1) A committee develops its own agenda with reference to its function and responsibilities, determines its own procedures, and establishes appropriate sub-committees and working groups.
  - 2) A committee shall elect and have a chairperson and a secretary. The chairperson presides at committee meetings. The committee secretary is responsible to keep minutes and give notice of meetings. The committee secretary is also responsible to provide such minutes to the synod office, through a process defined in the continuing resolutions.
  - 3) The synod shall fund the work and activities of a committee through the synodic budgetary process and the committee shall participate in that process.
- S11.01.A22** *Committee secretaries shall provide electronic copies of all committee minutes to the bishop's executive assistant within one week following their approval by the committee.*
- S11.01.04.** Expenses. Members serving on the committees of this synod or of any other committee or similar body established pursuant to the constitution or the bylaws of this synod shall not receive compensation for such service, but the synod may reimburse them for necessary travel and out-of-pocket expenses while

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serving.

- S11.01.05.** Synod Assembly committees. Committees of the Synod Assembly include: a Committee on Reference and Council and other Synod Assembly committees (such as Planning Committee, Credentials Committee, Memorials Committee, Resolutions Committee, convention manager, sergeant-at-arms, tellers, parliamentarian), as deemed necessary by the bishop or the Synod Council. Synod Assembly committees have status, composition, appointment process, and functions and responsibilities as described and provided in S7.01.05.
- S11.01.06.** Nominating Committee. The Nominating Committee has the status, composition, appointment processes, and functions and responsibilities as described and provided in Chapter 9.
- S11.01.07.** Synod Council committees. Synod Council committees include the Executive Committee; and any other committee established pursuant to S10.01.06. Such committees have status, composition, appointment process, functions and responsibilities as provided in the constitution and the bylaws and continuing resolutions pertaining to them.
- S11.01.08.** Executive Committee. The Executive Committee shall comprise the officers and five Synod Council Members-at-large; at least one of the Synod Council Members-at-large shall be serving a term with an expiration date different than the expiration date of the terms of the other Synod Council Members-at-large. Normally, the period of appointment for Synod Council Members-at-large on the committee is two years, with no limitation on reappointment to an available position. The committee shall perform those functions of the Synod Council assigned to it by the Synod Council, and, subject to other or additional directions from the Synod Council, the committee shall oversee preparation of the agenda for Synod Council meetings, and shall set the salary of the bishop. The committee -- by the action or with the common approval of a majority of its members, and, normally, with at least five days' notice -- may call special meetings of the Synod Council. In appropriate circumstances, so recognized by a majority of its members, and provided that all committee members have a reasonable opportunity to participate, the committee may deliberate and do committee work by telephone conferences or by other electronic means.
- S11.01.09.** Mutual Ministry Committee. The Mutual Ministry Committee has the status, composition, appointment processes, and functions and responsibilities as described and provided in S11.04.01.
- S11.01.10.** Standing Committees. The Standing Committees are the Consultation Committee, the Committee on Discipline, the Ministry Committee, and the Constitution Review Committee, as stipulated in S11.01.16 and S11.01.17.
- S11.01.11.** Reports by Standing committees. The Standing committees shall make annual written reports to the Synod Assembly. Each report shall cover the committee's activities since the preceding report. Such reports by the Consultation Committee and the Committee on Discipline shall not provide indemnificatory particulars with respect to any matter or case pending on the date of any such report.
- S11.01.16** The Ministry Committee. The Ministry Committee and its functions and responsibilities are as from time to time provided in the bylaws and continuing resolutions of the synod. The bishop appoints members of this committee, with the approval of the Synod Council, and, generally, for terms of service of four years arranged, with reference to an election cycle, in the same manner as terms of Synod Council Members-at-large positions. Members of these committees are eligible to reappointment.
- S11.01.B22.** Ministry Committee. *The functions and responsibilities of the Ministry Committee pertain to pastoral care of Congregations and to ministers of Word and Sacrament and ministers of Word and Service. The committee, as appropriate for this synod, develops, guides, supports and oversees programs of ministry in daily life; programs and activities for development of professional leaders (including recruitment, encouragement and evaluation, and subsequent certification of candidates); policies and standards for compensation and benefits for professional leaders; and, programs for the care of and the continuing education for professional leaders. Members of the committee, selected by the candidacy committee, may participate in multi-synodic committees for certification of candidates for ordination and in the certification or accreditation processes for other professional leaders.*
- S11.01.17** The Constitution Review Committee. The Constitution Review Committee and its functions and responsibilities are as from time to time provided in the bylaws and continuing resolutions of the

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synod. The bishop appoints members of this committee, with the approval of the Synod Council, and, generally, for terms of service of four years arranged, with reference to an election cycle, in the same manner as terms of Synod Council Members-at-large positions. Members of these committees are eligible to reappointment.

- S11.01.F99.** Constitution Review Committee. *The functions and responsibilities of the Constitution Review Committee are to review the constitutions of Congregations and organizational documents of Conferences of this synod to determine whether the documents conform with apposite provisions of the constitution, the bylaws and the continuing resolutions of the ELCA (including the Constitution for Congregations); to report to the bishop and the Synod Council concerning such determinations; and, where a document appears deficient, to indicate necessary revision to the Congregation or the Conference. The committee may also advise the bishop and the Synod Council with regard to constitutional matters. The committee shall have six members including, normally, the secretary of the synod.*
- S11.01.18.** Task Forces and Temporary committees. The Synod Council shall, as directed by the Synod Assembly, and may, by its own action as it from time to time finds necessary, establish task forces and temporary committees of this synod. Normally, a task force or temporary committee shall have a specific assignment not duplicative of a function or responsibility of another committee established pursuant to the constitution, and the Synod Council shall describe the assignment in reasonable detail. The Synod Council shall appoint the members of a task force or temporary committee and may appoint the chairperson or convener. Generally, eligibility for appointment is as provided in S11.01.02. Members of the Synod Council may be appointed, but no member of the Consultation Committee, the Committee on Discipline or a committee convened under †S14.13.b. or pursuant to S14.13.08. is eligible to serve on a task force or temporary committee. A task force or temporary committee may have up to twenty members, and shall normally complete its assignment and submit any required report within a period of not more than 18 months.
- S11.01.19.** Accountability. The Standing committees and Task Forces and Temporary committees of this synod -- together with their members -- are accountable to the Synod Council and the Synod Assembly for due performance of their respective functions and responsibilities. Normally, the oversight of such performance -- which may encompass a committee's policies, programs, activities and work-product--shall be by the Synod Council.
- †**S11.02.** The Consultation Committee of this synod shall consist of at least six persons and not more than 12 persons, of whom half shall be rostered ministers and half shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election. The functions of the Consultation Committee are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* and in Chapter 17 of this constitution. The size of the Consultation Committee, in accord with this provision, shall be defined in this synod's bylaws.
- S11.02.01.** The Bishop shall be a member of the Consultation Committee ex officio except in instances when the Bishop brings charges against an ordained minister.
- S11.02.02.** The terms of service of members of the Consultation Committee begin on the first day of the third calendar month following election.
- †**S11.03.** The Committee on Discipline of this synod shall consist of 12 persons, of whom six shall be rostered ministers and six shall be laypersons, who shall each be elected by the Synod Assembly for a term of six years without consecutive re-election.
- a. The functions of the Committee on Discipline of this synod are set forth in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America.*
  - b. The Synod Council shall fill vacancies on the Committee on Discipline for any unexpired term.
- S11.03.01.** The Bishop shall not be a member of the Committee on Discipline.
- S11.03.02.** The terms of service of members of the Committee on Discipline begin on the first day of the third calendar month following election.
- †**S11.04.** The Mutual Ministry Committee shall be appointed by the Executive Committee of the Synod Council

