



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

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

# BOOK of REPORTS 2021



1420 West Dickens Avenue | Chicago, Illinois 60614  
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# Welcome

## Metropolitan Chicago Synod

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

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

*– 1 Peter 4:10*

Grace and peace to you, in the name of Jesus!

With great joy and hope, we commend to you the 2021 Book of Reports for the Metropolitan Chicago Synod. You will discover in these pages the gifts that Good Stewards share throughout this synod. Congregations and ministries around the synod proclaim the gospel, make disciples, and do justice.

This year has called on all of us to think creatively, live resiliently, and rely on the grace and hope of God. We give thanks for courageous congregations who have concluded their ministries, even as we grieve their loss. These congregations participate in Christ's resurrection, as their assets support new and existing ministries throughout the synod. Especially this year, we give thanks to the legacy of all congregations that have enabled the synod to provide financial support to ministries during the pandemic. This careful stewardship of the ministry of the gospel inspires us.

As you read these pages, may you too become inspired by the hope, joy and resurrection of the gospel through the ministry of the Metropolitan Chicago Synod.



**Bishop Yehiel Curry**

Bishop, Metropolitan Chicago Synod



**Rev. Erin Clausen**

Secretary, Metropolitan Chicago Synod

# Bienvenido

## Sínodo Metropolitano de Chicago

*En el nombre de Jesús: Proclamar el Evangelio - Hacer Discípulos - Hacer Justicia.*

*“Cada uno ponga al servicio de los demás el don que haya recibido, administrando fielmente la gracia de Dios en sus diversas formas.”*

*— 1 Pedro 4:10*

¡Gracia y paz a ti, en el nombre de Jesús!

Con gran alegría y esperanza, le presentamos el Libro de informes de 2021 para el Sínodo Metropolitano de Chicago. Descubrirás en estas páginas los dones que los buenos corresponsables comparten a lo largo de este sínodo. Las congregaciones y ministerios alrededor del sínodo proclaman el evangelio, hacen discípulos y hacen justicia.

Este año nos ha llamado a todos a pensar de manera creativa, vivir con resiliencia y confiar en la gracia y la esperanza de Dios. Damos gracias por las congregaciones valientes que han concluido sus ministerios, incluso mientras lamentamos su pérdida. Estas congregaciones participan en la resurrección de Cristo, ya que sus activos apoyan ministerios nuevos y existentes a lo largo del sínodo. Especialmente este año, damos gracias al legado de todas las congregaciones que han permitido que el sínodo brinde apoyo financiero a los ministerios durante la pandemia. Esta cuidada mayordomía del ministerio del evangelio nos inspira.

Al leer estas páginas, que usted también se sienta inspirado por la esperanza, el gozo y la resurrección del evangelio a través del ministerio del Sínodo Metropolitano de Chicago.



**Obispo Yehiel Curry**

Obispo, Sínodo Metropolitano de Chicago



**Rev. Erin Clausen**

Secretaria, Sínodo Metropolitano de Chicago

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# Presiding Bishop Report

**BISHOP ELIZABETH A. EATON**

*“For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope”*

— Jeremiah 29:11

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

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

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

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

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

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

In peace,

**Bishop Elizabeth A. Eaton**

Presiding Bishop, Metropolitan Chicago Synod



# Reporte De Obispa Presidente

**OBISPA ELIZABETH A. EATON**

*Porque yo sé muy bien los planes que tengo para ustedes —afirma el Señor—, planes de bienestar y no de calamidad, a fin de darles un futuro y una esperanza”*

— Jeremías 29:11

En el último año hemos aprendido lo resistentes que somos como iglesia y como pueblo de Dios. Ha sido un tiempo de dolor, pérdida, injusticia e incertidumbre. También ha sido un tiempo para aprender, escuchar y probar cosas nuevas que nos hizo salir de nuestras zonas de comodidad y hacia un mundo más digital. Esta iglesia perseveró de tantas maneras.

La organización nacional ha estado trabajando junto a todas las expresiones y ministerios de la ELCA y nuestros socios para proporcionar recursos, compartir historias, involucrar a los miembros y mantener vivos nuestros programas a medida que hemos ido cambiando nuestra manera de responder a la pandemia.

Quiero dar gracias por la generosidad de esta iglesia a través de su Fondo de Respuesta al COVID-19, por las extraordinarias maneras de conectarnos unos con otros, y por los métodos innovadores que muchos de ustedes utilizaron para que sus comunidades pudieran participar en el Evangelio. Gracias por su ingenio, y por saber que Dios tiene un plan para nosotros, y que es un plan lleno de esperanza.

Mientras miramos hacia el futuro, los invito a soñar conmigo por un momento.

Imaginen que más personas conocen a Jesús. Imaginen que creamos comunidades de amor y justicia a través del internet y en la vida real. Imaginen que nuestras comunidades en línea y las bancas de la iglesia están llenas de miembros nuevos, jóvenes y diversos. Imaginen que pasamos más tiempo colaborando con otros para causar un mayor impacto en nuestros vecindarios y en el mundo.

Ese es el futuro que quiero construir con ustedes. Todos hemos experimentado la capacidad de Dios para guiarnos a través de tiempos difíciles y a través de nuevas estaciones de la vida. Esta es una invitación a ser parte de algo que Dios está haciendo con nosotros y a través de nosotros. Nunca ha habido un mejor momento para compartir el camino de Jesús e introducir a más personas a la comunidad, la justicia y el amor.

En paz,

**Obispa Elizabeth A. Eaton**

Obispa Presidente, Sínodo Metropolitano de Chicago





# SYNOD OFFICERS

## Bishop

**BISHOP YEHIEL CURRY**

*Look for the bishop's report after the 2021 assembly,  
2nd edition of Book of Reports.*

## Vice President

**TERRY HENDERSON**

## Secretary

**ERIN CLAUSEN**

## Treasurer

**YVETTE NEWBERRY WHITE**

*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**

*"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms. Grace to you and peace from God, our Father and our Lord and Savior, Jesus Christ."*

— 1 Peter 4:10

Well, it been one year, since the world was hit with this pandemic. I do not believe that any of us thought we would be still experiencing this virus, at least, at this magnitude. There have been millions of diagnosed cases of COVID-19 and hundreds of thousands of deaths. Despite all of this, God's grace and mercy reigns. He has comforted us, strengthened us and has given us solutions, to this dreadful virus. I'm sure we all know of families that have suffered from the virus and suffered loss. A former co-worker has suffered, dearly. He loss his mother, aunt, and, most recently, his brother. Despite his grief, and probably, questioning, "why," he knew he needed help, that could only come from God. He reached out and asked for prayers. He was giving us the opportunity to speak to God, not for ourselves, but, for someone else, in need.

*"Whatever you do, work at it with all your heart, as working for the Lord, not for human masters."*

— Colossians 3:23

I would like to thank Bishop Curry and the Synod staff for their, continued, hard work and dedication. Every effort is being made to give our congregations whatever support is needed, in these uncertain times. I also would like to thank our Synod Council. The Council continues to meet quarterly, via zoom. They continue to govern with dedication and insight.

Lastly, and certainly, not least, thank you to all of our congregations. We have learned to worship and reach out to those in need, beyond the comfort of the walls of our church buildings. May we continue to recognize God's grace and love.

Yours in Christ,

**Terry Henderson**

Vice President, Metropolitan Chicago Synod





*We have learned to worship and reach out to those in need, beyond the comfort of the walls of our church buildings. May we continue to recognize God's grace and love.*

# Secretary's Report

REV. ERIN CLAUSEN



*I am deeply honored to serve in such a holy calling, honoring the promises our synod has made with the larger church and being a resource to congregations seeking to do the same.*

I suspect that there has seldom been a year when so many congregations looked so carefully at their constitutions as in 2020. Because of the pandemic, many congregations – as well as the Metropolitan Chicago Synod – looked to our governing documents to guide us in decision making and planning for a whole variety of new realities. Many congregations discovered that their governing documents were not current, and many have undertaken review processes. Others discovered that the online process worked well for their congregation, leading them to consider how to best work these new processes into their current documents. In every case, I am honored to walk with congregations and rostered leaders in these processes.

Through this year's Synod Assembly theme, Good Stewards, we recognize that God has gifted each of us in unique ways. Like a good pot of stew, each of our congregations offers a little different flavor to the whole Church. Constitutions, bylaws, continuing resolutions, and legal documents provide a skeleton on which congregations build their unique ministries. When a congregation's governing documents are up to date and in order, the congregation becomes free to do the ministry of God – even when that ministry takes a sharp turn because of a pandemic. If you are concerned that your congregation's documents may not be up to date, please get in touch – I will be happy to assist you!



As your secretary, I also attend to the governing documents and council documents of the Metropolitan Chicago Synod. You will notice that the Metropolitan Chicago Synod's constitution has been updated to include the required changes voted upon at the 2019 Churchwide Assembly, as well as a minor change to the continuing resolution that defines conferences. This year, the synod assembly will consider recommended changes to the constitution from the 2019 Churchwide Assembly. Next year, the synod assembly will consider more substantial revisions to the synod's governing documents. These changes aim to bring our documents into current practice as well as reflect the future vision of the Metropolitan Chicago Synod. The recommended changes will be communicated at least 6 months in advance of the 2022 Metropolitan Chicago Synod Assembly.

The Evangelical Lutheran Church in America is a church of three expressions – congregations, synods, and the national churchwide unit. Across the church, we share certain articles of faith. We share an understanding of the interdependency of the three expressions of the church. We also recognize that God gifts each congregation and synod in their own ways, and our governing documents reflect this diversity. These governing documents – at the congregational, synodical, and churchwide levels – are covenants between members of this church. They are sacred and holy promises that define how we will be church together. As such, we understand that stewarding these documents also reflects a holy calling to uphold our promises to the members of our congregations and the larger church.

I am deeply honored to serve in such a holy calling, honoring the promises our synod has made with the larger church and being a resource to congregations seeking to do the same. I am grateful for those with whom I share this calling. Bishop Curry's steadfast and visionary leadership inspires me. Vice President Henderson and Treasurer Newberry White serve with deep commitment to the gospel of Jesus. This year has required re-visioning and creativity in many arenas of the synod's work, and the Metropolitan Chicago Synod Council continuously steps up to meet challenges. As in so many organizations, the synod's work relies on Pastoral and Professional staff who often work behind the scenes, and I am indebted to them for their service and ministry. Finally, for each of the congregations of the synod, seeking to be Good Stewards of the gifts God has given you – I am grateful for you. May we each serve one another and the world with these gifts, as Good Stewards of that which has been given us.

Respectfully Submitted,

**Rev. Erin Clausen**

Secretary, Metropolitan Chicago Synod

# SUMMARY of ACTIONS

## 2020 SYNOD COUNCIL ACTIONS

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|--------------|---|
| S.C.20.02.01 | Vote for Synod Council to amend the agenda as recommended.  |
| S.C.20.02.02 | Vote to approve the Synod Council February 1, 2020 consent agenda as amended.   |
| S.C.20.02.03 | Vote to approve the On Leave From Call extension for Rev. Sue Ellen Grudt as presented.                                   |
| S.C.20.02.04 | Vote to approve the December 7, 2019 minutes as presented.  |
| S.C.20.02.05 | Vote to designate Unidad, Berwyn as a Synodically Authorized Worshipping Community.                                       |
| S.C.20.02.06 | Vote to designate \$15,000 to support the ministry of Unidad, Berwyn in FY 2020.  |
| S.C.20.02.07 | Vote to release the previously authorized \$16,000 for the ministry of Sagrado Corazon, Waukegan for fiscal year FY 2020. |
| S.C.20.02.08 | Vote to release the previously authorized \$13,000 for the ministry of San Andreas, West Chicago for FY 2020.             |
| S.C.20.04.09 | Vote for Synod Council to amend the agenda as recommended.  |



S.C.20.04.10	Vote for Synod Council to approve the retirement application of Rev. Dennis Kelly.	S.C.20.04.16	Vote for Synod council to re-allocate the last three years of interest income from the Mission on the Margins Fund [\$270,000] and the proceeds from the recent real estate closures of Mission of Christ [\$100,000] and Living Christ [\$137,000] to create a COVID-19 Relief fund, and encourage future donations to support this fund.
S.C.20.04.11	Vote for Synod Council to approve the February 1, 2020 minutes as presented.		
S.C.20.04.12	Vote for Metropolitan Chicago Synod to move the annual synod assembly to October 3, 2020.		
S.C.20.04.13	Vote for Synod Council to approve Trinidad Lutheran Church as a Synodically Authorized Ministry.	S.C.20.04.17	Vote for Synod Council to approve the funding distributions recommended by the outreach team, as presented.
S.C.20.04.14	Vote for Synod Council to approve Rejoice Lutheran Church as a Synodically Authorized Ministry.	S.C.20.06.18	Vote for Synod Council to approve the consent agenda as presented.
S.C.20.04.15	Vote for Synod Council, in light of the expiration of all current board members' terms, to approve the following interim board members for the Fund for Mission Board: Rev. Jason Glombicki, Ms. Michelle Knapp, Rev. JoAnn Post, Rev. Michael Russell, Rev. Joe Yucha, Rev. Rebecca Costello, Ms. Myrtis Brown, *Rev. Julie Boleyn [*Liaison from previous board].	S.C.20.06.19	Vote for Synod Council to approve the April 25, 2020 minutes as presented.
		S.C.20.07.18	Vote that Troy Medlin can move forward in accepting a first call at Grace Lutheran Church, River Forest pending congregational vote, and that the MCS recommend that the conference of bishops approve this call to specialized ministry.

## 2020 SUMMARY OF ACTIONS CONTINUED

- S.C.20.07.19 Vote for Synod Council to authorize the expenditure of \$10,000 for Sept 1, 2020-Aug 31, 2021; \$ 9,000 for Sept 1, 2021-Aug 31, 2022 \$ 7,000 for Sept 1, 2022-Aug 31, 2023 to support the Latinx ministry housed at Bethlehem Lutheran, Elgin.
- S.C.20.07.20 Vote for Synod Council to extend a synod council call to Jose Rodriguez Paez for ministry in the Latinx ministry housed at Bethlehem Lutheran, Elgin.
- S.C.20.04.21 Vote for Synod Council to approve the consent agenda as presented.
- S.C.20.07.22 Vote for Synod Council to approve the June 4, 2020 minutes as presented.
- S.C.20.07.23 Vote for Synod Council to postpone the 2020 assembly to June 4, 2021.
- S.C.20.10.24 Vote for Synod Council to approve the MCS distribution of funds to Come Alive Ministry of Faith.





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|--------------|---|--------------|---|
| S.C.20.10.25 | Vote for Synod Council to approve applications for On Leave from Call, as presented to the council.   | S.C.20.10.31 | Vote for Synod Council to begin the process of disaffiliating Norwegian Lutheran Church from the Metropolitan Chicago Synod.  |
| S.C.20.10.26 | Vote for Synod Council to allocate no less than 50% of mission support received to partner ministries – including both the ELCA churchwide unit and other partner ministries. | S.C.20.10.32 | Vote for Synod Council to begin the process of dissolution of Reformation Lutheran Church, southside Chicago, consistent with provision †S13.24. of the Constitution, Bylaws and Continuing Resolutions of the Metropolitan Chicago Synod 2019. |
| S.C.20.10.27 | Vote for Synod Council to adopt the 2021 MCS budget as presented.   | S.C.20.10.33 | Vote for Synod Council to recognize the second Monday in October as Indigenous Peoples' Day.  |
| S.C.20.10.28 | Vote for Synod Council to put on the agenda of every January council meeting a review of partnership ministries and funding percentages for the upcoming proposed budget.     | S.C.20.10.34 | Vote for Synod Council to extend a 3-year synod term call to Rev. Dr. Kim Beckman to interim ministry.  |
| S.C.20.10.29 | Vote for Synod Council to adopt the minutes of the July 25, 2020 meeting as amended.  | S.C.20.10.35 | Vote for Synod Council to support St. Luke, Logan Square in their location to Kimble and Wrightwood.  |
| S.C.20.10.30 | Vote for Synod Council to receive First Immanuel Lutheran Church (1124 S. Ashland Ave, Chicago) into the Metropolitan Chicago Synod.  |              |   |



# REPORT of NECROLOGIST

JANUARY 1, 2020 THROUGH JANUARY 31, 2021

## **Rev. Dorothy L. Korn**

Dorothy L. Korn, age 94, of Chicago, passed away Jan. 11, 2020. Dear wife of the late Hugo; loving mother of Kathryn Korn, Sue Korn and Thomas (Mary) Korn; proud grandmother of Grant and Corinne Ullrich; fond sister of the late Roland (Elizabeth) Kurth. Prior to retirement Mrs. Korn was a longtime Lutheran School Teacher. Memorial Visitation Saturday, Jan.18, 2021 from 9am until time of Memorial Service 10am at St. Luke Lutheran Church, 1500 W. Belmont, Chicago. Interment private. In lieu of flowers memorials to St. Luke Ministries or the Chicago Public Library Foundation appreciated.

## **Rev. Philip L. Ramsey**

Dorothy L. Korn, age 94, of Chicago, passed Philip L. Ramsey, 83, of Villa Park, Illinois, passed away on Wednesday, May 27, 2020. Loving husband of Joan Ramsey, adored father of Christian (Lisa) Ramsey and Laura (Tom) O'Brien, and beloved grandfather of Kelsey (Victor) O'Brien Rodriguez, Lydia (Andrew) Ramsey Pflanzner, Ian O'Brien, Soren Ramsey, Greta Ramsey, and Molly O'Brien.

Phil was born on June 20, 1936 in rural Iowa. He lived with his family in the house on their farm. The summer of 1936 had record heat, and because of the heat, there was serious concern that Phil would live. A pastor was called to the house, and Phil was baptized at home. Phil had two older brothers, LaVerne



and Donald, and an older sister, Lou Ann. The men farmed and lived in the farmhouse. Lou Ann lived in Mason City where she taught school. She came home to the farm on most weekends. The family was active in the faith life of Beaver Creek Lutheran Church located nearby.

Phil attended the country school and the high school in Joice, Iowa. He was active in speech and drama clubs. After school and in the summers, he worked on the farm. Phil graduated from high school in 1954 and then entered Waldorf College in Forest City, Iowa. He sang in the college choir and toured the Midwest with them. He also sang with the men's quartet and toured in the area. After two years at Waldorf, Phil entered Luther College in Decorah, Iowa. He majored in history and graduated in 1958. Phil began working as a youth director in a church in Red Wing, Minnesota. His plan was that after two years, he would become a student at Luther Seminary in St. Paul. Phil graduated from Luther Seminary in May 1962. He was ordained in his home church of Beaver Creek that summer. During his senior year, Phil met Joan Christian. They were married in August 1962.

Phil became the assistant pastor at St. Mark Lutheran Church in Mt. Prospect, Illinois. He and Joan lived in Mt. Prospect for three years. Their son, Christian, was born in August 1963 while they lived in Mt. Prospect, and their daughter, Laura, was born in June 1966. After three years, Phil became the pastor of Imman-

uel Lutheran Church in Minonk, Illinois. Then Phil returned to the Chicago area as the pastor of Immanuel in Midlothian. During Phil's time in Midlothian, the congregation merged with a Missouri Synod congregation after careful planning and became St. Stephen Lutheran Church. More planning followed to build a new church building. Phil and Joan and their children moved to St. Paul Lutheran Church in Villa Park and purchased a home in 1976. They hosted Markus Schmut, an exchange student from Austria, while their children were in high school. In 1998, Phil retired from St. Paul after 22 wonderful years. Phil and Joan moved to a new home, traveled, and enjoyed their delightful grandchildren.

### **Rev. Todd C. Napoli**

Todd Charles Napoli passed away on Friday, June 26, 2020 due to multiple organ failure. He was loved by many and led many to worship Jesus Christ over the last 20 years.

Todd was born on January 28th, 1971 in Waterloo, Iowa. He also lived in Columbus, Ohio and then in Wauwatosa WI. Todd earned the honor of eagle scout and worked part time at Beihoff music store. He earned a scholarship to Marquette University and proceeded his education at University of Wisconsin-Milwaukee obtaining a Bachelor's degree. He then went on to seminary at Lutheran School of Theology in Chicago, IL. Todd was a head pastor at

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## NECROLOGIST REPORT CONTINUED...

congregations in Joliet and Tinley Park. In 2008, he became Head Pastor at Lord of Life Church in Darien, IL where he continued to serve until, he passed away.

Todd loved to talk, sing, and praise whenever he could. He would perform in church singing and playing his guitar, along with close friends and family. Todd had a love for nature, and loved to hike, camp and garden. Todd was a wealth of knowledge and taught all of us so much.

Todd is survived by his mother, Kathy Napoli, his sisters Nicole (Ryan), Camilla (Kevin), and brother Matt (Erica). He was also a caring uncle to his nieces and nephews Ella, Maggie, Daniel, Arianna, Kiana, Leo, and Isabella. Visitation will be Tuesday, June 30, 2020 from 3:00 to 7:00 p.m. at Modell Funeral Home, 7710 S. Cass Avenue, Darien where a 6:30 p.m. chapel service will be held. Interment Private. A larger public gathering is being planned for the fall. Those who knew him loved him and he will be greatly missed by friends, family, and his congregation.

### **Rev. David L. Alderfer**

Rev. David L. Alderfer, age 74, died Tuesday, June 30, 2020 in Wheaton, IL. Born in Lock Haven, PA, he was the son of the late Rev. Dr. Ralph L. Alderfer and Marion (Moyer) Alderfer.

He was a graduate of Muhlenberg College in Allentown, PA and the Lutheran Theological

Seminary at Philadelphia, and pursued further studies in the Ancient Near East at the University of Pennsylvania.

He was married to Kay Soder of Downers Grove until her death in 2015. He was ordained a pastor in 1971, in what is now the Evangelical Lutheran Church in America. He served parishes in Pennsylvania and Illinois; as well as Chaplain to the Deaconess Community in Gladwyne, PA, and held positions on the staff of the national offices of the ELCA in both Philadelphia and Chicago.

He was a member of Gloria Dei Lutheran Church in Downers Grove. He was an avid philatelist and was a renowned expert in British Machin stamps, about which he co-authored a book and a monthly column in Linn's Stamp News. He had a love of orchids and good food.

He is survived by sister, Ruth Ann (Paul) Bartlett of PA; sisters-in-law, Sara Soder Logan and Lisa Soder both of CA; brother-in-law, Tom (Leigh Ann) Soder of GA; niece, Megan Bartlett, and nephews, Colin (Valeria) Bartlett and Erik Soder; an aunt and uncle, and cousins. The family thanks the staff at Brighton Gardens in Wheaton for their care of David in his final years. Special thanks go to David's friend, Marlin Schilling, for his Christ centered ministry with David these past years.

Funeral Tuesday July 7th, 2020 10:00am visitation until time of Funeral Service 11:00am at



Adams-Winterfield & Sullivan Funeral Home, 4343 Main Street, (1 block S. of Ogden), Downers Grove, IL 60515. CDC precautions will be followed and masks must be worn. Interment will be next to his wife in Clarendon Hills Cemetery. Contributions may be made to Gloria Dei Lutheran Church, 4501 Main St., Downers Grove IL 60515.

### **Rev. Allen W. Belanger**

### **Rev. Paul R. Landahl**

The Reverend Paul Landahl (82) died peacefully on August 31, 2020, surrounded by his family. Paul was the beloved husband to Carolyn who died in 2010, loving father to Elizabeth (Heather Cusick), Amy (Mark Hill), and Matthew (Jeanette Payne), and cherished 'Papa' to Eleanor and Nathan Hill and Jonah Landahl.

Paul was born on April 4, 1938, to Gustav and Bertha, Swedish immigrants, and is preceded in death by his brother George and survived by his older brothers John and Graydon. Paul's entire life was guided by his love of people and his Christian faith. Paul was a graduate of Valparaiso University and Concordia Seminary. His lifetime of ministry took a remarkable range of forms: mission developer, parish minister of Ascension Lutheran Church, Riverside, an Associate to the Bishop, Bishop of the Metropolitan Chicago Synod of the Evangelical Lutheran Church in America, and finally the Director of Candidacy for the Lutheran School of Theology at Chicago.

Paul's ministry was founded on a true love of community and people, a passion for finding ways to grow the church and make it more inclusive, and an unwavering commitment to social justice. Paul's youthful spirit matched well with his passion for working with younger people whether it was leading trips in the Boundary Waters Canoe Area for twenty years to supporting seminary students navigating the candidacy process. Paul's strong sense of service and calling was an inspiration to many. While he was Bishop of the Metro Chicago Synod from 2001-2007, he advocated for the rights of LGBTQ parishioners and ministers in the ELCA and led the efforts to become a Reconciling in Christ synod. Through his leadership as Bishop, he was a tireless advocate for the rights of marginalized groups including people who live in poverty, persons of color, and the LGBTQ community. In the words of those who knew him, "he lived a consequential life, walked his values, was a force, a beautiful soul, and someone who showed what compassion looks like".

Joy and justice lived in Paul's spirit. Paul also served his community as a long-time member and chair of the Mental Health Board of Riverside Township, volunteer and board member at BEDS Plus, and as a board member of Riverside-Brookfield High School District 208. He loved his community and Chicago including the

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## NECROLOGIST REPORT CONTINUED...

Cubs, food, and architecture. Paul had a deep and abiding love for his family. His boundless energy enabled him to accomplish many great things in his life and also allowed him to be an amazing and supportive husband and dad.

His sense of humor and positive spirit helped his family through good and difficult times. He embraced and celebrated life with music. He cherished family dinners and always welcomed an interesting political conversation. He was a rock of support for his children and grandchildren and will be deeply missed.

The family is planning a memorial service for him when it is safe to do so. Memorial donations are welcome and appreciated: Ascension Lutheran Church, 400 Nuttall Road, Riverside, IL 60546 or BEDS Plus, [beds-plus.org](http://beds-plus.org).

### **Rev. Delbert E. Anderson**

Rev. Delbert Anderson, devoted husband, cherished father, beloved grandpa, passed away Sunday, Oct. 4th, 2020, at age 88. He was preceded in death by his sister, Marlene Johnson. He is survived by Betty, his wife of 63 years; sister, Arlene Feistner; children, Linda (Jeff) Ramsdell, Tim (Julie) Anderson, Maelene (Dave) Krig, and Dan (Laura) Anderson; grandchildren, Kirsten, Josh, Zach, Linnea, Danielle, Sean and Alyssa; and treasured nieces and nephews. Del led a Christ-centered life which showed in all he did, from his career in mission with the ELCA Lutheran church to volunteer work following retirement and pastoral care

for family and friends. A memorial service will be planned for a later time. In lieu of flowers, donations may be made to the PADS program or food pantry at All Saints Lutheran Church in Palatine or to ELCA Global Mission or World Hunger.

### **Rev. Dr. Cheryl Stewart Pero**

Cheryl Stewart Pero, 69, known by so many alumni of LSTC as “Mama Cheryl,” died Oct. 28, 2020 after becoming ill and hospitalized on Oct. 14. She was surrounded by family and friends at Advocate Christ Medical Center in Oak Lawn, Ill., when she died. Esther Menn, academic dean, called her “a trusted mentor, warm friend, fierce advocate and dedicated pastor.”

A virtual memorial service will be held Sat., Nov. 14, 2020 at 1:00 p.m. CST. Zoom information and dial-in options will be shared on LSTC’s Facebook page and by the Metropolitan Chicago Synod as it becomes available.

Pero made ELCA history twice—in 1980 as the second African American woman to become ordained in the Lutheran Church of America (LCA), a predecessor to the ELCA, and when she became the first African American Lutheran woman to earn the doctor of philosophy degree in biblical studies, which she received from LSTC.

Pero was LSTC’s pastor to the community in 2009-2010. At the time, she credited the African American Lutheran community and the



Conference of International Black Lutherans (CIBL) for encouraging and supporting her as she studied and wrote. “I did this as much for them as for myself,” she said.

Since Pero grew up in the Lutheran Church Missouri Synod, she assumed she wouldn’t be a pastor. But during her Lutheran year at LSTC (while a student at Andover-Newton Theological Seminary) she became connected to “Lutherans in general” and the LCA in particular. She served in the LCA office, in parishes in Chicago and in campus ministry, was a convener of CIBL, and in 2010 became director of LSTC’s Pero Multicultural Center, named for her late husband, Albert “Pete” Pero. She retired in 2017.

### **Rev. Harvey E. Feustel**

Rev. Harvey E. Feustel Jr., age 82, formerly of Huntley, IL passed away on December 7, 2020 at Blanchard Valley Hospital in Findlay, OH from COVID-19. Harvey was born in Appleton, WI to the late Rev. Harvey G. and Martha (Schmidt) Feustel.

On October 23, 1965, Harvey married Gladys Berkness. They celebrated 55 years of marriage this year. Surviving in addition to his wife Gladys (Berkness) Feustel, are son: Jory (Lisa) Feustel of Lake Villa, IL; daughter: Sheri (George) Leatherman of Findlay, OH; brother: Mark (Jan) Feustel of Mason City, IA; sister: Meredith Johnson of Venice, FL; grandchildren:

Kelsey and Collin Feustel and Abigail and Amelia Leatherman.

Harvey was called from an early age to serve as a disciple of Christ. On May 24, 1953, he took his first step of faith on this journey when he answered “God’s still, small voice” and stepped forward to publicly confess his faith, responding to God’s call into ministry.

After graduating from Central HS (Duluth, MN), Harvey attended Wartburg College (Waverly, IA) where he received a B.A. degree in 1961. He entered Luther Theological Seminary (St. Paul, MN) where he completed his B.D. degree in 1965. Harvey was officially ordained by his father, Rev. H.G. Feustel, on July 18, 1965 at Zion Lutheran Church (Aberdeen, SD). He remained at Zion Lutheran and served alongside his father as associate pastor. Future ministry calls brought him to minister to the congregations at St. John’s Lutheran Church (Dimock, SD); St. Luke’s Ev. Lutheran Church (Munster, IN); First Ev. Lutheran Church (Blue Island, IL); Grace Lutheran Church (Westchester, IL); and finally to St. Stephen’s Lutheran Church in (Midlothian, IL). Harvey and his wife had the privilege of sponsoring and leading congregational overseas trips to the Holy Lands and to Alpine Europe.

In retirement, Harvey enjoyed traveling with his wife, in addition to spending quality time with

**CONTINUED...**



## NECROLOGIST REPORT CONTINUED...

his children and grandchildren. He served as interim pastor at Geneva Lutheran (Geneva, IL) and Lutheran Church of the Master (Carol Stream, IL), while also taking on a volunteer position as a chaplain for the Huntley, IL Police Dept. Harvey and his wife also were very active while living at Del-Webb Retirement Community where they were participants in a pastor's couple's study, were part of their local German-American Club, and were faithful attendees at Shepherd of the Prairie Lutheran Church in Huntley, IL.

Pastor Harvey served the Lord in Ministry for over 40 years. He was also a wonderful husband, father, and grandfather. He will be greatly missed.

Due to the COVID-19 pandemic, services are being delayed until the summer of 2021. Memorials may be made to the Billy Graham Evangelical Association, 1 Billy Graham Parkway, Charlotte, North Carolina, 28201.

### **Rev. Janet C. Jones**

Janet C. Jones, born June 4, 1940 in Lansing, Michigan the daughter of Charlotte [nee Bender] and Merrill M. Jones. She was a graduate of University of New Orleans with a degree in Business Administration and earned her Master of Divinity from The Lutheran School of Theology at Chicago. She passed away peacefully on January 10, 2021.

Janet is survived by her loving children and grandchildren: Desiree Fornell Miller [husband Dave] and their children, Tyler, Karl, Jack; Jamie Fornell Nelson [husband Paul] and their children, Brendan and Jill; her sister, Marilyn Melrose and brother, Stephen [wife Anne] Jones.

