

2021 Pre-Assembly Report

Northern Great Lakes Synod
Evangelical Lutheran Church in America



May 10-15, 2021

Bringing the Synod Assembly experience online
for the first time!



This Pre-Assembly Report has been compiled by the Synod Office and the Synod Secretary the Rev. Kay Richter, and is in compliance with S.7.11.70 of the Bylaws.

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**2021 Northern Great Lakes Synod Assembly
Online
May 15, 2021**



Saturday May 15, 2021 – All Times are Eastern

- 9:00 am** **Log on to Zoom**
- 10:00 am** **Plenary I –**
Welcome and Opening Prayer
Order for Opening of Assembly - Everyone unmute
Introductions, Greetings and Announcements – please mute
Credentials Committee Report
Adoption of Rules and Order for Procedure (Resolution #1)
Adoption of Assembly Agenda (Resolution #2)
Nominations Committee Report
 Acceptance of Additional Nominations from the Floor
Resolutions Committee Report – Resolutions due by Friday May 14, 8:00 am
Introduction of the 2021 Synod Assembly Planning Committee
Elections - First Ballot for All Elections and report
Report of the Bishop – Bishop Katherine Finegan
- 11:15 am-12:00 pm** **ELCA Video Message from Presiding Bishop**
Presentation by ELCA Representative – Presiding Bishop Elizabeth Eaton
- 12:00 – 1:00 pm** **Lunch Break – Stay logged in with device on.**
- 1:00 pm** **Plenary 2 -**
Second Ballot for All Positions and report
Report of the Synod Vice President – Chuck Thomas pre-recorded
U.P. Wild Presentation
*Report of the Treasurer – Larry Pagel live Q and A
 Adoption of the Amended Fiscal Year 2021 Budget (Resolution #3)
 Adoption of the Proposed Fiscal Year 2022 Budget (Resolution #4)
World Hunger Presentation: Big Bear Award and Bread Basket Award
Resolution #5 Clergy Compensation Guidelines for 2022
Resolution #6 Synod Council
Youth Gathering 2022 Video
Resolution #7 Name Change of Delta Conference (Conference 6)
*Resolution #8 Amending the Synod Constitution
*Resolution #9 Repudiation of the Doctrine of Discovery
Other business

Announcements, Closing Prayer and Dismissal
- 3:50 pm** **Order for Closing of Assembly**

**It is expected that all voting members have viewed the required pre-assembly orientation video.*



BISHOP'S REPORT TO THE 2021 ASSEMBLY OF THE NORTHERN GREAT LAKES SYNOD



...we boast in our hope of sharing the glory of God.
And not only that, but we also boast in our sufferings,
knowing that suffering produces endurance,
and endurance produces character,
and character produces hope,
and hope does not disappoint us,
because God's love has been poured into our hearts
through the Holy Spirit...

~ from Romans 5:2-5

Dear Northern Great Lakes Synod,

Grace and peace to you! It has been two years since I wrote a report. As you know, last year we did not meet for Synod Assembly being that we were still in the beginning months of a global pandemic. Our theme, Be Thou My Vision 2020, was more than a little ironic as we could hardly see clearly to the next step much less the next week.



Prior to the pandemic, there was already anxiety in our congregations. People lamented the emptier pews, the reduced giving, the lack of youth. I heard fear for the future of beloved communities of faith. And then the pandemic became real, and the world shifted. Pews became completely empty, yet giving, for the most part, remained steady. Together congregational leaders figured out online worship and safety protocols. Worship resources for the home became more available and widely used. Churches equipped parents to teach at home. Confirmation met by zoom. Everything took more effort: Worship, sermons, technology, staying connected. Many ministry efforts were put on hold, others were created new to meet the needs of the times. Our anxiety shifted from worrying about the future of the church to meeting the demands of the now.

And now...here we are. We are not at the end of the pandemic, but the end is coming closer. My report will focus on the past, but I also wish to consider our next steps, the "What now?" of our present moment. I urge you to consider what you wish to return to, what needs to continue to be transformed, and what should be left behind.

Some questions to ponder:

- What has the pandemic taught us?
- Where did we see God at work? the unexpected blessing?
- Do we need to offer more or less worship services?
- Can we worship outside more often, just for the fun of it? For the public witness?
- Who will I invite into my community of faith?
- For those parents who have been teaching Sunday School at home, can we build on that rather than reverting to Sunday School at church?
- How will we continue or increase our online presence? Facebook page? Website?
- What ministry efforts need resurrecting or expanding?
- What ministry efforts need to be retired?
- **Shall we give our pastor an extra week of vacation this summer?**



Walking Together Events

In 2018, we began an experiment. The Synod staff used the platform of the Fall Conference Meetings to further equip people for ministry and increase our connectedness as a Synod. These events included worship, food, conversation, and generated energy for mission.

In 2021, we hope to meet in person again. However, rather than offer 8 events in an increasingly packed Fall calendar, the Synod staff will lead four Walking Together events in 2021 and four in 2022. We hope to use our new knowledge of technology to offer a video to those conferences who will gather for a Fall conference meeting, and anyone can come to any one of the Walking Together events offered in your own or a neighboring conference. Watch for more info and SAVE THE DATE.

Here is the schedule for Autumn 2021:

<u>Conference</u>	<u>Date</u>	<u>Time</u>	<u>Location</u>
3 Headwaters	9/18	9:30amCT	Immanuel, Rhinelander
5 Menominee	9/25	9:30amCT	Porterfield/Beaver
7 Three Lakes	9/26	3:30pmET	Faith, Sault Ste. Marie
8 Sup. Central	9/16	5:30pmET	Messiah, Marquette

Covid Relief Grants

In the spring of 2020, Bishop Elizabeth Eaton mobilized the generosity of ELCA donors and congregations. \$1,392,500 was distributed in 7 grant rounds to congregations to support ministries and the technological challenges of the pandemic.

In our synod, **\$17,500** was received and redistributed to congregations that had applied.

All Saints	Wakefield
Sharon	Bessemer
Porterfield/ Beaver	Porterfield/ Pound
Bethany	Escanaba
Bethany	Mohawk
Bethany	Perkins
Trinity	Stonington

Bethany	Negaunee
Bethlehem	Florence
Emanuel	Skandia
Faith	Calumet
Faith	Ishpeming
Faith	Rock
Faith	Sault Ste. Marie
Faith	Three Lakes
First	Gladstone
First	Iron River
Fortune Lake	Crystal Falls
Gethsemane	Wallace
Good Shepherd	Peshtigo
Grace	South Range
Holy Cross	Baraga
Holy Trinity	Chassell
Immanuel	Escanaba
Immanuel	Negaunee
Immanuel	Rhinelander
Messiah	Marquette
Mission United	Pelkie
NELP	Ewen, Paynesville, Trout Creek
Our Redeemer	Newberry
Our Saviour's	Atlantic Mine
St. Paul's	Mass City
Trinity	Ishpeming
Trinity	Rhinelander
United	Crystal Falls
United	L'Anse



Grants were used to upgrade technology, replace financial support for local ministries for which the congregation traditionally held a fundraiser, provide for backpack programs and food pantries, and provide the resources to stay in touch. We are church together for the sake of the world!

Lutheran Social Service

This past year, I served on the operating board of LSS. The Wisconsin bishops are each taking a turn, a year at a time. It was good to learn more about the inner workings. I advocated for increased and restored services, both in our northern Wisconsin communities and in the U.P. I am hopeful that we will see some future additions.



Lenten Racial Equity Challenge

Thanks to the groundwork laid by the pastors of Messiah, Marquette, our whole synod was invited to participate in a Lenten Racial Equity Challenge. Pastors Andrew Plocher and Molly Eversoll launched a first effort at Messiah, and then shared their resources and their learnings for a broader audience. Six cohorts met weekly for conversation to process the material for that week which included articles, movies, TED talks, and podcasts. At least 100 people in our synod participated in conversations, and many more engaged the resources without a cohort. Resources were added that offered the perspective of our indigenous neighbors to deepen understanding and lay a foundation for future conversation. Special thanks to Pastors Molly and Andrew and to the following for leading a weekly cohort conversation:

- ~Pastor Christina Forsythe of Porterfield/Beaver
- ~Pastor Steve Gauger of Calvary, Rapid River
- ~Pastor Jared Howard of Faith, Calumet
- ~Pastor Keith Kolstad of Zion, Marinette
- ~Pastor Rich Likeness of Ascension, Minocqua
- ~Pastor Tommy Richter of Zion, Manistique

Even the Synod went Digital

We now have a Northern Great Lakes Synod Youtube channel. There you will find links to:



- Holy Saturday sermon 2020
- Synod-wide Worship May 2020
- Synod-wide Reformation Worship 2020
- Synod-wide Christmas Worship 2020

And resources for Synod Assembly 2021.

New Pastor Mentors

To support first call pastors in our synod, each is paired with a mentor to help them navigate their new call. As each context is unique and each community distinctive, it is helpful to have a more seasoned pastoral veteran to advise, listen, and support. Thank you to the following who have served as a mentor in 2019 and 2020:

- | | |
|-----------------|---------------------|
| Pastors - | Sarah Semmler Smith |
| Julie Belew | Ann Gonyea |
| Doug Norquist | Kay Richter |
| Keith Kolstad | David Echelbarger |
| Dean Marin | Melinda VanderSys |
| Diane Srutowski | Doug Johnson |

New Pastors and Possibilities

In 2019 and 2020, we welcomed the following rostered leaders to our Synod:

1. Pastor Sarah Semmler Smith: Finlandia University Chaplain
2. Pastor Brahm Semmler Smith: Gloria Dei, Hancock
3. Pastor Molly Eversoll: Messiah, Marquette
4. Pastor Brenda Greenwald: Gethsemane, Wallace and St. Stephen's, Stephenson
5. Pastor Nicole Hanson-Lynn: Zion and Salem, Ironwood
6. Pastor Kayla Keilholtz: Grace, Pembine
7. Pastor Alex Ross: Bethany, Republic
8. Pastor Bethany Rutten-Kempees: Christ the King, Escanaba
9. Pastor Kelly Ylitalo: Mission United, Pelkie
10. Pastor Rita Chirala: Faith, Sault Ste. Marie
11. Pastor Tommy Richter: Zion, Manistique
12. Pastor Sherry Van Lishout: Ascension, Minocqua
13. Pastor Grant Van Lishout: Specialized ministry at Marywood Retreat Center
14. Deacon Lori Ward, Synod Missioner.

Additional new calls were accepted by:

1. Pastor D.J. Rasner: United, Crystal Falls and Bethany, Amasa
2. Pastor Doug Norquist: St. Paul's, Ironwood
3. Pastor Terry Frankenstein: Bethany, Escanaba
4. Pastor Renee MacLeod: Zion, Allenville and Bethel, Cedarville
5. Pastor Bre Kinnunen: Lutheran Campus Ministry at NMU

We said good-bye to:

- Pastor Kellan Weyer: Mission United, Pelkie
- Pastor Kayla Keilholtz: Grace, Pembine
- Pastor Bethany Rutten-Kempees: Christ the King, Escanaba
- Pastor Avery Carr: First, Iron River

We have been blessed with the following Intentional Interim pastors:

1. Pastor Dennis Meyette: Immanuel, Escanaba
2. Pastor Matthew Deames: St. James, Rudyard
3. Pastor Sue Johnson: All Saints, Wakefield and Sharon, Bessemer
4. Pastor Lisa Ubbelohde: Bethlehem, Florence and First Presbyterian
5. Pastor Dwaine Sutherland: Grace, Pembine

I am very grateful to our pastors in 2019 & 2020 who have served or are serving as Administrative Interims. A big Thank You to:

Rev. Allan Johnson	Messiah, Marquette
Rev. DJ Rasner	Mission United, Pelkie First & Trinity, Iron River
Rev. Don Ludemann	Bethany, Republic
Rev. Tom Wickstrom	Bethany, Republic
Rev. Andrew Plocher	LCM at NMU
Rev. Gene Wickman and Rev. Scott Ehle	St. Stephen's, Stephenson and Gethsemane, Wallace
Rev. Paul Heykes	Grace, Pembine
Rev. Dave Johnson	Christ the King, Escanaba
Rev. Melinda VanderSys	Faith, Sault Ste. Marie
Rev. Steve Gauger	Zion, Manistique
Rev. Dave Johnson	United, Crystal Falls and Bethany, Amasa
Rev. Dave Van Kley	Bethany, Escanaba
Rev. Bre Kinnunen	Grace, Gwinn
Rev. Warren Geier	Grace, Gwinn
Rev. John Kuziej	Faith, Three Lakes

New Licensed Lay Ministers were appointed:

- Pastor Larry Molloy UMC: Bethany, Mohawk.

- Andy Hill: Trinity, Stambaugh
- Virginia Paulson: Community Lutheran, Palmer

Retired:

- Pastor Doug Johnson 12/31/2019
- Pastor Bill Jacobson 6/28/2020
- Pastor Tom Otis 7/26/2020

Seminary students serving in our congregations concurrent with their academic program:

- Micah Cavaleri – Grace, South Range
- Lon Hider – Christ the King, Escanaba
- Melissa Salminen – Faith, Rock/ First, Trenary
- Sarah Sleeter – Bethany, Norway/ Calvary, Quinnesec
- Katy Tomlanovich of our neighbor synod ECSW – Our Savior's, Marinette

Additional Seminarians:

- Wade Crevier of Good Shepherd, Peshtigo
- Lance Crevier of Good Shepherd, Peshtigo
- Pat Kempf of Christ the King, Escanaba
- Carolyn Lawrence of United, Crystal Falls
- Krystle Moraska of Grace, Pembine

On Leave from Call but still in our Synod:

- Pastors Cori Johnson Parsons, Matt Lamb

On leave from call and out of our Synod:

- Pastors Greg Mileski, Joe Daiker, Kayla Keilholtz

In Memorium

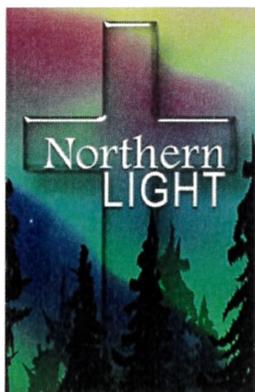
We give thanks to God for the life and ministry of:

- **Rev. Richard Carl Schroeder**, who once served as pastor at Grace Lutheran Church in Pembine, Wisconsin.
- **Rev. Thomas F. Loftus**, who served as Regional Director for Lutheran Campus Ministry in Wisconsin and the Upper Peninsula.
- **Rev. Edward M. Groop**, who began as a first call pastor in the Northern Great Lakes Synod in 1964 (Mission United, Pelkie)
- **Rev. Doug Pohlman**, who served at St. Mark's, Marquette.

We also give thanks for the life of:

- **Marv Wrege**, husband of Rev. Jennie Johnson Wrege. Pastor Jennie served in the Northern Great Lakes Synod for many years as congregational pastor and Assistant to the Bishop.
- **Phil Wirtanen** who served on Synod Council and the Church Council of ELCA until his death in February of 2020.

The NGLS Newsletter, formerly known as Notes and Quotes, is now...



In January 2020, we held a contest to rename our Synod newsletter. Pastor Doug Schoen submitted his entry with the following explanation, “It’s a bit of a play on the familiar phrase ‘northern lights.’ Northern identifies our Synod geographically, as well as culturally. Light is important

to us, especially in the north country where the winters are long and so much of the time we dwell in darkness. The ‘light’ in my proposed newsletter name refers, primarily, of course, to the Light of God’s word, the gospel, the good news, that brings us hope and joy even in darkness.”

Pastor Schoen received a mug with the new moniker on it as a prize. Congratulations Pastor Schoen!

Staying Connected & Informed

- **The Website:** Go to www.nglsynod.org for a wealth of information and resources.
- **E–Notes:** a twice monthly electronic newsletter sent to your email. Full of current news and information. Sign up by going to the website or calling the synod office.
- **Facebook:** Another way to stay informed. As of March 16, 2021, the Northern Great

Lakes Synod page has 996 likes. Churchisgood, an



outreach effort, has 78 likes. If you are on Facebook, please go to our page and “like” us.

- **Newsletter Articles:** Did you know that any letter or article written by Bishop Finegan or Pastor Duehring is posted on our website and can be included in your own congregational newsletter? It’s true!

Dear Northern Great Lakes Synod,

As we continue to be challenged by the transformation of the Church, I trust in the work of the Holy Spirit of Christ. In many ways, the pandemic has increased our connectedness.