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to provide support and counsel to the bishop.

**S11.04.01. Mutual Ministry Committee.** The Mutual Ministry Committee consists of seven members, and its function is to provide support and counsel to the bishop. Two members are named by the bishop and serve for the period the bishop may determine, and five members are appointed by the Synod Council and serve for the period the Synod Council may determine; in any case, the period of service of each member shall expire not later than the expiration of the bishop's current term of office. The bishop may seek the counsel and support of any member of the committee at the bishop's pleasure, and may convene meetings of the committee, or of any of its members, to seek their counsel and support on any matter which she/he deems necessary or desirable. Meetings of the committee or consultation between the bishop and any member shall be informal, and votes, minutes or other written memorials or reports not required unless requested by the bishop.

†**S11.05.** The Audit Committee of this synod shall consist of three to six persons, none of whom is a member of the synod staff. Up to half of the committee members may be Synod Council members. The Audit Committee members shall be elected by the Synod Council for a term of three years and be eligible for re-election to a second consecutive three-year term. The terms of the Audit Committee members shall be staggered. The Audit Committee shall be responsible for assisting the Synod Council in fulfilling its general oversight of the synod's accounting, financial reporting, internal control systems, and external audit processes as provided in †S15.31.

**S11.10. General Provisions**

†**S11.11.** This synod shall in its bylaws or by continuing resolution establish a process to ensure that the members of its committees and other organizational units will be persons possessing the necessary knowledge and competence to be effective members of such units, and to meet the requirements of †S6.04. With the exception of ministers on the rosters of this synod who reside outside the territory of this synod, each member of a committee of this synod, or any other organizational unit created by this synod, shall be a voting member of a congregation of this synod.

**Chapter 12.**

**CONFERENCES, CLUSTERS, COALITIONS, AREA SUBDIVISIONS, AND NETWORKS**

†**S12.01.** This synod may establish conferences, clusters, coalitions, area subdivisions, and networks as appropriate within its territory and in collaboration with other synods and entities, as specified in the bylaws and continuing resolutions. The purpose of such groupings shall be to foster interdependent relationships for missional purposes among congregations, synods, the churchwide organization, and other affiliates.

**S12.01.01. Conferences.** Groupings of Congregations of this synod, under Chapter 12 of the constitution, are "Conferences."

**S12.01.A24 Number/names/description of Conferences.**

- a. *This synod and its Congregations shall comprise eight Conferences, to be known as the "Central," "Near West," "North," "Northeast," "Northwest," "South," "Southwest," and "West" Conferences. Normally, a Congregation belongs to the Conference within whose boundaries its place of worship is located. The Council may change or adjust such boundaries.*
- b. *The current rosters of Congregations in each Conference are as follows:*

**CENTRAL (All in the City of Chicago)**

*Bethel (West), Chicago  
Edgebrook, Chicago  
Edison Park, Chicago  
First Evangelical, Chicago  
Iglesia Luterana De La Trinidad, Chicago  
Mosaic, Chicago  
Tumaini Swahili Chapel  
Shepherd's Heart SAWC, Chicago  
St. Luke's Lutheran Church of Logan Square, Chicago*

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*St. Timothy, Chicago*  
*United in Faith, Chicago*  
*Wicker Park, Chicago*

**NEAR WEST**

*Acacia Park, Norridge*  
*Ascension, Riverside*  
*Christ, Clarendon Hills*  
*Community United, Berwyn*  
*Epiphany, Elmhurst*  
*Gethsemane, Cicero*  
*Gloria Dei, Downers Grove*  
*Good Shepherd, Oak Park*  
*Grace, La Grange*  
*Holy Trinity, Lombard*  
*Lord of Life, Darien*  
*Mision Luterana Unidad, Berwyn*  
*Prince of Peace, Addison*  
*Redeemer, Hinsdale*  
*Resurrection, Franklin Park*  
*St. Paul, Villa Park*  
*St. Paul Thai, Forest Park*  
*United, Oak Park*  
*Unity, Berwyn*

**NORTH**

*Christ, Vernon Hills*  
*Evangelical Lutheran Church of All Saints, Fox Lake*  
*Grace, Libertyville*  
*Holy Cross, Libertyville*  
*Holy Spirit, Lincolnshire*  
*Hope, Long Grove*  
*Joy!, Gurnee*  
*Lutheran Church of the Atonement, Barrington*  
*Messiah, Wauconda*  
*Parroquia Luterana Sagrado Corazon, Waukegan*  
*Peace, Lake Zurich*  
*Shepherd of the Lakes, Grayslake*  
*St. Andrew, Mundelein*  
*St. James, Lake Forest*  
*St. Mark's, Waukegan*  
*St. Paul, Waukegan*  
*Trinity Evangelical, Ingleside*  
*Trinity United, Waukegan*  
*Zion, Deerfield*

**NORTHEAST**

*Christ, Chicago*  
*Concordia, Chicago*  
*Ebenezer, Chicago*  
*Evangelical Church of St. Luke, Chicago*  
*First Immanuel, Chicago*  
*Gloria Dei, Northbrook*

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*Grace, Evanston*  
*Holy Family, Chicago*  
*Holy Trinity, Chicago*  
*Holy Trinity, Glenview*  
*Immanuel, Chicago*  
*Immanuel, Evanston*  
*Irving Park, Chicago*  
*Lake View, Chicago*  
*Luther Memorial, Chicago*  
*Lutheran Church of the Ascension, Northfield*  
*Lutheran Church of the Resurrection, Niles*  
*Messiah, Park Ridge*  
*Pilgrim, Chicago*  
*Redeemer, Park Ridge*  
*Resurrection, Chicago*  
*St. John's, Wilmette*  
*St. Luke's, Park Ridge*  
*St. Paul's, Evanston*  
*St. Philip, Glenview*  
*St. Timothy's, Skokie*  
*Trinity, Evanston*  
*Unity, Chicago*  
*University, Evanston*