She enjoyed work as a spiritual director, walking with others on their life journeys, spending time with children, grandchildren and friends. She was honored to serve the congregations at OSLC Beloit, WI, Spirit of Joy, Marengo, IL, Bethany, Leland, IL and Our Saviour's, Naperville, IL.

Jan loved her family. One of her favorite things to do was to share her love of art with her grandchildren, taking them to the Art Institute in Chicago and then to lunch at Italian Village. Jan was known for being spunky, joyful, creative and fiercely independent. She was involved in her Glen Ellyn community, always up for an insightful conversation, a celebration or a way to help a friend. Many in Glen Ellyn had the chance to say hello to both her and Dalai, her Tibetan Spaniel, as they walked around town. Her friendships span the United States and her presence will be missed by all that knew her.

A private inurnment will be at Knox Cemetery in Rigdon, IN. A celebration of life will be held in the future as restrictions permit. In lieu of flowers, please make donations to the Glen Ellyn Food Pantry or the Art Institute of Chicago.





## **Rev. Roger A. Nelson**

Rev. Dr. Roger A. Nelson, 95 passed away January 29, 2021. Beloved husband for 73 years to Marion Wittstock Nelson. Marion died in 2018. Father to Linda (William) Roberts and Christine (Douglas) Meyer. Grandfather to William (Wendy) Roberts III, David (Heather) Roberts, Andrew (Kim) Meyer, Timothy, and Jonathan Meyer; great grandchildren Johnathan, Sarah, Taylor, Nicholas, and Henry.

Born in Chicago he grew up on the southside graduating from Calumet High School. Upon graduation he enlisted in the Army Air Corp and was commissioned a 2nd Lt. – Navigator. He was assigned to the 15th AAF - Italy. While flying one of the last missions of the European war his bomber was shot down and he and the crew parachuted to safety. Following the war, he married his high school love and became president of Interstate General Contractors of Chicago with projects that took him all over the United States as well as to several foreign countries.

In 1969 he changed careers. Having completed his studies in pastoral ministry he was ordained a Pastor of the Lutheran Church in America. For the next 18 years he served as pastor to Gloria Dei Lutheran Church, Northbrook, IL. During these years he completed studies for Master of Science of Theology and Doctor of Ministry degrees. He also served on a variety of church synod committees and on the Board of Directors of Lutheran Social Services

of Illinois including two terms as Board President. He retired in 1987 and then with Marion volunteered for two years helping to establish an English-speaking congregation in Ngaoundere, Cameroon, Africa. Upon their return to the states Roger served ten interim ministries over the next 15 years to congregations of the metro Chicago area.

Roger and Marion loved to travel throughout their years. In addition to regular trips to Florida they also traveled extensively internationally. A private inurnment will be at the Circle of Hope Columbarium, Lutheran Church of the Holy Spirit, Lincolnshire. A memorial service will be held at a later date. Donations in Roger's memory may be made to Lutheran Social Services of Illinois or Lutheran Church of the Holy Spirit, Lincolnshire.

## **Rev. Wilbert M. Ericson**

Wilbert Martin Ericson died peacefully in his sleep on January 30 at Delnor Hospital in Geneva, Illinois. Born on June 4, 1921, in Turlock, California, to Martin Albin Ericson and Elizabeth Hannah (Larson) Ericson, he grew up in North Sacramento, California, and graduated from Grant Union High School in Sacramento in 1938.

After the start of World War II, he enlisted in the US Coast Guard and was selected for Officer Training School at the USCG Academy in New London, CT. Wilbert served as Executive Officer on USCG ships provisioning troops in the Pacific

**CONTINUED...**

## NECROLOGIST REPORT CONTINUED...

Theater, notably in what are today the island nations of Tuvalu and Vanuatu as well as in New Guinea, the Philippines, and China. He felt the call to be a Christian missionary while attending the Lutheran Bible Institute in Los Angeles; there he met his first wife, Leona Marjorie Wigen (1925-1981) of Creston, Illinois, and they were married in 1948. Wilbert subsequently completed his undergraduate education at Pacific Lutheran College (now University) in Tacoma, WA, and his theological training at the Augustana Lutheran Seminary in Rock Island, IL.

Ordained as a minister in June 1953, Wilbert sailed with Leona and their two young children to Japan where he served faithfully as a missionary pastor with the Evangelical Lutheran Church of America until 1987; he retired in 1988. He and Leona had missionary assignments in Mihara, Fukuyama, Okayama, Hakodate, and Kumamoto. Wilbert had a deep love and appreciation of Japan and the Japanese and witnessed his faith to them every day. He often marveled that after being an enemy with Japan from 1941 to 1945, he then became a close friend.

After returning to the United States in 1987, he settled in Aurora, IL, the home of his second wife Irene H. Zieche (1922-2005), where he lived the rest of his life. He remained active in local Lutheran churches preaching sermons, teaching Bible classes, and visiting the sick and elderly. He was a faithful member of New Hope Lutheran Church.

In addition to his parents, Wilbert was predeceased by his first wife Leona and his second wife Irene, as well as by his brother Gerald Ericson of Fair Oaks, CA, and sister Elaine Price of Santa Paula, CA. He leaves behind his three children from his first marriage-Mark Ericson of Fernandina Beach, FL; Joan Ericson of Colorado Springs, CO; and Steven Ericson of Morristown, NJ, as well as four stepsons from his second marriage-Bill Zieche of Hartland, WI, John Zieche of Oswego, IL, Jerry Zieche of Branson, MO, and Jim Zieche of Columbia, SC. There are 13 grandchildren and eight great grandchildren.

Wilbert's request was that in lieu of flowers, gifts be made to New Hope Lutheran Church in 701 N Randall Aurora, IL 60506.

Due to current restrictions all services will be private on Saturday at 10:00 AM at Dieterle Memorial Home but will be livestreamed for the public by visiting [dieterlememorialhome.com](http://dieterlememorialhome.com) A celebration of his life will be held at a later date.

He will be interred in the Union Cemetery adjacent to Calvary Lutheran Church in Lee County.

### **Deaconess Olive E. Hanson**

Olive Ethelyn Hanson, 93, died peacefully on January 31, 2021 at the Moorings Health Center in Arlington Heights, Illinois. Olive was born on March 25, 1927 in Hoffman, Minnesota. Her parents were Oliver and Ethel (Ellingson)



Hanson. She grew up in Hoffman, attending District 01 through eighth grade. She attended grades 9-12 at Hoffman, graduating in May 1944.

Olive attended the University of Minnesota, School of Nursing in Minneapolis, MN. and was part of the Cadet Nurses Corps. She graduated with an R.N. in May 1948. She also attended Lutheran Bible Institute in Minneapolis 1951-1952, graduating from a 2-year Bible training course and a 1-year Mission training course.

Olive continued coursework towards a bachelor's degree. The various institutes she attended were: the University of Minnesota, College of Education, in Minneapolis, the University of Minnesota, Morris, and Oakton Community College, Des Plaines, Illinois.

She was a Deaconess candidate at Christian Service Institute, Lutheran Seminary in St. Paul, MN, in 1956. She was inducted on August 5, 1956.

While living in Minneapolis, Olive worked as a nurse at the General Hospital and Sister Kenny Institute, as a school nurse at the Lutheran Bible Institute, and at the Lutheran Girls Home (Lutheran Welfare Soc.) She also was Parish Deaconess Visitor for Bethel Evangelical Church, and Field Secretary for International Lutheran Nurses Guild.

In 1963, Olive moved to Park Ridge, Illinois.

She worked as a Residence Director at the Lutheran General and Deaconess School of Nursing until 1968. She then worked as Chaplain's Assistant in the Pastoral Care Department at Lutheran General Hospital until 1971.

In 1971, Olive moved back to Hoffman to care for her aging parents until 1985. During that time she worked as the Administrator at Crestview Manor in Evansville (1972-74).

In 1985, she moved back to Park Ridge, Illinois, where she worked in nursing capacity at the Lutheran General Hospital and Deaconess Residence and Patient Service until she retired.

Olive was active in her church, loved to sing and was a great storyteller.

She was preceded in death by her parents, her brother, Orlano Hanson, and sister-in-law, Ruth Hanson. She is survived by her brother, Harland, and sister-in-law, Darlene Hanson, of Hoffman; nephews, Marcus and Larry Hanson (sons of brother, Orlano) and Larry's children, Jennifer, Braydan and Lauren, and nephews, Steve, Joel (Natalie), Mike (Valerie), John (Carrie), and Sam (Karen) Hanson, as well as nieces, Marcy (Don) Lidtke and Becky Hanson (children of Harland). She is also survived by many grand-nieces and grand-nephews, and cousins.

There will be a Graveside Service at a later date at Lincoln Lutheran Cemetery of rural Hoffman.

# CHANGES in the SYNOD ROSTER and CONGREGATIONS

OCTOBER 1, 2020 THROUGH MAY 2, 2021

## Additions to the Clergy Roster by Ordination

**Nikkeya Berryhill**, May 2, 2021, at Jubilee Faith Community, Country Club Hills, Ill.  
**Ordaining Bishop:** The Rev. Yehiel Curry  
**Called to:** MCS council call to Southland Synod Authorized Worshipping Community

**Paisley Le Roy**, October 24, 2020, at Bethlehem Lutheran Church in St. Charles, Ill.  
**Ordaining Bishop:** The Rev. Yehiel Curry  
**Called to:** Bethlehem Lutheran Church in St. Charles, Ill.

**Troy Medlin**, November 15, 2020, at Holy Trinity Lutheran Church, Chicago, Ill.  
**Ordaining Bishop:** The Rev. Yehiel Curry  
**Called to:** MCS synod council call to Grace Lutheran Church and School, River Forest, Ill.

**Rev. José Rodríguez Paez**, October 11, 2020, at Bethlehem Lutheran Church, Elgin, Ill.  
**Ordaining Bishop:** The Rev. Yehiel Curry  
**Called to:** Latinx Ministry at Bethlehem Lutheran Church, Elgin, Ill.

**Rev. María Rojas Banda**, April 17, 2021, at Misión Luterana Unidad, Berwyn, Ill.  
**Ordaining Bishop:** The Rev. Yehiel Curry  
**Called to:** Misión Luterana Unidad, Berwyn, Ill.

**Rev. Pam Voves**, April 18, 2021, St. Paul Lutheran Church, Evanston, Ill.  
**Ordaining Bishop:** The Rev. Yehiel Curry  
**Called to:** St. Paul Lutheran Church, Evanston, Ill.

## **Additions to the Roster by Consecration**

*none*

## **Additions to the Roster by Rite of Reinstatement**

*none*

## **Additions to the Clergy Roster by Rite of Reception**

*none*

## **Rostered Leaders Called to the Churchwide Office**

*none*

## **Additions to the Clergy Roster by Rite of Reception**

*not available at time of publication*

## **Rostered Leaders Called to Specialized Ministry**

**Rev. Troy Medlin** called to Grace Lutheran Church, River Forest November 15, 2020

**Rev. Jose Rodriguez Paez** called to the Latinx ministry housed at Bethlehem Lutheran, Elgin October 11, 2020

**Rev. Dr. Kim Beckman** term call to interim ministry October 24, 2020

## **Resignations**

**Brooke Peterson:** From Pastoral Psychotherapist, Spiritual Life Center at Holy Trinity Lutheran Church, Chicago, Ill. Effective July 26, 2020, to Director of MDiv and MA Programs and Coordinator for Candidacy, Lutheran School of Theology at Chicago

## **Removed From the Roster by Death**

**Dorothy L. Korn** 1/11/2020

**Philip L. Ramsey** 5/27/2020

**Todd C. Napoli** 6/26/2020

**David L. Alderfer** 6/30/2020

**Allen W. Belanger** 7/13/2020

**Paul R. Landahl** 8/31/2020

**Delbert E. Anderson** 10/4/2020

**Cheryl A. Pero** 10/28/2020

**Harvey E. Feustel** 12/7/2020

**Janet C. Jones** 1/10/2021

**Roger A. Nelson** 1/29/2021

**Wilbert M. Ericson** 1/30/2021

**Olive E. Hanson** 1/31/2021

## **Removed From the Roster**

**Norwegian Lutheran Church**

## **Congregations Organized**

**First Immanuel Lutheran Church**

1124 South Ashland Avenue  
Chicago, IL 60607-4604

**CONTINUED...**

## CHANGES IN SYNOD ROSTER AND CONGREGATIONS CONTINUED...

### Congregations Added

First Immanuel Lutheran Church, Chicago  
Illinois October 2019

### Congregations Closed

Calgary, Chicago 2019  
Living Christ, Hanover Park June 2019  
Reformation Lutheran Church, Chicago  
October 2019

### Congregations Removed From the ELCA Roster

Norwegian Lutheran Church, Chicago, Illi-  
nois October 2019

### Retired Roster Leaders

Rev. Ellen J. Arthur  
Deacon Mark Burkhardt  
Rev. Edith Finsaadal  
Rev. Gail Heidtke  
Rev. Diane C. Johnson  
Rev. Dennis Kelly  
Rev. Raymond Legania

### Synod Authorized Worshiping Communities

Trinidad Lutheran Church  
Rejoice Lutheran Church  
Unidad, Berwyn

### Synod Authorized Worshiping Communities

#### Authorized October, 2019

Redeemer Lutheran Church  
North Ave, Chicago, Illinois

St. Mark's Lutheran Church  
Waukegan, Illinois

St. Paul Lutheran Church  
Evanston, Illinois

#### Authorized December, 2019

Bethany Lutheran Church  
Chicago, Illinois

Jubilee Faith Community  
Country Club Hills, Illinois

Shekinah  
Riverdale, Illinois

#### Authorized January, 2020

Unidad  
Berwyn, Illinois

#### Authorized April, 2020

Rejoice Lutheran Church  
Geneva, Illinois

Trinidad Lutheran Church  
Chicago, 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."*

— 1 Peter 4:10



*We continue to be blessed in your stewardship and our partnership together — congregations, individuals, and our partners — in ministry in this great Synod.*

For the fiscal year ended January 31, 2021 the Synod received congregational benevolence in the amount of \$2,656,967 equaling 95% of the anticipated budgeted amount. This represents a slight decrease of \$118,00 in unrestricted benevolence from the prior year, but still a remarkably strong finish considering the congregational challenges experienced due to the pandemic. We continue to be blessed in your stewardship and our partnership together — congregations, individuals, and our partners — in ministry in this great Synod.

The Synod Council this year distributed \$1,594,378 – 60% of unrestricted congregational benevolence received-- to program ministry support of our partner institutions. 9% of this sum went to organizations and agencies in budgeted grants. The remainder of partner institutional support represents our tithe of 51% of received benevolence to the ministry of the larger Church in the amount of \$1,360,700 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 administrative operating expenses of the Synod were \$1,389,756.





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 \$10.4 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 \$719,535. 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 2022-year budget, presented for approval at this Assembly, the partnership sharing through Churchwide is 50% of unrestricted benevolence received. This support, along with our ministry through Synod partners, totals 59% of the budget.

In reflecting on this past year of a world pandemic that changed life significantly, we recognize that this financial report does not tell the full story of the Metropolitan Chicago Synod—just a part of it. We are being good stewards, not simply in the sharing of financial treasures that benefit so many, but also the stewardship to each other, our congregations and work of the greater church. Worship continued. Ministries continued. We learned new ways of being community. We were required to forge new paths in being the Church, and we did. In doing so, we stayed true to the Gospel, both emboldened and comforted by God's manifold grace. Good stewards, yes, by God's grace. The Metropolitan Chicago Synod of the Evangelical Lutheran Church in America is so thankful for your continued partnership in God's mission.

**Yvette M. NewberryWhite**

Synod Treasurer, Metropolitan Chicago Synod, ELCA

# 2022 Proposed Budget Notes

As the uncertainties of the pandemic persist, the revenue numbers remain unchanged. While our income is continuing at a consistent level, we will see where 2021 leads before we anticipate any increases in mission support.

As a result, expenses were left relatively flat with a few exceptions:

Partner Ministries will resume payments to our Companion Synod in South Africa. Those payments had been put on hold in 2018 due to some issues on their end. They will be receiving .25% of our mission support received from congregations on a monthly basis.

Synod Personnel includes a modest increase of 1.2%. We are trending to come in slightly below our salary budget in 2021 based on several staffing changes that we have made. Between those two factors, we should be able to accommodate reasonable annual salary increases in 2022.

To offset these increases with minimal impact, considering flat revenue projections, two changes were made. First, the authorized endowment management fee line was brought to the approved amount of \$150,000, if necessary. We have not needed to access these funds even though they have been available in the past due to the various revenue sources that we are blessed with during the year. Secondly, the Stewardship committee expense line item was put on hold, at least temporarily. Should funds be needed for this purpose, we have dollars available in the Stewardship Initiative net asset account.

# Operating Budget Fiscal Year 2022

## REVENUE

	<u>2022 Proposed</u>	<u>2021 Budget</u>	<u>2020 Actuals</u>
Congregational Benevolence	\$2,900,000	\$2,900,000	\$2,656,967
Interest	<u>\$40,000</u>	<u>\$40,000</u>	<u>\$35,280</u>
Total Operating Revenue	<u>\$2,940,000</u>	<u>\$2,940,000</u>	<u>\$2,692,247</u>
Authorized Management Fees	\$150,000	\$138,205	
Closing Congregations - Restricted			\$148,540
Closing Congregations - Unrestricted			\$99,292
Government Grants			\$187,777
Fund for Mission			\$9,280
Total Revenue	<u>\$3,090,000</u>	<u>\$3,078,205</u>	<u>\$3,137,136</u>

## EXPENSE

Mission Support to ELCA	\$1,450,000	\$1,450,000	\$1,360,700
Partner Ministries	\$260,356	\$255,025	\$233,678
Global Mission	\$4,475	\$4,475	\$1,150
Justice Team	\$600	\$600	\$0
Stewardship	n/a	\$5,000	\$2,595
Outreach	\$1,200	\$1,200	\$338
Worship	\$4,000	\$4,000	\$2,529
Metro Chicago Youth	\$11,000	\$11,000	\$537
Candidacy	\$24,000	\$24,000	\$24,252
Education & Support	\$24,000	\$24,000	\$8,140
Hearing Impaired Ministry	\$9,400	\$9,400	\$1,459
Diakonia Ministry	\$1,200	\$1,200	\$0
Ecumenical Relations	\$2,500	\$2,500	\$600
Synod Communication	\$2,500	\$2,500	\$1,629
African Descent Team	\$10,000	\$10,000	\$7,150
Latinx Team	\$10,000	\$10,000	n/a
Anti-Racism Team	\$15,000	\$15,000	\$14,528
Synod Personnel	\$1,006,019	\$994,555	\$980,516
Occupancy	\$37,750	\$37,750	\$31,168
Office Operations	\$84,900	\$84,900	\$86,050
Insurance, Audit, & Legal	\$78,500	\$78,500	\$86,948
Staff Expenses	\$29,100	\$29,100	\$6,937
Synod Council	\$8,500	\$8,500	\$2,179
Synod Assembly	<u>\$15,000</u>	<u>\$15,000</u>	<u>\$4,935</u>
Total Operating Expenses	<u>\$3,090,000</u>	<u>\$3,078,205</u>	<u>\$2,858,018</u>
Unbudgeted Expenses			\$37,541
Designated Expenses			\$164,073
Depreciation			\$67,101
Total Expenses	<u>\$3,090,000</u>	<u>\$3,078,205</u>	<u>\$3,126,733</u>
Surplus (Deficit)	<u>\$0</u>	<u>\$0</u>	<u>\$10,403</u>

# Independent Auditor's Report



Certified Public Accountants  
4320 WINFIELD ROAD, SUITE 450  
WARRENVILLE, IL. 60555  
630.665.4440  
[duganlopatka.com](http://duganlopatka.com)

## INDEPENDENT AUDITOR'S REPORT

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

We have audited the accompanying financial statements of Metropolitan Chicago Synod of the Evangelical Lutheran Church in America (the "Synod"), which comprise the statement of financial position as of January 31, 2021 and 2020, and the related statements of activities, cash flows and functional expenses for the years then ended, and the related notes to the financial statements.

### *Management's Responsibility for the Financial Statements*

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes 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.

### *Auditor's Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audits to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements 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 the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independent Auditor's Report  
Metropolitan Chicago Synod of the  
Evangelical Lutheran Church in America  
Page two

***Opinion***

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, 2021 and 2020, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

***Other Matter***

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental information on Schedules 1 through 2 is presented for purposes of additional analysis and is 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

Warrenville, Illinois  
April 27, 2021

# Statement of Financial Position

JANUARY 31, 2021 AND 2020 / EXHIBIT 1

	<u>2021</u>	<u>2020</u>
<u>ASSETS</u>		
CURRENT ASSETS:		
Cash and cash equivalents	\$ 347,380	\$ 1,030,347
Cash held for others	111,132	64,117
Investments	2,527,568	2,494,485
Benevolence receivable	24,444	53,891
Other receivables	6,624	9,682
Notes receivable - Current	19,856	50,745
Deposits and prepaid expenses	20,000	-
Total current assets	<u>3,057,004</u>	<u>3,703,267</u>
LONG-TERM ASSETS:		
Notes receivable	82,915	101,008
Investments	10,397,265	9,327,238
Property and equipment, net	1,726,656	1,793,757
Total non-current assets	<u>12,206,836</u>	<u>11,222,003</u>
Total assets	<u>\$ 15,263,840</u>	<u>\$ 14,925,270</u>
<u>LIABILITIES</u>		
CURRENT LIABILITIES:		
Accounts payable and accrued expenses	\$ 19,934	\$ 91,877
Beneficiary grants payable	160,153	162,244
Custodial and transmittal funds	111,132	64,117
Total current liabilities	<u>291,219</u>	<u>318,238</u>
<u>NET ASSETS</u>		
NET ASSETS WITHOUT DONOR RESTRICTIONS:		
Designated	11,057,007	10,263,954
Undesignated	2,291,056	2,502,936
NET ASSETS WITH DONOR RESTRICTIONS	<u>1,624,558</u>	<u>1,840,142</u>
Total net assets	<u>14,972,621</u>	<u>14,607,032</u>
Total liabilities and net assets	<u>\$ 15,263,840</u>	<u>\$ 14,925,270</u>

The accompanying notes are an integral part of this statement.



# Statement of Activities

FOR YEARS ENDING JANUARY 31, 2021 AND 2020 / EXHIBIT 2

	2021			2020		
	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	\$ 2,656,967	\$ -	\$ 2,656,967	\$ 2,773,773	\$ -	\$ 2,773,773
Contributions	263,605	298,228	561,833	149,640	856,355	1,005,995
Interest and dividends	383,575	-	383,575	386,119	-	386,119
Grant under CARES Act	187,777	-	187,777	-	-	-
Other	2,198	-	2,198	5,527	-	5,527
Net assets released from restrictions	513,812	(513,812)	-	448,043	(448,043)	-
	4,007,934	(215,584)	3,792,350	3,763,102	408,312	4,171,414
Unrealized gain on investments	719,535	-	719,535	600,672	-	600,672
<b>Total revenues, gains and other support</b>	<b>4,727,469</b>	<b>(215,584)</b>	<b>4,511,885</b>	<b>4,363,774</b>	<b>408,312</b>	<b>4,772,086</b>
<b>EXPENSES:</b>						
Program	3,461,493	-	3,461,493	3,156,629	-	3,156,629
Management and general	684,803	-	684,803	686,345	-	686,345
<b>Total expenses</b>	<b>4,146,296</b>	<b>-</b>	<b>4,146,296</b>	<b>3,842,974</b>	<b>-</b>	<b>3,842,974</b>
<b>Change in net assets</b>	<b>581,173</b>	<b>(215,584)</b>	<b>365,589</b>	<b>520,800</b>	<b>408,312</b>	<b>929,112</b>
<b>NET ASSETS, Beginning of year</b>	<b>12,766,890</b>	<b>1,840,142</b>	<b>14,607,032</b>	<b>12,246,090</b>	<b>1,431,830</b>	<b>13,677,920</b>
<b>NET ASSETS, End of year</b>	<b>\$ 13,348,063</b>	<b>\$ 1,624,558</b>	<b>\$ 14,972,621</b>	<b>\$ 12,766,890</b>	<b>\$ 1,840,142</b>	<b>\$ 14,607,032</b>

The accompanying notes are an integral part of this statement.

# Statement of Cash Flows

FOR YEARS ENDING JANUARY 31, 2021 AND 2020 / EXHIBIT 3

	2021	2020
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Benevolences, grants and contributions received	\$ 3,488,295	\$3,725,629
Investment income received	383,575	382,178
Grants paid	(2,758,631)	(2,413,352)
Cash paid to vendors and employees	(1,414,598)	(1,317,955)
	<u>(301,359)</u>	<u>376,500</u>
Net cash provided by (used in) operating activities		
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Purchase of property and equipment	-	(40,000)
Purchase of investments	-	(341,918)
Purchases of short term investments	(383,575)	(1,211,329)
Proceeds from sale of short term investments	-	1,292,728
Receipts from notes receivable	48,982	49,748
Issuance of notes receivable	-	(44,608)
	<u>(334,593)</u>	<u>(295,379)</u>
Net cash (used in) investing activities		
<b>NET CHANGE IN CASH AND CASH EQUIVALENTS</b>	<b>(635,952)</b>	<b>81,121</b>
<b>CASH AND CASH EQUIVALENTS, Beginning of year</b>	<b>1,094,464</b>	<b>1,013,343</b>
<b>CASH AND CASH EQUIVALENTS, End of year</b>	<b>\$ 458,512</b>	<b>\$ 1,094,464</b>
<b>RECONCILIATION OF CHANGE IN NET ASSETS TO NET CASH PROVIDED BY OPERATING ACTIVITIES:</b>		
Change in net assets	\$ 365,589	\$ 929,112
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation and amortization	67,101	65,360
Unrealized (gain) on investments	(719,535)	(600,672)
(Increase) decrease in assets -		
Benevolence receivable	29,447	(21,566)
Other receivables	3,058	-
Deposits and prepaid expenses	(20,000)	8,977
Increase (decrease) in liabilities -		
Accounts payable	(71,943)	41,072
Custodial and transmittal funds	47,015	(42,041)
Beneficiary grants payable	(2,091)	(3,742)
	<u>(301,359)</u>	<u>376,500</u>
Net cash provided by (used in) operating activities		
<b>CASH AND CASH EQUIVALENTS</b>		
Cash and cash equivalents - unrestricted	\$ 347,380	\$ 1,030,347
- held for others	111,132	64,117
	<u>\$ 458,512</u>	<u>\$ 1,094,464</u>
Total Cash and cash equivalents		

The accompanying notes are an integral part of this statement.





# Statement of Functional Expenses

FOR YEARS ENDING JANUARY 31, 2021 AND 2020 / EXHIBIT 4

	2021			2020		
	Program	Management and General	Total Expenses	Program	Management and General	Total Expenses
Salaries and housing allowances	\$ 322,104	\$ 335,251	657,355	\$ 386,916	\$ 402,708	789,624
Employee benefits and payroll taxes	167,474	174,310	341,784	139,925	145,636	285,561
Staff development	15,872	16,520	32,392	14,074	14,648	28,722
Grants	2,756,540	-	2,756,540	2,409,610	-	2,409,610
Meetings and conferences	11,131	-	11,131	46,618	-	46,618
Repairs and maintenance	13,922	14,491	28,413	13,525	14,077	27,602
Technology	30,415	31,656	62,071	16,047	16,701	32,748
Scholarships	16,750	-	16,750	20,000	-	20,000
Depreciation expense	32,879	34,222	67,101	32,026	33,334	65,360
Insurance	17,219	17,922	35,141	10,836	11,279	22,115
Professional fees	23,040	23,980	47,020	15,728	16,369	32,097
Utilities	8,619	8,970	17,589	7,673	7,986	15,659
Telephone	6,478	6,743	13,221	5,037	5,243	10,280
Printing and postage	10,079	10,490	20,569	7,660	7,973	15,633
Supplies	2,941	3,061	6,002	3,124	3,251	6,375
Youth events	4,212	-	4,212	4,358	-	4,358
Miscellaneous	6,906	7,187	14,093	6,860	7,140	14,000
Workshops	14,528	-	14,528	16,147	-	16,147
Stewardship	384	-	384	465	-	465
	<u>\$ 3,461,493</u>	<u>\$ 684,803</u>	<u>\$ 4,146,296</u>	<u>\$ 3,156,629</u>	<u>\$ 686,345</u>	<u>\$ 3,842,974</u>

The accompanying notes are an integral part of this statement.

# Notes to Financial Statements

JANUARY 31, 2021 AND 2020

## (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 April 27, 2021, 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 -



(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.

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.

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.

## NOTES TO FINANCIAL STATEMENTS CONTINUED...

- 3 -

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

#### 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.

#### 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.

#### Functional Allocation of Expenses -

The financial statements report certain categories of expenses that attributed 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.



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

Reclassification -

Prior year amounts have been reclassified to be consist with current year presentation.

(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, 2021 was as follows:

	Balance January 31, 2020	Receipts	Disbursements	Balance January 31, 2021
Transmittal funds -				
World Hunger	\$ 20,230	\$ 141,937	\$ 121,723	\$ 40,444
Disaster Relief	(4,063)	23,146	20,875	(1,792)
LSSI and other MCS	4,465	27,866	23,256	9,075
ELCA Missionaries	2,839	44,911	39,437	8,313
Other miscellaneous ELCA	<u>55</u>	<u>22,992</u>	<u>10,946</u>	<u>12,101</u>
Total transmittal funds	<u>23,526</u>	<u>260,852</u>	<u>216,237</u>	<u>68,141</u>
	Balance January 31, 2020	Receipts	Disbursements	Balance January 31, 2021
Custodial funds -				
Let's Talk	\$ 4,309	\$ -	\$ -	\$ 4,309
Mission Partners	493	-	-	493
Augustana / Henze	15,589	-	-	15,589
Medill Ave RE Taxes	<u>20,200</u>	<u>2,400</u>	<u>-</u>	<u>22,600</u>
Total custodial funds	<u>40,591</u>	<u>2,400</u>	<u>-</u>	<u>42,991</u>
Total	<u>\$ 64,117</u>	<u>\$ 263,252</u>	<u>\$ 216,237</u>	<u>\$ 111,132</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.

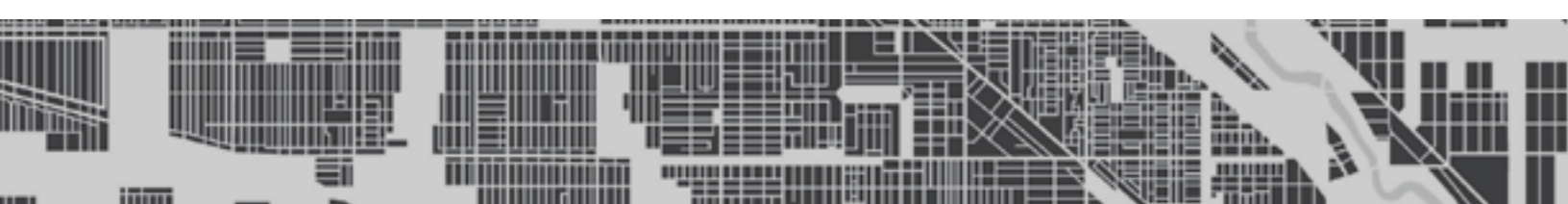
NOTES TO FINANCIAL STATEMENTS CONTINUED...

