

2022 Northeastern Iowa Synod Assembly

June 10-11, 2022



"Better Together"

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Northeastern Iowa Synod Assembly

Schedule

Wartburg College, Waverly, Iowa

June 10-11, 2022

Theme: *Better Together*

FRIDAY, JUNE 10

6:00-8:00 pmRegistration*

7:00 pmWorship Service*
Orientation

8:00 pmHospitality/Entertainment

SATURDAY, JUNE 11

7:30-8:15 amBreakfast – overnight guests only

7:30 am-3:00 pm.....Registration*

8:30 amMorning Prayer*

9:00-10:30 am.....Plenary Session I*

10:45-11:45 am.....Workshops

10:30 am-2:30 pm.....Ministry Exhibits in Ballroom

11:45 am-1:15 pmLunch

1:30-2:30 pmWorkshops

2:45 pmPlenary Session II*

4:15-5:15 pmClosing Worship*

- Holy Communion (individual, self-serve wine/Communion wafer)
- Led by Jon Ailabouni, trumpeter, composer and educator
- Message by Rev. Robin Brown, ELCA Churchwide Representative

*Neumann Auditorium

Approved by the Synod Council, April 7, 2022

GENERAL ASSEMBLY INFORMATION

CHURCHWIDE REPRESENTATIVE

The Rev. Robin Brown, Program Director, congregational Generosity, ELCA, will bring greetings and a report from the churchwide organization.

WORKSHOPS

Workshops will be offered on Saturday morning and afternoon.

OFFERINGS

The Synod Assembly offering will support the H. George Anderson Fund for Leaders to provide scholarships for seminarians from the Northeastern Iowa Synod, and Lutheran Immigration and Refugee Service to support newly arrived refugees in America. Gift envelopes will be available at the synod assembly for checks. Donations can also be made online at neiasynod.org/give.

“WELCOME KITS”

A truck will be parked in front of Neumann Auditorium to accept “welcome kits” for Lutheran Services in Iowa to support refugee families from Afghanistan and other areas as they resettle in Iowa. LSI lists 10 different types of kits that can be assembled, with highest needs currently for the “Meal Prep” and “Welcome to Iowa” kits. The kits do not have to be complete; any individual items will be accepted and used, including gift cards to grocery stores, Walmart, and Target. To learn more about the kits, visit neiasynod.org/2022/03/refugees-need-our-help.

BUSINESS

Resolutions and elections. The Synod Assembly will elect synod council and committee members.

VOTING MEMBERS

Voting members to the assembly will be the following registered individuals:

1. All rostered individuals under call on the roster of the Synod.
2. The formula for congregational representation for the Synod Assembly follows:
 - The total lay delegation from any congregation be as nearly as possible 50% male and 50% female.
 - Two voting members elected by each congregation,
 - plus one youth voting member elected by each congregation (must be eligible to vote in their congregation),
 - plus an additional lay voting member for every 750 baptized members, i.e., 750=1 additional, 1500=2 additional, 2250=3, etc.
3. Members of the Synod Council.
4. All retired clergy on the roster of the synod shall elect 10% of their number to be voting members; all other retired clergy shall be advisory members with voice but not vote.
5. All rostered persons on leave from call for reasons of disability shall elect 10 percent of their number to be voting members. There shall be a minimum of one (1) such person provided both voice and vote.

VISITORS

Any interested person may register as a visitor to the Synod Assembly; visitors do not have voice or vote. Rostered persons not under call and retired clergy not elected to represent retired clergy are permitted voice but not vote.

ON-CAMPUS HOUSING

Housing will be assigned on a first-registered, first-assigned basis in college residence halls. All rooms are air conditioned. Most rooms are double occupancy and have single beds, none are bunks. Sheets, blanket, pillow, towel and washcloth are provided. Bathroom and shower facilities are shared but

designated as Men's or Women's. For your personal comfort, you may wish to bring an additional pillow or blanket. You will need to bring your own toiletries, such as soap and shampoo.

MEALS

Registration fees include the lunch on Saturday from 11:45 a.m. to 1:15 p.m. Breakfast on Saturday is only included for overnight guests.

ADDITIONAL INFORMATION

Questions concerning registration and campus facilities may be directed to the Northeastern Iowa Synod office, (319) 352-1414.

CONSTITUTIONAL PROVISIONS RELATING TO THE SYNOD ASSEMBLY

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

S7.23. The presiding bishop of the Evangelical Lutheran Church in America and such other official representatives of this church as may be designated from time to time by the Church Council shall also 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.

S7.23.01. Guests from other church bodies may be given seat and voice, but shall not vote at the Synod Assembly.

2022 Northeastern Iowa Synod Assembly

WORKSHOPS and MINISTRY EXHIBITS

Times and locations will be included in the registration information received at the assembly.

A CONGREGATION'S PATH TO CARBON NEUTRALITY

Presenter: Jim Fritz, Good Shepherd Lutheran, Decorah

Session I & II

Good Shepherd Lutheran has worked to lower their carbon footprint through replacement of aging HVAC systems. This presentation will show the process they used, the equipment that was selected, and future aspirations for a Net Zero use of grid energy.

ARE YOU CALLED TO BE A ROSTERED MINISTER IN THE ELCA?

Presenter: Rev. Margaret Yackel-Juleen, Candidacy Committee Chair

Session I

Do you see in yourself the gifts and call to serve as a rostered minister (deacon or pastor)? Have those around you encouraged you to become a pastor or deacon? Or have you seen gifts for ministry in someone else? Come for conversation about seminary and Candidacy to help with your own discernment, or to learn how to encourage others to explore rostered ministry.

CAMPUS MINISTRY: WHAT THE HECK FOR?

Presenters: Robin Kime, Campus Minister, UNI; and Rev. David Glenn-Burns, Director/Campus Minister Wesley Foundation, UNI

Session I & II

Based in part on teachings from the book *Campus Ministry: Empowering Congregations to Support Students at Colleges and Universities*, by Colleen Hallagan Preuninger, this workshop explores the needs of campus ministry in today's world and why it matters. We're sharing some of our #threehousetyle as we dig into big questions, meaningful conversations, and the importance of walking alongside students as they explore who they are and who they want to be.

ELCA WORLD HUNGER

Presenter: Rev. Robin Brown, director of Congregational Generosity, ELCA

Sessions I & II

The world around us is in constant change, but ELCA World Hunger continues partnerships in 60+ countries all around the world. Highlights include timely updates and priorities for this ministry in light of Eastern Europe conflict, COVID-19, and climate change. Stories, videos, online information, resources, action items and more will be shared. Expect great Q & A.

FAITH, SEXISM, AND JUSTICE: CALL TO ACTION

Presenter: Rev. Dr. Kristin J. Wendland, Assistant Professor of Religion, Warburg College

Session I & II

In 2019 the ELCA, in churchwide assembly, adopted the social statement "Faith, Sexism, and Justice: A Call to Action." In this workshop we will discuss why the statement was developed, the statement's content and theological framework, and the action that the statement calls us to. Dr. Wendland will share some resources for you to continue the conversation in your own congregation.

IOWA NICE? ... SAYS WHO?

Presenter: Lisa Nelson, Racial Justice Advocacy Network Member

Session I & II

Iowa consistently ranks among the “Worst Places for Black People to Live,” yet many of us proudly proclaim we are “Iowa Nice.” In this session, we will review the statistics that illustrate these disparities and share resources available to congregations to engage members in faithful conversations centered on racial justice. Participants will be encouraged to share stories of their efforts on behalf of racial justice along with ways the Racial Justice Advocacy Network can support pastors and congregations in this important work.

JAZZ, FAITH, AND WORSHIP

Presenter: Jon Ailabouni, trumpeter, composer and educator

Session II

From Congo Square in antebellum New Orleans to the music of Duke Ellington, Mary Lou Williams, and John Coltrane, jazz music has a long history of being explicitly tied to worship and spirituality. This workshop will explore how jazz carries meaning through sound and how the music offers a fresh perspective in worship and our faith lives.

MISSION GOALS (BUDGET) AND COMPENSATION GUIDELINES FOR 2023

**Presenters: Gary Lindgren, Synod Treasurer; Jan Glaspie, Synod Administration; and
Rev. Randy Baldwin, Compensation Committee Chair**

Session I

Review and discussion of the Proposed 2023 Mission Goals (Annual Synod Budget) and review and discussion of the salary and benefits for rostered ministers (pastors and deacons) in the Proposed 2023 Minimum Compensation Guidelines. Come with your questions.

PRAYER STATIONS: BE + LISTEN + RESPOND

Presenter: Kristin Sauerbrei, College/Young Adult Ministry Director

Session I & II

Come interact with a variety of prayer stations that will encourage you to take a deep breath, spend time with God, and respond to what He may be doing in your life.

SABBATICAL PANEL

Presenter: Rev. Steve Brackett, Assistant to the Bishop for Rostered Leadership & Panelists

Session II

A sabbatical is one of the most effective ways for a rostered minister and ministry site to develop and maintain a long-term relationship. In that sense, both the rostered minister as well as the congregation(s) benefit from a rostered minister's sabbatical. Come hear a panel discussion on the benefits of offering a sabbatical to pastors and deacons, and how to establish a sabbatical policy.

SMART GIVING FOR SENIORS - CREATING YOUR LEGACY

Presenter: Mike Klinefelter, regional gift planner, ELCA Foundation

Session I & II

Create your legacy and ensure the continuation of God's work in the world for years to come. The ELCA Foundation is here to help you make a gift that benefits the ELCA and its ministries, including your congregation, camp, university, synod, or churchwide ministry, such as ELCA World Hunger, or a favorite social service agency. There are many ways to give a charitable gift, and you can choose a tax-efficient one that is right for you and your family.

**WELCOMING THE STRANGER –
CONGREGATIONAL MINISTRY OPPORTUNITIES IN RESPONSE TO HUMAN MIGRATION
Presenter: Nick Wuertz, Lutheran Services in Iowa
Sessions I & II**

Human migration trends are on the rise globally. War and conflict are displacing more and more people each year. Migrants are making Iowa their home and there is a myriad of ways that congregations can live out their call to offer hospitality and welcome the stranger. Lutheran Services in Iowa (LSI), a social ministry partner of the NE Iowa Synod of the ELCA, is a leader in the state of Iowa in offering services and opportunities to immigrants resettling in Iowa. LSI will share an update on recent resettlement of Afghans in the state and anticipated needs for the resettlement of Ukrainians and other displaced populations in the state of Iowa in the months and years ahead. Participants are invited to join this session to learn more about what is happening, learn of ways that congregations can use their gifts to join in welcoming newcomers to Iowa communities, and share best-practices amongst session participants.

MINISTRY EXHIBITS

ELCA Campus Ministry

- ThreeHouse Collaborative, University of Northern Iowa

Camps

- EWALU Camp & Retreat Center

Northeastern Iowa Synod Networks

- Care for Creation Network
- Companion Synod-Hungary Network
- Companion Synod-Namibia Network
- Home Life Network
- Lutheran Men in Mission
- Lutheran Services in Iowa

REPORT OF THE PRESIDING BISHOP, ELCA



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

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

Dear siblings in Christ,

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

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

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

So, what can you do right now?

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

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

Grace and peace,

Let's Celebrate!

ZERO tuition-based debt for every Northeastern Iowa Seminarian for six years running!

2021-2022 Awards

\$72,836 Distributed

- \$45,100 Endowment Income
- \$27,736 Immediate Use

16 Seminarists Awarded

2021 Gifts

\$49,596 Donated

- \$41,204 Immediate Use
- \$8,392 Endowment

24 Gift Givers

- 8 Individual Households
- 16 Congregations

H. George Anderson Fund For Leaders

Impact Report 2021-2022

Gratitude

Thank you, Northeastern Iowa Synod!

For six years running, every seminary student from the Northeastern Iowa Synod received the help they needed to prepare to be pastors and deacons without debt from tuition!

This impressive track record of real support is thanks to the active and generous financial support of individual donors and congregations like you.

A special word of thanks to Pastor Mark Anderson for inspiring people to share their gifts as an act of faith and generosity!

Fund Description

The synod H. George Anderson Fund for Leaders consists of two parts: an endowment managed by the ELCA Churchwide Organization and an immediate-use account managed by the Northeastern Iowa Synod Office.

Income distribution from the endowment is awarded each spring for the academic year beginning that fall. All the funds in the immediate-use account are ready to award as needed throughout the year, this is especially helpful for those starting in the spring semester.

The H. George Anderson Fund for Leaders Scholarships are for the remaining need after all other financial aid is applied. \$72,836 was awarded for 2021-2022 using the endowment income and immediate-use funds!

\$249,966 was provided by scholarships and gifts from other sources (i.e. seminary, home congregation, ELCA Churchwide Fund for Leaders, etc.).



Northeastern Iowa Synod

Evangelical Lutheran Church in America

Average Expense

Average Tuition \$11,872
(includes part-time & TEEM)

Average Need \$4,802
What is left after all other scholarships are applied.

Looking Ahead 2022-2023

\$94,015 Ready to Award

- \$25,500 Endowment Income Distribution
- \$68,515 Immediate Use

26 Seminarians Enrolled

2022 Fundraising Goal:
\$50,000

May God continue to call gifted people to become pastors & deacons.

And may we continue to encourage and support those called with generous hearts & scholarships!

Students supported in 2021-2022

Thanks to the generous congregations and individual donors of the Northeastern Iowa Synod, these 16 seminarians received synod scholarships:

• Rebecca Baird	Wartburg Seminary
• Lillian Brondyke	Wartburg Seminary
• Evan DeBoer	Wartburg Seminary
• Noah Dodd	Wartburg Seminary
• Laurie Iudin-Nelson	Wartburg Seminary
• Hope Johnson	Luther Seminary
• Nicole Kiefer	Trinity Seminary
• Taylor King	Princeton/Trinity Seminary
• Craig Moss	Wartburg Seminary
• Albie Nicol	Trinity Seminary
• Lisa Robison	Wartburg Seminary
• Isaiah Stansbery	Wartburg Seminary
• Jackie Schilling	Wartburg Seminary
• Kathryn Thompson	Wartburg Seminary
• Dayna Weltzin	Wartburg Seminary
• Jeremy Wolfe	Wartburg Seminary

I want to continue to support the H. George Anderson Fund for Leaders Endowment, providing scholarships for seminarians from the Northeastern Iowa Synod, ELCA.

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ E-mail _____

Amount: \$_____ Please circle: *Immediate-Use* *Endowment* *Where-Needed*

MAIL YOUR CHECK TO:

Northeastern Iowa Synod – ELCA
PO Box 804
Waverly, IA 50677-0804



Click here to donate online www.neiasynod.org/give/h-george-anderson-fund-for-leaders/

All gifts are tax deductible to the full extent of the law.

THANK YOU!



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

With faith and finance at our core

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

MIF provides a range of investments for individuals, congregations and ministries. We put those investments to work to fund building and renovation loans for congregations and partner ministries, including social service agencies and outdoor camps.

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

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



MIF has a longstanding tradition of strength and stability. At year-end 2021, MIF had 820 loans outstanding, totaling \$575.4 million. Investment obligations totaled \$575.4 million. With total assets of \$822.0 million and net assets of \$226.4 million at year-end 2021, MIF maintains a capital ratio of 27.5 percent—positioning MIF in the top tier of well-capitalized church extension funds.

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

MIF at work in the Northeastern Iowa Synod (as of December 31, 2021):

- 2 Mission Investment Fund loans, with a balance of \$1,964,862
- \$10,549,556 in Mission Investment Fund investment obligations



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



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

Why MIF?

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

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

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

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

For more information about MIF capabilities, please visit our website, mif.elca.org or contact your Regional Manager the Rev. Richard Wehrs: 708-475-2169 richard.wehrs@elca.org



ELCA Federal Credit Union
Evangelical Lutheran Church in America

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

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



Why choose the ELCA Federal Credit Union?

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

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

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

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

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



ELCA Federal Credit Union
Evangelical Lutheran Church in America

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

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

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

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

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

1517 Media

Augsburg Fortress
Beaming Books
Broadleaf Books
Fortress Press
Sparkhouse

Ten Things to Know about 1517 Media Spring 2022

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

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

Benefit Stability in Uncertain Times

PORTICO®

Benefit Services | A Ministry of the ELCA

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

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

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



The Rev. Jeff Thiemann
President & CEO

Meeting the Need in 2021

869

Plays of New Portico Podcast

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

34%

Chose New Voluntary Benefit

Through our cost-saving vision care services provider.

643

Retired

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

7.3%

Annuity Payment Increase

Approved for ELCA annuitants in 2022.

2,564

Medical Visits via Text

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

8

Large Organizations Joined

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

2,880

Classes Completed in 2021

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

76%

More Accessed Financial Coaching

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

87.8%

Very Satisfied

With our Customer Care Center service.



Lutheran Immigration and Refugee Service

Siblings in Christ of the Northeastern Iowa Synod,

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

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

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

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

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

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

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

In peace,

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

Dr. Kristin Witte, Director of Outreach



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



Updates from the ELCA Foundation

Synod Assemblies 2022

The vision of the ELCA Foundation is to be a thriving ministry that develops a culture of intentional generosity and financial stewardship to expand the work of the ELCA. Our mission is to support and sustain ELCA ministries by enhancing gifting capacity and stewarding resources.

As a ministry of the ELCA, we serve individuals, congregations and worship communities; synods; the Churchwide Organization; and institutions, agencies and other related ELCA organizations.

The ELCA Foundation exists to

- Provide gift planning, administration and processing;
- Manage endowment funds and offer investment management services as an acknowledged fiduciary; and
- Engage individuals and organizations in thoughtful planning to pass on philanthropic values and support ministry passions.

In 2021, the ELCA Foundation the gift planning network walked alongside 169 donors/families in developing their gift plans, resulting in \$65.4 million in future planned gift commitments. Over \$12 million in these commitments will go to provide direct support to individual ELCA congregations. The network generated \$107.9 million in total gifts and investment assets. This includes new planned gift commitments, \$14.9 million in current gifts, including funded trusts, gift annuities and individual endowments, and \$57.2 million new assets invested in the Ministry Growth Fund (previously known as Fund A). Thank you for the opportunity to work in your synod, trusting your endowment dollars to the ELCA Foundation, and allowing us to work alongside your ministries.

The ELCA Foundation, and your regional gift planner, are here to support your ministry through shared expertise with endowments, gift acceptance policies and practices and planned giving. We also work with individual donors to ease the complexity of estate plans, planned gifts, trusts and non-cash gifts. Our services are free of charge to your congregation and its members. A local representative from our network of regional gift planners is available to work with you. Learn more about the ELCA Foundation by watching "[ELCA Foundation: Make a plan. Change the world](#)" or contact your regional gift planner to help your congregation grow its culture of giving today.

Contact your regional gift planner:

Mike Klinefelter
mike.klinefelter@elca.org
(402) 943-7272
[ELCA.org/Foundation](https://elca.org/Foundation)

REGION 5 REPORT



Region 5

Evangelical Lutheran Church in America

God's work. Our hands.

Report for 2022 Synod Assembly

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

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

As with all ministry settings, Region 5 ministries shifted in the past 2 years due to the global pandemic. Bishop and their staff have taken this opportunity to connect online across synods more frequently. In 2021 Region 5 gathered for a Bishops and Staff retreat, the first of its kind since 2019. With masks and testing protocols, your synod leaders cherished the time to collaborate, learn, and worship together. The past few years have had a record number of bishop elections in the Region, thus making the in person gathering that much more helpful to the ministry that each synod has in common.

The Region 5 steering committee continued a collaborative grants program established in 2020. Funds are awarded for innovative collaborations involving two or more synods in Region 5. Currently, Region 5 is supporting projects aimed diversity and inclusion. 1) Diversity and Inclusion series of events for adults. 2) Multi-Cultural Youth Leadership Academy. Both projects will involve all three synods in Illinois and Northern Great Lakes Synod in Wisconsin/U.P. of Michigan.

As candidacy and leadership manager for region 5, much of my work is spent working with synod candidacy committees. "Candidacy" is the term used to describe our process of forming and preparing people to serve as a pastor or deacon in the ELCA. Ministry also includes training for new candidacy staff and committees. In 2022 candidacy committee ongoing education will focus on diversity, equity, and inclusion.