**NORTHWEST**

*All Saints, Palatine*  
*Bethlehem, Elgin*  
*Christ, Palatine*  
*Christ the Lord, Elgin*  
*Christus Victor, Elk Grove Village*  
*Grace, Mount Prospect*  
*Holy Trinity, Elgin*  
*Lord of Life, Schaumburg*  
*Lutheran Church of Martha & Mary, Mount Prospect*  
*Lutheran Church of the Cross, Arlington Heights*  
*Lutheran Church of Good Shepherd, Prospect Heights*  
*New Light Chinese, Palatine*  
*Our Saviour, Arlington Heights*  
*Prince of Peace, Schaumburg*  
*St. Mark, Mount Prospect*  
*St. Matthew, Itasca*  
*Trinity, Rolling Meadows*  
*Trinity, Des Plaines*  
*True Light, Streamwood*  
*Zion, Elgin*

**SOUTH**

*Augustana, Chicago*  
*Bethany, Chicago*  
*Chosen Bethel SAWC, Chicago*  
*Bethlehem Evangelical, Chicago*  
*Christ the Mediator, Chicago*  
*Come Alive Ministry of Faith, Chicago*

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*Iglesia de la Santa Cruz, Chicago*  
*Lebanon, Chicago*  
*Love, Faith, and Hope SAWC, Chicago*  
*Lutheran Church of the Holy Spirit, Chicago*  
*St. James (on Michigan), Chicago*  
*St. Mark, Chicago*  
*St. Stephen, Chicago*  
*St. Thomas, Chicago*  
*Windsor Park, Chicago*  
*Zion Lutheran Church of Avalon Park, Chicago*

**SOUTHWEST**

*Bethany, Lemont*  
*Evangelical Lutheran Church of the Good Shepherd, Palos Heights*  
*Faith Evangelical Lutheran Church, Palos Heights*  
*Faith, Homewood*  
*First Evangelical Lutheran Church, Blue Island*  
*Good Shepherd, Robbins*  
*Jubilee Faith Community, Country Club Hills*  
*Lutheran Church of the Resurrection, Oak Forest*  
*Mount Zion, Oak Lawn*  
*Our Savior, Burbank*  
*Our Saviour Evangelical, Lansing*  
*Redeemer, South Holland*  
*Redeemer's, Oak Forest*  
*Savior Divine, Palos Hills*  
*Shekinah Chapel, Riverdale*  
*St. Andrew's, Glenwood*  
*St. Mark, Worth*  
*St. Stephen, Midlothian*  
*Trinity Evangelical, Oak Lawn*  
*Trinity, Park Forest*  
*Zion, Tinley Park*

**WEST**

*Bethany, Batavia*  
*Bethlehem, St. Charles*  
*Faith, Glen Ellyn*  
*Faith, Aurora*  
*Geneva, Geneva*  
*Good Shepherd, Naperville*  
*Grace Lutheran Church of Lily Lake, St. Charles*  
*Grace, Glen Ellyn*  
*Holy Cross, Wheaton*  
*Living Lord, Bartlett*  
*Lutheran Church of the Master, Carol Stream*  
*Naperville Yuhllin, Aurora*  
*New Hope, Aurora*  
*Our Savior, Aurora*  
*Our Saviour's, Naperville*  
*Prince of Peace, Woodridge*  
*The Table Church, Geneva*

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St. Andrew, West Chicago  
St. Luke, Glen Ellyn  
St. Mark's, Aurora  
St. Paul, Wheaton  
St. Timothy, Naperville  
Trinity, Warrenville  
Truth, Naperville

c. *The Synod Council may transfer a congregation from one Conference to another. Normally, such a transfer shall be based upon an application by a congregation proposing to be transferred. The application shall be in writing, addressed to the Synod Council, and include rationale in support of the proposed transfer.*

- 12.01.02** Purposes of the Conferences. The purposes of the Conferences are --
- a. to foster clustering of Congregations within one Conference and with those of other Conferences; to encourage gatherings among Congregations for worship; programming, nurture and support; and, to provide monthly meetings of ministers of Word and Sacrament and ministers of Word and Service of a conference for education, nurturing and fellowship.
  - b. to participate in this synod's electoral processes -- that is, processes for nominations and elections -- in accordance with the bylaws and continuing resolutions of the synod.
- 12.01.03.** Organizational principles. Various organizational forms are available to Conferences. A Conference shall define its own organization by means of an appropriate organizational document. The initial organization and any re-organization of a Conference shall reflect principles in this bylaw and be subject to approval by the Synod Council. Individual leadership of a Conference shall be the dean. The dean shall be elected according to a Conference's process for such election and for a term of service of not more than four years; there may, but need not, be a limitation on reelection of the dean. After the organizational meeting, and apart from the process for electing the dean, the voting constituency of a Conference shall include the ministers of Word and Sacrament and ministers of Word and Service of the Congregations of the Conference and at least one lay person from each Congregation. A Conference shall hold an annual meeting including its voting constituency, and have a planning council elected by the voting constituency. The planning council shall have at least five members, including the dean, who are voting members of different Congregations of the Conference. The terms of service of planning council members shall not exceed four years, and should be staggered to different expiration dates; there may, but need not, be limitations on reelection of planning council members. A Conference may have funds in reasonable amount for which its planning council shall be accountable.
- 12.01.04** Electoral meetings.
- a) Each Conference shall hold electoral meetings of its voting constituency in order, pursuant to S9.03.02, to select persons for appointment or nomination for meetings of the Synod Assembly.
  - b) Each electoral meeting is subject to these requirements: An electoral meeting shall be at the meeting of the conference at the Synod Assembly or at a meeting held before December, upon due notice to members of the voting constituency, for the purpose of selecting persons for appointment or nomination. Each selection and election of a person shall be by majority vote of the voting constituency and with a quorum of at least one member of the voting constituency from each of Congregations comprising 30% of Congregations of the Conference, and shall be the subject of a written record. Proxy or absentee voting shall not be permitted.
  - c) A Conference, by its Dean, is promptly to report each selection and election by an electoral meeting to the Synod Council. The Synod Council is promptly to advise the Nominating Committee of each such selection and election.
- S12.01.05.** Dean The dean of a Conference shall --
- a) aid the Conference and its planning council in setting and achieving Conference objectives,
  - b) arrange the monthly meetings of ministers of Word and Sacrament and ministers of Word and Service,

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- c) maintain personal contacts with the ministers of Word and Sacrament and ministers of Word and Service of the Conference,
- d) serve as a communications link between the synod office and the ministers of Word and Sacrament and ministers of Word and Service of the Conference,
- e) make an annual written report to the bishop -- including a summary of Conference activities and advising with respect to the conditions and needs of this church within the Conference -- to be part of the reports to the Synod Assembly, and
- f) perform such other duties as the bishop may from time to time assign.