- 5 -

(3) NOTES RECEIVABLE: (Continued)

Notes receivable consisted of the following:

	<u>January 31,</u>	
	<u>2021</u>	<u>2020</u>
Environmental Concerns Loan Fund: Non-interest-bearing loans with monthly payments of \$55 to \$400 and due from 2020 to 2023.	\$ 25,483	\$ 43,217
Bethel (West) Lutheran note: Non-interest-bearing loan with monthly payments of \$500 through June 15, 2020, paid in full during the year.	-	1,000
Reformation Lutheran note: Promissory installments note, bearing interest at 3%, with monthly interest and principal payments of \$760. The note is past due, and payment is expected when the building is sold.	42,278	42,278
Orihuela, West Medill Ave, Chicago note: Promissory installments note, bearing interest at 6%, with monthly interest and principal payments of \$591 through July 31, 2020.	32,760	37,650
Mission of Christ, Chicago note: Non-interest-bearing loan due upon sale of the Church's building.	-	24,608
Individual note: Non-interest-bearing loan with monthly payments of \$250 starting upon receiving full-time call.	<u>2,250</u>	<u>3,000</u>
	102,771	151,753
Less - Current portion	<u>(19,856)</u>	<u>(50,745)</u>
	<u>\$ 82,915</u>	<u>\$ 101,008</u>



(4) INVESTMENT:

The funds' market values are as follows:

	<u>January 31,</u>	
	<u>2021</u>	<u>2020</u>
Pooled investment account	\$ 7,195,032	\$ 6,419,716
Mutual funds	3,202,233	2,907,522
Money market	<u>2,527,568</u>	<u>2,494,485</u>
	<u>\$ 12,924,833</u>	<u>\$ 11,821,723</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.

(5) FAIR VALUE MEASUREMENTS: (Continued)

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.

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, 2021 and 2020.

Mutual Funds: Valued at the net asset value (NAV) of shares held by the Synod at year end.

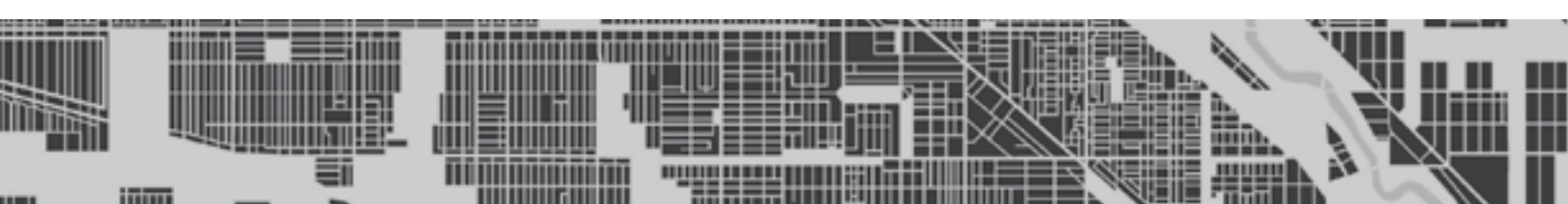
Pooled Investment Account: Valued at an unquoted value of an investment pool as determined at a prorated portion of a larger investment group.

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:

Description	Assets at Fair Value as of January 31, 2021			
	Level 1	Level 2	Level 3	Total
Investments -				
Equity funds -				
U.S. large cap	\$ 560,932	\$ -	\$ -	\$ 560,932
U.S. mid/small cap	363,549	-	-	363,549
International	<u>220,533</u>	-	-	<u>220,533</u>
	<u>1,145,014</u>	-	-	<u>1,145,014</u>
Fixed income funds -				
Balanced stocks and bonds	722,731	-	-	722,731
High yield bonds	188,506	-	-	188,506
Intermediate long-term bonds	814,202	-	-	814,202
Intermediate short-term bonds	<u>331,780</u>	-	-	<u>331,780</u>
	<u>2,057,219</u>	-	-	<u>2,057,219</u>
Total mutual funds	<u>3,202,233</u>	-	-	<u>3,202,233</u>





(5) FAIR VALUE MEASUREMENTS: (Continued)

Description	Assets at Fair Value as of January 31, 2021			
	Level 1	Level 2	Level 3	Total
Pooled investment account	-	-	7,195,032	7,195,032
Money market funds	2,527,568	-	-	2,527,568
Total investments	\$ 5,729,801	\$ -	\$ 7,195,032	\$ 12,924,833

Description	Assets at Fair Value as of January 31, 2020			
	Level 1	Level 2	Level 3	Total
Investments -				
Equity funds -				
U.S. large cap	\$ 296,727	\$ -	\$ -	\$ 296,727
U.S. mid/small cap	287,493	-	-	287,493
International	378,835	-	-	378,835
	963,055	-	-	963,055
Fixed income funds -				
Balanced stocks and bonds	670,570	-	-	670,570
High yield bonds	770,720	-	-	770,720
Intermediate long-term bonds	320,703	-	-	320,703
Intermediate short-term bonds	182,474	-	-	182,474
	1,944,467	-	-	1,944,467
Total mutual funds	2,907,522	-	-	2,907,522
Pooled investment account	-	-	6,419,716	6,419,716
Money market funds	2,494,485	-	-	2,494,485
Total investments	\$ 5,402,007	\$ -	\$ 6,419,716	\$ 11,821,723

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, 2021 and 2020:

(5) FAIR VALUE MEASUREMENTS: (Continued)

	<u>2021</u>	<u>2020</u>
Balance, beginning of year	\$ 6,419,716	\$ 5,740,544
Unrealized gain (loss) on investments	532,493	451,050
Investment income reinvested	<u>242,823</u>	<u>228,122</u>
Balance, end of year	<u>\$ 7,195,032</u>	<u>\$ 6,419,716</u>

(6) PROPERTY AND EQUIPMENT:

Property and equipment consisted of the following:

	<u>January 31,</u>	
	<u>2021</u>	<u>2020</u>
Church properties:		
Land	\$ 278,000	\$ 278,000
Buildings	952,000	952,000
Land	105,964	105,964
Building and improvements	1,297,028	1,297,028
Office equipment and furnishings	147,197	147,197
Automobile	40,000	40,000
Computer equipment and software	<u>107,811</u>	<u>107,811</u>
	2,928,000	2,928,000
Less - Accumulated depreciation	<u>(1,201,344)</u>	<u>(1,134,243)</u>
	<u>\$ 1,726,656</u>	<u>\$ 1,793,757</u>

Depreciation and amortization expense for the years ended January 31, 2021 and 2020 amounted to \$67,101 and \$65,360, respectively.

(7) LEASE COMMITMENTS:

The Synod leases various office and security equipment under operating leases which are in effect through April 2025. Rent expense was \$17,067 and \$12,944 for the years ended January 31, 2021 and 2020, respectively.

The future minimum noncancelable lease commitment as of January 31, 2021 is as follows:

2022	\$ 11,810
2023	7,844
2024	7,844
2025	7,844
2026	1,828



(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>2021</u>	<u>2020</u>
Fund for Mission of the Metropolitan Chicago Synod	\$ 6,600,501	\$ 6,063,376
Deaf Ministry	8,400	8,400
Property management	22,719	22,719
Bishop's Discretionary	5,447	15,032
Conference Deans	25,000	-
Synod Mission on the Margins	2,628,946	2,592,085
Turn-Around Synod Initiative	19,149	20,381
Congregational support	176,799	-
North Avenue Property	-	49,815
Stewardship Initiative	76,909	76,909
Concordia	44,667	44,667
Jefferson Park	-	80,000
Awake	-	2,000
HT Loop	10,000	10,000
Lutheran Church Planters Network	-	21,166
Community United	-	12,500
LSSI Community Redevelopment Grant Fund	119,303	119,303
New missions	568,798	452,796
Campus ministry	750,369	669,601
AGCS	-	3,204
	<u>-\$ 11,057,007</u>	<u>\$ 10,263,954</u>
Total designated net assets	<u>\$ 11,057,007</u>	<u>\$ 10,263,954</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:

(9) NET ASSETS WITH DONOR RESTRICTIONS: (Continued)

	<u>January 31,</u>	
	<u>2021</u>	<u>2020</u>
Environmental Concerns Loan Fund	\$ 32,789	\$ 32,172
Deaf ministry	5,385	4,092
Church improvements	412,906	412,906
Asian Ministry	157,477	152,559
Latino Ministry	319,496	343,831
Grants Program - Carlmark	10,345	9,845
Older Adult Ministries	-	500
Grace Chinese	-	4,918
SOLI Grant	8,000	-
Region 5 Grant	15,600	-
Light of Christ Algonquin Fund	-	73,100
Youth Ministry	-	3,832
Companion Synod	-	677
African American Strategy	84,932	121,880
Scholarships	224,505	224,505
TSI Grant Fund	19,804	25,797
Grace Lutheran Seminary	85,364	102,114
Campus Ministries	64,983	90,182
Anti-Racism	-	1,050
AGCS	61,881	-
Lutheran Disaster Response Fund	3,000	-
Churchwide	-	118,091
Portico Retirement Fund	<u>118,091</u>	<u>118,091</u>
Total net assets with donor restriction	<u>\$ 1,624,558</u>	<u>\$ 1,840,142</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, 2021 and 2020 approximated \$65,031 and \$66,792, respectively.



(11) LIQUIDITY AND AVAILABILITY:

	<u>January 31,</u>	
	<u>2021</u>	<u>2020</u>
Financial Assets -		
Cash	\$ 347,380	\$ 1,030,347
Short-term investments	2,527,568	2,494,485
Note's receivable – current	19,856	50,745
Benevolence receivables	24,444	53,891
Investments	<u>10,397,265</u>	<u>9,327,238</u>
Total financial assets	13,316,513	12,956,706
Less: Donor imposed restrictions	(1,624,558)	(1,840,142)
Internal designations -		
Board advised funds for long-term purposes	<u>(11,057,007)</u>	<u>(10,263,954)</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>\$ 634,948</u>	<u>\$ 852,610</u>

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

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.

(12) MANAGEMENT'S RESPONSE TO COVID-19 PANDEMIC

In March 2020, the World Health Organization declared the novel strain of coronavirus (COVID-19) a global pandemic and recommended containment and mitigation measures worldwide. As a part of these mitigation measures, the Synod incurred expenses to help support churches in the Synod to convert their services to online services. Due to the economic uncertainty caused by COVID-19, management applied for, and received, a Paycheck Protection Program grant under the Coronavirus Aid, Relief, and Economic Securities (CARES) Act in the amount of \$187,777, which was recognized as a conditional grant under ASC 958-605 and is included in the statement of activities as Grants under CARES Act. The Synod cannot reasonably estimate the length or severity of this pandemic, or the extent to which the disruption from this pandemic may impact operations and financial statements.

# Schedule of Synodical Treasury Expenditures for Grants to Beneficiaries as Compared to Budget

FOR YEARS ENDED JANUARY 31, 2021 AND 2020 / SCHEDULE 1

	2021		2020	
	Actual	Budget (unaudited)	Actual	Budget (unaudited)
Evangelical Lutheran Church in America	\$ 1,478,790	\$ 1,428,000	\$ 1,380,188	\$ 1,428,000
Lutheran Social Services of Illinois	54,049	56,000	53,730	56,000
Lutheran Campus Ministries	81,074	84,000	80,596	84,000
Lutheran School of Theology at Chicago	27,025	28,000	26,866	28,000
Wartburg Seminary	27,025	28,000	26,866	28,000
Lutheran Outdoor Ministries Center	14,130	14,000	12,815	14,000
Bethel New Life	6,756	7,000	6,716	7,000
Holy Family Ministries	6,756	7,000	6,716	7,000
Lutheran Volunteer Corps	6,756	7,000	6,716	7,000
Concordia Place	6,138	7,000	7,334	7,000
Regional Center for Mission	1,193	5,750	5,771	5,750
Illinois Conference of Churches	1,950	1,950	1,954	1,950
Outdoor Ministries	825	825	827	834
<b>Total gifts and grants</b>	<b>\$ 1,712,467</b>	<b>\$ 1,674,525</b>	<b>\$ 1,617,095</b>	<b>\$ 1,674,534</b>

The 2021 budgeted figures presented are as approved in the minutes of the Synod Assembly held on April 25, 2020.

The 2020 budgeted figures presented are as approved in the minutes of the Synod Assembly held on July 20, 2019

# Schedule of Synodical Treasury Standing Committee Expenses

FOR YEARS ENDING JANUARY 31, 2021 AND 2020 / SCHEDULE 2

	2021	2020
Committees:		
Ministry	\$ 32,392	\$ 28,722
Synodical Mission	280,539	248,974
Worship	2,529	3,528
Youth and Young Adult Ministry	537	4,358
Justice Team	-	175
Stewardship	384	465
Global Mission	1,150	175
Outreach Team	338	150
	<b>\$ 317,869</b>	<b>\$ 286,547</b>

# 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*

# Central

During 2020, the Central Conference has been meeting in person (and on ZOOM) to learn about one another and how to be more supportive neighbors to each other. We are one of the smallest conferences, with vast cultural, size, economic, and congregational structure diversity. We decided to share a report that encompasses some words from each of these diverse ministries. (Edited by Pastor Carla Thompson Powell, co-dean of the Central Conference, along with Pastor Meagan Sherman-Sporrong).

## **Acacia Park in Norridge**

During the pandemic Acacia Park Lutheran continues to be a community that serves and cares for the Norridge and Harwood Heights community. The congregation organized monthly food drives, cared for shut-in seniors, and continued to be a worshipping community although remote. We give thanks to the synod for the congregational grants which allowed Acacia Park to not only survive this time of hardship and confusion but to be a source of support and an example of God's love and grace to the wider community.

## **Bethel in Chicago (west)**

Bethel Lutheran Church is located in the West Garfield Park community. Our Outreach team has launched an Outreach Initiative which serves the West Garfield Park Community every Thursday from 11am to 1pm we have also have an extra hour from 1pm to 2pm for the students and Staff of Tilton Elementary School. This ministry has been going strong since June 2020. We not only serve lunches but we distribute PPE, as well as clothing. We have

enhanced our worship service on Facebook live and hold weekly bible study on Zoom. We continue to be that beacon of light in our community, praying, serving, and trusting in God.

## **Diverse United in Norwood Park**

We are a congregation of Episcopalians, ELCA Lutherans, and United Methodists dedicated to serving those in need and working for justice. Our mission focus is the New Hope Community Food Pantry, an emergency food pantry operating out of the lower level of its host church, New Hope United Methodist Church (7115 W. Hood Ave.).

## **Edgebrook, in Chicago**

Edgebrook Lutheran has gone where the Holy Spirit is leading, including initiating online ministry in worship and Christian Education, as well as calling Rev. Christina Garrett Klein as their lead pastor via ZOOM. We continue to partner with New Hope Food Pantry and look forward to exploring how we can pilot an ecumenical youth group to serve the Edgebrook communities and neighbors.





### **Edison Park Lutheran in Chicago**

Edison Park Lutheran Church (Edison Park) is reaching out to our congregation (Zoom meetings) and community through internet and social media. EPLC continues to help New Hope Food Pantry. We are looking for more ways to reach out and help our community and city. We are having in-person worship services, with guidelines. During this pandemic, EPLC called Rev. Joseph Schultz via Zoom meeting and voting.

### **Purna Jiwan South Asian Ministry in Chicago**

Served by Pastor Eardley Mendis. No report.

### **Martin Luther on Addison in Chicago**

At the January 24 Congregational meeting, Martin Luther Lutheran Church voted to close its doors. Martin Luther will conclude its official 103 years of ministry, worship, outreach and stewardship on Easter Sunday, April 4, 2021 at 10am.

### **Redeemer/Mosaic on North Ave in Chicago**

In the year 2020, Redeemer Church voted to change its name to Mosaic Lutheran Church of Chicago. We volunteered with outdoor food pantry, Austin Coming Together (ACT), for Faith-In-Action day. We started an online youth

group, and we continue to improve our online worship experience.

### **St. James on Foster in Chicago**

Saint James has been holding in person services since July 2020 along with providing video liturgies on Facebook. We continue to support two food pantries, as well as the Night Ministry. Saint James started the Shepherd's Heart Ministry Center as the pandemic began. Shepherd's Heart has served as an "in person" Campus Ministry center for Wright College as well as a drop-in place for high school students. Saint James continues to host Scouts and other youth programs at the Foster Ave campus along with Bible Study, Prayer Services, and musical events. Saint James is looking forward to returning to more "in-person" events, services, and activities as the vaccination of Americans increases.

### **St. Luke's, Logan Square in Chicago**

In October 2020, St. Luke's moved from our storefront space, where we had been since 2015, into a new space sharing relationship with Grace Church of Logan Square (UMC). Our worship has been entirely online since the pandemic, but we have sought creative ways to be safely together in person when possible (e.g. small groups meeting outdoors for a

**CONTINUED...**



## CENTRAL CONFERENCE REPORT CONTINUED...

Season of Creation mini-retreat). Priorities for 2021 include discernment around future mission and sustainability, strengthening our new partnership with Grace UMC, and continuing to invest in Antiracism and Public Faith ministries.

### **St. Timothy in Chicago**

St. Timothy continues its outreach during the pandemic through devotional links on its Facebook page. An outdoor “Welcome Table” has been set up twice monthly distributing groceries, school supplies, bilingual Archbook Bible stories & catechisms, coats, scarves, caps & gloves to the community. St. Timothy is a bilingual congregation, with worship and prayer opportunities offered during 2020 both in person and virtually.

### **Trinidad, Humboldt Park in Chicago**

Trinidad Lutheran Church is volunteer-led, located in the heart of the Puerto Rican community in Humboldt Park. Our vision is to have a diverse community where its people flourish. We seek to proclaim the good news of the Gospel by creating communal spaces with diverse people and thoughts. In addition to continuing our monthly free community meal we have included giving out masks and hand sanitizer. We have also been providing groceries and basic household supplies to families as needed.

### **United in Faith, Dunning in Chicago**

UIF has grown in its online footprint during 2020, incorporating midweek ZOOM meetings for community building. Our virtual VBS in 2020 was lots of fun, though we missed the face to face. St. Cyprian’s Food Pantry (housed in our building) nearly tripled its clientele during the pandemic, so we have sought to support their important work where possible.

### **Wicker Park, Chicago**

Wicker Park Lutheran Church (WPLC) shifted to an entirely virtually-based church in 2020 while still embracing its high-liturgical character and living out its commitment to the community and larger church. WPLC welcomed a pastoral intern to expand our work, hosted grade school e-learning cohorts during the fall, and began a capital campaign to replace its water supply line and build a small community gathering space outdoors. We look forward to transitioning into a hybrid model of ministry in 2021 and beyond.



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**CONTINUED...**



# Near West

The Near West Conference includes congregations in the suburbs of DuPage County. It extends from the Chicago City limits on the east to I 355 on the west, the northern boarder of DuPage County extended east forms the northern boundary, and I 55 forms the southern boundary.

This past year challenged our Conference to collaborate in new ways to respond to the unique needs of this moment in history. During the early weeks and months of the pandemic we shifted to a strictly virtual format (Zoom) for our meetings, which allowed for leaders to join in remotely, from all over the world! These early meetings saw us gathering quite regularly as leaders looked to each other for information, guidance and support in response to the unfolding pandemic. The conversations provided space to reflect, listen, process and learn about how congregations and their leaders were responding to the new needs of the people we have been called to serve. A special thank you to all guests who shared their knowledge and support during those early months.

As time went on, the frequency of meetings began to wane, along with attendance, as leaders fell into new routines over time. On October 25, 2020, a meeting was held with the purposes of electing a new co-Dean. We give thanks for our outgoing Dean, Rev. Katie Hines-Shah, who faithfully served her terms in partnership with us all. Her organizational talents and desire to create spaces for learning and reflection were and are still greatly appreciated. We are thankful for her leadership. The Rev. Julie Boleyn was elected as a new co-Dean to partner with our current co-Dean, the Rev. Zachary D. Wagner.

During the fall months we took a hiatus from regular group meetings, and instead focused on reaching out to the Rostered Leaders of our Conference directly. Emails and/or phone calls were placed to all Rostered Leaders as means of self-introduction and support. If you did not receive a phone call, or are new to our Conference, please do not hesitate to reach out to one of your Deans, as these connections are important. We are working with the Synod to update our rolls to ensure that everyone has access to the meetings and resources shared through our Conference. A meeting held on April 8th, provided space for nominations related to Synod Assembly. Thank you to all who attended, and for those who were nominated for leadership roles.



*We are so very thankful for your ongoing partnership, support and patience during this past year as we continue to face unique challenges, which themselves have provided us with unique opportunities.*

The relationship between the Conference, Deans and Synod staff has begun to transform under the leadership of Bishop Yehiel Curry. Bishop Curry met with our Conference last spring, and ensured that Synod Staff, particularly our Near West relator Rev. Kyle Severson, will be present as much as possible at our meetings to ensure solid lines of communication. This has been greatly appreciated. Larger visioning by the Bishop's Office regarding the relationship and role of Conferences and Deans is yet ongoing, but has been somewhat delayed due to the realities of COVID. We will continue to work collaboratively as we discern future steps surrounding our work together.

We are so very thankful for your ongoing partnership, support and patience during this past year as we continue to face unique challenges, which themselves have provided us with unique opportunities. As we continue on into 2021, we hope to continue to improve our communication and collaboration with our Conference and beyond. The role of non-Rostered leadership in our Conference is something we continue to discern as we encourage the participation of all leaders. As always, thank you for your leadership and support. Blessings to you and your contexts as we move forward together in 2021.

Respectfully,

**Rev. Julie Boleyn**

Near West Co-dean  
Metropolitan Chicago Synod

**Rev. Zachary Wagner**

Near West Co-dean  
Metropolitan Chicago Synod

# North

2020-2021 has been a season of new ways of meeting for the North Conference. We've had regular meetings via Google Meets video conference every 2 months and enjoyed checking in with each other and also sharing best practices for live streaming and recording worship. We have also shared ideas for in-person worship both inside and out. Some of us have visited our neighboring churches for the first time on a Sunday since we are free to do that with recorded worship. We even had a chance to hear about an awesome Christmas Light display set to music outside at St. Mark's Waukegan, thanks to Pastor Colin Cranmer.

I've been able to meet with our bishop for most Dean's meetings and we've had guidance on many facets of life together including but not limited to communion celebration and distribution in a COVID world. Our churches have expressed thanksgiving for guidance from the synod about safely reopening and our North Conference relator from the Bishop's office, Pastor Kyle Severson has not only undertaken great work in the creation of synod guidelines, he has also blessed us with explanations of those processes and procedures to keep our congregants safe and well. We miss seeing each other in-person, and I have been able to get together with some colleagues outside for conversation and a meal, which has been fun.

As a conference we are placing a special emphasis in 2020-02021 in supporting the ministry and people of Sagrado Corazón Lutheran ELCA in Waukegan. It is a wonderful and vibrant congregation in our conference. We hope to be able to set up joyful ministry partnerships as COVID abates and vaccinations become more common and we approach herd immunity. I am so thankful that so many of our churches in the North Conference are able to collaborate in congenial and generous ways.

I will complete my first for 2-year term as Dean of the North Conference in June of 2021. I am thankful to serve such an active and engaged group of ordained and lay folks in this area who regular attend our online gatherings in number of 15 or more. I pray this this level of involvement continues as I believe it adds to our effectiveness as the body of Christ and helps to support our various ministries throughout the county.

## **Rev. Julie Boleyn**

Near West Co-dean, Metropolitan Chicago Synod



# Northeast

The Northeast Conference includes 29 congregations located from downtown Chicago to Northbrook, from Lake Michigan to I-294. Since there was no in-person Synod Assembly in 2020 due to the Covid-19 pandemic, our annual gathering and election of dean(s) was postponed.

Nicholas Zook (male, city) had been elected to his fourth two-year term in 2019. The second term of co-dean Deanna Langle (female, suburbs) was to conclude in 2020. In order to allow for discussion about gender and location diversity between co-deans, Nicholas and Deanna decided to step down before the Conference meeting in November.

On November 11, 2020, the conference met via Zoom and elected Chris Neptun (Holy Trinity, Glenview) and Kelly Faulstich (Resurrection, Chicago). We thanked Nicholas Zook and Deanna Langle for their many years of service and wonderful ministry as our co-deans. Discussion at this meeting also included the topics of gender and location diversity in the role of co-dean and the projected meetings given continued pandemic restrictions and realities. General consensus was that although the recently-elected deans continue to reflect and gender and location binary, these distinctions need not be restrictive or prescriptive come future dean nominations/elections. Given the ongoing pandemic and upcoming Advent-Christmas season, the group decided to postpone monthly meetings and instead gather again on February 24.

Co-deans Neptun and Faulstich continue to split duties as their predecessors have before them. Chris is taking lead on communications, sending a monthly conference newsletter as announcement for upcoming meetings and synopsis of information passed along by the synod. Kelly will take lead on programming and facilitating our guest presenters as we meet.

On February 24, 2021, the conference met via Zoom for a general check-in with one another. Information about ongoing text studies, prayer concerns, and news of colleague transitions in our conference were shared. A suggested was made for a social gathering sometime in the future. The group decided to meet next post-Easter for another time of mutual care and share.

At the writing of this report, we anticipate another meeting via Zoom on April 28 and will hear from LSSI at that time. The practice of the conference has been to not gather during the summer months. This will likely continue unless discussed and decided otherwise at our April meeting.

## **Rev. Kelly Faulstich**

Northeast Co-dean  
Metropolitan Chicago Synod

## **Rev. Chris Neptun**

Northeast Co-dean  
Metropolitan Chicago Synod

# Northwest

*Our hope for the  
Northwest Conference is that  
we will continue to grow  
as colleagues and friends...*

*— Deacon Tracy Katschke*

Greetings, brothers and sisters in Christ! Pastor Joel Lohafer and I are excited to be serving together as co-deans of the Northwest Conference. Our colleagues elected us in mid-October 2020 and for most of November, Pastor Joel and I worked closely with the Synod to become acclimated with our new responsibilities. We officially “kicked off” our term in December 2020 with a “getting to know you” meeting via Zoom, where we introduced ourselves to the conference, as well as participated in some holiday laughter and cheer.

Due to the pandemic, all of the Northwest Conference meetings are being held virtually at this time. Pastor Joel and I want to bring a mix of business and collegiality to the conference, so we have been making sure to rotate our meetings in such a way that one month can focus on conference business, while the next can focus on renewal. Our February and April meetings were considered to be “business” meetings, where our conference met to learn about Kids Hope USA, as well as discussed the conference bylaws and Synod Assembly nominations. Our March gathering focuses on collegiality, where we celebrated Pastor Peter Hellstedt’s upcoming retirement, enjoyed some laughs as well as bounced ideas!

Our hope for the Northwest Conference is that we will continue to grow as colleagues and friends through our monthly gatherings. Both Pastor Joel and I are excited for the future and the possibilities for joint ministry regarding worship and youth within our conference!

Respectfully Submitted By,

**Deacon Tracy Katschke**

Northwest Co-dean, Metropolitan Chicago Synod





# South

The South Conference Congregations are located furthest north at Christ the Mediator, furthest East at Windsor Park, furthest West at Calvary and furthest South at Lebanon.

Historically churches in the South Conference gathered monthly to strengthen its partnership in the Gospel and share ideas for its future growth and development.

Currently congregational leaders are meeting monthly on the internet to explore new opportunities. Common needs and seasonal opportunities to share the Gospel.

In light of the current pandemic we are exploring worship opportunities, sharing teaching tools via Zoom.

We look forward to seeing what new possibilities are available for our common work.

In, with and under Christ.

**Rev. Nancy Goede**

South Co-dean

Metropolitan Chicago Synod

**Rev. Lester White**

South Co-dean

Metropolitan Chicago Synod

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

*– 1 Peter 4:10*

# Southwest

With God's grace and abundance, the Lutheran witness of the Gospel has continued in the South West Conference of Metropolitan Chicago through this last ministry year. The rostered leaders of the conference continued to meet monthly via Zoom. We're welcoming Rev. Andrew Bell into his position as Associate Pastor at Good Shepherd in Palos Heights. We are thankful for the faithfulness of our rostered leaders in their current calls. We mourn with SAM Dr. Llewellyn Dixon in the passing of his wife, Angie.

Accelerated by Covid-19's impact, our conference congregations have continued to rely upon each other. We have congregations sharing confirmation responsibilities, digital worship opportunities, and racial justice curricula. We are particularly proud of the congregations that have undertaken the Gospel-work of antiracism education on their own accord.

Within our conference borders, we are excited to offer green burial alternatives at the historic First Evangelical Lutheran Cemetery located in Alsip. We look forward to continued partnership with regional congregations as we live into the promise of being the seed planted into the ground for new life to grow (John 12:24).

*Truly, truly, I say to you, unless a grain of wheat falls into the earth and dies, it remains alone; but if it dies, it bears much fruit.*

— John 12:24

We are thankful for the ministry of St. Philip Lutheran (formerly Siloa Lutheran) in Blue Island as they have made the difficult and faithful decision to close their ministry after 132 years proclaiming Christ. We are most excited to see the fruits of our dreams: the new mission start in our conference region. Led by Nikkeya Berryhill, our congregations and rostered leaders are energized by this new start as we've been praying and working towards this. We are eager to assist with our resources, support, and prayers, and are looking for continued communication on how we can best partner with our newest worshiping community. We want to thank our Synodical Relater, Rev. Kathy Nolte, for her work in bringing this dream into reality. She has been a frequent presence in our monthly meetings and we are grateful for her support of our various ministries. We thank our DEM Rev. Robert Biekman for his work in this new mission too.



The South West Conference thanks the Synod for their timely communications regarding Covid-19 mitigation measures. We thank Bishop Curry for his leadership in a tumultuous year. We thank our congregations for their flexibility in new worshiping methods because of social distancing measures; we thank them too for their continued faithfulness to God. We praise God for our dedicated and creative leaders—rostered and lay—who continue to make the South West Conference viable ground for Christ's work. We pray for the Holy Spirit's continued presence rejuvenating us further in our baptismal calls.

Respectfully submitted,

**Rev. Brittany Baurle Kooi**

Southwest Co-dean  
Metropolitan Chicago Synod

**Rev. Christopher Wogaman**

Southwest Co-dean  
Metropolitan Chicago Synod

## West

PJ Malin and Tim Seitz began serving as co-deans of the West Conference in October of 2020. Both felt the tap of the Spirit and have felt the Spirit move throughout the past year.

The West Conference pivoted to meeting on Zoom during the pandemic. This facilitated safety and ease for gathering. We had a strong average attendance of over 18.

During our gatherings we focused on relationships, worship, leadership, and partnership. Zoom break-outs provided the opportunity for smaller group check ins and prayer. Several members of the West Conference stepped up to coordinate and support monthly worship, which has been soul-filling during these challenging times. We discussed leadership challenges we are facing regarding covid regulations, racial tensions, and political divisions. We explored partnership opportunities with other churches and with the community. For example, several churches in the West Conference partner with St. Andrew's Food Distribution Ministry in West Chicago. We also welcomed guest speakers from Kids Hope USA and LSSI to share other ways congregations can partner with their local communities.

It has been an honor to serve as deans for the past 7 months. We look forward to expanded opportunities for collaboration in the future.

**Rev. PJ Malin**

West Co-dean  
Metropolitan Chicago Synod

**Rev. Tim Seitz**

West Co-dean  
Metropolitan Chicago Synod



# MINISTRIES

**African Descent Lutheran Association (ADLA)**

**Another Pebble**

**Candidacy Committee**

**Companion Synod**

**Deaf Ministry**

**Ecumenical Office**

**Youth Ministry Network**

**Mission Interpreters**

*Who has made us competent  
to be ministers of a new covenant,  
not of the letter but of the Spirit.  
For the letter kills, but the Spirit gives life.*

— 2 Corinthians 3:6



## Who We Are

The Metro Chicago - African Descent Lutheran Association (ADLA) is a local chapter of the national African Descent Lutheran Association which is an ethnic specific ministry within the ELCA.

ADLA is a network of African descent people within the ELCA, spanning across the United States, Puerto Rico, and U.S. Virgin Islands.

The term “African descent” refers to people who self-identify as Black, African Caribbean, African American, African Nationals and others of African ancestry from numerous countries who now live in the United States.