- Our pastoral leaders have had the opportunity to meet with colleagues from across the synod on a weekly zoom Leader Check-in, sharing ideas and offering support.
- Our Lifelong Faith Formation classes and our Lenten Racial Equity Challenge connected people across conference, county, and state lines without the burden of travel.
- Those congregations that offer a digital presence have increased their worship attendance and broadened the impact of that proclamation.
- People have been equipped for worship, devotions, and Christian education in the home.

As the pandemic gives way to more predictable routines, my hope is that we build on what we have learned. I hope we can spend energy and time on who we are becoming and not try to put everything back just the way it was. Together, we move forward, in the name of Christ, with the Spirit of Jesus to guide us, inspire us, and show us the way.

Yours in Christ,
Bishop Katherine Finegan

Report of the Assistant to the Bishop & Director of Evangelical Mission (DEM)

“Let us hold fast to the confession of our hope without wavering, for he who has promised is faithful. Do not, therefore, abandon that confidence of yours; it brings a great reward.” Hebrews 10:23,35 NRSV

We gather in synod assembly around a theme of hope. Hope in our Lord is what has sustained us during these challenging months. Yes, we may have wavered from time to time, but God keeps calling us to God’s promises.

I have been blessed and encouraged to see the resiliency of this synod. Rostered leaders and lay leaders have stepped up to engage in being the church. It surely hasn’t been easy. There have been major bumps along the road. We were given many opportunities to practice patience and compassion for each other. We know that our help and strength comes from the Lord.

Like everyone else, my “normal” way of working was altered. Yet, the ministry of Christ for the sake of our synod and the world beyond remained. Normally I do a lot of traveling throughout the synod and to conferences at the ELCA Churchwide office. I install new pastors, assist congregations in the call process, and lift up the various ministries of our synod. March 15, 2020 was the last Sunday that I led worship in person for a period of several months. I would occasionally preach and/or lead worship online. In the summer I installed Pastor Tommy Richter during a parking lot worship service at Zion, Manistique. I could sense the celebration even under those unusual circumstances.

Many meetings continued to happen but now in a Zoom format. I think we all learned a little bit about the efficiency and cost-saving aspects of online meetings. While we are created for community and I long for those occasions to be physically present with people, I suspect that some meetings in the future will continue to utilize the technology tools available to us. In some ways, the technology tools during the pandemic have opened new doors of possibilities for even more people to participate in a variety of ministries.

Synod Vitality Team & Synod Vitality Project: A lot of my focus in recent months has been working with a newly formed Synod Vitality Team. A lot of this momentum came out of an ELCA Training Session in San Diego way back in February 2020. After that training, we discerned the value of gathering a Synod Vitality Team. I thank Bishop Finegan, Pastor Ann Gonyea, Pastor Keith Kolstad, Ray Miller, Pastor Stacy Pethke, and Chuck Thomas, for being on this team. The team submitted a grant to the ELCA Church Vitality Team for a Synod Vitality Grant. We are very pleased to have received a \$22,700 for our Synod Vitality Project. I am grateful not only for the money but for the various resources that our ELCA Churchwide provides.

Our Northern Great Lakes Synod Vitality Team is now making plans to implement the goals that were part of

the grant. For the next two years the team will focus on matters of congregational vitality in the areas of:

- Faithful Innovations Training
- Empowering Lay Leaders with practical resources and spiritual support
- Creating a culture of coaching support in our synod to support rostered and lay leaders
- Stewardship Training

By the time you may read this report for the May Synod Assembly, another round of Faithful Innovations Trainings should have begun. This will be our second Cohort of Faithful Innovations, which was first offered in 2019. I truly appreciate the collaborative model of these learning groups and how there is intentional coaching support for the process. I encourage you to explore this for your own congregation. A congregation commits 4 to 7 people along with their rostered or licensed lay leader to participate in these trainings and be part of a “Guiding Team” from a congregation. The key components of Faithful Innovations are:

- Dwelling in God’s Word—Listening to God
- Tracing God’s Movement in our Lives and Neighborhoods—Listening to our context
- Action Learning Experiments—Trying new things
- Intentional Reflection on your Experiments

Leadership Coaching: Coaching is not only a resource for those participating in Faithful Innovations, but we want to lift up the resource of coaching throughout our synod with any rostered or lay leader who is motivated and interested. Last year, I was able to complete my coaching training to become an ELCA credentialed coach through CoachNet. I’m available for free coaching sessions for interested and motivated individuals within our synod. Whether you are a rostered leader or a lay leader in your congregation, you might benefit from coaching.

- Coaching is a posture of helping someone achieve a goal.
- Deep listening happens and a supportive relationship is developed.
- ELCA Coaching is an interactive process between three people: the leader, the coach, and the Holy Spirit.
- Coaching trusts the Holy Spirit will guide, enlighten, and empower the process of self-discovery, marshal the needed resources to accomplish what is desired, and empower the change to achieve the desired results.
- Coaching is about growth, change, and results.
- It believes that the answers to what a leader wants to do lie within the leader.
- The task of the coach is to draw those out by creating the opportunity for the “ah-ha” moments of discovery.

It is the hope of our Synod Vitality Team to build up a culture of coaching within our synod to help individuals and congregational systems grow in faith and vitality!

Companion Synod: I continue to be part of the Companion Synod Committee. I had hoped to travel to the

Eastern and Coastal Diocese in Tanzania along with two of our synod pastors. The pandemic made that impossible. The bishop and/or I hope to travel to Tanzania in 2022. Pray for our companion friends in Tanzania. This pandemic reminds us that we are part of the global community. Our Christian faith reminds us of our siblings in Christ through out the world. If your congregation doesn't have an assigned companion parish in Tanzania, or if you are interested in deepening that relationship, please contact me in the synod office.

ELCA Connections: Besides being the Assistant to the Bishop, I am also the DEM for the Northern Great Lakes Synod. DEM stands for "Director for Evangelical Mission." I have participated in weekly Zoom meetings with the Directors for Evangelical Mission (DEMs) of the ELCA on a variety of topics such as New Start ministries, anti-racism training, resiliency in rostered leaders, and the new structural model of the ELCA. DEMs continue their role in the structure. DEM grants from the ELCA to support staffing in the synods has increased by 2% for 2021. The ELCA Churchwide organization truly offers many resources to help us all in our ministries.

Systems Academy: I continue in the fourth and last year of my ELCA Systems Academy training. I have found this learning community to be very helpful for my own personal growth and professional competency. For our own synod, I started a book study and discussion around the classic book by Rabbi Ed Friedman, *Generation to Generation*. One pastor, two lay people, and one licensed lay minister are participating. It is stimulating discussion that has the potential to bring out better functioning in the participants. Here's a helpful quote from the book:

"Differentiation means the capacity of a family member to define his or her own life's goals and values apart from surrounding togetherness pressures, to say 'I' when others are demanding 'you' and 'we.' It includes the capacity to maintain a (relatively) non-anxious presence in the midst of anxious systems, to take maximum responsibility for one's own destiny and emotional being." (Friedman, pg. 27)

UP Wild: Mission Developer, Lanni Lantto, heads up this fledgling, collaborative ministry with the Episcopal Diocese of Northern Michigan. It is considered a SAWC (Synodically Authorized Worship Community). I regularly meet with Lanni and a "Wisdom Counsel" (kind of like a church council for a mission development) to discuss the progress of this ministry that started in late 2019. ELCA Grant commitment this year is \$31,100. Last year this ministry received \$19,100 in ELCA grant money. The Northern Great Lakes Synod is committing another \$5,000 this year which comes out of designated gifts mostly from Pastor Jim preaching reimbursements. This mission development is not supported by unrestricted Mission Support dollars from synod congregations. There is one church in our synod that has made a financial designation toward UP Wild. We are working on ways to broaden the base of financial gifts and income streams. The Episcopal Diocese of Northern Michigan is the fiscal agent for this ministry. To learn more, go to www.upwild.org. Better yet, join us for a hike in nature! We are noticing participation from people already connected to a Christian faith community as well as some people who are curious about finding spiritual roots and connection in nature.

Surely this pandemic has reminded us that God can be worshipped outside of a physical building. That is part of the vision of this new mission development.

Synod Youth Ministries Coordinator: We are exploring possibilities of having a “coordinator” to work with our synod youth ministries. This person could coordinate ministries such as: Marked Events, synod retreats, ELCA Youth Gathering promotion and planning, regional or conference sponsored youth gatherings, and promoting and coordinating with Fortune Lake various activities. Through significant grant money, our synod was able to have a synod staff person in the past. Short of having a salaried person, perhaps the best approach is to start with a stipend. We must find ways to intentionally engage youth in our synod. Our values are shown in our financial commitments to our ministries.

Yours in Christ,
Pastor Jim Duehring

Report of the Synod Vice President

With the worldwide Covid-19 outbreak and the need to minimize the possibility of infecting voting members and guest attendees, a decision was made to postpone the 2020 Synod Assembly of the Northern Great Lakes Synod (NGLS) of the Evangelical Lutheran Church in America (ELCA). Consequently, this report covers themes and activities over the two-year period from the 2019 Synod Assembly to the 2021 Assembly.

Transitions and Visioning: On a personal note, not only did I make the huge transition in 2019 of becoming your Synod Vice President, I also moved from full-time employment to full-time retirement as did my spouse, Lynn. We also welcomed two new granddaughters to our family in late May and June 2019.

The year 2019 was an ELCA Churchwide Assembly year and I was fortunate to be an elected voting member from the NGLS. The weeklong Assembly in Milwaukee was quite an education. It was at times tedious and at times extremely uplifting, especially during the spectacular daily worship services. It was wonderful to be part of nearly 1,000 fellow Lutherans singing, praying, and worshipping our Lord. At the Assembly we debated many issues, and with prayer and God's guidance the participants decided the ELCA's direction for the next three years. We adopted amendments to the Constitutions, Bylaws, and Continuing Resolutions of the ELCA, re-elected Presiding Bishop Elizabeth Eaton, approved multiple proposed memorials, elected a new ELCA Secretary, adopted the proposed policy statement "A Declaration of Inter-Religious Commitment," adopted the amended proposed social statement "Faith, Sexism, and Justice: A Call to Action," and approved the Churchwide budget for the next three years.

On the NGLS Council level we have been working to transition from being a group of people doing the current business of the Synod to being a group that both accomplishes current business and undertakes forward thinking and visioning. For our Synod to thrive we must have a fluid vision of where we want to go and what we want to look like 5, 10, and 20 or more years down the road. We need to be proactive about changes in our ministries, and not merely be reactive to outside events and conditions that may force us to change.

Visioning was also a focus of the fall Walking Together events held at each of the eight Conferences within the NGLS the past two years. It is your Synod leadership's hope that each congregation will build off the Walking Together programs and begin their own visioning endeavors.

One way that your Synod leadership is looking to the future is through a Synod Vitality Implementation Grant received from the ELCA in November 2020. Even before this grant became a possibility, Synod leadership was thinking about ways to enhance vitality both within the Synod and in our congregations. Four Synod representatives attended the ELCA Church Vitality Conference in February 2020. Strategy-building workshops and training were part of the conference. The Vitality Grant Project includes four main goals, which you will hear more about from Assistant to the Bishop, Pastor Jim Duehring, during the Synod Assembly.

Hope: By now you have likely noted that the NGLS theme this year is Hope. The sunburst logo with the bolded **HOPE** and the words around the edges from 1 Corinthians 13:13 have been appearing on the Synod website, on communications regarding the 2021 Synod Assembly, and as a header logo on many committee agendas and other related communications. Did you know that in addition to the much-used scripture passage from 1 Corinthians on the logo that “hope” also appears many times throughout scripture? My next two favorite passages about hope are Psalm 42:5, “Put your hope in God,” and Romans 12:12, “When you hope, be joyful.”

I pray we can all embrace hope for the year 2021. We all hope that our country has reached the pinnacle of Covid-19 infections and is on the way downhill to conquering the disease. We all look forward to being able to gather together again in our worshipping communities without worry of being infected or infecting our neighbors. Let’s all hope for a moderation of the radical discourse and extreme divisiveness that has infected our country. Can we also hope that all God’s people embrace social justice in our neighborhoods, and that the voting members of the 2021 NGLS Assembly see the wisdom of passing the resolution to repudiate the Doctrine of Discovery?

On a more personal level, I hope I can get back to fulfilling the promise made at the 2019 Synod Assembly where I was elected as your Vice President. That pledge was to get out and about in the Synod, visit you at your congregations, and listen to what you have to say. Unfortunately, Covid-19 brought my efforts to fulfill that pledge to a screeching halt. But I have hope that with God’s help, we will finally overcome this disease, and it will soon be safe to visit you.

Even though Covid-19 has curtailed in-person meetings, your Synod leadership has been busy. Since being elected in 2019, I have tried to help forward the NGLS mission with the following activities:

- Attended the 2019 ELCA Churchwide Assembly as a voting delegate.
- Attended the 2019 meeting of ELCA Synod Vice Presidents.
- Attended the Church Vitality Conference in February 2020 with Bishop Finegan, Pastor Duehring, and Pastor Kolstad.
- Took Mission Interpreter training and did presentations at two congregations.
- Chaired the September 2019, January 2020, March 2020, May 2020, September 2020, January 2021, and March 2021 Synod Council Meetings.
- Participated in three of the eight 2019 Conference Walking Together events.
- Participated in four of the eight 2020 Conference Walking Together events.
- Participated in eight Endowment Fund Board meetings.
- Participated in four Constitution Committee meetings.
- Chaired eight Executive Committee meetings.
- Had three one-on-one meetings with Bishop Finegan to talk about issues and to do forward planning.

- Reviewed 18 proposed amended congregational constitutions and provided comments to the Synod Secretary for transmittal to the congregations.
- Worked with the Synod Constitution sub-committee on a draft of proposed amendments to the Synod constitution.
- Served on the Debt Relief for Pastors Task Force.
- Attended two Synod Assembly Planning Committee meetings.
- Attended two Nominating Committee meetings.
- Attended seven meetings of the Synod Vitality Task Force or sub-committees of the Task Force about education for congregation leaders and Faithful Innovations.
- Have been an active attendee of monthly meetings with other Synod's Vice Presidents since the meetings started in May 2020.
- Attended the ELCA virtual seminar on Government and Civil Engagement.
- Attended the ELCA virtual meeting on Financial Resources in May 2020.
- Attended a Portico meeting for NGLS staff.
- Attended an ELCA Foundation webinar in October 2020.
- Attended the Leaving a Legacy Webinar jointly sponsored by NGLS and NW Wisconsin Synod with our ELCA Planned Giving Coordinator.

And, for my own personal faith growth I have taken four Lifelong Faith Formation classes.

- Biblical Greek - fall and winter semesters
- Gospel of John
- Discovery Doctrine

Let me wrap this up with verse 5 of Psalm 62:

“For God alone my soul waits in silence,
for my hope is from him.”

We place our hope with God, and with him all things are possible.

Faithfully Yours,

Chuck Thomas

NGLS Vice President

Report of the Synod Secretary

This is my second year serving as the Secretary of the Northern Great Lakes Synod. When I was elected, I never would have dreamed that the second year would have a steeper learning curve than the first year. We have all adapted and adjusted as we continue to serve God and one another. I give thanks and praise to God for the work of Heather Oysti and Betsy Koski who serve faithfully in our Synod Office and have accompanied me and blessed me with their insights as we have navigated the challenging road, Bishop Katherine Finegan and Assistant to the Bishop Jim Duehring who have offered their support and encouragement and guidance along the way, and Synod Vice President Chuck Thomas and all the members of our Synod Council who have been patient and grace-filled as we have figured out new ways of working together to accomplish our goals.

The Constitution of the Northern Great Lakes Synod states that it is the responsibility of the Synod Secretary to “keep the minutes of all meetings of the Synod Assembly” (†S8.32.a.). It is also my responsibility to report the Disposition of Adopted Synod Assembly Resolutions. Since there was no Synod Assembly in 2020, there are no Minutes or Resolutions to report.

It is also the duty of the Synod Secretary to keep the minutes of all meetings of the Synod Council and the Synod Council Executive Committee. During the past year, I have participated in four regularly called Synod Council meetings, one special Synod Council meeting, and four regularly Synod Council Executive Committee meetings. The minutes of those meetings have been prepared and approved (with the minutes of May 2021 pending approval at the next Synod Council meeting), and they are on file at our Synod Office.