The deans may attend meetings of the Synod Council as spokespersons and observers for their Conferences, with voice but not vote at such meetings.

### Chapter 13.

#### CONGREGATIONS

†S13.01. Each congregation, except those certified as congregations of the Evangelical Lutheran Church in America by the uniting churches, prior to being listed in the roster of congregations of this synod, shall adopt the *Model Constitution for Congregations* or one acceptable to this synod that is not in contradiction to the constitution and bylaws of the Evangelical Lutheran Church in America.

a. **New congregations.** A congregation newly formed by this church and any congregation seeking recognition and reception by this church shall:

1) Accept the criteria for recognition and reception as a congregation of this church, fulfill the functions of the congregation, and accept the governance provisions as provided in Chapter 9 of the constitution and bylaws of this church.

2) Adopt governing documents that include fully and without alterations the Preamble, Chapter 1, where applicable, and all required provisions of Chapters 2, 3, 4, 5, 6, 7, 8, 9, 15, 16, 17, 18, and 19 in the *Model Constitution for Congregations* consistent with requirements of the constitutions, bylaws, and continuing resolutions of this church. Bylaws and continuing resolutions, appropriate for inclusion in these chapters and not in conflict with these required provisions in the *Model Constitution for Congregations*, the constitution of this synod, or the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, may be adopted as described in Chapters 16 and 18 of the *Model Constitution for Congregations*.

3) Accept the commitments expected of all congregations of this church as stated in \*C6.01., \*C6.02., and \*C6.03. of the *Model Constitution for Congregations*.

b. **Congregations from another church body.** If a congregation is a member of another church body, the leadership of the congregation first should consult with the appropriate authorities of that church body before taking action to leave its current church body. After such consultation, leaders of the congregation should contact the ELCA synod bishop or staff where the congregation is located. The synod bishop or synod staff where the transferring or independent congregation is located shall confer with the congregation to assure its understanding and acceptance of commitment to and affiliation with this church.

c. **Recognition and reception.** Recognition and reception into this church of transferring or independent congregations by the Evangelical Lutheran Church in America is based on the judgment of the synod and action by the synod through the Synod Council and Synod Assembly. The synod bishop shall provide for prompt reporting of such additions to the secretary of this church for addition to the roster of congregations.

†S13.02. It shall be the responsibility of each congregation of this synod to elect from among its voting members laypersons to serve as members of the Synod Assembly as well as persons to represent it at meetings of any conference, cluster, coalition, or other area subdivision of which it is a member. Normatively, congregations should hold elections prior to each regular meeting of the Synod Assembly. The number of persons to be elected by each congregation and other qualifications shall be as prescribed in guidelines established by this synod..

S13.11. When a rostered minister resigns, the Congregation Council shall receive the letter of resignation, report it to the congregation, and at once notify the bishop of this synod.

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- S13.12.** A congregation under financial obligation to its former rostered minister shall make satisfactory settlement of the obligation before calling a successor.
- †**S13.20.** A congregation considering a relocation shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action. The approval of the Synod Council shall be received before any such action is effected.
- †**S13.20.** A congregation considering development of an additional site to be used regularly for worship shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.
- †**S13.21.** A congregation considering development of an additional site to be used regularly for worship shall confer with the bishop of the synod in which it is territorially located and the appropriate unit of the churchwide organization before any steps are taken leading to such action.
- †**S13.22.** Each congregation of the Evangelical Lutheran Church in America within the territory of this synod, except those which are in partnership with the Slovak Zion Synod, shall establish and maintain a relationship with this synod.
- †**S13.23.** Provision 9.71. of the constitution of this church shall govern the relationship of this synod and a congregation of this synod regarding the property of the congregation. This synod may transfer or convey property to a congregation of the synod, subject to restrictions accepted by the congregation, including provision that if the Synod Council, in its sole and exclusive discretion, determines (1) that the property is not being used to serve the mission and ministry needs of this church, or (2) that the congregation has transferred, encumbered, mortgaged, or in any way burdened or impaired any right, title, or interest in the property without the prior approval of the Synod Council, then title to the property shall revert to the synod, and the congregation, upon written demand, shall reconvey the property to the synod.
- S13.23.01.** Property of congregation terminating relationship with this church. This bylaw is subject to provision 9.52. of the ELCA constitution concerning the governing documents of Congregations recognized at the establishment of this church, and does not provide for action inconsistent with the said provision 9.52. Whenever a Congregation has initiated action to terminate its relationship with this church under provision 9.62. of the ELCA constitution and requested to become independent or to relate to a non-Lutheran church body, the synod's process set forth in steps a. through e. of this bylaw is established for the consultation concerning title to property of the Congregation, under provision 9.71.e. of the ELCA constitution, by the Synod Council with the Congregation prior to the Synod Council's decision on whether to approve the Congregation's request to retain their property.
- a. The Congregation shall, after having submitted the certified copy of the resolution to terminate to the bishop and, in the case of congregations which had been members of the Lutheran Church in America (as constituted prior to January 1, 1988), after the termination is approved by this synod (as required for such congregations by provision 9.62. of the ELCA constitution), deliver to the bishop a written request stating whether the Congregation desires to become independent or to relate to a non-Lutheran church body and, if the latter, such request shall identify the non-Lutheran church body and describe any and all action the Congregation has taken or which it intends to take in order to accomplish such relationship.
  - b. Within 30 days from receipt of such written request from a Congregation, the bishop shall present the request to the Synod Council.
  - c. After the Synod Council receives the request, the bishop shall be afforded opportunity by the Congregation for a meeting with it, at a mutually-agreed time and place, for the purpose of discussing the request. Such meeting shall be informal, and any member of the Congregation and any member of the Synod Council may attend and be given voice. However, no such meeting shall be held unless the pastor or pastors of the Congregation and at least a majority of members of the Congregation Council (or, if such body is identified by a different designation, to the equivalent congregational authority) are also present.
  - d. Within 10 days after the said informal meeting, the Congregation shall deliver to the bishop true, complete and correct copies of all documents, papers, letters and records in the possession of the

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Congregation, as may be requested by the bishop or by any member of the Synod Council who attended the meeting, which pertain to the requested termination.

- e. Within 45 days after the informal meeting, the bishop shall convene a meeting of the Synod Council for the purpose of making the final determination concerning the Congregation's request. Any member of the Congregation may attend such meeting and be afforded reasonable time and opportunity to address the Synod Council on matters pertaining to the requested termination. The Synod Council need not announce the determination at such Synod Council meeting, but as soon as practicable after the meeting, the Synod Council will give written notification to the Congregation by sending copies of the determination to the pastor or pastors, to each member of the Congregation Council (or equivalent authority), and to the secretary of the Congregation. The Synod Council in its sole discretion, may decide whether it would be appropriate or desirable for the notification to set forth the basis or reason for the determination.