## Current Executive Board

**LaShonda Curry**, President

**Sharie Green**, Vice President

**Natasha Gaines**, Recording Secretary

**Nicolette Faison**, Corresponding Secretary

**Fred Gittens**, Treasurer

## ADLA Meetings

Meetings are held every other month on the first Saturday at one of the local congregations. Agendas are usually business and priority driven, however in the past ADLA has opened the agenda to include presenters, such as community organizers and we are seeking to create space on future agendas for the voices of youth, advocacy, seminarians, etc.

## Priorities

Issues such as church decline, community outreach, candidacy and call, youth representation and participation all effect congregations of African Descent within the Metro Chicago Synod.

The African Descent Lutheran Association – Chicago Chapter has been working diligently to identify problems and solutions that impact the churches of African Descent within the Metro Chicago Synod.

As a result, we have identified 3 priorities for the 2019-20 year. The priorities are as follows:

### 1. Vitality

Coordinate and collaborate with congregations to engage in evangelism-outreach within local context.

### 2. Advocacy

Creating a safe space for healing among and within congregations of African Descent and communities of color.

### 3. Awareness

Sharing our faith and space with ALL to listen, learn and affirm marginalized communities.



## Past and Current Engagement

### Healing Series 2020

ADLA in collaboration with Metro-Chicago Synod, Another Pebble and the Latinx and African American strategy teams hosted Breathe I: A Space to Reflect, Restore and Respond to the killing of George Floyd. In July, Breathe II: Checking Vital Signs was hosted in response to the health care disparities in the African American community amid the COVID-19 crisis. ADLA looks forward to continuing the Breathe series with the intent of providing a shared space for healing, learning, and discussing issues that impact communities of African Descent.

### LSTC Black History Month 2020

ADLA supported the efforts of LSTC seminarians organizing activities in honor of Black History and Culture with a \$680.00 donation to

help offset some the expenses associated with events (see flyer below). ADLA hopes to continue the work of building a relationship with LSTC and its seminarians of African Descent.

### Evangelism-Outreach Initiative 2018-20

In 2018, ADLA Chicago Chapter secured a grant through the Metro Chicago Synod to support its efforts to address church decline and community outreach. As a result, ADLA was able to identify facilitators and a consultant to assist congregations of African Descent who opted to evaluate their ministry outreach and evangelism strategies. Pastor Jeff Linman introduced ADLA congregations to the text, *Autopsy of a Deceased Church*. Through this text, church councils and leaders were able to examine their church's state of vitality. (See photos of Bible Study and Council Meetings).

**CONTINUED...**



*ADLA meetings in community:  
Who Are We & Who Are We  
Called to Serve?*



## ADLA REPORT CONTINUED...

ADLA membership voted to extend our efforts beyond our individual church walls to engage in a collective work that assesses and evaluates our church practices around community outreach and evangelism. One of the intended outcomes of this engagement is to strengthen the Past & Current Engagement relationship between congregations and community thereby meeting the needs of our neighbors (community) and increasing church membership. In addition, we hope to address issues that indirectly impact community engagement and membership such as church organizational structure and leadership.

Five congregations originally opted to engage in the work toward assessment, planning, implementation and evaluation of community outreach and evangelism. However, only 3 of the 5 advanced to Phase 2 of the project. Our

intended goal was to complete the process by September of 2020. Congregations were scheduled to advance to the final phase of the initiative when COVID-19 struck America. Since the mandated shelter in place order, all work with the initiative has paused. We hope to resume this great work post the COVID-19 pandemic.

### Holy Week 2019-20

ADLA Chicago Chapter collaborated with congregations to organize and execute holy week services including Revival, Seder Meal, and Last Seven Words. Attendance was great and the week's events help unite us in body and spirit. Congregations were able to worship and fellowship in community with one another. Unfortunately, due to COVID-19, all ADLA sponsored 2020 Holy Week services were canceled.

*ADLA combined Holy Week Services*



*Lay leaders facilitate discussion about church decline & vitality using the text, Autopsy of a Deceased Church*





## Metro Chicago Synod Assembly 2019

ADLA participated in the Mission Moment segment of the Synod Assembly to create awareness of the organization's mission and vision, as well local priorities. In addition to the Mission Moment, ADLA sponsored a workshop series. The workshop, Mon-Advocacy, was facilitated by Creator and Corresponding Secretary, Nicolette Faison. Mon-Advocacy, not to be confused with Monopoly, is a multilayer simulation game used to acknowledge the intersections of racial injustice and systematic oppression commonly found in urban settings. ADLA looks forward to supporting the work of Mon-Advocacy through awareness and opportunity.

## Future Engagement

As the ADLA - Metro Chicago Synod Chapter forges forward, we will strive to be more intentional about addressing issues that impact AD congregations. Issues like, candidacy and call, church vitality, and advocacy for those marginalized.

As we move forward, we envision creating a space where all people and voices are welcome. Where membership is young and older, clergy and lay, heterosexual and homosexual, metro Chicago and neighboring suburban communities.

## Outreach Day

ADLA will collaborate with congregations to organize and host a day of outreach aimed at engaging our neighbors, community, and youth. Congregations will utilize this opportunity of community engagement to evangelize (share Christ) with our brothers and sisters.

## Advocacy

As we address issues around candidacy and call, it's imperative that ADLA supports and advocates for seminarians of African Descent. Our intent is to collaborate with LSTC and the Metro Chicago Synod to identify viable ways to engage, support and be in community with our seminarians.

## Membership 2019-20

We have brainstormed methods for increasing awareness and membership throughout the Metro Chicago Synod. This is an area of continuous improvement. Our membership goal is 30+ dues paid members. We will achieve this goal through strategic communication of the organization's goals and local priorities to seminarians and congregations of African Descent throughout the synod, not just within Chicago. Persons seeking membership can send an email requesting a membership application to [adlametrochicago@gmail.com](mailto:adlametrochicago@gmail.com).



## Another Pebble?

Another Pebble supports Metropolitan Chicago Synod congregations and institutions as they move beyond thinking about personal prejudice towards the identification and eradication of the specific barriers that inhibit more equitable practices, policies, programs, procedures and distribution of resources.

This important and transformative work, part of the national and global movement for racial justice, manifests through multiple expressions; advocacy, learning, partnerships.

Our advocacy for a more antiracist Church and community begins with analysis:

- What are the roots that perpetuate structural racism within our Synod? Within our Community?
- Who are the key stakeholders in this mission field?
- How do we develop commitment to dismantle institutional racism and to establish an antiracist purpose within our synod's mission statements and governing documents? At all levels.

We provide multiple learning opportunities throughout the year where we work on a shared language and a common understanding of systemic racism. This past year we added a variety of Zoom events to our offerings. This has enabled participation from people who are otherwise unable to participate in the work. We also provided multiple workshops where participants learned techniques necessary to *intentionally* dismantle the structures of privilege and replace them with just and equitable practices.

Another Pebble are also engaged in a multi-year covenantal relationship with several local congregations (Good Shepherd, Oak Park; Holy Trinity, Chicago; Wicker Park, Chicago and St Luke's of Logan Square, Chicago). These partnerships, along with periodic consultations with other congregations, assist this synod as we jointly work to live into an antiracist identity. Together we are:

- determining what type of community each congregation is trying to create; and why?
- deciding on the best approach to antiracism work in each particular context
- working to understand racism in Church and community
- sharing stories, testimony and resources
- working with other congregations and ecumenical partners on the same journey

Additionally, in partnership with the Office of the Bishop, the Team is currently engaged in an assessment and visioning process to determine how to move forward into the next phase of our ministry.



# Candidacy Committee

*But whoever would be great  
among you must be your servant*

*– Matthew 20:26*

The Metropolitan Chicago Candidacy Committee is blessed to accompany our candidates for Ministry of Word and Sacrament and Ministry of Word and Service. We give thanks for all those who raise up and spiritually form the future rostered leaders of our church: our pastors, congregations; seminaries; Clinical Pastor Education (CPE) sites; and contextual ministry sites.

We are a broadly based Committee made up of 21 lay and rostered members in collaboration with Bishop Curry and Pastor Kyle Severson, Associate to the Bishop, Pastor Ramie Bakken, Candidacy and Leadership Manager for Region 5, and our ELCA seminaries. This holy work always builds on the work of those who have gone before us. We are profoundly grateful for the long time service of Dr. Kadi Billman, LSTC, who has retired, and for the Rev. Dr. Brooke Petersen, who has joined our committee.

We give thanks for the support of all our congregations in the discernment and formation of the rostered leaders who will shepherd Christ's church in the future. 12 candidates were entranced, 14 were endorsed and 13 were approved in 2020. We currently have 23 inquirers or candidates anticipating entrance, of whom 5 will sit for entrance in May 2021. They will join our 20 candidates who are entranced and 21 who are endorsed. We are especially thankful that six of our candidates are in the TEEM (Theological Education for Emerging Ministries) pathway.

Over the past year, the Committee has faced many challenges. We are committed to providing the Committee with ongoing learning opportunities and adopting new ways of working. One challenge is that the candidates in MCS comprise one of the largest groups of candidates in the country. In August 2021 the Committee will begin to meet 4 times a year, holding one additional meeting annually. We thank the Committee for their willingness to be in meaningful accompaniment and discernment with this very large group of candidates.

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## **CANDIDACY COMMITTEE REPORT CONTINUED...**

The cohort of candidates in MCS is not just large, but also diverse. We celebrate the fact that these leaders are being called by the Holy Spirit to meet the diverse needs of our Synod. This also challenges the Committee to reflect critically on how we respect the call and dignity of each candidate. Pastor Sunitha Mortha, Associate to the Bishop, graciously led us in a critical examination of the influence of unconscious bias in decision making. Pastor Kyle Severson helped us refine our understanding of how to best interpret and use the psychological reports. We ask for your continued prayers that we will be faithful and wise stewards committed to raising up called, Spirit-filled, and sustainable leaders for all our communities in the metro Chicago area.

We pray that we will all be hospitable and attentive to the leading of the Holy Spirit in our accompaniment. As the ELCA strives to be a truly welcoming community, the “traditional track” to ministry is no longer the norm. Theological formation in the ELCA now offers greater flexibility to meet the formation needs of individual candidates. The challenge for Candidacy Committees is to discern these needs and be in accompaniment with those on non-traditional paths. To address these needs the ELCA held its first national Summit, a 2 day educational forum for all its Candidacy Committee members. As we continue to grow in our understanding of ministry formation, we are grateful especially to Pastor Kyle Severson, Pastor Darryl Thompson-Powell, Pastor Hector Carasquillo and Pastor Ramie Bakkan for their leadership in the 2021 Summit.

We give thanks to God for all those who are called to ordained ministry for the sake of the Gospel of Jesus Christ. Please pray for all of our inquirers and candidates. Please pray that we will all receive the gift of holy imagination to co-create the spaces and ministries where these called leaders will serve. As we continue to discern our baptismal calls, please remember the resources “Called to Lead” and “Llamado a Ser Líder” available at [elca.org/resources/candidacy](http://elca.org/resources/candidacy) to use with all those for whom you think might be gifted to serve this church.

Respectfully submitted,

**Deacon Pam Shearman**

Chair



# Companion Synod Advisory Group

## Members

Rev. Elaina Salmon, Chair

Rev. Sunitha Mortha, Staff

Rev. Mary Appelt-Graves

Rev. Chris Buresh

Rev. Josh Evans

Rev. Seth Moland-Kovash

Rev. Lisa Watson-Hill

Rev. Amy Wiegert

## 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's 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.

## How do we live out this relationship?

In its global mission work and companion synod relationships, the ELCA is committed to the concept and practice of accompaniment. Accompaniment is defined as walking together in a solidarity that practices interdependence and mutuality. The ELCA lives out accompaniment in relationships with global companions, striving to share God's love and participate in God's mission together:

- Mutually: All of us have gifts to support God's mission. There is no mission to, only mission with and among.
- Inclusively: We seek to build relationships across boundaries that exclude and divide.
- Vulnerably: Just as Jesus became vulnerable to us, we open ourselves to others.
- Empowering: We seek to identify and correct imbalances of power, which may mean recognizing and letting go of our own.
- Sustainably: To ensure local ministries last for a long time, we seek to embed mission in ongoing relationships and communities.

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## COMPANION SYNOD ADVISORY REPORT CONTINUED...

### Activity of the Companion Synod Advisory Group in 2020-2021

- Prayer and Support: We have prayed together and supported our companions through the COVID-19 pandemic, through the retirement (delayed) of Diocesan Bishop Rakuba, the election of new Diocesan Bishop Seane, and the death of Presiding Bishop Ubane which has delayed the consecration of Bishop Seane. Our companions have prayed with and supported us through the COVID-19 pandemic and the ongoing struggles for racial justice in the US.
- Next Steps: Once Bishop Seane is officially consecrated and in office and our companions lead us to the next steps, we will begin congregation-to-congregation pairing Zoom calls. These calls, on hold for the moment while we accompany one another through pressing issues, will move us forward on the vision for congregation-to-congregation partnerships. We hope to engage in these in the second half of 2021.

## Deaf Ministry

2020 was a year nobody expected with the worldwide pandemic causing lots of plans to be paused and canceled for the Metropolitan Chicago Synod (MSC) Lutheran Deaf Ministry (LDM). In-person Monthly Deaf Bible Studies and in-person interpreted worship services were suspended.

We looked forward to the four planned quarterly in-person Deaf ASL Worship Services for the 2020 year until it was canceled due to the pandemic. We planned to bring back Deacon Dorothy Sparks from Bread of Life Deaf Church in Minneapolis, MN to lead these worship services. Dorothy has led our previous Deaf ASL Worship Services in 2019 and late 2018, and our members enjoyed having Deaf ASL Worship Services again after a few years of unsuccessfully finding a pastor with sign language skills to lead Deaf ASL Worship services. Our previous ASL Deaf Worship Services was described as a visual experience and watching our hymns done in ASL with no musical accompaniment is truly amazing.

Gloria Dei Lutheran Church in Downers Grove continued their interpreted worship services through live streams held on social media platforms every Sunday during the 2020 year. Prince of Peace Lutheran Church in Schaumburg had a six-month pause on interpreted worship services during the early stages of the worldwide pandemic but resumed to two Sundays monthly last fall through live streams on Facebook.



Pastor Dayton Williams was with us in a limited capacity by providing emergency services, hospital calls, funerals, etc. He spent time to time with a deaf member who was in and out of the hospital until she passed away in late 2020. Pastor Dayton recently announced his full-time retirement and stated that he can no longer provide his services due to his health. We thank Pastor Dayton for his years of service to the LDM, and we are blessed for the continuing friendship we have with him. We continue to pray for Pastor Dayton's health to improve.

We are truly blessed and thankful for the willingness from Rev. Tim Robertson from Gloria Dei Lutheran Church to step in and provide emergency services, hospital calls, funerals, etc. alongside with an interpreter for any deaf member requesting a pastoral visit.

During Fall 2020, Prince of Peace Lutheran Church Pastor Peter Hellstedt announced his upcoming retirement starting up at the end of June 2021. The LDM spent many years together with strong support from him at Grace Lutheran Church in Mount Prospect and Prince of Peace Lutheran Church in Schaumburg. We thank Pastor Peter for his meaningful support to the LDM, and we wish him well on his next chapter of retirement.

We continue to have a LDM Facebook page linked to both Gloria Dei Lutheran Church and Prince of Peace Lutheran Church. Our Facebook page has lacked activity in 2020 due to all events and plans being suspended and canceled. We hope to bring activity to our Facebook page again when in-person activities resume. We hope this Facebook page we have will eventually draw new Deaf members to one of the two churches that have interpreted worship services.

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.

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## DEAF MINISTRY REPORT CONTINUED...

### 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 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 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**

Co-chair

Lutheran Deaf Ministry

**Bonnie Osborne**

Co-chair

Lutheran Deaf Ministry





# Ecumenical Officer

*As is all of the ELCA, the Metropolitan Chicago Synod is committed to fostering unity between the children of God for the sake of the world. We encourage the activity of ecumenical life in our congregations and communities, and work to enhance the public commitments of this church in Lutheran, ecumenical, and interfaith discussions.*

— Synod website

I am very grateful for the opportunity to continue to serve on behalf of the Metropolitan Chicago Synod as the Ecumenical Officer. Many thanks also to Bishop Yehiel Curry who is the Chief Ecumenical Officer of the Synod and who provides a respected presence among Christian, Jewish, Muslim and other Religious Leaders of the Greater Chicago area. Beyond being a pastor in Naperville, this role has allowed me to serve the wider church in awesome ways. This last year has obviously been complicated because of the pandemic but I am encouraged by the ecumenical work that God continues to do in and throughout our synod!

**My primary contacts with our Ecumenical partners come through participation in the following groups:**

## **Ecumenism Metro Chicago**

Seeks to engage all the baptized, their communions and extended ministries in Chicagoland in living together with prayer, action and a coordinated voice that respects distinctions among traditions and extends God's love through Christ and the Holy Spirit, for all the world. I am currently serving as Chair for Ecumenism Metro Chicago and working with local leaders to plan future gatherings in the Chicagoland area. Since its creation in 1998 Ecumenism Metro Chicago (EMC), a representative group drawn from our respective Christian judicatories and organizations, has gathered regularly to

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## **ECUMENICAL OFFICER REPORT CONTINUED...**

pray, study, worship, and share fellowship – all with the goal of promoting Christian unity in our dynamic city and its suburbs. Christ's prayer at the last supper was that we all might be one: That has been our focus and our mission.

In our interactions with one another and our various parishes and congregations in Chicagoland, the topic of creation care has been lifted up frequently as something EMC should pray about together and we have. EMC has now formed a Subgroup called "Chicagoland Christians United for the Care of Creation" (4C), and originally we had plans to celebrate the 50th Anniversary of Earth Day, which was canceled due COVID-19. In response to these changes we created an online celebration of the Seasons of Creation in the fall of 2020.

We believe Christians cannot ignore that poor stewardship of God's Creation contributes to harming the common good. Our coming together to care for our common home is a sacred expression of our ecumenical communion and of our responsibility for protecting those most impacted by climate degradation. This has become a topic of unity for our group and I hope to share more opportunities for your congregation to pray, offer educational opportunities, and become involved in this movement in the coming years. Once it is safe to return to in-person gatherings, we hope to invite the leaders of the different churches together to sign a declaration and charge for our continue work to care for creation.

### **Illinois Conference of Churches**

Seeks to be an inclusive community of churches that celebrates and makes visible our sacred bonds of unity in Christ. We will do this by:

- Promoting an honest sharing and understanding of both our common and divergent theological convictions; and
- Making public, prophetic witness to Christ's love for all people, particularly by addressing poverty and racism.

### **Lutheran Ecumenical and Inter-Religious Representatives Network (LEIRN)**

LEIRN is a network of volunteers who represent the 65 synods of the ELCA. Each volunteer in the network is appointed by their local Bishop and serves at the Bishop's request.



LEIRN representatives serve as a model for ecumenical and inter-religious endeavors of the life of the synod, as well as an agent for their respective Bishop on behalf of the quest for Christian unity and inter-religious awareness in the life of the ELCA.

We continued to have gatherings canceled and so this year's conference was held online during the week of April 12-16, 2021. I had an opportunity to lead a session with my friends from the "Chicagoand Christians United for the Care of Creation" (4C) to promote the work that we have been doing in Chicago. Our goal is to encourage other leaders throughout the US to create similar ecumenical groups that work around a unified goal. During this conference, I was also elected to serve on the Executive Board for LEIRN. This will give me the opportunity to continue to represent the Metro Chicago Synod in our ecumenical and inter-religious work.

### **Join the Ecumenical and Interfaith Dialogue!**

Every year I like to invite you and your congregations to join us (other Christians and people of other religions) in these conversations. We live in really interesting times where there is constantly "othering" and division, and I truly feel that our calling and mission comes from Christ who prays for us to be one. The Metro Chicago Synod and the Evangelical Lutheran Church in America are committed to standing Shoulder to Shoulder with all people, even if they worship differently than we do.

I would love to attend and support any local conversations that you are hosting and provide any dialogue materials from Metro Chicago and the ELCA, if possible. The Most important thing that we can be doing is share our stories of cooperation with other Christians and people from other faith communities in your neighborhood. This last year, I had the honor of serving on a team for the American Jewish Committee's Chicago office called "Community of Conscience" where we are walking with leaders in our community for a "Year of Civil Discourse". The focus of our group is to share tools and best practices to engage in civil discourse with one another.

The Metro Chicago Synod has such a rich history of partnerships with our Ecumenical and Interfaith friends and I look forward to continuing this work. We are constantly looking for more people to get involved, so please feel free to contact me at: [pastorbrian@oursaviours.com](mailto:pastorbrian@oursaviours.com) if you are interested.

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## ECUMENICAL OFFICER REPORT CONTINUED...

### THANK YOU TO BISHOP CURRY

On behalf of our Ecumenical and Inter-religious friends in the Chicagoland area, we are so grateful for Bishop Curry's commitment to this work, especially during the pandemic. Throughout it all, Bishop has continued to be supportive to our partners in ministry and has always made sure that Lutherans have been present at the table. Thank you again Bishop Curry!

Respectfully Submitted,

**Rev. Brian Wise**

Our Saviour's Lutheran Church, Naperville IL

## Youth Ministry Network

This year, the MCS Youth Ministry Network, like everyone else, bonded over Zoom! We were very sad not to be able to hold any events like our Ultimate Lock-In or retreat due to the pandemic, but youth ministry leaders continued to meet to share ideas for youth engagement and support and resources and pray for each other. We had some continuing education conversations for ourselves on topics such as anti-racism efforts and we look forward to continuing these conversations. We especially lifted up in prayer this year Lauren Busey, one of our fearless leaders for many years, as she underwent chemotherapy treatments for cancer. We are grateful for our continued synod support from Rev. Sunitha Mortha and Bishop Curry and continue to talk about potential new ways to gather and develop youth leadership, bringing youth from around the synod together. Stay tuned!

We continually look to reach more youth ministers in the synod. If your congregation has a youth leader who is not connected with our network, please consider connecting them with us. The MCS Youth Ministry Network is for ALL youth ministry leaders in the synod - rostered, non-rostered, full-time, part-time, volunteer. We focus mostly on grades 6-12 in our conversations but we also occasionally have conversations about children's and young adult ministry. Currently we are meeting the last Thursday of every month from 10:30 am - 12 noon and occasionally on Thursday evenings from 7 - 8 pm. We will definitely resume this regular meeting schedule in the fall of 2021. We can be





*We pray that we can continue  
to serve the youth of the  
Metro Chicago Synod in safe  
and spirit led ways.*

reached through the synod office or by emailing Pastor Anna Ernst, current MCS Youth Ministry Network convener, [anna.ernst@epiphanyelmhurst.org](mailto:anna.ernst@epiphanyelmhurst.org). We are also active on our Facebook page - Chicago YMNet - Adult Leaders.

We pray that we can continue to serve the youth of the Metro Chicago Synod in safe and spirit led ways. We are waiting to hear about plans for the ELCA Youth Gathering currently scheduled to be held July 24-28, 2022. We are grateful for our Gathering Synod Coordinator, Tracy Katschke, and continue to hold all of the Gathering staff and volunteers in prayers as they make decisions about the future. For more information, or for questions about the Gathering, check out <https://elca.org/YouthGathering/COVID19>.

Thank you for your ongoing support of youth ministry in the Metro Chicago Synod!

Respectfully submitted,

**The Rev. Anna Ernst**

Convener, The Chicago YMNet Leadership Team

# Mission Interpreters

Mission Interpreters (MI's) are storytellers for the Church in all its expressions. We have the pleasure of telling the great stories and sharing the good news with others of how we are doing "God's Work. Our Hands." in our communities, our Synod, the nation and the world. Even in and at time because of the pandemic, our church, through its three expressions and in conjunction with our many partners around the world, does so many wonderful things that we have a wealth of inspiring stories to share. While COVID19, the economic downturn, racism and other societal issues have presented challenges, during the past year Mission Interpreters have continued to passionately share the good news and will continue to seek new ways to do so, in our congregations and to wider audiences where possible.

One of the important tasks of a MI is to say "Thank You" to those in our faith communities for what they do as a part of the church, so I would be remiss if I did not extend a big "Thank You" to all of our MI's in the Metro Chicago Synod for the great job that they do of "Declaring God's Work".

Our "Mission Memo" continues to serve as a resource for MI's, many others in the synod and an expanding network of MI's in other synods. By the time of the Virtual Assembly we will have distributed over 525 weekly issues of the "Memo". We continue to use our presence on the web as another outreach tool. We appreciate the great work that Rev. Tom Gaulke now does with the MI area on [www.mcselca.org](http://www.mcselca.org). This provides us with a strong presence on the web that we complement with a social media presence through our Facebook page "Mission Interpreters – MCS". You can reach us through the link from our web area or just by searching for us on Facebook. We invite you to "Like" us and become active users of the page.

Again a special "Thank You" to all MI's in the synod. We appreciate the work you do in sharing the good news with others. We have over 40 MI's in over 30 congregations across the Synod. While circumstances this year did not allow new MI orientation we look forward to finding ways to do this and resume work toward a goal of having at least one MI in each congregation...two or three is even better. This means there are opportunities for many more "storytellers" to join in this exciting work. We invite you to check us out on the web, check us out on Facebook, or invite us in for a conversation on how to be part of the team. All are welcome, no experience required.

**Ken Olson, Ph.D., PAS,**

Mission Interpreter Coordinator- [MIC@mcselca.org](mailto:MIC@mcselca.org)





**PARTNERS** in **MINISTRY**

**Advocate Health Care**

**Concordia Place**

**South Loop Lutheran  
Campus Ministry**

**Lutheran Campus Ministry  
of Chicago**

**Lutheran Campus Ministry  
of Northwestern University**

**Diakonia**

**ELCA Federal Credit Union**

**ELDA Foundation**

**Holy Families Ministry**

**Lutheran Immigration and  
Refugee Services (LIRS)**

**Lutheran Outdoor  
Ministries Center**



**Lutheran Social Services  
of Illinois**

**Lutherdale Ministries**

**Mission Investment Fund**

**Portico Benefits**

**Refugeeone**

**Seafarers International**

**Synodical Women's  
Organization**

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

*— 1 Corinthians 3:9*



**Advocate Health Care is now [Advocate Aurora Health \(Advocate Aurora\)](#)!** In 2018, Advocate Aurora was created through a merger of Advocate Health Care, serving northern Illinois and Aurora Health serving Milwaukee and southeastern Wisconsin. A single integrated Board of Directors was created, and a single executive team headed by Jim Skogsbergh leads the organization. Advocate Aurora is among the 10 largest integrated health systems in the United States.

**Advocate Aurora in Illinois will remain faith based and affiliated with the Evangelical Lutheran Church in America (ELCA) and the United Church of Christ (UCC).** We are proud of our faith-based heritage and will continue to live out our relationships in a variety of ways. The Rev. Kathie Bender Schwich (ELCA) serves as a member of the Senior Executive Leadership of Advocate Aurora as Chief Spiritual Officer, reporting directly to the CEO. Through this office, we continue to live out our strong covenantal relationship with the ELCA and UCC through intentional placement of ELCA and UCC clergy and lay members on boards and committees including: Advocate Health Care Board, Advocate Health Care Board Mission and Spiritual Care Committee and Advocate Hospital Governing Councils. ELCA and UCC lay leaders also serve on the Advocate Aurora Board, with the incoming board chair, Michele Richardson, an active UCC member. We also continue to be an active member of both Lutheran Services in America and The Council for Health and Human Service Ministries of the UCC.

**We extend our sincere thanks and deep appreciation to the following ELCA clergy and lay leaders who served on Advocate Aurora boards, councils and committees during 2020:** Bishop Yehiel Curry, Rev. David Abrahamson, Dr. Ulysses W. Burley III, Ms. Nan Dahlke, Ms. Jennifer DeLeon, Rev. Jennifer English, Rev. Katie Hines-Shah, Ms. Tammy Jackson, Rev. Monte Johnson, Rev. Robert Klonowski, Rev. Kathy Nolte, Mr. Ron Mallicoat, Rev. Christopher Neptun, Mr. David Oestermeyer, Rev. Darryl Thompson-Powell, Rev. Matthew Smith-Laubenstein, Mr. John Timmer, Dr. Daisy E. Varughese and Rev. Don Wink.

**The individuals and congregations who founded Advocate's predecessor organizations more than 100 years ago made a commitment to their communities.** They sought to bring healthcare and social services to areas where they were not being provided. Today, Advocate Aurora continues the tradition of serving our communities. As the largest provider of community care, outreach and education in the states of Illinois and Wisconsin, Advocate Aurora provided 2.2 billion dollars in charitable care and services in 2019. (2020 Report available June 30, 2021).

**The year 2020 will be remembered as a time when the world, including the American healthcare system, was confronted with the most significant public health challenges faced since the Spanish Flu more than 100 years ago.** COVID-19 shined an even brighter light on the health inequities experienced by low income communities and communities of color. Notably, communities of color were disproportionately affected by the disease, its many difficult side effects and higher death rates. During the past year, the disproportionate burden of disease and economic stress, confirmed the direction/focus of the Advocate Aurora community strategy. Through our community strategy, we've pledged to build health equity, ensure access and improve health outcomes in our communities through evidence-informed services and innovative partnerships. We've prioritized the following six root causes of health inequity upon which we have built our community strategy and hospital specific community health improvement plans: Access to Primary Care; Access to Behavioral Health Services; Community Safety; Food Security; Housing Security; and Workforce Development. For example, while Illinois was ranked sixth of all states in testing per capita, Advocate Aurora community health leadership reviewed hospital utilization data and UIC Public Health COVID-19 risk data to develop additional targeted testing capacity in highly affected neighborhoods of color. This was accomplished by redeploying two Ronald McDonald Care Mobiles (RMCM). Partnering with trusted community partners, the vans traveled to community parking lots to provide community members with easy access to testing. The RMCM teams and Illinois Community Health staff provided testing for 38 days. Overall, 1,591 individuals received free tests in these highly impacted communities.



**Health needs are identified by each local hospital through a comprehensive Community Health Needs Assessment. To address needs identified by our CHNAs, we have developed targeted services and programs.** For example, Advocate Aurora Illinois Community Health teams, along with community partners, distributed over 394,841 pounds or 197.4 tons of fresh produce and shelf stable food to 28,878 people in economically challenged neighborhoods. Advocate Aurora supports selected patients experiencing homelessness by placing individuals in permanent housing while also providing wrap around care, including case management and behavioral health services. The main goal of this program is to address one of the most significant root causes of poor health. While this program serves a small number of patients, the impact is deep and lifelong. As part of a small group of local health systems, Advocate Aurora made a \$500,000 commitment to the Cook County Flexible Housing Pool and has provided housing and wrap around services to selected patients experiencing homelessness. In order to support community-based organizations during COVID, Advocate Aurora distributed over 1M masks to community partners including FQHCs, food pantries, faith communities and free clinics.

**Advocate Aurora is committed to our team members. As of January of 2021, all Advocate Aurora team members are making at least \$15 per hour, well ahead of state and local mandates.** This decision places Advocate Aurora among a small group of health systems and businesses nationally who have made this level of commitment. During the pandemic period, Advocate Aurora also put many programs in place to assist team members. Those programs include significant support for personal resilience, reimbursement for child or dependent care, bonuses for all team members and a crisis fund to assist team members with financial needs which has funded over 1.7M in needs since April 2020.

**Advocate Aurora is a founding member of the [Healthcare Anchor Network \(HAN\)](#), a coalition of health systems and hospitals that are working together to impact the health of the communities they serve through intentional practices of local hiring, local purchasing and local investment.** In late 2019, Advocate Aurora, as part of a group of 15 national health systems, announced that it was establishing a \$50 million social investment fund to support programs in the communities we serve to improve root causes of health inequities. In 2020 Advocate Aurora was one of the first five health systems in the country to sign the HAN commitment to purchasing and sustainability, which focuses on expanding purchasing from minority- and women-owned businesses and expands the commitment to driving purchasing through an environmental sustainability lens. In 2019, Advocate Aurora announced a commitment to power its healthcare operations with 100 percent renewable electricity by 2030. Advocate Aurora was the first health system in Illinois and among the first in the nation to publicly announce such a goal.

