

2026 PRE-ASSEMBLY REPORT

**Northern Great Lakes Synod
Evangelical Lutheran Church in America**



May 16, 2026

Hybrid: In-person and ZOOM.



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

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2026 Northern Great Lakes Synod Assembly

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May 16, 2026



Saturday May 16, 2026 – All Times are Eastern

- 8:30am Tech Check
- 9:00am **Arrive and check in at Host Site**
- 9:25am **Check-In closed**
- 9:30am **Plenary I –**
Welcome and Opening Prayer
Order for Opening of Assembly
Introductions, Greetings and Announcements
(Each host site reports check-in results to base of operations)
Introduction of the 2026 Synod Assembly Planning Committee
Ordination Anniversaries
Retiring Pastors
Congregational Anniversaries
Resolutions Committee Report – Resolutions due by Friday May 15, 8am
Credentials Committee Report
Adoption of Rules and Order for Procedure - Resolution #1
Adoption of Assembly Agenda - Resolution #2
Nominations Committee Report
- 10:15am Report of the Bishop – Bishop Katherine Finegan
Report of the Assistant to the Bishop and DEM – Rev. Sharolyn Swenson
- 10:45am First Ballot - All Elections
ELCA representative - Ms. Alison Richards
Report of Synod Youth Coordinator – Stefanie Ehle
Amendments to the Synod Bylaws - Resolution #3
Clergy Compensation Guidelines for 2027 - Resolution #4
- 12:00pm noon **Worship – Synod Assembly offering received.**
- 12:30pm – 1:10pm **Lunch Break and Check in open**
- 1:10pm **Check in closed**
- 1:15 p.m. **Plenary II -**
Welcome Back and Credentials Report
Report of the Synod Vice President – Chuck Thomas
Report of the Synod Treasurer – Rev. Terry Frankenstein, live Q and A
Adoption of the Amended Fiscal Year Budget 2026 - Resolution #5
Adoption of the Proposed Fiscal Year Budget 2027 - Resolution #6
World Hunger Presentation: Offering received
Big Bear and Bread Basket Awards
Synod Council Election- Resolution #7
Synod Council Election - Resolution #8
Other business
Announcements, Closing Prayer and Dismissal
- 3:25pm **Order for Closing of Assembly**



Bishop's Report to the 2026 Assembly of the Northern Great Lakes Synod



Dear People of the Northern Great Lakes Synod,
Grace and peace to you!

We continue with the third year of our three-year theme under the banner of “Seed Sowers” focusing on the scripture passage from I Corinthians 6:3 “I planted, Apollos watered, but God gave the growth.”

In 2024, we considered what it means to plant seeds of faith. In 2025, we focused on the watering and nurturing of those seeds. And now in this third year, we celebrate how God gives the growth.

God gives the growth in many ways. The most obvious sign of growth is in numbers and size. But people and ministries can grow in other ways too; in discipleship, in knowledge, in understanding, in wisdom, in generosity, in effectiveness, in sustainability, in health and wholeness, in resolve, just to name a few.

I lift up areas of Synod Ministry where I give thanks for the growth that God gives:

Lifelong Faith Formation: We thank God for the growth of our Lifelong Faith Formation initiative. Since its inception in 2020, over 1092 people have participated as presenters and students of all ages. We give thanks for deeper questions and conversation as faith continues to be formed and shaped.

Starling Project: We thank God for the opportunity offered through a partnership with Lutheran School of Theology in Chicago. Ten lay people from across our synod are participating in a lay school pilot project. Sister Noreen Stevens is serving as facilitator. More information about this is in her report.

Endowment Ministry: We give thanks for the generosity that has almost doubled our Equipping the Saints Fund, providing for an even larger disbursement to support Synod Ministry. Check out the details included in this Pre-Assembly Report.

Prayfaithfully Devotions: Continues to inspire and instruct. Online daily devotions written by NGLS members, lay and clergy, across our synod.

Christmas Worship Service: For the sixth year in a row, we have partnered with WLUC TV 6 to create and produce a Lessons and Carols worship service for television. Every year I receive letters of appreciation from viewers. I am glad to hear from those who look forward to this broadcast as an annual supplement to their Christmas celebrations.



The Annual Synod Ministry Fund: We thank God for the growth of this fund! Because of the generosity of givers, we now have more than \$13,000 for disbursement in 2026 with grants available up to \$1500 each. Find the application form on our Synod website.

God gives growth in unexpected ways. As we think of the variety of ways that God works, from seed planting to bearing fruit, I give thanks for the faithful distribution of wealth in the last few years from congregations who have done the difficult and faithful stewarding of their congregation’s final decisions.

St. James Lutheran Church, Marinette, WI
Final worship service was April 14, 2024.

NGLS Seminarian Support	\$54,170.68
NGLS Youth Ministry Coordinator	\$20,000.00
NGLS Youth Ministries	\$16,113.79
Lutheran World Relief	20%
Northland Lutheran Retirement Community	10%
Salvation Army	10%
St. Vincent de Paul	10%

Holy Cross Lutheran Church, Baraga, MI

Final Worship Service was June 8, 2025

ELCA World Hunger	\$36,881.48
Fortune Lake Lutheran Camp	\$36,881.48
Baraga County Women’s Shelter	\$31,881.48
United, L’Anse	\$18,440.74
Mission United, Pelkie	\$18,440.74
Northern Great Lakes Synod	\$11,750.00
Baraga County Let’s Eat Meals	\$ 5,000.00

Zion Lutheran Church, St. Ignace, MI

Final Worship Service on November 2, 2025

St. Ignace Area HOPE	40%
Trinity Lutheran Church, Brevort	25%
NGLS Equipping the Saints Endowment	15%
NGLS Mission Support	10%
ELCA World Hunger	5%
ELCA Disaster Relief	5%

We believe and proclaim that God brings new life from death. As these congregations, beloved by their members, have understood that the purpose for which God created them was accomplished, they have dedicated their remaining assets to those ministries and partners that their community of faith supported throughout their history. These congregations have faithfully attended to a mix of local and global, of community and synod-wide, contributing to loss of future support, giving to the work of Christ and nurturing seeds of ministry that are already growing.

I understand that the closure of a congregation raises the anxiety of other congregations where anxiety is running high about their own sustainability. Know that I am very invested in preserving the ELCA voice throughout our synod. Our contribution to the gospel witness is as unique as our welcome is authentic. However, I hope to allay your fears and offer meaningful assurance that should your congregation discern that your purpose is accomplished, new life will come. The difficulty and grief of course is that we may not live to see it. I find comfort in considering that the work of God extends beyond what we can immediately see and reaches past our own limited life experience. This is God’s church, created for the sake of sharing Christ. What does that purpose look like for you and for your congregation?

What does it look like for you and your congregation to be faithful to the moment we are in?

I pray that the Holy Spirit of Christ inspires your efforts, gives you clarity for your next step, and blesses your witness as we proclaim Christ in word and deed in this year of our Lord, 2026.

Yours in Christ,
Bishop Katherine Finegan

Collaborations

Women in Ministry Retreat: This past year, our Synod collaborated with the Northeast Synod of Wisconsin and the East Central Synod of Wisconsin for a Women in Ministry Retreat. We received a \$30,000 grant for three years of a joint retreat event. The next Women in Ministry Retreat will be in November of 2026.

First Call Theological Education: The NGLS also partners with the other five synods that are located in Wisconsin for First Call Theological Education. Pastors who are in the first three years of their call are expected to attend.

Boundaries Education: Having received a Region 5 Grant, for two years, all of Region 5, that is the NGLS plus 11 other synods, have partnered together for Boundaries Education. While the previous expectation for clergy and SAM’s was to attend once every three years, with this new collaboration the expectation is now annual, with a three-year cycle that will follow the pattern:

- ◇ Professional Ethics
- ◇ Gender Justice
- ◇ Anti-Racism

Calendar Highlights

July 27 – August 2:

Seven voting members from the NGLS gathered in Phoenix, Arizona for the Churchwide Assembly of the ELCA.

Thanks to our voting members:

- ~Hayley Smith, member of Immanuel, Negaunee
- ~Adam Matyska, member of Ascension, Minocqua
- ~Chuck Thomas, Synod Vice President

~Pr. Alex LaChapelle, Prince of Peace in Harvey and Lutheran Campus Ministry at NMU.

~Charlotte Strom, Fortune Lake

~Pr. Scott Ehle, Bethel in Menominee

August 11, 2025:

Our retired clergy, spouses, and spouses of deceased clergy met for lunch and conversation at Grace, Gwinn. A lovely gathering for staying connected.

August 27-29, 2025:

The NGLS hosted the other 11 bishops from Region 5 for a retreat, including newly elected Presiding Bishop, Rev. Yehiel Curry. We climbed Sugarloaf, heard from various ministry sites across our synod, went to the Ishpeming Cliff Shaft Mining Museum, enjoyed some Mama Russo's and some Vango's, and considered the challenges unique to our context.

September 21 – 23, 2025:

Clergy and SAM's (LLM's) convened for the Bishop's Convocation at Fortune Lake Lutheran Camp to discuss and process Churchwide Assembly actions.

September 28, 2025:

Participated in a Service of Leave-taking and Blessing for Pastor David Murphy. Chaplain Murphy is now deployed to San Diego for one year, until September of 2026. Thanks to Pastors Lee Goodwin and Nick Johannes for their leadership of Our Savior's, Marinette and Good Shepherd, Peshtigo in the absence of Chaplain Murphy.

October 14, 2025

Led a service of Blessing and Leave-taking at Faith, Sault Ste. Marie for Pastor Rita Chirala, forced to leave the country because of immigration issues that were not her fault.

October 15 – January 14:

I enjoyed three months of Sabbatical time. My husband and I traveled to visit our former foreign exchange student in Thailand and added Cambodia and Vietnam to the tour. My Sabbatical Report follows.

Other Synod Ministry

Three members of the Consultation Committee of the Synod were convened in December of 2025 for Intentional Listening in a congregation in January of 2026. They generated a Listening Report which included recommendations for pastor and council action.

New Pastor Mentors

To support first-call pastors in our synod, each is paired with a mentor to help them navigate their new call. Thank you to the following who have served as a mentor in the last year:

Pastors -

Tammy Barthels, Nicole Hanson-Lynn, Melinda VanderSys, Elisabeth Daniels, Grant Van Lishout.

Holy Closure

~We celebrate the years of faithful ministry accomplished by:

- Holy Cross, Baraga: Final worship service was June 8, 2025.
- Zion, St. Ignace: Final worship service was November 2, 2025.