†S13.24. The Synod Council, itself or through trustees appointed by it, may take charge and control of the property of a congregation of this synod to hold, manage, and convey the same on behalf of this synod, if any of the following apply:

- a. The congregation has disbanded, ceased to worship, or otherwise ceased to exist as a congregation.
- b. The congregation has abandoned its property.
- c. The remaining members of the congregation decide that it is no longer possible to function as a congregation or that they are unable to provide required governance.
- d. The Synod Council determines that the membership of a congregation has become so scattered or so diminished in numbers that it cannot provide required governance or that it has become impractical for the congregation to fulfill the purposes for which it was organized.
- e. The Synod Council determines that it is necessary for this synod to protect and preserve the congregation's property from waste and deterioration.

The congregation shall have the right to appeal any such decision to the next Synod Assembly.

S13.25. This synod may temporarily assume administration of a congregation upon its request or with its concurrence. Such synod administration shall continue only so long as necessary to complete the purposes for which it was requested by the congregation or until the congregation withdraws consent to continued administration.

**S13.30. Discipline**

†S13.31. Congregations and members of congregations are subject to discipline in accordance with the provisions of Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*. The synod's involvement in and responsibility for such disciplinary processes shall be as set forth in that chapter.

S13.40. Synod Authorized Worshiping Communities

S13.41. Authorized worshiping communities, acknowledged under criteria, policies, and procedures approved by the Church Council of the Evangelical Lutheran Church in America, shall accept and adhere to the Confession of Faith and Statement of Purpose of this church, shall be served by leadership under the criteria of this church, and shall be subject to the discipline of this church.

**Chapter 14.**

**ROSTERED MINISTERS**

†S14.10. **Ministers of Word and Sacrament**

†S14.11. The time and place of the ordination of those persons properly called to ministry in this synod shall be authorized by the bishop of this synod.

†S14.12. Consistent with the faith and practice of the Evangelical Lutheran Church in America,

- a. Every minister of Word and Sacrament shall:
  - 1) preach the Word;
  - 2) administer the sacraments;
  - 3) conduct public worship;
  - 4) provide pastoral care;

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- 5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;
  - 6) impart knowledge of this church and its wider ministry through available channels of effective communication;
  - 7) witness to the Kingdom of God in the community, in the nation and abroad; and
  - 8) speak publicly to the world in solidarity with the poor and oppressed, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations.
- b. Each pastor with a congregational call shall, within the congregation:
- 1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;
  - 2) relate to all schools and organizations of the congregation;
  - 3) install regularly elected members of the Congregation Council;
  - 4) with the council, administer discipline;
  - 5) endeavor to increase the support given by the congregation to the work of the churchwide organization and of this synod; and
  - 6) encourage adherence to covenantal relationship with this church as expressed in the *Constitutions, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- S14.13.** The pastor (a) shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, (b) shall submit a summary of such statistics annually to this synod, and (c) shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.
- S14.14.** Whenever members of a congregation move to such a distance that regular attendance at its services becomes impractical, it shall be the duty of the pastor to commend them, upon their consent, to the pastoral care of a Lutheran congregation nearer to their place of residence.
- S14.15.** Each minister of Word and Sacrament on the roster of this synod shall submit a ministry report to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.
- †**S14.16.** When a congregation of this church desires to call a pastor or a candidate for the ministry of Word and Sacrament of this church:
- a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective pastor.
  - b. For issuance of a letter of call to a pastor or candidate by a congregation of this synod in accord with ELCA constitutional provision 7.41., a two-thirds vote shall be required of voting members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.
  - c. When the congregation has voted to issue a call to a prospective pastor, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.
- S14.17.** No minister of Word and Sacrament shall accept a call without first conferring with the bishop of this synod. A minister of Word and Sacrament shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the chair of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.
- †**S14.18.** The provisions for termination of the mutual relationship between a minister of Word and Sacrament and a congregation shall be as follows:
- a. The call of a congregation, when accepted by a pastor, shall constitute a continuing mutual relationship and commitment which shall be terminated only by the pastor's death or, following consultation with the synod bishop, for any of the following reasons:
    - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
    - 2) resignation of the pastor, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
    - 3) inability to conduct the pastoral office effectively in that congregation in view of local conditions;
    - 4) inability to conduct the pastoral office effectively in view of disability or incapacity of the

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- pastor;
- 5) suspension of the pastor through discipline for more than three months;
  - 6) resignation or removal of the pastor from the roster of Ministers of Word and Sacrament of this church;
  - 7) termination of the relationship between this church and the congregation;
  - 8) dissolution of the congregation or the termination of a parish arrangement; or
  - 9) suspension of the congregation through discipline for more than six months.
- b. When allegations of disability or incapacity of the pastor under paragraph a.4) above, or ineffective conduct of the pastoral office under paragraph a.3) above, have come to the attention of the bishop of this synod,
- 1) the bishop, who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
  - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
- c. In case of alleged disability or incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the pastor's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the pastorate vacant. When the pastorate is declared vacant, the Synod Council shall list the pastor on the roster of Ministers of Word and Sacrament with disability status. Upon resumption of the ability to conduct the office effectively, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.
- d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the pastor and then to the congregation. The recommendations of the bishop's committee must address whether the pastor's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the pastor, if appropriate. If the pastor and congregation agree to carry out such recommendations, no further action need be taken by the synod.
- e. If either party fails to assent to the recommendations of the bishop's committee concerning the pastor's call, the congregation may dismiss the pastor only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.
- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.
- †S14.19. Ministers of Word and Sacrament shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the pastor, or if there is no duly called pastor, then by the interim pastor in consultation with the Congregation Council.
- †S14.21. The records of all baptisms, confirmations, marriages, burials, communicants, members received, members transferred or dismissed, members who have become inactive, or members excluded from the congregation shall be kept accurately and permanently. They shall remain the property of each congregation. At the time of the closure of a congregation, such records shall be sent to the regional archives. The secretary of the congregation shall attest to the bishop of this synod that such records have been placed in the secretary's hands in good order by a departing pastor before:
- a. installation in another call, or
  - b. approval of a request for change in roster status.