**In 2020, the Advocate Bethany Community Health Fund completed its 14-year commitment to address the unique health needs of Chicago's West Side by funding programs to promote health and wellness and reduce health inequities and their social determinants.** The fund allocated \$14M for grantmaking and capacity building in four priority areas: diabetes, school dropout prevention, violence prevention and workforce development. The fund board awarded 473 grants to 116 unique community organizations, supporting over 75,000 individuals. The fund's final allocations included \$1.5M to provide continued operating support to community organizations, as well as \$272K to Partnership for Safe and Peaceful Communities and AMPT-Advancing Nonprofits to provide continued grantmaking and capacity-building services on Chicago's West Side. Legacy gifts were also made to three other organizations focused on increasing minority leadership and employment opportunities.

**Advocate Aurora's Faith and Health Partnership programs were an integral part of our COVID response.** Our Faith Community Nurses pivoted to set up food pantries, distribute masks and make thousands of calls to isolated seniors and members. We provided webinars on COVID prevention and on how faith communities could support their members and function as community in a time of physical separation. Our Faith and Mental Health Specialist built regular opportunities for faith leaders to come together for learning and support. We publish regular newsletters with resources, upcoming events and announcements. [Sign up here if you'd like your church to receive our mailings.](#)

*We submit this report with gratitude for the partnership we have with the Metropolitan Chicago Synod as we participate in this healing ministry together. We couldn't accomplish what we do without the support, the feedback, and the valuable time you share with us. We look forward to our ongoing work together as we carry out God's work with our hands, our minds, our hearts and our spirits.*



**concordia  
place**

## CHANGING LIVES THROUGH GROWTH & OPPORTUNITY

Concordia Place is a vibrant mission driven organization including early learning, after-school, and teen leadership for Chicago communities.



During the mandated closure for the pandemic in 2020,

**we offered emergency childcare services to first responders and essential workers.**

As soon as it was allowed, we opened to serve everyone.



As schools are re-opening to a hybrid combination of in-person and virtual instruction,

**80% of Concordia Place families** have chosen to remain enrolled with **School-Age 365** to keep **100% in-person with full-day e-learning support**

This past year was a year of uncertainty, but Concordia Place's commitment to our mission remained constant. Our teachers, instructors, and staff demonstrated immense courage, compassion, and commitment to the more than 800 young children, youth, teens, and their families that we serve in our economically inclusive programs. Concordia Place rose to every challenge, as we knew that their needs would not only continue but intensify as we all grappled with the effects of a worldwide pandemic.

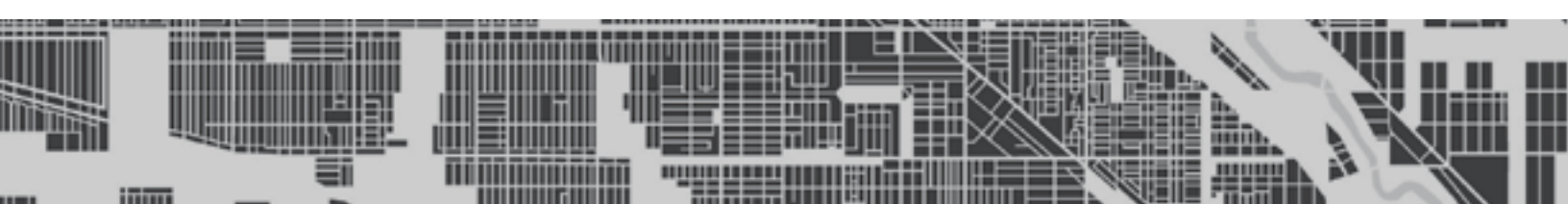
We believe that everyone should have the opportunity to succeed - regardless of their economic situation. With that belief in mind, Concordia Place offers: Home Visiting, Early Childhood, School-Age 365, Teen Leadership, and Adult Learning and Enrichment.

Even through a pandemic, children continued to learn and teens developed leadership skills. This past year:

- 87% of the children in Concordia Place early childhood programs met or exceeded developmental standards in cognitive development
- 93% of Concordia Place children were prepared for kindergarten, compared to the Illinois average of 26%
- 98 school age children came to us for after school programs, summer camp, and e-learning support
- 228 teens increased future employability and career prospects as our programs pivoted to virtual
- 100% of Concordia Place teens remain in high school and 90% of them have plans for post-secondary education.

The next page provides some of our stories from this past year. We have so many more stories to share: the teen learning how to operate a business during a pandemic, a child overcoming their educational challenge in a classroom instead of over Zoom, a new parent learning more about their new role. I would love to share these stories with you. If you would like to learn more about Concordia Place, you can visit our website at [concordiaplace.org](http://concordiaplace.org) or contact me at [bswartz@concordiaplace.org](mailto:bswartz@concordiaplace.org) or 773-463-1600x412.

Brenda Swartz  
Concordia Place President/CEO





"Without Concordia Place, *I would've lost my job.* I have **no other options** when it comes to child care."  
- A School-Age 365 parent

**95% of teens** reported that the summer virtual program helped strengthen and build new friendships and relationships.



**100% of teens** reported that they tried new things in the summer virtual sessions

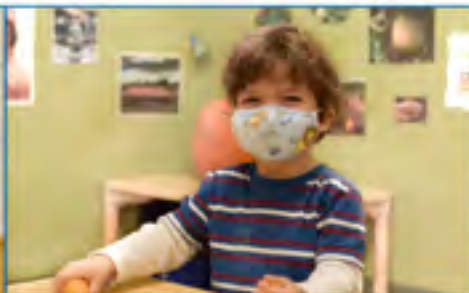


Concordia Place was honored **3 times** by Lutheran Services in America as a **Front Line Hero**

"Before Concordia re-opened, it felt like we were treading water in the middle of the ocean, with no land in sight, and **then out of nowhere, someone threw us a life preserver.**"  
-Early Childhood Parent & Essential Worker



"[Being in the School-Age 365 program] helps my mom a lot since she works long hours. **I get to go to Concordia Place and feel safe there** and I know I'm gonna get help inside with homework."  
-School-Age 365 student



# Campus Ministries

## **Lutheran Campus Ministry of Metro-Chicago Synod**

Metro-Chicago Synod is home to three Lutheran Campus Ministries: Northwestern University, Evanston; South Loop Campus Ministry (ELCA/Episcopal), Chicago; and University of Chicago (at Augustana Lutheran Church). 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 in the uncertainties of the upcoming academic year.

If you know someone starting college this fall, please connect them to Lutheran Campus Ministry by going to this link to complete a referral form: <https://lumin-networkreferral.org/student-referrals/>

## **Lutheran Campus Ministry at Northwestern University (LCMNU)**

### **Pastor Deanna Langle**

A year ago, LCMNU began its spring quarter in lockdown, with students sent home (at least those who could go home) and with no return date in sight, and in a scramble to figure out how to “carry on.” It was scary and uncertain. It also was the beginning of Lent which became the lens through which this faith community could identify with Jesus’ life and his journey to the cross and hear Jesus’ words and teachings to his disciples to “keep on” – to imagine something beyond the current moment, to forge ahead through the current suffering to a place of newness. In this past year, we certainly have learned that God is not only with us in our uncertainty, suffering, and loss but also is actively inviting us into the newness where we can come alive again. Empowered by this learning, students have been honest about their own pain and the pain they see others experiencing, and they have engaged in the work to educate themselves and the larger church on the power and resources they have to alleviate suffering and to contribute to a common good. Even with all LCMNU programming being online, students have engaged in the racial justice work of calling out racism and seeking to actively dismantle white supremacy in the church and beyond the church; students have wrestled with their baptismal vocation and their civic vocation as citizens in a democracy in a year of political divide; students have maintained their commitments to provide meals at Connections for the Homeless, supplies for the food pantry on campus for students who are food insecure, and financial support for a program for young adults transitioning to their own apartments; students have continued to tutor children and youth online; students have continued to reach out to other students, especially new students, and welcome them to a supportive faith community, one of the few communities/



clubs on campus that actually reaches out and is active during the pandemic; and students have consistently gathered for worship and fellowship.

LCMNU has learned how to adapt and change, has welcomed more alumni and guests than ever, and has created new events that it never would have imagined before. The “newness” this ministry knows now is not the newness it feared a year ago! Jesus’ promise that the seed of grain that dies in order to become and bear fruit is a promise in which this student faith community has been able to increase its trust. There has never been a time that “trust” was so needed by students as in this past academic year. Thank you to the Metro-Chicago Synod for helping LCMNU be a ministry and a community where students experience trust and transformation!

## South Loop Campus Ministry

### Pastor Ben Adams

There’s no hiding it, being a campus ministry during these past three semesters under a pandemic has been hard. In the best of times when we were in person, recruiting new students was already challenging in its own right, but with all of the on campus involvement fairs going virtual, this has been more difficult than ever. The good news is that students are still finding us. This is partly because we invested time and resources in our virtual presence over the summer. With a new website and a new student intern who serves as our Social Media Coordinator, when people look for a campus ministry in the South Loop, they have a good chance of finding us, and once they have found us, they see a vibrant website and an engaging social media feed. This updated virtual presence has been our main source of new student involvement over the past year.

We also wanted to anticipate the needs of our students this year as the pandemic showed no signs of going away, so with the bold vision of our South Loop Campus Ministry Board of Directors we doubled the amount of student interns we would normally bring on and we restructured their responsibilities, so this year we hired Raye Brown (Roosevelt University) as our COVID-19 response coordinator, Lavell Rogers (Harold Washington College) as our Social Justice Coordinator, Cassidy Graf (Columbia College) as our Social Media Coordinator, and Jameson Gleason (Columbia College) as our Faith in Public Life Coordinator. These students have been resilient in their roles and have helped us carry out innovative ministry through weekly small groups, a weekly service opportunity

**CONTINUED...**

## **CAMPUS MINISTRIES REPORT CONTINUED...**

through the South Loop Community Table, Fall and Spring retreats, and fellowship events like game nights and movie screenings.

But, we have not only responded to student's needs for community service, formation, and fellowship, but also their material needs as the pandemic has adversely affected their jobs, their living situations, and their health. So we responded by designating \$15,000 of our resources into a Mutual Aid Fund. I can't be prouder of our board for acting so courageously and for Raye, our COVID-19 Response Coordinator who developed the request form and process for how we receive mutual aid requests from students and recent alumni.

Finally, I want to report that we had a successful giving campaign as 2020 came to an end. Together our student interns and board members made individual phone calls to our alumni and supporters as we set a goal of bringing in 20 new donors giving at least \$20/month. The campaign was called 20 for 20 and we have a new club for all of our monthly donors. We call it the Open Door Club since these sustainers ensure that our door remains open to all. In the end, we brought in 23 new monthly donors with 20 of them giving at least \$20. This was on top of countless one time donations that people made before year end. So even in the midst of a pandemic that has challenged so many people financially, we are still experiencing increased generosity towards our community.

The pandemic has changed many things about our campus ministry, but I am proud of the way we have risen to the challenge. I am proud of the resiliency of our student interns, I am proud of the bold decisions our board members are willing to make, and I am proud of the way the wider church community around us has rallied around us with abundant generosity. This pandemic has required us to dig deep but in many ways we are now in a better place with new virtual infrastructure, deepen student engagement, more resources that directly support our community members, and we are with virtual options for participation in our events, we are more accessible than ever before. This means we can be more engaging with off campus commuter students, differently abled students, and recent alumni.

This past year has been scary, unpredictable, and challenging, but we have many reasons to move forward into the next academic year with hope. We also move forward with gratitude for the ways in which the Metro Chicago Synod has shown up with real support through the Synod Campus Ministry Endowment Fund. So thank you! We couldn't do what we do without you!





## University of Chicago

### Pastor Matthew Stuhlmuller

I think it's fair to say that 2020 and 2021 were unlike any other period in the history of Lutheran Campus Ministry at the University of Chicago. With the arrival of the COVID-19 pandemic in March 2020, we immediately pivoted to an online format. Thankfully, we had built a solid community of friends during our first two quarters, so we were able to transition to an online format fairly seamlessly.

With the easing of public-health restrictions during the summer, we were able to return to an in-person format in the fall of 2020, albeit with appropriate precautions, such as mask wearing and social distancing. Because of our relatively small size, we did not exceed the threshold of persons allowed for indoor gatherings. This helped to differentiate us from many other student ministries on campus, who exclusively met online. This was an asset for us and helped us to attract many new participants to our weekly gatherings.

With the second wave of the virus in late 2020 and early 2021, we returned to an online format. Because we only had one quarter under our belts before moving online, the transition was not as seamless; nevertheless, we used this as an opportunity to experiment with new ways of connecting with people. We hosted a weekly online Bible study geared toward topics and questions that students raise. And despite the challenges of this season of life, we were able to baptize a student into the Christian faith before he returned home to his native China.

This year, we welcomed Connor Freeman as a pastoral intern from the University of Chicago Divinity School. We also welcomed Caroline Freeman as our peer minister. I'm so thankful to share this ministry with them, especially during such a challenging time. I'm grateful for the ideas and energy they bring, and my only regret is that we are limited in what we can accomplish because of the pandemic.

I remain hopeful for where we are heading as a community. In spring 2021, we will return to meeting in person, and I believe that the in-person format will make it much easier to once again provide students with the community that they need to thrive at their best. Many thanks to all of our partners, especially Lutheran Campus Ministry of Illinois and the Metropolitan Chicago Synod, who help to make our ministry possible through their financial generosity. We truly could not do this without you.

# diakonia

## **Purpose and Structure of Diakonia program:**

For the past twenty years, the diakonia program has been offered in the Metro Chicago Synod to help individuals strengthen their faith and ascertain their gifts in preparation for service to the church. This was done in a program of 12 courses, over two years, taught by local pastors. 161 individuals have graduated from the Diakonia program. Many have gone on to seminary, graduating as pastors and deacons; while others have assumed lay leadership roles in their congregations, in the synod and the church.

During this past year, the diakonia National Steering Committee has been surveying graduates, teachers and pastors to determine the current needs of lay leaders. A major revision of the mission and objectives and therefore the curriculum of Diakonia is in progress. Please watch for further updates.

## **Highlights of the Past Year and a Look Forward:**

During 2020-2021, the MCS Diakonia program has held classes via zoom with seven for credit students and four graduated students attending for enrichment and fellowship. Students' evaluations of the virtual program have been positive for teacher effectiveness and student interaction.

The 2020 MCS diakonia graduation ceremony was canceled because of Covid-19. It is planned that the 2020 graduates will participate with the 2021 graduates at an in-person graduation ceremony to be scheduled in August at Gloria Dei Lutheran Church, Downers Grove, IL It is expected there will be 13 graduates, representing congregations from throughout MCS.

2021-2022 will be a transition year to the new curriculum. Students who are currently enrolled in their first year and students who previously completed some course work and wish to finish the traditional program will be helped to complete the program in Northern Illinois Synod via zoom. Contact Mary Ann Smith for help with this planning. See below for contact information. Promotional and recruitment materials for the new diakonia program will be available in January 2022 and applications will be accepted at that time. It is likely most classes in the new curriculum will be offered in a hybrid of in-person and virtual instruction. diakoniausa.org will offer information about the new curriculum by January 2022.



*Then Jesus came to them and said,  
“All authority in heaven and on earth has  
been given to me. Therefore go and  
make disciples of all nations, baptizing them  
in the name of the Father and of the Son  
and of the Holy Spirit, teaching them to obey  
everything I have commanded you..*

*— Matthew 28: 18-20 NIV*

**Further Information about diakonia:**

Please contact Mary Ann Smith, Chair, MCS diakonia Steering Committee at [carlmaryannsmith@aol.com](mailto:carlmaryannsmith@aol.com) for answers to specific questions about diakonia or information about the future of the program in the Metro-Chicago Synod.

Respectfully submitted,

**Mary Ann Smith**

Chair, MCS diakonia Steering Committee



**ELCA Federal Credit Union**  
**Evangelical Lutheran Church in America**

***Celebrating our fifth anniversary as a financial ministry of the ELCA***

The ELCA Federal Credit Union was founded in 2016 to provide a fuller suite of financial products and services to the members, congregations and ministries of the ELCA. The Credit Union offers a rich variety of products—from savings and checking accounts and CDs ... to loans, lines of credit and credit cards. The Credit Union is the first of the ELCA's financial ministries to offer loans to individuals. Because we exist solely to serve our members, we can offer better rates and lower fees than many traditional banks, and we have demonstrated success in providing significant savings to our borrowers. Our strong online presence allows members to access their funds anytime, anywhere—as consumers expect today.

**In the early days of the COVID-19 pandemic in 2020**, as congregations and ministries closed their doors, the Credit Union responded swiftly to growing needs for financial assistance. We took the step to become certified by the Small Business Administration to provide loans through the Paycheck Protection Program, a federal program of the CARES Act. These PPP loans—continuing compensation for pastors and staff and covering other operating expenses during the pandemic—have proved to be a lifeline for congregations and ministries experiencing diminished revenue during this unprecedented time. Cooperating with our financial partner, the Mission Investment Fund of the ELCA, we have already provided more than 350 PPP loans totaling almost \$14 million to congregations and ministries across the church. We continue working together to help PPP loan recipients file applications for loan forgiveness.

**In 2021, we ushered in the third cohort of participants** in the ELCA's Resourceful Servants program, designed to improve financial wellness and assist rostered leaders in building emergency savings funds. In this matching program, ELCA rostered leaders make ongoing deposits to their Credit Union emergency savings accounts, and our partner MIF matches those funds up to an established amount. Together, we already have served more than 400 rostered ministers who, collectively, have made emergency savings deposits of more than \$1 million.

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

**[elcafcu.org](http://elcafcu.org)**





## THE ELCA FOUNDATION

(Kathy F. Summers, President and CEO)

It is important to begin this report by thanking ELCA synod bishops for your incredible leadership during a year of unprecedented events; the pandemic, racial tension, wildfires, floods, and political divisiveness. When everything seemed to go wrong, your ability to direct the work of the church was one of the things that was right about 2020. Through it all, this church body supported the work of this denomination in ministering to the world with the love of Jesus Christ.

As of December 31, 2020, the Foundation crossed a major milestone and now oversees more than \$1 billion in gifts, endowments and other investments for this denomination. This landmark accomplishment was achieved primarily because Foundation staff understood the need for increased communication during a year of unparalleled difficulties.

As a separately incorporated ministry, with a network of 23 regional gift planners, working in 21 partnerships, across the United States, Foundation staff recognized early on that communication was critical. Throughout the year, despite limited travel and in-person meetings, gift planners engaged with nearly 900 congregations, synods and ELCA related organizations. They spent time with over 1500 individuals working on gift plans, logged over 5500 interactions and continued to maintain partnership relationships with over 150 ELCA related entities, including 54 synods. Gift levels remained high throughout the year.

The Gift Administration and Financial Services (accounting and investment administration) teams continued to support donors, beneficiaries and Fund A investors. Despite limited access to the building, no distributions were changed or eliminated and withdrawals from Fund A did not increase.

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

- Regional Gift Planners remained available to:
  - Guide individuals in discerning how to be faithful stewards of their estates and invite them to support ministries, congregations, and synods through charitable estate gifts.
  - Help synods, congregations and related entities invest endowment funds and other assets in the Endowment Fund Pooled Trust (Fund A) which is structured to provide distributions to support ministry today and into the future utilizing investments that adhere to the ELCA's social purpose guidelines.
  - Advise church leaders in the development of gift acceptance policies for congregations, which often include gifts to synods.
  
- The Gift Administration team worked with individuals to initially establish and ultimately distribute proceeds from charitable gift annuities, charitable trusts and named

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## ELCA FOUNDATION REPORT CONTINUED...

Page 2

endowment funds. Financial Services handled operations and administration for all life-income gifts, endowments and investments in Fund A.

- The gift planning network, including affiliates, posted solid results during throughout 2020, with \$118.2 million in total gifts and endowment assets. Of that, \$78.5 million was written in future planned gifts, \$20.3 million in current gifts (including funded trusts, gift annuities and individual endowments) and \$19.4 million in new outside investor assets.
- New gift plans written during the year totaled 249. In addition, gift planners stewarded over \$60.2 million in previously written plans, in some cases increasing the estimated gift to ministry.
- As of December 31, 2020, the value of participant accounts invested in Fund A was \$904.2 million, compared to \$817.6 million on December 31, 2019. There are 1,155 investing participants in Fund A, including 938 congregations and 54 synods. Throughout the year, 53 new endowment accounts were opened, totaling \$7.1 million, and 14 accounts were closed, totaling \$3.0 million. Contributions from outside participants to new and existing endowment accounts totaled \$31.1 million; withdrawals totaled \$18.6 million.
- Throughout the year, approximately \$62.4 million was distributed to ministry.

Thank you for your continued partnership with the ELCA Foundation.

Contact your gift planner today for more information on working with the ELCA Foundation, investing in Fund A, promoting gift planning in your congregation, or writing our own gift plan.

Tim Urness  
Regional Gift Planner  
tim.urness@elca.org  
773-380-2722





## Holy Family Ministries

*Located on the historic Homan Square campus on the west side of Chicago, Holy Family Ministries is a place where educational opportunities for children, youth, and families in Chicago's under-resourced neighborhoods excel academically, grow spiritually, expand life experiences, and become exceptional leaders through a faith-based approach.*

For more than 33 years, Holy Family Ministries has been in the business of providing a rigorous, nurturing academic environment to children from communities where success is an infrequent commodity. Equipped with intellectual curiosity, competitive academic skills, confidence, health, and strength of character, the children in Holy Family's care access top-performing high schools and the colleges of their choice. As adults, they make positive contributions in their families and communities.

### OUR HISTORY

Holy Family Ministries (HFM) was created to unite several youth and community development programs serving low-income families in the Cabrini Green public housing community. To streamline operations and administration, these programs were united in 1999 under the umbrella of a new 501(c)(3) organization, Holy Family Ministries. In 2005, Holy Family embarked on its most ambitious project – a capital project to build the Holy Family Ministries Center on the Homan Square campus in North Lawndale to serve as a permanent home for Holy Family's programs. In June 2008, HFM cut the ribbon on a new program center comprised of 45,000 square feet on three floors of classrooms and multi-use space. Holy Family holds the highest ratings available from Charity Navigator (4-Star) and GuideStar (Platinum Seal of Transparency).

### OUR MINISTRY PROGRAMS



#### Little Learners Academy – Ages 3 to 5

The Little Learners Academy offers a full-day pre-school/childcare program that provides a loving, nurturing environment, along with ambitious curriculum designed to challenge young minds and make learning an exciting process of discovery.

#### Holy Family School – K – 8th Grade

Children in low-income urban neighborhoods need an option other than their assigned neighborhood schools. For more than three decades, Holy Family has proudly offered families an alternative, and for all those years the students we serve have beat the odds. All our 2020 graduates are enrolled in private and selective enrollment public and charter schools.

#### Adventures in Learning – K – 8th Grade

Holy Family's after school and summer program provides a safe haven of learning, with caring and trusted role models, in educational and arts enrichment, technology and athletics. Time-tested activities are rotated throughout the year, combined with out-of-the-box initiatives such as robotics and a spoken word camp with creative writing, speech, poetry, oral interpretation, theater games, and spoken word performance.

## HOLY FAMILY MINISTRIES REPORT CONTINUED...

### The Peace Exchange

The Peace Exchange is an intensive leadership development, peace studies and violence prevention training program for teens and young adults who are committed to influencing positive change in Chicago communities.

### **WHO WE SERVE**

**Communities:** The Holy Family Ministries Center sits at the north edge of North Lawndale, bordering East Garfield Park and West Garfield Park, and serves youth from these and surrounding neighborhoods such as Austin and Humboldt Park. Safety is an everyday concern in this area which has the state's highest homicide rate and the third-highest overall crime rate. Seventy percent (70%) of North Lawndale men, ages 18 to 45, have a criminal record. The west side communities, where our children live, have a fifty-two percent (52%) youth unemployment rate – the highest in the nation.

**Program Participants:** Most of our youth come to us from single-parent families and where family income is lower than is needed to thrive in Chicago. One hundred percent (100%) of program participants are African American and 80% - 90% are eligible for free and reduced-price meals.

Parents proudly pay modest tuition and fees for their children to attend programs at Holy Family School (approximately 25% of the cost to operate the programs). Holy Family raises \$8,800+ per student to keep our K-8 school tuition and fees affordable for these families - essential in the low-income neighborhoods we serve. We are grateful for the support of Chicago-area congregations for their contributions to this ministry.



We believe in the unlimited, God-given potential of each of our students, and are motivated by the knowledge that a child's desire to learn is established long before high school. While academics are vitally important at Holy Family, we also assist our students to grow in faith and develop the fruits of the spirit: love, joy, peace, patience, kindness, goodness, gentleness, and self-control. **We ask that God give them discerning hearts and minds and that they grow daily in the knowledge of their gifts and their responsibility to use those gifts wisely.**

**We are grateful for your prayers for our students, families, teachers, and staff as we engage in the work of Holy Family Ministries.**

#### **Holy Family Ministries Program Center**

3415 W. Arthington, Chicago, IL 60624 773.265.0550

#### **Business and Development Office**

3225 Arnold Lane, Northbrook, IL 60062 773.273.6013

*For more information, or to schedule a tour, please email  
Director of Outreach Cynthia Schmidt at [cschmidt@hfm.org](mailto:cschmidt@hfm.org) today!*







Greetings siblings in Christ of the Metropolitan Chicago Synod,

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

In the last year:

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

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

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

We are especially grateful for the leadership of Bishop Curry and the congregations of the Metropolitan Chicago Synod who have continued to their generous and prayerful support. We could not do this work without you.

Now, that work is expanding. In the coming year, the U.S. expects to welcome 125,000 refugees to our shores. LIRS is actively looking to congregations and faith leaders to partner with us in ways big and small, including donations, volunteer work, and participation in our annual programming. **Emmaus: Congregational Discernment Network** launches this spring for congregations to discern how they can best walk alongside refugees and migrants in their community, and **Stand Up Speak Up**, coming in Pentecost, is a new interfaith prayer vigil focused on advocacy. We encourage you to stay up to date on opportunities for individual and congregational engagement at the **LIRS Action Center**, found at [www.lirsconnect.org/get\\_involved](http://www.lirsconnect.org/get_involved)

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

In peace,

Dr. Kristin Witte, Director for Outreach



## Lutheran Social Services of Illinois

Dear Valued Partners in Ministry:

In a year beset with challenges from the COVID-19 pandemic, and human spirits dampened by the loss of friends and loved ones, I give thanks to God for members of the Metropolitan Chicago Synod and your commitment to Lutheran Social Services of Illinois (LSSI). I am grateful to share annual accomplishments and updates from LSSI with all of you.

When LSSI formed its pandemic task force in February 2020 to begin preparing for some of the issues we anticipated, I don't think any of us could imagine what lay ahead. As a human services organization, caring for people is our business. We needed to find ways to continue services while keeping our clients and employees safe. I've been deeply moved by the dedication of our workforce, but also impressed at their ability to switch to new, innovative ways of providing services and how quickly they shifted to these adjustments.

LSSI's staff has risen to the occasion to provide vital services to children, adults, and seniors throughout our state. Last year, we served nearly 44,000 children, adults, and seniors—one out of every 289 people in Illinois! Despite the pandemic, the needs of the people we serve continue, and in some cases, we were able to expand services.

LSSI was formed in 1867 to help children orphaned by a cholera epidemic in western Illinois. In response to their need, Lutherans in the area worked together to establish an orphanage. From that single act of generosity was born 154 years of ministry to our Illinois neighbors. LSSI remains a vital resource for our communities, thanks in large part to the ongoing support of congregations and individual members of the Metropolitan Chicago Synod.

Foster care and child welfare programs, mental health services, alcohol and drug treatment, affordable senior housing, residential programs for people with developmental disabilities, and programs that help individuals impacted by incarceration—all of these ongoing efforts build and enhance lives in the Metropolitan Chicago Synod and throughout Illinois.



Over LSSI's long history, we have learned that we are far more successful when we provide our services proactively. In this context, we're pleased to highlight some of those programs here:

- Project IMPACT (Immediate Multidisciplinary Pre-Screening Assessment Crisis Team) grew to include a sixth hospital emergency department site at St. Anthony Hospital, Chicago. Project IMPACT is embedded in these hospitals' emergency departments 24/7 using trained counselors to assist adults and children who are experiencing a behavioral, psychiatric, or addiction crisis. With the addition of St. Anthony, LSSI's reach expands beyond the north and northwest side of Chicago into the city's west side. Project IMPACT served 11,183 people last year.
- LSSI has formed a partnership with Aunt Martha's Health and Wellness, an Illinois nonprofit organization operating 20 healthcare and social service programs. This collaboration will co-locate Aunt Martha's staff and services on the first floor of LSSI's Portage-Cragin Counseling Center on Chicago's northwest side. The partnership will enable LSSI to seamlessly connect its clients to Aunt Martha's primary medical care, nursing, medication monitoring, and psychiatric services onsite. Staff from each organization, working together, will form a team to coordinate primary medical care and behavioral health services for children, youth, and adults.
- LSSI expanded its Therapeutic Foster Care Program by adding a second team to its Chicago office, and welcomed the first child to the program in December 2020. This evidence-based treatment program supports children who have experienced severe trauma, and whose behavioral issues prevent them from being placed in traditional foster homes. With additional locations in Aurora and Rockford, the program is proving successful in equipping these children with skills to succeed. LSSI was chosen as a pilot organization for the program by the Illinois Department of Children and Family Services (DCFS) in 2017.
- LSSI continues the distinction as the largest statewide provider of foster care in Illinois, serving 2,729 children—12% of children under the guardianship of DCFS. There are 653 LSSI-supervised licensed foster care homes in the state.

**CONTINUED...**

## LUTHERAN SOCIAL SERVICES OF ILLINOIS REPORT CONTINUED...

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: John T. Rudy, Chair; The Rev. Dr. Richard J. Perry, Jr., Treasurer; The Rev. Dr. M. Wyvetta Bullock; Donald B. Erickson; Mikka McCracken; and The Rev. Kathie Bender Schwich.

We are grateful to the trustees of LSSI's Cornerstone Foundation representing the Metropolitan Chicago Synod service area this past year: Stephen Bishop, Thomas Cunniff, Bill Fleck, Pr. John Freidheim, Susan Gilpin, Ron Kok-Alblas, Nancy Nagel, Carol Poplawski, Charles Price, Pr. Art Puotinen, Mary Ann Smith, Jon Theeke, Jr., and Bonalynn Wallach.

LSSI appreciates the generosity of our friends in the Metropolitan Chicago Synod who share in our ministry. Our collective work does have the power to effect positive change in our world. The apostle Paul said in 1Thessalonians 2-3, "We always give thanks to God for all of you and mention you in our prayers, constantly remembering before our God and Father your work of faith and labor of love and steadfastness of hope."

We remain grateful for your support of our ongoing shared ministry.

In faith,



**Mark A. Stutrud**

President and Chief Executive Officer





N7891 US Hwy 12 | Elkhorn, WI 53121 | [info@lutherdale.org](mailto:info@lutherdale.org) | [www.lutherdale.org](http://www.lutherdale.org) | 262-742-2352

2019 was a significant year in the history of Lutherdale, full of hope and promise of an exciting year ahead. It was a year of action to fulfill the vision for expanding the ministry. When the fear of COVID-19 emerged in 2020, Lutherdale's ministry was greatly impacted. Our hopes and vision's came to an abrupt halt because of the pandemic. As we look back on the past year, there were many challenges to face and overcome. As people of HOPE, we believe God is with us on the journey and will provide what we need to get through this difficult time.