Transitions

From May 2025 – May 2026, the following pastors were installed:

1. Pastor Lance Crevier at First, Iron River
2. Pastor Morgan Simmons at Immanuel, Rhinelander.

Ordinations:

- Rev. Lance Crevier
- Rev. Morgan Simmons

Retired:

- Pastor Tammy Barthels
- Pastor Julie Belew
- Pastor Peggy Rose
- Pastor Renee MacLeod

Resigned their call

- Pastor Tommy Richter
- Pastor Molly Hunter
- Pastor Kelly Ylitalo

- Pastor Jack Busche
- Pastor Andrew Plocher

We are blessed with the following Intentional Interim, Transitional, and Bridge pastors:

1. Pastor J Mills at Bethany/Faith, Ishpeming
2. Pastor Lloyd Luedeman at Emanuel, Skandia and Bethany, Negaunee.
3. Pastor Christine Olson at Emmanuel, Menominee

And special thanks to our retired pastors serving part-time:

1. Pastor Lauri Maki at Trinity, Trout Creek
2. Pastor Bill Jacobson at St. John's, Ironwood.
3. Pastor Peter Vorhes at Bethany, Mohawk and Shepherd of the Sea, Copper Harbor

I am very grateful to our pastors who have served or are serving as Administrative Interims from May 2025 -May 26.

A big Thank You to:

1. Pastor John Kuziej
2. Pastor Julie Belew
3. Pastor Bill Jacobson
4. Pastor Jim Duehring
5. Pastor Dave Johnson
6. Pastor Melinda VanderSys
7. Pastor Kari Vadis
8. Deacon Lori Ward
9. Pastor Elise Hynek
10. Pastor Soren Schmidt
11. Pastor Dave Van Kley
12. Pastor Bonny Kinnunen
13. Pastor Paul Raappana

And HUGE thanks to all those who are pulpit supply preachers, lay and clergy, who have proclaimed a word of hope and grace.

I am grateful for the efforts of our Synod Authorized Ministers/ Licensed Lay Ministers:

- Larry Molloy: Bethany, Mohawk.
Retired January 2026
- Andy Hill: Trinity, Stambaugh,
Retired December 2025.
- Virginia Paulson: Community Lutheran, Suomi.

- Jon and Sharon Babbitt: First, Grand Marais.
- Elaine Hendrickson: Our Saviour's, Atlantic Mine.
- Karen Anne Hanson: Northland Lutheran Retirement Community.

We welcome:

- Linda Stoetzer: Trinity, Brevort
- Donna Ahlberg: Trinity, Iron River

Equipping the Saints for Ministry

At this time in the Church's life, congregations are depending more and more on lay people for effective leadership. Whether you have a pastor that is blessed with your support, or your congregation relies on you for lay preaching and leadership, there are tools available to equip you for the work you are already doing. Check out the following possibilities for lay education:

- ELCA Northwest Synod of Wisconsin at <https://nswsi.org/lay-school-of-ministry>
- ELCA East Central Synod of Wisconsin at <https://ecswlayschool.org/>
- FaithLead at Luther Seminary at <https://faithlead.org/>
- Lifelong Faith Formation through the NGLS
- Quarterly Lay Ministry Support Education. Watch E Notes for more information.

Scholarships and substantial financial support is available, both for seminarians and for Lay School participants.

Seminarians

Please hold in prayer our seminarians. The seminary students serving in our congregations concurrent with their academic program:

- Vicar Robert Lake at Calvary, Rapid River
- Vicar Daniel Moschea at Porterfield, Porterfield / Beaver American, Pound
- Vicar Elaine Robbins at Eden, Munising
- Vicar Sarah Sleeter at Faith, Rock and Christ the King, Escanaba

Pastors on leave from call and out of our Synod:

- Pastor Greg Mileski

In Memorium

We remember with thanksgiving, the life and ministry efforts of:

- Rev. Doug Buck
- Rev. George Olson
- Former Synod Vice President Pauline Kiltinen.

Another Word of Thanks

Thank you to the **Synod Council!**

These 19 people (2 from each conference, secretary, treasurer, SWO) pray, discuss, discern, and lead. I am grateful for the time they invest and the wisdom they provide.

I am grateful for the efforts of our **Synod Staff!**

I thank **Stefanie Ehle** for creatively gathering leaders and supporting the efforts of Youth Ministry in our synod.

I am grateful to **Sister Noreen Stevens** of the Lutheran Deaconess Community who oversees our synod's efforts with Lifelong Faith Formation, Lay Ministry support, and the Starling Project.

I thank **Pastor Sharolyn Swenson** for joining the NGLS Staff. I am grateful for all her gifts for ministry and her spirit of adventure. She brings fresh eyes and new perspective in addition to joyful delight in so many things that us Northerners take for granted.

I am grateful for the efforts of our Office Administrator **Eva Hautamaki** who encourages us all to meet our deadlines and attends to the details of synod ministry.

I thank **Betsy Koski** for her continued excellence in bookkeeping, stewarding our mission support resources, and the wisdom she provides willingly and frequently to our congregations and to the office staff.

The Northern Great Lakes Synod is a great place to live, and an even greater place to serve in ministry.

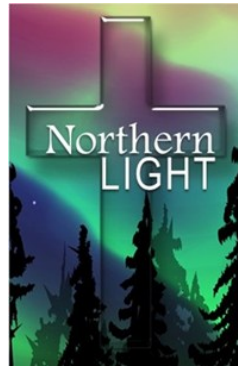
Staying Connected & Informed

Synod news can be found in all of the following ways:

- The Northern Light arrives in hard copy every

other month and it is also posted on our website.

It is named "Northern Light" because *Northern* identifies our Synod geographically as well as culturally. And *Light* is important to us, especially as the winters are long and so much of the time we dwell in darkness. However, as people of faith, *Light* also refers to the Light that is Christ, the good news, that brings us hope and joy even in darkness.



- **Congregational Mailings** arrive on alternate months - full of flyers, Mission Support updates, and current information.
- **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. Call the Synod office to sign up.
- **Facebook:** Another way to stay informed. If you are on Facebook, please go to our pages and "like" us.
- **Newsletter Articles:** Did you know that any letter or article written by Bishop Finegan or Pastor Swenson is posted on our website and can be included in your own congregational newsletter? Please include some synodwide or ELCA news in every newsletter and communication.
- And we are on Youtube! Past worship services, Christmas broadcasts, some Prayfaithfully devotions, and more. Search "Northern Great Lakes Synod".



Respectfully submitted,
Bishop Katherine Finegan

January 2026

Dear Northern Great Lakes Synod,

Thank you so much for the sabbatical time which afforded me rest and renewal. I am deeply grateful to the Synod staff: Pastor Sharolyn Swenson, Betsy Koski, and Eva Hautamaki, for their capable efforts which made my absence possible.

Knowing that a sabbatical had been granted by the Synod Council, my husband and I made plans to visit our former foreign exchange student in Thailand. We added on Vietnam and Cambodia since we were on that side of the planet anyway. For the first part of our journey, we traveled through a tour company, Intrepid. Here we are with a view of Halong Bay behind us. Our tour group of 14 people were from Lithuania, Australia, Wales, England, and Canada.



We enjoyed new foods, boat tours, new friends, and lots of sightseeing. The rainy season was supposed to be done by early November but it continued anyway, causing flooding that made adjustments to our route necessary.



Revolution Museum.

While the perspective of that war, told from the Vietnamese point of view, is of course different than the U.S. narrative, seeing another angle invited a

deeper consideration of the events. From fifty years of hindsight, I hope some lessons can be learned.

From Vietnam, we left our tour group and joined another smaller group to go to Cambodia. It felt rather intense to go from the history of one war to another, but Cambodia continues to heal from the Pol Pot regime and the Killing Fields. Here Dave stands in front of a memorial, filled with only a fraction of the skulls and bones of the mass graves filled during that dark history.



The sadness and heartbreak of that history was tempered by the beauty of so many temples. The ancient temple of Angkor Wat was a highlight.

While we were there, the tensions between Cambodia and Thailand increased. We never felt unsafe, but the manner of our border crossing was adjusted.



Our visit in Thailand included time spent with a high school friend in Chaing Rae in northern Thailand and then more days at the southern end in Phuket with Oat Ungratkul, our former foreign exchange student. Here is Oat with his girlfriend, Ahshee.



warning for those who would heed it, that Sin is alive and well in the human condition. The human capacity for good or evil is beyond the bounds of what we can imagine.

In Christ,
Bishop Katherine Finegan



We returned home just in time to beat the first significant winter storm. Thirty inches of snow fell as we recovered from the 12-hour time lag and the 36-hour journey home.

The remainder of my sabbatical time was spent spending time with family and friends, preparing for Christmas, and considering the challenge of how to make myself feel renewed. Perhaps like the seed sown in dark soil (as in the Seeds of faith that we have been considering during these Seed Sower years,) given the time, water, and sun that it needs, change just happens. God gives the growth. I cannot point to a particular activity, or restful afternoon, or cooking project, or conversation that tipped me from needing rest to being rested, but somewhere along the way of this time that was away, I was ready to return to the work to which I continue to feel called.

I am grateful to feel a renewed sense of purpose in attending to both the small details and large challenges of synod ministry. As I learned from Vietnamese and Cambodian history, human conflict is nothing new. In all that we saw and felt, I heard a



Synod Assembly 2026 Report of Rev. Sharolyn Swenson

Assistant to the Bishop & Director for Evangelical Mission
of the Northern Great Lakes Synod
of the Evangelical Lutheran Church in America

“I planted, Apollos watered, but God gave the growth.”

We have experienced record-breaking snowfall, following a record-breaking blizzard this mid-Winter. Somewhere beneath the eight-foot snow drifts and snow banks, are Baby Blue Spruce, apple, cherry, and maple trees, asparagus, and transplanted raspberries. I have planted these in my new garden. Apollos has gone a little overboard with the mounds of frozen, puffy water. And I trust that somehow, by the time we are gathering at Assembly, God will already and always be providing and revealing new growth emerging from the snow. We trust that God has and will continue to give the growth. What growth is God giving beneath the surface of what we see?

Having served among you now for almost a year-and-a-half, we continue to witness together an ongoing season of change in congregations, our synod, our Church, our environment, and our culture. Change is exciting, terrifying, and promised. God has promised to make all things new, but in times of chaotic climate and economies, does this change wire us only for survival or Jesus’ promise of abundant life? The church moves beyond resilience to God’s promised growth by being interconnected, creative, rooted, and joyful together.

What is the role of an Assistant to the Bishop for Evangelical Mission? This is a synod-staff role to assist the ongoing work of our shared mission “Equipping the Saints for Ministry” in close work with Bishop Finegan, AND a relator with the ELCA Christian Community and Leadership team. It has been described as a carabiner that connects the ELCA, Synod, and Congregations (but one could argue we all do that!) This position is financially supported through your Synod Mission Support and a grant from the ELCA for a Director of Evangelical Mission (DEM). While many synods have a person serving in the DEM role and one or more serving as the Associate(s) to the Bishop, the work is often so interrelated it is hard to separate out which is ELCA DEM work and which is Synod work. Thus, this report will reflect the wide and interrelated scope of our time together this year.

SYNOD MINISTRY TEAMS the Assistant the Bishop for Evangelical Mission relates:

Mission Table Team is a newly formed and growing team to activate an awareness and sharing of God’s activity among us, as individuals, congregations, and communities. Pr. Sharolyn Swenson, Pr. Jared Howard, Pr. J. Michael Mills, and Pr. Melissa Salminen attended a Mission Table conference at Wartburg with the twelve other Mission Table teams from Region 5.