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- †S14.22. The pastor shall make satisfactory settlement of all financial obligations to a former congregation before:
  - a. installation in another call, or
  - b. approval of a request for change in roster status.
- †S14.23. During service to a congregation, an interim pastor shall have the rights and duties in the congregation of a regularly called pastor. The interim pastor may delegate the same in part to an interim supply pastor with the consent of the bishop of this synod. The interim pastor and any rostered minister who may assist shall refrain from exerting influence in the selection of a pastor. Upon completion of service, the interim pastor shall certify to the bishop of this synod that the congregation records, for the period for which the interim pastor was responsible, are in order.
- †S14.24. With the approval of the synod bishop expressed in writing, which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.18., a congregation may call a pastor for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the pastor and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.18.
- S14.25. All ministers of Word and Sacrament under a call shall attend meetings of the Synod Assembly, and the pastors of congregations shall also attend the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.
- †S14.30. **Ministers of Word and Service**
- †S14.31. The time and place of the ordination of those persons properly called to ministry in this synod shall be authorized by the bishop of this synod.
- †S14.32. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every Minister of Word and Service shall:
  - a. Be rooted in the Word of God, for proclamation and service;
  - b. Advocate a prophetic diakonia that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;
  - c. Speak publicly to the world in solidarity with the poor and oppressed, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, and embracing and welcoming racially and ethnically diverse populations;
  - d. Equip the baptized for ministry in God's world that affirms the gifts of all people;
  - e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;
  - f. Practice stewardship that respects God's gift of time, talents, and resources;
  - g. Be grounded in a gathered community for ongoing diaconal formation;
  - h. Share knowledge of this church and its wider ministry of the gospel, and advocate for the work of all expressions of this church; and
  - i. Identify and encourage qualified persons to prepare for ministry of the gospel.
- S14.33. The minister of Word and Service shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the minister of Word and Service shall hold membership in one of the congregations.
- S14.34. Each minister of Word and Service on the roster of this synod shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.
- †S14.41. When a congregation of this church desires to call a minister of Word and Service or a candidate for the ministry of Word and Service of this church:
  - a. Each congregation of this synod shall consult the bishop of this synod before taking any steps leading to the extending of a call to a prospective minister of Word and Service.
  - b. For issuance of a letter of call to a minister of Word and Service or candidate by a congregation of this synod in accord with ELCA constitutional provision 7.71., a two-thirds vote shall be required of members of the congregation present and voting at a meeting regularly called for the purpose of issuing such a call.

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- c. When the congregation has voted to issue a call to a prospective minister of Word and Service, the letter of call shall be submitted to the bishop of this synod for the bishop's signature.
- S14.42.** No minister of Word and Service shall accept a call without first conferring with the bishop of this synod. A minister of Word and Service shall respond with an answer of acceptance or declination to a letter of call within 30 days of receipt of such call. In exceptional circumstances with the approval of the bishop of this synod and the chair of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.
- †**S14.43.** The provisions for termination of the mutual relationship between a minister of Word and Service and a congregation shall be as follows:
- a. The call of a congregation, when accepted by a minister of Word and Service, shall constitute a continuing mutual relationship and commitment which shall be terminated only by the deacon's death or, following consultation with the synod bishop, for any of the following reasons:
    - 1) mutual agreement to terminate the call or the completion of a call for a specific term;
    - 2) resignation of the minister of Word and Service, which shall become effective, unless otherwise agreed, no later than 30 days after the date on which it was submitted;
    - 3) inability to conduct the office effectively in that congregation in view of local conditions;
    - 4) inability to conduct the office effectively in view of disability or incapacity of the minister of Word and Service;
    - 5) suspension of the minister of Word and Service through discipline for more than three months;
    - 6) resignation or removal of the minister of Word and Service from the roster of Ministers of Word and Service of this church;
    - 7) termination of the relationship between this church and the congregation;
    - 8) dissolution of the congregation or the termination of a parish arrangement; or
    - 9) suspension of the congregation through discipline for more than six months.
  - b. When allegations of disability or incapacity of the minister of Word and Service under paragraph a.4) above, or ineffective conduct of the ministry of Word and Service under paragraph a.3) above, have come to the attention of the bishop of this synod,
    - 1) the bishop, who has sole discretion, may investigate such conditions personally together with a committee of two rostered ministers and one layperson, or
    - 2) when such allegations have been brought to the synod's attention by an official recital of allegations by the Congregation Council or by a petition signed by at least one-third of the voting members of the congregation, the bishop personally shall investigate such conditions together with a committee of two rostered ministers and one layperson.
  - c. In case of alleged disability or incapacity under paragraph a.4) above, the bishop's committee shall obtain and document competent medical opinion concerning the minister of Word and Service's condition. When a disability or incapacity is evident to the committee, the bishop of this synod may declare the position vacant. When the position is declared vacant, the Synod Council shall list the deacon on the roster of Ministers of Word and Service with disability status. Upon resumption of the ability to conduct the office effectively, the bishop shall take steps to enable the minister of Word and Service to resume the ministry, either in the congregation last served or in another appropriate call.
  - d. In the case of alleged local difficulties that imperil the effective functioning of the congregation under paragraph a.3) above, the bishop's committee shall endeavor to hear from all concerned persons, after which the bishop together with the committee shall present their recommendations first to the minister of Word and Service and then to the congregation. The recommendations of the bishop's committee address whether the minister of Word and Service's call should come to an end and, if so, may suggest appropriate severance arrangements. The committee may also propose other actions that should be undertaken by the congregation and by the minister of Word and Service, if appropriate. If the minister of Word and Service and congregation agree to carry out such recommendations, no further action need be taken by the synod.
  - e. If either party fails to assent to the recommendations of the bishop's committee concerning the minister of Word and Service's call, the congregation may dismiss the minister of Word and Service

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only at a legally called meeting after consultation with the bishop, either (a) by a two-thirds vote of the voting members present and voting where the bishop and the committee did not recommend termination of the call, or (b) by a majority vote of the voting members present and voting where the bishop and the committee recommended termination of the call.

- f. If, in the course of proceedings described in paragraph c. or paragraph d. above, the bishop's committee concludes that there may be grounds for disciplinary action, the committee shall make recommendations concerning disciplinary action in accordance with the provisions of this church's constitution, bylaws, and continuing resolutions.

†S14.44. Ministers of Word and Service shall respect the integrity of the ministry of congregations which they do not serve and shall not exercise ministerial functions therein unless invited to do so by the Congregation Council.

†S14.45. The minister of Word and Service shall make satisfactory settlement of all financial obligations to a former congregation before:

- a. installation in another call, or
- b. approval of a request for change in roster status.

†S14.46. With the approval of the synod bishop expressed in writing, which sets forth a clear statement of the purpose to be served by such a departure from the normal rule of permanency of the call as expressed in †S14.43., a congregation may call a minister of Word and Service for a specific term. Details of such calls shall be in writing setting forth the purpose and conditions involved. Prior to the completion of a term, the bishop of this synod or a representative of the bishop shall meet with the minister of Word and Service and representatives of the congregation for a review of the call. Such call may also be terminated before its expiration in accordance with the provisions of †S14.43.