As Synod Secretary, it is also my responsibility to chair the Synod Constitutions Committee that works with congregations as they update their congregational constitutions and to be available as a resource person for congregational groups doing this work. Current Constitutions Committee members are Synod Vice President Chuck Thomas, Assistant to the Bishop Pastor Jim Duehring, Pastor Doug Johnson, Sandy Richter, Doug Tarkowski, and myself. We have adapted to pandemic protocols and created electronic means to review constitutions that are submitted for approval. Included with this report is a list of all the congregations of our Synod with the status of their constitution. (Please, note that some constitutions are in the process of being reviewed as I am typing this report. Because of this, discrepancies between this written report and the current reality as you read it may occur. We are also checking our Synod files to be certain that we have a copy of the most updated version of each constitution. If there is a discrepancy for your congregation, please, contact me to confirm that our Synod Office and I have accurate and updated information.) If your congregation has not updated its constitution since the August 2019 ELCA Churchwide Assembly, then updates are needed at this time. Each congregation is required to update its constitution following a Churchwide Assembly in order to remain in sync with changes to the ELCA Constitution and our Synod Constitution. If you are ready to begin updates, feel free to contact me or Pastor Jim Duehring to get process started.

A Synod Task Force was formed (prior to my election as Synod Secretary) with the purpose of reviewing and updating our Synod Constitution. We have met, discussed necessary updates, proposed changes that reflect current practices and needs within our Synod, and sought assistance from our Synod Council members and Bishop Katherine Finegan. That Revised Synod Constitution will be presented to the 2021 Synod Assembly for approval.

I look forward to a calmer year this year, as I continue serving God and God's people as the Northern Great Lakes Synod Secretary.

Shalom,

Pastor Kay S. Richter

Secretary, Northern Great Lakes Synod

Congregations Who Celebrated Anniversaries in 2020

150 Years

- Bethany Lutheran Church, Ishpeming, MI

125 Years

- Bethany Lutheran Church, Gladstone, MI

75 Years

- St. Stephen Lutheran Church, Stephenson, MI

Congregations Celebrating Anniversaries in 2021

150 Years

- Trinity Lutheran Church, Ishpeming, MI

125 Years

- Zion Lutheran Church, Ironwood, MI
- Bethany Lutheran Church, Amasa, MI

Disposition of Adopted 2020 Synod Assembly Resolutions

Report to the 2021 Synod Assembly

<u>RESOLUTION NUMBER</u>	<u>SUBJECT</u>	<u>STATUS</u>
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Because the 2020 Northern Great Lakes Synod Assembly was postponed to 2021, there are no resolutions to report.

Submitted by:

Pastor Kay S. Richter
Synod Secretary

NORTHERN GREAT LAKES SYNOD CONSTITUTION COMMITTEE
Status of Congregational Constitutions - March 2021

			<u>UPDATE</u>		<u>HAS NOT BEEN</u>
			<u>APPROVED</u>	<u>IN PROCESS</u>	<u>UPDATED SINCE</u>
Conference 1 - IGO					
1010	Bessemer	Sharon		3/2/2021	7/12/1994
1020	Ewen	First			2/8/2018
1030	Ironwood	St. Paul			3/27/1998
1040	Ironwood	Salem			3/15/1996
1050	Ironwood	Zion		2/5/2021	3/22/1999
1060	Ironwood	St. John			12/10/2001
1070	Paynesville	Our Savior			2/8/2018
1075	Trout Creek	Trinity			2/8/2018
1080	Wakefield	All Saints		3/2/2021	3/27/2004
Conference 2 - Copper Country					
2010	Atlantic Mine	Our Saviour's			9/20/2003
2020	Baraga	Holy Cross			9/25/2004
2030	Calumet	Faith		1/28/2021	9/11/1998
2040	Chassell	Holy Trinity		2/15/2018	
2060	Dollar Bay	First		2/23/2016	
2070	Hancock	Gloria Dei		2/9/2021	2/6/1998
2080	Houghton	Good Shepherd			2/20/2021
2090	L'Anse	United			5/9/2020
2100	Mass City	St. Paul	5/9/2020	11/6/2019	5/18/1997
2120	Mohawk	Bethany		3/21/2018	
2140	Ontonagon	Siloa			1/31/2011
2161	Pelkie	Mission United			6/8/2011
2180	South Range	Grace			2/1/2018
2200	Winona	First			8/10/2007
Conference 3 - Headwaters					
3010	Conover	Pioneer Lake			3/27/2004
3020	Eagle River	Prince of Peace			1/24/2017
3030	Minocqua	Ascension			11/1/2015
3040	Minocqua	Calvary		11/2/2017	
3050	Rhineland	Immanuel			1/27/2019
3060	Rhineland	Trinity			6/15/2015
3070	Sayner	Shepherd/Lakes			3/19/2005
3080	Three Lakes	Faith		11/2/2017	
Conference 4 - Four Rivers					
4010	Amasa	Bethany		10/1/2019	6/8/2011
4020	Crystal Falls	United			11/2/2017
4030	Florence	Bethlehem			2/2/2020
4060	Iron River	First		2/4/2021	6/8/2011
4080	Norway	Bethany			11/2/2017
4100	Pembine	Grace			11/12/2019
4110	Quinnesec	Calvary			1/28/2001
4120	Stambaugh	Trinity			3/22/1999

Status of Congregational Constitutions - March 2021

			<u>UPDATE APPROVED</u>	<u>IN PROCESS</u>	<u>HAS NOT BEEN UPDATED SINCE</u>
<u>Conference 5 - Menominee Valley</u>					
5010	Beaver	Beaver American			11/30/2010
5020	Marinette	Our Saviors			8/9/2004
5030	Marinette	St. James			3/12/2009
5040	Marinette	Zion			12/14/2015
5050	Menominee	Bethel			2/15/2012
5070	Menominee	Emmanuel			12/16/2019
5080	Peshtigo	Good Shepherd			1/1/1900
5090	Porterfield	Porterfield			5/15/1992
5100	Stephenson	St. Stephen's			5/15/1992
5110	Wallace	Gethsemane		12/13/2017	
<u>Conference 6 - Delta</u>					
6020	Escanaba	Bethany		1/1/2020	11/6/2009
6030	Escanaba	Christ the King		12/6/2019	12/23/2013
6040	Escanaba	Immanuel			6/28/2020
6050	Gladstone	First			12/21/2015
6060	Perkins	Bethany			3/31/2012
6070	Rapid River	Calvary		2/26/2020	7/18/1989
6080	Rock	Faith		11/30/2020	1/17/2004
6090	Stonington	Trinity			11/12/2013
6100	Trenary	First			4/6/2010
<u>Conference 7 - Three Lakes</u>					
7010	Allenville	Zion			1/24/2017
7020	Brevort	Trinity			5/15/1992
7030	Cedarville	Bethel			12/28/2015
7040	Grand Marais	First			5/15/1992
7060	Manistique	Zion		6/20/2017	
7070	Newberry	Our Redeemer			12/23/2013
7080	Rudyard	St. James			7/18/1989
7090	St. Ignace	Zion			9/13/1996
7100	Sault Ste Marie	Faith			12/14/2017
<u>Conference 8 - Superior Central</u>					
8020	Gwinn	Grace		3/2/2021	
8030	Ishpeming	Bethany			7/23/1993
8040	Ishpeming	Bethel			3/27/1998
8050	National Mine	Faith			7/23/1993
8060	Ishpeming	Trinity		12/14/2017	
8070	Marquette	Messiah			12/20/2019
8080	Marquette	Prince of Peace			1/25/2009
8100	Munising	Eden		3/21/2018	
8110	Negaunee	Bethany			2/24/2014
8120	Negaunee	Immanuel		8/16/2020	
8135	Palmer/Suomi	Community		11/30/2020	6/23/2010
8150	Republic	Bethany			1/24/2021
8160	Skandia	Emanuel			1/27/2013

Report of the Synod Treasurer

It has been my privilege to continue serving as Treasurer of the Northern Great Lakes Synod and be involved in our ministries throughout the Synod. While 2020 was a challenge due to the pandemic, our congregations were faithful in their pledges and helped us meet our mission support to the ELCA and to our own ministries. The following notes should help you better understand the financial activity of our synod for the year ended January 31, 2021.

Results of the Fiscal Year Ending January 31, 2021

During the 2020 fiscal year, the Northern Great Lakes received \$791,892.07 in unrestricted mission support from our congregations. Forty-seven percent (\$372,189.26) of this benevolence was sent to Churchwide to support ministry through the Evangelical Lutheran Church in America (ELCA). Ministry through Partnerships received \$95,418.10 (12.0 percent) to support their ministry programs. The remaining unrestricted income was used to support synod programs, organization, synod office, and personnel expenses. The 2017 Synod Assembly approved a continuing resolution to send any additional funds above \$150,000 in our unrestricted net assets to churchwide after the fiscal year ended. Once the audit of our FY2020 financial records is finalized and accepted by the Synod Council, any excess funds will be sent to churchwide as additional benevolence above the 47 percent approved by the 2019 Synod Assembly and already sent to churchwide. In 2020, the Synod sent an additional \$20,882.80 to churchwide representing the amount in unrestricted funds over \$150,000 at the end of FY2019.

The congregations within the Northern Great Lakes Synod pledged \$796,322 for the 2020 calendar year, and the Synod received \$801,827 from them. For the 2021 calendar year, the congregations have pledged \$774,999 (a decrease of \$21,323 from 2020). Synod benevolence pledges continue to decrease each year, and the Synod carefully monitors income and expenses to remain within our approved budget.

Audit Report for the Year Ending January 31, 2021

The Certified Public Accounting firm of Makela, Toutant, Hill, Nardi & Katona, P.C. audited our financial records for the year ending January 31, 2021, and submitted their findings to the Synod Council. The auditor's report to the Synod Council states the following: "In our opinion, the financial statements referred to above represent fairly, in all material respects, the financial position of Northern Great Lakes Synod of the Evangelical Lutheran Church in America as of January 31, 2021, and the changes to its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America."

Proposed Amended FY2021 Budget and Proposed FY2022 Budget

The proposed amended FY2021 budget and the proposed FY2022 budget are available on the Synod Website

for your review. Please note the separate columns for “restricted” and “unrestricted” amounts, as well as the comparison for 2020 actual income/expenses.

Thank You

A sincere “thank you” to the Synod Finance Committee, the Synod Executive Committee, and the Synod Council for their advice and support throughout the year. Special thanks are extended to Betsy Koski for her exceptional work as our Synod Bookkeeper. We are deeply indebted to Betsy for her detailed financial records and her knowledge of Synod finances.

Larry G. Pagel, Synod Treasurer

Northern Great Lakes Synod, ELCA
Income and Expense Statement for 12 months ending January 31, 2021

	1	2	3	4	5
	Actual FY2019	Amended 2020 Prorated	Actual FY2020	Actual FY2020	FY2020
	<u>Unrestricted</u>	<u>Budget-Unrestr</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
INCOME					
Congregation Mission Support	803,087.76	796,322.00	791,892.07	0.00	791,892.07
Payroll Protection Program	0.00	0.00	58,200.00	0.00	58,200.00
ELCA Designated Gifts					
World Hunger	0.00	0.00	0.00	65,999.38	65,999.38
Other	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>25,214.37</u>	<u>25,214.37</u>
Total ELCA Designated Gifts	0.00	0.00	0.00	91,213.75	91,213.75
Synod Designated Gifts					
Restricted General	0.00	0.00	0.00	4,562.20	4,562.20
Fortune Lake Lutheran Camp	0.00	0.00	0.00	34,257.32	34,257.32
Other	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>167,797.46</u>	<u>167,797.46</u>
Total Synod Designated Gifts	0.00	0.00	0.00	206,616.98	206,616.98
Interest Income	2,255.35	1,700.00	2,072.28	0.00	2,072.28
Grant Income	0.00	0.00	0.00	104,972.08	104,972.08
Fee Income	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>7,360.00</u>	<u>7,360.00</u>
TOTAL INCOME	805,343.11	798,022.00	852,164.35	410,162.81	1,262,327.16
EXPENSES					
Ministry through ELCA (FY2019-47%; FY2020-47%)	377,451.26	374,272.00	372,189.26	0.00	372,189.26
Ministry through ELCA (Additional)	19,184.42		20,882.80		
ELCA Designated Gift Expense	0.00	0.00	0.00	91,213.75	91,213.75
Synod Designated Gift Expense					
Fortune Lake Lutheran Camp	0.00	0.00	0.00	34,257.32	34,257.32
Other	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>30,241.26</u>	<u>30,241.26</u>
Total Synod Designated Gift Exp	0.00	0.00	0.00	64,498.58	64,498.58
Ministry through Partnerships					
Education	80,413.94	95,400.00	93,198.10	6,785.25	99,983.35
Ecumenical	1,000.00	1,000.00	1,000.00	0.00	1,000.00
Public Policy/Advocacy	850.00	850.00	850.00	0.00	850.00
Region 5	1,900.00	1,480.00	370.00	0.00	370.00
Total Ministry through Partnerships	84,163.94	98,730.00	95,418.10	6,785.25	102,203.35
Synod Programs					
Congregational Ministries	0.00	0.00	13,500.00	9,737.36	23,237.36
Ministry	0.00	0.00	0.00	35,351.37	35,351.37
Mission Outreach	0.00	0.00	0.00	31,133.45	31,133.45
Justice Advocacy	0.00	0.00	0.00	0.00	0.00
Other	0.00	0.00	0.00	28,976.60	28,976.60
Synod Assembly	0.00	0.00	0.00	819.65	819.65
Communications	3,398.17	3,300.00	7,224.27	2,024.19	9,248.46
Synod Office	43,647.43	50,988.00	47,406.42	2,948.60	50,355.02
Organization	28,287.04	27,500.00	9,524.32	110.91	9,635.23
Synod Personnel	<u>247,512.47</u>	<u>234,662.00</u>	<u>232,539.15</u>	<u>71,669.68</u>	<u>304,208.83</u>
TOTAL EXPENSES	803,644.73	789,452.00	798,684.32	345,269.39	1,143,953.71
NET INCREASE(DECREASE)	1,698.38	8,570.00	53,480.03	64,893.42	118,373.45
	=====	=====	=====	=====	=====

Northern Great Lakes Synod, ELCA
Proposed Budget FY2021 and FY2022 - Unrestricted

	1	2	3	4
	Actual <u>FY2020</u>	Adopted FY2021 <u>Budget</u>	Proposed Amended FY2021 Budget	Proposed FY2022 Budget
INCOME				
Congregation Mission Support	791,892.07	800,000	774,999	785,000
ELCA Designated Gifts				
World Hunger	0.00	0	0	0
Other	<u>0.00</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total ELCA Designated Gifts	0.00	0	0	0
Synod Designated Gifts				
The Lutheran	0.00	0	0	0
Fortune Lake Lutheran Camp	0.00	0	0	0
Other	<u>0.00</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Synod Designated Gifts	0.00	0	0	0
Interest Income	2,072.28	1,700	1,900	2,000
Payroll Protection Program	58,200.00			
Grant Income	0.00	0	0	0
Fee Income	<u>0.00</u>	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL INCOME	852,164.35	801,700	776,899	787,000
EXPENSES				
Ministry through ELCA	372,189.26	380,000	356,500	368,950
(FY2020-47%; FY2021-46%; FY2022-47%)				
Ministry through ELCA - additional gift per resolution	20,882.80	0	0	0
ELCA Designated Gift Expense	0	0	0	0
Synod Designated Gift Expense				
Fortune Lake Lutheran Camp	0	0	0	0
Other	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Synod Designated Gift Exp	0.00	0.00	0.00	0.00
Ministry through Partnerships				
Education				
Lutheran Campus Ministry/NMU	29,000.00	29,000	29,000	29,000
Lutheran Campus Ministry/MTU	29,000.00	29,000	29,000	29,000
Lutheran Campus Ministry/Bay College	0.00	0	0	0
Lutheran Campus Ministry/LSSU	0.00	0	0	0
Lutheran Outdoor Ministry	400.00	400	400	400
Lutheran Seminary Partners	34,798.10	37,000	37,000	37,000
Ecumenical				
Wisconsin Council of Churches	1,000.00	1,000	1,000	1,000
Public Policy/Advocacy				
Lutheran Office of Public Pol/WI	850.00	850	850	850
Region 5	<u>370.00</u>	<u>1,480</u>	<u>1,155</u>	<u>1,155</u>
Total Ministry through Partnerships	95,418.10	98,730	98,405	98,405
Synod Programs				
Congregational Ministries	13,500.00	0	0	0
Ministry	0.00	0	0	0
Mission Outreach	0.00	0	0	0
Justice Advocacy	0.00	0	0	0
Other	0.00	0	0	0
Synod Assembly	0.00	0	0	0
Communications	7,224.27	3,300	3,000	3,000
Synod Office	47,406.42	52,282	44,882	45,382
Organization	9,524.32	29,200	16,200	27,400
Synod Personnel	<u>232,539.15</u>	<u>245,498</u>	<u>259,663</u>	<u>270,827</u>
TOTAL EXPENSES	798,684.32	809,010	778,650	813,964
NET INCREASE (DECREASE)	53,480.03	(7,310)	(1,751)	(26,964)