See the individual Pre-Assembly Reports for these Teams: **Christ’s Kaleidoscope Team; Companion Synod Team** in partnership with Eastern & Coastal Diocese of the Evangelical Lutheran Church in Tanzania; **Generosity and Stewardship Team; Walking with Our Indigenous Neighbors Team; World Hunger Team; and Youth Team.**

SYNOD SUPPORTIVE MINISTRY the Assistant the Bishop for Evangelical Mission relates:

Synod Assembly Planning Task Force who plans and coordinates the eighty folks across the synod who contribute their time, talent, and energy to present the Synod Assembly.

Coordinated the NGLS Region 5 Gender Justice **Boundary Education** for rostered and synod-authorized ministers in November of 2025.

Constitutions Committee is a collaborative team from across the synod who accompanies congregation leaders in updating their Congregation Constitution so that they can more faithfully live into their life together as a part of the Church.

Synod Council supportive participant (non-voting).

Candidacy Committee supportive participant (non-voting).

Supporting Congregations and Rostered Ministers or SAMs in times of transition.

Ministry of presence as pulpit supply, congregation visits, and events across the synod.

During **Bishop Finegan's sabbatical** (October 15, 2025 to January 15, 2026) served in her stead for day-to-day supportive work of the synod.

NEW or CONTINUING EVANGELISM GRANTS between NGLS and the ELCA:

UP Wild is an ongoing Synod Authorized Outreach Ministry (SAOM) shared with the ELCA and the Episcopal Diocese of Northern Michigan, stewarded with mission developer, Lanni Lantto. As this ministry hit the 2nd cycle of funding (6 years) there was a deep and intentional reflection on ministry through an official Ministry Site Review in October 2025. A four-person team, (including an ELCA CCL staffer, a DEM from a neighboring synod, Director of Fortune Lake Camp, and NGLS DEM) spent two days interviewing, participating with, reflecting and writing. The review recognized the amazing relationship between God, people, and place in community happening through the ministry of UP Wild (and UP Wild in the Keweenaw). It also helped focus how to steward resources across the whole ministry. The UP Wild grant was re-submitted for a new round of funding and NGLS received \$25,000 (2026) from the ELCA. UP Wild in the Keweenaw has been restructured in such a way to be funded as a part of the whole UP Wild Synod Authorized Outreach Ministry.

NEW Jesus' Story for All Ages Retreat for adults walking with youth in their faith journey and a new ELCA Evangelism Grant recipient. Twenty folks from across our synod will come together at Fortune Lake August 13-15, 2026 for theological, relational, and practical reflection in supporting Jesus' story at work and play among youth in our communities.

NEW Walking Together in Times of Transition Synod Vitality Grant, brings \$20,000 into the synod over two years for deep engagement with congregations during a season of transition. (Often but not always a pastoral change.) Congregations are invited to a season of activation with 3-5 other congregations for six months of listening to God, one another, and community, so that they might see with new eyes how God is calling them to be in their community and as a congregation. There is a focus on renewed spiritual practices, curiosity, and learning in community. Transition Teams meet for four months by Zoom, attend a Learning Retreat at Fortune Lake, conduct a Congregational Vitality survey, intentionally pay attention to their neighbors, and have two (or more) congregational listening "Agape Meals" (brunch and Holy Communion combined in a special service.) This action-reflection process does not provide quick solutions to all the challenges of being church together, but activates a new awareness of how God is working among them. If the congregations are in the call process, the Transition Team(s) write the Ministry Site Profile, in light of all they have learned, and the Transition Team transitions to a Call Committee. This work is curated by the DEM with other synod leaders.

ELCA Continuing Education as a Director of Evangelical Mission has included monthly meetings for CCL staff, DEM colleague meeting, and Region 5 DEMs; one DEM gathering in Chicago; Mission Developer Training in Chicago; Region 5 Bishop & Staff Learning Retreat in Madison, WI; and Region 5 First Call Support Gathering in Marathon, WI.

Report of the Synod Vice President

In the past few years, the Northern Great Lakes Synod has experienced shrinkage; shrinkage in the number of congregations, shrinkage in membership, shrinkage in mission support, and unfortunately shrinkage in available rostered ministers. We, and that means everyone, not just your leadership, must adapt to the new reality of a changing landscape of how we do “church.” You may question, “what can we do?” Two quick answers come to mind. One; be willing to think outside the box and consider ideas that do not conform to the way things have always been done. Two; look inward, discern what your individual skills are, and then decide to share your skills in a ministry effort at your congregation or at the synod-wide level. Consider what it says in 1 Peter 4:10, “*Each of you should use whatever gift you have received to serve others, as faithful stewards of God’s grace in its various forms*” and if not already doing so, step up and use your skills to advance God’s kingdom in the Northern Great Lakes Synod.

More robust lay leadership will be a necessity for the future survival of our synod and congregations. So, if you have discerned within yourself a gift or a desire to be a leader but are unsure about how to proceed, I encourage you to have a conversation with your pastor or licensed lay minister or to contact a member of your synod leadership team to explore options.

Since my last report at the May 2025 Synod Assembly, I have been busy with many leadership activities on your behalf. A summary of each activity follows:

- I was privileged to be one of our synod’s 2025 Churchwide Assembly designated voting members. Voting members at the Assembly last August enjoyed daily inspiring worship services, heard reports on the work of the ELCA and its ministry partners, had thoughtful debate on memorials and constitution amendments, and elected a new ELCA Presiding Bishop and a new Church Secretary.
- While at the Assembly, I attended the first meeting of the newly created Association of Synod Vice Presidents and was elected to be the Association’s first vice-chair.
- Attended via Zoom seven monthly gatherings of the synod vice presidents.
- Attended four planning team meetings for the monthly VP gatherings.
- Was asked to serve as the Administrative Interim for Calvary Lutheran of Rapid River after the pastor they shared with Zion-Manistique, Tommy Wimsae accepted a new call elsewhere. During the six months filling this role, I arranged worship service pulpit supply, attended monthly congregation council meetings, wrote monthly newsletter articles, worked with their constitution committee to update their constitution, liaised with the synod office as needed, and attended Calvary’s annual meeting.
- I had numerous conversations with Bishop Katherine Finegan and Assistant to the Bishop Sharolyn Swenson about synod business and ministries.
- Attended via Zoom two quarterly ELCA Foundation investor webinars.
- Chaired three meetings of the Synod’s Endowment Ministry Committee.
- Chaired three meetings of the Synod’s Executive Committee.
- Participated in eight meetings of the Synod’s Constitution Committee where we reviewed several congregational constitutions and worked on updates to the Synod’s constitution which are included in this Assembly’s business to consider.
- Chaired three Synod Council meetings and attended the annual synod council retreat.

- I penned articles for the May-June, July-August, September-October, November-December 2025, and the January-February, and March-April 2026 Northern Light newsletters.
- I gave a stewardship temple talk at Christ the King Lutheran church on behalf of the synod.
- Helped develop the trainings and gave a presentation at two synod-wide trainings for congregation council members.
- As the conference treasurer, kept the books and prepared the fall 2025 and spring 2026 financial reports for the Tri-County Conference (conference 6) meetings.
- Lead a Lifelong Faith Formation class “Reconciling our Faith with our Civic Life Responsibilities.”
- I was honored to be a presenter at the Cedar Tree Institute’s “Spirit of the Bones” retreat.
- Attended the wrap-up meeting of the InterFaith Water Stewards two-year initiative as the group’s project goals were all met.
- Participated in the planning retreat for the 2026 EcoFaith Summit in Duluth. And along with others from the NGLS, I will attend the Summit in April 2026.
- Within my own congregation, First Lutheran of Gladstone, I participated in three Mutual Ministry Committee and two Audit Committee meetings, three Mission Endowment Fund Board meetings, and prepared the quarterly and annual Endowment Fund financial reports.

I wish God’s grace and peace to be with you, and I thank everyone attending the 2026 Synod Assembly for your willingness to serve and be part of the important governance of our synod.

Yours in Christ,
 Chuck Thomas, NGLS Vice President

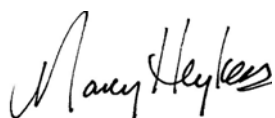
Report of the Synod Secretary

Synod Constitution provision †S8.32. outlines the duties of the Synod Secretary:

A. Keep the minutes of all meetings of the Synod Assembly, the Synod Council and the Synod Council Executive Committee. I finalized the minutes of the 2025 Synod Assembly from the excellent draft prepared by Recording Secretary Karen Kolstad and the minutes were approved by Synod Council. The Disposition of Adopted Synod Assembly Resolutions list is also attached to this report. Minutes preparation includes the four regularly called Synod Council meetings in September, January, March and May, a special November meeting and several Executive Committee meetings. Meetings were conducted via Zoom except for September 2025. Meeting minutes were approved and are on file in Synod Office digital records. Our June Council retreat was not a business meeting so no minutes were recorded. Synod Council and Executive Committee meetings are also scheduled for March and May 2026 so those minutes are yet to be prepared and approved.

B. Add attestation when required on legal documents signed by the Bishop; work with the Bishop to assure that important documents are deposited in the Synod archives. I so appreciate our Synod staff -- Bishop Finegan, Pastor Sharolyn Swenson, Betsy Koski, and Eva Hautamaki – and their diligent and patient partnership in assuring necessary documents get back and forth in hard copy or digital DocuSign given the miles and time zone differences between us.

C. Other duties that arise: In addition to these regular duties, a subcommittee of Synod Council (Chuck Thomas, Bill Fleming, Pastor Sharolyn Swenson and I) took on the task of updating the committee and ministry team sections of the Synod Constitution, which were approved by Synod Council in November and are before this Assembly for adoption. I am grateful for many other opportunities during the year to support the work of the Synod by finding answers to questions, figuring out governance process in new situations in two states, being part of thoughtful discussion of current governance issues and otherwise serving the ‘infrastructure’ of God’s work among us alongside my fellow Synod officers and Synod Council members.



Secretary
Northern Great Lakes Synod

DISPOSITION OF ADOPTED 2025
SYNOD ASSEMBLY RESOLUTIONS

RESOLUTION #	SUBJECT	STATUS
1	Rules and Order for Procedure	No Action Needed
2	Adoption of Agenda and Program	No Action Needed
	Synod Discipline Committee Elections	Implemented
3	Synod Bylaw Amendment re: Endowment	Implemented
4	Equipping the Saints Fund Distribution	Implemented
5	2026 Clergy Compensation Guidelines	Implemented
6	Boarding School Memorial	To 2025 CWA
7	Amended Fiscal Year 2025 Budget	Implemented
8	Proposed Fiscal Year 2026 Budget	Implemented
9	Synod Constitution Amendment S.8.42e – Audit Timing	Implemented
10	Synod Council Member Election	Implemented

Submitted by:



Nancy Heykes
Synod Secretary

Report of the Synod Treasurer

Results of the Fiscal Year Ended January 31, 2026

Unrestricted Income and Expenses

Our Northern Great Lakes Synod (NGLS) wrapped up its 2025 fiscal year on January 31, 2026, and we were in a better position than we had projected, thanks, in part, to increased benevolence giving, the assessment of endowment administrative fees, and reduced personnel benefits thanks to Bishop Finegan's transfer of health insurance to her husband. Before finalizing the FY 2025 numbers, the Finance Committee approved sending another \$7,000 to the churchwide organization, thus increasing our giving from 40% to 41%, after reducing it from 43% for the fiscal year. Based on NGLS Pre-Audit numbers, while we had budgeted for a deficit of approximately \$1,000, we ended the fiscal year with a budget surplus of \$33,215, a difference of just over \$34,000 on the plus side. Unrestricted Congregation Benevolence Support was budgeted at \$695,080, and actual income was \$722,788, an increase of \$27,708. At the same time, Unrestricted Expenses were budgeted at \$721,429, with actual coming in at \$720,289, a difference of approximately \$1,000. Increases in the expenses area include approximately \$18,000 in Ministry Through ELCA, and decreases included the following: approximately \$4,500 in the Organization, and \$12,000 in Synod Personnel. Total income was \$753,504 and total expenses were \$720,289, leading to the surplus figure of approximately \$33,000.