**That is why we labor and strive, because we have put our hope in the living God, who is the Savior of all people, and especially of those who believe. 1 Timothy 4:10**

The ministry of Lutherdale would not be possible without the support of our member congregations and those who give generously to our mission of "Building Lives in Christ." Through the pandemic, Lutherdale has been blessed by your gifts of support. These blessings have made a tremendous difference in a most difficult time. We are so grateful that you have walked with us and supported us when we needed it the most. Thank you.

### **The Lutherdale Bubble Has Been COVID Free**

Lutherdale has remained open during the pandemic. Summer camp did take place in 2020 and is happening again in 2021. A number of quilting retreats continued during the pandemic. Day events like Winter Fun Days, were designed to be outside and provide families with a safe place to be together and enjoy fun activities. Winter provided just the right amount of snow for cross country skiing, snow shoeing, tobogganing, ice fishing, and geocaching. Through it all, not one COVID case.

### **HOPE Conference Center Opens**

Lutherdale is excited to share the news that our new conference center is now open. It is called the HOPE Conference Center. The new center has 20 hotel rooms, three meeting rooms, a hospitality center, lobby, and two outdoor decks. The large meeting room can accommodate up to 130 people. The smaller meeting rooms are designed for 20 people each. Meeting rooms are equipped with projectors, screens and wifi. Lutherdale invites you to consider holding your next meeting on our peaceful and beautiful campus.



### **We Look Forward To Welcoming Everyone Back**

We have all learned a great deal about our health and safety over the last year. We continue to learn and grow in our understanding of the pandemic. We have developed protocols and policies to keep everyone safe. As the vaccination process expands and things get back to normal, we look forward to welcoming you back to Lutherdale.



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

## Partnering in faith

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

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

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



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

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

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



**For more information about MIF capabilities, please visit our website, [mif.elca.org](http://mif.elca.org).**

---

### **MIF at work in the Metropolitan Chicago Synod (as of December 31, 2020):**

- 51 Mission Investment Fund loans, with a balance of \$51,027,492
- \$30,519,360 in Mission Investment Fund investment obligations

**MIF representative** The Rev. Richard Wehrs, Regional Manager, Tel: 708-475-2169; email: [richard.wehrs@elca.org](mailto:richard.wehrs@elca.org)

# Supporting Those Who Serve Now More Than Ever

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

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

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



**The Rev. Jeff Thiemann**  
President & CEO

## Building Resilience in 2020

**26%**

**More Calls to Our Financial Planners**

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

**559**

**Took a Penalty-Free Distribution**

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

**49**

**Sought Student Loan Help**

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

**3,230**

**Medical Visits Via Text**

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

**98%**

**Satisfaction With New Mental Health Option**

Our self-directed online program, Learn to Live.

**10%**

**Of Members Streamed a Course**

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

**90%**

**Very Satisfied**

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

**22**

**Target Date Funds Introduced**

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

**3.1%**

**Annuity Payment Increase**

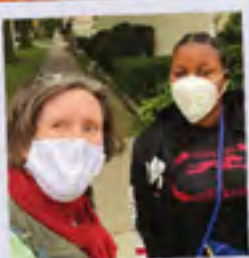
Received, in these difficult times, by ELCA annuitants during 2021.

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

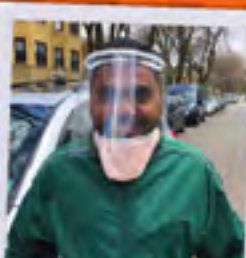
60-302 (2/2021)

# refugeeONE

ANNUAL REPORT FISCAL YEAR 2020



*Edie & Jenny*



*Tari*



*Vivian & Gena*



*Mara*



## *Smiles Behind the Masks*



Creating opportunity for refugees fleeing war, terror, and persecution to build new lives of safety, dignity, and self-reliance.





## Near Friends-

Refugees spend years, often decades, searching for a safe place to call home before coming to Chicago. With your help, we walk alongside them as they rebuild their lives, learn English, find work, and adjust to an entirely new culture.

**This year, their challenges were compounded by continued federal attacks against the resettlement program and the onset of COVID-19. But thanks to your support, refugees weren't left to face these obstacles alone.**

Together, we continued welcoming families, despite the record-low admissions ceiling and strict travel restrictions. Your support helped **2,000 refugees and immigrants from 50 countries** access healthcare, navigate lay-offs, unemployment, and remote learning, and receive critical information in their own languages. Your donations also allowed those experiencing hardship to remain in their homes and on the road to self-reliance.

When difficult racial justice conversations arose—we helped refugees explore their racial identities, access therapy, and exercise their rights.

And as we prepared to leave our longtime office after our building was sold to residential developers, RefugeeOne embarked on a capital campaign. Your support gave us confidence that we will continue empowering people displaced by persecution for decades to come.



**Words cannot express our gratitude to each of you—the generous donors, volunteers, and advocates who lightened the load during a very challenging year.**



**Melineh Kano**, Executive Director  
Resettled by RefugeeOne in 1984

### WHEN LIFE GIVES YOU SCRAPS, MAKE A MASK!



**When classes at our Sewing Studio were suspended due to COVID-19, students like Sandra began using their new skills to give back to the place they now call home.**

After we delivered new sewing machines to each student, they made 1,000+ face masks to donate to those in need—and thousands more to fill retail and wholesale orders. "It's a good way to help others with my spare time," said Sandra, a Congolese refugee who was temporarily laid off due to the pandemic. The supplemental income earned by refugee women making the masks helps families who have lost income.

**Support refugees like Sandra by purchasing masks at [refugeeone.org/masks](https://refugeeone.org/masks).**



## The Heroes Helping Us Through Covid-19



**Garuka\* is one of many refugees working in essential industries throughout the pandemic**—especially in healthcare and the food supply chain, which are supported by 350,000+ refugees nationwide.<sup>†</sup>

Shortly after Garuka arrived from Rwanda in 2014, we helped her find work at a food production facility, and she's held the job ever since. **Now, her children are ensuring we have food on our tables, too:** Her son leveraged his ability to speak 5 languages to get a job at a grocer in a diverse neighborhood. One of her daughters works at a pizza parlor, giving her flexible hours to balance school and work.

With help from RefugeeOne, her other daughter landed a job at a local food co-op, where she earns money for nursing school tuition. **She's one of many refugees we've helped find work this year, despite the difficulty of job hunting during a pandemic.**

\*Refugee Workers on the Frontlines and as Essential Workers (2020), The New American Economy.

## Helping Youth Succeed With Remote Learning

The shift to remote learning has been a challenge for all students, but even more so for refugees like **Abdul\***—a 7th grader from Afghanistan—who are still adapting to a new culture, learning English, and adjusting to the American school system. Many of their parents feel inadequate to help as they are learning English and computer skills themselves.

**Thanks to your support, we're helping set students like Abdul up for success.** We paired him with a dedicated tutor named Lilia—one of more than 800 amazing RefugeeOne volunteers—and they meet virtually every week. Lilia also worked with our staff to advocate for a customized education program at Abdul's school.

Meanwhile, our team has provided students with regular online support groups and workshops, helping students learn basic tech skills, like using email and Google classroom, and feel comfortable speaking up for themselves when they don't understand something.



†Refugee Workers on the Frontlines and as Essential Workers (2020), The New American Economy.

**BOARD OF DIRECTORS**  
As of June 2020

- Bob Dorn  
President
- Nathan Brown  
Vice President
- Thomas Mitchell  
Treasurer
- Felicia Weinberg Neilson  
Secretary
- Alan Allweiss
- Di S. Eng Crandus
- Laura Price Cuplin
- John Y. Grafe
- Jay Gratz
- Catherine Gustrie
- Elias Kowong
- Douglas Meyer
- Miriam (Mol) Meyer
- Steven Parsons
- Seng Rimpakone
- Bradley S. Schmirick
- Steve Vints

**AUDITED STATEMENT OF ACTIVITIES:**  
JULY 1, 2019 THROUGH JUNE 30, 2020

**SOURCE OF FUNDS - OPERATING**

40%	Government	\$1,425,493
34%	Foundations and Corporations	1,208,873
20%	Individuals	735,452
3%	Religious Organizations	111,683
2%	Other Income	55,785
1%	Client Fees	\$44,821
<b>Total</b>		<b>\$3,582,107</b>



**USE OF FUNDS - OPERATING**

75%	Program Services	\$2,539,117
14%	Management and General	468,617
11%	Fundraising	375,134
<b>Total</b>		<b>\$3,382,868</b>



**CAPITAL CAMPAIGN & OTHER**

RefugeeOne launched the silent phase of its capital campaign in March 2020 and received the following leadership gifts:

- \* Capital Campaign \$605,162
  - \* In-Kind\* \$579,500
- \*donated building on N. Lincoln, Chicago.

Operating surplus of \$199K includes \$139K in time- and purpose-restricted grants, and \$60K in unrestricted surplus. Full financials are available upon request by contacting our office.

**Thanks to all who supported our annual fund from July 1, 2019 to June 30, 2020!**  
A complete list of annual fund donors can be found at [refugeeone.org/annual-reports](http://refugeeone.org/annual-reports).

+ Many also committed above and beyond to our capital campaign.  
We'll list all campaign supporters on our website when we launch our public campaign.

**DONORS**

**\$150,000 and Above**

Catherine A. Leyser Trust

**\$75,000 to \$149,999**

The Polk Bros. Foundation

**\$50,000 to \$74,999**

The Chicago Community Foundation  
Elizabeth Morse Genius Charitable Trust  
Paul M. Angell Family Foundation  
Rivers Casino\*  
VNA Foundation

**\$30,000 to \$49,999**

Baskin Family Foundation  
Bright Promises Foundation  
Church World Service  
Full Circle Family Foundation (Terrance and Virginia Holt)

**\$30,000 to \$49,999 (cont.)**

Sean Germaine  
John W. Parmelee Trust  
Lutheran Immigration and Refugee Service  
Maurice R. and Meta G. Gross Foundation

**\$20,000 to \$29,999**

Anonymous\*  
The Albert Pick, Jr. Fund  
Bank of America Charitable Gift Fund, Bank of America, General Fund  
Nathan and Barbara Brown\*  
Colonel Stanley R. McNeil Foundation, Bank of America, N.A. Trustee  
The Eunice and Joshua J. Stone Foundation (Carol and Drew DePaul)  
Higher Path Foundation (Thomas Holmberg, Jr.)\*

**\$20,000 to \$29,999 (cont.)**

Kirkland & Ellis LLP  
North Shore Exchange  
Renaissance Charitable Foundation, Franklin Charitable Giving Program (Murray & Diana Johnson)\*  
Steve and Maureen Meyer Charitable Fund\*

**\$10,000 to \$19,999**

The ARVD Foundation (Susan Dolan)  
Byline Bank  
Martha Campbell\*  
Chicago Foundation for Women (General Fund)  
Robert and Kelley Dunn\*  
Carolyn and Yale Henderson  
Jerome H. Stone Family Foundation (Cynthia Stone Raskin)\*

**\$10,000 to \$19,999 (cont.)**

Kenilworth Union Church  
Magellan Development Group  
Makom Solei Lakeside, Highland Park  
Northern Trust Charitable Program at the Chicago Community Foundation  
Samantha Odior  
Patrick and Anne M. Cudahy Fund  
St. Luke's Lutheran Church, Park Ridge  
Two West Foundation (Vivian Hanson)  
Weinberg/Newton Family Foundation (Jerry Newton and David Weinberg)  
The William and Laurie Conroy Fund\*  
Winston & Strawn

**TOP FIVE EMPLOYER PARTNERS**



# 2020 ANNUAL REPORT

## HIGHLIGHTS Seafarers International House

### MESSAGE FROM OUR EXECUTIVE DIRECTOR: Overwhelming!

Dear friends of Seafarers International House (SIH):

*"Fear not, for I have redeemed you; I have called you by name, you are mine. When you pass through the waters I will be with you; and through the rivers, they shall not overwhelm you; For I am the Lord your God, the Holy one of Israel, your Savior". Isaiah 43:2-3*

Haven't we all felt overwhelmed this past year? And yet, you have helped us weather the storm caused by the pandemic with your overwhelming support ... this imperfect storm that disrupted the lives of so many of us as well as those often unseen seafarers during the crew change crisis and invisible asylum seekers detained in jail-like facilities, while the immigration process grinded to a halt.

You, our supporters, expressed compassion for seafarers and immigrants during the time of crisis by increasing contributions significantly. When we had to cancel our major fundraiser, the

2020 Setting the Course Banquet, individuals, shipping industry partners and unions, decided to send donations instead of buying tickets so that our 6 port chaplains could continue to visit ships that some likened to "floating prisons" because travel bans made crew changes impossible for most.

Spring was financially disastrous as we had to stop operating the guesthouse, which typically subsidizes our mission with about 75% of total income. Tragically, we had to part with our guesthouse staff, first hoping to rehire them in the summer, then by the end of December. Saving our organization when our services are needed most, we received a "gift" in the form of a respite organization (Comunilife) that leased our space from April to July to attend to community members recovering from COVID-19. With that blessing, we were able fulfill our continuing mission to seafarers and immigrants, while contributing the health insurance of the laid-off staff members throughout the year. And all through the pandemic we have been able to house seafarers in a midtown hotel now temporarily known as "SIH relocated".

The Right of Asylum Online Advocacy Event was a great way to reach new friends – over 100 people attended all across the nation with over 2,000 seeing it on social media in the days after. Many participated in lobbying against new asylum rules and sent contributions to support our work with asylum seekers.

When senior groups, businesses, and congregations could not meet in person to assemble Christmas-at-Sea satchels, they contributed financial-

*A seafarer in the port of New Haven, CT, for a moment does not feel overwhelmed thanks to the encouragement of Port Chaplain Ruth Setaro.*

#### MISSION

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

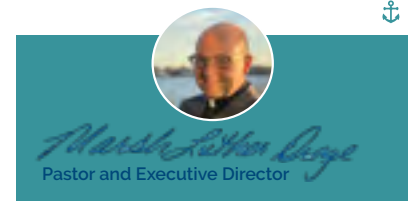
*SIH offers hospitality, social assistance, and advocacy to a multi-national and multi-faith community in maritime ports on the Eastern Seaboard and in New York City.*

ly and assembled satchels in their homes and, in the end, showed 2,080 seafarers during the Christmas season that their sacrifices are appreciated.

We have been overwhelmed by the gifts of "imperfect storm weatherers" like you who enabled us to serve almost 20,000 people in the ports and at SIH relocated where we now provide lodging and social work assistance.

We thank the amazing individuals, congregations, synods, foundations, shipping industry partners and unions who helped us through the tempest of 2020 and who prepared a solid ground for 2021, where we will continue our service to seafarers in the ports of Baltimore, Philadelphia, New Jersey and CT, and housing seafarers and asylum seekers who are beginning to re-merge after the lock-down.

We are overwhelmed by your support. If you like to learn more about our ministry **watch the 5-minute video on our home page [www.sihnyc.org](http://www.sihnyc.org)** and share it with your congregation or assembly.



# 2020 Program Impact

**19,746** immigrants and seafarers directly benefited from SIH services while their lives were disrupted during the pandemic

**2,080** seafarers, regardless of faith, received Christmas-at-Sea satchels filled with warm clothing and holiday greetings prepared by congregations and volunteers to recognize these key workers

**12** asylees stayed for free at the guesthouse and at *SIH relocated* a total of 442 nights; we also hosted 11 local disaster survivors

**18** volunteer visitors brought hope to 8 asylum seekers before detention center visits had to be cancelled

**3** months (April - June) during which a community partner cared for people recovering from COVID-19 at the guesthouse

**14,644** seafarers, the invisible essential workers, who often worked on extended contracts, were visited on 1,407 ships receiving essentials they had requested during the crew change crisis

**1,351** seafarers were transported to the mall or medical facilities before COVID-19 restrictions made shore leave impossible for most mariners

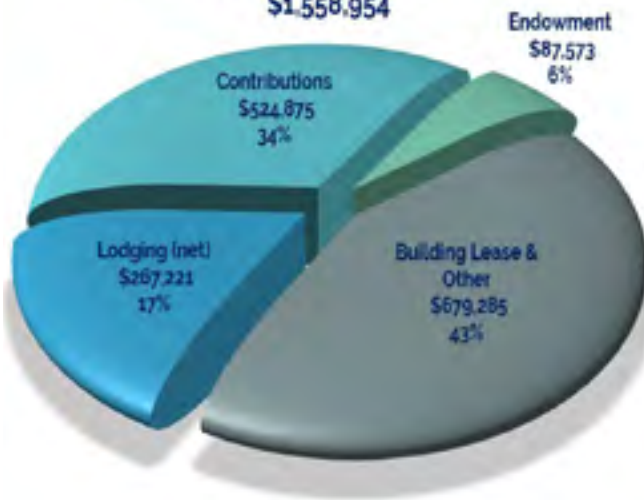
**72** seafarers received at times free lodging at *SIH relocated* when between job assignments because of COVID-related disruptions and quarantine requirements

**2** advocacy campaigns, one championing seafarers to be recognized as essential workers, and another online campaign attended by over 100 people drawing attention to a failing immigration system and opposing new rules that would have dismantled asylum to the United States

## 2020 FINANCIAL REPORT

COVID-19 related challenges are reflected in our finances with lodging revenue that accounted for 72% of income last year dropping to just 17% in 2020. Overwhelmingly, it was our supporters' response that enabled us to fulfil our mission with contributions accounting for 34% of income, up from 22% in 2019. Even with the ability to lease the building for three months to a partner organization that took care of COVID-19 patients in recovery, operating expenses exceeded revenues by \$551,048. Program services accounted for 83% percent of expenses with only 17% spent on support services and fundraising. Net Assets increased from \$6,150,830 in 2019 to 6,159,175 in 2020. The figures below reflect unaudited revenue and expenses and are subject to change once audited. To request the audited 2020 financial statements send an email to [henryk@sihnyc.org](mailto:henryk@sihnyc.org). [↗](#)

Operating Revenue 2020 (pre-audit)  
\$1,558,954



Operating Expenses 2020 (pre-audit)  
\$2,110,002



2

2020 ANNUAL REPORT HIGHLIGHTS

**Seafarers International House**  
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)

PARTNERS IN MINISTRY

# Synodical Women's Organization

## Officers and Board Members

**President** – Linda Miranda

Cheryl Dickinson

**Vice President** – Gloria Green

Stephnie Valdes

**Secretary** – Bonnie Lopez

Carol Ika President

**Treasurer** – Sandra Schlauck

Kathleen West

In March of 2020 we held what was to become our last in-person event of the year. We met at the Evangelical Lutheran Church of St. Luke in Chicago with our Catholic Sisters for our 31st Morning of Dialogue and Prayer. Our theme was “Bold Women, Then and Now”. Jennifer DeLeon from the Women of the ELCA churchwide office was our keynote speaker and Fr. John Kratje from the University of Saint Mary of the Lake/Mundelein Seminary, was our homilist.

In April of 2020 it became clear to us that we would not be able to hold an in-person convention as we normally do. After much discussion our board voted to set up a new website and then to proceed with a virtual event as opposed to our usual in-person convention. Our theme was “Women: Finding Our Voices”. Thanks to the hard work of Stephnie Valdes, we had a website that went live on September 25, 2020, the night before our virtual event. We had 30 people register for our event. Some met together in their church or in someone's home. Others signed in from their homes. The keynote address given by Linda Post Bushofsky had been pre-recorded as had the message from our churchwide representative, Angela Bell. Thanks, to Zoom, we were able to have two interactive sessions. One was led by Linda Post Buschofsky on the theme of her keynote, and the other was led by Stephnie Valdes, “To Survive Takes Nothing: To Live Takes Courage”, on the topic of sexual abuse. The homily and worship had both been pre-recorded by Pr. Nicolette Penaranda. Our event closed with a Zoom “coffee hour” where we all came together to have conversation. Some of our participants had trouble getting into this Zoom event, but overall, we were pleased with the turnout and that we persevered during challenging times!

The planned 11th Triennial Convention & Gathering was scheduled for July 13-19 in Phoenix. It was rescheduled for August of 2021 and now, it will just be a virtual convention with the next Triennial not happening until September of 2023.

The annual Conference of Presidents also became a virtual event this year. Sessions were scheduled for March 18 – 20th. Presidents were asked to invite some of their board members to participate. As a result, there were approximately 200 women on the Saturday call! The theme was, “Pivot, Don't Panic”.

Respectfully,

Linda Miranda, President

**Linda Miranda, President**

Metro-Chicago Synodical Women's Organization

# **COLLEGES**

**Augsburg University,  
Minneapolis**

**Augustana College,  
Rock Island**

**Grand View University**

**Gustavus Adolphus College**

**Luther College**

Spring 2021

Dear Friends in Christ,

Grace and peace be yours.

This past year will surely live on in our thoughts for the rest of our lives, and many of those memories will be traumatic and painful as our students, faculty, and staff have weathered the multiple pandemics of COVID-19, racial injustice, economic hardship, and the polarization in our politics. But one thing we will remember with warmth and appreciation is the extraordinary, unprecedented commitment of Augsburg faculty, staff, and students to meet this moment.

Life at Augsburg was changed in ways most couldn't have imagined in March 2020. Classes were moved online. Physical distancing practices were put in place. Many on campus began to study and work via Zoom. Athletic events were canceled. Our communal worship life shifted, like many congregations, to virtual experiences. One of the most difficult moments was moving the 2020 Commencement to a virtual format, and we promised disappointed graduates that we would plan an in-person event to celebrate the milestone when it is safe to do so. We have now extended that same promise to the Class of 2021, as their commencement this year will also be virtual. Now, we are working in a modified way with some critical employees on campus and students living in residence halls and in a limited number of in person classes, though that may ramp up with distribution of vaccines.

The murder of George Floyd on May 25, 2020, three miles from campus caused pain, fear, and trauma throughout the world and for our own students, faculty, and staff of color. Many in our community joined the protests. A new Critical Race and Ethnicity Studies department and a requirement that all faculty and staff complete anti-racism training are among efforts at Augsburg University to combat systemic racism. Augsburg's response was an important continuation of our ongoing work to build and maintain an equitable and inclusive campus. Our 41st Annual Augsburg Advent Vespers led by the Music Department and Campus Ministry honed in on the theme for the need of God's redeeming love in Jesus as we named the heartache of May 25 and cried out, "Come Now, Breath of God." We continue to live into the ongoing Advent of Jesus who makes all things new, the One who calls us to proclaim life and breath for all God's beloved.

Given our inability to be together in person, Augsburg decided during the holidays to support important efforts in our community to feed our neighbors. In recognition of the remarkable efforts of our faculty and staff over the past year, Augsburg made a \$5,000 gift to Soup for You, the food ministry that is based at Bethany Lutheran Church on Franklin Avenue. Soup for You continues to provide a free lunch every weekday to all. Throughout the year, the Augsburg community ran food and supply drives for those in need as well as outreach to the growing number of people experiencing homelessness. We are heartened by how our community has come together this past year even when we've been apart and look forward to the promise of life as we emerge through and from these multiple pandemics.

We are seeing a strong interest in an Augsburg education. Fall 2019 saw our largest first-year class, and Fall 2020 was the second largest, despite the impact of the pandemic. At this point, we are seeing encouraging signs for Fall 2021 as well.

We thank you for your prayerful support in the shared work to which God calls us as the body of Christ in the world. May the God of all hope fill you with all joy and peace in believing that you may abound in hope.

Faithfully yours,

Paul C. Pribbenow, Ph.D.  
President

Rev. Justin Lind-Ayres  
University Pastor

Rev. Babette Chatman  
University Pastor

**WE ARE CALLED | AUGGIES**





*The Office of Campus Ministries  
is a primary resource for  
students seeking opportunities  
for worship, learning,  
spiritual guidance, and service.*

As a college related to the Evangelical Lutheran Church in America, Augustana College is committed to meeting the spiritual needs of all its students. The Office of Campus Ministries is a primary resource for students seeking opportunities for worship, learning, spiritual guidance, and service. Because the shape of ministry on our campus is currently undergoing change, we want to highlight those changes in our report to you this year.

For most of the past three decades, Augustana's campus ministries program has been ably led by The Reverend Richard Swanson. When Pastor Swanson announced his intention to retire at the end of the past school year, a nationwide search was undertaken for a new Chaplain. The Reverend Richard Priggie was named to this position and began his ministry in July 1999. Pastor Priggie is an Augustana alumnus and has served parishes in New England and Illinois the past eighteen years.

Our new Chaplain brings a deep desire to build on the program's existing strengths and to find new ways to develop its vitality. New ventures begun this year include:

- Tuesday Chapel, a weekly opportunity for the whole campus community to worship together at a time when no classes are scheduled. Speakers have included faculty, administrators, staff, and senior students, each of whom has chosen a topic related to her or his current faith experience.

**CONTINUED...**

## **AGUSTANA COLLEGE, ROCK ISLAND REPORT CONTINUED...**

- Four new student work/study positions in the Office of Campus Ministries. These four student leaders, each with an interest in a church vocation, recruit and arrange for training of all worship leaders... involve students in planning special worship services... organize Bible studies and forums on religious issues... coordinate opportunities for involvement in the Quad Cities community... and recruit “outreach teams” of Augustana students who lead senior high youth group events in area churches.
- A Church Vocations Group for students interested in exploring a variety of forms of ministry in the Church. This group includes musicians and education majors, as well as students interested in youth ministry, social service work, and ordained ministry in a host of Christian denominations.
- Two major continuing education events each year for church professionals, jointly sponsored by the College and the ILLOWA Lutheran Coalition. These high-level seminars will be held annually on Ascension Day and the first Tuesday in November (an All Saints’ emphasis). This year we will welcome as presenters Dr. Timothy Lull on June 1 and Dr. Marva Dawn on November 7.

It is one of the particular gifts of education at a church-related college that discussions of faith are not confined to the Chapel but are encouraged in the classroom and in other campus groups. That this happens in wonderful ways at Augustana on a daily basis is due to our heritage in the Lutheran tradition and to the prayers and other support of our current partners in ministry, including your synod. For this we are truly grateful.



**Dear Friends,**

Warm greetings on behalf of our faculty, staff, students, and alumni! The challenges of the past year have required us to innovate in ways never imagined. Through a university-wide effort, we continue to fulfill our calling as a church-related university. Here are some highlights of the past year:

**Campus Ministry** – The Campus Ministry department continues to bless the students at Grand View as well as the larger church. Chapel is held once a week with different guest speakers often featured. Multiple Bible study groups, prayer groups, and evening worship events are offered. PEER Ministry continues to be a major program on our campus as we currently have over 75 PEER-Ministers. A recent initiative to equip sports teams with local pastors as chaplains has been fruitful. Faith is alive on the campus of Grand View.

**The Moses Project**— The mission of the project is to give rural pastors a vision of ministry that will help them thrive in congregational leadership. With 20 pastors from eight Midwestern states, the pastors build community in mini-cohorts, receive mentoring, attend three in-person events, and participate in monthly exemplar meetings. Like many other ministries, COVID-19 forced the Moses Project to innovate. For our May 2020 final event, we created a celebration video and mailed the pastors gift bags. In August, we held our new cohort kick-off event virtually. Recently, we offered the January Refresh Retreat 2021 hybrid style with half the pastors attending in person and half from home. Check out our resource page <https://www.mosesproject.org/> or follow us on Facebook @GVMosesProject.

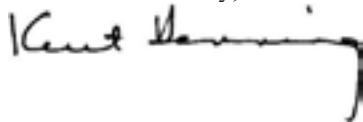
**The NEXUS Institute** – GVU offered its fourth summer of NEXUS, a theological institute that focuses on ministry vocation exploration for high school students. All activities were moved online due to the pandemic, and received excellent reviews from participants. Due to partnerships with the Lilly Endowment, congregations, and parachurch organizations, we have secured funding for 5 more years of NEXUS programming. Currently, we are recruiting for summer 2021, which plans to be on campus July 11-17. For more information, to nominate students, or to request brochures, check out our website at [www.grandview.edu/NEXUS](http://www.grandview.edu/NEXUS)

**Theology Department** – Grand View University has a variety of scholarships for ELCA students such as the EPIC Scholarship and the Bishop Hougen Scholarship. In addition, there are additional scholarships for students interested in ministry: The NEXUS Scholarship and the Muedeking Scholarship. For more information, contact Department Chair: Rev. Dr. Mark Mattes at [mmattes@grandview.edu](mailto:mmattes@grandview.edu).

**Grand View Adds Master in Mental Health Counseling Degree** – Grand View launched its Master in Clinical Mental Health Counseling degree. The new program prepares students for direct entry into the practice of counseling and counseling-related fields. With an increasing demand for treatment, the National Council for Behavioral Health reports a shortage of more than 15,000 mental health professionals by 2025. Grand View's new program prepares skilled counselors to help meet this need in our community and beyond.

In a time of darkness, we continue to find our way walking in the light of Christ.

God's Peace and Joy,



Kent Henning, Grand View President

Grand View University  
1200 Grandview Avenue | Des Moines, IA 50316  
1-800-444-6083 | [www.grandview.edu](http://www.grandview.edu)

• **ANNUAL REPORT FROM GUSTAVUS CHURCH RELATIONS — DECEMBER 2020** •

Greetings to you from your partners in ministry at Gustavus Adolphus College! The definition of community at Gustavus has always included the wider ELCA community. The network of institutions and relationships which holds our Lutheran congregations, synods, camps, colleges, seminaries, and social agencies together plays a vital role in nourishing and advancing our collective and important contribution to the world. We all make a greater impact because of this diverse network to which we belong.

The past year has presented challenges that relentlessly moved across our country (and world) while at the same time significantly stretching our respective communities in unprecedented ways. Yet, like no other time have we shared in such an experience as church and college. Common to each of us has been a season of serious grappling with issues ranging from a global pandemic and community health concerns to rising social unrest and concern for equity and unaddressed racial justice to a very contentious election cycle and concern for unity and the wellbeing of our nation.

Through the Gustavus Association of Congregations the Office of Church Relations at Gustavus is connected to over 500 congregations from across the country. These relationships are an important source of Christian faith inspiration and ministry encouragement for the college. This has especially been true during these tumultuous times. As we have looked to you our ministry partners, you are a source of inspiration for how you have creatively adapted to faithfully continue your ministry in your context. *Thank you.* You are a source of encouragement to us for the humble and genuine ways you have courageously engaged racial justice concerns in your community. *Thank you.* The Christian love you share to all people and the healing presence of love you seek to embody in a divided community is an inspiring witness and source of hope to us. *Thank you.*

As you gather for congregation annual meetings and synod assemblies, we hope you are inspired by the reminder of the many others who walk alongside you in mission. We sincerely hope we can be a source of Christian faith inspiration, encouragement, and hope for you as well. The Office of Church Relations at Gustavus exists because as a college we live from our Christian faith and desire to be in service to the wider community within which we are rooted. We seek to be a place you might consider as a ministry partner and resource for your congregation's educational goals and growth.

**MARK YOUR 2021 CALENDARS AND JOIN US FOR THESE SPECIAL EVENTS:**

- **Annual Gustavus Association of Congregations Business Meeting Luncheon — APRIL 24, 2021**  
The Annual Business Meeting of the Gustavus Adolphus College Association of Congregations will gather virtually and feature updates from the Gustavus President and Chair of the Board of Trustees as well as inspiration from Gustavus students. For more information: [gustavus.edu/businessmeeting](http://gustavus.edu/businessmeeting)
- **The Gustavus Academy for Faith, Science, and Ethics — JUNE 19-25, 2021**, an exciting resource for high school youth interested in exploring creative alliances between faith and science. The theme for the 2021 Academy is *"Who am I? Media, Technology, and Me."* For more information and to nominate a high school student: [gustavus.edu/chaplain/academy](http://gustavus.edu/chaplain/academy)
- **Annual Nobel Conference® — OCTOBER 5-6, 2021** *"Big Data REvolution."*
- **Christmas in Christ Chapel — DECEMBER 2-5, 2021**

For more information about these events and the many resources we offer congregations, please contact the Office of Church Relations or visit us on-line at: [www.gustavus.edu/churchrelations](http://www.gustavus.edu/churchrelations). Thank you for your partnership and prayers!