**Northern Great Lakes Synod, ELCA
Proposed Budget FY2021 and FY2022 - Restricted**

	1	2	3	4
	Actual <u>FY2020</u>	Adopted FY2021 <u>Budget</u>	Proposed Amended <u>FY2021 Budget</u>	Proposed <u>FY2022 Budget</u>
INCOME				
Congregation Mission Support	0.00	0	0	0
ELCA Designated Gifts				
World Hunger	65,999.38	100,000	100,000	100,000
Other	<u>25,214.37</u>	<u>30,000</u>	<u>30,000</u>	<u>30,000</u>
Total ELCA Designated Gifts	91,213.75	130,000	130,000	130,000
Synod Designated Gifts				
Fortune Lake Lutheran Camp	34,257.32	40,000	40,000	40,000
Faith, Sault Ste. Marie Pastor	19,598.51	0	78,088	78,088
Restricted General	4,562.20	0	0	0
Other	<u>148,198.95</u>	<u>130,000</u>	<u>130,000</u>	<u>130,000</u>
Total Synod Designated Gifts	206,616.98	170,000	248,088	248,088
Interest Income	0.00	0	0	0
Grant Income	104,972.08	80,500	80,500	80,500
Fee Income	<u>7,360.00</u>	<u>45,000</u>	<u>65,000</u>	<u>45,000</u>
TOTAL INCOME	410,162.81	425,500	523,588	503,588
EXPENSES				
Ministry through ELCA	0.00	0	0	0
(FY2020-47%; FY2021-46; FY2022-47%)				
ELCA Designated Gift Expense	91,213.75	130,000	130,000	130,000
Synod Designated Gift Expense				
Fortune Lake Lutheran Camp	34,257.32	40,000	40,000	40,000
Other	<u>25,315.26</u>	<u>30,000</u>	<u>30,000</u>	<u>30,000</u>
Total Synod Designated Gift Exp	59,572.58	70,000	70,000	70,000
Ministry through Partnerships				
Education				
Lutheran Campus Ministry/NMU	2,291.68	2,750	2,750	2,750
Lutheran Campus Ministry/MTU	2,291.67	2,750	2,750	2,750
Lutheran Campus Ministry/Bay College	3,000.00	3,000	3,000	3,000
Lutheran Campus Ministry/LSSU	0.00	1,000	0	0
Lutheran Outdoor Ministry	0.00	0	0	0
Lutheran Seminary Partners	2,201.90	0	0	0
Ecumenical				
Wisconsin Council of Churches	0.00	0	0	0
Public Policy/Advocacy				
Lutheran Social Services of MI	0.00	0	0	0
Lutheran Office of Public Pol/WI	0.00	0	0	0
Region 5	<u>0.00</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Ministry through Partnerships	9,785.25	9,500	8,500	8,500
Synod Programs				
Congregational Ministries	9,737.36	13,800	35,650	35,150
Ministry	36,277.37	95,108	92,647	74,975
Mission Outreach	32,133.45	30,000	32,650	31,400
Justice Advocacy	0.00	1,100	400	800
Other	28,976.60	15,800	15,800	15,800
Synod Assembly	819.65	30,000	25,000	30,000
Communications	2,024.19	2,500	2,500	2,500
Synod Office	2,948.60	320	320	320
Organization	110.91	0	0	0
Synod Personnel	<u>71,669.68</u>	<u>51,071</u>	<u>130,021</u>	<u>130,021</u>
TOTAL EXPENSES	345,269.39	449,199	543,488	529,466
NET INCREASE (DECREASE)	64,893.42	(23,699)	(19,900)	(25,878)

**Northern Great Lakes Synod, ELCA
Unrestricted and Restricted Budget Totals**

	1	2	3	4
	Actual FY2020	Adopted FY2021 Budget	Proposed Amended FY2021 Budget	Proposed FY2022 Budget
INCOME				
Congregation Mission Support	791,892.07	800,000	774,999	785,000
ELCA Designated Gifts				
World Hunger	65,999.38	100,000	100,000	100,000
Other	<u>25,214.37</u>	<u>30,000</u>	<u>30,000</u>	<u>30,000</u>
Total ELCA Designated Gifts	91,213.75	130,000	130,000	130,000
Synod Designated Gifts				
Fortune Lake Lutheran Camp	34,257.32	40,000	40,000	40,000
Restricted General	4,562.20	0	0	0
Faith, Sault Ste. Marie Pastor	19,598.51	0	78,088	78,088
Other	<u>148,198.95</u>	<u>130,000</u>	<u>130,000</u>	<u>130,000</u>
Total Synod Designated Gifts	206,616.98	170,000	248,088	248,088
Interest Income	2,072.28	1,700	1,900	2,000
Payroll Protection Program	58,200.00	0	0	0
Grant Income	104,972.08	80,500	80,500	80,500
Fee Income	<u>7,360.00</u>	<u>45,000</u>	<u>65,000</u>	<u>45,000</u>
TOTAL INCOME	1,262,327.16	1,227,200	1,300,487	1,290,588
EXPENSES				
Ministry through ELCA	372,189.26	380,000	356,500	368,950
(FY2020-47%; FY2021-46%; FY2022-47%)				
Ministry through ELCA - additional gift per resolution	20,882.80	0	0	0
ELCA Designated Gift Expense	91,213.75	130,000	130,000	130,000
Synod Designated Gift Expense				
Fortune Lake Lutheran Camp	34,257.32	40,000	40,000	40,000
Other	<u>25,315.26</u>	<u>30,000</u>	<u>30,000</u>	<u>30,000</u>
Total Synod Designated Gift Exp	59,572.58	70,000	70,000	70,000
Ministry through Partnerships				
Education				
Lutheran Campus Ministry/NMU	31,291.68	31,750	31,750	31,750
Lutheran Campus Ministry/MTU	31,291.67	31,750	31,750	31,750
Lutheran Campus Ministry/Bay College	3,000.00	3,000	3,000	3,000
Lutheran Campus Ministry/LSSU	0.00	1,000	0	0
Lutheran Outdoor Ministry	400.00	400	400	400
Lutheran Seminary Partners	37,000.00	37,000	37,000	37,000
Ecumenical				
Wisconsin Council of Churches	1,000.00	1,000	1,000	1,000
Public Policy/Advocacy				
Lutheran Office of Public Pol/WI	850.00	850	850	850
Region 5	<u>370.00</u>	<u>1,480</u>	<u>1,155</u>	<u>1,155</u>
Total Ministry through Partnerships	105,203.35	108,230	106,905	106,905
Synod Programs				
Congregational Ministries	23,237.36	13,800	35,650	35,150
Ministry	36,277.37	95,108	92,647	74,975
Mission Outreach	32,133.45	30,000	32,650	31,400
Justice Advocacy	0.00	1,100	400	800
Other	28,976.60	15,800	15,800	15,800
Synod Assembly	819.65	30,000	25,000	30,000
Communications	9,248.46	5,800	5,500	5,500
Synod Office	50,355.02	52,602	45,202	45,702
Organization	9,635.23	29,200	16,200	27,400
Synod Personnel	<u>304,208.83</u>	<u>296,569</u>	<u>389,684</u>	<u>400,848</u>
TOTAL EXPENSES	1,143,953.71	1,258,209	1,322,138	1,343,430
NET INCREASE (DECREASE)	118,373.45	(31,009)	(21,651)	(52,842)

OTHER PROGRAMS & EVENTS

Grants/Fees/Restricted/Endowment

	1 Actual <u>FY2020</u>	2 Estimated <u>FY2021</u>	3 Estimated <u>FY2022</u>
ELCA World Hunger	65,999.38	100,000	100,000
Other ELCA Gifts	25,214.37	30,000	30,000
Fortune Lake Lutheran Camp	34,257.32	40,000	40,000
Synod Designated Gifts	27,241.26	30,000	30,000
Faith, Sault Ste. Marie Pastor	20,098.51	78,088	78,088
Lutheran Campus Ministry	7,583.35	8,500	8,500
Lutheran Seminary Partners	2,201.90	0	0
Congregational Vitality/Evangelism	6,457.19	15,050	15,050
Stewardship Programs	1,100.00	1,400	1,400
Worship Programs	2,015.18	2,300	800
Walking Together Events	46.00	3,000	3,000
Youth Programs	118.99	13,900	14,900
Seminars/Retreats	10,500.35	41,000	22,000
Pastor's Debt Retirement	11,550.00	16,500	16,500
Seminarian Support	6,400.00	20,217	20,545
Candidacy/Career Counseling/MSCC Mtgs.	1,357.50	4,800	5,800
Licensed Lay Ministry Coordinator	3,499.45	5,000	5,000
Lifelong Faith Formation	1,339.75	2,000	2,000
Rural Ministry	504.32	500	500
Leadership Support	0.00	730	730
Mentor Coaches	200.00	1,000	1,000
Synod Campus Ministry	0.00	900	900
Mission Outreach Projects	8,906.48	7,250	6,500
Companion Synod Projects	22,226.97	25,400	24,900
World Hunger Programs	0.00	400	800
Covid-19 Outreach Grants	17,500.00	0	0
Synod Assembly	819.65	25,000	30,000
Bishop's Discretionary	1,001.04	500	500
Constitution Committee	0.00	100	100
Communications	2,024.19	2,500	2,500
Synod Office	2,948.60	320	320
Synod Travel	110.91	0	0
Grant Funded Salary/Benefits	51,071.17	51,933	51,933
Planned Giving Coordinator	10,848.75	15,000	15,000
Endowment Board	<u>126.81</u>	<u>200</u>	<u>200</u>
TOTAL - Programs & Events	345,269.39	543,488	529,466

Northern Great Lakes Synod Synod Personnel

	1	2	3	4
	Actual <u>FY2020</u>	Adopted Budget <u>FY2021</u>	Proposed Amended <u>FY2021</u>	Proposed <u>FY2022</u>
BISHOP				
Salary	84,871.92	87,418.00	87,418.00	89,166.00
Benefits	<u>18,835.73</u>	<u>20,619.00</u>	<u>19,960.00</u>	<u>20,341.00</u>
Total Salary & Benefits	103,707.65	108,037.00	107,378.00	109,507.00
Less Restricted Expenses	0.00	0.00	0.00	0.00
Net Salary from Unrestricted	103,707.65	108,037.00	107,378.00	109,507.00
BISHOP'S ASSISTANT				
Salary	68,958.96	71,028.00	71,028.00	72,449.00
Benefits	<u>15,783.46</u>	<u>19,444.00</u>	<u>35,414.00</u>	<u>41,206.00</u>
Total Salary & Benefits	84,742.42	90,472.00	106,442.00	113,655.00
Less ELCA Grant-Funded Salary	51,071.17	51,071.00	51,933.00	51,933.00
Net Salary from Unrestricted	33,671.25	39,401.00	54,509.00	61,722.00
OFFICE STAFF				
Salaries	72,770.09	74,934.00	74,984.00	76,500.00
Benefits	<u>22,390.16</u>	<u>23,126.00</u>	<u>22,792.00</u>	<u>23,098.00</u>
Subtotal	95,160.25	98,060.00	97,776.00	99,598.00
Less Grant Funded Salary	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Net Salary from Unrestricted	95,160.25	98,060.00	97,776.00	99,598.00
Total Personnel Exp. from Unrestricted	232,539.15	245,498.00	259,663.00	270,827.00
Total Personnel Exp. from Restricted	<u>51,071.17</u>	<u>51,071.00</u>	<u>51,933.00</u>	<u>51,933.00</u>
TOTAL - Personnel & Admin Expenses	283,610.32	296,569.00	311,596.00	322,760.00

Northern Great Lakes Synod Benevolence Summary - December, 2020									
				Pledged Amount	Amount Received	Synod Restricted	Percent Recv'd	Prior Year Received	Designated Gifts
Conference 1 - IGO									
1010	Bessemer	Sharon		8,000.00	8,671.00		108.4%		325.00
1020	Ewen	First		5,400.00	6,846.82		126.8%		2,332.68
1030	Ironwood	St. Paul		3,400.00	3,600.00		105.9%		557.00
1040	Ironwood	Salem		7,000.00	7,700.00		110.0%		5,585.00
1050	Ironwood	Zion		2,300.00	2,300.04		100.0%		1,330.71
1060	Ironwood	St. John		1,000.00	1,000.00		100.0%		50.00
1070	Paynesville	Our Savior		1,800.00	1,800.00		100.0%		20.00
1075	Trout Creek	Trinity		2,000.00	2,000.01		100.0%		110.00
1080	Wakefield	All Saints		5,000.00	5,000.04		100.0%		733.00
Conference 2 - Copper Country									
2010	Atlantic Mine	Our Saviour's		300.00	300.00		100.0%		50.00
2020	Baraga	Holy Cross		3,120.00	3,120.00		100.0%		145.81
2030	Calumet	Faith		7,200.00	8,166.99		113.4%		4,100.00
2040	Chassell	Holy Trinity		6,600.00	6,600.00		100.0%		1,922.67
2070	Hancock	Gloria Dei		24,500.00	23,117.80		94.4%		1,433.00
2080	Houghton	Good Shepherd		8,700.00	8,700.00		100.0%		669.00
2090	L'Anse	United		5,100.00	5,100.00		100.0%		1,000.00
2100	Mass City	St. Paul		8,400.00	8,400.00		100.0%		1,125.00
2120	Mohawk	Bethany		2,400.00	2,400.00		100.0%		2,530.00
2125	Copper Harbor	Shepherd/Sea		1,500.00	1,500.00		100.0%		0.00
2140	Ontonagon	Silva		1,100.00	1,095.04		99.5%		200.04
2161	Pelkie	Mission United		10,700.00	10,700.00		100.0%		4,477.34
2180	South Range	Grace		7,350.00	7,350.00		100.0%		1,110.29
2200	Winona	First		500.00	500.00		100.0%		0.00
Conference 3 - Headwaters									
3010	Conover	Pioneer Lake		11,250.00	11,250.00		100.0%	2,800.00	2,705.00
3020	Eagle River	Prince of Peace		5,356.00	5,964.00		111.4%		3,786.00
3030	Minocqua	Ascension		57,693.00	54,260.00		94.0%	8,000.00	8,263.09
3040	Minocqua	Calvary		13,720.00	15,050.00		109.7%		1,475.89
3050	Rhineland	Immanuel		18,500.00	20,453.64		110.6%		1,215.00
3060	Rhineland	Trinity		30,000.00	27,624.00		92.1%		5,933.00
3070	Sayner	Shepherd/Lakes		16,500.00	15,125.00		91.7%		2,644.00
3080	Three Lakes	Faith		1,500.00	1,600.00		106.7%		0.00
Conference 4 - Four Rivers									
4010	Amasa	Bethany		3,650.00	3,660.00		100.3%		120.00
4020	Crystal Falls	United		7,000.00	7,360.20		105.1%		800.00
4030	Florence	Bethlehem		12,500.00	12,500.00		100.0%		824.32
4060	Iron River	First		3,300.00	3,480.00		105.5%		1,275.00
4080	Norway	Bethany		8,000.00	1,999.00		25.0%	672.00	700.00
4100	Pembine	Grace		3,900.00	5,034.02		129.1%	1,117.32	4,257.50
4110	Quinnesec	Calvary		5,500.00	4,124.97		75.0%		0.00
4120	Stambaugh	Trinity		1,000.00	745.70		74.6%	113.35	343.62
Conference 5 - Menominee Valley									
5010	Beaver	Beaver American		5,400.00	5,400.00		100.0%		0.00
5020	Marinette	Our Saviors		15,000.00	10,943.00		73.0%		2,979.25
5030	Marinette	St. James		3,800.00	3,800.04		100.0%		230.00
5040	Marinette	Zion		20,740.00	21,080.04		101.6%		8,448.69
5050	Menominee	Bethel		8,500.00	8,500.00		100.0%		0.00
5070	Menominee	Emmanuel		17,246.00	13,909.00		80.7%	6,152.00	283.00
5080	Peshtigo	Good Shepherd		12,700.00	12,385.31		97.5%		1,769.71
5090	Porterfield	Porterfield		5,200.00	5,201.34		100.0%		0.00
5100	Stephenson	St. Stephen's		2,500.00	2,520.00		100.8%		0.00
5110	Wallace	Gethsemane		2,500.00	2,500.00		100.0%		990.00