We are pleased to report that, from an Unrestricted Income perspective, 77 of 78 congregations in the NGLS contributed to mission support, with 66 congregations meeting their pledge and 22 more exceeding their pledge. We give thanks for our congregations' generosity and faithfulness in giving.

With the addition of \$7,000 at fiscal year-end, approximately forty-one percent, or \$296,115 of Benevolence Support was sent on to the Churchwide organization to support ministry through the Evangelical Lutheran Church in America (ELCA). Other Unrestricted Benevolence Support dollars were used for Partnerships such as Campus Ministries and Seminary Partners, with the remaining Unrestricted Income used for NGLS Programs, Organization, Office, and Personnel expenses.

Restricted Income and Expenses

Restricted Benevolence Income receipts for Fiscal Year 2025 were at \$560,560, \$103,505 less than FY2024. Restricted Benevolence Income included gifts of approximately \$74,000 to World Hunger and \$19,000 to Fortune Lake. Restricted Income is also received from sources, including Grant Funding, Pass Through Gifts from Congregations and Individuals, Endowment Distributions, and Fees. Because these funds are restricted to specific ministries, they cannot be used for operational expenses that are funded with unrestricted dollars.

There are many budgeted areas covering Restricted Expenses, and they fall under broad categories, including Congregational Ministries such as Youth Programming; Ministry in the areas of Seminarian Support, Leadership Support, Pastors' Debt Retirement, and Lifelong Faith Formation; Mission Outreach such as Tanzanian Relationship-Building and U.P. Wild Support; and a variety of other areas, including Gift Planning, Website Hosting and Maintenance, and Synod Assembly.

There are three NGLS positions receiving Restricted Expense Funding, and they are portions of the Assistant to the Bishop costs (a Grant-Funded Salary of \$60,183 in FY2025), the Youth Ministry Coordinator costs (restricted funds of \$12,000 in FY2025), and the Lifelong Faith Formation/LLM Coordinator costs (restricted funds of \$5,351).

Audit Report for the Fiscal Year Ended January 31, 2025

As an outcome of the constitutional change to S8.42 regarding audit timing approved at the May 2025 Synod Assembly, the audit for FY2025 will take place after the May 2026 Synod Assembly. The FY2025 Independent Auditor's Report along with Financial Statements by Andrews, Hooper, Pavlik will appear in the May 2027 Pre-Assembly Report. We anticipate that the FY2025 Independent Auditor's Report, along with Financial Statements, will be available by early August 2026, and copies may be requested from the Synod Office.

Proposed Amended FY2026 Budget and Proposed FY2027 Budget

The Income and Expense Statement for 12 Months Ending January 31, 2026, as well as the Amended and Proposed FY2026 Budget, and Proposed FY2027 budget are available elsewhere within the current Pre-Assembly Report. Please note the separate sections and columns for "Unrestricted" and "Restricted" amounts. As noted above, because restricted funds are expended for specific ministries, they cannot be used for operational expenses that are funded with unrestricted dollars. A separate document showing the Synod Personnel Budget can also be found elsewhere within the current Pre-Assembly Report.

Treasurer's Reflection

In May 2026, I am completing the final year of my four-year appointment as Synod Council Treasurer. Together, we accomplished important financial policy, procedure, and ministry objectives, including: offering Financial Check-Ups to congregations through use of a Financial Check-up Worksheet and process; introducing the Synod Ministry Fund to support ministry projects through grants made possible by generous givers; allowing assessment of administrative fees to offset bookkeeping expenses related to overseeing endowment income and distributions; adjusting the timing for annual financial audits to help ensure future audits take place at a reasonable cost; and setting up a Bishop Transition Fund to create an awareness of the need to ensure that the NGLS is prepared for costs associated with a bishop's transition.

I am grateful to all who are working together to support the financial position of the Northern Great Lakes Synod. First, I want to thank our congregations, their pastors and leaders, for making benevolence a priority. I thank the Synod Finance Committee members, Pr. Gerald Anderson, Naomi Fletcher and Vicar Sarah Sleeter, as well as retiring members Peter Johnson and Kathleen Johnson, for their work on the 2025/2026/2027 budgets; I thank the Executive Committee members, Bishop Finegan, Chuck Thomas, Nancy Heykes, Pr. Diane Srutowski, and Cathy Tibbett, and retiring member Cindy Sjoquist for assistance with the Synod Ministry Fund grants. I thank the Audit Committee members, Ken Groh and Karen Kolstad, for assisting with the audit Requests for Proposal process and being part of audit review. I am grateful for the work of the Endowment Ministry Committee members, Kathy Bero, Ann Christiansen, Chuck Thomas, and Karin VanDyke, as they continue overseeing and assisting with our growing endowment ministry. Thank you to Eva Hautamaki who provides office support in such a cheerful way. I give thanks to Bishop Katherine Finegan and Assistant to the Bishop and Director of Evangelical Mission Pr. Sharolyn Swenson who provide the vision for the Synod's future financial needs. Looking to the future, I am grateful to Vicar Sarah Sleeter who has accepted appointment as Synod Treasurer; her term begins at the conclusion of this year's Synod Assembly. Sarah's work world experiences will allow her to bring a fresh set of eyes to our financial processes, and I am anticipating a smooth transition as I turn over the reins. Finally, I give my most sincere thanks to Betsy Koski for all she has done to make my work as Synod Treasurer possible. She has been a patient teacher and amazing resource for the past four years, and though I will miss working closely with Betsy, our paths will cross as I continue my efforts on behalf of endowment ministry.

Respectfully Submitted, Pr. Terry Frankenstein, Synod Treasurer

Northern Great Lakes Synod, ELCA
Income and Expense Statement for 12 months ending January 31, 2026

	1	2	3	4	5
		Amended			
	Actual FY2024	2025 Prorated	Actual FY2025	Actual FY2025	FY2025
	<u>Unrestricted</u>	<u>Budget-Unrestr</u>	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>
INCOME					
Congregation Mission Support	740,554.65	695,080.00	722,787.76	0.00	722,787.76
Administrative Fees	0.00	22,011.00	25,033.65	0.00	25,033.65
ELCA Designated Gifts					
World Hunger	0.00	0.00	0.00	73,767.80	73,767.80
Other	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>25,109.72</u>	<u>25,109.72</u>
Total ELCA Designated Gifts	0.00	0.00	0.00	98,877.52	98,877.52
Synod Designated Gifts					
Restricted General	0.00	0.00	0.00	10,206.00	10,206.00
Fortune Lake Lutheran Camp	0.00	0.00	0.00	19,025.58	19,025.58
Faith, Soo Pastor	0.00	0.00	0.00	65,223.09	65,223.09
Legacy Gifts	0.00	0.00	0.00	11,750.00	11,750.00
Other	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>249,534.15</u>	<u>249,534.15</u>
Total Synod Designated Gifts	0.00	0.00	0.00	355,738.82	355,738.82
Interest Income	3,904.27	3,300.00	5,682.94	0.00	5,682.94
Grant Income	0.00	0.00	0.00	70,888.32	70,888.32
Fee Income	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>35,054.97</u>	<u>35,054.97</u>
TOTAL INCOME	744,458.92	720,391.00	753,504.35	560,559.63	1,314,063.98
EXPENSES					
Ministry through ELCA (FY2024-43%; FY2025-40%)	318,438.49	278,032.00	296,115.09	0.00	296,115.09
ELCA Designated Gift Expense	0.00	0.00	0.00	102,877.52	102,877.52
Synod Designated Gift Expense					
Fortune Lake Lutheran Camp	0.00	0.00	0.00	23,025.58	23,025.58
Other	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>22,011.63</u>	<u>22,011.63</u>
Total Synod Designated Gift Exp	0.00	0.00	0.00	45,037.21	45,037.21
Ministry through Partnerships					
Education	68,566.64	71,800.00	68,832.47	2,967.53	71,800.00
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	1,362.00	1,244.00	1,244.00	0.00	1,244.00
Total Ministry through Partnerships	71,778.64	74,894.00	71,926.47	2,967.53	74,894.00
Synod Programs					
Congregational Ministries	0.00	0.00	0.00	10,865.31	10,865.31
Ministry	0.00	0.00	0.00	45,315.96	45,315.96
Mission Outreach	0.00	0.00	0.00	46,462.34	46,462.34
Justice Advocacy	0.00	0.00	0.00	2,987.01	2,987.01
Other	0.00	0.00	0.00	3,085.40	3,085.40
Synod Assembly	0.00	0.00	0.00	30,103.85	30,103.85
Communications	2,592.85	2,650.00	2,248.77	16,919.52	19,168.29
Synod Office	41,031.24	44,218.00	45,278.89	5,641.89	50,920.78
Organization	19,062.50	29,250.00	24,627.51	2,961.12	27,588.63
Faith, Soo Pastor	0.00	0.00	0.00	65,223.09	65,223.09
Synod Personnel	<u>265,850.19</u>	<u>292,385.00</u>	<u>280,092.63</u>	<u>81,074.85</u>	<u>361,167.48</u>
TOTAL EXPENSES	718,753.91	721,429.00	720,289.36	461,522.60	1,181,811.96
NET INCREASE(DECREASE)	25,705.01	(1,038.00)	33,214.99	99,037.03	132,252.02
	=====	=====	=====	=====	=====

Northern Great Lakes Synod, ELCA
Proposed Budget FY2026 and FY2027 - Unrestricted

	1	2	3	4
	Actual FY2025	Adopted FY2026 Budget	Proposed Amended FY2026 Budget	Proposed FY2027 Budget
INCOME				
Congregation Mission Support	722,787.76	700,000	709,673	720,000
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
Administrative Fees	25,033.65	20,000	29,000	25,000
Interest Income	5,682.94	3,300	4,000	4,000
Grant Income	0.00	0	0	0
Fee Income	<u>0.00</u>	<u>0</u>	<u>0</u>	<u>0</u>
TOTAL INCOME	753,504.35	723,300	742,673	749,000
EXPENSES				
Ministry through ELCA (FY2025-40%; FY2026-41%; FY2027-41%)	296,115.09	280,000	290,966	295,200
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	21,500.00	21,500	22,100	22,700
Lutheran Campus Ministry/MTU	23,500.00	23,500	24,150	24,830
Lutheran Campus Ministry/Bay College	0.00	0	0	0
Lutheran Outdoor Ministry	400.00	400	450	450
Lutheran Seminary Partners	23,432.47	26,400	26,400	26,400
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>1,244.00</u>	<u>1,244</u>	<u>1,244</u>	<u>1,244</u>
Total Ministry through Partnerships	71,926.47	74,894	76,194	77,474
Synod Programs				
Congregational Ministries	0.00	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	2,248.77	2,650	2,600	2,600
Synod Office	45,278.89	44,142	46,818	46,818
Organization	24,627.51	30,250	21,700	21,700
Synod Personnel	<u>280,092.63</u>	<u>298,285</u>	<u>282,134</u>	<u>291,243</u>
TOTAL EXPENSES	720,289.36	730,221	720,412	735,035
NET INCREASE (DECREASE)	33,214.99	(6,921)	22,261	13,965