Rev. Grady St. Dennis  
College Chaplain/Director of Church Relations



# LUTHER COLLEGE

Greetings from Luther College!

It has been a year like no other at Luther College--a year of disruption and change, but one also marked by resilience, grit, and gratitude for the small things that build connections within a community.

Last March, as the pandemic was just beginning its crescendo, most Luther students left campus to complete the spring semester at their homes with online coursework. Little did we know then how long the pandemic would last. We welcomed students back to campus in the fall with a phased, flexible, and responsive academic calendar and a system of protection protocols that enabled us to support individual and community health and maximize residential learning on campus in Decorah. Most classes have been held in-person this academic year, with the exception of a period of online learning for sophomores, juniors, and seniors in September, in order to give freshmen a dedicated cohort experience, and a period of online learning for all students, with the option for staying in residence, in the six weeks that followed Thanksgiving break. I am proud of the way that the Luther College community rose to the challenge this year, finding innovative ways of being, learning, and working in the midst of the pandemic.

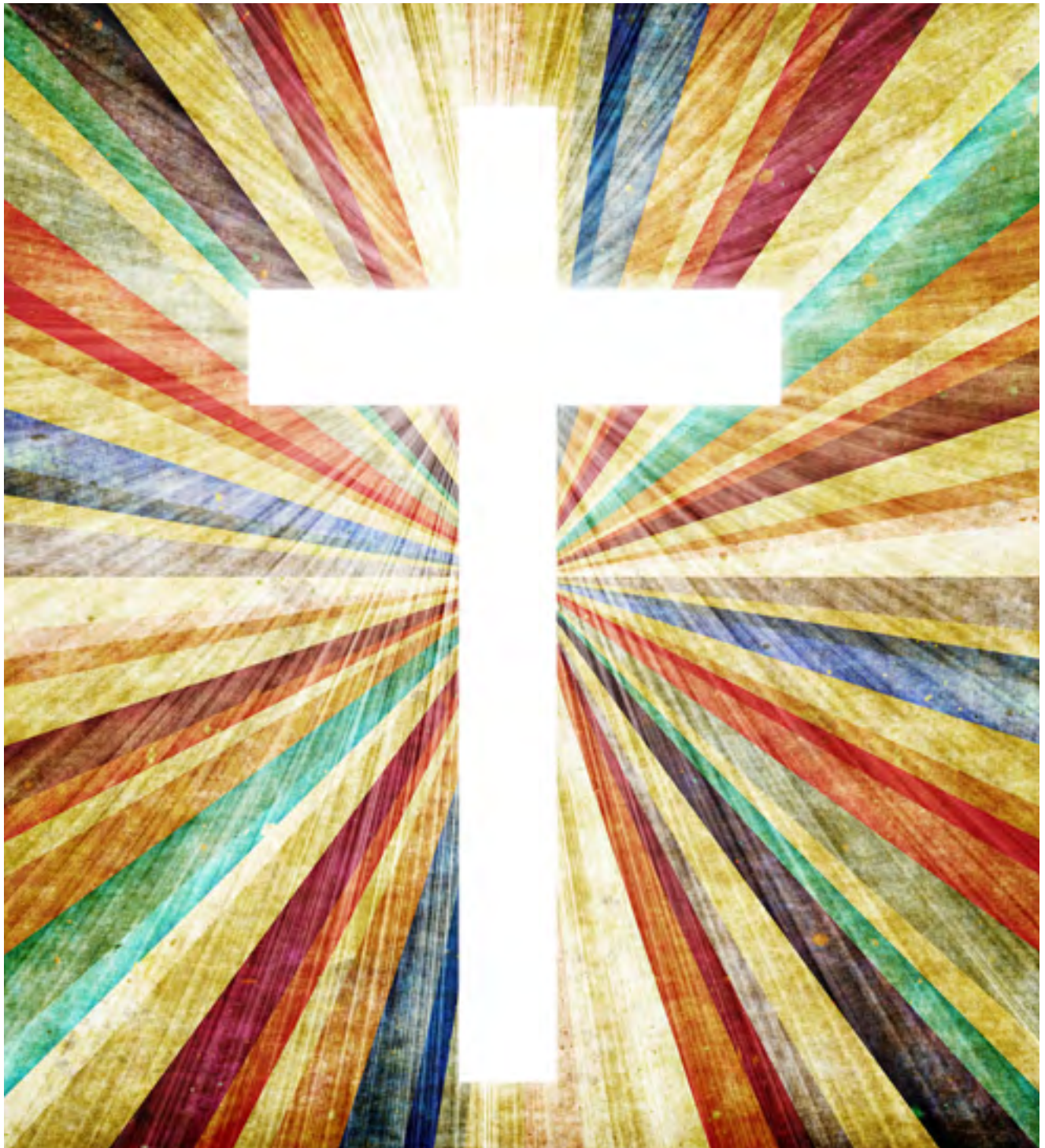
It has also been a year of transition for College Ministries. In September, Luther College launched a new partnership with Good Shepherd Lutheran Church in Decorah, Iowa and Wartburg Theological Seminary in Dubuque, Iowa. A key feature of the partnership is a collaborative learning seminarian who ministers to both Luther College and Good Shepherd while completing coursework at Wartburg Seminary. At this time, Vicar Kathryn Thompson's ministry is focused on strengthening ties between campus and the community by connecting students at Luther with local congregations.

In September, Pastor Anne Edison-Albright was elected bishop of the ELCA East Central Synod of Wisconsin. Luther College has always been a sending institution. While Pastor Edison-Albright's departure represents an acute loss to the Luther community, we take comfort knowing of the blessings that her ministry will bring to the congregations in her care in Wisconsin.

Pastor Michael Foss joined the Luther community in December as Interim Director of College Ministries and College Pastor. Pastor Foss recently retired as Senior Pastor of St. Mark Lutheran Church in West Des Moines, Iowa, and he presently serves as a Foundation Trustee at Wartburg Theological Seminary. We are grateful for Pastor Foss's ministry to students, faculty, and staff at Luther this academic year as we conduct a call process this spring for a new Director of College Ministries and College Pastor.

Thank you for your prayers and support for Luther College. We are grateful for your partnership. We invite you to visit our beautiful campus and the picturesque Driftless region of northeast Iowa when conditions allow. In the meantime, please join us this spring online for Weekday Chapel at 10:30am on Mondays, Wednesdays, and Fridays. Links to the services may be found on Luther's events calendar (<https://www.luther.edu/events/>). Soli Deo Gloria!

Dr. Jenifer K. Ward  
President



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

## **Churchwide Organization 2020 ANNUAL REPORT**



# COVID-19 RESPONSE IN THE UNITED STATES



Teams from across the organization worked together to launch the COVID-19 Response Fund, which supports the ministries of this church that are most in need and best positioned to make an impact. To date, the fund has received more than \$1.8 million from generous ELCA members, which has been granted to 63 synods and has provided additional support for ELCA World Hunger's Daily Bread Grants.

- 452 vulnerable congregations considered best strategically positioned to respond in particular ministry contexts received grants.
- Priorities include pastors' salaries, children/youth ministry, virtual-technological skills and concern over the future of the local church.

As congregational feeding ministries faced increased and urgent need in their communities due to COVID-19 and its economic fallout, ELCA World Hunger responded with the launch of two emergency rounds of Daily Bread Matching Grants this past spring and fall. **Three hundred sixty grants equipped congregations across 60 synods and 41 states**, plus Puerto Rico and Washington, to fundraise online toward their ministries. Through these efforts, participating congregations **raised**

more than **\$355,000** to add to the **\$180,000 of support** through Daily Bread Matching Grants, nearly tripling the impact of the grants and resulting in more than \$535,000 going directly toward local, congregation-led initiatives addressing urgent needs brought on by the pandemic. ELCA World Hunger also responded by releasing new and adapted resources, including [guides for finding community assistance resources by state](#) and an at-home adaptation for the “[On Earth As in Heaven](#)” vacation Bible school curriculum. Constituents connected with [ELCA Advocacy Alerts](#) for opportunities to raise their voices in support of COVID-19 relief legislation, aiming to ensure that efforts focus on the people and communities hit hardest by the crisis. The [ELCA World Hunger blog](#) also provides opportunities to learn about and act on the relationship between the pandemic and hunger in communities.

Lutheran Disaster Response (LDR) identifies those who have been affected by disaster as disaster survivors.” With COVID-19, we are all survivors in some way. Domestically, LDR responded to the COVID-19 pandemic by **supporting 32 synods** and **three Lutheran social service agencies in 40 states with grants totaling over \$900,000**. The grants supported ministries in their efforts to reach out and serve their communities with food, daily necessities and other forms of assistance.



## Churchwide Organization – Technology

- IT was able to transition staff to work from home over a single weekend at start of pandemic with minimal technical issues
- Launched COVID-19 chatbot on elca.org to assist with pandemic response information and prayer requests
- Digitized expense reporting in new Workday System launched during COVID-19
- Improved collaboration using Microsoft Teams during pandemic





# GLOBAL PANDEMIC RESPONSE

The COVID-19 pandemic triggered worldwide turmoil and caused major setbacks in progress around food security, nutrition, health, education, gender justice and livelihood, especially in the most affected communities. LDR made a bold commitment internationally to support companion churches and ecumenical partners not only in providing immediate relief but also in continuing support for recovery, disaster preparedness, trauma counseling, implementing innovative programs to adapt to what could be the new normal, and focusing on populations pushed into vulnerable situations such as those affected by gender-based violence, people with disabilities, older adults, migrants and refugees. In 2020, LDR awarded over **\$4.79 million** in **125 grants** to **49 countries**; **84 of the grants (\$2.45 million)** were in response to COVID-19, reaching nearly **800,000 people** around the world.

For example, we provided assistance to the Evangelical Lutheran Church in Tanzania's Education for the Deaf schools in Mwanza where hearing impaired students learned through sign language, images and videos about COVID-19 in order to prevent the spread of the virus. In Lebanon, we contributed toward relief efforts led by the Contact and Resource Center for people with disabilities who are unable to leave home due to the government lockdown. Cash vouchers were provided to help pay for utilities, phone bills and drinking water. For migrants at the border of Mexico and the United States, we provided assistance to Casa del Migrante de Saltillo that provided food, hygiene kits and temporary shelter for people seeking asylum in the United States. In India, people living with HIV and AIDS



Syrian women learn how to stay safe from Covid-19 and receive education materials for their children. Photo: StARS

and transgender people are highly vulnerable to COVID-19. We supported the United Evangelical Lutheran Churches in India in providing food and hygiene kits, in addition to information about COVID-19 prevention, to members of these communities in Chennai. In Egypt, refugees are particularly susceptible to pervasive xenophobia and being intentionally excluded from necessary services. We supported St. Andrew's Refugee Services as it increased distribution of cash assistance, switched education programs from in-person to online, offered wellness and mental health checks, and provided COVID-19 information. And in Madagascar, we contributed to the work of the Malagasy Lutheran Health Department (SALFA) in helping patients with disabilities obtain treatment and pastoral care. Pastors, volunteers and doctors were provided sanitation supplies, masks and essential medicine for the patients. In their visits, pastors report sharing from Matthew 25:40, "Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me."

In March 2020, mission personnel were asked to return to the United States, including participants in the YAGM program. By the end of 2020, it was also decided to cancel YAGM for the upcoming 2021-22 year. A travel ban was also established for staff, who have continued engagement with companion churches and organizations online.

# ECUMENICAL & INTER-RELIGIOUS & THEOLOGICAL DISCERNMENT

## Bilateral Dialogue with the Christian Church (Disciples of Christ)

The ELCA and the Christian Church (Disciples of Christ) resumed bilateral dialogue on Wednesday, March 10. The ELCA dialogue team includes Bishop Bill Gafkjen, co-chair, Pastor Bridget Piggue (Southeastern Synod), Prof. Carl Hughes (Southwestern Texas Synod), and Prof. Kris Kvam (Central States Synod). Bishop Don Kreiss (chair, EIR Committee) and Presiding Bishop Elizabeth Eaton will serve ex-officio. For details, click [here](#).

## ELCA Pastoral Guidelines for Ministry in a Multi-Religious World

Thank you to all who participated in the survey related to the development of pastoral guidelines for ministry in a multi-religious world, as part of the implementation of “A Declaration of Inter-Religious Commitment.” The survey was open from September 12-October 12, with over 2,600 responses collected – a remarkable response rate of 27%. The ad-hoc committee is actively working with the results. The first set of guidelines to be developed will focus on prayer services, as that was the primary area of need according to the survey.

## THEOLOGICAL DISCERNMENT: JUSTICE FOR WOMEN

### Quality of Call initiative

Two Justice for Women staff members are serving as director and team member on this multi-partner

initiative. The first phase focuses on responding to ways sexism affects women in calls to Word and Sacrament ministry. The strategic efforts this year are on relationships and policy.

### Study Guide for *Faith, Sexism, and Justice: A Call to Action*

About a dozen ministry sites tested the draft study guide until the end of February. The guide will help readers to engage the social statement and to act on it through group and individual activities, videos, and links to resources. It will be available in 2021.

### 50/40/10 ordination anniversaries

The commemoration of the anniversaries of the ordination of women

(50th and 40th) is concluding this year with a story collection featuring submissions from pastors who are women from across the ELCA. Resources from the anniversary year will remain up at [ELCA.org/50yearsofordainedwomen](https://www.elca.org/50yearsofordainedwomen).



### Lutheran Women’s Works in Religion (LWWR)

This database is online at <https://learn.elca.org/lwvr/> and includes references to monographs, chapters, articles, and reviews; works from popular literature; sermons; Bible study guides; and more. It further connects Lutheran women in religion and serves to diversify and enrich Lutheran scholarship and teaching. Submission forms for entries are found on the website.

## THEOLOGICAL DISCERNMENT: RACIAL JUSTICE



### Strategic Authentic Diversity Implementation

In 2019 the ELCA Churchwide Assembly adopted “[How Strategic and Authentic is our Diversity?: A Call for Confession, Reflection, and Healing Action.](#)”

Lead staff across the churchwide organization are working to implement these actions in the areas of: Theological Framing and Equipping, Healing Action, Structural Accountability, Theological Education and Leadership Development, and Partnerships with Full Communion, Ecumenical and Interreligious Partners, and Related Organizations.

### Diversity Goal Reporting Tool for Synods

The churchwide organization continues to work with synods as they assist congregations in achieving those goals. The action requires annual reports to the Church Council and reports every three years to the Churchwide Assembly.

### Anti-Racism and Condemning White Supremacy

The ELCA recognized June 17 as a day to commemorate the Mother Emanuel 9 and to repent of racism and white supremacy. Planning is underway for the second annual commemoration. Additional events focused on combatting white supremacy are under development.

## THEOLOGICAL DIVERSITY AND ENGAGEMENT

### Theological Roundtable

The Theological Roundtable, a gathering of all of the official theological networks of the ELCA, met

in March, focusing on how Covid has affected our various communities and how the networks are responding. We will also have a conversation with the CWO executives about the role of theology in the Future Church redesign.

### Freedom of a Christian

We are finishing the Spanish version of the Study Guide for the Freedom of a Christian, which will be available with the English one at [www.elca500.org](http://www.elca500.org).

### Combatting White Supremacy

We are conducting research on how to proceed to develop a theological Statement on Combatting White Supremacy and a process for racial healing across the ELCA.

## THEOLOGICAL ETHICS

### Social Statement Task Force

In November 2020, the ELCA Task Force on Church, State, and Civic Participation began a series of intensive meetings during the listening and study phase of the social statement process. Meeting topics through March have included close attention to the social message “Government and Civic Engagement in the United States: Discipleship in a Democracy,” Lutheran theology and Confessions, as well as sessions with ELCA bishops and other ELCA staff whose work is closely tied to ELCA social teaching. Members of the task force are beginning to host listening events in order to garner input from across our church while ELCA staff are developing a network of process builders who are volunteers within synods trained to build awareness, conversation, and engagement with this process. Biographies of the 18-member task force, social statement timeline, and additional information are available [here](#).

# ENGAGING COMMUNITIES & RELATIONSHIPS

## 2020 New Starts and Mission Developers



## Children, Youth and Young Adult Ministry



Synod leaders started **30 new ministries in 2020** and **13 in 2021**, in diverse settings.

**Unique partnership:** Neighborhood Church, a new start in the Arkansas-Oklahoma Synod, is training all leaders in the Milwaukee Area Synod on virtual church and partnering to train mission developer leaders across the country.

Online Congregational Vitality **training events** were held for more than **1,000 leaders**.

ELCA Children's Ministry updated [elcafaithformation.org](http://elcafaithformation.org) and created resources related to ministry during the pandemic and also addressing Black Lives Matter.

**Growing Young:** Over **250 leaders** from across the ELCA participated in online trainings through a two-day intensive course, monthly gatherings with the ELCA Coaching Network, and the ELCA Youth Ministry Network Book Club.

ELCA Youth Ministry pivoted leadership training virtually, with the Youth Core Leadership Team meeting monthly, creating "Candletime," a weekly online gathering and resource for youth. The ELCA Youth Leadership Summit was held virtually in November, and "Passage," a small group, was created for graduating seniors. The ELCA Youth Ministry Network annual training event, the Extravaganza, had **1,750 leaders participate**, the highest number ever.

**Abide:** More than **1,000 young adults** across the country gathered for the first time in over 100 small groups, with content entirely created by young people. Young leaders led groups, created liturgies, held online graduation parties for each other, and formed a nimble, innovative community — significantly bolstering their spiritual and mental health.

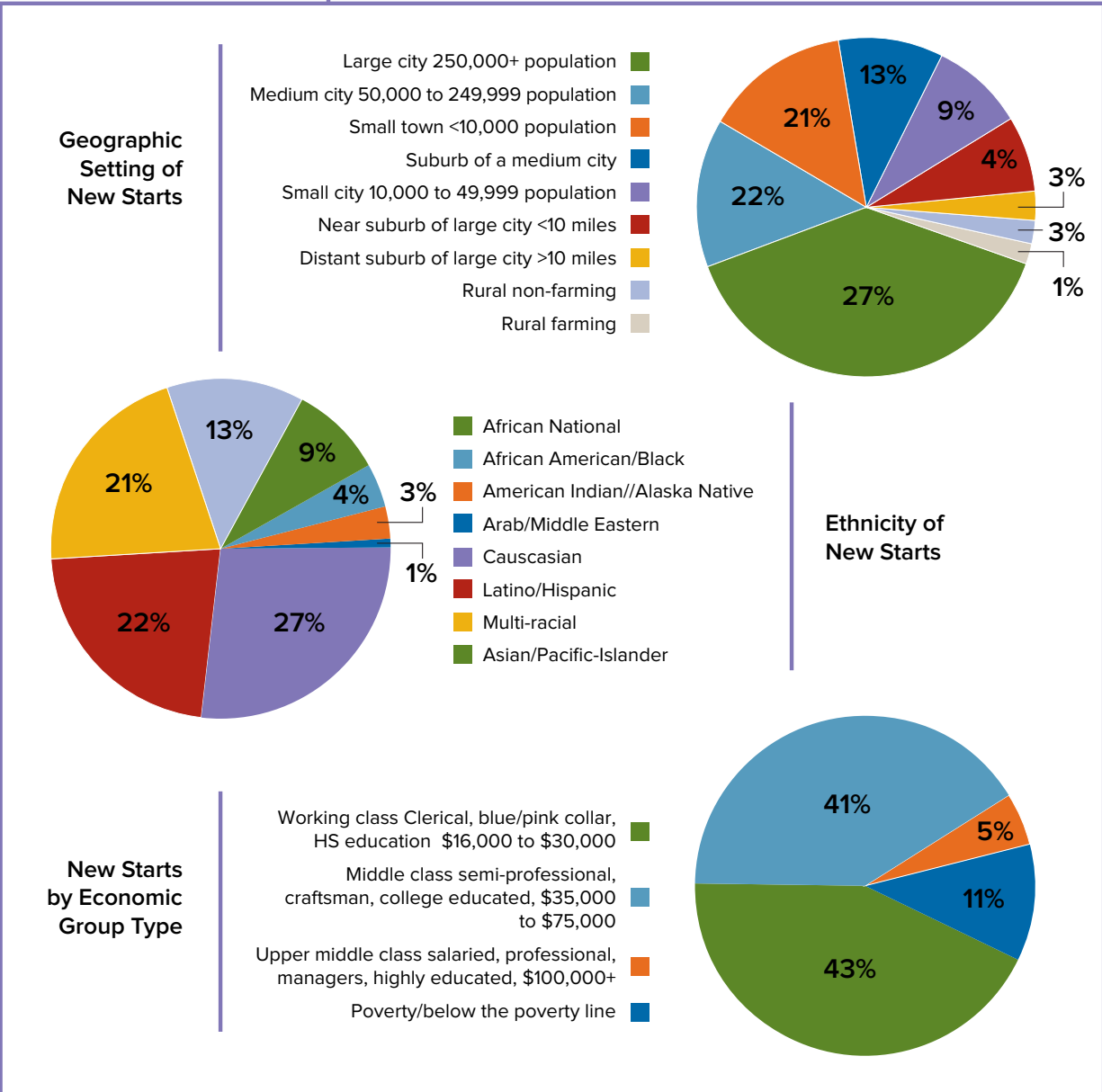
**#NoPlasticsforLent 2020:** This initiative on creation care and intersecting issues, **created by young people and reached more than 100,000 followers** and was featured in the New Yorker magazine.

## Holy Innovations



Thanks to the Campaign for the ELCA, the ELCA Congregational Vitality Team **partnered with synods** to continue **creating 21 collaborative Holy Innovation projects** that will share their learnings across the ELCA.

For one of these, “The Grief and Transitions Project”, ten leaders from around the country came together to share strategy and resources. This website is the culmination of the Holy Innovations project and offers a resource for all synods and leaders walking with congregations through significant change. <https://elcaresources.org/help/>



### Latinx L3 Initiative



The Latinx Lutheran Leadership Initiative (L3) is a project to identify, equip and accompany Latinx leadership in the ELCA. The initiative has a goal to **create a network of 300 Latinx leaders** to feed the three expressions of our church within two years. It has three focus areas: leadership, formation and development. The preliminary launching date for this initiative is Pentecost Sunday, May 23, 2021.

### Lutheran Theological Center of Atlanta (LTCA)



In order to help the ELCA reach a more diverse population, this ELCA-sponsored center will identify, support and guide lay leaders and candidates for rostered and congregational ministry, with an intentional focus on African descent leaders. It will give leaders an experience in historically black seminaries at the Interdenominational Theological Center (ITC) in Atlanta.

### Digital Resources for Congregations



An additional **650 congregations signed up for services** from our preferred partners who offer digital church management and giving options.

[ELCA.org/publichealth](https://elca.org/publichealth) was created in response to the pandemic as a resource hub for congregations and members. To date, we have **nearly 80,000 page views**.

### Social Media Engagement



Over the last year, ELCA social media platforms collectively saw a **20% increase** in impressions and a 30% increase in engagements from the previous year.

**Twitter** engagements **increased by 90%** and **Instagram increased by 150%**.

ELCA social media platforms have seen continued growth in audience size. **Facebook** has **140,000 followers**, **Twitter** has **26,000 followers**, and **Instagram** has **17,000 followers**.

In 2020, **ELCA social media accounts** had more than **55 million impressions**.

## 2020 Media Coverage



Bishop Eaton appeared on CNN to discuss navigating worship during the pandemic.

The ELCA was **mentioned in 6,570 articles**.

This is an **increase of 116%** compared to 2019 media coverage.

This media exposure resulted in **10.1 billion potential viewers** exposed to the ELCA.



Living Lutheran magazine got a fresh new look to start 2021, the year it turns five years old.



# CANDIDACY AND FIRST CALL

There are currently **1,852 active candidates** in the candidacy process.

Of the nearly 300 candidates entranced into candidacy in 2020, 14% self-identified as non-white and 86% as white.

There are **107 active TEEM candidates**. They have self-identified as:



**254 candidates** were approved and assigned so they could begin interviewing for first calls. **232** of those candidates were candidates for **Ministry of Word** and Sacrament. **22** were candidates for **Ministry of Word and Service**.

The Candidacy Team partnered with COB and other assignment partners to redesign the Assignment Process. In Fall of 2020, the COB approved the proposed First Call Process. Following that decision, a new system of assignment was strategically implemented, the Roster Manual, Candidacy Manual and First Call documents were updated and training resources were provided to synods, seminaries and candidates to provide education about the new process.

The Horizon Apprenticeship Program, which provides summer internship opportunities for young people of color or whose primary language is that other than English, quickly pivoted to offer completely online education and community building and helped congregations identify remote internship opportunities. **14 congregations** and **29 apprentices were accepted** into the summer program in 2020; three of the participating congregations were new to the program.

## Visions & Expectations

Visions & Expectations was repealed in 2020. Once Definitions and Guidelines is updated by Church Council, The Conference of Bishops will be asked again if a new document of any kind is needed and for what purpose. An update will be provided to the Church Council in the fall.







*All Creation Sings* is a new curated set of worship resources in the *Evangelical Lutheran Worship* family, developed as part of the ELCA's commitment to the ongoing renewal of worship by supporting congregations' mission in these changing times. This supplement was released at the end of 2020 by Augsburg Fortress / 1517 Media after a nearly three-year process of research, development, editing, and a broad liturgical and theological review. Over 50 people from throughout the ELCA had direct involvement in the development, not including the gifts of the many contributors of prayers, hymn texts, and music.

*All Creation Sings* includes a fully bilingual Spanish-English setting of Holy Communion, a setting of Holy communion especially appropriate for evening, a service of word and prayer adaptable for many occasions, and a section of topical prayers, thanksgivings, and laments. The supplement also includes 200 hymns and songs, offering

a fresh and diverse selection to enliven worship and the people's song in a new day. Learn more at [augsburgfortress.org/AllCreationSings](https://augsburgfortress.org/AllCreationSings).



# GENEROSITY



Members of this church were incredibly generous in their support of ELCA ministries in 2020. Overall giving to fundraising priorities in 2020 finished the year at nearly 99% compared to 2019 totals. We saw an increase of nearly 25% in numbers of individual donors in 2020 (163,931 donors in 2019 vs. 188,735 donors in 2020). While some programs saw an understandable decrease in support due to programmatic disruption (Young Adults in Global Mission and International Women Leaders specifically), other programs saw increased support. Support for “Where Needed Most” saw an increase of nearly 23% compared to 2019 support (\$2.8 million in 2019 vs. \$3.4 million in 2020). ELCA World Hunger, due to an intentional focus mid-year as a feared decrease in support loomed, was able to not only keep pace but also surpass support levels seen in 2019. ELCA Fund

for Leaders also saw increased support compared to 2019 numbers, finishing the year with nearly \$3.7 million in donations to the program. The two most significant stories for 2020 have been the COVID-19 Response Fund and Mission Support. Despite fears that Mission Support would see a dramatic decrease due to congregations meeting virtually, the final numbers tell a different story. At year-end, total Mission Support hovers at 98% of the anticipated 2020 goal (a goal set prior to COVID-19 realities). Around \$41 million in Mission Support was shared with the churchwide organization to be used to support the ministries we do together as a church. This number is an incredible testament to the generosity of our members and the commitment we have to being church together. God is good, and our members are generous.

## Development Events Go Virtual

Each year, we hold more than 10 donor events, including leadership tables and immersion trips, but in 2020, the pandemic caused us to pivot to create online events where donors could still interact with programs and other donors. Here are the stats from 2020:

[ **7** Virtual Events and **4** Virtual Leadership Tables ]

Total Event Reach:

**172,787**  
constituents

Total Event Participation:

**4,800**  
constituents

Total Event Generosity:

**\$673,810**

## Giving

The ELCA had its best single day of fundraising on Giving Tuesday (Dec. 1) in 2020, raising more than

**\$600,000!**



# ELCA INNOVATION LAB

Launched by Presiding Bishop Eaton in January 2020, the ELCA Innovation Lab is a space for the church to generate ideas, unleash creativity and create positive change in the world God so loves. In 2020, the ELCA Innovation Lab has provided innovation-related support, facilitation, and leadership of projects throughout the church and churchwide organization. Here are some highlights:

## 2020 ELCA Innovation Lab Goals

1. Develop the willingness and culture (i.e., purpose, values, rules of engagement) and ability (i.e., abrasion, resolution and agility) for innovation throughout the church.
2. Champion and drive innovation denomination: connected leaders who inspire and drive co-creation and make new and useful things.
3. Prove and encourage that a good idea can come from anywhere, take shape and be tested by co-creators at velocity.

## 2020 Engagement Snapshot

Participation	Reach	Leadership	Generosity
			
<b>50% of churchwide staff</b> have participated in a Lab project or learning event.	<b>3,201 individuals and ministries</b> reached by Lab projects and activities.	Projects supported by the Lab involved the <b>leadership of 27 unique project leaders.</b>	<b>Secured a nearly \$1 million grant</b> to launch the Congregations Lear Initiative.

## What did the Lab learn in 2020?

Sharing our stories is an important part of generating ideas and problem solving.

The Church has always been a place for storytellers. At the Lab, we have found that telling the story of a new idea or can help us explore important questions. One activity to help shape these stories is to create your own [“origin story.”](#)

We are not always sure if we are exploring the right problem or question.

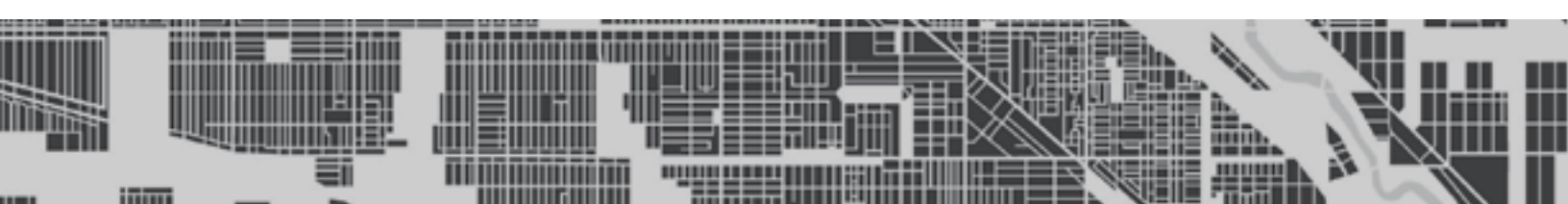
The Lab is a space to explore the biggest questions the church is facing, both today and tomorrow. Often, it can be hard to know if we are asking the right questions. At the Lab we always ask questions using the [“how might we”](#) method and if the question being asked doesn't seem quite right, then an [abstraction ladder](#) can help to reframe the problem!

The ideas we support should take us closer to the future we want to see.

A good idea can come from anywhere! The Lab is a space for the church to co-create positive change in the world God so loves and is guided by the priorities of the [ELCA's Future Church priorities](#).

A new chapter.

Building on the learnings from year one, the ELCA Innovation Lab is now part of the Innovation home area of the churchwide organization. Stay tuned for more!



# FUTURE CHURCH

## Purpose

Activate each of us so more people know the way of Jesus and discover community, justice and love.

## Vision

A world experiencing the difference God's grace and love in Christ make for all people and creation.

### Priority 1

**A Welcoming Church:  
Engaging new, young  
and diverse people**

"Your young ... shall see visions, and your old ... shall dream dreams."

Acts 2:17

### Priority 2

**A Thriving Church:  
Rooted in tradition and  
radically relevant**

"You are the salt of the earth; but if salt has lost its taste, how can its saltiness be restored? ... You are the light of the world."

Matthew 5:13-14

### Priority 3

**A Connected,  
Sustainable Church:  
Raising the bar  
together**

"I am the vine, you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing."