Northern Great Lakes Synod Benevolence - December, 2020

				Pledged Amount	Amount Received	Synod Restricted	Percent Received	Prior Year Received	Designated Gifts
Conference 6 - Delta									
6020	Escanaba	Bethany		45,500.00	45,499.92		100.0%		2,935.00
6030	Escanaba	Christ the King		14,500.00	13,200.00		91.0%		2,000.00
6040	Escanaba	Immanuel		12,000.00	12,000.00		100.0%		2,221.00
6050	Gladstone	First		34,000.00	31,174.00	3,000.00	91.7%		9,441.15
6055	Manistique	Zion		12,000.00	14,000.02		116.7%		4,583.93
6060	Perkins	Bethany		2,100.00	2,100.00		100.0%		337.68
6070	Rapid River	Calvary		6,000.00	4,518.75		75.3%		4,357.92
6080	Rock	Faith		3,120.00	3,120.00		100.0%		150.00
6090	Stonington	Trinity		4,200.00	4,200.00		100.0%		529.89
6100	Trenary	First		3,200.00	3,200.00		100.0%		0.00
Conference 7 - Three Lakes									
7010	Allenville	Zion		2,000.00	2,000.00		100.0%	500.00	204.00
7020	Brevort	Trinity		2,000.00	3,200.00		160.0%		0.00
7030	Cedarville	Bethel		7,100.00	7,100.00		100.0%		0.00
7040	Grand Marais	First		950.00	950.00		100.0%		0.00
7070	Newberry	Our Redeemer		3,000.00	2,866.95		95.6%		602.27
7080	Rudyard	St. James		5,650.00	5,650.00		100.0%		230.00
7090	St. Ignace	Zion		3,000.00	2,500.00		83.3%		319.91
7100	Sault Ste Marie	Faith		6,889.00	6,800.37		98.7%		3,097.88
Conference 8 - Superior Central									
8020	Gwinn	Grace		7,050.00	7,050.00		100.0%		1,000.00
8030	Ishpeming	Bethany		18,863.00	18,863.00		100.0%		3,294.76
8040	Ishpeming	Bethel		26,000.00	26,000.00		100.0%		30,156.52
8050	National Mine	Faith		5,150.00	4,602.78		89.4%		1,379.92
8060	Ishpeming	Trinity		7,465.00	5,454.84	328.40	77.5%		1,198.54
8070	Marquette	Messiah		83,000.00	83,000.01		100.0%		5,583.28
8080	Marquette	Prince of Peace		9,450.00	8,991.93		95.2%		3,159.00
8100	Munising	Eden		4,200.00	4,200.00		100.0%		379.00
8110	Negaunee	Bethany		6,200.00	6,200.00		100.0%		450.00
8120	Negaunee	Immanuel		28,600.00	29,296.00		102.4%		8,649.95
8135	Palmer/Suomi	Community		3,360.00	3,360.00		100.0%		240.00
8150	Republic	Bethany		5,450.00	5,436.47		99.8%	634.41	0.00
8160	Skandia	Emanuel		8,000.00	8,000.00		100.0%		1,135.93
9001	Contributions	Miscellaneous		0.00	0.00	873.00	0.0%		0.00
9002	NMU Lutheran	Campus Ministry		0.00	664.03		0.0%		0.00
TOTALS				796,322.00	777,636.07	4,201.40	100.7%	19,989.08	166,487.14
2019 Pledged Amount - \$807,474 (Total Received - \$798,735)									
2019 Amount Received - \$798,734.56 (2020 Amount Received - \$801,826.55)									
2019 Percent Received - 98.9%									

Audited Financial Statements

**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

Year Ended January 31, 2021

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**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

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INDEPENDENT AUDITOR'S REPORT

Synod Council
Northern Great Lakes Synod of the
Evangelical Lutheran Church in America
Marquette, Michigan

We have audited the accompanying financial statements of Northern Great Lakes Synod of the Evangelical Lutheran Church in America (a nonprofit organization), which comprise the statement of financial position as of January 31, 2021, and the related statements of activities, functional expenses, and cash flows for the year 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 audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from 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.

Synod Council
Northern Great Lakes Synod of the
Evangelical Lutheran Church in America

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Northern Great Lakes Synod of the Evangelical Lutheran Church in America as of January 31, 2021, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Makela, Toutant, Hill, Nardi & Katona, P.C.

March 30, 2021

STATEMENT OF FINANCIAL POSITION

**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

January 31, 2021

ASSETS

Cash and cash equivalents	\$ 271,649
Accounts receivable	27,612
Prepaid expenses	526
Investments	1,061,985
Property and equipment, net	<u>20,281</u>

TOTAL ASSETS \$ 1,382,053

LIABILITIES AND NET ASSETS

LIABILITIES

Accounts payable and accrued expenses	\$ 20,900
Funds held for others	<u>120,267</u>

TOTAL LIABILITIES 141,167

NET ASSETS

Without donor restrictions:	
Designated	37,032
Undesignated	<u>256,931</u>

TOTAL NET ASSETS WITHOUT DONOR RESTRICTIONS 293,963

With donor restrictions	<u>96,923</u>
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TOTAL NET ASSETS 1,240,886

TOTAL LIABILITIES AND NET ASSETS \$ 1,382,053

See notes to financial statements.

STATEMENT OF ACTIVITIES

**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

Year Ended January 31, 2021

	Without Donor Restrictions	With Donor Restrictions	Total
SUPPORT AND REVENUE			
Congregational contributions	\$ 791,892	\$ 271,225	\$ 1,063,117
Grants		104,972	104,972
Payroll Protection Program loan forgiveness	58,200		58,200
Fees	7,360		7,360
Interest and dividends	2,070	19,567	21,637
Realized and unrealized investment gains		45,873	45,873
Net assets released from restriction	317,315	(317,315)	0
TOTAL SUPPORT AND REVENUE	<u>1,176,837</u>	<u>124,322</u>	<u>1,301,159</u>
EXPENSES			
Program services	780,842		780,842
Administrative	341,858		341,858
TOTAL EXPENSES	<u>1,122,700</u>	<u>0</u>	<u>1,122,700</u>
CHANGE IN NET ASSETS	<u>54,137</u>	<u>124,322</u>	<u>178,459</u>
Net assets at beginning of year	<u>239,826</u>	<u>822,601</u>	<u>1,062,427</u>
NET ASSETS AT END OF YEAR	<u><u>\$ 293,963</u></u>	<u><u>\$ 946,923</u></u>	<u><u>\$ 1,240,886</u></u>

See notes to financial statements.

STATEMENT OF FUNCTIONAL EXPENSES

**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

Year Ended January 31, 2021

	<u>Program Services</u>	<u>Administrative</u>	<u>Total</u>
ELCA - general benevolence	\$ 393,072		\$ 393,072
Synod/ELCA special projects	153,379		153,379
Partnerships	102,203		102,203
Synod programs	119,699		119,699
Communication and meetings	10,068		10,068
Depreciation		\$ 6,507	6,507
General office		44,527	44,527
Professional fees		7,030	7,030
Personnel		283,610	283,610
Synod Council		184	184
Travel	2,421		2,421
	<u>2,421</u>		<u>2,421</u>
TOTAL FUNCTIONAL EXPENSES	<u><u>\$ 780,842</u></u>	<u><u>\$ 341,858</u></u>	<u><u>\$ 1,122,700</u></u>

See notes to financial statements.

STATEMENT OF CASH FLOWS

**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

Year Ended January 31, 2021

CASH FLOWS FROM OPERATING ACTIVITIES	
Change in net assets	\$ 178,459
Adjustments to reconcile change in net assets to net cash provided by operating activities:	
Depreciation	6,507
Net realized and unrealized investment gains	(45,873)
Paycheck Protection Program loan forgiveness	(58,200)
(Increase) Decrease in:	
Accounts receivable	(5,083)
Prepaid expenses	4,809
Increase in:	
Accounts payable	5,745
Funds held for others	6,318
NET CASH PROVIDED BY OPERATING ACTIVITIES	<u>92,682</u>
CASH FLOWS FROM INVESTING ACTIVITIES	
Purchases of property and equipment	(5,877)
Net investment pool deposits	<u>(21,138)</u>
NET CASH USED BY INVESTING ACTIVITIES	<u>(27,015)</u>
CASH FLOWS FROM FINANCING ACTIVITIES	
Proceeds from Paycheck Protection Program	<u>58,200</u>
NET CASH PROVIDED BY FINANCING ACTIVITIES	<u>58,200</u>
NET INCREASE IN CASH AND CASH EQUIVALENTS	123,867
Cash and cash equivalents at beginning of year	<u>147,782</u>
CASH AND CASH EQUIVALENTS AT END OF YEAR	<u><u>\$ 271,649</u></u>

See notes to financial statements.

NOTES TO FINANCIAL STATEMENTS

NORTHERN GREAT LAKES SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA

NOTE A--SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Operations: Northern Great Lakes Synod of the Evangelical Lutheran Church in America (Synod) operates as a religious organization. The Synod serves 79 congregations across 8 conferences in the Upper Peninsula of Michigan and Northeastern Wisconsin. Church ministry is promoted through programs that involve congregational life and mission, ministry development, mission outreach, and justice advocacy. The Synod is primarily supported through contributions from member congregations.

The accompanying financial statements include only those funds for which the Synod retains operational control and exclude the accounts of the individual congregations which it serves.

Financial Statement Presentation: The Synod's financial statements are prepared on the accrual basis of accounting in accordance with generally accepted accounting principles for nonprofit organizations in the United States of America. Under this guidance, the Synod is required to report information regarding its financial position and activities based on the existence or nature of any donor-imposed restrictions.

Net Assets Without Donor Restrictions--Represent funds available for support of current Synod operations and not subject to donor restrictions. The Synod has designated, from net assets without donor restrictions, funds for use at the Bishop's discretion, for program support, and for the purchase of equipment.

Net Assets With Donor Restrictions--Represent funds whose use is limited by donor-imposed stipulations. Some donor-imposed restrictions are temporary in nature, such that they expire either by passage of time or fulfillment of the stipulations. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

Income Taxes: The Synod is exempt from income taxes under Internal Revenue Code Section 501(c)(3) and is not a private foundation. The Synod does not file a federal tax return due to its religious designation.

Cash and Cash Equivalents: For purposes of the statement of cash flows, the Synod considers all cash and unrestricted highly-liquid investments with an initial maturity of three months or less to be cash and cash equivalents; however, for the purposes of the statement of cash flows, investment funds held as cash in checking and cash equivalents held by investment managers are reported as investments rather than cash equivalents.

Investments: Investments are carried at fair value with realized and unrealized gains and losses included in the statement of activities.

NOTES TO FINANCIAL STATEMENTS--Continued

**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

NOTE A--SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES--Continued

Investments consist primarily of amounts invested in the Evangelical Lutheran Church in America Endowment Fund Pooled Trust Fund A and the Evangelical Lutheran Church in America Mission Investment Fund.

Property and Equipment: Fixed asset acquisitions over \$500 are recorded at cost or, if donated, at the approximate fair value at the date of donation. Depreciation is provided over the estimated useful lives of the respective assets (or the term of the lease, in the case of leasehold improvements) on a straight-line basis.

Funds Held for Others: The Synod is the administrator of funds received for specified beneficiaries. The Synod invests and remits these funds to the specified beneficiaries in accordance with the governing documents. Such amounts are recorded as a liability until released to the beneficiaries.

Revenue Recognition: Revenue is recognized when earned. Revenue from program fees is recognized at the point in time when the services are provided. The Synod recognized \$7,360 of total revenue under Accounting Standards Codification 606, *Revenue from Contracts with Customers*, for the year ended January 31, 2021.

Revenue from contributions is recognized at the time an unconditional promise to give or transfer of assets is made. Cost reimbursement grants are recognized as revenue in the period the qualifying allowable expenditures are incurred.

Donated Services: The Synod receives a significant amount of donated services from unpaid volunteers who assist in special projects. No amounts have been recognized in the statement of activities because the criteria for recognition under generally accepted accounting principles for nonprofit organizations in the United States of America have not been satisfied.

Functional Allocation of Expenses: Expenses have been allocated among program and support services either by directly charging such costs to the specific programs and activities to which they relate or allocating among the program and supporting services benefited.

Use of Estimates: The preparation of the financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Subsequent Events: Subsequent events were evaluated through March 30, 2021, which is the date the financial statements were available to be issued.

NOTES TO FINANCIAL STATEMENTS--Continued

**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

NOTE B--LIQUIDITY AND AVAILABILITY OF FINANCIAL ASSETS

Financial assets available for general expenditure, that is, without donor or other restrictions limiting use, within one year of the balance sheet date, comprise the following:

Cash and cash equivalents	\$ 271,649
Accounts receivable	27,612
Investments	1,061,985
	<u>1,361,246</u>
Less investments held for others	(120,267)
Less endowment investments	(787,464)
Less amounts designated by Synod Council	(37,032)
Plus anticipated endowment distributions	42,000
	<u>42,000</u>
FINANCIAL ASSETS AVAILABLE TO MEET CASH NEEDS FOR EXPENDITURES WITHIN ONE YEAR	<u>\$ 458,483</u>

NOTE C--INVESTMENTS

Investments at January 31, 2021, consist of the following:

Cash in checking	\$ 18,917
ELCA Mission Investment Fund - Demand deposit account	154,253
ELCA Endowment Fund Pooled Trust Fund A	877,588
Other	11,227
	<u>11,227</u>
TOTAL INVESTMENTS	<u>\$ 1,061,985</u>

ELCA Mission Investment Fund (MIF): The MIF is available for exclusive investment by Evangelical-Lutheran-Church-in-America-related institutions. The investment represents a demand deposit carried at cost, which approximates fair value.

ELCA Endowment Fund Pooled Trust Fund A (Fund): The Fund is available for exclusive investment by Evangelical-Lutheran-Church-in-America-related institutions. The Fund is managed and invested by professional advisors. The Fund is structured to provide participants with a stable, quarterly stream of distributable income that grows over time approximately in line with the expected long-term rate of inflation. The Fund also seeks to provide participants with long-term capital appreciation. The Fund's target allocation is 65 percent equity and 35 percent fixed income. The investment is carried at fair value, based on the net asset value of the units held by the Synod.

Cash Surrender Value of Life Insurance: The Synod is the owner and beneficiary of two life insurance policies representing a total face value of \$11,000. The policies are carried at the cash surrender value, which approximates fair value.

NOTES TO FINANCIAL STATEMENTS--Continued

**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

NOTE D--FAIR VALUE MEASUREMENTS

Generally accepted accounting principles in the United States of America establish a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy consists of three broad levels:

Level 1: Unadjusted quoted prices in active markets for identical assets that are accessible at the measurement date.

Level 2: Quoted prices for similar assets in active markets; quoted prices for identical or similar assets in markets that are not active; or inputs that are observable, either directly or indirectly.

Level 3: Inputs are unobservable, that is, the inputs are supported by little or no market activity.

The Synod uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments.

The fair value measurements and levels within the fair value hierarchy of those measurements for the assets reported at fair value on a recurring basis at January 31, 2021, are as follows:

Description	Fair Value	Level 2	Level 3
Cash in checking	\$ 18,917	\$ 18,917	
ELCA Mission Investment Fund	154,253	154,253	
ELCA Endowment Fund Pooled Trust Fund A	877,588	877,588	
Other	11,227		\$ 11,227
TOTAL	<u>\$ 1,061,985</u>	<u>\$ 1,050,758</u>	<u>\$ 11,227</u>

NOTE E--PROPERTY AND EQUIPMENT

A summary of property and equipment as of January 31, 2021, is as follows:

Office equipment	\$ 64,743
Leasehold improvements	14,848
	<u>79,591</u>
Accumulated depreciation	<u>(59,310)</u>
PROPERTY AND EQUIPMENT, NET	<u>\$ 20,281</u>

NOTES TO FINANCIAL STATEMENTS--Continued

**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

NOTE F--FUNDS HELD FOR OTHERS

The Synod's Endowment Fund Board is the administrator of the St. Mark's Legacy Endowment Fund. The Endowment Fund Board is responsible for the investment of the fund and distribution of the earnings. The Synod is a 40 percent beneficiary of the fund, and three other unrelated entities are the beneficiaries of the remaining 60 percent of the fund. Activity in the funds held for others for the year ended January 31, 2021, is summarized below:

Balance at January 31, 2020	\$ 113,949
Additions:	
Allocation of interest and dividends	4,193
Allocation of market value appreciation	8,798
Less:	
Disbursements	<u>(6,673)</u>
 BALANCE AT JANUARY 31, 2021	 <u>\$ 120,267</u>

NOTE G--NET ASSET DESIGNATIONS AND RESTRICTIONS

Net assets without donor restrictions at January 31, 2021, have been designated by the Synod for the following:

Office equipment/copier	\$ 6,000
Support of various programs	19,586
Bishop's discretionary	<u>11,446</u>
 TOTAL DESIGNATED	 <u>\$ 37,032</u>

Net assets with donor restrictions are available for the following purposes at January 31, 2021:

Subject to expenditure for specified purpose:	
Mission outreach	\$ 33,221
Congregational Life and Mission	40,032
Ministry development	63,279
Justice/Advocacy	4,917
Other	<u>18,010</u>
	159,459
Subject to the Synod's spending policy and appropriation:	
General Endowment Fund	430,970
St. Mark's Legacy Endowment Fund	80,178
Norman Lamberg Clergy Debt Relief Fund	199,125
Bishop Thomas and Luanne Skrenes Fund for Ministry	<u>77,191</u>
	<u>787,464</u>
 TOTAL NET ASSETS WITH DONOR RESTRICTIONS	 <u>\$ 946,923</u>

NOTES TO FINANCIAL STATEMENTS--Continued

**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

NOTE H--LEASE

The Synod leases office space from a member church under a 10-year, noncancelable operating lease. Total rent expense for the year ended January 31, 2021, was \$14,688. Future minimum payments are summarized below:

<u>Year Ending January 31</u>	<u>Amount</u>
2022	\$ 14,982
2023	15,281
2024	15,587
2025	15,899
2026	16,217
Thereafter	<u>50,622</u>
	<u>\$ 128,588</u>

NOTE I--RELATED-PARTY TRANSACTIONS

The Synod follows guidelines and policies as set by the Evangelical Lutheran Church in America (ELCA). The ELCA awarded the Synod \$98,105 in grants for the year ended January 31, 2021.