Northern Great Lakes Synod, ELCA
Proposed Budget FY2026 and FY2027 - Restricted

	1	2	3	4
	Actual FY2025	Adopted FY2026 Budget	Proposed Amended FY2026 Budget	Proposed FY2027 Budget
INCOME				
Congregation Mission Support	0.00	0	0	0
ELCA Designated Gifts				
World Hunger	73,767.80	90,000	80,000	80,000
Other	<u>25,109.72</u>	<u>20,000</u>	<u>20,000</u>	<u>20,000</u>
Total ELCA Designated Gifts	98,877.52	110,000	100,000	100,000
Synod Designated Gifts				
Fortune Lake Lutheran Camp	19,025.58	25,000	20,000	20,000
Faith, Sault Ste. Marie Pastor	65,223.09	86,964	0	0
Restricted General	10,206.00	0	0	0
Other	<u>261,284.15</u>	<u>140,000</u>	<u>140,000</u>	<u>140,000</u>
Total Synod Designated Gifts	355,738.82	251,964	160,000	160,000
Administrative Fees	0.00	0	0	0
Interest Income	0.00	0	0	0
Grant Income	70,888.32	80,500	80,000	80,000
Fee Income	<u>35,054.97</u>	<u>50,000</u>	<u>50,000</u>	<u>50,000</u>
TOTAL INCOME	560,559.63	492,464	390,000	390,000
EXPENSES				
Ministry through ELCA	0.00	0	0	0
(FY2025-40%; FY2026-41%; FY2027-41%)				
ELCA Designated Gift Expense	102,877.52	110,000	100,000	100,000
Synod Designated Gift Expense				
Fortune Lake Lutheran Camp	23,025.58	25,000	20,000	20,000
Other	<u>19,012.67</u>	<u>20,000</u>	<u>20,000</u>	<u>20,000</u>
Total Synod Designated Gift Exp	42,038.25	45,000	40,000	40,000
Ministry through Partnerships				
Education				
Lutheran Campus Ministry/NMU	0.00	0	0	0
Lutheran Campus Ministry/MTU	0.00	0	0	0
Lutheran Campus Ministry/Bay College	3,000.00	3,000	3,000	3,000
Lutheran Outdoor Ministry	0.00	0	0	0
Lutheran Seminary Partners	2,967.53	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	5,967.53	3,000	3,000	3,000
Synod Programs				
Congregational Ministries	10,865.31	7,900	16,050	9,650
Ministry	45,314.92	68,580	57,800	50,680
Mission Outreach	46,462.34	42,860	35,910	29,610
Justice Advocacy	2,987.01	500	1,150	1,450
Other	3,678.84	17,100	15,200	17,100
Synod Assembly	30,103.85	15,000	10,000	35,000
Communications	16,919.52	14,800	14,800	15,000
Synod Office	5,641.89	0	1,560	1,560
Organization	2,367.68	5,400	12,100	12,100
Synod Personnel	<u>146,297.94</u>	<u>165,587</u>	<u>87,499</u>	<u>88,031</u>
TOTAL EXPENSES	461,522.60	495,727	395,069	403,181
NET INCREASE (DECREASE)	99,037.03	(3,263)	(5,069)	(13,181)

Northern Great Lakes Synod, ELCA
Unrestricted and Restricted Budget Totals

	1	2	3	4
	Actual <u>FY2025</u>	Adopted FY2026 <u>Budget</u>	Proposed Amended <u>FY2026 Budget</u>	Proposed <u>FY2027 Budget</u>
INCOME				
Congregation Mission Support	722,787.76	700,000	709,673	720,000
ELCA Designated Gifts				
World Hunger	73,767.80	90,000	80,000	80,000
Other	25,109.72	20,000	20,000	20,000
Total ELCA Designated Gifts	98,877.52	110,000	100,000	100,000
Synod Designated Gifts				
Fortune Lake Lutheran Camp	19,025.58	25,000	20,000	20,000
Restricted General	10,206.00	0	0	0
Faith, Sault Ste. Marie Pastor	65,223.09	86,964	0	0
Other	261,284.15	140,000	140,000	140,000
Total Synod Designated Gifts	355,738.82	251,964	160,000	160,000
Administrative Fees	25,033.65	20,000	29,000	25,000
Interest Income	5,682.94	3,300	4,000	4,000
Grant Income	70,888.32	80,500	80,000	80,000
Fee Income	35,054.97	50,000	50,000	50,000
TOTAL INCOME	1,314,063.98	1,215,764	1,132,673	1,139,000
EXPENSES				
Ministry through ELCA	296,115.09	280,000	290,966	295,200
(FY2025-40%; FY2026-41%; FY2027-41%)				
ELCA Designated Gift Expense	102,877.52	110,000	100,000	100,000
Synod Designated Gift Expense				
Fortune Lake Lutheran Camp	23,025.58	25,000	20,000	20,000
Other	19,012.67	20,000	20,000	20,000
Total Synod Designated Gift Exp	42,038.25	45,000	40,000	40,000
Ministry through Partnerships				
Education				
Lutheran Campus Ministry/NMU	21,500.00	21,500	22,100	22,700
Lutheran Campus Ministry/MTU	23,500.00	23,500	24,150	24,830
Lutheran Campus Ministry/Bay College	3,000.00	3,000	3,000	3,000
Lutheran Outdoor Ministry	400.00	400	450	450
Lutheran Seminary Partners	26,400.00	26,400	26,400	26,400
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	1,244.00	1,244	1,244	1,244
Total Ministry through Partnerships	77,894.00	77,894	79,194	80,474
Synod Programs				
Congregational Ministries	10,865.31	7,900	16,050	9,650
Ministry	45,314.92	68,580	57,800	50,680
Mission Outreach	46,462.34	42,860	35,910	29,610
Justice Advocacy	2,987.01	500	1,150	1,450
Other	3,678.84	17,100	15,200	17,100
Synod Assembly	30,103.85	15,000	10,000	35,000
Communications	19,168.29	17,450	17,400	17,600
Synod Office	50,920.78	44,142	48,378	48,378
Organization	26,995.19	35,650	33,800	33,800
Synod Personnel	426,390.57	463,872	369,633	379,274
TOTAL EXPENSES	1,181,811.96	1,225,948	1,115,481	1,138,216
NET INCREASE (DECREASE)	132,252.02	(10,184)	17,192	784

OTHER PROGRAMS & EVENTS

	Grants/Fees/Restricted/Endowment		
	1	2	3
	Actual	Estimated	Estimated
	<u>FY2025</u>	<u>FY2026</u>	<u>FY2027</u>
ELCA World Hunger	77,767.80	80,000	80,000
Other ELCA Gifts	25,109.72	20,000	20,000
Synod Ministry Fund	3,761.03	0	0
Fortune Lake Lutheran Camp	23,025.58	20,000	20,000
Synod Designated Gifts	8,593.84	20,000	20,000
Faith, Sault Ste. Marie Pastor	65,223.09	0	0
Lutheran Campus Ministry	9,656.76	3,000	3,000
Lutheran Seminary Partners	2,967.53	0	0
Faithful Innovations/Evangelism	469.79	3,850	2,950
Stewardship Programs	0.00	550	550
Worship Programs	52.38	600	600
Youth Programs	5,343.14	11,050	5,550
Youth Advocacy Evangelism	5,000.00	0	0
Seminars/Retreats	20,763.41	30,100	23,100
Pastor's Debt Retirement	17,081.40	14,000	14,000
Seminarian Support	1,193.76	4,000	4,000
Candidacy/Career Counseling/MSCC Mtgs.	491.06	3,800	3,800
Licensed Lay Ministry	161.34	900	900
Project Starling	1,447.61	1,500	1,500
Lifelong Faith Formation	740.84	1,320	1,200
Lay School Scholarships	250.00	500	500
Rural Ministry	2,985.50	600	600
Inter-Synodical Planning	0.00	530	530
Mentor Coaches	200.00	500	500
Synod Campus Ministry	1.04	50	50
Mission Outreach Projects	26,533.81	7,710	7,710
Companion Synod Projects	19,928.53	28,200	21,900
World Hunger Programs	1,816.80	150	450
Justice Advocacy	1,170.21	1,000	1,000
Synod Assembly	30,103.85	10,000	35,000
Bishop's Discretionary	1,273.40	500	500
Communications	16,919.52	14,800	15,000
Audit	0.00	6,700	6,700
Synod Office	5,641.89	1,560	1,560
Synod Council	2,195.18	3,000	3,000
Synodical Administration	172.50	2,400	2,400
Consultation Committee	593.44	0	0
Planned Giving Coordinator	0.00	14,500	14,500
Endowment Ministries	1,178.05	200	2,100
Region 5 Bishop's Gathering	633.95	0	0
Grant Funded Salary/Benefits	60,183.24	60,939	60,939
Restricted Funds Salary/Benefits	<u>20,891.61</u>	<u>26,560</u>	<u>27,092</u>
TOTAL - Programs & Events	461,522.60	395,069	403,181

Northern Great Lakes Synod

Synod Personnel

	1	2	3	4
	Actual	Adopted	Proposed	
	<u>FY2025</u>	<u>FY2026</u>	<u>FY2026</u>	<u>Proposed</u>
				<u>FY2027</u>
BISHOP				
Salary	94,624.08	96,517.00	97,274.00	99,219.00
Benefits	42,449.28	53,525.00	32,755.00	33,173.00
Total Salary & Benefits	137,073.36	150,042.00	130,029.00	132,392.00
Less Restricted Expenses	392.30	0.00	0.00	0.00
Net Salary from Unrestricted	136,681.06	150,042.00	130,029.00	132,392.00
BISHOP'S ASSISTANT				
Salary	72,000.00	73,440.00	74,016.00	75,496.00
Benefits	30,569.55	31,514.00	31,859.00	32,155.00
Total Salary & Benefits	102,569.55	104,954.00	105,875.00	107,651.00
Less ELCA Grant-Funded Salary	60,183.24	60,183.00	60,939.00	60,939.00
Net Salary from Unrestricted	42,386.31	44,771.00	44,936.00	46,712.00
OFFICE STAFF				
Salaries	87,442.33	87,452.00	88,138.00	89,901.00
Benefits	15,813.70	16,020.00	19,031.00	22,238.00
Subtotal	103,256.03	103,472.00	107,169.00	112,139.00
Less Restricted Expenses	2,230.77	0.00	0.00	0.00
Net Salary from Unrestricted	101,025.26	103,472.00	107,169.00	112,139.00
YOUTH COORDINATOR				
Salaries	12,000.00	12,485.00	12,336.00	12,583.00
Benefits	918.00	955.00	944.00	963.00
Subtotal	12,918.00	13,440.00	13,280.00	13,546.00
Less Restricted Expenses	12,918.00	13,440.00	13,280.00	13,546.00
Net Salary from Unrestricted	0.00	0.00	0.00	0.00
SYNOD MISSIONER:LLM AND LFF COORDINATOR				
Salaries	4,999.92	5,000.00	12,336.00	12,583.00
Benefits	350.62	0.00	944.00	963.00
Subtotal	5,350.54	5,000.00	13,280.00	13,546.00
Less Restricted Expenses	5,350.54	5,000.00	13,280.00	13,546.00
Net Salary from Unrestricted	0.00	0.00	0.00	0.00
Total Personnel Exp. from Unrestricted	280,092.63	298,285.00	282,134.00	291,243.00
Total Personnel Exp. from Restricted	81,074.85	78,623.00	87,499.00	88,031.00
TOTAL - Personnel & Admin Expenses	361,167.48	376,908.00	369,633.00	379,274.00