John 15:5

## Goal

Share the story of Jesus and the ELCA by engaging with one million new people as we grow the church together.

# CONSTITUTION

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

JANUARY 31, 2021

## Proposed Constitutional Amendments



## *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.

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## 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 Assembly 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.
- 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.

## CONSTITUTION CHAPTER 4 CONTINUED...

- †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

- †S6.03. 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 the ministry of Word and Sacrament in cooperation with the appropriate seminaries of this church, which may be done through multi-synod committees;
    2. authorizing ordinations and ordaining ministers of Word and Sacrament on behalf of this church;
    3. approving ministers of Word and Service, which may be done through multi-synod committees;
    4. authorizing ordinations and ordaining ministers of Word and Service on behalf of this church; and
    5. consulting in the call process for rostered ministers.



- †S6.03.01. *Continued...*
- 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.
- †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:
- a. promoting interdependent relationships among congregations, synods, and the churchwide organization, and entering into relationships with other synods in the region;
  - b. fostering organizations for youth, women, and men, and organizations for language or ethnic communities;
  - c. developing relationships with social ministry organizations and ministries, participating in their mission planning, and providing supportive funding;
  - d. supporting relationships with and providing supportive funding on behalf of colleges, universities, and campus ministries;
  - e. maintaining relationships with and providing supportive funding on behalf of seminaries and continuing education centers;
  - f. fostering supporting relationships with camps and other outdoor ministries;
  - g. fostering supporting relationships with preschools, elementary schools, and secondary schools operated by congregations of the synod;
  - h. fostering relationships with ecumenical and global companions;
  - i. 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:
- a. encouraging financial support for the work of this church by individuals and congregations;
  - b. participating in churchwide programs;
  - c. 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;
  - d. providing ecumenical guidance and encouragement.

**CONTINUED...**

## CONSTITUTION CHAPTER 6 CONTINUED...

- †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 at least 45 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and at least 45 percent shall be men; and that, where possible, the representation of ministers of Word and Sacrament 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 10 percent of the membership of synod assemblies, councils, committees, boards and/or other organizational units be persons of color and/or persons whose primary language is other than English.
- †S6.04.02. 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.C88. 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. Assembly report. For all regular meetings of the Assembly, the secretary of this synod shall prepare an Assembly report. At least 20 days prior to each such meeting, the secretary shall distribute the Assembly report to all Congregations and voting members elect, and file a copy thereof in the public file. The Assembly report shall include a proposed agenda for the meeting; minutes of the preceding regular meeting of the Assembly and of each special meeting since the preceding regular meeting; reports of the bishop, the Council, related and affiliated organizations, Standing committees, and deans; and, the proposed budget. For meetings at which elections are held, the Assembly report shall also include information concerning such elections.
- S7.01.02. Arrangements for Assembly meetings. The arrangements for agenda, program, and worship at meetings of the Assembly shall be under the supervision of the bishop. This synod shall be responsible for the costs of the Assembly; such costs shall not include voting members’ expenses.
- S7.01.03. Other members of Assembly. Unless elected as voting members, members of the Council who are not officers shall serve as advisory members of the Assembly, with voice but not vote. Other categories of non-voting members of the Assembly may be established by the Assembly.



- S7.01.05. Assembly committees and officials. The Assembly shall have committees and officials as provided in this bylaw. Generally, eligibility for appointment to a committee of the Assembly is as provided in the first sentence of S11.01.02. Unless the bishop so requires, an Assembly committee or official need not make a formal report covering its or her/his activities.
- a. The Council shall appoint a Committee on Reference and Counsel consisting of ten members. The functions and responsibilities of the committee are to review and advise the Assembly and the bishop (or other person presiding at a meeting of the Assembly) with respect to proposed changes or additions to the constitution and the bylaws and other items submitted to the Assembly which are not germane to items in the agenda of the meeting.
  - b. Officials and committees of the Assembly, in addition to the Committee on Reference and Counsel (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 Council, may be appointed by the bishop with the advice of the 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 Assembly the committees and officials may be the same as for the preceding regular meeting.
  - d. Committees and officials of the Assembly are accountable to the bishop and the Assembly for due performance of their functions and responsibilities.
- S7.01.A92.
- a. *Definitions. In this resolution --leading and encouraging of congregations in their evangelism efforts:*
    - o *"this Assembly" means the next or current meeting of the Assembly.*
    - o *"the Committee" means the Committee on Reference and Counsel.*
    - o *"Council resolution" means a form of resolution which is presented to this Assembly on behalf of the Council and with the Council's recommendation for adoption.*
    - o *"reported resolution" means a form of resolution, other than a council resolution, which the Council deems worthy of consideration by this Assembly.*
    - o *"prospective voting member" means a person who is likely to be a voting member to this Assembly and, as to a lay person, has been selected by her/his Congregation to be but is not yet registered as a voting member.*
    - o *"additional resolution" means a form of resolution, other than a council resolution or reported resolution, which a voting member intends to propose to this Assembly, and*
      1. *seeks to amend the constitution or the bylaws, or*
      2. *seeks to add an item of new business to the agenda of this Assembly, or*
      3. *is not germane to the proposed agenda, the agenda, or the pending question or report before the Assembly.*
    - o *"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 Assembly, may be expected to be pertinent thereto.*
    - o *"prospective movant" means the voting member who proposes an additional resolution or is responsible for presenting a reported resolution to the Assembly.*
  - b. Council resolutions and reported resolutions
    - o *Council resolutions and reported resolutions shall be set forth in the Assembly Report. Also, as in the Council's view circumstances warrant, the Council may present revised and additional council resolutions, and shall furnish each such revised council resolution and additional council resolution, if any, to this Assembly in written form and at the earliest practicable time.*
  - c. Form and initial processing of additional resolutions.
    - o *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, and, if the proposer is a prospective voting member, the name of the proposer's Congregation and his/her phone number.*
    - o *A prospective voting member may pre-submit an additional resolution prior to this Assembly. If a prospective voting member does not register as a voting member on the first day of this Assembly, an additional resolution which was pre-submitted by her/him will be discarded.*
    - o *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 or, in case of a pre-submitted additional resolution, for the Committee's attention when it convenes.*

**CONTINUED...**

## CONSTITUTION CHAPTER 7 CONTINUED...

S7.01.A92.

Continued...

- d. Further processing and status of additional resolutions
  - o The Committee will endeavor to consider pre-submitted additional resolutions prior to this 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 Assembly.
- e. Form and delivery of pre-amendments.
  - o 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, but no pre-amendment shall be delivered to the Committee prior to the first business session of this Assembly.
- f. Processing and status of pre-amendments.
  - o The Committee 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 Assembly.
- g. Limitations.
  - o No member of the Committee 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.
  - o The Council may prescribe reasonable limitations with reference to additional resolutions, reported resolutions and pre-amendments, including limitations as to --
    1. the number and priority of pre-submitted additional resolutions;
    2. the time for pre-submission of an additional resolution;
    3. the number of additional resolutions a voting member may submit;
    4. the time for submission of an additional resolution;
    5. the number and priority of pre-amendments;
    6. the latest time for delivery of a pre-amendment;
    7. the number of words comprising an additional resolution or pre-amendment. The Council shall seek advice from the Committee as to limitations which are to be operative during this 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 Assembly not later than the first business session.
- g. Advice by the Committee.
  - o The Committee, upon reasonable opportunity to consider the additional resolutions, reported resolutions and pre-amendments, shall advise the bishop and this Assembly concerning disposition of those matters, but shall not advise as to disposition of an 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.
  - o The Committee may advise also as to the order and time for consideration of an 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 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 Assembly.
  - o The Committee shall have the services of the parliamentarian, synod legal counsel or similar resources in aid of the Committee's work.

†S7.11.

The Committee shall have the services of the parliamentarian, synod legal counsel or similar resources in aid of the Committee's work.



- S7.11.01. Frequency, time-of-year and place of Assembly meetings. Regular meetings of the Assembly shall be held annually, normally during the month of May or the month of June, each at a convenient place selected by the Executive Committee.
- 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.
- 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 ministers of Word and Sacrament under call on the roster of this synod in attendance at the Synod Assembly shall be voting members.
  - b. All ministers of Word and Service, under call, on the roster of this synod shall be voting members in the Synod Assembly.
  - c. 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 at least 45 percent of the lay members of the assembly shall be women and 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 Synod Assembly.
- S7.21.03. The †S7.21.c. formula. Preparatory to regular meetings of the Assembly, the Council shall provide the †S7.21.c. formula, with revisions as from time to time necessary. Prior to each such meeting the 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 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 Council to such membership.*
- S7.21.B04 *The membership of the 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.*
- S7.22. This synod may establish processes that permit retired rostered ministers, or those designated as disabled, 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.
- ±S7.23. The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of the church-wide 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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## CONSTITUTION CHAPTER 7 CONTINUED...

- 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 worshipping communities of the synod, which have been authorized under ELCA bylaw 10.02.03., to serve as voting members of the Synod Assembly, consistent with †S7.21.
- 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.
- S7.32A98 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
  2. Purpose. The purpose of this continuing resolution is to enable voting members of the Assembly to propose that the Assembly apply already-established positions of the synod in respect of new or additional situations, and so to avoid 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 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 Assembly actions so to apply continuing positions.
  4. Procedure. For a voting member who seeks Assembly action so to apply a continuing position, the suggested procedure is to present a motion for that purpose to the Assembly. For example, a suitable form of motion is: "I move that this 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 Assembly has acted so to apply the continuing position.
- 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.





†S8.12.

*Continued...*

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;
- 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 functioning within the territory of this synod; and
  7. Be ex officio a member of the Churchwide Assembly.
- i. Oversee and administer the work of this synod and in so doing:
  1. Serve as the president of the synod corporation and be the chief executive and administrative officer of this synod, who is authorized and empowered, in the name of this synod, to sign deeds or other instruments and to affix the seal of this synod;
  2. Preside at all meetings of the Synod Assembly and provide for the preparation of the agenda for the Synod Assembly, Synod Council, and the council's Executive Committee;
  3. Ensure that the constitution and bylaws of the synod and of the churchwide organization are duly observed within this synod, and that the actions of the synod in conformity therewith are carried into effect;
  4. Exercise supervision over the work of the other officers;
  5. Coordinate the work of all synod staff members;
  6. Appoint all committees for which provision is not otherwise made;
  7. Be a member of all committees and any other organizational units of the synod, except as otherwise provided in this constitution;
  8. Provide for preparation and maintenance of synod rosters containing the names and addresses of all rostered ministers of this synod and a record of the calls under which they are serving or the date on which their retired or disability status took effect;
  9. Annually bring to the attention of the Synod Council the names of all rostered ministers on leave from call or engaged in approved graduate study in conformity with the constitution, bylaws, and continuing resolutions of this church and pursuant to prior action of this synod through the Synod Council;

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## CONSTITUTION CHAPTER 8 CONTINUED...

- †S8.11. Continued... 10. Provide for prompt reporting to the secretary of this church of:
- a. additions to and subtractions from the rosters of this synod;
  - b. the issuance of certificates of transfer for rostered ministers in good standing who have received and accepted a properly issued, duly attested, regular letter of call under the jurisdiction of another synod; and
  - c. the entrance of the names of such persons for whom proper certificates of transfer have been received;
11. Provide for preparation and maintenance of a roster of the congregations of this synod and the names of the laypersons who have been elected to represent them; and
12. Appoint a statistician of the synod, who shall secure the parochial reports of the congregations and make the reports available to the secretary of this church for collation, analysis, and distribution of the statistical summaries to this synod and the other synods of this church.
- S8.12.A87. *Office of ecumenical relations.* Upon recommendation of the bishop, the Council may establish a synodic office of ecumenical relations to assist the bishop with her/his responsibilities under †S8.12.h.3. and provide for the staffing of such office by employees of this synod. The bishop may appoint a board of six persons to advise him/her concerning the office; generally, terms and other incidents of service on the board are the same as for members named by the bishop to the Mutual Ministry Committee.
- †S8.13. The synod bishop may appoint an attorney, admitted to the bar within the territory of the synod or the state where the synod is located, to be Synod Attorney. The appointment must be approved by the Synod Council and reported to the Synod Assembly and to the secretary of this church. The appointment continues until resignation or until a successor is appointed. The Synod Attorney provides legal advice and counsel to the synod officers and the Synod Council. The Synod Attorney is expected to be familiar with the governing documents and policies of the synod and, as necessary, to attend meetings of the Synod Council. The Synod Attorney serves without salary but may be retained and compensated for specific legal services requested by the synod.
- S8.14.01. *Assistants to the bishop.* After consultation with and upon the recommendation of the bishop, the Council may call or engage one or more persons to serve as assistants to the bishop in the work and conduct of the bishop's office and of this synod. Such assistants may be ministers of Word and 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 assistant who 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 assistant 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 assistant 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 Council receives the bishop's recommendations, the term of each minister of Word and Sacrament, each minister of Word and Service assistant's call, or period of each lay assistant's employment, and the salary, emoluments and other remuneration to be received by each assistant shall be determined by the Council and incorporated into the provisions of the call or letter of engagement. If the bishop so recommends, any assistant may serve successive calls or periods of employment as determined by the 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 Council may authorize employment by this synod of support staff, in an appropriate number, for the bishop and the bishop's assistants in the work of the synod.
- S8.14.A87. Number of assistants. The number of assistants 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 his or her 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.

- †S8.16.01  
*Continued...*
- b. Matters include any proceedings under Chapter 20, proceedings under provision 7.46. of the Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America (†S14.13.), 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.

†S8.23. In the event of the death, resignation, or disability of the bishop, 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 conduct of the duties of the bishop until a new bishop shall be elected or, in the case of temporary disability, until the bishop resumes full performance of the duties of the office.

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:

- a. Keep the minutes of all meetings of the Synod Assembly and Synod Council, be responsible for the printing and 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. The secretary of this synod shall have charge of the public file and maintain it at the synod office.

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, she/he shall be responsible to make the filing, or (b) by the 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 secretary 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.

S8.40. **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.

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## CONSTITUTION CHAPTER 8 CONTINUED...

- 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—*
    - o *“its purposes” means a purpose indicated in the Statement of Purpose of this synod (Chapter 6 of the constitution).*
    - o *“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*
    - o *“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.*
- S8.50. **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 his or her successor takes office.
  - c. The treasurer of this synod shall be [elected] [appointed] to a four-year term and may be re-elected or reappointed. The treasurer shall serve until his or her 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 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, other than those 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.

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## CONSTITUTION CHAPTER 8 CONTINUED...

- †S8.57. *Continued...*
- 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 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, the bishop, 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 Assembly. In addition to elections prescribed in the constitution to be made by the Assembly, the Assembly shall elect
- a. voting members of the Churchwide Assembly allocated to this synod.
  - b. the other council members (OCMs) and the youth who is a member of the Council.
  - c. the members of the Consultation Committee and the synodical 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 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 Assembly meetings. The elections described in S9.01.01. shall be held at regular meetings of the 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 Other Council Members (OCMs). Normally, OCMs may be reelected once; however, if an expiration of the term of an incumbent OCM, the incumbent does not meet a specification for the position according to S9.03.04. or otherwise, she/he is ineligible to reelection. If an OCM 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, he/she shall be deemed to have served the full term.



- 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 Council-appointed position shall be filled by interim appointment by the Council. The 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.A88. The Council, having regard to the provisions of †S7.21. and S7.21.A88., shall elect to the membership of the 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 Assembly, bear his/her 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 Assembly is to be held; each such election shall be only for such 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 the first sentence of 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. Council members, other than those eligible to reelection at the next regular meeting of the Assembly, may be appointed. A member of the Committee may be consecutively reappointed twice.
  - b. The Council is to complete appointments to the Nominating Committee for the meeting of the 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 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 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 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 her/him, otherwise be eligible for the position for which he/she is selected or to which she/he is elected, 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 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 OCM.

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## CONSTITUTION CHAPTER 9 CONTINUED...

- S9.03.03 Adoption of selections under S9.03.02. Normally, the 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 OCM, is to adopt the selections of Conferences under paragraph (a) of S9.03.02.
- S9.03.04 Specifications for Nominating Committee and OCM positions. So the 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 Council may establish specifications for at least some Nominating Committee and OCM 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 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 Assembly at which an election for the office of bishop is to be held, the 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 Assembly.
  - b. The duties of the Committee on Pre-election Canvass shall be
    1. to mail directly to each voting member of the Assembly, at least sixty (60) days but not more than seventy (70) days prior to the 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 Assembly;
    3. to obtain, on a uniform basis, and to mail to each voting member of the Assembly at least twenty-one (21) days prior to the Assembly, biographical information about the 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 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 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 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.A99.
  1. *In each meeting of the 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 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.*



- S9.04.A99. *Continued...*
2. 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 Assembly and (ii) spoken answers by the person to propounded questions, provided that if the person is not in attendance or otherwise so desires, he/she may designate a spokesperson to participate in his/her stead. 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, he/she is expected also to participate in the other aspect. The official presiding at the election shall likewise preside during the introductions.
  3. Each such person, in any aspect of her/his introduction to the 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 her/his introduction and otherwise in connection with the election.
  4. 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.
  5. 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 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 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 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 the second ballot, the 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 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 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 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 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.

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## CONSTITUTION CHAPTER 9 CONTINUED...

- 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.A99. A person who is nominated for election by the Assembly (a) for an OCM position, or (b) to the position of voting member of the Churchwide Assembly, is to provide, prior to the election in which she/he is a nominee, a written statement with regard to his/her candidacy for the position. The Nominating Committee or the Elections Committee of the Assembly, as appropriate, may receive the statement from the person. The statement is for distribution to voting members of the 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.
- 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 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.
  - 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 second 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 second month following election. The youth shall be at least 16 years of age when her/his term begins and not more than 21 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 second month following election. The young adult shall be at least 21 years of age when her/his term begins and not more than 30 years of age when the term ends, and is not eligible to reelection.
- S10.01.04. Council meetings. The Council shall hold regular meetings at least four times a year and, normally, once in each calendar quarter. The place of meetings of the Council shall be determined by the Executive Committee. Special meetings of the 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 Council members. The secretary of this synod shall give written notice of each meeting of the Council to Council members.
- S10.01.05. Committee liaison. The 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 Council may attend and have voice at meetings of such committees.



- S10.01.06. Council committees--generally. The council shall have an Executive Committee and such other committees as it may from time to time determine. The Council shall appoint the members of its committees. No one other than a member of the Council may serve on a Council committee. Subject to the Council's directions concerning purpose, procedure, and record-keeping, a Council committee develops its own agenda and sets its own procedure. Unless the Council so requires, a Council committee need not make a report to the Assembly covering its activities.
- S10.01.07. Executive Committee. The Executive Committee shall comprise the officers and five other council members (OCMs); at least one of the OCMs shall be serving a term with an expiration date different than the expiration date of the terms of the other OCMs. Normally, the period of appointment for OCMs on the committee is two years, with no limitation on reappointment to an available position. The committee shall perform those functions of the Council assigned to it by the Council, and, subject to other or additional directions from the Council, the committee shall oversee preparation of the agenda for 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 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 Council and Council-appointed committees. Council committees and the Nominating Committee are accountable to the 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
1. 1. Definition. In this continuing resolution, "position resolution" means an action of the Assembly which expresses the synod's position as to indicated subject matter, but is not and is not connected with another action of the 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.
  2. Applicability. This continuing resolution applies in respect of each position resolution and without regard to the date of the resolution.
  3. 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.
  4. 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 Council considers the subject matter or purpose of an expiring position resolution to be of continuing interest to the synod, the 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 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 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 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.

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## CONSTITUTION CHAPTER 10 CONTINUED...

- 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.
- S10.06. 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.
- S10.07.01. 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

- †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 relating to the office of the bishop are the Ministry Committee and the Constitution Review Committee, and their functions and responsibilities are as from time to time provided in the bylaws and continuing resolutions of the synod. The bishop appoints members of these committees, with the approval of the Council, and, generally, for terms of service of four years arranged, with reference to an election cycle, in the same manner as terms of OCM positions. Members of these committees are eligible to reappointment.
- S11.01.02. Eligibility/qualifications for committee service. Other than the bishop ex officio, and subject to the provisions of S11.02.01 (Consultation Committee), and S11.03.01 (Committee on Discipline), no person shall concurrently be a member of more than one of the Standing Committees. An OCM is ineligible to be a member of a Standing Committee.
- S11.01.03. General provisions pertaining to committees. Except as the bylaws may otherwise provide or require with reference to committees of the Assembly, the Nominating Committee, Council committees, the Consultation Committee, the Committee on Discipline, and a Task Force or 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.



- S11.01.03. *Continued...* 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.
- S11.01.04. 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 serving.
- S11.01.05. Assembly committees. Committees of the Assembly have status, composition, appointment process, and functions and responsibilities as described and provided in S7.01.05.
- S11.01.06. Council committees. 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.
- S11.01.07. 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.
- S11.01.08. Nominating Committee. The Nominating Committee has the status, composition, appointment processes, and functions and responsibilities as described and provided in Chapter 9.
- S11.01.09. Executive Committee. The Executive Committee shall comprise the officers and five other council members (OCMs); at least one of the OCMs shall be serving a term with an expiration date different than the expiration date of the terms of the other OCMs. Normally, the period of appointment for OCMs on the committee is two years, with no limitation on reappointment to an available position. The committee shall perform those functions of the Council assigned to it by the Council, and, subject to other or additional directions from the Council, the committee shall oversee preparation of the agenda for 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 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.
- S11.01.11. Standing Committees. The Standing Committees are the Consultation Committee, the Committee on Discipline, and committees relating to the office of the bishop..
- S11.01.16. Committees relating to the office of the bishop. Committees relating to the office of the bishop are the Ministry Committee and the Constitution Review Committee, and their functions and responsibilities are as from time to time provided in the bylaws and continuing resolutions of the synod. The bishop appoints members of these committees, with the approval of the Council, and, generally, for terms of service of four years arranged, with reference to an election cycle, in the same manner as terms of OCM positions. Members of these committees are eligible to reappointment.
- S11.01.30. Reports by Standing committees. The Standing committees shall make annual written reports to the 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.
- S11.01.35. Task Forces and Temporary committees. The Council shall, as directed by the 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 Council shall describe the assignment in reasonable detail. The 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 the first sentence of S11.01.02. Members of the 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 complete its assignment and submit any required report within a period of not more than 18 months.
- S11.01.45. Accountability. The Standing committees and Task Forces and Temporary committees of this synod -- together with their members -- are accountable to the Council and the 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 Council.

**CONTINUED...**

## CONSTITUTION CHAPTER 11 CONTINUED...

- S11.01.E95. *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 it, may participate in multi-synodic committees for certification of candidates for ordination and in the certification or accreditation processes for other professional leaders. The committee shall have 20 members.*
- 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 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 Council with regard to constitutional matters. The committee shall have six members including, normally, the secretary of the synod.*
- †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 ministers of Word and Sacrament 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 ministers of Word and Sacrament 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 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 Council and serve for the period the 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.A21 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) (checked)

**Bethel (West)**, Chicago  
Edgebrook, Chicago  
Edison Park, Chicago  
First Evangelical, Chicago  
**Iglesia Luterana De La Trinidad**, Chicago  
**Martin Luther**, Chicago  
**Mission of Christ**, Chicago  
**Mosaic**, Chicago  
**Purna Jiwan**, Chicago  
**St. James on Foster**, Chicago  
**St. Luke’s Lutheran Church of Logan Square**, Chicago  
**St. Timothy**, Chicago  
**United in Faith**, Chicago  
**Wicker Park**, Chicago

### **NEAR WEST** (checked)

**Acacia Park**, Norridge  
**Ascension**, Riverside  
**Christ**, Clarendon Hills  
**Community United**, Berwyn  
**Epiphany**, Elmhurst  
**Faith**, Brookfield  
**Gethsemane**, Cicero  
**Gloria Dei**, Downers Grove  
**Good Shepherd**, Oak Park  
**Grace**, La Grange  
**Grace**, Westchester  
**Holy Trinity**, Lombard  
**Lord of Life**, Darien  
**Mision Luterana Unidada**, Berwyn

**Prince of Peace**, Addison  
**Redeemer**, Hinsdale  
**Resurrection**, Franklin Park  
**St. James**, Western Springs  
**St. Luke’s**, Elmhurst  
**St. Michael’s**, La Grange Park  
**St. Paul**, Villa Park  
**St. Paul Thai**, Forest Park  
**United**, Oak Park  
**Unity**, Berwyn

### **NORTH** (checked)

**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  
**St. Stephen**, Antioch  
**Trinity Evangelical**, Ingleside  
**Trinity United**, Waukegan  
**Zion**, Deerfield

## CONSTITUTION CHAPTER 11 CONTINUED...

S12.01.A21

Continued...

### **NORTHEAST** (checked)

Christ, Chicago  
Concordia, Chicago  
Ebenezer, Chicago  
Evangelical Church of St. Luke, Chicago  
First Immanuel, Chicago  
Gloria Dei, Northbrook  
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** (good)

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, Mount Prospect  
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** (checked)

Ashburn, Chicago  
Augustana, Chicago

Bethany, Chicago  
Bethel-Imani, Chicago  
Bethlehem Evangelical, Chicago  
Calvary (Kenneth), Chicago  
Christ the Mediator, Chicago  
Come Alive Ministry of Faith, Chicago  
First of the Trinity, Chicago  
Iglesia de la Santa Cruz, Chicago  
Lebanon, Chicago  
Love, Faith, and Hope SAWC, Chicago  
Lutheran Church of the Holy Spirit, Chicago  
Reformation, Chicago  
Salem, Chicago  
St. James (on Michigan), Chicago  
St. James Evangelical, Chicago  
St. Mark, Chicago  
St. Stephen, Chicago  
St. Thomas, Chicago  
Tumaini Swahili Chapel, Elk Grove Village  
Windsor Park, Chicago  
Zion Lutheran Church of Avalon Park, Chicago

### **SOUTHWEST** (checked)

Bethany, Lemont  
Evangelical LC 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. Philip, Blue Island  
St. Stephen, Midlothian  
Trinity Evangelical, Oak Lawn  
Trinity, Park Forest  
Zion, Tinley Park

### **WEST** (good)

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





S12.01.A21  
Continued...

**WEST** continued...

**Lutheran Church of the Master**, Carol Stream  
**Naperville Yuhllin**, Naperville Aurora  
**New Hope**, Aurora  
**Our Savior**, Aurora  
**Our Saviour's**, Naperville  
**Prince of Peace**, Woodridge

**Rejoice**, Geneva  
**St. Andrew**, West Chicago  
**St. Luke**, Glen Ellyn  
**St. Mark's**, Aurora  
**St. Paul**, Wheaton  
**St. Timothy**, Naperville  
**Trinity**, Warrenville  
**Truth**, Naperville

12.01.02 c. The 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 Council, and include rationale in support of the proposed transfer.

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 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 Conferences. Groupings of Congregations of this synod, under Chapter 12 of the constitution, are "Conferences."

S12.01.A21 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 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 Council. The 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,
- 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,

**CONTINUED...**

## CONSTITUTION CHAPTER 12 CONTINUED...

- S12.01.05. 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 her/his Conference -- to be part of the reports to the Assembly, and
- Continued...*
- f. perform such other duties as the bishop may from time to time assign. The deans may attend meetings of the 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 choose 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. 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.
- 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 synodical 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 Council with the Congregation prior to the Council's decision on whether to approve the Congregation's request.
- 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 Council.
  - c. After the 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 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 Congregation, as may be requested by the bishop or by any member of the 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 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 Council on matters pertaining to the requested termination. The Council need not announce the determination at such Council meeting, but as soon as practicable after the meeting, the 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 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:

**CONTINUED...**

## CONSTITUTION CHAPTER 13 CONTINUED...

- †S13.24. a. The congregation has disbanded, ceased to worship, or otherwise ceased to exist as a congregation.  
*Continued...* 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.  
f. 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.
- 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. Synodically 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. **Discipline**
- †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;  
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, calling for justice and proclaiming God's love for the world.  
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 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.
- †S14.16. 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 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:  
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 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. physical disability or mental incapacity of the 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 physical disability or mental 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 in his or her 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 physical disability or mental 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 removal of the disability and restoration of the pastor to health, the bishop shall take steps to enable the pastor to resume the ministry, either in the congregation last served or in another appropriate call.

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## CONSTITUTION CHAPTER 14 CONTINUED...

- †S14.18. *Continued...*
- 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 parochial 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 his or her 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.
- †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 parochial 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;



- †S14.32. *Continued...*
- c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;
  - 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.
- †S14.41. 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.
  - 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 death or, following consultation with the synod bishop, for 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. physical disability or mental 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 physical disability or mental 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 in his or her 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.

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## CONSTITUTION CHAPTER 14 CONTINUED...

- †S14.43. *Continued...*
- c. In case of alleged physical disability or mental 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 removal of the disability and restoration of the minister of Word and Service to health, 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. 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.
  - 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 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, the unity of this church should be evidenced in determining each part's share of the gifts and offerings.





- †S15.11. Therefore:  
*Continued...*
- 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.
- 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 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 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 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 Council deems an application complete, it shall act on the application, with written notice of the action to applicant. Such action, in the 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 Assembly.
  - e. The Council's disposition of the application is final. An application referred by the Council to the Assembly, may be disposed of in any manner the 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

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## CONSTITUTION CHAPTER 14 CONTINUED...

- S15.21.03. *Continued...*
- 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. 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. The financial reports shall be in the format approved from time to time by the churchwide Office of the Treasurer.

†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 section †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 synodical 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 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 section †S16.01. or section †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 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 decided by the Synod Council.

## **Chapter 17. 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.

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## **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.

†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 Synod Council. Newly adopted continuing resolutions and amendments to existing continuing resolutions shall be reported to the secretary of this church.



# Proposed Constitutional Amendments to the Metropolitan Chicago Synod Constitution

The following recommendations consider ONLY the Recommended Provisions to the Model Constitution for Synods, as approved by the 2019 Churchwide Assembly, as prepared and provided to the secretary of this synod by the Office of the Secretary, Evangelical Lutheran Church in America, August 2019. The following amendments to the Constitution for Synods – Recommended Provisions – are recommended by the Metropolitan Chicago Synod Council for adoption by the Metropolitan Chicago Synod Assembly. (S.C.19.10.54)

**Additions are underlined.**  
**Deletions are ~~struck through~~ in the text.**

## Chapter 7. Synod Assembly

- S7.22. This synod may establish processes that permit retired rostered ministers, or those ~~designated as disabled~~ 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.
- S7.26. This synod may establish processes through the Synod Council that permit representatives of ~~e~~congregations under development and authorized worshipping communities of the synod, which have been authorized under ELCA bylaw ~~10.02.03: 10.01.04.~~, to serve as voting members of the Synod Assembly, consistent with †S7.21.

## Chapter 8. Officers

- 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.
- S8.14. The synodical bishop may have such assistants as this synod shall from time to time authorize.

## Chapter 10. Synod Council

- S10.08. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of all meetings of the Synod Council.
- S10.078.01. 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.

**CONTINUED...**

## PROPOSED CONSTITUTIONAL AMENDMENTS CONTINUED...

### Chapter 13. Congregations

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.

S13.40. ~~Synodically Authorized~~ Synod-authorized ~~Worshiping Communities~~

### Chapter 14. Rostered Ministers

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.

### Chapter 15. Financial matters

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.

The following amendments to the Constitution for Synods – Recommended Provisions – are NOT recommended by the Metropolitan Chicago Synod Council for adoption by the Metropolitan Chicago Synod Assembly at this time. (S.C.19.10.54)

**Additions are underlined.**  
**Deletions are ~~struck through~~ in the text.**

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~~ president of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call.

S14.42. 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~~ president of the Congregation Council of the congregation issuing the call, an additional 15 days may be granted to respond to a letter of call

Only those provisions as moved by the Synod Council for presentation and adoption by the Metropolitan Chicago Synod Assembly will be considered at the 2021 Metropolitan Chicago Synod Assembly.