The Synod supports the ELCA by contributing 47 percent of congregational contributions, which totaled \$372,189 for the year ended January 31, 2021. During the year ended January 31, 2021, the Synod contributed an additional \$20,883 to the ELCA as a result of a resolution approved at Synod Assembly. At January 31, 2021, accounts payable included \$10,538 owed to the ELCA for general support.

Support and revenue on the statement of activities includes \$91,214 of designated contributions that were remitted to the ELCA for various ELCA programs. At January 31, 2021, accounts payable included \$3,065 owed to ELCA for designated support.

NOTE J--PENSION PLAN

The Synod participates in a multi-employer defined contribution pension plan administered by Portico Benefit Services (Portico) which covers all full-time Synod personnel. The Synod has no liability for current or prior service pension costs other than to pay fixed amounts based on contribution rates set by Portico as a percentage of salaries. Contributions to the plan totaled \$45,327 for the year ended January 31, 2021.

**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

NOTE K--ENDOWMENT FUNDS

As of January 31, 2021, Synod endowments consist of the General Endowment Fund, the St. Mark's Legacy Endowment Fund, the Bishop Thomas and Luanne Skrenes Fund for Ministry, and the Norman Lamberg Clergy Debt Relief Fund. These funds were established by donors to provide annual funding for specific activities and general operations of the Synod.

The General Endowment Fund is restricted for furthering the growth of the Church, its ministries and stewardship opportunities, and support of seminarians, apart from general operations of the Synod, with the primary objective of preservation of the purchasing power (real value) of the endowment funds.

The Bishop Thomas and Luanne Skrenes Fund for Ministry is to provide financial support for clergy debt retirement, as well as the companion synod, the Eastern and Coastal Diocese of the Evangelical Lutheran Church in Tanzania.

The Norman Lamberg Clergy Debt Relief Fund is to provide financial support for clergy debt relief.

The Synod Council and Endowment Fund Board interpret contributions to the General Endowment Fund, the Bishop Thomas and Luanne Skrenes Fund for Ministry, and the Norman Lamberg Clergy Debt Relief Fund as being temporarily restricted, as these funds are subject to appropriation of expenditure in amounts in excess of the annual spending policy as per the Synod's *Constitution and Bylaws*.

The *Constitution and Bylaws* cite that, with the recommendation of the Synod Council, the Endowment Fund Board, and adoption by at least two-thirds of the those present and voting at a Synod Assembly, the Synod may disburse any fund principal or corpus.

The St. Mark's Legacy Endowment Fund was established with the proceeds of assets of St. Mark's Lutheran Church in Marquette. The annual distribution will be 6 percent of the assets of the fund, but the fund agreement cites that distributions could result in the fund being exhausted.

The Synod Council and Endowment Fund Board have interpreted Michigan's version of the Uniform Prudent Management of Institutional Funds Act (UPMIFA) as requiring the preservation of the fair value of the original gift as of the gift date of the donor-restricted endowment funds, absent explicit donor stipulations to the contrary. At January 31, 2021, there were no such donor stipulations.

NOTES TO FINANCIAL STATEMENTS--Continued

**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

NOTE K--ENDOWMENT FUNDS--Continued

The Synod interprets the donor-restricted endowment fund balances as being subject to appropriation for expenditure in a manner consistent with the standard prudence prescribed by UPMIFA. In accordance with UPMIFA, the Synod considers the following factors in making a determination to appropriate or accumulate donor-restricted endowment funds:

- The duration and preservation of the endowment fund
- The purposes of the Synod and the donor-restricted endowment fund
- General economic factors
- The possible effect of inflation or deflation
- The expected total return from income and appreciation of investments
- Other resources of the Synod
- The investment policy of the Synod

The endowment funds are diversified among various investments, including common stock, convertibles, cash equivalents, alternative investments, and fixed income investments, including, but not limited to, United States Government and federal agencies and corporate bonds, in accordance with the investment policy. The assets should be managed in a moderately conservative manner. The spending policy (amended May 9, 2015) will allow for an annual appropriation of a minimum of 5 percent and a maximum of 8 percent of the average market value of the fund, as determined on January 31 of each of the preceding five years. All distributions will be from current and accumulated earnings of dividends and interest. The policy will be reviewed at least annually by the Synod Council and Endowment Fund Board. It will be revised or confirmed, as appropriate, by the Synod Council.

The following is a summary of endowment fund activities for the year ended January 31, 2021:

	General Endowment Fund	St. Mark's Legacy Endowment Fund	Bishop Thomas and Luanne Skrenes Fund for Ministry	Norman Lamberg Clergy Debt Relief Fund	Total
Endowment net assets at beginning of year	\$ 390,220	\$ 75,966	\$ 60,513	\$ 200,000	\$ 726,699
Contributions	19,987		12,864	2,197	35,048
Net investment return	43,351	8,661	7,500	5,928	65,440
Appropriations for expenditure:					
Spending policy	(11,739)	(4,449)	(3,686)	(9,000)	(28,874)
Additional distributions approved at Annual Assembly	(10,849)				(10,849)
TOTAL APPROPRIATIONS FOR EXPENDITURE	(22,588)	(4,449)	(3,686)	(9,000)	(39,723)
NET INCREASE (DECREASE)	40,750	4,212	16,678	(875)	60,765
ENDOWMENT NET ASSETS AT END OF YEAR	\$ 430,970	\$ 80,178	\$ 77,191	\$ 199,125	\$ 787,464

NOTES TO FINANCIAL STATEMENTS--Continued

**NORTHERN GREAT LAKES SYNOD OF THE
EVANGELICAL LUTHERAN CHURCH IN AMERICA**

NOTE K--ENDOWMENT FUNDS--Continued

In addition to the activity reported in the Synod's financial statements, the Synod also received contributions totaling \$6,706 that were directed by donors to funds established with the ELCA Endowment Fund Pooled Trust Fund A. These contributions and resulting transfer of monies by the Synod to the ELCA Endowment Fund Pooled Trust Fund A have been excluded from these financial statements.

NOTE L--CONCENTRATIONS OF CREDIT RISK

The Synod maintains cash at a financial institution that is insured by the Federal Deposit Insurance Corporation (FDIC) up to \$250,000. At January 31, 2021, the Synod had cash deposits in excess of FDIC-insured limits of approximately \$94,901.

The Synod is located in Marquette, Michigan. The Synod receives its revenues from congregational contributions throughout the Upper Peninsula of Michigan and Northeastern Wisconsin. Congregation contributions accounted for approximately 88 percent of total revenues for the year ended January 31, 2021.

NOTE M--PAYCHECK PROTECTION PROGRAM

In April 2020, the Synod received loan proceeds in the amount of \$58,200, pursuant to the Paycheck Protection Program (PPP) established as part of the Coronavirus Aid, Relief, and Economic Security (CARES) Act. The PPP provides loans to qualifying businesses for amounts up to 2.5 times the average monthly payroll and certain other expenses. The loans and accrued interest are forgivable if the borrower uses the loan proceeds for eligible purposes.

In November 2020, the Synod was notified by their lender that the Small Business Administration had forgiven the full amount of the PPP loan, including accrued interest. Therefore, the Synod has recognized \$58,200 as loan forgiveness income in the statement of activities for the year ended January 31, 2021.

NOTE N--RISKS AND UNCERTAINTIES

On March 11, 2020, the World Health Organization declared the coronavirus COVID-19 outbreak to be a global pandemic. Actions taken to mitigate the pandemic have had, and are expected to continue to have, an adverse impact on the economies and financial markets globally, nationally, and locally, including the geographical area in which the Synod operates.

The Synod continues to monitor the situation. The Synod could experience future decreases in support and revenue and/or increases in expenses as the result of COVID-19; however, the ultimate impact that COVID-19 will have on the Synod's financial position and operating results in future periods is unknown. No adjustments have been made to these financial statements as a result of these uncertainties.

Report of the Synod Missioner

“He has told you, O mortal, what is good;
and what does the LORD require of you
but to do justice, and to love kindness,
and to walk humbly with your God?” Micah 6:8, NRSV

The goodness, justice, kindness and humbleness lifted up by Micah is one of many passages in scripture that help to describe the ministry of Licensed Lay Ministers. God has blessed the Northern Great Lakes Synod with the dedicated service of the following “LLMs” who faithfully serve communities in Michigan and Wisconsin:

- Jon and Sharon Babbitt, serving First Lutheran Church in Grand Marais, Michigan;
- Micah Cavaleri, serving Grace Lutheran Church in South Range, Michigan;
- Karen Anne Hanson, serving as Chaplain at Northland Lutheran Retirement Community in Marinette, Wisconsin;
- Elaine Hendrickson, serving Our Saviour’s Evangelical Lutheran Church, Atlantic Mine, Michigan;
- Andy Hill, serving Trinity Lutheran Church, Stambaugh, Michigan;
- Michael Holman, serving Bethany Lutheran Church, Negaunee, Michigan and Emanuel Lutheran Church, Skandia, Michigan;
- Larry Molloy, serving Bethany Lutheran Church, Mohawk, Michigan and Shepherd of the Sea Chapel, Copper Harbor, Michigan;
- Virginia Paulson, serving Community Lutheran Church, Suomi and Palmer, Michigan; and
- William Wendorf, serving Shepherd of the Lakes Lutheran Church, Sayner, Wisconsin.

When the Licensed Lay Ministers talk about their calls, the depth of their faith and commitment is evident. Clearly, they joyfully serve God and their neighbors with love, compassion, and humbleness.

The people of the Synod give special thanks to Pastor Doug Norquist who resigned from the administrative coordination of Licensed Lay Ministers in 2020. Praise and glory to God for his longtime dedication to this ministry. That work with the LLMs has been reassigned to Deacon Lori Ward, ordained this year as a Minister of Word and Service in our Synod. Deacon Lori has talked to the Licensed Lay Ministers by telephone and looks forward to visiting their congregations when COVID-19 restrictions ease. This spring, she will work with Bishop Katherine Finegan and Pastor Jim Duehring, Assistant to the Bishop, to confirm an annual schedule of evaluation and other synod business related to this vital ministry.

A passage from the Gospel of Matthew (Chapter 5:14-16) is just one way to reflect how our Licensed Lay Ministers share the light of Christ with others: “You are the light of the world. A city built on a hill cannot be hid. No one after lighting a lamp puts it under the bushel basket, but on the lampstand, and it gives light to all

in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father in heaven.”

We thank God for our Licensed Lay Ministers and keep them in our prayers as they continue to let their light shine before others.

Deacon Lori Ward
Synod Missioner

2021 Synod Assembly Nominating Committee

Slate of Nominees

Discipline Committee: *4 positions open—elect 2 lay and 2 clergy*

Nominees for Discipline Committee—2 Clergy Positions (3 year term)

1. Pastor Mark Laatsch page 53
2. Pastor Brahm Semmler Smith page 53
3. Pastor Brenda Greenwald page 53
4. Pastor Renee MacLeod page 53

Nominees for Discipline Committee—2 Lay Positions (3 year term)

1. Jeri Rose page 54
2. Linda Davis page 54
3. Dave Holmgren page 54
4. Jim Norsen page 54

Consultation Committee: *4 lay candidates—elect 2*

Nominees for Consultation Committee—2 Lay Positions (3 year term)

1. Naomi Kauppi page 55
2. Curt Poulos page 55
3. Marcia Norsen page 55
4. Walter Scanlon page 55

Representatives for the 2022 Churchwide Assembly: *NGLS is allowed 8 voting members*

Nominees for Rostered Male Representative

1. Pastor David Murphy page 56
2. Pastor Soren Schmidt page 56

Nominees for Rostered Female Representative

1. Pastor Kelly Ylitalo page 56
2. Pastor Nicole Hanson-Lynn page 57

Nominees for Person of Color

1. Sandy Feleppa page 57

Nominees for Lay Male Representative

1. Jeff Henquinet page 58
2. Matthew Johnson page 58

Nominees for Lay Female Representative

1. Barb Rice page 59
2. Michelle Johnson page 59

Nominees for Youth or Young Adult Representative

1. Katie McEachern page 60
2. Sean Korpela page 60

2021 Synod Assembly Nominating Committee

Discipline Committee—Clergy 6 year term (2027)

Vote for 2

Name of Candidate: **Rev. Mark Laatsch**
Congregation: Emmanuel, Menominee
Occupation: Pastor
Local Congregation/Community: Called Pastor
Synod Activities: Currently serving on Synod Council and chair of the Justice and Advocacy Committee
Region/State:
Churchwide Activities:
Message: It is an absolute privilege and blessing to be called to serve in the Northern Great Lakes Synod. This is an opportunity for me to be able to give back time and gifts, should the need arise.

Name of Candidate: **Rev. Brahm Semmler Smith**
Congregation: Gloria Dei, Hancock
Occupation: Pastor
Local Congregation/Community: Habitat for Humanity Board in Eau Claire, WI (2014-2019)
Synod Activities: Evangelical Leadership Commission of the Northwest Synod of Wisconsin (2011-2013)
Region/State: Luther Park Bible Camp Board of Directors (2013-2019)
Churchwide Activities:
Message: I was asked! I believe my experience and demeanor will serve me well on this committee.

Name of Candidate: **Rev. Brenda Greenwald**
Congregation: Gethsemane, Wallace & St. Stephen's, Stephenson
Occupation: Full-time Pastor of two Yoked Congregations
Local Congregation/Community: Northern Great Lakes Synod Assembly Planning Committee
Synod Activities:
Region/State:
Churchwide Activities:
Message: I'd pray that I would be able to fairly discern disciplinary issues at the congregational and/or collegial level, listening compassionately, thinking clearly, and responding professionally. I'm not afraid of carrying through on tough decisions, nor do I shy away from the chance of guiding folks toward repentance and remediation.

Name of Candidate: **Rev. Renee' MacLeod**
Congregation: Bethel, Cedarville & Zion, Allenville
Occupation: Minister/Reverend
Local Congregation/Community: Bethel/Zion Lutheran Churches; Messiah Lutheran Church, Roscommon; Larimore Lutheran Rural Parish; Good Samaritan Advisory Board.
Synod Activities: Eastern North Dakota, North/West Lower Michigan Synod, Northern Great Lakes Synod
Region/State: 3B North Dakota, 6B & 5G Michigan
Churchwide Activities:
Message: I served for 15 years on the Larimore Good Samaritan Advisory Board in Larimore North Dakota. I attended workshops on ethics and did have to deal with a couple ethical issues. I have taken 3 units of Clinical Pastoral Education: one unit at Children's Hospital in Columbus, Ohio and two units at Altru Hospital in Grand Forks, North Dakota. I attended workshops on ethical issues during these units. I have a Bachelor Degree in Social Work with a minor in Psychology. I have worked for 32 years as an ordained minister.