Northern Great Lakes Synod Benevolence Summary - December 2025

			Pledged Amount	Amount Received	Synod Restricted	Percent Recv'd	Prior Year Received	Designated Gifts
Conference 1 - IGO								
1010	Bessemer	Sharon	6,000.00	6,000.00		100.0%		1,091.00
1020	Ewen	First	6,000.00 *	7,621.70		127.0%		2,620.00
1030	Ironwood	St. Paul	3,600.00	3,600.00		100.0%		791.28
1040	Ironwood	Salem	3,500.00	3,500.00		100.0%		2,498.00
1050	Ironwood	Zion	2,600.00	2,600.00		100.0%		0.00
1060	Ironwood	St. John	1,000.00	1,000.00		100.0%		50.00
1070	Paynesville	Our Savior	2,000.00 *	1,697.00		84.9%		87.00
1075	Trout Creek	Trinity	1,800.00	1,800.00		100.0%		700.00
1080	Wakefield	All Saints	5,000.00	5,000.04		100.0%		0.00
Conference 2 - Copper Country								
2010	Atlantic Mine	Our Saviour's	340.00	340.00		100.0%		50.00
2020	Baraga	Holy Cross	270.00	1,354.15		501.5%		435.53
2030	Calumet	Faith	7,100.00	7,100.00		100.0%		1,252.00
2040	Chassell	Holy Trinity	7,000.00	7,000.00		100.0%		1,461.64
2070	Hancock	Gloria Dei	25,700.00 *	26,079.00	5,000.00	101.5%		1,379.00
2080	Houghton	Good Shepherd	5,000.00 *	5,000.04		100.0%		999.96
2090	L'Anse	United	2,400.00	2,400.00		100.0%		999.99
2100	Mass City	St. Paul	8,800.00	8,800.00		100.0%		2,456.00
2120	Mohawk	Bethany	3,800.00 *	3,800.04		100.0%		2,714.96
2125	Copper Harbor	Shepherd/Sea	1,800.00	1,800.00		100.0%		0.00
2140	Ontonagon	Siloa	860.00	860.00		100.0%		300.00
2161	Pelkie	Mission United	6,000.00	6,000.00		100.0%		3,103.72
2180	South Range	Grace	8,650.00 *	7,887.00		91.2%	717.00	648.00
2200	Winona	First	50.00	100.00		200.0%		0.00
Conference 3 - Headwaters								
3010	Conover	Pioneer Lake	4,900.00 *	3,482.00		71.1%	1,272.00	116.00
3020	Eagle River	Prince of Peace	10,550.00 *	11,830.00		112.1%		3,620.00
3030	Minocqua	Ascension	56,468.00	57,826.00		102.4%		8,085.00
3040	Minocqua	Calvary	14,212.00 *	13,657.00		96.1%		1,494.51
3050	Rhineland	Immanuel	19,000.00 *	23,338.09		122.8%		1,562.01
3060	Rhineland	Trinity	24,250.00	20,506.58		84.6%		3,005.00
3080	Three Lakes	Faith	1,900.00	1,800.00		94.7%		0.00
Conference 4 - Four Rivers								
4010	Amasa	Bethany	1,500.00	1,500.00		100.0%		0.00
4020	Crystal Falls	United	5,000.00	5,693.40		113.9%		764.00
4030	Florence	Bethlehem	12,700.00	12,700.00		100.0%		2,497.00
4060	Iron River	First	3,660.00	3,400.00		92.9%		428.00
4080	Norway	Bethany	3,600.00	3,600.00		100.0%		1,509.09
4100	Pembine	Grace	4,500.00 *	3,581.78		79.6%		100.00
4110	Quinnesec	Calvary	5,750.00	5,750.00		100.0%		403.00
4120	Stambaugh	Trinity	1,000.00	655.70		65.6%		262.28
Conference 5 - Menominee Valley								
5010	Beaver	Beaver American	6,000.00	6,555.00	70.00	109.3%	900.00	3,000.00
5020	Marinette	Our Saviors	8,600.00 *	11,049.50		128.5%	946.05	1,050.00
5040	Marinette	Zion	19,980.00 *	18,387.31		92.0%		13,586.77
5050	Menominee	Bethel	10,000.00	10,000.00		100.0%		520.00
5070	Menominee	Emmanuel	13,800.00 *	13,388.00		97.0%		3,030.00
5080	Peshtigo	Good Shepherd	8,724.00 *	8,799.00		100.9%		1,877.03
5090	Porterfield	Porterfield	5,500.00 *	5,500.00		100.0%		0.00
5100	Stephenson	St. Stephen's	2,700.00	2,730.00		101.1%		0.00
5110	Wallace	Gethsemane	2,700.00	2,700.00		100.0%		306.00

Northern Great Lakes Synod Benevolence - December 2025

			Pledged Amount	Amount Received	Synod Restricted	Percent Received	Prior Year Received	Designated Gifts
Conference 6 - Tri-County								
6020	Escanaba	Bethany	51,000.00	51,000.00		100.0%	4,166.66	2,155.00
6030	Escanaba	Christ the King	6,000.00	6,000.00		100.0%		700.00
6040	Escanaba	Immanuel	11,000.00	5,737.00		52.2%		2,163.00
6050	Gladstone	First	31,654.00	31,653.96	3,127.00	100.0%		13,234.19
6055	Manistique	Zion	8,000.00	10,017.00		125.2%		999.53
6060	Perkins	Bethany	2,300.00	2,300.04		100.0%		574.00
6070	Rapid River	Calvary	5,000.00	5,221.00		104.4%		3,483.00
6080	Rock	Faith	3,550.00	3,550.00		100.0%		200.00
6090	Stonington	Trinity	4,300.00	4,300.00		100.0%		220.98
6100	Trenary	First	500.00	250.00		50.0%		0.00
Conference 7 - Three Lakes								
7010	Allenville	Zion	2,000.00	2,000.00		100.0%		0.00
7020	Brevort	Trinity	2,000.00	2,000.00		100.0%		0.00
7030	Cedarville	Bethel	7,350.00	7,350.00		100.0%		0.00
7040	Grand Marais	First	1,300.00	1,300.00		100.0%		450.00
7070	Newberry	Our Redeemer	2,185.00 *	2,383.50		109.1%		0.00
7080	Rudyard	St. James	6,000.00	7,200.00		120.0%		4,084.91
7090	St. Ignace	Zion	2,600.00	2,600.00		100.0%	2,600.00	0.00
7100	Sault Ste Marie	Faith	4,200.00	4,200.00		100.0%	350.00	754.92
Conference 8 - Superior Central								
8020	Gwinn	Grace	7,400.00 *	7,400.00		100.0%		0.00
8030	Ishpeming	Bethany	16,000.00	18,419.48		115.1%		0.00
8040	Ishpeming	Bethel	12,000.00	12,000.00		100.0%		12,200.00
8050	National Mine	Faith	5,700.00 *	5,700.00		100.0%		1,955.28
8060	Ishpeming	Trinity	4,500.00 *	4,410.00		98.0%		1,226.00
8070	Marquette	Messiah	65,400.00	65,400.00		100.0%		12,944.43
8080	Marquette	Prince of Peace	10,517.00 *	10,859.05		103.3%		3,344.00
8100	Munising	Eden	4,600.00	4,600.00		100.0%		453.70
8110	Negaunee	Bethany	3,000.00	3,044.00		101.5%	575.00	587.50
8120	Negaunee	Immanuel	41,400.00 *	41,400.00		100.0%		4,172.00
8135	Palmer/Suomi	Community	3,360.00	3,600.00		107.1%		328.00
8150	Republic	Bethany	5,600.00 *	7,558.68		135.0%		50.00
8160	Skandia	Emanuel	8,400.00	8,400.00		100.0%		1,255.00
9001	Contributions	Miscellaneous	0.00	0.00	6,884.00	0.0%		970.00
9002	NMU Lutheran	Campus Ministry	0.00	0.00		0.0%		0.00
TOTALS			695,080.00	701,622.04	15,081.00	104.8%	11,526.71	139,359.21
(*) Reflects congregations making a Percentage Pledge								
2024 Pledged Amount - \$729,507 (Total Received - \$766,878.51)								
2024 Amount Received - \$766,878.51 (2025 Amount Received - \$728,229.75)								
2024 Percent Received - 105.1%								

GUIDELINES FOR MEMORIALS AND RESOLUTIONS

I. What is the difference between a memorial and a resolution?

Although both memorials and resolutions are requests by a synod for action, they are intended to address different issues, address different bodies, and are processed differently.

Memorials address broad policy issues and are passed by synod assemblies for consideration by the Churchwide Assembly. Only a Synod Assembly may address a memorial to the Churchwide Assembly. Synod councils are not authorized to adopt memorials.

Once a memorial has been adopted by your Synod Assembly, it is forwarded to the Office of the Secretary so it can be submitted to the Churchwide Assembly. One of the responsibilities of the Churchwide Assembly, in accordance with provision **12.21.c.** of the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America* (CBCR), is to “receive and consider proposals from synod assemblies.” Once received by the churchwide organization, memorials are referred to the Memorials Committee, which is appointed by the Church Council to review and make recommendations to the Churchwide Assembly, in accordance with bylaw **12.51.02.** (CBCR). The Memorials Committee meets in the year of a churchwide assembly after all synod assemblies are over.

Resolutions are requests from synods to the Church Council or units or offices of the churchwide organization. Either synod assemblies or synod councils may originate resolutions. As a practical matter, resolutions have a narrower focus than memorials because they are requests for consideration or action by the Church Council or by individual units or offices of the churchwide organization by way of the Church Council Executive Committee. Thus, for example, a request for the Church Council to recommend a parliamentary rule or some action by a unit of the churchwide organization would be the subject of a resolution, but a request to change an ELCA policy should be a memorial. Frequently, synod councils will pass resolutions between meetings of their Synod Assembly and forward them to the Church Council for consideration, or to the Church Council Executive Committee if the desired action involves referral to a unit or office of the churchwide organization.