You have a part in raising up, nurturing, and sending those whom God calls into service as pastor and deacon. To that end, I commend to you a resource, "Called to Lead", available online at www.elca.org/resources/candidacy. This discernment guide is for those who are wondering about ministry as a pastor or deacon. As a leader in your congregation, it is also a resource for you as a helpful conversation tool when talking with people you know who have gifts for ministry in the ELCA.

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

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

Rev. Ramie L. Bakken, Candidacy and Leadership Manager ramie.bakken@elca.org
Sue Dodd, Region 5 Archivist sdodd@wartburgseminary.edu

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

SYNODICAL LEADERSHIP



SYNOD OFFICERS

Rev. Kevin Jones, Bishop; Rev. Susan Friedrich, Secretary; Sydney Brinkman, Vice President; and Gary Lindgren, Treasurer.

SYNOD COUNCIL MEMBERS:

Rev. Randy Baldwin, Ryan DeBoer (LYO), Jeff Dralle, Linda Groe, Mike Jacobson, Carla Janssen, Anna Jetson, Ryan Robison, Rev. Kristen Rod, and Rev. Kristen Briner Wipperman.

SYNOD STAFF



Back Row, left to right: Jan Glaspie, Assistant to the Bishop for Synod Administration; Rev. Steve Brackett, Assistant to the Bishop for Rostered Leadership; and Rev. Kevin Jones, Bishop.

Front Row, left to right: Rev. Liz Albertson, Assistant to the Bishop for Shared Ministry; Marcia Hahn, Coordinator for Communications and Events; Kathy Liddle, Receptionist-Secretary; Alison Pettit, Administrative Assistant; and Michelle Van Riper, Bookkeeper.

SYNOD STAFF REPORTS

Annual Report to the Synod Assembly

Bishop Kevin Jones

Better Together

One of the joys I have discovered while serving as the Bishop of the Northeastern Iowa Synod, is the opportunity to thank congregations and pastors for their faithful ministry. I like to remind people that providing worship and education opportunities where the crucified and risen Christ is proclaimed regularly is an important ministry. I am also grateful for all the local ministries done by our congregations that directly benefit people in our communities, like food pantries, community kitchens, holiday meals, shelters, clothing closets, and so many more.

I also get the opportunity to thank them for their mission support (benevolence) and participation in Synod ministries. We serve the world better by joining together. We support campus ministries, Bible camps, seminaries, the Synod Women's Organization, LSI, raising up leaders through candidacy, providing educational opportunities for rostered and lay leaders, and supporting the work of our Synod Networks around youth, families, racial justice, hunger, care of creation, and more.

Being able to gather in person this year to celebrate our ministry and worship together is important. As we do more things online, we need to be intentional about the times and ways we meet in person. We strengthen the bonds of fellowship in person, in ways that are not possible online. Together, we are better.

It also dawned on me that *Better Together* can mean that we can become a better people, a better church, and a better synod together. The following are some ways I want to challenge us as we grow together into the future.

Cooperation: The days when congregations (and clergy) competed with one another must be left behind us. We can't keep comparing membership numbers, program attendance, building projects, or prestige of our pastors. The Spirit is leading us into a new day of cooperation where we are seeking ways to share resources and staff with other congregations and even other denominations.

Diversity: God created an amazingly complex and diverse universe. Our church should reflect that diversity as much as possible. We need to work at being together when we aren't the same age, gender, skin color, ethnicity, economic status, or political ideology. We need to do this for the sake of our communities, church, nation, and world.

Kindness: Everyone knows about Midwest *nice*. Being nice and being kind are not the same thing. Being nice is simply being socially polite. You can be nice to someone without caring about them at all. Kindness, on the other hand, has a dimension of caring for the well-being of another. We have all experienced the difference. We need to be leading the way in showing kindness to one another and everyone we meet.

Gathered into one by the power of the Holy Spirit, we are better together, and we can become better, together. Thanks be to God.

ANNUAL REPORT TO THE SYNOD ASSEMBLY

Rev. Steve Brackett, Assistant to the Bishop for Rostered Leadership

⁶Do not worry about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. ⁷And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus.

Philippians 4:6-7

It is so easy for us to worry and fret. I write this on the two-year anniversary of the pandemic lockdown. Russia is decimating Ukraine. Inflation is rising out of control, with fuel prices leading the way. Congregations in our synod are wondering if they will ever return to pre-pandemic worship numbers. Amid these difficult things, we have these encouraging words of Paul written to the church in Philippi. Paul was in prison at the time, and his future looked bleak. The Philippians were facing persecution and danger. Paul tells the Philippians, and us, that even though we face these difficulties, as Christians we know we can ask God for help in dealing with trouble and tragedy. God in Christ Jesus will grant us peace. The love of God can help us bear the many burdens of this life. As communities of Christ—as congregations, conferences, synod, and ELCA—we can bear these burdens together and help others find comfort by joining our caring communities.

We have been going through many transitions in the Synod Office over the past year. Through much prayer and hard work, we can give thanks to God that we are now fully staffed under the leadership of Bishop Kevin Jones. I have high hopes that this will allow me to focus more closely on my own areas of responsibility in order that I may be able to respond much more quickly to requests for assistance in my areas of responsibility as the Assistant to the Bishop for Rostered Leadership.

Call Process: In the aftermath of the pandemic, due to burnout many pastors began seeking new calls, took a break from ministry, or left the ministry all together. We currently have more open calls than at any other time in my tenure in the synod office. Unfortunately, the number of pastors seeking a call in our synod is far lower than pre-pandemic. This means that our calls are likely to remain open longer than is typical. Pastor Liz Albertson will be helping with call process as part of her duties, which I hope will allow us to be more responsive to the needs of our congregations and their call committees.

Candidacy: We continue to be blessed with many seminarians who have answered God's call to rostered ministry serving as a pastor or deacon. We currently have 26 students in seminary. Our Candidacy Committee works with these seminarians throughout the year to support them and guide them in their seminary journey.

First Call Theological Education: FCTE is a program to support new pastors and deacons who are in their first three years of ministry. Pastor Liz Albertson will now be responsible for the FCTE program.

S.A.F.E. Ministry Team: We have participated for more than a year in Safe Gatherings, an online boundaries training program that includes background checks and curriculum for seminarians, rostered ministers, church staff, and congregational volunteers who work with children and vulnerable adults. Our rostered ministers also take a clergy and ministerial ethics course through Safe Gatherings.

Compensation Committee: A resolution to approve the 2023 Minimum Compensation Guidelines will be put before the Assembly for consideration and approval.

Fall Conference Coordinating Committee: The Fall Theological Conference offers continuing education and fellowship for our pastors and deacons. Pastor Liz Albertson will now be responsible for the Fall Conference and the committee that plans the annual event.

Fund for Leaders Scholarship Committee: For the past seven years we have given scholarships to our seminarians to cover unmet tuition needs. As a result, none of our seminarians have had to take out a loan to cover tuition expenses. This spring, for the second year we awarded scholarships through our synod H. George Anderson Fund for Leaders Endowment. We will also continue to give non-endowed scholarships to our seminarians in the fall through our "Immediate Use Fund" to cover any unmet tuition needs. Pastor Liz Albertson will now be responsible for managing the awarding of these scholarships.

Men's Ministry: I have added the Men's Ministry Network to my portfolio of responsibilities. This network seeks to strengthen men's ministries in the congregations of our synod.

May God richly bless you and your ministries throughout the year!

In Christ's Service,

Pastor Steve Brackett

Assistant to the Bishop for Shared Ministries

2022 Report to Synod Assembly

"Just as a body, though one, has many parts, but all its many parts form one body, so it is with Christ"
1 Corinthians 12:12

Thank you for this call to serve with you as the assistant to the bishop for shared ministries! It is great to be part of such a collaborative, good humored, and deeply faithful team. Since beginning January 10, 2022, my focus has been in these areas:

- **Development/Stewardship: *collecting stories, saying thank you, inviting people into mission***

Thanks to new mentors, excellent colleagues, and your invitations to preach and lead workshops, I am beginning to get a picture of who we are as the Northeastern Iowa Synod: your personality, values, and ways of expressing God's love. You are generous, compassionate, resourceful, pragmatic, and playful!

One of my main roles is to collect and share your stories of ministry in a way that invites people to join in, share resources, and help the synod (all of us) thrive. Each one of us has a need to give and I get to connect people and congregations with opportunities to give within and beyond our synod.

Thank you for your personal and your congregation's faithful mission support for the synod! For the first time in six years mission support income held steady without decline. *Let's keep the momentum going!*

- **Day of Renewal, First Call Theological Education (FCTE), & Fall Theological: *creating space for shared learning & mutual encouragement***

The Spring Day of Renewal was March 31, hosted by Bethlehem Lutheran in Cedar Falls. Bishop Kevin Jones led a combined worship and program centered on Psalm 22, a poem of lament.

First Call Theological Education is our commitment to accompany and equip first call deacons and pastors through monthly colleague group, mentors, continuing education plans and an annual gathering (April 26, 2022, EWALU). Bishop Kevin was the keynote speaker leading a conversation on transitions.

Fall Theological for rostered leaders is October 17-18, 2022 in Dubuque. It will feature the Dare to Lead training focused on faithful and impactful leadership for today.

- **H George Anderson Fund for Leaders & Synod Endowment: *stewarding ministry and scholarship grants***

Please see separate reports on these. I am thankful for the faithful leadership before me that allowed for an easy transfer of information. Both the Fund for Leaders and Synod Endowment are in good shape.

- **Disaster Response, Home Life, Generosity, Hunger: *empowering networks for ministry***
Namibia and Hungry Companion Synod Networks: *fostering global relationships*

In these first months, I am reaching out to meet with network leaders to find ways to support and encourage them. Please see separate reports from network facilitators.

- **Accompanying Congregation – *work with shared ministry contracts, interims, Synodically Authorized Ministers (SAMs) and assist with call process.***

I am currently accompanying four congregations in call process, meeting with the interims monthly, and seeking ways to connect with our SAMs.

Respectfully submitted,

Liz Albertson
3.21.2022

Annual Report to the Synod

Jan Glaspie

Assistant to the Bishop for Synod Administration

The theme for the 2022 Northeastern Iowa synod assembly is *Better Together*. We will gather together at Wartburg College, Waverly, June 10-11, for business surrounded by word and sacrament. We ask you to be in prayer for the assembly during this time of preparation.

PROPOSED 2023 MISSION GOALS, page 111, have been approved by the Synod Council. We invite you to review the goals and bring any questions you may have to the Mission Goals workshop at the assembly or call the synod office at 319/352-1414.

Anticipated congregation support in 2023 is \$1,310,000. Projected mission support from individuals for 2023 is \$30,000. Synod support of churchwide ministries is 32% of congregation mission support. The on-going commitment of the synod to grow in mission support provided to churchwide ministries and our Regional Missions that include ELCA Colleges & University, Iowa Lutheran Campus Ministry, Lutheran Service in Iowa and ELCA Seminaries.

The proposed 2023 Mission Goals include compensation increases of 2-3% for synod staff. Staff clergy compensation includes base salary, housing, and social security offset. Portico medical and dental, disability and survivor, and retirement benefits are provided for all staff working 20 hours or more per week. In addition, a medical and dental expense reimbursement is provided. Continuing education of \$900 is provided for executive staff and \$400 for support staff based on 40 hours per week, pro-rated for part-time staff.

I started as Assistant to the Bishop for Synod Administration on March 1. The Bishop and staff have been so welcoming and have made my transition to the Synod Staff very easy. I appreciate their patience, guidance and support of me in this new role.

I am extremely thankful for the gifts of our caring and dedicated support staff. Thank you Marcia Hahn, Kathy Liddle and Alison Pettit. And also, to Carla Wubben who keeps our office clean and presentable.

ROSTER REPORT

March 1, 2021-February 28, 2022

Ordinations

Todd Burrichter 6/13/2021
Tyler Hoey 7/24/2021

Calmar, Calmar (Called to St. John, Nashua)
American, Jesup (Called to Grace, Tripoli)

Rostered Ministers Anniversaries – 2022

Ministers of Word and Sacrament:

65 Years

Paul Hougen

55 Years

Calvin Fick
James Mattson
Michael Sherer

50 Years

Harley Refsal
John Sorenson
Michael Last

45 Years

Bruce Hanson
Dennis Bauer
Gary Hatcher
Irving Sandberg
Jennifer Edinger
Joyce Sandberg

40 Years

Gary Heidt-Johnson
Kim Smith
Leo Combs-Lay
Thomas Jones

35 Years

David Coffin
David Burling
James Martin-Schramm
Jeffrey Jacobs
Kent Mechler
Linda Johnson Prestholt
Scot McCluskey
William Peters

30 Years

Darby Lawrence
Russell Leeper
Scott Duffus

25 Years

Norman Bauer

20 Years

Kristin Johnston Largen
Matthew Muters

10 Years

Brian Julin-McCleary
Charles Underwood
Katie Pals
Matthew Agee

5 Years

Anitia Nuetzman
Kyle Barton
Lynn Banderob

Ministers of Word and Service:

25 Years

Patricia Gjere
Wanda Lightfield

Transfers into Northeastern

Iowa Synod

Elizabeth Albertson 12/1/2020

Duane Miller 5/1/2021
Timothy Malek 7/19/2021
Joel Nye 9/1/2021
Sarah Nye 9/1/2021
Gloria Friedrich 10/1/2021
Francis Johnson 12/20/2021

Michael Wilker 1/18/2022
Maureen Howard 1/24/2022

From

Ark-OK

SE Iowa
SW Minnesota
SW Texas
SW Texas
SE Iowa
Eastern ND

Metro DC
SE Iowa

To

VP for Admissions & Student
Services, Wartburg Theological
Seminary, Dubuque
Interim, Zion, Waterloo
St. Petri, Story City
Cross Roads Parish, Osage
Cross Roads Parish, Osage
Interim, Faith, Shell Rock
Executive Director, Ewalu,
Strawberry Point
Senior, First, Decorah
Bethany, Iowa Falls

Transfers out of Northeastern Iowa Synod

Dawn Pederson	5/15/2021	St. Peter, Denver	SE Iowa
David Nerdig	6/10/2021	Retired	South Dakota
Kimberly Swenson	7/12/2021	On leave from call	East-Central Wisconsin
Megan Graves	8/2/2021	Interim, Grace, Tripoli	NW Minnesota
Lynn Bergren	9/29/2021	Retired	NW Wisconsin
Michael Stadie	9/29/2021	Retired	Metro Chicago
Stacey Nalean-Carlson	10/15/21	Glenwood & Canoe Ridge, Decorah	NW Wisconsin
Arthur Bergren	11/15/2021	St. Paul, Waverly	NW Wisconsin
Hillary Burns-Kite	12/5/2021	St. Peter, Garnavillo Peace, Clayton	La Crosse Area
Brian Beckstrom	1/17/2022	Dean of Spiritual Life & Moehlman Chaplaincy Chair, Wartburg College, Waverly	Indiana-Kentucky
Darby Lawrence	1/28/2022	Interim, Bethany Iowa Falls	SW Minnesota

New Calls within the Northeastern Iowa Synod

David Werges	6/1/2021	Cross Roads Parish, Osage	Hesper & Burr Oak, Decorah
Anita Nuetzman	7/1/2021	On leave from call	Visitation, St. John, Charles City
Scot McCluskey	7/25/2021	Interim, St. Petri, Story City	Interim, St. Peter, Denver
Melissa Bills	8/23/2021	First, Decorah	Campus Pastor, Luther College, Decorah
Kevin Jones	9/1/2021	Trinity, Mason City	Bishop
Elizabeth Olson	10/4/2021	St. Timothy, Hudson	St. John (Bennington), Waterloo
Matthew Muters	11/1/2021	Our Saviors, Mason City	Zion, Dysart
Mark Anderson	11/15/2021	On leave from call	Interim, St. Paul, Waverly
Stephen Brackett	11/20/2021	Assistant to the Bishop, NE Iowa Synod	Assistant to the Bishop for Rostered Leadership, NE Iowa Synod
Nicole Woodley	1/3/2022	On leave from call	Chaplain, Ewing Funeral Homes, Britt, Kanawha, Clarion, Belmond, Dows
Elizabeth Albertson	1/10/2022	Wartburg Theological Seminary, Dubuque	Assistant to the Bishop for Shared Ministry, NE Iowa Synod
Adam Starrett	2/15/2022	Interim, Bethesda, Jewell	Interim, Glenwood & Canoe Ridge, Decorah

**On Leave from Call/
Study/Family**

Clark Baldwin	9/1/2021
Mark Anderson	11/1/2021
Nicole Woodley	11/15/2021
Derek Rosenstiel	11/29/2021
Susan Friedrich	2/1/2022
Duane Miller	2/1/2022

Last Call

One in Faith, Arlington
Assistant to the Bishop, NE Iowa Synod
First, Clarion
St. Peter, Dubuque
Bethany, Elkader & Emanuel, Strawberry Point
Interim, Zion, West Union

Retirements

Kurt Hansen	4/1/2021	Disability
Jeffrey Blank	4/15/2021	Trinity, Waterloo
Thomas Martin	6/1/2021	Bethany & Elk Creek, Kensett
Kim Smith	6/1/2021	Faith, Shell Rock
Michael Stadie	8/1/2021	On leave from call
James Martin-Schramm	9/1/2021	Luther College
Lance Kittleson	11/7/2021	Deer Creek, Carpenter & St. Peter, Toeterville
Gloria Friedrich	12/1/2021	Interim, Faith, Shell Rock
Dennis Hanson	1/1/2022	Nazareth, Cedar Falls

Deaths

Laura Krueger	8/30/2018	Retired deacon
Vera Poppen	5/18/2021	Retired deacon
Phillip Olson	7/21/2021	Retired
Jeffrey Blank	1/11/2022	Retired
Edwin Schick	2/9/2022	Retired

Congregational Anniversaries – 2022**170 Years**

Madison, Ridgeway

165 Years

St. Petri, Story City

155 Years

St. John American, Cedar Falls
Our Savior's, Lansing
Immanuel (Crane Creek), Alta Vista

150 Years

Trinity, Belmond
St. John, Charles City
St. Peter, Greene
Trinity, New Hampton
St. Paul, Waverly

145 Years

Deer Creek, Carpenter

140 Years

Immanuel, Cresco

135 Years

Bethesda, Jewell
Zion, Alta Vista

130 Years

St. Ansgar, Waterloo
St. Paul (Maple Leaf), Elma
St. John, Frederika

125 Years

Bethlehem, Cedar Falls
St. Peter, Garnavillo
Hope (Littleport), Elkader

120 Years

St. Peter, Denver
Nazareth, Coulter
St. Peter, Oran

115 Years

St. Matthew, Dubuque

105 Years

Bethany, Iowa Falls
Our Savior, Radcliffe

100 Years

Bethlehem, Manly

85 Years

First, Clarion

65 Years

Luther College Congregation,
Decorah

60 Years

St. Paul, Mason City

2021 CONGREGATIONAL REPORT SUMMARY – PAGE 1

ID#	Congregation	Baptized Members '21 (Line 4)	Confirmed Members '21 (Line 5)	2021 Avg. Attendance (Line 8a)	Mission Support '21 (Thru Synod)	% Mission Support	Designated Giving '21 (Lines 23e-h)	Total Contributions MS/Synod/Desig
02401	Cedar Falls, Bethlehem	303			\$31,495	10.03%	\$26,500	\$57,995
02402	Cedar Falls, Fredsville	325	321	41	\$5,000	2.16%	\$20,869	\$25,869
02403	Cedar Falls, St. Paul	no report						\$0
02411	Elkader, Zion (Clayton Center)	40		12	\$400	no financials		\$400
02413	Garnavillo, St. Paul	300	295	45	\$4,100	3.87%	\$0	\$4,100
02414	Guttenberg, St. Paul	85		15	\$3,404	13.44%	\$0	\$3,404
02415	Hampton, St. John's	37		12	\$2,000	7.42%	\$0	\$2,000
02417	Iowa Falls, Bethany	469		80	\$10,104	5.99%	\$1,500	\$11,604
02418	Manly, Bethlehem	286	254	49	\$7,223	6.34%	\$333	\$7,556
02420	Mason City, St. Paul	92	82	35	\$4,800	7.66%	\$0	\$4,800
02423	Postville, St. Paul	1,039		101	\$14,264	6.66%	\$20,977	\$35,241
02425	Waterloo, St. Ansgar	207		39	\$3,850	4.18%	\$250	\$4,100
02426	Wellsburg, St. Paul	102	102	38	\$4,300	6.88%	\$252	\$4,552
10828	Allison, St. James	509	496	65	\$13,724	8.96%	\$2,500	\$16,224
10830	Alta Vista, Zion	117		13	\$1,800	11.45%	\$0	\$1,800
10839	Arlington, St. John	358	324	29	\$4,000	5.50%	\$1,238	\$5,238
10850	Belmond, St. Olaf	48	48	19	\$1,417	4.25%	\$357	\$1,774
10851	Belmond, Trinity	483	416	71	\$17,241	10.39%	\$1,700	\$18,941
10862	Decorah, Burr Oak	735	724	58	\$3,300	3.99%	\$10,200	\$13,500
10866	Calmar, Calmar	341		60	\$4,241	4.44%	\$5,727	\$9,968
10868	Carpenter, Deer Creek	180	150	55	\$3,000	3.27%	\$750	\$3,750
10869	Castalia, Zion	406		42	\$2,500	3.42%	\$1,092	\$3,592
10870	Cedar Falls, St. John Am.	1,186	868	177	\$17,500	2.98%	\$17,145	\$34,645
10871	Cedar Falls, Nazareth	3,282	2,555	517	\$28,500	1.16%	\$17,100	\$45,600
10875	Charles City, Messiah	no report						\$0
10876	Charles City, St. John	896	621	106	\$26,603	6.99%	\$19,485	\$46,088
10878	Clarion, First	no report						\$0
10879	Clarksville, St. John	262	230	66	\$4,140	3.32%	\$1,890	\$6,030
10880	Garnavillo, Peace (Clayton)	14		12	\$0	0.00%	\$0	\$0
10882	Clermont, East Clermont	no report						\$0