Discipline Committee—Lay Person 6 year term (2027)

Vote for 2

Name of Candidate: **Jerrildene (Jerri) Rose**
Congregation: Trinity, Brevort
Occupation: Retired
Local Congregation/Community: President of Church Council
Synod Activities:
Region/State:
Churchwide Activities:
Message: I was asked if I would be interested in this position and said yes, as I am interested in helping my church and my community.

Name of Candidate: **Linda S. Davis**
Congregation: Emmanuel, Menominee
Occupation: Personal Banker
Local Congregation/Community: Church Council, Choir Director
Synod Activities:
Region/State:
Churchwide Activities:
Message: I would like to serve in the synod because I feel it part of the service to my church, my community and my faith. I know that the church is run mostly by a volunteer army and I have been called to serve my term. Without members stepping up to assist, we cannot reach the public with our message of love and faith. I have seen a generational gap in my own congregation and feel that if those that are part of the gap aren't willing to help direct the church in it's path in the future, there may not be a future for us.

Name of Candidate: **David R. Holmgren**
Congregation: Calvary, Rapid River
Occupation: Civil Engineer, semi-retired
Local Congregation/Community:
Synod Activities:
Region/State:
Churchwide Activities:
Message: I am starting life and ending life at Calvary. Synod participation is important for a church. I have no goals related to discipline, however I am available to help if the need arises.

Name of Candidate: **Jim Norsen**
Congregation: Ascension, Minocqua
Occupation: Retired
Local Congregation/Community: Church Council member since 2016, Buildings and Grounds Committee member, Usher, Lector, member local Lion's Club 18 years, past President, former member town planning and zoning committee.
Synod Activities:
Region/State:
Churchwide Activities:
Message:

1. To honor request of my Pastor.
2. To serve the Synod.
3. I spent 35 years combined as a high school teacher, coach, athletic director and Assistant Principal. That gave me skills in listening, decision making, negotiating, and being fair. That would help immensely while serving on this committee.

Consultation Committee—Lay Person 6 year term (2027)

Vote for 2

Name of Candidate: **Naomi J. Kauppi**
Congregation: St. Paul, Ironwood
Occupation: Attorney
Local Congregation/Community: 2018-present Church Council
Synod Activities: Synod Youth Council adult participant
Region/State:
Churchwide Activities: 2018 Youth Gathering adult leader
Message: As a practicing attorney for 23 years, I have experience in resolving difficult issues through mediation and conflict management. I am willing to assist those congregations in the Synod for whom these skills are needed, should the need arise.

Name of Candidate: **Curtis A. Poulos**
Congregation: First, Iron River
Occupation: International Business Consultant
Local Congregation/Community: President, Treasurer, Board member of Windsor Center, local Arts & Entertainment facility
Synod Activities:
Region/State:
Churchwide Activities:
Message: The NGLS faces dynamic challenges. Past successes can no longer be used to predict future opportunities. Pastoral, ministerial and administrative functions of the church will require new perspectives and operational adaptations. As a Christ-centered business owner and international marketing consultant, I hope to afford the synod an objective resource for supportive and critical opinions as well as prayerful analysis of the unique challenges facing us.

Name of Candidate: **Marcia Norsen**
Congregation: Ascension, Minocqua
Occupation: Retired
Local Congregation/Community: Altar Guild member, Lions Club member since 2004 and secretary for last 10 years.
Synod Activities:
Region/State:
Churchwide Activities:
Message: I would be honoring the request of our pastor by serving on this committee and would be happy to serve the Synod as well.

Name of Candidate: **Walter Scanlon**
Congregation: Immanuel, Negaunee
Occupation: Retired RN
Local Congregation/Community: Church Council, worship and music, Northern Great Lakes Synod delegate, Social Ministry
Synod Activities: Previously on a Synod Discipline Committee
Region/State:
Churchwide Activities:
Message: I would like to be more active in our church body. I believe that my interpersonal skills and skills from being a nurse manager will be of benefit to our NGLSynod and the Consultation Committee.

Representatives for the 2022 Churchwide Assembly

NGLS is allowed 8 voting members

Rostered Male Representative for Churchwide Assembly

Vote for 1

Name of Candidate: **Rev. David Murphy**
Congregation: Good Shepherd, Peshtigo
Occupation: Pastor
Age Category: 40-49
Local Congregation/Community: Pastor at Good Shepherd since 2013, Chaplain, US Navy Reserve since 2019
Synod Activities: Conference 5 President, Candidacy Committee member
Region/State:
Churchwide Activities:
Message: I would enjoy representing NGLS, doing the work of the larger Church, and meeting in my hometown.

Name of Candidate: **Rev. Soren Schmidt**
Congregation: Holy Trinity, Chassell
Occupation: Clergy
Age Category: 40-49
Local Congregation/Community: Pastor at Holy Trinity Lutheran Church, Chassell, MI
Synod Activities:
Region/State:
Churchwide Activities:
Message: I would like to faithfully and prayerfully serve the church as we continue forward in exploration of our life in Christ together. This position will allow me to hear from Churchwide, participate, vote and represent our Synod while returning with further information sharing opportunities.

Rostered Female Representative for Churchwide Assembly

Vote for 1

Name of Candidate: **Rev. Kelly J. Ylitalo**
Congregation: Mission United, Pelkie
Occupation: Clergy
Age Category: 40-49
Local Congregation/Community: Pastor at Mission United, Pelkie
Synod Activities: Member of Board of Directors at Fortune Lake Lutheran Camp
Region/State:
Churchwide Activities:
Message: As someone who is relatively new to ordained ministry, I would like to serve in this position to be able to network with other clergy, deacons, and lay persons in the ELCA across the nation as well as learn more about the ELCA and how it functions beyond the local synod. I am also interested in learning about how the church will move into the future, especially in areas of worship and mission.

Name of Candidate: **Rev. Nicole Hanson-Lynn**
Congregation: Salem, Ironwood & Zion, Ironwood
Occupation: Pastor
Age Category: 19-29
Local Congregation/Community: Lifelong Faith Formation Teacher.
Synod Activities:
Region/State:
Churchwide Activities:
Message: I am interested in doing my part to support the larger church. I am also interested in the opportunity to attend churchwide assembly and help our local congregations to understand how they are part of the larger church body.

Person of Color Representative for Churchwide Assembly

Vote for 1

Name of Candidate: **Sandy Feleppa**
Congregation: Zion, St. Ignace
Occupation: K-12 School Counselor
Age Category: 50-59
Local Congregation/Community: Organist, 20+ year, Council Member
Synod Activities: National Youth Convention Leader, Detroit and Houston, National Convention Person of Color Colorado, 1999
Region/State:
Churchwide Activities:
Message: Our church is struggling. Even before this pandemic, we fought to fill the pews. With many churches still closed, we have some serious discussions to have regarding our future. How can we encourage people back to the pews, attract younger families, and support our pastors?

Lay Male Representative for Churchwide Assembly

Vote for 1

Name of Candidate: **Jeff Henquinet**
Congregation: Good Shepherd, Houghton
Occupation: Environmental Consultant
Age Category: 40-49
Local Congregation/Community: Stewardship Committee member, Council Vice President, President and Treasurer (current) at Good Shepherd; current chair of environmental fund committee and former board member at Keweenaw Community Foundation.
Synod Activities: Current member of Year of Discovery Task Force
Region/State:
Churchwide Activities:
Message: I believe I would make a good representative of the Synod to the Churchwide Assembly, principally because I have extensive experience with governance at my home congregation. I have served as council vice-president for one year, president for 5 years, and just started a new term as treasurer. I led our planning efforts and two constitutional revisions during my time as council president. Recently, I have become more involved in synod activities as well, specifically serving as member of the Year of Discovery Task Force. I am very interested in learning more about the broader ELCA as even though I have attended multiple ELCA congregations throughout my life I know the church is larger and more diverse than what I have seen.

Name of Candidate: **Matthew Johnson**
Congregation: Immanuel, Rhinelander
Occupation: Optometrist
Age Category: 40-49
Local Congregation/Community: Church council, 6th year (Vice President for 1 year, 3rd year as President), Mutual Ministry Committee, Stewardship Committee (3 years as chair), Lay Worship Leader.
Synod Activities: Synod Assembly attendee in 2018 and 2019, Lifelong Faith Formation Committee (chairperson), Lay School graduate in 2019, 2021 electee to Synod Council.
Region/State: Board of Directors of Marywood Franciscan Spirituality Center
Churchwide Activities:
Message: Just as synod assembly fosters congregational revitalization, churchwide assembly is an opportunity for renewal and growth of the broader church. Gathering together in community builds relationships and keeps us moving forward together, a critical step in these times of change. I appreciate the chance to partake in this process.

Lay Female Representative for Churchwide Assembly

Vote for 1

Name of Candidate: **Barbara Rice**
Congregation: Bethany, Norway
Occupation: Retired music educator
Age Category: 60+
Local Congregation/Community: Formerly member of worship team and currently responsible for copyright use reporting. Vice Chair of Bethany women's group. Coordinator of Prayer Shawl ministry. Leader of virtual Women's Weekly Bible study.
Synod Activities: Former secretary of NGL Synodical Women's Organization. Current member of NGL Synod Council.
Region/State:
Churchwide Activities:
Message: I am very interested in the workings of our Church on a national/global level and am passionate about the issues of justice and equality that face us as Christians. I am very concerned about how we as a Church can grow into a place where all God's children feel comfortable, loved, and welcome in every sense of those words and am willing to face the challenges intrinsic to our western European heritage that have caused unintentional barriers to growth in our denomination. These are problems that I feel the Church is trying to solve and I hope that I can continue to learn and be a part of the solutions.

Name of Candidate: **Michelle Johnson**
Congregation: Prince of Peace, Marquette
Occupation: Retired RN
Age Category: 60+
Local Congregation/Community: Mutual Ministry—currently 2nd year. Pastor Council member and president for two terms of four years each.
Synod Activities: Companion Synod Committee, 1st year. WELCA Conference 8 President, responsible for helping arrange fall and spring meetings at various churches in the conference, 3rd year.
Region/State:
Churchwide Activities:
Message: I have been an active member of our church and have chosen to want to learn about different levels of the Synod. I now have some time to explore and involve myself in other activities. I have attended two Synod Assemblies in the past and was able to fulfill the duties.

Youth or Young Adult Representative for Churchwide Assembly

Vote for 1

Name of Candidate: **Katie McEachern**
Congregation: Immanuel, Negaunee
Occupation: Student
Age Category: 15-18
Local Congregation/Community: Contemporary Music Organizer and Performer.
Synod Activities: Member of Synod Youth Committee and Synod Council.
Region/State:
Churchwide Activities:
Message: I would love to serve on assembly as a voice for young people to spread our ideas and make our voices heard. I believe it is important that everyone is represented in the church, including our younger members, which I know I can accurately express the needs and ideas of.

Name of Candidate: **Sean Korpela**
Congregation: St. Paul, Ironwood
Occupation: Student
Age Category: 15-18
Local Congregation/Community: I am the leader of the youth group at my church and have helped usher, acolyte, and am always on call for when they need help.
Synod Activities: I am on the synod youth council for the Northern Great Lakes Synod and have helped plan "Marked!" events.
Region/State: I am planning on doing the leaders in training program at Fortune Lake Lutheran Camp.
Churchwide Activities: I am on the ELCA National Youth Core Leadership Team which plans the Youth Summits and leads them.
Message: I would want to go around and ask people questions on how they kept youth's interest in the church high during the pandemic and try to brainstorm new ideas to keep them interested.

Resolutions

Any additional resolutions must be submitted to Bishop Finegan (kfinegan@nglsynod.org) by Friday, May 14 at 8 am ET.

Resolution Number 1: Rules and Order of Procedure

Submitted by the Synod Council

RESOLVED, that the Proposed Rules and Order of Procedure as presented in the Pre-Assembly Report, be adopted by the Northern Great Lakes Synod for the 2021 Assembly.

Recommendation of the Synod Council: Adoption

Resolution Number 2: Program and Agenda

Submitted by the Synod Council

RESOLVED, that the Agenda and Program as presented in the Pre-Assembly Report, be adopted by the Northern Great Lakes Synod for the 2021 Assembly.

Recommendation of the Synod Council: Adoption

Resolution Number 3: Amended Fiscal Year 2021 Budget

Submitted by the Synod Council

RESOLVED, that the amended Fiscal Year 2021 budget in the amount of \$1,322,138 as printed in the Pre-Assembly Report be hereby adopted by the Northern Great Lakes Synod.

Recommendation of the Synod Council: Adoption

Resolution Number 4: Proposed Fiscal Year 2022 Budget

Submitted by the Synod Council

RESOLVED, that the proposed Fiscal Year 2022 budget in the amount of \$1,343,430 as printed in the Pre-Assembly Report be hereby adopted by the Northern Great Lakes Synod.

Recommendation of the Synod Council: Adoption

Resolution Number 5: Clergy Compensation Guidelines for 2022

Submitted by the Synod Council

RESOLVED, that the Clergy Compensation Guidelines for 2022 as approved by the Synod Council hereby be adopted and recommended to this Synod's congregations.

Recommendation of the Synod Council: Adoption

Resolution Number 6: Synod Council

Submitted by the Conferences as per S10.01. and following bylaws and continuing resolution.

WHEREAS, the Synod constitution and bylaws provide for the election of the Synod Council by the Synod Assembly (S10.01. and following bylaws); therefore, be it

RESOLVED, that the following persons nominated by the Conferences be hereby elected to the Synod Council with terms expiring at the conclusion of the Synod Assembly in the year indicated herein.

- | | |
|-------------------------------|--|
| Copper Country Conference (2) | open position for Lay Male |
| Headwaters Conference (3) | Nancy Heykes, Lay Female, serving a 2-year term* |
| Headwaters Conference (3) | Matthew Johnson, Lay Male, serving a 3-year term |
| Four Rivers Conference (4) | Don Peterson, Lay Male |
| Delta Conference (6) | Pastor Diane Srutowski, Clergy |
| Three Lakes Conference (7) | Pastor David Tielbar, Clergy |
| Youth Representative | Katie McEachern, 2-year term |

* Conference 3 nominated one of their representatives for a 2-year term in order to break the co-terminous nature of their Synod Council positions

Recommendation of the Synod Council: Adoption

Resolution Number 7: Name Change of Delta Conference (Conference 6)

Submitted by the Synod Council

WHEREAS, the Delta Conference of the Northern Great Lakes Synod, ELCA, met on September 27, 2020 in an official Conference Business Meeting; and

WHEREAS, the Delta Conference discerned that their conference is comprised of congregations in Delta, Alger, and Schoolcraft Counties; and

WHEREAS, the Delta Conference as part of their official Business Meeting of September 27, 2020 voted to request permission from the Synod Assembly of the Northern Great Lakes Synod to change the name of their conference,

THEREFORE, BE IT RESOLVED that that the name of the Delta Conference be changed to Tri-County Conference and so noted as such in all official documents including the Synod Constitution of the Northern Great Lakes Synod.

Recommendation of the Synod Council: Adoption

Resolution Number 8: Amending the Synod Constitution

Submitted by the Synod Council

WHEREAS, the Churchwide Assembly of the Evangelical Lutheran Church in America regularly amends the *Model Constitution for Synods*, and

WHEREAS, those amendments to the required portions of the *Model Constitution for Synods* are automatically incorporated into the constitution of the Northern Great Lakes Synod per †S18.11, and

WHEREAS, those amendments and amendments to the non-required portions of the *Model Constitution for Synods* create language discrepancies with other portions of the constitution of the Northern Great Lakes Synod, and

WHEREAS, changes in governance and practice have happened over time in the Northern Great Lakes Synod, and

WHEREAS, the Council of the Northern Great Lakes Synod and a Task Force appointed by the Synod Council have reviewed and proposed revisions to the constitution of the Synod,

THEREFORE, BE IT RESOLVED, that the Northern Great Lakes Synod meeting in Assembly on this day, May 15, 2021 does hereby amend the current Synod constitution in its entirety by substituting in its entirety the revised constitution as found on the Resources section of the Synod Assembly website. The substituted constitution will become the constitution of the Northern Great Lakes Synod upon adoption of this resolution. (NOTE: Proposed changes to the constitution are highlighted in grey with additions noted by underline and deletions noted by ~~striketrough~~.)