II. Which body should be addressed by a memorial or a resolution?

Essentially, there are three avenues for synods to request action by the churchwide expression:

- 1) synod assemblies may address the Churchwide Assembly through memorials;
- 2) synod councils may address the ELCA Church Council through resolutions;
- 3) synod councils may address churchwide units or offices through resolutions sent to the ELCA Church Council’s Executive Committee (including forwarding resolutions adopted by synod assemblies).

A resolution and a memorial may *not* be combined in one action. In addition, a synod should not address both the Church Council and the Churchwide Assembly on the same subject.

The Office of the Secretary, with the concurrence of the Executive Committee of the Church Council, may decide whether a proposal that has been received is to be classified as a memorial or as a resolution. In these circumstances, the synod will be notified promptly of the re-classification.

It is important to note that resolutions and memorials may *not* direct the churchwide organization to take action because of the principle of interdependence of the three expressions of this church (churchwide organization, synods, and congregations). They are proposals *requesting* a specified action. Memorials may request that the Churchwide Assembly urge synods and congregations to do something the writers desire, but a memorial should not assume that the Churchwide Assembly can compel synods or congregations to do these things. Similarly, resolutions may request that the Church Council or units or offices of the churchwide expression take a desired action, but the principle of interdependence applies here, as well.

III. Drafting Memorials and Resolutions

Both memorials and resolutions are forms of main motions under *Robert's Rules of Order, Newly Revised* (12th ed.), Section 10.* A main motion is simply a motion that brings business before the assembly. It is the basic mechanism to present a matter to the assembly for possible action.

Resolutions and memorials frequently contain both “resolved” clauses and “whereas” clauses. “Resolved” clauses state the action to be taken by the assembly; “whereas” clauses constitute a preamble describing the reasons for the proposed action. “Whereas” clauses are not required; in fact, *Robert's Rules of Order, Newly Revised* (12th ed.), Section 10, page 98, discourages their use:

In general, the use of a preamble should be limited to cases where it provides little-known information without which the point or the merits of a resolution are likely to be poorly understood, where unusual importance is attached to making certain reasons for an action a matter of record, or the like.

If “whereas” clauses are used, there should be as few as necessary. They should be succinct and factual. They should not be argumentative. The Resolutions/Reference and Counsel Committee should ensure that any “whereas” clauses comply with *Robert's Rules of Order*.

The “resolved” clauses represent the actual motion being voted upon. “Resolved” clauses, if adopted, become the officially worded statement of an action taken by a legislative body and a request for further action by the churchwide organization or the Churchwide Assembly. This means that they should be concise, accurate, and complete. They also should be unambiguous and should state clearly the proposed action. Just as any main motion, “resolved” clauses should not employ offensive language that would be improper in debate.

Some resolutions and memorials should not be considered. Any resolution or memorial that conflicts with the governing documents of this church is an “improper motion.” As stated in *Robert's Rules of Order, Newly Revised* (12th ed.), Section 39, page 326:

Motions that conflict with the corporate charter, constitution, or bylaws of a society, or with the procedural rules prescribed by national, state, or local laws, are not in order, and if any motion of this kind is adopted, it is null and void.

Synod Councils are encouraged to work closely with the Resolutions/Reference and Counsel Committee to be certain that resolutions and memorials do not conflict with the governing documents of this church and that they meet the required criteria.

Memorials must always include a final “resolved” clause asking the Churchwide Assembly to act (or refrain from acting) in a particular way. Here is a sample final paragraph of a memorial from a Synod Assembly:

RESOLVED, that the _____ Synod Assembly memorialize the 2025 Churchwide Assembly of the Evangelical Lutheran Church in America to . . . [*clearly describe the proposed course of action*].

The final “resolved” clause of **resolutions** will differ depending upon whether they are intended for the attention of the Church Council or a churchwide unit or office. Here are sample final clauses for resolutions:

RESOLVED, that the _____ Synod Assembly direct the Synod Council to forward this resolution to the Church Council for consideration and possible action.

Or

RESOLVED, that the _____ Synod Assembly direct the Synod Council to forward this resolution to the Church Council's Executive Committee for referral and disposition to the appropriate unit or office of the churchwide organization in accordance with the bylaws and continuing resolutions of this church.

Or

RESOLVED, that the _____ Synod Council request the Church Council to . . . [*clearly describe the proposed course of action*].

Or

RESOLVED, that the _____ Synod Council request the Church Council's Executive Committee to . . . [*clearly describe the proposed course of action*].

*Provision †S7.32. in the Constitution for Synods states: “*Robert’s Rules of Order*, latest edition, shall govern parliamentary procedure of the Synod Assembly, unless otherwise ordered by the assembly.” A comparable bylaw **12.31.09.**, is in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*.

IV. Review and Processing of Draft Memorials and Resolutions

Synods generally provide that memorials and resolutions (as well as other main motions) be referred to a Resolutions Committee, which frequently is called a Reference and Counsel Committee. Regardless of its name, a conscientious and well-trained committee can screen proposed actions and thereby facilitate discussion of important issues and save valuable time at synod assemblies.

The scope of authority of the Resolutions/Reference and Counsel Committee varies, depending on the governing documents and rules of organization and procedure of the synod. In the simplest arrangement, the Resolutions/Reference and Counsel Committee only has the power to put memorials, resolutions, and main motions in the proper form, eliminate duplication where similar motions are offered, and ensure that all motions relating to a specific subject will be offered in logical sequence. In other cases, the synod’s rules may authorize the Resolutions/Reference and Counsel Committee to make substantive edits and alterations in memorials, resolutions, and main motions. In all cases, the committee must report all motions referred to it, although the committee can report motions without a recommendation.

If a synod so desires, its rules of organization and procedure or a continuing resolution can provide additional authority for the Resolutions/Reference and Counsel Committee. For example, a synod could provide that in reviewing proposed memorials, resolutions, and main motions, the Resolutions/Reference and Counsel Committee may edit, prepare an alternative memorial, resolution, or main motion, or consolidate into a single proposed action multiple memorials, resolutions, or main motions on the same or similar subjects. In these circumstances, the Resolutions/Reference and Counsel Committee should confer with the makers of the original memorial or resolution. In addition, whenever the Resolutions/Reference and Counsel Committee recommends an edited or alternative memorial, resolution, or motion, the report to the assembly should contain the original maker’s text.

Here is a sample provision authorizing editing by the Resolutions/Reference and Counsel Committee:

In reviewing proposed memorials, resolutions, and main motions, the Resolutions/Reference and Counsel Committee may edit, prepare an alternative memorial, resolution, or motion, or consolidate into a single proposed action multiple memorials, resolutions, or main motions on the same or similar subjects. Whenever the Resolutions/Reference and Counsel Committee recommends an edited or alternative memorial, resolution, or motion, the report to the assembly also shall contain the original maker’s text.

Regardless of the scope of editorial authority, a Resolutions/Reference and Counsel Committee should consider at least the following factors in evaluating memorials and resolutions:

- 1) Is the proposed memorial or resolution timely (i.e., was it submitted before the deadline)?
- 2) Is the proposed memorial or resolution consistent with the governing documents of this church?
- 3) Is the proposed memorial or resolution germane to issues on the agenda?
- 4) Does the proposed memorial or resolution address a priority, ministry, or concern of this synod and this church?
- 5) Is the proposed memorial or resolution clearly drafted?
- 6) Do the “resolved” clauses clearly define the proposed course of action?
- 7) If the proposed memorial or resolution contains “whereas” clauses, do they explain the proposed action and are they accurate and non-argumentative?
- 8) Does the proposed memorial or resolution have budgetary or human resource implications, and, if so, how will they be addressed?
- 9) Are the proposed actions feasible and appropriate for the Synod Assembly, Church Council, Churchwide Assembly, or the churchwide unit or office that will be addressed?

10) Are there other memorials or resolutions that address the same or similar issues?

Interdependence, as well as stewardship of resources, requires that care be taken to avoid resolutions and memorials whose effect would be to impose unreasonable financial demands on the churchwide organization, synods, or congregations. If a proposed resolution or memorial will impose an unfunded mandate if adopted, synod councils are requested to consider the proposed action before it is submitted to a Synod Assembly. Synods also are requested to advise their synod councils and synod assemblies that the churchwide organization may not be able to support requested resolutions or memorials for budgetary reasons and that, if adopted, such proposed actions may have adverse consequences on existing programs or ministries. As interdependent partners, it is important for synods and the churchwide organizations to work collaboratively. If questions exist regarding the potential implications of a proposed resolution or memorial, inquiries to the Office of the Secretary are encouraged.

The synod's rules of organization and procedure also should address how the Resolutions/Reference and Counsel Committee reports to the Synod Assembly and the status of its recommendations.

Here is a sample of a provision, based on the "Rules of Organization and Procedure for the Churchwide Assembly," that addresses the status of recommendations of the Resolutions/Reference and Counsel Committee:

The Resolutions/Reference and Counsel Committee shall report its recommendations on memorials, resolutions, and main motions to the Synod Assembly. Such recommendations do not require a second. When the Resolutions/Reference and Counsel Committee recommends approval, the committee's recommendation shall be the main motion before the assembly. When the Resolutions/Reference and Counsel Committee recommends the adoption of a substitute or alternative motion, the committee's recommendation shall be the main motion before the assembly. When the Resolutions/Reference and Counsel Committee recommends referral, the committee's recommendation shall become the main motion before the assembly. When the Resolutions/Reference and Counsel Committee recommends that the assembly decline a proposed memorial, resolution, or main motion, the recommendation shall be reported to the assembly. If the author or another voting member wishes to bring the declined proposed memorial, resolution, or main motion to the floor, he or she may move the matter, and it shall become the main motion before the assembly, and the committee's recommendation shall be received for information.

V. Submission of Resolutions and Memorials to the Churchwide Organization

For proper recording and disposition, synods must submit all resolutions and memorials in a timely manner to the secretary of this church (and not directly to churchwide units or offices). To report following the Synod Assembly any approved memorials, election of new officers and their term dates and contact info, amendments to your synod constitution, and other important Synod Assembly actions, use this online form: <http://bit.ly/sassembly21>. To report Synod Council resolutions, use this online form: <http://bit.ly/scactions21>. You may also report by sending the requested information and the text of memorials and resolutions to the attention of Dan Eppley, manager for official documentation (Dan.Eppley@elca.org). An acknowledgment will be sent upon receipt

NORTHERN GREAT LAKES SYNOD
EVANGELICAL LUTHERAN CHURCH IN AMERICA
PROPOSED RULES AND ORDER OF PROCEDURE
MAY 2026 SYNOD ASSEMBLY

1. *Robert's Rules of Order Latest Edition*, (12th 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 have the privilege of voice, and a specified number of those in attendance will be voting members. (See S7.22. for voting member assignment process based on date and time order of Assembly registration.)
 - 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 worshipping 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 they consider 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. Additional nominations may be made from the floor for all elections for which nominations are made by the Nominating Committee. (S9.03.)
3. 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.
4. 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.
5. 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.
6. 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 distribute it.

ELECTIONS COMMITTEE

The bishop shall appoint an Elections Committee consisting of five members. (S7.11.40.) In the case of a hybrid assembly by conference, there will be 9 members of the Election Committee, composed of one person from each conference plus the Chair of the Elections Committee.