2021 CONGREGATIONAL REPORT SUMMARY — PAGE 2

ID#	Congregation	Baptized Members '21 (Line 4)	Confirmed Members '21 (Line 5)	2021 Avg. Attendance (Line 8a)	Mission Support '21 (Thru Synod)	% Mission Support	Designated Giving '21 (Lines 23e-h)	Total Contributions MS/Synod/Design
10883	Clermont, West Clermont	546	384	47	\$1,800	1.69%	\$1,800	\$3,600
10895	Cresco, First	590		61	\$4,000	2.26%	\$2,214	\$6,214
10896	Cresco, Immanuel	490	490	40	\$18,644	8.50%	\$6,114	\$24,758
10897	Ridgeway, Orleans	71	71	24	\$250	0.59%	\$200	\$450
10904	Decorah, Big Canoe	no report						\$0
10905	Decorah, Canoe Ridge	152		23		no financials		\$0
10906	Decorah, Decorah	2,033	1,627	173	\$11,000	2.49%	\$20,642	\$31,642
10907	Decorah, First	657		90	\$68,379	12.06%	\$72,400	\$140,779
10908	Decorah, Glenwood	385	344		\$8,000	8.67%	\$6,250	\$14,250
10909	Decorah, Good Shepherd	328	328	75	\$33,000	10.86%	\$25,422	\$58,422
10910	Decorah, Hauge	36	33	17	\$500	2.63%	\$2,139	\$2,639
10911	Decorah, Highland	no report						\$0
10912	Decorah, Luther College	8	8	30	\$2,000		\$1,000	\$3,000
10913	Decorah, St. John's	no report						\$0
10914	Decorah, Springfield	137	88	28	\$1,500	3.66%	\$400	\$1,900
10915	Decorah, Washington Prairie	no report						\$0
10917	Denver, St. John (Maxfield)	no report						\$0
10918	Denver, St. Peter	682		84	\$17,764	10.00%	\$14,210	\$31,974
10929	Dows, First	210	168	46	\$3,222	4.07%	\$3,006	\$6,228
10931	Dubuque, Holy Trinity	950		60	\$35,607	8.04%	\$700	\$36,307
10932	Dubuque, St. John's	148	93	30	\$6,300	4.60%	\$3,500	\$9,800
10933	Dubuque, St. Matthew	215	202	53	\$2,000	2.37%	\$347	\$2,347
10934	Balltown, St. Paul	13	13	8	\$0	0.00%	\$0	\$0
10935	Dubuque, St. Peter	784	598	110	\$24,754	7.67%	\$1,652	\$26,406
10937	Dundee, St. John	82	80	21	\$2,300	5.66%	\$2,073	\$4,373
10938	Dysart, Zion	647	512	100	\$11,260	5.67%	\$2,000	\$13,260
10942	Eldorado, St. Peter	436	400	50	\$4,200	4.97%	\$1,331	\$5,531
10943	Elgin, Elgin	241	192	25	\$2,500	4.17%	\$1,800	\$4,300
10944	Elkader, Bethany	210	210	24	3,344	4.79%	\$2,641	\$5,985
10945	Elgin, Highland	65	47	8	\$0	0.00%	\$0	\$0

2021 CONGREGATIONAL REPORT SUMMARY — PAGE 3

ID#	Congregation	Baptized Members '21 (Line 4)	Confirmed Members '21 (Line 5)	2021 Avg. Attendance (Line 8a)	Mission Support '21 (Thru Synod)	% Mission Support	Designated Giving '21 (Lines 23e-h)	Total Contributions MS/Synod/Desig
10950	Elma, St. Paul (Maple Leaf)	271	183	65	\$5,000	9.79%	\$675	\$5,675
10958	Farmersburg, St. John	no report						\$0
10965	Frederika, St. John	no report						\$0
10967	Garnavillo, St. Peter	181	142	29	\$14,000	9.81%	\$5,275	\$19,275
10977	Greene, St. Peter	756	645	76	\$14,883	6.24%	\$10,224	\$25,107
10980	Grundy Center, American	344		47	\$15,000	12.36%	\$450	\$15,450
10981	Guttenberg, St. John's Am.	540	334	150	\$15,000	8.29%	\$16,654	\$31,654
10983	Hampton, St. Paul	298	267	58	\$18,715	9.38%	\$10,444	\$29,159
10984	Hanlontown, Grace	188	133	29	\$5,000	6.66%	\$1,451	\$6,451
10987	Hawkeye, Trinity	358		33	\$2,400	2.58%	\$1,800	\$4,200
10989	Decorah, Hesper	379	379	28	\$2,000	4.28%	\$2,780	\$4,780
10993	Hudson, St. Timothy	246	173	43	\$15,000	7.90%	\$1,262	\$16,262
11000	Independence, Immanuel	734	559	100	\$31,682	9.76%	\$7,100	\$38,782
11010	Janesville, Messiah	148	113	35	\$3,000	7.62%	\$0	\$3,000
11011	Jesup, American	406	285	24	\$12,099	9.57%	\$7,644	\$19,743
11012	Jewell, Bethesda	575	450	62	\$8,095	4.37%	\$1,050	\$9,145
11014	Joice, Bethany	193	132	27	\$1,071	1.71%	\$200	\$1,271
11019	Kensett, Bethany	no report						\$0
11020	Kensett, Elk Creek	no report						\$0
11022	Lake Mills, Salem	1307	1076	77	\$19,759	7.21%	\$0	\$19,759
11024	Lake Mills, Winnebago	473	313	65	\$8,924	5.61%	\$2,000	\$10,924
11028	Lansing, Our Savior's	no report						\$0
11029	La Porte City, American	597	435	54	\$11,000	6.84%	\$1,000	\$12,000
11030	La Porte City, Zion (Jubilee)	502	191	50	\$4,800	4.53%	\$13,983	\$18,783
11032	Leland, Our Savior	137	113	20	\$1,500	3.15%	\$475	\$1,975
11036	Lime Springs, St. Paul	184	128	37	\$9,636	10.17%	\$41,250	\$50,886
11038	Elkader, Hope (Littleport)	149	124	22	\$2,700	6.55%	\$832	\$3,532
11040	Luana, St. John	322		33	\$1,497	2.35%	\$0	\$1,497
11046	Marble Rock, St. Paul	72	61	14	\$832	3.62%	\$0	\$832
11052	Mason City, Our Saviour's	136	133	25	\$3,268	4.49%	\$0	\$3,268

2021 CONGREGATIONAL REPORT SUMMARY — PAGE 4

ID#	Congregation	Baptized Members '21 (Line 4)	Confirmed Members '21 (Line 5)	2021 Avg. Attendance (Line 8a)	Mission Support '21 (Thru Synod)	% Mission Support	Designated Giving '21 (Lines 23e-h)	Total Contributions MS/Synod/Desig
11053	Mason City, St. James	no report						\$0
11054	Mason City, Trinity	3,189	2,166	392	\$125,452	9.45%	\$8,600	\$134,052
11055	Maynard, St. Paul	no report						\$0
11057	McGregor, First	169	169	35	\$1,800	3.84%	\$500	\$2,300
11063	Garner, Faith (Miller)	122		30	\$3,052	5.23%	\$5,684	\$8,736
11065	Mitchell, Faith	126		12	\$3,000	18.00%	\$325	\$3,325
11066	Osage, St. John (Rock Twp.)	171	137	23	\$1,290	1.97%	\$6,650	\$7,940
11067	Monona, St. Paul	517	395	77	\$2,329	1.47%	\$8,201	\$10,530
11075	Nashua, St. John	632	280	97	\$11,100	7.74%	\$0	\$11,100
11077	New Hampton, Trinity	1,491	853	95	\$14,691	4.78%	\$4,232	\$18,923
11078	Nora Springs, St. Luke	no report						\$0
11081	Northwood, First	953		85	\$0	0.00%	\$4,432	\$4,432
11082	Northwood, Silver Lake	215	178	20	\$2,000	2.82%	\$0	\$2,000
11085	Oelwein, Zion	416	390	86	\$6,500	3.05%	\$1,250	\$7,750
11088	Oran, St. Peter	198	148	28	\$3,000	4.90%	\$100	\$3,100
11089	Osage, Our Savior's	1,667	1,448	184	\$47,059	10.63%	\$300	\$47,359
11090	Osage, Rock Creek	no report						\$0
11092	Ossian, Ossian	396		31	\$500	0.63%	\$0	\$500
11093	Ossian, Stavanger	182	172	42		no financials		\$0
11116	Ridgeway, Madison	68	68	34	\$1,500	3.06%	\$0	\$1,500
11117	Ridgeway, Peace	128	128	23	\$1,200	2.78%	\$0	\$1,200
11119	Rockford, Zion	328	255	23	\$10,200	9.04%	\$650	\$10,850
11122	Rockwell, St. Peter	315		75	\$10,275	6.76%	\$0	\$10,275
11124	Roland, Bergen	381		136	\$6,118	3.93%	\$4,500	\$10,618
11130	Ryan, Peace	201		30	\$12,000	12.22%	\$17,450	\$29,450
11137	Scarville, Immanuel	177	126	18	\$1,010	1.79%	\$0	\$1,010
11140	Sheffield, Zion St. John	528	427	51	\$4,000	2.13%	\$8,260	\$12,260
11143	Shell Rock, Faith	764	583	69	\$16,100	6.68%	\$0	\$16,100
11158	Stanhope, Our Savior's	no report						\$0
11160	Waucoma, St. John (Stapleton)	244	179	25	\$3,500	9.94%	\$0	\$3,500

2021 CONGREGATIONAL REPORT SUMMARY — PAGE 5

ID#	Congregation	Baptized Members '21 (Line 4)	Confirmed Members '21 (Line 5)	2021 Avg. Attendance (Line 8a)	Mission Support '21 (Thru Synod)	% Mission Support	Designated Giving '21 (Lines 23e-h)	Total Contributions MS/Synod/Desig
11165	Story City, St. Petri	267	210	64	\$7,900	3.54%	\$3,541	\$11,441
11166	Strawberry Point, Emanuel	440	440	36	\$1,889	3.40%	\$3,038	\$4,927
11167	Strawberry Point, St. Sebald	no report						\$0
11168	Sumner, St. John (Buck Creek)	180	139	30	\$4,000	5.77%	\$2,500	\$6,500
11169	Sumner, St. John	869	685	154	\$12,000	5.50%	\$14,010	\$26,010
11170	Sumner, St. Peter (Richfield)	144		24	\$6,800	12.29%	\$1,626	\$8,426
11176	Thornston, St. Paul	42		19	\$2,100	5.73%	\$4,710	\$6,810
11179	Toeterville, St. Peter	no report						\$0
11182	Tripoli, Grace	363	309	55	\$10,000	6.91%	\$0	\$10,000
11183	Tripoli, St. John (Crane Creek)	228	182	50	\$1,200	2.17%	\$3,200	\$4,400
11187	Volga, St. Paul	131	95	15	\$2,093	7.40%	\$1,700	\$3,793
11189	Washburn, Redeemer	31	31	12	\$2,000	5.35%	\$250	\$2,250
11192	Waterloo, Good Shepherd	67	67	24	\$1,800	3.10%	\$362	\$2,162
11194	Waterloo, Our Savior's	445	445	36	\$6,101	5.02%	\$4,200	\$10,301
11196	Waterloo, St. John (Bennington)	414	265	48	\$8,100	8.05%	\$0	\$8,100
11197	Waterloo, Trinity	332	332	38	\$1,200	1.40%	\$0	\$1,200
11198	Waterloo, Zion	835	625	45	\$8,207	4.42%	\$5,620	\$13,827
11202	Waukon, St. John's	667		90	\$15,000	6.79%	\$8,000	\$23,000
11203	Waverly, Redeemer	673	592	132	\$65,134	14.94%	\$14,190	\$79,324
11204	Waverly, St. Paul's	2,117	1,355	225	\$91,019	9.52%	\$8,900	\$99,919
11211	West Union, Zion	no report						\$0
11732	Chester, United	no report						\$0
16004	Lawler, Immanuel (Crane Creek)	222		30	\$2,140	9.71%	\$0	\$2,140
16095	Clear Lake, Galilean	192	192	35	\$1,200	1.19%	\$500	\$1,700
16127	Asbury, Lord of Life	447	279	50	\$1,706	0.73%	\$1,706	\$3,412
30986	Parkersburg, Peace (SAWC)	no report						\$0
	TOTALS	54,398	34,088		\$1,247,356		\$597,442	\$1,844,798

Northeastern Iowa Synod Vice-President's Report

"So if anyone is in Christ, there is a new creation: everything old has passed away; see, everything has become new!" 2 Corinthians 5.17

A few years ago panic struck our social communities and congregations. We have all dealt with a new reality as the years moved on. We looked for God in every place and found our promise in 2 Corinthians.

Here there is the Promise that Christ gives us-it means that we *are* changed and that we are *being* changed. We are challenged by this promise. Our call is being made new in this synod and in the church.

Each year as the synod vice-president I've tried to highlight the exceptional ministries of the past year in the synod. This year WE are all exceptional in the work that was carried forward and the new ideas that came to light. It's hard work and the old may have seen better days but wait, just wait, for the new!

The Synod council of today and in recent years past have come together to be challenged, transformed and called in new ways to carry the mission of Christ's church. As your Synod Vice-President I can truly say this synod is on the path to a dramatic shift, or renewal, of the synod. It's a GOOD thing!

There is noticeable joy and celebration in the "new" and yet there can be anxiety and depression to change and reform. Yet YOU are a member of this synod and it is up to YOU to talk with one another, listen to your peers and be a part of change. Be open to the new possibilities to renew the synod and the church.

Thank you for the honor of being the vice-president in one of the greatest synods in the church. I hold the people dear and close to my heart and I will continue to be with you yet perhaps in a different way. My life is transforming as well and I think I need to listen.

I implore you to think, and ACT, about how you can be a part of the revival and renewing of the Spirit.

Syd Brinkman
NEIA Synod Vice-President

The Northeastern Iowa Synod Endowment

The Northeastern Iowa Synod Endowment was established in 1996 and is primarily funded by the estate of Edwin S. and Mary Evens Joehnk. The income distribution from the corpus is designated to benefit "old people's homes and children's homes" supported by the synod.

- \$1,820,174 Endowment Value as of December 31, 2021
- \$59,987 Income Distribution from 2021 for 2022 grant awards

2022-2023 Grant Cycle (*grant requests for 2023 may be for up to \$4500*).

1. **Application Window Open** Fall 2022 (deadline December 31, 2022).
2. **Review & Recommendations.** January/February 2023, the Synod Endowment Committee reviews applications and makes a recommendation for the Synod Council.
3. **Synod Council Approves Income Distribution to Grants.** March 2023.
4. **Grants Distributed.** March/April 2023.

2022 Endowment Fund Grants

Grant Amount	Organization	City	Description
\$4,500.00	Aase Hagen Homes	Decorah	CNA Training
\$4,500.00	Bartels Lutheran Retirement	Waverly	Manikin for training
\$4,500.00	Bethany Life Communities	Story City	Seminars, Webinars, Speakers
\$4,500.00	Faith Lutheran Home	Osage	Smart TV & CD player, animatronic cat
\$4,500.00	Good Samaritan Society	Postville	Bibles, Chaplain Services
\$4,500.00	Good Samaritan Society	St. Ansgar	Staff training, updates & repairs of facility
\$4,500.00	Good Samaritan Society	Waukon	Montessori Program One to One Program
\$4,500.00	Good Shepherd, Inc	Mason City	CNA & Advanced Dementia Training
\$4,500.00	Luther Manor Home	Dubuque	Musician, Administrator Training
\$1,763.00	Lutheran Retirement Home	Northwood	Smart TV & Patio Furniture.
\$4,500.00	LSI: Bremwood Campus	Waverly	Bibles, Devotionals, Supplies, Copyright, Continuing Education
\$4,500.00	Lutheran Home for the Aged	Strawberry Point	Dementia, conflict resolutions, & time management training, cell phone
\$51,263.00	Grand Total		

The endowment investment committee met on February 10, 2022. Members are:
 Pr. Anita Neutzman Gary Lindgren Pr. Tom Jones
 David Engelbrecht Russell Curtis

NE Iowa Synod Council Approved the grant distributions 3/19/2022.

Report Submitted by Pr. Liz Albertson, Assistant to the Bishop

2022 Annual Candidacy Committee Report Northeastern Iowa Synod

"I, the Lord of wind and flame,
I will tend the poor and lame.
I will set a feast for them.
My hand will save.
Finest bread I will provide
till their hearts be satisfied.
I will give my life to them.
Whom shall I send?"
Here I am, Lord. Is it I, Lord?
I have heard you calling in the night.
I will go Lord, if you lead me.
I will hold your people in my heart.
"Here I Am, Lord" Text and Music by Daniel Schutte©1981 OCP Publications, Inc.

It's been an extraordinary couple of years in our world and it follows, in the church as well. Through these years of zoom meetings and hybrid zoom and in-person meetings, the Candidacy Committee of the Northeast Iowa Synod has continued to walk alongside those individuals who feel called to serve the Church as ministers of word and sacrament as well as ministers of word and service.

Our Synod currently has 31 candidates at various stages (pre-entrance to approval) in the candidacy process. In 2021 we had 6 graduates from seminary all of whom are in a call. This year we will have 4 graduates. Each candidate is matched with a committee member as their "relator" who keeps regular contact with the candidate offering support, encouragement, and participating in the candidate's milestone (entrance, endorsement, and finally approval).

There have been some recent shifts in how these milestones happen making the process more accessible for the candidate, as well as making candidates more quickly available for call. So we meet more often as a committee to do the important work of shepherding these candidates through the process of becoming ordained ministers in the larger church.

The current Candidacy Committee members are Syd Brinkman, Kurt Kuenzel, Rev. Dr. Martin Lohrmann (Wartburg Seminary), Pam Moss, Rev. Nicole Woodley, Rev. Jennifer Edinger, Rev. Adam Starrett, Rev. Joshua Martyn and Rev. Margaret Yackel-Juleen (chair).

The Synod Staff relating to this committee are Rev. Stephen Brackett, Alison Pettit, Bishop Kevin Jones and Rev. Ramie Bakken (Candidacy and Leadership Manager for Region 5).

We give thanks for the service of these dedicated people as well as Rev. Mike Blair, who recently finished his time on the Candidacy Committee.