Recommendation of the Synod Council: Adoption

Resolution Number 9: Repudiate the Doctrine of Discovery

Submitted by the Synod Council

WHEREAS, we confess with our Native siblings that the whole of creation is God’s work, that God declares it all as good, and that God’s spirit dwells within it; and we as the church confess that Jesus Christ became incarnate in human form to show God’s love and mercy to all humanity, in all its variety, and to every race and people on every continent of the earth; and in the service of Affirmation of Baptism in Evangelical Lutheran Worship, we commit to “serve all people, following the example of Jesus, and to strive for justice and peace in all the earth;” and

WHEREAS, when European explorers came to the Americas, it is estimated that somewhere between 50 and 100 million native peoples inhabited North and South America, and that within several hundred years, those numbers declined by approximately 80%, due to warfare, massacre, disease and other factors; and

WHEREAS, we acknowledge with pain and regret that native peoples were removed from lands they had occupied for hundreds of years, often forcibly, and their children were placed in boarding schools, resulting in the division of families, the loss of language, culture, and religion in an attempt to colonize them, resulting in profound social, emotional, and spiritual crisis in native communities; and

WHEREAS these practices were undergirded by the Papal bull issued by Alexander VI in 1493, called the “Doctrine of Discovery,” that any land not inhabited by Christians was available to be discovered and claimed by Christian rulers, so that the Christian religion could be spread throughout the new world, and was incorporated into U.S. federal law in the 1823 case of Johnson v. McIntosh, establishing that the United States inherited all rights to lands conquered by the English and this law was further strengthened by the belief that God had ordained all American land be claimed as the “manifest destiny” of the United States to grow and expand across the continent; and

WHEREAS the 2016 ELCA Churchwide Assembly adopted the social policy resolution to repudiate explicitly and clearly the European-derived Doctrine of Discovery as an example of the “improper mixing of the power of the church and the power of the sword” (Augsburg Confession, Article XXVIII, Latin text), and to acknowledge and repent from this church’s complicity in the evils of colonialism in the Americas, which continue to harm tribal governments and individual tribal members; and

WHEREAS, the Northern Great Lakes Synod occupies land originally inhabited by Native American peoples, ceded to the U.S. in the 1842 treaty, and has yet to join seventeen other ELCA synods* in acknowledging the church’s part in this conquest and express support for the sovereignty of Native American tribes**, by joining them in speaking out for just treatment, promoting harmony, reconciliation and mutual understanding within and among our communities,

THEREFORE, BE IT RESOLVED that the Northern Great Lakes Synod repudiate explicitly and clearly the European-derived Doctrine of Discovery as an example of the “improper mixing of the power of the church and the power of the sword” (Augsburg Confession Article XXVIII, Latin text), and acknowledge and repent from this church’s complicity in the evils of colonialism in the Americas, which continue to harm tribal governments and individual tribal members; and

BE IT FURTHER RESOLVED that the Northern Great Lakes Synod will offer a statement of repentance and conciliation to the native nations present within Upper Michigan and northern Wisconsin for damage done to them in the name of Christianity; and

BE IT FURTHER RESOLVED that the Bishop of the Northern Great Lakes Synod, together with Doctrine of Discovery Committee and representatives of the native community, plan a ceremony of repentance and conciliation, providing worship resources for congregational observances at such times and places as may be appropriate; and

BE IT FURTHER RESOLVED that the Northern Great Lakes Synod establish a committee or team including both members of synod congregations and tribal members, to promote advocacy for treaty and other rights of Indigenous Peoples within the synod territory and foster relationships between our communities; and work to further understand and appreciate the history, heritage, culture and spirituality of our Indigenous neighbors; and

BE IT FURTHER RESOLVED that the Northern Great Lakes Synod affirm with the ELCA that this church will eliminate the Doctrine of Discovery from its contemporary rhetoric and programs, electing to practice accompaniment with native peoples instead of a missionary endeavor to them, allowing these partnerships to mutually enrich Indigenous communities and the ministries of the church.

*ELCA Synods that have renounced the Doctrine of Discovery are Alaska, Northwest Washington, Montana, Southwest California, Rocky Mountain, Eastern North Dakota, South Dakota, Minneapolis Area, St. Paul Area, Arkansas-Oklahoma, Northwest Wisconsin, East-Central Wisconsin, Indiana-Kentucky, Upstate New York, Northwestern Pennsylvania, Metropolitan Washington, D.C., North Carolina and Southeastern Synods.

**These are the tribes with whom we are walking together within the borders of the Northern Great Lakes Synod: Keweenaw Bay Indian Community, Bay Mills Indian Community, Sault Ste. Marie Chippewa Tribe of Indians, Lac Vieux Band of Lake Superior Chippewa Indians, Hannahville Indian Community, Little Traverse Bay Bands of Odawa Indians, Lac Du Flambeau, and Sokaogon Mole Lake.

Recommendation of the Synod Council: Adoption

Northern Great Lakes Synod
Evangelical Lutheran Church in America

Proposed Rules and Order of Procedure
May 2021 Synod Assembly

1. *Robert's Rules of Order Latest Edition*, (11th ed.), shall govern all parliamentary procedure of the Synod Assembly. (S7.32.)
2. One half of the members of the Synod Assembly shall constitute a quorum. (S7.14.)
3. The membership of the Synod Assembly, of which at least sixty (60) percent of the voting membership shall be composed of lay persons, shall be constituted as follows (†S7.21):
 - 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. (†S7.21.a.)
 - b. All ministers of Word and Service, under call, on the roster of this Synod shall be voting members in the Synod Assembly, in addition to the voting membership of lay members of congregations provided in item †S7.21.c. (†S7.21.b.)
 - 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, normally one of whom shall be male and one of whom shall be female, shall be voting members. The Synod Council shall establish a formula to provide lay representation from congregations on the basis of the number of baptized members in the congregation. The Synod Council shall seek to ensure that, as nearly as possible, 50 percent of the lay members of the assembly shall be female and 50 percent shall be male. Additional members from each congregation shall be equally divided between male and female. (†S7.21.c.)

The formula established by the Synod Council for the number of lay voting members (as of December 31st of the previous year) from a congregation is as follows:

Congregations with 1 - 175 baptized members.....1 or 2 voting members
Congregations with 176 - 599 baptized members.....2 voting members
Congregations with 600 - 1199 baptized members.....3 voting members
Congregations with 1200 - 1799 baptized members.....4 voting members
Congregations with 1800 or more baptized members.....5 voting members

- d. Voting membership of the Synod Assembly shall include the officers of this synod. (†S7.21.d.)
- e. Congregations served by a Licensed Lay Minister at the time of the Synod Assembly, where no rostered leader is currently under call to the congregation, shall be accorded one additional voting member to the assembly for each Licensed Lay Minister serving the congregation, provided that the additional voting member is the Licensed Lay Minister. (S7.21.A04.)
- f. All retired rostered ministers of this Synod in attendance at the Synod Assembly shall be voting members. (S7.22.)
- g. 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. (S7.28.)

- h. This synod may establish processes through the Synod Council that permit representatives of authorized worshiping communities of the synod, under ELCA bylaw 10.01.04., to serve as voting members of the Synod Assembly, consistent with †S7.21. (S7.26.)
 - i. This synod may establish processes through the Synod Council to grant a minister 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. (S7.27.)
 - j. The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of the churchwide organization as may be designated by the presiding bishop shall have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate. (†S7.23.)
 - k. 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. (†S7.21.01.)
4. With the consent of the Assembly, the Chair shall have the authority to call items of business before the Synod Assembly in whatever order he or she considers most expedient for the conduct of the Assembly's business.
 5. All motions except routine ones shall be submitted in writing on the form provided by the Synod Secretary.
 6. All speeches in general discussion, unless otherwise determined by a two-thirds vote of this Assembly, shall be limited to three minutes.
 7. Permission to distribute materials not issuing from the Assembly Office must be secured from the Assembly Resolutions Committee and distributed through them.
 8. No proxy or absentee voting shall be permitted. (†S7.31.)
 9. The Chair of the Assembly may count abstentions only to record that number in the minutes. Abstentions are not counted in determining the adoption of a resolution or motion.
 10. All reports published in the pre-assembly report shall be received by the Synod Assembly by virtue of that fact without vote. (S7.11.72.)

CREDENTIALS COMMITTEE

The bishop shall appoint a credentials committee consisting of three members, one of whom shall be the registrar for the Synod Assembly. (S7.11.30.)

- a. Members of the committee shall serve three-year terms, with one-third of the terms expiring each year. No member of the committee shall be eligible to serve more than two consecutive terms. (S7.11.30.a.)
- b. The committee shall examine the credentials of all members of the Synod Assembly and shall prepare a list of voting members, which shall be reported at the opening and closing of the Synod Assembly. (S7.11.30.b.)

RULES GOVERNING ELECTIONS

NOMINATING COMMITTEE

1. There shall be a Synod Assembly Nominating Committee consisting of one member from each Conference who shall be appointed by the Synod Council to serve for each regular meeting of the Synod Assembly. (S9.03)

It is expected that the Nominating Committee will observe the guidelines for inclusiveness as specified in †S6.04.

2. The Nominating Committee shall nominate at least two persons for each vacancy to be filled by election, except in the case of:
 - a. The Nominating Committee shall nominate at least one person for vice president; additional nominations may be made from the floor. (S9.05.)
 - b. The Nominating Committee shall nominate at least one person for secretary; additional nominations may be made from the floor. (S9.06.)
3. Additional nominations may be made from the floor for all elections for which nominations are made by the Nominating Committee. (S9.03.)
4. The report of the Nominating Committee shall be in the first session of the Assembly. The report shall designate incumbents in office with an asterisk.
5. Before any person's name is placed in nomination, consent shall have been received from that person by the Nominating Committee or the person nominating from the floor.
6. A brief resume of approximately fifty words regarding each nominee shall be presented in the report. The resume may include the following information – name, address, occupation, congregational membership, age category, gender, church activities, community activities, and whether a person is a member of a minority group or of a group whose primary language is other than English.
7. Individuals nominated from the floor may distribute the same type of written resume, as described above, before the election. All biographical information must be presented to the Nominating Committee who must duplicate and distribute it.

ELECTIONS COMMITTEE

The bishop shall appoint an Elections Committee consisting of five members. (S7.11.40.)

- a. Members of the committee shall serve for one year and may not be reappointed for a second consecutive year. (S7.11.40.a.)
- b. The committee shall supervise elections, keep a correct list of voters, and announce the results to the Synod Assembly. (S7.11.40.b.)

ELECTIONS

1. In all elections, other than for bishop, names will be placed on the first ballot at random by means of lot.
2. In all elections, other than for bishop, the highest number of votes and a majority of legal votes cast for the position shall constitute an election. (S9.02.)
3. In all elections, except for the bishop, the names of the persons receiving the highest number of 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. (S9.08.)

4. In all elections, other than for bishop, on the second, third, fourth and fifth ballot, the names of persons are to be listed in descending order according to the number of votes received on the preceding ballot. If further balloting is required, the Elections Committee will make the necessary arrangements.
5. The results of each ballot in every election shall be announced in detail to the Assembly. (S9.09.) On the basis of the results of the balloting, the Chair of the Assembly shall announce whether or not there has been an election.
6. A member of the Elections Committee shall be in charge of each ballot box.
7. The Elections Committee shall report to the Assembly as soon as the ballots are counted, when called for by the Assembly Chair.

RULES GOVERNING RESOLUTIONS

RESOLUTIONS COMMITTEE

1. The Synod Council shall appoint a Resolutions Committee consisting of five members. (S7.11.50.)
 - a. Members of the committee shall serve for two years, with approximately one-half of the terms expiring each year. No member of the committee shall be eligible to serve more than two consecutive terms. (S7.11.50.a.)
 - b. The committee shall review all memorials and resolutions submitted later than thirty days prior to the opening of the Synod Assembly to determine, under the provision of bylaw S7.11.60., whether they shall be considered by the Synod Assembly, and to recommend action by the Synod Assembly on those which are to be considered. The Resolutions Committee shall report a brief description to the Synod Assembly of all resolutions received by them and of the disposition made of each resolution. (S7.11.50.b.)
 - c. In reviewing proposed memorials and resolutions the Resolutions Committee may edit, prepare an alternative memorial or resolution, or consolidate into a single proposed action multiple memorials or resolutions on the same or similar subjects. Whenever the Resolutions Committee recommends an edited or alternative memorial or resolution, the report to the assembly also shall contain the original maker's text. When editing, preparing an alternative memorial or resolution, or consolidating into a single proposed action multiple memorials or resolutions on the same or similar subjects the Committee shall make reasonable efforts to communicate with the makers of all memorials and resolutions involved.
2. Memorial and resolution guidelines shall be sent to all members of the committee prior to the beginning of the Assembly.
3. All memorials and resolutions received by the Synod less than 30 days prior to the Assembly will be forwarded to the committee. (S7.11.60.)
4. At a time specified by the Chair of the committee, prior to the beginning of the Assembly, a poll will be made of the committee to establish the following criteria:
 - a. categorize the memorials and resolutions by like subject,
 - b. determine which memorials and resolutions need additional background information, clarification or amendment,
 - c. if changes or additional information is needed, notify the maker and other appropriate persons (such as a conference president or congregational voting member) that one of the following is requested:
 1. background information
 2. clarifying information
 3. amendment

- d. if deemed helpful, arrange for a hearing between the committee and the makers of a memorial or resolution needing additional clarification,
- e. agree, as far as possible, on a recommendation for action by the Assembly for each memorial or resolution received,

5. Assembly Reports:

- a. At the first session of the Assembly, a "first report" shall be made that includes the following:
 - 1. An indication of the memorials and resolutions received by the committee, including any that are not in the Pre-Assembly Report or its Supplement.
 - 2. A report of all decisions made by the committee up to that point.
 - 3. A notice to those authors, conference presidents, or voting members from congregations with whom the committee desires communication.
 - 4. An announcement of the deadline for new non-germane memorials and resolutions to come to the Assembly and a call for any memorials and resolutions still to come before the Assembly.
- b. The Committee shall report its recommendations on memorials and resolutions to the Synod Assembly according to the following:
 - 1. Resolutions brought to the Assembly floor from the Committee do not require a second.
 - 2. When the Resolutions Committee recommends approval, the committee's recommendation shall be the main motion before the assembly.
 - 3. When the Resolutions Committee recommends the adoption of a substitute or alternative motion, the committee's recommendation shall be the main motion before the assembly.
 - 4. When the Resolutions Committee recommends referral, the committee's recommendation shall become the main motion before the assembly.
 - 5. When the Resolutions Committee recommends that the Assembly decline a proposed memorial or resolution the recommendation shall be reported to the Assembly. If the author or another voting member wishes to bring the declined proposed memorial or resolution to the floor, he or she may move the matter, and it shall become the main motion before the assembly; and the Resolutions Committee recommendation shall be received by the Assembly as information.

RESOLUTIONS

- 1. To assure presentation to the Assembly, memorials and resolutions must be submitted to the Bishop not later than thirty days prior to the opening of the Synod Assembly. All memorials and resolutions received by the Bishop are presented to the Synod Assembly after review by, and recommendation of, the Synod Council. No memorial or resolution received subsequent to that date shall be accepted for consideration by the Synod Assembly unless the Resolutions Committee judges it to be a matter of sufficient importance and urgency which is not adequately covered by documents already before the Synod Assembly, except that memorials and resolutions relevant to matters under consideration by the Synod Assembly may be accepted at the time that the matter is being considered. (S7.11.60.)
- 2. Prior to the beginning of a Synod Assembly, memorials and resolutions may be submitted to the Assembly only by member congregations and conferences of the Synod, by the Synod Council, by the Synod Executive Committee, by committees and auxiliaries of the Synod, by schools or agencies of the ELCA located in and related to the Synod, by officers of the Synod, and by conference pastoral associations.

Individual voting members to the Assembly may submit memorials and resolutions at the Assembly subject to the provisions of bylaw S7.11.60. (S7.11.61.)

3. Only voting members may introduce memorials and resolutions during the Assembly subject to the provisions of bylaw S7.11.60.
4. Authors of memorials and resolutions may be asked to provide additional information regarding the memorial or resolution to document accuracy.
5. Any memorial or resolution that conflicts with the governing documents of the Evangelical Lutheran Church in America or the Northern Great Lakes Synod will be considered out-of-order, per *Roberts Rules of Order, Newly Revised* (11th ed.) section 39, page 343.
6. Policies and positions already established by the Evangelical Lutheran Church in America and the Northern Great Lakes Synod will serve as criteria when addressing issues through memorials and resolutions.
7. All memorials and resolutions presented at the Assembly must be printed clearly on the Resolution Form provided by the Synod Secretary.
8. Memorials and resolutions affecting the budget of the Synod require a two-thirds majority vote for adoption. (S10.04.)
9. All authors of potential memorials and resolutions are strongly encouraged to consult the document “2021 Information and Guidelines for the Drafting of Memorials and Resolutions” available from the Synod Secretary or the Synod website (www.nglsynod.org). The Synod Bishop and the Synod Secretary are also available for consultation regarding memorials and resolutions.