S14.47. All ministers of Word and Service under a call shall attend meetings of the Synod Assembly, and the ministers of Word and Service of congregations shall also attend the meetings of the conference, cluster, coalition, or other area subdivision to which the congregation belongs.

## Chapter 15.

### FINANCIAL MATTERS

†S15.01. The fiscal year of this synod shall be February 1 through January 31.

†S15.11. Since the congregations, synods, and churchwide organization are interdependent expressions that share in God's mission, all share in the responsibility to develop, implement, and strengthen the financial support of the whole church. The gifts and offerings of the members of the Evangelical Lutheran Church in America are given to support all parts of this church; thus the unity of this church should be evidenced in determining each part's share of the gifts and offerings. Therefore:

- a. The mission of this church beyond the congregation is to be supported by such a proportionate share of each congregation's annual budget as each congregation determines. This synod shall develop guidelines for determining "proportionate share," and shall consult with congregational leaders to assist each congregation in making its determination.
- b. This synod shall receive the proportionate share of the mission support from its congregations, and shall transmit that percentage or amount of each congregation's mission support as determined in consultation with the churchwide organization and approved by the Synod Assembly as part of its budget consideration.
- c. Should the Synod Assembly not approve the proportionate share of mission support determined in consultation with the churchwide organization, a new consultation with the churchwide organization shall take place. The Synod Council is authorized to amend the budget adopted by the Synod Assembly to reflect the results of this consultation.

†S15.12. The annual budget of this synod shall reflect the entire range of its own activities and its commitment to supportive funding with other synods and the churchwide organization.

S15.13. On the basis of estimated income, the Synod Council shall authorize expenditures within the budget for the fiscal year. Expenditure authorizations shall be subject to revision, in light of changing conditions, by the Synod Council.

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- S15.14.** Except when such procedure would jeopardize current operations, a reserve amounting to no more than 16 percent of the sum of the amounts scheduled in the next year's budget for regular distribution to synodical causes shall be carried forward annually for disbursement in the following year in the interest of making possible a more even flow of income to such causes. The exact number of dollars to be held in reserve shall be determined by the Synod Council.
- S15.21.** No appeal to congregations of this or any other synod of the Evangelical Lutheran Church in America for the raising of funds shall be conducted by congregations or organizations related to or affiliated with this synod without the consent of the Synod Assembly or the Synod Council.
- S15.21.01.** Intermediaries. A Congregation or organization related to or affiliated with this synod may not utilize an intermediary to avoid the consent required in **S15.21.**
- S15.21.02.** Fund-raising. Generally, for purposes of **S15.21.**, consent by this synod for an appeal for raising funds shall be based upon an application for such consent. The process set forth in steps a. through e. of this bylaw is established for such applications and their disposition.
- a) The application shall be in writing and addressed to the Synod Council. The application shall identify, as applicant, all Congregations or organizations seeking the consent, describe the purpose and scope of the proposed appeal, and include all supporting information applicant believes pertinent.
  - b) The Synod Council may summarily deny an application whereof applicant includes a Congregation which is not current in providing proportionate share support according to Chapter 15 of the constitution or an organization which is not fulfilling requirements of its affiliation or relationship.
  - c) Before deeming an application complete, the Synod Council in its discretion shall have a reasonable opportunity to ask applicant for additional information (allowing a reasonable period for applicant's reply) or otherwise to develop such additional information.
  - d) Within 180 days after the Synod Council deems an application complete, it shall act on the application, with written notice of the action to applicant. Such action, in the Synod Council's discretion, may include any of the following:
    - i. consent or conditional consent for the appeal.
    - ii. denial of consent which may, but need not, recite a particular reason for the denial.
    - iii. referral of the application, with or without recommendation, to the Synod Assembly.
  - e) The Synod Council's disposition of the application is final. An application referred by the Synod Council to the Synod Assembly, may be disposed of in any manner the Synod Assembly deems appropriate.
- S15.21.03.** Consent not required in certain circumstances. Consent by this synod under S15.21. is not applicable to and is not required for—
- a. reasonable funding of activities of a Conference by Congregations of the Conference.
  - b. reasonable funding for a period of not more than one year of specific educational, charitable or benevolence projects within the Statement of Purpose of this church by a Congregation provided
    - i. such funding may not supplant the Congregation's proportionate share support for this church beyond the congregation under Chapter 15 of the constitution,
    - ii. during the period of funding the Congregation is current in providing such support, and
    - iii. the Congregation has invited a proposal for such funding.
  - c. reasonable funding for a period of not more than one year of specific joint educational, charitable or benevolence projects within the Statement of Purpose of this church by or on the part of several Congregations provided
    - i. such funding shall not supplant the Congregations' proportionate share support for this church beyond the congregation under Chapter 15 of the constitution,
    - ii. during the period of funding each such Congregation is current in providing such support, and
    - iii. the funding is provided by all or some of such Congregations.
- †**S15.31.** This synod shall arrange to have an annual audit of its financial records conducted by a certified public accountant firm recommended by the synod Audit Committee and approved by the Synod Council.

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- The audited annual financial report shall be submitted by this synod to the churchwide Office of the Treasurer and to the congregations of this synod.
- †S15.32. This synod shall maintain adequate, continuous insurance coverage in accordance with standards recommended by the churchwide organization. Insurance programs offered or endorsed by the churchwide organization shall be deemed to fulfill this obligation.