Shalom,

Rev. Margaret Yackel-Juleen, Chair

SYNOD COMPENSATION COMMITTEE REPORT 2022

The Synod Compensation Committee is a standing committee of the Northeastern Iowa Synod. The Committee is a mixture of Rostered Leaders and Lay People, who are appointed to the Committee. Each year our Committee meets to study our Compensation Guidelines. We listen to concerns from Rostered Leaders, Congregations and the Synod Council. We also study what other synods in our Region are doing in those areas and come up with some guidelines that will help Rostered Leaders and congregations in their conversations about the compensation packages. Each year we study and compare what other Synods in our Region are offering as Compensation Guidelines. We try to make sure we are in the middle to top third of the Synods in our Region to be competitive to attract Rostered Leaders to our Synod and at the same time consider the financial commitments of the Congregations in our Synod. We have studied compensation for supply preaching and we are at the top and equal with all the Synods surrounding our Synod. We have studied family and medical leave issues and set up guidelines for Sabbaticals. The Cost of Living increase is based upon the Social Security Administration's Cost of Living Allowance from the previous year. The Committee studies and puts together suggested Compensation Guidelines and presents them to the Synod Council. The Synod Council can accept or make any changes to the suggested guidelines and then moves them to the Synod Assembly to consider. The Synod Assembly discusses and votes upon the Suggested Compensation Guidelines.

Rev. Randall V. Baldwin
Synod Compensation Committee Leader

FIRST CALL THEOLOGICAL EDUCATION COMMITTEE

The First Call Theological Education Committee is tasked with providing a network of support for Ministers of Word and Service and Ministers of Word and Sacrament in their first three years of ordained service to this church. The transition into public ministry is dramatic, and the three-year program that is the responsibility of this committee is designed to assist leaders in that process.

All rostered leaders in the ELCA are expected to complete a minimum of fifty hours of continuing education every year. This committee holds first call ministers accountable to that target. Beyond that, we ask that first call ministers distribute their learning over eight core areas of study: Biblical Studies, Evangelism, Global Church, Global Missions, Leadership, Teaching, Theological studies and Worship/Preaching, spending at least 8 hours in each area. Further, we ask all first call leaders to participate in the FCTE Colleague Group, encouraging them to identify another colleague group to join upon completion of the three-year FCTE program.

In addition to the Fall Theological Conference and the spring Day of Renewal, to which all rostered leaders are invited, those in FCTE participate in two additional events. The first, for those just beginning the FCTE process, is an introductory meeting, usually in the Fall, but this year in January. The other has been variously called a retreat or a continuing education event (it's really both) in which participants can unwind as well as to do some thinking and reflecting and checking in. The focus for the 2021 event at Camp EWALU was spiritual practices—an attempt to provide FCTE leaders with strategies to renew themselves and find strength for the road ahead. The 2022 event will center on transitions in ministry—timely as we all engage our post-COVID world.

Committee Members: We are grateful for Pr. Dan Gerrietts and Pr. Dawn Pederson who have completed terms of service in the last year. Pr. Steve Brackett, who was first a participant, then a committee member and then the synod staff representative for many years, has moved to other areas of responsibility. All three of them had served for many years on this committee—"Well done, good and faithful servants!" At the same time, we greet the arrival of Pr. Liz Albertson from the synod staff, and Pr. Beth Olson, Mr. Charles Sukup and Pr. Corey Smith continue their terms on the committee.

FCTE Participants: This year will complete the FCTE course for Pr. Laurel Meester and Pr. Katie Rodriguez. Continuing in the program will be Pr. John Sheahan, Pr. Calvin Konop, Pr. Tyler Hoey, and Pr. Todd Burrichter.

We extend our many thanks to the congregations who support and partner with first call pastors and with the FCTE program.

In Christ,

Corey Smith, FCTE Committee Chair

S.A.F.E MINISTRY TEAM

Synodical Advocates Eocused on Education, Prevention, and Healing of Sexual Misconduct

The S.A.F.E. Ministry Team is a standing committee of the synod that is responsible for reviewing and maintaining the policies, procedures, and ongoing training related to keeping children and adults safe from abuse and misconduct within our congregations, other ministry sites, and the synod. Our two main resources were reviewed and updated in 2019 and are available in hard copy by request from the Synod Office. The resources may be downloaded from the synod website in the Resources section by clicking the S.A.F.E. Ministry Training box and then clicking on the links marked "Statement of Policy Regarding Sexual Misconduct by Rostered Ministers" and "How to Report Sexual Misconduct by a Rostered Minister" to download the PDF documents. These resources will again be reviewed and updated before the end of this year.

We are now into our second year of using online training resources through *Safe Gatherings* for protection of children training and clergy ethics training. *Safe Gatherings* not only provides online boundaries training for rostered ministers, youth worker staff, other church staff, and volunteers, it also includes background checks and references to further ensure the safety and security of children, youth, and adults who participate in the ministries of the congregations in our synod. We encourage all congregations and other ministries in our synod to have all paid staff and volunteers who work with children or vulnerable adults to register for *Safe Gatherings* background checks and training in order to keep everyone to whom you minister safe.

The 2-hour Clergy and Ministerial Ethics course that is required for our roster of pastors and deacons takes users through the top issues challenging today's rostered ministers, and how they can navigate these ethical problems. Some of these issues include technology, sexualized behavior and misconduct, addiction, behavior with children and youth, narcissism, plagiarism, and more.

The members of the S.A.F.E. Ministry Team are Pastor Jennifer Bohls, Pastor Cindy Krause, and Pastor Kim Wills. Pastor Steve Brackett is the synod staff liaison.

Our main goal continues to be to make congregations in this Synod safe places for all of God's people.

Respectfully Submitted,
Pastor Steve Brackett
Assistant to the Bishop for Rostered Leadership
for the S.A.F.E. Ministry Team

COLLEAGUE GROUP REPORT 2022

The Northeastern Iowa Synod has always showed support for their Rostered Leaders. One of the tools the Synod has for caring for the Rostered Leaders is the Colleague Group. The Colleague group's whole purpose is colleagues offering support for one another. The Groups usually sign a covenant to make their meeting together a priority and everything is kept confidential, nothing is shared with the Bishop or the Bishop's staff. Colleagues may discuss anything from family situations to what is happening in the Congregational Ministry or any matter of support needed. We presently have seven Colleague groups meeting on a regular basis. Each group has created its own traditions of what happens in the group. Some include worship or a study of a book. Some just take time for each person to share what is going on, concluding in prayer for one another. Some include sharing a meal together at a restaurant following the meeting. Each group is unique as the colleagues put together what they need for support. When a new Rostered Leader comes into the Synod, the Synod staff communicates to them about Colleague Groups. Each year a Group is asked if they are open to receive new members. When there are a number of Colleagues expressing interest in a group and one does not presently exist for them, a new group can be formed. Presently Assistant to the Bishop - Pastor Steve Brackett is the Synod Office contact person to ask about joining an existing group that is open to receive new members or to create a new group. If any Rostered Leader wishes to be a part of a Colleague Group, they are encouraged to contact Pastor Brackett.

Rev. Randall V. Baldwin
Colleague Group Leader



Companion Synod Hungary Annual Report

Last year's report talked about 2020 being an "unusual year, one we hope isn't repeated"....but sadly, it was. Our Hungarian committee has NOT been able to meet now for 2 years. Hopefully things are settling down for REAL now, and we will be able to reconnect with our dear friends and congregations in Hungary. Hungary has lifted their public mask mandates and travel restrictions, but are standing by cautiously as Russia invades Ukraine, a neighbor. Instead of fear, the school children are learning generosity through their schools and churches as they provide much-needed supplies to their brothers and sisters in Ukraine. We will keep them in our prayers!!

Pastor Eszter at Gyoni Evangelikus in Dabas writes: "Our congregation is collecting food and every important thing for the people who had to leave their homes in Ukraine. We bring these things to Budapest, and they are brought to the border....We are very upset and we pray in our church for peace. Gyoni offered Dabas Ocumenal Prayer for peace on 3-6-22 with all the pastors of Dabas."

What we are hoping to happen in the future

- Send Adult Volunteers to teach English in Hungary – this is an AMAZING opportunity. If you are interested call the Synod Office
- Send YAGMs (Young Adults in Global Mission) to Hungary. If you want to support this wonderful program, call the synod office. *The 2022-23 applications are in for young adults to serve in the spirit of accompaniment, walking alongside global companions. Areas of service include, but are not limited to, health and development, congregational ministry, human rights, education, homelessness, addiction recovery, women's issues and children and youth. All site placements provide opportunities for young adults to confront issues of wealth and poverty, racial privilege, economic disparity, and globalization, all through the lens of faith.*
- A visit by our Hungarian Missionaries
- Receiving a Young Adult from Hungary to work at EWALU
- Receiving a Hungarian Seminarian for a week
- Stay connected with the ELCH in Budapest
- Stay connected with the Gyoni Evangelikus Church in Dabas through Facebook

Did you know that Buda and Pest are two separate cities divided by a river (Danube), exactly like Minneapolis and St. Paul (Mississippi)? Want to learn more about this amazing country? Watch for the Hungary display at the Synod Assembly.

Using the words from the YAGM website – "We are a church that believes God is calling us into the world – together. Come, imagine yourself in the world!"

Blessings,

Marcy Colvin, Hungarian Committee Chair
Trinity Lutheran Church, Mason City

Companion Synod – Namibia

2022 Report to Synod Assembly

Purpose Statement

Guided by the Holy Spirit, the valued historical relationship of walking with the Lutheran Churches of Namibia is strengthened through prayer, study, communication and the exchange of pastors, leaders, visitors, and resources.

Namibia Companions – Three Distinct Church Bodies

- ❖ The Evangelical Lutheran Church in Namibia (ELCIN)
- ❖ The Evangelical Lutheran in the Republic of Namibia (ELCRN)
- ❖ The Evangelical Lutheran Church in Namibia (ELCIN-GELC)

Current Conversations

1. What are some possibilities and partnerships for developing a pan-African school of theology and training?
2. How do we continue to walk with each other as siblings in Christ acknowledging different power dynamics, kinds of resources, needs, and cultural values and norms? What might we need to learn to do this well?
3. What are our own stories of the relationship(s) between Iowan and Namibian Lutherans?
4. How do we build up this network and relationship within the NE Iowa Synod?

2022 Meetings/Event

- **February 8, 2022**, the ELCA Global Mission – Namibia Network met online. All the USA synods with Namibian companion relationships met with Rev. Kevin Jacobson for updates and conversations about the southern countries in Africa and particularly Namibia.
- **March 17, 2022**, the NE Iowa Companion Synod – Namibia Network was convened to focus its work, build up the network membership, and consider its work for 2022 and beyond. Please contact Liz Albertson albertsonl@neiasynod.org if you are interested in being part of this network.
- **August 21-28, 2022**, the Becoming – ELCA Service and Justice Conference. This conference may have a time for synods with Namibia as global companions to get together to tend to the relationship. More information will be provided as we get closer to the event.

Respectfully submitted,

Liz Albertson, Assistant to the Bishop for Shared Ministry
3.21.2022

Disaster Response Network Report

Grace and peace to you, Northeastern Iowa Synod!

The mission of the Disaster Response Network involves equipping parishes to mitigate and respond to the needs of the greater community in the midst of emergencies and disasters that occur. Since the onset of the COVID-19 pandemic, the work of the disaster response network has mainly revolved around providing educational opportunities to equip leaders in the synod to make the best decisions possible within their local context.

Moving forward, we honor that the pandemic is not yet over while also preparing to dream about the potential of creating a more robust response strategy to disasters that occur within our communities. As the network dreams into the future please ponder how your gifts and resources might aid a response to a disaster. When crisis occurs, we all have a role to play. Stay tuned for a formal “ask” as the network in conjunction with the synod examines how we can best serve our communities in times of need.

The network gives thanks for the work of Rev. Mark Anderson who served as the Synod Liaison to the network for many years. Furthermore, the network would like to welcome Rev. Liz Albertson as our new Synod Liaison. We look forward to our partnership with Rev. Albertson as we dream into the future.

If you ever have any questions, please do not hesitate to reach out!

Respectfully Submitted,
Rev. Kyle Barton
On Behalf of the Disaster Response Network

How can the Home Life Network newsletter help you

Use the *Living Faith @ Home* newsletter by making copies to have available at church, send it home with students, add it as a page in your newsletter, try some ideas suggested and post the results on social media.

Current and past editions are available at: www.neiasynod.org/download-category/home-life/

*Northeastern Iowa Synod Home Life
Network ELCA*



Search for "Northeastern Iowa Synod"

The Home Life Network

Sue Cira, TEEM, Zion (Alta Vista) & Immanuel (Lawler) Facilitator;

Lisa Kammerer, Deacon (Burr Oak & Hesper);

Rev. J. Rev. Jane Harris, St. Peter's (Rockwell) & St. Paul's (Thornton);

Kristen Corr-Rod, American (Jesup) & Zion (Jubilee) La Porte City,
Synod Council Liaison;

Rev. Liz Albertson, Northeastern Iowa
Synod Staff



Find us on
Facebook

The Home Life Network Who we are and What we do

The Home Life Network supports congregations in the care of each baptized child of God, both children and adults, who seek to live out their faith in their daily lives.

Values

- Facilitate faith formation
- Assist in the growth in faith and passing faith on to next generations
- Faith is caught more than taught
- Faith starts at home
- Communication of creative and innovative ideas to congregations so that they can use and share them

Purpose

We work to strengthen faith in families by:

- Educating adults through materials and providing resources
- Facilitating cross-generational faith Formation
- Lifting up examples of families and congregations who teach faith formation

Projects

- Provide *Living Faith @ Home* newsletter in the Star (Synod newsletter) and on the Synod website (www.neiasynod.org)
- Maintain a Facebook page containing ideas, resources, & our newsletter
- Provide resources for seasons of the church year
- Sponsor workshops and hands-on-learning experiences for synod assembly

Thank you to all who write our newsletters—currently or in the past.
We appreciate all your help with ideas, projects, and resources!!

Northeastern Iowa Synod Hunger Network

Working toward the goal that no man, woman or child shall go hungry.

Our Hunger Network supports and facilitates relationships between local expressions of the church as they fight hunger locally and globally so that no one must remain hungry.

Here's what our synod accomplished in 2021:

Several congregations host Little Free Pantries or other pantries that are accessible 24/7 to the public. Many of these congregations network together to share best practices, especially as the freezing temperatures hit.

Domestic Hunger Grants

The grants are funded through gifts to ELCA World Hunger and are awarded to hunger and poverty ministries and organizations in ELCA synods across the United States.

The application process for ELCA Domestic Hunger Grants changed this past year. Grants are now funded on a three-year cycle, with a maximum award of \$10,000 per year contingent upon the completion of annual evaluations and fund availability. New applications are accepted annually.

This year's ELCA Domestic Hunger Grant recipient is Almost Home, a ministry of St. John's in Dubuque. Their Guest House is an emergency homeless shelter for men and includes a seasonal overflow shelter from November to May. They provide over 1,300 beds/nights per season. Their Open Closet is a free clothing closet open to the public and serves over 4,000 people annually. Almost Home has added a new program to house homeless men who have custody of their children.

If you feel that your organization may benefit from an ELCA Domestic Hunger Grant, please contact me for more information.

Peace & Blessings,
Alison Pettit
Hunger Network Facilitator

Lutheran Youth Organization Network Report WIYLDE

Each year the highlight for our synod's youth is WIYLDE (Wholly Iowa Youth Leadership and Discipling Event). The past few years it has been held directly following the Northeastern Iowa Synod Assembly which has been at Wartburg College. Due to the ongoing pandemic of COVID-19, WIYLDE was held in a different format for the summer of 2021.

In 2021, a weekend WIYLDE was held at Ewalu Bible Camp and Retreat Center from Friday, July 23 through Sunday, July 25. This weekend event included leadership sessions, Bible studies, group building and more. 16 high school youth attended the event with myself and Pastor Mark Anderson leading with the assistance of Alison Peck, a WIYLDE alum and summer staff at Ewalu.

Deb Bachman
Coordinator of Youth and Family Ministry

NORTHEASTERN IOWA SYNOD
CARE FOR CREATION NETWORK
2022 Pre-Assembly Report

Mission Statement: The Care for Creation Network is called to make peace between people and the rest of God's creation. In partnership with the congregations of the Northeastern Iowa Synod, we:

affirm that care of creation is central to the life of God's people,
encourage worship that celebrates God's creation,
advocate education promoting understanding and stewardship of God's earth,
practice good earth citizenship,
model disciplined and fruitful community lifestyles.

The Network was re-organized in 2022 after being inactive for several years. Our first meeting was on Zoom on February 23rd with 17 people participating. Conveners were Donna Rasmussen (Hesper, Decorah), Leslie Sand (First, Decorah) and Carol Tack (First, Decorah). Following a brief history of the network and some ideas shared from the Northeastern Minnesota Ecofaith Network, the group brainstormed ideas for activities to undertake. The consensus was to develop a list of Green Tips that could be shared with other congregations in the Synod in time for Earth Day and Stewardship Week. A preliminary list was prepared for a second Zoom meeting on March 29th. The ten participants, plus others who were unable to be on the Zoom meeting, each volunteered to write one or more Green Tips from the list plus other topics discussed. The Green Tips were sent to the Synod office the week of April 4th so they could be sent to the Conference contacts and posted on the Synod website. The March 29th meeting also included discussion about the Synod Assembly. It was decided to have a display at the Assembly and also organize a workshop.

Another Zoom meeting on April 26th will include next steps for the Network. The enthusiasm of the members is encouraging and bodes well for future endeavors. Ideas being considered are to again publish a newsletter in the Synod STAR; provide information for the Synod's weekly e-newsletter and on the Synod website; encourage pollinator gardens on church grounds throughout the Synod; educate congregations about carbon neutrality and how to achieve it; utilize ELCA resources and personnel for Care for Creation trainings for congregations; investigate resources and organizations that can help the Network achieve its goals.

The Network welcomes anyone interested in being part of the Synod-wide effort and/or more local efforts at the Conference or congregational level. Please contact the Synod office if interested. Materials and resources can also be accessed at the Care for Creation page on the Synod website: <https://neiasynod.org/care-for-creation/>.

CONFERENCE FOR COOPERATIVE MINISTRY REPORTS

Jubilee Conference Report

The Jubilee Conference is made up of 16 faith communities that are grateful to serve and work together in the Cedar Valley.

In 2021, we had a mix of some months where we were able to gather in person and other months where we were not due to the continuing pandemic. This fall we began a scheduled gathering every other month to gather one month with active clergy, and the opposite month to gather both retired and active clergy together. We give thanks for the chance to learn and grow together as colleagues and friends, called and retired alike.

As a conference, we continue to have quite a bit of transition among our congregations. We welcomed Pastor Matthew Muters to Zion Evangelical in Dysart and Pastor Erika Breddin to St. Ansgar in Waterloo. We prayed for Pastor Beth Olson of St. Timothy in Hudson as she concluded her call. We celebrated the life of our colleague Pastor Jeffrey Blank who passed away, and we continue to pray for RuthAnn and the girls. We are thankful for the interim work of Pastor John White at St. Timothy in Hudson, and Jons Olsson at Good Shepherd in Waterloo, IA. We also had a chance to bless Pastor Dennis Hanson of Nazareth Lutheran in Cedar Falls on his way as he retired after 42 years of pastoral ministry. We celebrated the new partnership of American in Jesup with Zion Jubilee, with Pastor Kristen Rod as their leader.

We continue to pray for all the congregations in our conference that are looking for pastoral leadership at this time, and look forward to new pastors joining our conference, as well as some new configurations of ministry on the road together. We were able to gather on Zoom for our conference meeting, and enjoyed conversation with Bishop Andrea about the bishop election process. We look forward to working with the new synod staff that have been called to serve NEIA Synod.

We would like to offer special thanks to all those who are helping to provide support for the open churches within our conference at this time...from lay leaders to pulpit supply, we give thanks for your willingness to share your gifts. Finally, we offer thanks to our friends at ThreeHouse Campus Ministry and the ways that you teach us all how to be community together. For each one of you who has been a part of ministry in the Jubilee Conference this year, we are grateful to be on this journey together.

Pastor Amy Eisenmann,
Jubilee Conference Dean

Living Waters Conference Report

The Living Waters Conference is located in the northwest corner of the Northeastern Iowa Synod.