- 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 (12th ed.) section 39:5, page 326.
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 “2026 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.

Report of the Synod Missioner

March 10, 2026

Sister Noreen Stevens

Synod Missioner serving with Synodically Authorized Ministers (SAMs)*, and Lifelong Faith Formation

to equip the saints for the work of ministry, for building up the body of Christ
Ephesians 4:12

Thank you for the opportunity to serve with you as we faithfully seek to equip the saints. In February, I marked my one-year anniversary as the administrator for three of the synod's intersecting programs – Synodically Licensed Ministers (SAMs), Lifelong Faith Formation (LLFF), and the Project Starling program through our partnership with the Lutheran School of Theology at Chicago (LSTC). The synod's focus on equipping the saints is clearly witnessed in these programs, especially as we see participants come together to build community and grow in knowledge and experience through educational opportunities.

In this last year, the advisory committees have worked to enhance the strong foundation of each program as they reviewed and set expectations, while also creating a diversity of opportunities to equip the saints. As I name the work the committees have provided in this last year, I shout out my thanks for the brainstorming, encouragement, shared experience, knowledge, wisdom, and time the teams have given in their faithful work in equipping the saints. Thank you!

I encourage you to read the Lay Ministry Advisory Committee Assembly Report, submitted by our chair, Rev. Dave Van Kley. There you will see the opportunities they have continued and initiated for connections, shared learning, and resources to enhance our lay leaders' and SAMs' ministry throughout this past year. You will also see that while the administrative tasks and planning are tended, prayers and connections happen regularly as our SAMs call on the Spirit's healing and sustaining presence each day, especially at times of transition.

We send with our prayer and thanks Andrew Hill, Trinity, Stambaugh, MI, and Larry Molloy, Bethany Lutheran Church of the Keweenaw, Mohawk, MI. We also welcome Linda Stoetzer, Trinity, Brevort, MI, Donna Ahlberg, Trinity, Iron River, MI, and Seminarian Robert Lake, Calvary, Rapid Rivers, MI.

The Lay Ministry Advisory Committee also worked closely with LSTC to bring Project Starling to our synod this past fall. Giving thanks for the full tuition grants from LSTC, we welcomed ten participants, literally from across the synod, to begin the two-year program. In September 2025, Bishop Katherine and I led the opening retreat at Christ the King in Escanaba. A special thanks to the congregation and SAM Sarah Sleeter for hosting us. As facilitator for the program, I work with our cohort in an administrative role and as monthly meeting coordinator.

“Courses over the two-years include Bible, theology, spiritual leadership, ministry skills – leadership, preaching, worship, and practical training in areas like church management, stewardship, leadership, and community engagement.” The participants' congregations and pastors are also asked to engage in the process as they offer contextual learning opportunities as we move through the different units of study.

The cohort includes:

Julie Beck	Gloria Dei, Hancock, MI	Rev. Brahm Semmler-Smith
Kristi Cocking	Sharon, Bessemer, MI	Rev. Brittany Barkus
Andrew Crow-Roberts	Immanuel, Negaunee, MI	Rev. Breanne Kinnunen
Nancy Heykes	Calvary, Minocqua, WI	Rev. Maxine Gray
Inga Johnson	Good Shepherd, Houghton, MI	Rev. Sarah Semmler-Smith
Walter Scanlon	Immanuel, Negaunee, MI	Rev. Breanne Kinnunen
Linda Stoetzer	St. James, Rudyard, MI	Rev. Elise Hynek
Paul Tuoriniemi	Bethany, Mohawk, MI	Rev. Peter Vorhes
Lynn Vanderschaegen	Zion, Ironwood, MI	Rev. Nicole Hanson-Lynn
Franklin Villanueva	Zion, Ironwood, MI	Rev. Nicole Hanson-Lynn

Intersecting with both programs are the diverse educational opportunities provided through our synod's Lifelong Faith Formation. As Deacon Lori Ward retired in February 2025, I moved into the administrative role. Giving thanks for the strong foundation that built up the program over the last five years, we celebrate that over 1000 participants have come together for faithful learning!



Please read the Lifelong Faith Formation Advisory Committee Assembly Report, submitted by the chair, Matthew Johnson, to see the breadth of classes offered this last year. There you will find the work the committee did to create sessions that provide tools, knowledge, and wisdom for our synod as we step faithfully into each day. A special thanks to the diversity of opportunities offered by our synod's leaders which provide a wonderful invitation to come together to grow in the gift of faith and understanding.

Throughout this year, my shouts of thanks and prayers for the faithful ministry of our SAMs, lay pulpit supply, committees, SAMs supervising pastors, and Project Starling cohort is daily. My thanks are great for the wise help and encouragement shared by Bishop Katherine, Pastor Sharolyn, Betsy, and Eva as I have learned synod practices and expectations, as well as celebrating with them the gift of serving together in equipping the saints for ministry.

Respectfully submitted – Sister Noreen Stevens

*Aligning our language with that of synods across the ELCA, we have begun using *Synodically Authorized Minister (SAM)* rather than Licensed Lay Minister. This name change does not alter the responsibilities or accountability of the lay leaders appointed/authorized by the synod for this ministry.



Changes to Clergy Compensation Guidelines

Please use the following link to view the full Clergy Compensation Guidelines for 2027: <https://nglsynod.org/dataarchive/ngls/2026/Assembly/NGLS%20Compensation%20Guide%202027.pdf?t=1776262286>

Summary of Changes

While this entire document changed in structure and format for this edition (2027), the following items are key changes in recommendations for 2027.

Annual Cost of Living Adjustment

The Synod provides congregations with a suggested percentage increase in the financial terms of call based on the increase in cost of living and other factors. For 2026, the cost-of-living percentage increase is 2.8%. With this in mind, an increase of 3% is reflected in the total of the cash salary chart.

Minimum Salary

This document establishes a minimum salary for first call pastors and recommended salaries based on years of experience. Please note that the increases to these salaries reflect the Cost-of-Living Adjustment (COLA). The recommended minimum for 2027 is \$50,760.

Parental/Family Leave

This document provides a suggestion of twelve (12) weeks parental/family leave. This change aligns the synod with the recommendation of the ELCA.

Report of Nominating Committee

Candidates presented for Election to Synod Secretary

Nancy Heykes is presented for a second term as Synod Secretary, to serve 2026-2030.

Biography:

Nancy Nelson Heykes moved to Hazelhurst, Wisconsin after retirement with husband Paul, a retired ELCA clergy, forming *On Point Consulting* to continue her *pro bono* law practice and consulting services for non-profits. She currently (2022-2026) serves as secretary of the Northern Great Lakes Synod of the ELCA and works frequently with congregation councils as chair of the synod's constitution committee.

Nancy's previous ELCA service has included East Central Synod of WI Vice President, Synod Council, Constitution Committee and Endowment Committee and the Crossways Camping Ministry Board and Development Committee. She is grateful to be an ESCW Lay School alum and now a Project Starling cohort member. She also served on the Wartburg Seminary Board and continues to serve on its Mission Advancement Committee. Nancy and Paul are members of Calvary Lutheran in Minocqua and help lead the congregation's two campground worship services every summer Sunday as well as work in many of the congregation's food ministries. They are both active in worship supply in the Headwaters Conference.

Nancy and Paul have two children: Ben, a special education elementary school teacher in Albuquerque, NM and Becca, who lives with her husband in Hoboken, NJ and is a shoe designer/maker. The family has gained five more "children" via hosting exchange students from Austria, Brazil, Germany, Russia and Indonesia.

Congregations Celebrating Milestone Anniversaries in 2026

*We give thanks to God for the ministries of all Northern Great Lakes Synod congregations,
and especially those recognizing these historical milestones:*

75 years

**Calvary Evangelical
Lutheran Church
Minocqua, Wisconsin**



100 years

**Calvary Lutheran Church
Quinnesec, Michigan**



125 years

**St. Paul Lutheran Church
Mass City, Michigan**



150 years

**Faith Lutheran Church
Calumet, Michigan
&
Bethany Lutheran Church
Mohawk, Michigan**



Resolutions 2026

Any Resolutions must be submitted to Bishop Finegan (kfinegan@nglsynod.org)
by Friday, May 15 at 8 am ET

#1: Rules and Order of Procedure

Submitted by 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 2026 Assembly.

Recommendation of the Synod Council: Adoption

#2: Agenda and Program

Submitted by 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 2026 Assembly.

Recommendation of the Synod Council: Adoption

#3: Amend Synod Bylaws

Submitted by Synod Council

WHEREAS the 2025 ELCA Churchwide Assembly adopted required and optional amendments to the Constitution for Synods; and

WHEREAS, Synod Council also initiated a subcommittee review of the Synod bylaws sections on committees for missing authorities and other inconsistencies and recommended updates to the bylaws and a new continuing resolution to more fully document the structure, membership and authorities of Synod committees, ministry teams and task forces; and

WHEREAS, all these amendments were discussed, edited and finally approved for recommendation to Synod Assembly at a special Synod Council meeting on November 4, 2025;

RESOLVED, that all of the amendments to the Northern Great Lakes Synod contained in the memorandum “Proposed Amendments to the Northern Great Lakes Synod Constitution to be voted upon at the May 2026 Synod Assembly” sent to all congregations and rostered persons on November 4, 2025 per †S18.13 (b) be adopted by the 2026 Synod Assembly.

Recommendation of the Synod Council: Adoption

#4: Compensation Guidelines for 2027

Submitted by the Synod Council

RESOLVED, that the document “Support of Ministry Partnerships” that includes Clergy Compensation Guidelines for 2027 as approved by the Synod Council hereby be adopted and recommended to this Synod’s congregations.

Recommendation of the Synod Council: Adoption

#5: Adoption of Amended 2026 Budget

Submitted by the Synod Council

RESOLVED, that the amended Fiscal Year 2026 budget in the amount of \$1,115,481 as printed in the Pre-Assembly Report be hereby adopted by the Northern Great Lakes Synod.

Recommendation of the Synod Council: Adoption

#6: Adoption of Proposed 2027 Budget

Submitted by the Synod Council

RESOLVED, that the proposed Fiscal Year 2027 budget in the amount of \$1,138,216 as printed in the Pre-Assembly Report be hereby adopted by the Northern Great Lakes Synod.

Recommendation of the Synod Council: Adoption

#7: Synod Council Election

Submitted by the Synod Nominating Committee

RESOLVED, that the following persons nominated by the Conferences be hereby elected to the Synod Council with terms expiring at the conclusion of the 2029 Synod Assembly.

Iron-Gogebic-Ontonagon Conference (1)	Rev. Brittany Barkus, Clergy
Headwaters Conference (3)	Adam Matyska, Lay
Four Rivers Conference (4)	Brianna Cotton, Lay
Superior Central Conference (8)	Dr. Katie Deaver, Lay

Recommendation of the Synod Council: Adoption

#8: Synod Council Election

Submitted by the Synod Council

RESOLVED, that Reese Breitholz be elected to Synod Council as an at-large Youth member with a term expiring at the conclusion of the 2028 Synod Assembly.