## Chapter 16.

### INDEMNIFICATION

- †S16.01. Subject to the limitations and duties imposed by law, each person who is or was made or threatened to be made a party to any proceeding by reason of the present or former capacity of that person as a Synod Council member, officer, employee, or committee member of this synod shall be indemnified against all costs and expenses incurred by that person in connection with the proceeding. Indemnification of any person by reason of that person's capacity as a director, officer, employee, or committee member of any other organization, regardless of its form or relationship to this synod, is subject to the provisions of †S16.02.
- a. The term "proceeding" means a threatened, pending, or completed lawsuit, whether civil or criminal, an administrative or investigative matter, arbitration, mediation, alternative dispute resolution, or any other similar legal or governmental action. Except as otherwise required by law, the term "proceeding" does not include (a) any action by this synod against the individual seeking indemnification, or (b) subject to †S16.04., a disciplinary hearing or related process described in Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- b. The term "indemnification" includes reimbursement and advances of costs and expenses for judgments, penalties, fines, settlements, excise taxes, reasonable attorneys' fees, disbursements, and similar required expenditures.
- S16.01.A87. Indemnification for members of certain committees.
- a. *Members of the Consultation Committee, the synod component of the Committee on Discipline, the Ministry Committee of this synod, and of each committee convened under †S14.13.b. or S14.13.08., within the scope and proper conduct of the functions and responsibilities of such committees and with reference to certain third persons, are agents of the synod and eligible to be indemnified under †S16.01. of the constitution. "Certain third persons" means only persons who are members of this church and with whom such a committee deals on behalf of this church or this synod, but not persons who are indemnified under †S16.01.*
- b. *As from time to time appropriate for purposes of indemnification according to †S16.01., the Synod Council may designate members of committees of the synod, other than the committees identified in provision a. of this resolution, as agents of the synod.*
- †S16.02. Whenever a person who, while a Synod Council member, officer, committee member, or employee of this synod, is or was serving at the request of this synod as (or whose duties in that position involve or involved service in the capacity of) a director, officer, partner, trustee, employee, or agent of another organization, is or was made or threatened to be made a party to a proceeding by reason of such capacity, then such person shall be entitled to indemnification only if (a) the Synod Council has established a process for determining whether a person serving in the capacity described in this section shall be entitled to indemnification in any specific case, and (b) that process has been applied in making a specific determination that such person is entitled to indemnification.
- †S16.03. This synod may purchase and maintain insurance on behalf of itself or any person entitled to indemnification pursuant to this chapter against any liability asserted against and incurred by this synod or by such other person in or arising from a capacity described in †S16.01. or †S16.02.
- †S16.04. When written charges against a rostered minister of this church are made in disciplinary proceedings under Chapter 20 of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* by the synod bishop or when written charges against a congregation are made in disciplinary proceedings by the Synod Council or the synod bishop, and the discipline hearing committee determines that no discipline shall be imposed, then if such determination is not reversed or

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set aside on appeal, indemnification shall be made by the synod to the accused for reasonable attorney's fees and other reasonable expenses related to the defense of the charges. The determination of the reasonableness of such fees and expenses shall be made by the Synod Council.

#### **Chapter 17.**

#### **CONSULTATION AND ADJUDICATION**

- †S17.01. The synod bishop and the Executive Committee of the Synod Council shall be available to give counsel when disputes arise within this synod.
- †S17.02. The synod bishop and the Executive Committee of the Synod Council shall receive expressions of concern from rostered ministers of this church, congregations, and organizations within this synod; provide a forum in which the parties concerned can seek to work out matters causing distress or conflict; and make appropriate recommendations for their resolution. When a concern relates directly to the synod bishop, the synod vice president will lead the Executive Committee's efforts at resolving the matter. When the matter at issue cannot be resolved in this manner, applicable procedures for investigation, decision, appeal, and adjudication shall be followed. Allegations or charges that could lead to the discipline of a rostered minister of this church shall not be addressed by the Executive Committee but shall be resolved through the disciplinary process set forth in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.
- †S17.03. When there is disagreement between or among congregations of this synod on a substantive issue that cannot be resolved by the parties, the council of an affected congregation may petition the synod bishop for a consultation after informing the other affected congregation(s) of its intent to do so. If this consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the issue(s), the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The decision of the Synod Council shall be final.
- †S17.04. When conferences, clusters, coalitions, or area subdivisions of this synod have a disagreement on a substantive issue that they cannot resolve, the aggrieved party or parties may petition the synod bishop and the Executive Committee of the Synod Council requesting a consultation after informing the other affected parties of their intent to do so. In this case the decision of the Executive Committee shall prevail, except that, upon the motion of a member of the Synod Council, the decision shall be referred to the Synod Council for final action.
- †S17.10. **Adjudication in a Congregation**
- †S17.11. When there is disagreement between or among factions within a congregation on a substantive issue which cannot be resolved by the parties, members of the congregation may petition the synod bishop for consultation after informing the president of the Congregation Council of their intent to do so. The synod bishop shall seek a timely resolution of the dispute. If the issue relates directly to the pastor, the bishop may begin the process in †S14.18.d. In all other matters, if the bishop's consultation fails to resolve the issue, the bishop shall refer the matter to the Consultation Committee of the synod, which shall undertake efforts to find an appropriate solution. If the Consultation Committee's efforts fail to resolve the dispute, the entire matter shall be referred to the Synod Council for adjudication by whatever process the council deems necessary. The Synod Council's decision shall be final.

#### **Chapter 18.**

#### **AMENDMENTS, BYLAWS, AND CONTINUING RESOLUTIONS**

##### **†S18.10. Amendments to Constitution**

- †S18.11. Certain sections of this constitution incorporate and record therein required provisions of the constitution and bylaws of this church. If such provisions are amended by the Churchwide Assembly, corresponding amendments shall be introduced at once into this constitution by the secretary of this synod upon receipt of formal certification thereof from the secretary of the Evangelical Lutheran Church in America.

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- †S18.12. Whenever the secretary of the Evangelical Lutheran Church in America officially informs this synod that the Churchwide Assembly has amended the *Constitution for Synods*, this constitution may be amended to reflect any such amendment by a majority vote at any subsequent meeting of the Synod Assembly without presentation at a prior Synod Assembly. An amendment that is identical to a provision of the *Constitution for Synods* shall be deemed to have been ratified upon its adoption by this synod. The Church Council, through the secretary of this church, shall be given prompt notification of its adoption.
- †S18.13. Other amendments to this constitution may be adopted by this synod through either of the following procedures:
- a. Introduced with the support of at least 100 voting members and having been approved by a two-thirds vote of the voting members present and voting at a regular meeting of the Synod Assembly, an amendment may be adopted unchanged by a two-thirds vote at the next regular meeting of the Synod Assembly.
  - b. The Synod Council may propose an amendment, with notice to be sent to the congregations of this synod at least six months prior to the next regular meeting of the Synod Assembly. Such an amendment shall require for adoption a two-thirds vote of the voting members present and voting at such a regular meeting of the Synod Assembly.
- All such amendments shall become effective upon ratification by the Churchwide Assembly or by the Church Council.
- †S18.20. **Amendments to Bylaws**
- †S18.21. This synod may adopt bylaws not in conflict with this constitution or with the constitution and bylaws of the churchwide organization. This synod may amend its bylaws at any meeting of the Synod Assembly by a two-thirds vote of voting members of the assembly present and voting. Newly adopted bylaws and amendments to existing bylaws shall be reported to the secretary of this church.
- †S18.30. **Amendments to Continuing Resolutions**
- †S18.31. This synod may adopt continuing resolutions not in conflict with this constitution or its bylaws or the constitution, bylaws, and continuing resolutions of the churchwide organization. Such continuing resolutions may be adopted or amended by a majority vote of the Synod Assembly or by a two-thirds vote of the Synod Council. Newly adopted continuing resolutions and amendments to existing continuing resolutions shall be reported to the secretary of this church.

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**Metropolitan Chicago Synod**  
Evangelical Lutheran Church in America

## **End of Report 2024**

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