Our conference has continued to meet monthly on the second Thursday of the month via Zoom, in person, and a hybrid version so that all members may participate. We gather to worship, share congregational and personal news.

In February we held our Conference Assembly via Zoom.

Pastor Melinda McVey McCluskey

Living Waters Conference Correspondent

Riverside Conference Annual Report

The Riverside Conference Assembly took place on February 27, via Zoom. Chris Dahl, executive director of Riverside Bible Camp, gave updates on the camp's ministry. Rev. Liz Albertson gave a program, with a message from the synod office and updates on new staff. We took time in our meeting for each congregation to share and give thanks for the ways God was at work through their churches. Nominations were approved for synod assembly: Paul Flint, Consultation Committee; Lynn Schulte, Nominating Committee; Mandy Koch, Discipline Committee.

The Riverside Conference pastors restarted meeting in-person for monthly conference meetings on the first Thursday of the month. It has been great to share in times of worship and fellowship. We welcomed two new pastors to the conference this past year: Rev. Tim Malek, St. Petri (Story City) and Rev. Maureen Howard, Bethany (Iowa Falls).

Respectfully Submitted,

Pastor Daniel Hanson

Shechem Conference Annual Report

The Shechem Conference had another year of adjustment from Covid-19. The conference had planned on sending youth to the National Youth Gathering that was supposed to have been held this year in Minneapolis, however, that was postponed, and the churches were looking at other ways of getting the youth involved. At the conference annual meeting, it was decided that as a conference we should start looking into Mission Trips. These trips would include members of all ages, especially since there would be the possibility of greater interest.

The annual pancake supper will be back in January of 2023 after a 2-year absence due to Covid concerns. The conference is still small with 8 congregations, the churches doors are open and we are all working to keep doing God's work.

Respectfully Submitted,

Gregg Ellingson
Shechem Conference President

2021 SHEPHERD OF THE HILLS CONFERENCE REPORT

As we begin 2022, the Pandemic still gripes our nation and day to day life for many. The Clothing Center opened up March 7, 2021, allowing clients and families we serve, the opportunity to “shop” once again, instead of staff selecting handpicked items requested. With the rising numbers around us, Shepherd closed to foot traffic on Sept 7, 2021, resuming the practice of handpicking items by size, etc. for clients and families. The only difference, they haven’t been able to select their items by “shopping”. Donations have continued by appointment only since the Pandemic began in March of 2020! ***The Office has remained OPEN regular business hours throughout the Pandemic! ALL SERVICES HAVE BEEN AVAILABLE TO CLIENTS/FAMILIES WHILE “CLOSED TO FOOT TRAFFIC”!***

The Crisis Fund assisted **80 Families** with **\$14,282.47** in fiscal year 2021. In 2021, additional funding was not as readily available, thus the amount of requested assistance per client was a little higher this past year, than in 2020. The Annual Hog Roast, the only fundraiser held to help replenish funds, was postponed again related to rising numbers in Clayton County and surrounding areas. A Stewardship letter was sent to our Area Churches, both Conference and Non-Conference, that continue to support the mission here in St. Olaf. Once again, we were able to replenish funds for the winter months by the generosity of the communities we serve!

The pandemic once again affected “how we were able to carry out our Projects”! During our **Back to School 4 Kids Project**, we packed school supplies for **152 children!** Along with school supplies and a Backpack, each child received a Dental Bag, compliments of a local agency, along with a book or two from local retired teacher, wanting to provide books for the children!

Christmas 4 Kids Project was a little different this year. The gift drop-off days and packing of the Gift Bags, occurred Dec 6th -9th, as usual. However, the distribution of Gifts, was held on Dec 16th & 17th, a week later, to coincide with the Clayton County Food Shelf’s Christmas Food Basket Pick up days! ***The Christmas Project helped provide gifts for 375 children this year.*** The number was down just a bit, however there were a couple different schools and communities also helping to meet the needs of those we typically serve at Christmas!

Throughout the year, Shepherd sponsors an Ascension Day Service and a Week of Prayer for Christian Unity Service. **Ascension Day Service** was held at St. Paul, Postville on **May 13, 2021**, with Pastor Lynn Noel and 3 local student-lay ministers assisting with the service: Jeremy Wolfe, St. John Farmersburg/Luana; Daryl Schultz, Zion, Castalia and Mike Erickson, East Clermont Lutheran. Our **Annual Week of Prayer for Christian Unity Ecumenical Service**, led by the Elkader Ministerial Association, was available **Virtually** for viewing on **January 25, 2022**, online. Links to be shared with churches by email and individuals on social media.

In Closing, we continue to be blessed by the communities we serve! For over 50+ years, Shepherd has continued to operate by the generous donations we receive monthly, no matter how small or large!

We cannot say THANK YOU ENOUGH to the generous donors, near and far, for the continued support!

Thank you, and God’s Blessings to all,
Heather Crogan, Director

Three River Conference Report for 2021

The Three River Conference includes 14 congregations and one synod authorized worshipping community. At the beginning of 2021, our conference included 7 pastors under call.

In 2021, we rejoiced to celebrate the ordination of Pr. Andy Graves at Fredsville Lutheran Church, and we welcomed the newly ordained Pr. Todd Burrichter to his new call at St. John in Nashua. Wartburg Seminary students Lisa Robison and Jackie Schilling are also serving in congregations in this conference, and Pr. Norman Bauer serves as interim at St. James in Allison.

Our current conference leadership is Pr. Bob Scheuer, Chaplain, Pr. Kim Wills, Treasurer; and Pr. Daniel Flucke, Correspondent. Our Dean, Pr. Lisa Dietrich, has just taken a new call outside our synod as of early March, 2022. Congregations in our conference are asked to contribute to the conference based on average worship attendance at the rate of \$1 per average attendee. Our current financial balance is \$2,547.20.

The 2021 Annual Conference Assembly was held online via Zoom on February 14, 2021, and was well attended.

For most of 2021, the pastors of the Three River Conference met online weekly for worship, fellowship, and mutual support in ministry. Our online weekly meetings ended in December, and we look forward to resuming in-person monthly gatherings in 2022 as the pandemic permits.

Respectfully submitted by Pastor Daniel Flucke
Three River Conference Correspondent



Tree of Life Conference

Annual Report

The Tree of Life Conference meets monthly at 10:30 on the second Thursday. Our meetings for checking in and discussion of programs/updates happening within the congregations we serve has changed to hybrid meetings (either zoom or in-person, depending on each pastor's preference). Coffee and light refreshments were provided by the host for those meeting in person. The place of our meetings moved around according to our volunteer schedule. A devotion and Holy Communion was provided by the host rostered leader.

The conference hosts a weekly text study, which met in the Chapel basement of Wartburg College in Waverly. Our text study occurs on Tuesday at 11:30 and has been hybrid as well. This past year has included Jubilee Conference pastors.

Our assembly was Sunday, February 20, in the Conference Room of Bartels Lutheran Home and included a zoom option for those wishing to participate in that way. We discussed the particulars of the upcoming Synod Assembly and the nominations needed from our conference. The names of the nominated were forwarded to Susan Friedrich for the elections during Synod Assembly.

Respectfully submitted,

Sue Cira, Correspondent

Dean: Rev. Joel Becker, St. John (Buck Creek), Sumner & St. Peter, Oran

Chaplain: Mike Blair, Bartels Lutheran Retirement Community, Waverly

Correspondent: Sue Cira, Mason City

Congregations/Institutions:

Zion, Alta Vista
St. John (Maxfield), Denver
St. Peter Evangelical, Denver
St. John, Frederika
St. Paul's Evangelical, Waverly
Messiah, Janesville
Redeemer, Waverly
Immanuel (Crane Creek), Lawler
Trinity, New Hampton
St. Peter, Oran
St. John (Buck Creek), Sumner
St. John Evangelical, Sumner

Grace, Tripoli
St. John (Crane Creek), Tripoli
St. John (Bennington), Waterloo
St. Paul's Lutheran School, Waverly
Bartels Lutheran Retirement Community, Waverly
Wartburg College, Waverly
LSI-Bremwood Campus, Waverly

2021 Upper Iowa River Conference Report

Twenty-six congregations and three additional ministries (Aase Haugen Homes, Decorah; Good Samaritan Society, Waukon, Mosaic, Waukon) make up the Upper Iowa River Conference (UIRC) in the northeast corner of the synod. In a year of uncertainty and Zoom meetings we were able to continue to support and develop leaders, focus on mission, and network our congregations.

The 2021 Conference Assembly was held on February 21, 2021, via zoom with Pastor Mark Anderson, assistant to the Bishop, sharing information on electronic giving. Although the Young Adults in Global Mission is suspended due to Covid, we voted to continue sending our missionary support as coordinators remain in place.

Pastors met via zoom and in person for weekly text studies. In October 2021, Decorah Lutheran hosted the UIRC pastors for a presentation by Pr. Peter Kowitz on the new hymnal supplement *All Creation Sings*. Pr. Kowitz, a trained musician and also trained in liturgics, gave an excellent introduction to this new worship resource.

We were honored to celebrate with Daniel Grainger (July 9) and Amalia Vagts (October 23) as they were ordained in word and sacrament. Both Pr. Grainger and Pr. Vagts have accepted calls and are now serving their congregations in Illinois and Arizona.

We are grateful for partnership in ministry among the Upper Iowa River Conference and in the Northeastern Iowa Synod.

Grace and peace.

Linda Groe
Upper Iowa River Conference Correspondent

2021 Conference Report
Submitted by: Pastor Paul Amlin, Dean
February 9, 2022

The Water of Life Conference

The Congregations of the
ELCA in Greater Dubuque



In a year that was optimistically thought to be a rebound year from a global pandemic, we instead came to the realization that the pandemic was not done with us yet.

Relationships established between rostered leaders and council leaders in our conference were crucial in the second year of COVID-19. Our congregations worked together, council presidents and clergy sharing with each other the safety protocols we adopted and adapted for a second year. Though we were all much closer in how we responded during year one, we still maintained connections and found what felt “right” for each of the congregations we serve.

Weekly Zoon text studies gave way to in-person, socially distanced studies for a while. After not one but two contact scares (attendees reporting that they had found out they were exposed to COVID prior to attending text study) we opted to return to Zoom. It has, honestly, been a blessing in many ways. Colleagues who found it difficult to drive to, participate, and drive back now found extra time saved and joined the conversation. We created a Facebook group and have week-long dialogue regarding sermons. Most helpful.

One big change in rostered leaders happened in November. Pastor Derek Rosentiel resigned his call at Holy Trinity Lutheran Church to take a call as a Hospice Chaplain. We will miss Derek’s sense of humor and deep spirituality at our weekly gatherings.

St John Lutheran Church downtown announced a major pivot in the emergency shelter known as Almost Home. The Board, guided by the passion of the executive director, Gwen Kirchhof, decided to move to providing emergency shelter for homeless dads with children. This unique to our region as the nearest such shelters are in Chicago, Sioux City, and St Louis. The City of Dubuque Housing Authority is behind the effort and our area congregations will host a big fundraiser on Friday, June 9, 2022 (yes, we will miss the first day of the assembly, with apologies).

Our congregations are regularly evaluating safety protocols based on spread rates and hospitalizations. We remain hopeful that we will see a return to some pre-pandemic practices soon. We have begun to discuss the resumption of our annual conference picnic and we are in the process of selecting a date for an in-person conference meeting.

Our conference rostered leaders remain close. We share a text thread daily that serves as platform for information, humor, venting, and reminders. We are ready for COVID to diminish and for the high stress of leading in these spaces to be reduced.

SYNODICAL ORGANIZATION

NORTHEASTERN IOWA SYNODICAL WOMEN'S ANNUAL REPORT

As Women of the ELCA, we continue our mission:

"To mobilize women to act BOLDLY on their faith in Jesus Christ."

The new normal.... What does the future hold for us, for you? A few clusters had fall events, more had spring cluster events. We attend board meetings via Zoom, turns out it is very convenient and fiscally responsible! Saves travel expenses, plus board members can join from anywhere, for as long as they are available.

We had a hybrid **SWO Gathering June 19, 2021 at St. Paul's Lutheran Church in Waverly**. There were 18 voting members in person, 8 voting members via zoom, 6 guests in person, 6 guest via zoom, 9 SWO Board members and 6 presenters in person at our event. Bishop Andrea led us in Bible study based on our theme of Just Love. We handled the business at hand, timely. Pastor Kyle from Lutheran Services in Iowa shared an interview with a resident and lead us in closing worship. We also collected personal hygiene items, board games, card games and crafts for LSI. A total of 444 items, \$475 in gift cards/cash for LSI to purchase additional items. It was glorious to join in song with our sisters during closing worship, as some of us had yet to return to singing during worship.

Seven women from our Synod attended the virtual **Triennial Convention** from August 3 to 5. There was some very important business handled. There were constitutional changes which reduced the size of the churchwide board. There were memorials focused on the many passions and projects women across the ELCA are focused on. The future is looking at ways to include or engage more participants and to minimize the expenses.

Leadership events: February 17-19, about 400 women across the ELCA gathered via zoom for Bible Study, worship, and planning on the theme "For Such a Time as This". There were additional leadership events in April and May for officers, board members and cluster leaders.

Lutheran World Relief for 2021 collection totals: Quilts 8018, Baby Care kits 1534, School kits 4834, Personal Care kits 2927, Fabric kits 168, Blankets 75. In addition, some donations have been sent directly to the warehouse or taken to an ingathering in Cedar Rapids or Albert Lea. The women continue their work as individuals and groups to support the mission of Lutheran World Relief.

June 18, 2022 is our **SWO Gathering**. Our theme is One Body in Christ based on 1 Corinthians 12:27. Now you are the body of Christ and each one of you is a part of it. Bishop Kevin Jones will be joining us, leading opening worship and spending time in interest sessions. Friends of Family will be sharing their work with us and we will be collecting our in-kind offering for them. We will also have a display area where you might find ideas for projects that others in our synod are doing. Our morning will end with a meal.

2021-2022 Board Goals

1. To continue to improve communication between the NEIA SWO board, the cluster, the units and the individual unit members. "How does the Women of the ELCA impact me?"
2. Continue to support all expressions of the Women of the ELCA.
3. To inspire the Women of the Northeastern Iowa Synod to become aware and to act on the memorials from the 2021 Triennial Convention.

Board has committees on **Discipleship, Justice and Stewardship**. Each committee writes an article for the Good News newsletter.

Blessings,

Anna M Jetson, President

AGENCY/INSTITUTION REPORTS



Camp & Retreat Center

Greetings to the NE Iowa Synod from Ewalu Bible Camp and Retreat Center!

In 2021, EWALU welcomed 930 campers and 38 staff over the summer camping season. This represented a 90% return to pre-pandemic numbers. We also served eleven day camps. In the spring and fall, we had roughly 1,300 students on site for environmental education. In all, we held 17 sponsored events and had 80 outside rentals utilize our facilities between the main site and the Stone Center. Overall, over 3,000 individuals connected with our camp and were touched by our mission to connect the word of God with the world of God!

Highlights from the year included our annual Quilt Auction, which included both in-person and virtual bidding opportunities, and the 60th Anniversary celebration in September, which included campers and counselors stretching all the way back to our first year in 1962!

2021 was also the final year for Pr. Clark Baldwin as Executive Director at EWALU. Clark retired in January of 2022 to spend time with his family. EWALU was blessed with nine years of faithful service from Clark and we wish him well.

New faces at EWALU include Executive Director, Pr. Frank Johnson, who began in December 2021, as well as Interim Program Director, Ashley Gulrud, who began in November 2021; and Director of Marketing, Steph Boeding, who started in January 2022.

We give thanks for the many congregations and individuals who support outdoor ministry through EWALU. We were exceptionally pleased to see support grow through the pandemic as you stepped up to give more and keep our ministry vitalized. Our 2021 congregational giving was at a record high level. We truly could not do what we do without all of you! As of September 2021, we paid off the remainder of our loans, so we are excited to announce that we are debt free!

Looking ahead, we are in the early-middle stages of a capital campaign to renovate Cedar Lodge and we hope to be replacing our A-Frame bridge over the Maquoketa River in 2022. Your continued support helps us bring camp at EWALU into its seventh decade. Thank you so much for helping us connect the word of God with the world of God at EWALU!

Submitted by Pr. Frank Johnson, Executive Director



37776 Alpha Ave. • Strawberry Point, IA 52076 ~ Serving as a place apart since 1961
Website: www.ewalu.org • Phone: 563-933-4700 • Fax: 563-933-6022 • Email: camp@ewalu.org



Annual Report to the Synod Assembly Spring 2022

Dear Friends in Christ,

Thank you for the great privilege it is to be together in proclaiming the great news of life created by the Father, redeemed through Jesus the Son, and empowered through the Holy Spirit!

We are grateful to share this great news through family camps, youth camps, day camps, retreats and RECHARGES!

After having camps severely curtailed in 2020, we were greatly thankful to be able to offer almost all of our camps and retreats in 2021. We continued measures to provide extra safety for our participants, and we were pleased to have attendance return to 75% of our 2019 levels.

In 2022, we have worked to find additional summer staff, preparing for continued growth in ministry. We invite all of you throughout the year to be part of encouraging young adults to consider the leadership opportunities of serving on an Outdoor Ministry/Bible Camp summer staff. The church continues to see a large number of future leaders who have developed leadership skills and sensed a call through their time on one of these Christ-centered teams.

Many of you are exhausted! You need rest! Listen to the call of the spirit to take time for rest! We invite you to camp this summer, fall, winter, spring and in the years to come. Through the faithful support of God's people, we have new spaces for ministry with a new chapel and dining at Ingham Lake Bible Camp, a new Beach House family retreat center at Okoboji Lutheran Bible Camp, and climbing gyms on both lakes. Our family cabins remain a great place for family rest and recreation! Come and step away for a time of refreshment! Explore our 17 youth camps or our weeks of camp designed specifically for families, or come for a few days with your own schedule. We continue to offer free or discounted personal retreats to pastors, and we continue to offer campership funds to those who need any assistance to come to our camps and retreats.

All of this is possible through power of the God and the partnership and generosity of God's people. THANK YOU!

For the many who are blessed,

Rodney Quanbeck	Dan Antoine	Kristin Rienhardt	Jim Sunde	Sara Heutin
Executive Director	Director of Programs	Day Camp Director	Ingham Director	Registrar

Our mission is to know Jesus Christ and to make Christ known to all.

with camps on Ingham Lake and West Lake Okoboji

Main Office: 1203 Inwan St, Milford IA 51351

1.800.OKOBOJI

www.okoboji.org



3001 Riverside Rd., Story City, IA 50248

1.515.733.5271
1.800.372.7748
Fax – 515.733.4096
www.riversidelbc.org
rlbc@riversidelbc.org

"I am the vine; you are the branches. Whoever abides in me and I in him, he it is that bears much fruit, for apart from me you can do nothing." John 15:5

The mission of Riverside remains, "To know Jesus Christ and to make Christ known to all." This is His camp to be used for His purposes! It is our desire to see people come away to abide with the Lord, to recognize His presence in their lives, and to find rest for their souls. Whether it be youth or adults, we've seen so many ways in which the Lord has moved in and through this ministry and be sent back out into their communities to bear fruit, be ambassadors for the Gospel. Here are a few ways we've seen this lived out this year:

*Summer Camp 2021 was an incredible summer where we saw God at work in powerful ways. Our team did a great job making adjustments in light of the pandemic, and we enjoyed worshipping outside with hundreds of campers each week! We're excited for Summer Camp 2022, another summer of seeing God transform lives through a fun, relational, Christ-centered camp experience.

*Our board and staff have been working diligently on completing our Master Planning process, asking the Lord how He wants to use His camp for His purposes for years to come. In all of it, the process is all about helping us create spaces and places for people, God's people, to abide and remain with Jesus, both alone and in community. We recognize that everything we have is a tool for ministry: from cabins to meeting spaces, from rec fields to indoor recreation facilities, from our Ranch to our Adventure programming—it all exists for our mission. Look for more to come on this exciting process as we look towards the future!

*Riverside expands from 123 acres to 140 acres. As part of the Master Planning process, we were already discussing the need for more land surrounding us if it became available. That opportunity came quicker than we were anticipating this August. Our Board responded to this opportunity with confidence in the Lord's leading and provision, and we put this opportunity to fully purchase this land without a mortgage before our congregations and great supporters in November. This large, \$425,000 year end goal would pay fully for the land, a few other improvement projects, and help us finish the year strong as a ministry going into 2022. As you may have heard, we were blown away by the Lord's provision through His people with over \$530,000 given at year end! Much of these funds is given for future improvements and your continued giving and support to the ministry of Riverside is still needed as we continue to carry out Christ-centered camp experiences with our great year around staff, stewarding our property well for ministry, and being able to offer camperships to ensure all campers are able to come to camp.

There are so many other ways in which we've seen the Lord's hand in 2021. In closing, we're grateful:

- * grateful to our great year around staff, a team that loves Jesus, loves one another, and is passionate about the ministry of Riverside.
- * grateful for our Board of Directors, busy people from across Iowa that love Jesus, and prayerfully seek the Lord's leading for His camp
- * grateful for our congregations, who trust us in providing Christ-centered camp experiences.
- * grateful for those individuals and families that support the ministry of Riverside in their prayers, their time, and in generous giving.
- * Mostly, we're so grateful to our great God for His love, His grace, His presence, and His leading as He continues to change and transforms lives through His camp.

God bless you,

Chris Dahl, Executive Director

2022 Report to ELCA Synod Assemblies

As I fulfill my last weeks as Augustana's president, I reflect on how challenging times bring to light new thinking towards the greater good. A pandemic is a strong reminder of how our work can serve the world's deep needs. Often, it's the kind of work fueled by gifts and talents beyond the academic, with results that expand any narrow definition of success.

At Augustana, Pastor Melinda Pupillo now meets regularly with our co-curricular leaders in student affairs. This collaboration is building a deeper understanding of what we offer students outside the classroom, and how those opportunities can lead to more fulfilling lives for graduates and those they serve.

I am excited about our new program for a community of sophomores called ALIVE (Augustana Leaders in Vocational Exploration), funded by Augustana's Presidential Center for Faith and Learning. ALIVE asks students, in the midst of their everyday lives, to consider the big questions about who they are called to be for the sake of the world. This year, 11 sophomores living in Swanson Hall met weekly for vocational conversation and learning, and designed and led programming for their peers.

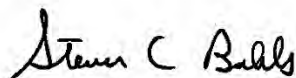
Founders Hall, meanwhile, has been re-named The Steve and Jane Bahls Campus Leadership Center. Jane and I are deeply honored by this. Built 80 years ago, the building houses Ascension Chapel and various administrative offices, including the Office of the President. For 19 years this first-floor corner office has witnessed early-morning conversations, midday office hours with students, and planning through the dark hours. Now it will be renovated for incoming president Andrea Talentino, who begins on July 1.

Andrea Talentino becomes Augustana's ninth president in 162 years. She was unanimously recommended by the Augustana College Board of Trustees after review of a pool of candidates that far surpassed expectations. With 22 years of experience in higher education, Andrea arrives with the values, dedication and energy that will continue to build what she calls "transformative opportunity" for Augustana students, and for the world that needs our graduates.

As I have said ever since Andrea accepted the calling in January, I know that Augustana's best days are ahead. She is the ideal person to take Augustana College into the future.

Finally, I want to say what a privilege and joy it has been to serve at Augustana, one of 26 great institutions affiliated with the Evangelical Lutheran Church in America. May we all continue to serve with compassion and clear thinking for the times ahead.

Yours sincerely,



Steven C. Bahls



Synod Assembly Report 2022

This is the third academic year we have been impacted by the COVID-19 pandemic. A large percentage of the Carthage community is vaccinated, so we are back in the classroom. Students were able to participate in a few study abroad programs during January Term to places like Peru and Spain, and most of the chapel programs have returned to "normal." We are back to having chapel on Tuesday, Interfaith Lunch on Thursdays, and Roman Catholic Mass on Sunday evenings. Masks are required in all indoor spaces, and that is keeping everyone as safe as can be during this time of pandemic.

Other highlights of the past year at Carthage:

- The Christmas Festival was held in person and streamed online. The crowd in the chapel was small, but it was wonderful to be able to light candles and to lift them up in celebration of the birth of Jesus Christ.
- A major change at Carthage was our new team name and mascot. We are now the Firebirds, and Ember is our new mascot.
- Shortly after the name change, the men's volleyball team won Carthage's first team national championship in May 2021. The team went undefeated. Way to go, team!
- In celebration of the company's establishment of a major scholarship fund, the College dedicated the HARIBO Pool.
- Esports came to campus as our first coed varsity athletic team.
- Academically, we launched an engineering science major and a Bachelor of Music program in music education.
- Michele Hancock was named vice president of college culture for inclusion.

So, even in the midst of our third academic year in a pandemic, we continue to innovate and keep moving forward. Students are hungry to be together and are finding ways to continue to make a difference. Blood drives and other ways of volunteering continue to take place.

One of the exciting changes for the Center for Faith and Spirituality is a shared staff person with our Aspire Center. The new purposeful life and leadership coordinator creates programs that help students with undecided majors think about what their calling or vocation(s) may be. This person also helps to create programs that develop leadership skills in the student body. This is all a work in progress, but it is full of potential and possibility.

Thank you for your support of Carthage College and the work being done here. We continue to do the work we are called to do, which is to live out our mission of Seeking Truth, Building Strength, and Inspiring Service – Together.

In Christ,

Pastor Kara F. Baylor



Dear Friends,

Warm greetings on behalf of our faculty, staff, students, and alumni! This year, Grand View celebrates its quasiquincentennial anniversary. During these past 125 years, Grand View has evolved from a Danish folk-school to a diverse university. With each transition has come new opportunities to advance our mission. In the spirit, I am pleased to announce Dr. Rachelle Keck as the University's 14th president. I will retire June 30, having been blessed with the opportunity to serve Grand View for more than 22 years. An Iowa native, Dr. Keck is proud to be a first-generation college student, graduating from Wartburg College, after which she earned her juris doctor from the University of Iowa and her doctor of philosophy from Drake University. Dr. Keck brings extensive strategic budgeting, organizational leadership experience, and innovative expertise to Grand View. She also is a Lutheran and is fully committed to the tenets of Lutheran higher education. This is an exciting next chapter in Grand View's history. In addition to this exciting news, here are some highlights from the past year:

Project: Student Ready - Grand View University received a Federal Department of Education Title III grant entitled, "*Project Student Ready: Transforming Grand View University*." This five-year grant totaling \$2,242,000 allows Grand View to expand work in several areas which will enhance students' experiences, improve academic achievement, and remove barriers to students' success. The program expands the university's capacity to serve low-income students by providing funds to improve and strengthen academic quality, institutional management, and fiscal stability.

Campus Ministry – The Campus Ministry department continues to bless the students at Grand View as well as the larger church. Multiple Bible study groups, prayer groups, evening worship, and weekly chapel are offered. PEER Ministry continues to be a major program on our campus along with Alpha.

The Moses Project— The mission of the project is to give rural pastors a vision of ministry that will help them thrive in congregational leadership. With 20 pastors from nine Midwestern states, the pastors build community, receive mentoring, attend three in-person events, and participate in monthly exemplar meetings. In August, pastors travelled to Des Moines for a Kick Off Event, which featured Rev. Dr. Yolanda Pierce, the Dean of Howard Divinity School. Check out our resource page <https://www.mosesproject.org>.

The NEXUS Institute – GUV offered its fifth summer of NEXUS, a theological institute that focuses on ministry and vocation exploration for high school students. Currently, we are recruiting for summer 2022, which plans to run on campus June 12-18. For more information, to nominate students, or to request brochures, check out our website at www.grandview.edu/NEXUS

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

In a moment of transition, I am thankful to God who is with us every step of the way

God's Peace and Joy,

A handwritten signature in black ink, appearing to read "Kent Henning".

Kent Henning, Grand View President

Grand View University
1200 Grandview Avenue | Des Moines, IA 50316
1-800-444-6083 | www.grandview.edu

LUTHER COLLEGE

Greetings from Luther College in the beautiful Driftless region of northeastern Iowa!

This 2021-2022 academic year has been one of renewed energy and celebration of the gifts of the Luther College community. We are grateful for the dedicated, thoughtful, and conscientious group of leaders who continue to monitor and manage our Covid-19 response. Because of their leadership, and because of the campus-wide shared commitment to healthy practices, we have been able to resume a fuller schedule of on-campus in-person events, from athletic events to Christmas at Luther to admissions events to our thriving Center Stage Series.

In fall of 2021, we hosted multiple homecoming weekend events, including a special in-person Commencement Celebration for the class of 2020. This spring, our music ensembles were able to resume touring. Symphony Orchestra, Jazz Orchestra, Concert Band, and Collegiate Choral toured a variety of locations in Iowa, Minnesota, and Wisconsin. Nordic Choir performed during February's American Choral Directors Association regional conference in Chicago and toured the Midwest in May. We hope some of you were able to attend one of these events.

We are happy to share with you that Luther College has received a NetVUE Reframing the Institutional Saga grant of nearly \$40,000 to prepare and publish a collection of essays that explore the college's identity as a Norwegian-Lutheran liberal arts college. The grant began in February of this year and runs through January 2024, when the anthology will be published and made available to the public.

We are also grateful to the many friends and alumni who helped us raise more than \$1 million for a major renovation of the Sports and Recreation Center, part of our campus athletic complex. Along with the renovation project comes the commemorative naming of spaces to honor Luther coaches who have made a lifetime of impact on their student-athletes.

The Office for College Ministries welcomed Pastor Melissa Bills as its new Director for College Ministries and College Pastor at the beginning of this academic year. College Ministries continues to sustain weekday chapel and special event worship services, as well as to support the ongoing spiritual needs of Luther's entire campus community - students, staff, faculty, and alumni/emeriti. A new student Council for Faith and Life has been convened as a way for students to more deeply engage with intersections of faith and learning and to serve as faith and justice leaders on campus.

We encourage you (and your high school students) to visit the Luther College campus and the Decorah, Iowa community. Please help spread the word that in addition to offering a series of Church Leadership Scholarships, Luther College participates in the EPIC (Educational Partners in Covenant) grant program, which matches up to \$1000 per year in support of each student from your congregation.

Luther College, like many congregations, communities, and institutions, has been challenged to show enormous flexibility and resilience during these last years. We remain committed to providing students a supportive, faith-grounded environment of academic excellence where they can learn, grow, and discern. We look to the future with great hope and possibility, focusing our energy on values of stewardship, integration, and adaptability, recognizing our mission as being both grounded and global. Thank you for your prayers and support for Luther College. We are grateful for your partnership.

Soli Deo Gloria!

Dr. Jenifer K. Ward
Luther College President

Founded in 1874, St. Olaf College shares with other ELCA colleges and universities a common calling to provide an education that is both “deeply rooted in the Lutheran intellectual tradition and boldly open to insights from other religious and secular traditions” (NECU, *Rooted and Open*, 2018). St. Olaf’s mission is to challenge students to excel in the liberal arts, examine faith and values, and explore meaningful vocation in an inclusive, globally engaged community nourished by Lutheran tradition.

Like colleges and congregations everywhere, St. Olaf made significant adaptations over the course of the global pandemic to enable safe delivery of its academic and co-curricular programming. Following the temporary closure of the campus in mid-spring and summer 2020, most students returned to campus in Fall 2020, and the college remained open throughout the 2020-21 academic year offering a combination of in-person, hybrid, and remote programming. This year the college is fully in-person with a variety of COVID safety protocols still in place. St. Olaf continues to attract a broad pool of talented students, currently representing 49 states and 87 countries. With an enrollment of nearly 3000 full-time undergraduates, our Fall 2021 incoming first-year students had an average high school grade point of 3.68 and a median ACT composite score of 31. Our first-years are diverse in a variety of ways, with 23% of incoming first-years self-identifying as domestic students of color, 10% as international students, 22% eligible for Pell grants, and 18% as first-generation college students. Within the student body as a whole, 19% self-identify as Lutheran and another 7% are members of another denomination in full communion with the ELCA. Among our Class of 2021 graduates, 86% had participated in an internship, mentored research experience, practicum, or other vocation-related opportunity, and two-thirds had studied off-campus. Among our Class of 2020 graduates, 95% were working, pursuing further education, or engaged in full-time military or other service program within the first six months of graduation.

St. Olaf continues to offer daily Chapel services led by the college pastors and featuring St. Olaf students, faculty, and staff as speakers and musicians. The St. Olaf Student Congregation and guest congregations also gather for Sunday worship with Holy Communion during the academic year. All services at Boji Chapel are [streamed live](#) and then [archived](#) for on-demand viewing on the St. Olaf website. College Pastors Matt Marohl and Katherine Fick also host a chapel [podcast](#) on matters of faith and spiritual practice. Over the past three years, the College Ministry team has grown to include an Associate Chaplain for Jewish Life and an Associate Chaplain for Muslim Life, both of whom offer opportunities for worship, religious education, pastoral care, and interfaith engagement, not only for students who identify with those faith traditions but also for students of any identity.

The college also continues its weekly [Sing For Joy](#) radio program, broadcast on more than 150 stations in the U.S., the U.K., and throughout Africa, and streamed both live and on demand. Built around the Revised Common Lectionary for the church year, *Sing For Joy* integrates the best in sacred choral music with thoughtful commentary. The [St. Olaf Conference on Worship, Theology, and the Arts](#) hosted its first-ever [virtual mini-conference](#) in July 2021, welcoming more than 200 clergy and lay leaders from 41 states. The conference returns in-person on the St. Olaf campus July 25-28, 2022, with “Scatter the Imagination of Our Hearts” as its theme, and featuring theologian Willie James Jennings (Yale University Divinity School) and Professor of Homiletics and Liturgics Eunjoon Mary Kim (Iliff School of Theology) as guest keynoters.

The [Lutheran Center for Faith, Values, and Community](#) is now in its third year of programming to advance a compelling vision for Lutheranism in the 21st century, foster inter-religious and inter-faith engagement, nurture vocational discernment, and provide national and global thought leadership across all its programming areas. The Conference on Worship, Theology, and the Arts is a program of the Lutheran

Center, and the two Associate Chaplains in College Ministry are supported by Center funding. The Center programming for vocational discernment has been anchored by a two-year \$50,000 grant from the Council of Independent Colleges' Network for Vocation in Undergraduate Education (NetVUE), supporting a series of faculty and staff development activities designed to expand and broaden opportunities for student reflection on vocation, with particular focus on new requirements in the college's general education curriculum. Vocation has also been a central theme in the Center's recent thought leadership; over the past several months, Center Director Dr. Deanna Thompson has been speaking at a variety of colleges and universities, congregations, and ELCA synods on "Beyond Deep Gladness: Coming to Terms with Vocation We Don't Choose," bringing together Lutheran tradition, vocational discernment, and an understanding of trauma related to the pandemic and systemic racism, in seeking to meet the challenges of our time. In October 2021 Rev. Dr. Charlene Cox, an ELCA Minister of Word and Sacrament, joined the Lutheran Center staff as St. Olaf's inaugural Program Director for Congregational Thriving, leading the college's \$1 million five-year Lilly Endowment grant. Over the next few months, Rev. Dr. Cox will work with leaders in the Southeastern Minnesota Synod, ELCA Churchwide, and the National Council of Churches to begin recruit congregations into a process of vocational discernment guided by a series of high impact learning experiences that will engage them with their distinctive theological commitments, diverse communities, and dynamic contexts.

We look forward to welcoming you to campus, whether virtually or in person, and to welcoming the prospective students you introduce to St. Olaf.

David R. Anderson '74, *President*



2021 Annual Report to the Synods

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

Again called upon to pursue our mission amidst the ongoing pandemic, our faculty, staff, and students continued demonstrating uncommon resiliency. Guided by our vision, we are answering the call to be the leading institution in educating the whole person, persevering to create an inclusive community combining diverse curricular and co-curricular experiences that prepare students for lives of leadership and service.

Changes in Senior Leadership

- In September, President Darrel Colson announced his retirement effective June 2022, bringing a close to a 13-year tenure. A search committee comprising Board of Regents members and representatives from the faculty, staff, and student body began its work in November to search for Wartburg's 18th president.
- Dr. Debora Johnson-Ross was named vice president for academic affairs and dean of the faculty in January. Prior to her work at Wartburg, she was director of the Mayor's Scholars Program at Baltimore City Community College, senior vice president of academic innovation at BridgeEdU, and associate dean for academic affairs at McDaniel College.
- Rick Willis was named vice president for student recruitment in August following the retirement of Dr. Edie Waldstein. He brings 25 years of leadership and recruitment experience to the position as Wartburg's former executive director of athletics and wellness and head football coach.
- Dr. Dan Kittle, vice president for student life and dean of students since 2015, was named president of Dakota Wesleyan University in November. He has served Wartburg for 16 years in various roles, including faculty development, community engagement, strategic planning, and COVID-19 mitigation and response, along with teaching leadership and first-year seminar courses.

Strategic Planning

In October, the Board of Regents approved the naming of the College's new strategic plan *Our Brightest Days: Realizing Purpose, Leading Change*. Work to prioritize strategies and fundraising opportunities and determine implementation timelines is nearing completion.

Enrollment

- Fall 2021 enrollment was 1,543 students from 36 U.S. states and 66 countries and more than 30 world religions. This number included 94 international students and 186 U.S. students of color.
- The five majors with highest enrollment are business administration, biology, psychology, elementary education, and exercise science. The online Master of Arts in Leadership program began in summer 2021 with a cohort of 18 students.

Academic and Co-Curricular Programs

- Wartburg launched the public phase of a \$9 million capital campaign in October to renovate Centennial and Vollmer halls, two of the oldest residence halls, which house first-year students. Construction commenced on an addition in December; other work will be completed in summer 2022 and summer 2023. Updates include a new HVAC system, new restroom and shower facilities, an electrical and plumbing overhaul, and the creation of suites and individual rooms to better serve student needs. The campaign marks the largest fundraising goal for a single project in the College's history.
- The Meyer Strength & Conditioning Annex to the Wartburg-Waverly Sports & Wellness Center was dedicated at Homecoming. The \$3.7 million project also included renovation of the former strength and conditioning space to create the Wuertz Health & Human Performance Center, which features the

Wartburg College – Page 2

- Anderson Human Performance Lab, Ott Anatomy and Physiology Lab, and faculty offices, which also were dedicated at Homecoming.
- Kay Grigsby was named the Grant Price Endowed Archivist, established with a \$1.2 million gift from David McCartney and James Petersen of Iowa City to support the College's Archives and the Archives of Iowa Broadcasting. This marks the 21st endowed faculty or staff position and 8th in the past decade.

Spiritual Life and Campus Ministry

- In October, the Rev. Dr. Brian Beckstrom, Herbert and Cora Moehlmann Chaplaincy Chair and dean of spiritual life, accepted a call to serve as the assistant vice president for mission, church, and ministry at Valparaiso University. The Rev. Halcyon Bjornstad, who in 2018-19 was the inaugural director of the college's Accelerated Ministry Program, a joint B.A./M.Div. program with Wartburg Theological Seminary, is serving in an interim capacity.
- The Accelerated Ministry Program, now in its fourth year, welcomed a cohort of five in Fall 2021, bringing the total number to 17.
- O. Jay and Pat Tomson of Mason City, longtime supporters of private, liberal arts education, received the 2021 Graven Award in its 32nd year. The annual award for Christian vocation highlights the powerful and positive effect of a strong sense of Christian vocation as it interfaces with service to community, the church, and the world. Their gifts have helped create endowed faculty positions at a number of Midwest colleges. They have also supported scholarships for students enrolled in the Accelerated Ministry Program.
- Dr. Karen Black, the Rudi Inselmann Endowed Professor of Organ, released a CD, *Ein feste Burg*, in honor of the Wartburg Chapel Dobson Organ's 25th anniversary of installation. A number of special concerts also marked the occasion.
- SLCM continued to partner with several offices across campus, particularly Student Life, to provide care for community members who were sick, respond to increased needs for counseling due to a rise in anxiety, and advance campuswide diversity, equity, and inclusion efforts.

Recognition

- New Board of Regents members include the Rev. Kevin Jones, bishop of the Northeastern Iowa Synod, Mason City; the Rev. Amy Current, bishop of the Southeastern Iowa Synod, Dubuque; Kerri Blobaum '94, materials scientist, Lawrence Livermore National Laboratory, Livermore, California; Ben Shanno '04, vice president/general merchandise manager, Family Dollar, Virginia Beach, Virginia; and Alicia Faust '12 (alumni board president-elect), executive director, Willis Dady Homeless Services, Cedar Rapids.
- Longtime Wartburg supporters Dr. Ann Henninger and Shirley Walker received the Wartburg Medal in recognition of sustained service to the College. Henninger is a professor emerita of biology and Walker is a generous donor and volunteer. They both live in Waverly.
- Dr. Michael Bechtel, associate professor of science education, received funding from the Iowa Governor's STEM Advisory Council's STEM Scale-up Program to make available an aquaponics program to PK-12 teachers, libraries, and other educational programs.
- Caleb Lines, a junior biochemistry major from Nashua, was awarded the Barry Goldwater Scholarship, a national scholarship for students who intend to pursue research careers in mathematics, the natural sciences, or engineering.
- Three Wartburg students were awarded \$10,000 grants from the Davis Projects for Peace program to carry out service projects around the world. Junior Mildred Mahatlane constructed a new classroom at Mafhikana Primary School in Botswana. Sophomore Shanta Nagarkoti returned to Nepal to construct a washroom and hand-washing station and water filtration system for a school. Junior Mercy Umba of South Sudan partnered with Kajo Keji Health Training Institute in Uganda to work with refugee communities.

We are blessed to work with gifted students who are committed to changing the world through leadership and service. Thank you for encouraging your students to join Wartburg's rich tradition as they share their gifts to enrich our community of learning.

Darrel D. Colson, President

Lutheran Campus Ministry at Iowa State University Synod Report

This year in campus ministry has been yet another strange one. Students began again to worship and gather for fellowship in person. Like many organizations, it has been a slow start. We have several new students, but not as many as other years. There are a couple of other campus ministries in town who are flashier than we are, and they have a greater visibility than we have. The biggest way that churches can help support Lutheran Campus Ministry at ANY university is to refer students to us through the LuMin web portal. Anyone can make referrals: youth ministers, pastors, parents, grandparents, women's groups. When campus pastors know what students are attending their universities, we are able to reach out personally to them before they even move into their dorm rooms! I have been known to also take a trip to visit new students in their hometown the summer prior to the school year. I'm not able to do that, though, if I don't have their names and info. The link to the LuMin referral page is at the bottom of this report as well as a QR code that will take you directly to the page.

Regardless the numbers of students attending, we have had some pretty awesome and meaningful gatherings. We continue to worship on Sunday mornings at 11 a.m. where students lead much of the service. We have begun a new ministry we call OASIS @ULC. We meet on Thursday evenings at 6 p.m. for free pizza and a Bible Study. At 7 p.m. we have a candlelight worship, generally Holden Evening Prayer. Students can meet afterward for games, discussion, and studying.

We had imposition of ashes outside the building on Ash Wednesday. Students were encouraged to walk up and receive ashes and a blessing. There were six students who attend other campus ministries but stated that their churches didn't offer Ash Wednesday blessings and so wondered if it was okay for them to receive them from us. Of course! That is what campus ministry is all about! No membership necessary. Grace abounds!

In closing, I'd like to share a paragraph from one of our students:

My name is Kaitlin, and I am a senior in chemical engineering from Manhattan Kansas. University Lutheran Center has really been a home away from home for me. Campus ministry has given me a connection to my community beyond the university and has allowed me to build a very personal and intimate connection to my spirituality. As a student, it is easy to go through studies without feeling connected to the university town itself. University Lutheran Center has been a place to connect with people from all walks of life. In addition to feeling more connected with the Ames community, this environment away from studies has allowed me to shed my roles as a student and feel a greater connection to my personal and spiritual identities. Opportunities to take leadership roles within and beyond worship services have allowed me to grow within the church and take a more active role in my spiritual journey. Above all, I have felt great love and acceptance from this place. Campus ministry takes the words "the greatest of these is love" to heart and goes out of its way to make sure everyone feels welcome and accepted.

Thank you for all your support through financial gifts and prayers. Together we provide an affirming place for young people.

--Jen Andreas, Campus Pastor, Lutheran Campus Ministry at Iowa State University
ulcames.com

pastor.lcm.isu@gmail.com

To Refer a student:

<https://www.luminelca.org/refer-a-student>



University of Iowa Lutheran Campus Ministry Annual Report 2022

Like most other organizations, LCM started off 2021 virtually. We resumed in-person events, meetings and worship in late April, either outdoors or social distanced.

Some highlighted events for LCM this past year have been:

1. We received Implicit Bias Training through the university
2. We hosted virtual visits from LCM alumni and medical workers
3. I hosted virtual Basic Life Skills Baking and Cooking Classes
4. LCM hosted evenings of Faith Questions
5. Facilitated a study of ELCA Sexuality Statement in light of purity culture
6. Hiked in April at Harvest Preserve
7. Hosted a virtual visit from Craig and Stacy Schroeder regarding their late son Austin and Dance Marathon
8. We graduated 9 seniors in May!
9. Visited Wilson's orchard and baked apple pies at Pr Sarah's house
10. Welcomed Bishop Current for a virtual visit
11. Participated in the Pride March
12. Co-hosted with IC Pride a community conversation entitled "How Have Faith Communities Harmed the LGBTQIA Community?"

Campus Christian Fellowship currently rents space from Gloria Dei and LCM and shares our facilities. Our combined campus ministries hosted a Friendsgiving in November and fed 75 students through to-go and socially distanced guests.

13. Several outdoor bonfires/cookouts at Pr Sarah's house and one at Bonnie Rubin's house (board member)

Pastor Sarah Goetsch

Lutheran Campus Ministry at UNI

Annual Report for 2022

ThreeHouse Collaborative Campus Ministries at UNI in Cedar Falls has been active in the last year to engage students, provide connection, and build community.

The Lutheran Campus Ministry at UNI is part of the ThreeHouse collaboration and maintains a board of directors to facilitate funding and staffing needs. This relationship happens with the United Methodist, Episcopalian, Presbyterian, and Disciples of Christ denominations, and boasts 10 identified partner churches in the Cedar Valley and surrounding areas. We are always welcoming new congregations to our collaborative ministry as we seek new ways to support students and the campus community! We are located on College Hill, across from the university. Our rainbow steps and depiction of all of our partner denominations and churches let students and young adults know that all are welcome, and all are loved as they are.

In this past year, we've continued to navigate the pandemic and learn how not only to survive but thrive. We found ourselves adapting to include hybrid options for our community in town and far away. Our worship service continues to be offered in person, on Zoom, and livestreamed.

At the beginning of the fall semester, a student came into the building and asked us this question: "I'm looking for a campus ministry where every part of who I am is accepted, and I don't have to choose who to be in order to participate. Can I find that here?" This has opened up the conversation of how to meet students where they are, engage with them through their faith, and walk with them on their vocational journey.

Part of our campus outreach has continued with our Treat Trike-a full-sized trike with a storage box on the back and a sun canopy overhead. We load up with snacks and treats and roll around UNI's campus, handing out snacks to students with a message reminding them that they are loved, and where we are located. Our friends at Bethlehem Lutheran Church and St. John's Lutheran Church in Cedar Falls have generously gifted their time to roll with us, as well as treat bags to hand out to students!

Some other highlights: twice a week our CoffeeHouse is open for coffee beverages, smoothies, and delicious homemade treats. Students join us each week to study, play games, have conversation, and plan social events. We continue to volunteer at the St. Luke's Episcopal Church Food Pantry and offer a Free Food Pantry that is located on the corner of the building, available to all who are in need. We are also piloting a Listening Post, a space where students can engage with volunteers who listen to hear and support and offer resources to students.

This spring, we've offered a Bible Study that compared the texts of the Bible and the Qu'ran. This study was led by one of our partner pastors from Cedar Heights Presbyterian Church and our Interfaith Ambassador.

Our worship service is held Wednesday evenings at 9:00PM and is offered in person, on Zoom, and via Facebook livestream. Clergy from our partner congregations join us each week to share a message and lead worship.

Finally, we offer programming with our GreenHouse Intentional Living Community. Residents of this house each have their own room, share common spaces, and meet weekly to participate in vocational discussion and discernment, service projects, games, and other community-building exercises.

*If you have students who attend or will be attending UNI, Allen College, or Hawkeye Community College, reach out to Robin Kime at robin@threehouse.org to share their names and get more information on programming! We welcome any and all new congregations interested in partnering and learning more about our ministry. Reach out to Robin with questions!

Robin Kime, Lay Minister
University of Northern Iowa, Cedar Falls, Iowa



TAKE A LOOK AT YOUR IMPACT!

Therapy and behavioral health services for Iowa kids, adults, and families

24-7 care for Iowans with disabilities

Innovative play, art, and music therapy for children who have suffered trauma

Healthy, happy foster and adoptive homes for children

Education and support for parents of children at risk of abuse or neglect

English, work readiness, and citizenship education classes for Iowa's refugee and immigrant community

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

– Matthew 5:16

ABOUT LSI

Lutheran Services in Iowa

Toll free 866.584.5293

www.LSIowa.org

www.facebook.com/LSI.iowa

www.twitter.com/LSIowa

For more information, contact Deb Whitford, Director of Philanthropy and Church Relations, at 563.676.2065 or deborah.whitford@LSIowa.org.



LUTHERAN SOCIAL MINISTRY IN ACTION

THANK YOU FOR PARTNERING WITH LSI TO EMPOWER INDIVIDUALS, STRENGTHEN FAMILIES, AND BUILD COMMUNITIES.

Thanks to the generous support of our friends at the Northeastern Iowa Synod, thousands of Iowans were lifted up, supported, and empowered last year. In 2021, the Northeastern Iowa Synod gave **\$15,456** and **88 churches** gave a total of **\$143,035** in support of LSI's mission: to respond to the love of Jesus Christ through compassionate service. Thank you for your commitment to caring for those who are so often overlooked in our society.

"People at LSI care about you. They are there to support you and they are willing to help."

– Kayla, an Iowa mom enrolled in LSI Early Childhood Services

2021 PROGRAM HIGHLIGHTS



Mental Health Therapy

LSI continues to build our therapy team and create greater access to services. In addition to telehealth options available in all 99 counties, LSI added community-based therapists who are available to see clients in-person in Waukon.



Life Skills Program

LSI launched a new program in Waterloo that helps school-age children avoid further contact with the juvenile court system by helping them build coping skills and connecting them with community resources.

Our Mission: Lutheran Services in Iowa responds to the love of Jesus Christ through compassionate service. LSI is an affiliated social ministry partner of the Iowa congregations of the ELCA (Evangelical Lutheran Church in America) and a member of LSA (Lutheran Services in America). We proudly serve people of all ages, abilities, religions, sexes, gender identities, national origins, ethnicities, races, and sexual orientations.



To our friends and partners in the **Northeast Iowa Synod**, where Mosaic provides services out of Waukon and Clarion:

Mosaic is a mission-driven, values-led organization. Our mission is to embrace God's call to serve, and our values—belonging, connection, faithfulness and grit—shape how we serve. Throughout our 109-year history, we have helped people who were often seen as outsiders find a place to belong and people to connect with.

In 2022, our services continue to evolve to meet the desires of the people we support, and today, people seek more choices in smaller settings. Our quickly growing “Mosaic at Home” service is a perfect fit to meet those desires, and wherever it is possible, we are expanding this service to help more people.

If you're not familiar with it, our Mosaic at Home program matches someone we support with a contractor who opens their home and their heart to the person in a 24/7 shared living environment. The contractor assists the person as needed to acquire and retain the skills needed for daily living and helps the person participate in the larger community.

Nationally, we now serve more people through Mosaic at Home than in any other way. This service also is grounded in our history—it helps people have a place to belong and others to connect with, but in a more intimate way. It also highlights a longstanding truth: Mosaic is not a place you go but something you're a part of.

Many of our Mosaic at Home contractors are faith-filled people who relish the opportunity to live the call to serve others right in their own home. If you feel you may be called to this type of service, I invite you to contact us about it.

In other exciting news for 2022, Mosaic is nearing the completion of our \$63 million **Called to be Bold** fundraising campaign. We're very close to that target, and I am amazed and humbled by the generosity of the many donors who value the work we do. Those gift dollars help Mosaic expand our services to people and help provide many of the things people we support could not afford on their own.

I know God has a bright future promised for this ministry and the people we serve. As always, I say “Thank you” to the many churches across the nation that partner with us in this important work. Together, we are a positive force for change in today's world.



We are grateful to call you partners.
Sincerely,

Linda Timmons, President and CEO, Mosaic





Lutheran School of
Theology at Chicago



2022 joint report to synods from the Lutheran School of Theology at Chicago & Wartburg Theological Seminary

Dear Partners in Ministry in the Northeastern Iowa Synod:

The Lutheran School of Theology at Chicago (LSTC) and Wartburg Theological Seminary (WTS), the two seminaries that the Northeastern Iowa Synod supports, stand united with a vision to form compassionate, ever-evolving leaders for a changing church.

The impact of the pandemic lingers, but both of our schools are thriving, having adapted well to a changing situation. We remain committed to forming leaders for the church who are deeply grounded in the gospel of Jesus Christ and well-prepared to accompany congregations and other church-related institutions into more diverse and adaptive ministries.

A few examples of these efforts by LSTC are highlighted below:

- LSTC joyfully began 2022 with the reinauguration of the Pero Center, renamed the Albert “Pete” Pero Jr. and Cheryl Stewart Pero Center for Intersectionality Studies, with Dr. Linda Thomas as the new program director. Also this past year LSTC’s Antiracism Transformation Team was commissioned, and Vima Couvertier-Cruz was appointed director of diversity, inclusion, equity, and justice. Two related strategic plan initiatives were also launched: “Pursuing Equity: Race, Sexuality, Gender” and “Authentic Diversity.”
- With LSTC’s announcement of the \$2 million endowed Damm Chair, we are searching for an effective scholar with a record of inspiring teaching who can help LSTC integrate leadership cultivation into all aspects of our curriculum. This newly established chair was funded by a generous gift from Larry and Christie Tietjen and will help prepare mainly MDiv, MA and MAM students for ministry. It will allow LSTC to reach additional audiences to enhance leadership across the church. The seminary is also underway with the search process for a professor of Lutheran Systematic Theology with an expertise in global Lutheranism.
- Motivated by the need to provide scholarships for our students, LSTC has engaged in multiple fundraising initiatives, the majority of which have been board-directed. We were especially grateful for a \$1 million gift in 2021 that catapulted us into a successful fundraising year.
- As LSTC reached the conclusion of two years offering all courses in a blended format (remote and in person), we are grateful for the generous grant from the In Trust Center for Theological Schools that enabled LSTC to consult with Learning Forte (Learning for Theological Education). The firm helps seminaries and schools of theology upgrade online learning tools. The upshot of this partnership was a transition of all online learning to Brightspace, a state-of-the-art online learning platform.
- The board of directors has also actively engaged its own improvement in shared governance and attention to diversity, equity, and inclusion by active participation in the Wise Stewards program sponsored by In Trust. LSTC was one of ten schools elected for this program.

A few examples of these efforts by WTS are highlighted below:

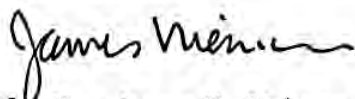
- WTS received a Phase II Lily Grant for \$725,000 in support of two initiatives that are meant to develop resources for both leaders and congregations that come from diverse backgrounds. The one program is “Journey Together,” a new competency-based TEEM program, which is offered fully in Spanish and English. The second initiative is a re-launch of LSPS, the Lutheran Seminary Program in the Southwest, which is expected in early July 2022.
- WTS has launched “Lead BOLDLY,” a \$28 million comprehensive campaign built around Scholarships and Innovation as the top priorities. A \$6-7 million remodel of Fritschel Hall, the seminary’s main academic building, is included in the innovation focus. With deep gratitude, they announced that \$20.5 million had already been received from lead donors.
- In December, WTS announced the formation of a new department, the Department for Vocation and Formation, led by Dr. Kris Stache, the Vice President for Leadership formation. This department was created to establish a more integrated network of support for students, from inquiry out into first call, as they are formed for a long career in public ministry.
- WTS called a new Hebrew Bible faculty member, Dr. Beth Elness-Hanson, who will join the faculty in July from her current position in Uppsala, Sweden. In other faculty news, long-time Hebrew Bible professor Ann Frischel will be retiring in July, and long-time dean, Craig Nesson, will be stepping down from the dean’s position at the end of June, but continuing his role as professor of contextual theology and ethics.
- Finally, the theme of the presidential inauguration in November was “Life Together in a New Day.” WTS has continued to live into that identity, grounded in its history but looking forward into the future, responding to the call of the Holy Spirit who is continually doing a new thing in our midst.

Please know that you are welcome at our seminaries at any time, online or in person! Participate in upcoming educational opportunities. Join us for community events. Worship alongside our students in chapel. Bring someone you know with gifts for ministry. Consider rostered ministry in the ELCA. Come create a meaningful connection with the future leaders that you and your synod support through your gifts to Wartburg and LSTC.

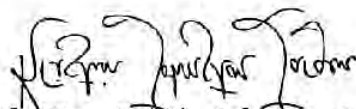
Your synod partnership is essential for LSTC and Wartburg to continue our shared mission of providing effective theological education and developing leaders for the many ministries of your congregation, synod, and the Evangelical Lutheran Church in America. We are so grateful for you and our shared collaborations for the sake of the gospel in service of the church and the world. We could not do this work without you! Thank you for your time, thank you for your talents, and thank you for your financial support.

To learn more about your seminaries and the innovative ways that we are forming leaders, please visit www.lstc.edu and www.wartburgseminary.edu.

Yours in Christ,



The Rev. James R. Neiman, Ph.D.
President
Lutheran School of Theology at Chicago



The Rev. Kristin Johnston Largen, Ph.D.
President
Wartburg Theological Seminary



2199 East Main Street
Columbus, Ohio 43209
614-236-6856
capital.edu/trinity

Report to 2022 Synod Assemblies

Grace and peace to the saints of the Northeastern Iowa Synod, from the saints at Trinity Lutheran Seminary at Capital University!

How can we thank God enough for you in return for all the joy that we feel before our God because of you? (1 Thessalonians 1:9)

This year we are particularly thankful to have two students from the Northeastern Iowa Synod with us at Trinity: Nicole Kiefer (St. Paul, Marble Rock) and Albie Nicol (St. John, Cedar Falls). Both Nicole and Albie are recipients of full-tuition scholarships from the ELCA Fund for Leaders, which is an indication of their accomplishments and their potential as rostered leaders. We are honored that they chose Trinity for their seminary formation, and we are excited to see how God will guide and shape their growth in the coming years!

Our 2+2 Master of Divinity curriculum, in which students complete a two-year internship after two years of coursework, continues to form students deeply for the tasks and challenges of ministry. We are also witnessing a growth in enrollment in our Master of Theological Studies program; several of our new MTS students are already working in non-profit organizations as an expression of their faith in action and are pursuing theological studies for personal and professional enrichment. Almost all Trinity students, whatever their degree program, receive full-tuition scholarships!

Last fall, we launched a new Contextual Education endowment fund. This fund will support the costs of experiential components of a seminary education, such as Clinical Pastoral Education and study abroad. It will also subsidize the expenses of having an intern for congregations that are ideal learning sites but unable to cover the full costs of internship on their own.

Each time I report to you on behalf of the seminary, I ask these three things:

- Encourage potential candidates for ministry to explore Trinity Lutheran Seminary at Capital University.
- As you are able, consider making a financial contribution to support the work of the seminary.
- Keep us in your prayers!

I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the gospel from the first day until now. (Philippians 1:3-5)

In Christ,

The Rev. Kathryn A. Kleinhans, Ph.D.
Dean of the Seminary

OPTIONS FOR RESOLUTIONS

- **Recommendation:** Adoption

Status: Upon presentation by the Resolutions Committee, this resolution will be considered by the assembly for action.

- **Recommendation:** Not Recommended for Adoption

Status: This resolution will not be considered by the assembly unless it is moved and seconded from the floor.

- **Recommendation:** Refer

Status: Upon presentation by the Resolutions Committee, the assembly will consider referring this resolution to the appropriate body. The vote will be to refer or to not refer. Any other action must be made from the floor.

- **Recommendation:** Presented without prejudice

Status: Upon presentation by the Resolutions Committee, this resolution will be considered by the assembly for action.

- **Recommendation:** Alternative Resolution

Status: Upon presentation by the Resolutions Committee, this resolution will be considered by the assembly for action.

PARLIAMENTARY PROCEDURE

T to accomplish this:	You say this:	Interrupt the speaker?	Is a second necessary?	Is it debatable?	Can it be amended?	Necessary vote?	Can it be reconsidered?
Introduce business	"I move that..."	No	Yes	Yes	Yes	Majority	Yes
Amend a motion	"I move to amend the motion by..."	No	Yes	Yes (if debatable)	Yes	Majority	Yes
Give further study	"I move to refer the matter to committee."	No	Yes	Yes	Yes	Majority	Yes (unless it has gone to committee)
Postpone discussion for stated period of time	"I move to postpone the discussion until..."	No	Yes	Yes	Yes	Majority	Yes
End debate and amendments	"I move the previous question."	No	Yes	No	No	2/3	No (unless vote is not taken)
Suspend consideration of an issue temporarily	"I move to table the motion."	No	Yes	No	No	Majority	No
Raise a question about noise, etc.	"I rise to a question of privilege."	Yes	No	No	No	No vote	No (usually)
Call for an intermission	"I move we recess for..."	No	Yes	No	Yes	Majority	No
Adjourn the meeting	"I move that we adjourn."	No	Yes	No	No	Majority	No
Other motions to:	You say:						
Request information	"Point of information"	Yes	No	No	No	No vote	No
Reconsider an action	"I move to reconsider the vote on..."	Yes	Yes	Yes (if motion to reconsider is debatable)	No	Majority	No
Take up a matter previously tabled	"I move to take from the table..."	No	Yes	No	No	Majority	No
Verify a voice vote by having members stand	"I call for a division."	Yes	No	No	No	No vote	No
Vote on a ruling of the chair	"I appeal from the chair's decision."	Yes	Yes	Yes	No	Majority	Yes
Protest breach of rules or conduct	"I rise to a point of order."	Yes	No	No	No	No vote (unless it is unclear)	No
Avoid considering an improper matter	"I object to consideration of this motion."	Yes	No	No	No	2/3	Yes (if main motion was not considered)
Suspend rules temporarily	"I move to suspend the rules so that..."	No	Yes	No	No	2/3	No

ASSEMBLY RULES

RESOLVED, That the 2022 Northeastern Iowa Synod Assembly adopt the following proposed Assembly Rules:

PROPOSED ASSEMBLY RULES

RCR.1 QUORUM

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

RCR.2 GENERAL RULES

Robert's Rules of Order, latest edition, shall govern all proceedings of this assembly unless contradicted by rules adopted in this report, which shall have priority.

RCR.3 RESOLUTIONS

Resolutions will be received by members of the Resolutions Committee and the Secretary of the Synod. All resolutions shall be in writing on 8½ x 11 paper. The deadline for receiving resolutions will be 12:00 noon on Friday, June 3. Proposed amendments to offered resolutions must also be in writing on 8½ x 11 paper.

RCR.4 RESOLUTIONS NOT RECOMMENDED FOR ADOPTION

Resolutions not recommended for adoption by the Resolutions Committee may only be considered by the assembly if they are moved by a voting member and seconded by a voting member of the assembly.

RCR.5 GENERAL DISCUSSION AND DEBATE

No speech by a single voting member on any one issue shall exceed three (3) minutes in length. Speeches supporting or opposing a resolution shall be offered on an alternating basis.

RCR.6 PRIVILEGE OF VOICE

The privilege of voice, but not vote, may be granted to any individual by a majority vote of the voting members. The privilege of voice, but not vote shall automatically be extended to all retired ordained ministers on our synod roster who are not voting members, all rostered persons of this synod who are on leave from call, full communion partner pastors serving ELCA congregations under contract in our synod have voice if they do not already have voice and vote at the synod assembly, non-voting members of the Resolutions Committee of this Synod, and churchwide representatives who are not voting members.

RCR.7 NOMINATIONS FROM THE FLOOR

Synod Assembly voting members may submit nominations from the floor of the assembly for all elections. The name and full address and telephone number(s) of those nominees must be presented in writing to the Secretary of the Synod by Saturday at noon. Only nominations which have the assurance of the nominee's willingness to serve if elected may be submitted.

RCR.8 DISTRIBUTION OF MATERIALS

Consistent with the policy of the Evangelical Lutheran Church in America for Churchwide Assemblies: Only materials authorized by the synod secretary, with the approval of the Resolutions Committee, will be distributed to voting members of the assembly during the assembly.

RCR.9 MINISTRY EXHIBITS (DISPLAYS)

1. Ministry Exhibit (display) space is provided for ELCA and Northeastern Iowa Synod ministries.
2. Only the church's publishing house (Augsburg Fortress), the ELCA and Northeastern Iowa Synod related ministries may offer items for sale. All other requests require Synod Council approval. No commercial displays or sales booths are permitted without Synod Council approval.

- continued

SUBMITTED BY: Synod Council

ACTION OF THE RESOLUTIONS COMMITTEE:

Background: The proposed rules provide for an orderly procedure of deliberation.

Recommendation: Adoption

Status: Upon presentation by the Resolutions Committee, this resolution will be considered by the assembly for action.

Vote Required for Adoption: Majority

2023 MINIMUM COMPENSATION GUIDELINES

RESOLVED, That the Northeastern Iowa Synod of the Evangelical Lutheran Church in America adopt the Proposed Minimum Compensation Guidelines for 2023.

SUBMITTED BY: The Compensation Committee
and Synod Council

ACTION OF THE SYNOD COUNCIL:

Background: The Synod Council has approved the 2023 Minimum Compensation Guidelines for adoption by the assembly. This does not require action by the Resolutions Committee.

Recommendation: Adoption

Status: Upon presentation, this resolution will be considered by the assembly for action.

Vote Required for Adoption: Majority

2023 2022 MINIMUM COMPENSATION GUIDELINES for **ROSTERED MINISTERS (Pastors & Deacons)**

INTRODUCTION

Rostered ministers (pastors and deacons) “work in and with and for the community for the sake of the Gospel.” They are “workers, called by God through the church to serve the Gospel” in equipping the baptized for ministries in the world and in the church. In the letter of call, congregations and leaders both pledge themselves to actions that enable effective ministry for the Gospel. These guidelines are offered as an avenue of providing support for ministries of pastor and people and deacon and people. “Doing God’s work in the world calls for leaders who bring a variety of training, skills, interests and life experiences to the work they do in congregations, communities and partner organizations. Many of these leaders are called to serve as ministers on one of the rosters of the ELCA: Ministers of Word and Sacrament and Ministers of Word and Service. Rostered ministers carry out the work and mission of this church, sharing God’s love with the world through the good news of Jesus Christ.”¹

These guidelines are offered as an avenue of providing support for ministries of pastor and people and deacon and people. The compensation guidelines for this synod are written by a subcommittee of the Synod Council. The work of the subcommittee is reviewed and modified by the Synod Council before being submitted to the Synod Assembly.

Many factors influence these guidelines. Those include changes in the cost of living, comparison with other synods, and recognition of accumulated skills in the practice of ministry and in “first career” settings. Those involved in setting these guidelines are also aware of the high debt load carried by those new to the ministry and the shortage of rostered ministers for ministries in this church.

We urge congregations to study these guidelines and to use them for mutually affirming dialogue about the financial aspect of care for rostered ministers. It is important to note that a ministry site cannot terminate or modify a rostered minister’s call unilaterally (i.e., without the rostered minister’s consent) by reducing the rostered minister’s salary or benefits. In ELCA terminology, when a ministry site issues the call and the rostered minister accepts, our constitutions state that they have a “continuing mutual relationship and commitment” [ELCA 7.46, Synod ¶S14.18, Model Constitution for Congregations *C9.05]. Looked at this way, the terms of the call can be modified only by agreement between the rostered minister and the congregation. The congregation cannot unilaterally amend the call (e.g., by reducing the agreed compensation) any more than the pastor could unilaterally amend the call (e.g., by taking two months of vacation instead of one month). The terms of the call do get modified each year when the ministry site votes to adopt a new budget and the rostered minister agrees to the new compensation package in the budget (which is typically an increase). But when the rostered minister does not agree (because compensation is proposed to decrease), the terms of the call are not amended, and the rostered minister is entitled to continue receiving compensation at the prior year’s level.

Note: Those who prepare these guidelines are not tax professionals, nor do they give tax advice. Congregations, pastors, and deacons should consult a qualified tax professional for tax related questions and advice.

1 Evangelical Lutheran Church in America, *Rostered Minister of the ELCA* [website], <https://www.elca.org/about/leadership/rostered>, (accessed 8 March 2022)

COMPENSATION FOR ROSTERED MINISTERS (PASTORS & DEACONS)

Pastors and deacons should be compensated at the base salary grid printed below, including all benefits, and including recognition of prior service completed before ELCA ordination. However, for deacons:

1. Federal Tax Code will not permit a tax-deductible housing allowance for lay ministers. However, congregations may provide additional, taxable compensation for housing costs. The salary grids for pastors and deacons are identical because deacons generally do not receive a housing allowance.
2. Federal Tax Code requires congregations to pay the employer's portion of FICA for deacons. Under the Federal Tax Code congregations MAY NOT pay the employer's portion of FICA to the IRS for pastors and housing allowance eligible deacons, nor may they withhold the minister's portion of FICA taxes. Instead, a FICA offset is paid to the minister for the employer portion of FICA tax owed. The minister is then required to pay the congregation portion and the personal portion of FICA taxes in quarterly tax payments to the IRS.

A. CLERGY HOUSING (generally for pastors only. See item 4 below.)

1. When a parsonage is provided, all utilities and maintenance costs are to be borne by the congregation. (See Addendums C)
2. When a parsonage is not provided, the congregation should provide a housing allowance at a minimum level of 30% of base salary plus the FICA offset or at a level adequate to pay for mortgage, maintenance, utilities, and taxes. (See Addendum D.)
3. Congregations providing a parsonage are encouraged to contribute to a housing equity fund for their rostered minister(s). Housing equity is a designated fund for retirement housing or a down payment on a domicile. This suggested annual contribution is 3% of defined compensation. Congregations contemplating a housing equity arrangement will want to investigate Portico Benefit Services for additional details and assistance.
4. Housing provided to deacons and lay church employees may not be taxable, if living on the church property is an important and necessary part of the duties of the employee. This could apply to a custodian, for example, and perhaps to other employees who are available to members of the congregation at varying hours as needed.
5. Congregations should pay the moving expenses for rostered ministers. Under the current Federal Tax Code moving expenses are considered a fringe benefit and must be included as taxable income on the minister's W-2.

B. PROFESSIONAL SUPPORT

1. AUTOMOBILE

Automobile and other work-related travel is an expense of the congregation and, as such, is not usually reported as taxable income and should not be considered part of a salary package. Reimbursement for travel expense may be handled in one of three ways:

- a. Reimbursement for actual business miles traveled at the current rate established by the Internal Revenue Service. Congregations and rostered ministers negotiate documentation and frequency of payment details. This is the recommended method of reimbursement. **The IRS requires that mileage be submitted by month at least every 60 days.** (See Addendum E.)
- b. Payment of a lump sum per year pro-rated to a monthly basis. Rostered ministers need to maintain accurate records of actual business mileage and vehicle expenses and provide that documentation for tax records, as portions of this allowance may be taxable.
- c. The congregation may provide a vehicle for staff use.

2. CONTINUING EDUCATION

- a. Quality, holistic continuing education for rostered ministers provides a source for challenging ideas, cutting edge programs and professional renewal. It is not vacation time. Because both benefit, congregations and rostered ministers share expenses for

continuing education. Congregations are encouraged to support continuing education at the \$900 level, plus \$400 annual contribution by each rostered minister. Two weeks of time away, including two Sundays, should be allowed annually for continuing education. If there is a prior agreement between the rostered minister and the congregation's council, continuing education time and money can be cumulative to six weeks in the same ministry setting. The ELCA expectation for continuing education is 50 contact hours per year.

- b. Unused continuing education funds may accrue to three years, and, for accounting purposes, may be placed in a separate account. Termination of the call in that ministry setting will cancel all time and money contributed by the congregation for that rostered minister. The rostered minister shall be reimbursed for personal funds that have been contributed to the continuing education account.

3. FIRST CALL THEOLOGICAL EDUCATION

In the first three years of ministry following ordination, rostered ministers are required to be actively involved in the Northeastern Iowa Synod's program of First Call Theological Education (FCTE), part of a churchwide emphasis on continued learning and development of supportive collegial relationships. The synod's FCTE program involves an annual retreat, mentoring, colleague groups, and elective or required continuing education opportunities. The ELCA expectation for continuing education is 50 hours per year. It is an expectation for a first call ministry site to provide time and financial support for all First Call activities.

4. SABBATICAL (Financially Supported Time for Renewal)

Opportunities for a maximum three-month sabbatical are becoming more common in the ELCA. Some congregations include a sabbatical renewal time as part of the call. Others establish sabbatical renewal as congregational policy. The Northeastern Iowa Synod Sabbatical Policy provides some broad guidelines for sabbatical planning and implementation. The synod can also provide a helpful video, contacts with sabbatical "veterans," and reference materials for congregational study and planning. (See the Sabbatical Guidelines section)

5. STAFF SUPPORT/MUTUAL MINISTRY COMMITTEE

It is recommended that a staff support/mutual ministry committee be established within each congregation. Suggestions for creation and maintenance of such an advisory committee may be found in Addendum A.

6. SYNOD ASSEMBLY AND FALL THEOLOGICAL CONFERENCE

Through the letter of call, all rostered ministers are required to attend the Synod Assembly and Fall Theological Conference at congregational expense. In addition, spouses are encouraged to participate in the Fall Conference, with the congregation providing funds for attendance.

7. BOOKS, PERIODICALS, OTHER EXPENSES

Professional expenses such as books, periodicals, program materials, and other educational materials should be shared by the congregation and the rostered minister. A recommended congregational amount is up to \$700.00 annually.

C. VACATION AND HOLIDAY BENEFITS

1. Vacation

Due to the rigors and often long hours of congregational ministry, vacation equivalent to four weeks per year (28 days, including four Sundays) should be provided. This does not include time for continuing education. Supply ministers covering for vacation are to be paid by the congregation(s). No more than two weeks of vacation may be carried forward to the following calendar year. When a rostered minister leaves a call, accrued vacation is to be taken prior to the official date of departure, or is to be paid to the pastor as additional salary upon departure.

2. Holidays

Congregations should provide appropriate time off for holidays. If the actual day cannot be taken, another day should be designated.

D. ADDITIONAL INFORMATION

1. Love Gifts

So-called cash "love gifts" given to pastors at Christmas, and at other times of the year are always taxable income, regardless of whether the gifts are given individually by members of the congregation(s), or are gathered by the congregation(s) and given in a single check to the rostered minister(s) and/or lay staff members.

2. FICA Tax

Pastors:

Our nation's tax policy treats pastors as self-employed persons for FICA purposes. Where employees pay 7.65% of their income for FICA Tax, with the employer providing the remaining 7.65%, ordained clergy pay the full 15.3% FICA Tax on income and housing. Congregations are required strongly encouraged to provide a FICA Tax offset equivalent to the employer's portion of this tax, as they now do with other non-ordained staff. Note that congregations cannot pay the pastor's FICA tax directly. When it is provided, the offset becomes additional taxable income to the pastor. To determine the amount of FICA offset to pay a pastor, take the sum of the base salary plus the housing allowance (or fair rental value of a provided parsonage as determined by a licensed real estate professional based on furnished housing with utilities paid) and multiply by 7.65%.

Deacons:

Congregations must withhold 7.65% of a deacon's income for FICA taxes, and pay it to the IRS along with the congregation's portion of 7.65% unless it is determined that the deacon is eligible for housing, in which case the deacon must pay all FICA taxes through quarterly estimated tax payments.

3. Sick Leave/Family Sick Leave/Short-term Disability

Sick leave recommendation is one day per month, cumulative to sixty days. Sick leave days may also be taken to care for a sick child, spouse, or parent. The congregation is to assume responsibility for pulpit supply to cover worship services, funerals, etc., during sick leave. In the event of extended illness, the congregation shall assume the responsibility for providing full salary and benefits for the first two months eight consecutive weeks of the illness, at which time the Portico Disability Plan will take effect if the application for disability is approved. The congregation is responsible for arranging pulpit supply during the disability.

4. Parenting Leave

The church places a high value on family, therefore a need for guidelines relating to maternity, adoptive and family leave are appropriate. These guidelines are offered to help congregations approach such situations in a caring manner. During any parenting leave period, supply ministers are to be paid by the congregation.

a. Maternity leave

A period of six (6) weeks leave is to be offered with full pay and benefits (with the exception of car allowance). The decision regarding prenatal and postnatal time should be determined on an individual basis at the discretion of the rostered minister and the church council. If both parents are in the employ of the congregation, the six weeks may be split between them. Two (2) weeks of paid adoptive or birth leave may be given to the secondary care giver. Accrued vacation may also be used in conjunction with the leave. A rostered minister desiring additional leave, either prior to, or following birth or adoption, may negotiate for unpaid leave.

b. Adoptive leave

Six (6) weeks of paid adoptive leave is available to an adoptive mother or an adoptive father (whoever is the primary care giver), following the adoption of a child. If both parents are in the employ of the congregation, the six weeks may be split between

them. Two (2) weeks of paid adoptive or birth leave may be given to the secondary care giver. Accrued vacation may also be used in conjunction with the leave. A rostered minister desiring additional leave, either prior to, or following birth or adoption, may negotiate for unpaid leave.

c. Family leave

- i. Congregations should be sensitive to family needs, such as paternity leave or extraordinary illness of children or parents of the rostered minister, and arrange proper leave time for these circumstances.
- ii. In the event of a death in his or her immediate family (to include spouse, children, parents, stepchildren, stepparents, brother, sister, grandparents, step grandparents, grandchildren, step grandchildren, mother-in-law, father-in-law, or legal guardian), a rostered minister will normally be allowed three (3) days, with pay, to attend the funeral and to deal with family affairs.
- iii. In cases where there is a special need related to circumstances, generally assumed to be the sudden death of an immediate family member, or cases requiring extensive travel, up to a total of five (5) working days may be granted in consultation with the church council. A rostered minister desiring additional leave may negotiate for unpaid leave or vacation.

E. HEALTH, RETIREMENT, DISABILITY, AND BASIC GROUP LIFE

For pastors, the contributions are figured on defined compensation which includes: annual base salary, FICA tax allowance, housing allowance (cash or parsonage), furnishings and/or utilities allowance (if the congregation/organization pays it directly to the rostered minister), housing equity contributions (if the congregation/organization pays them directly to the rostered minister), and additional tax-sheltered annuity contributions made by way of a voluntary salary reduction agreement the rostered minister has reached with the congregation/organization (includes tax-sheltered contributions made to another financial institution).

For deacons, defined compensation is generally limited to the base salary.

Be sure to report your employee's change of compensation via EmployerLink as soon as it is applicable. More information about the process is available here:

<https://employerlink.porticobenefits.org>.

Portico offers two options on its website that help with calculations.

1. Login to your own Portico account at <https://myportico.porticobenefits.org/overview-life-changes/calculating-the-cost-of-benefits>.

2. Go through the Employer Link at https://employerlink.porticobenefits.org/-/link.aspx?_id=A8702392AA364983B0C71AEA21F576A7&z=z

Login to the EmployerLink (usually the treasurer or church administrator have access), click on "Resources," then "Overview," and then "Calculators."

Portico Health Benefits Coverage

Portico Benefit Services, the nonprofit benefit ministry of the ELCA, provides the benefit program for rostered ministers, lay employees, and their families. Portico provides health, dental, prescription drug, retirement, disability, and group life insurance benefits in one bundled program.* This program is designed to address the needs of rostered ministers and provide seamless benefits during change of call, leave from call, and other events unique to ministry. A bundled approach helps ensure rostered ministers and lay employees are protected against significant financial loss from a variety of risks. Through Portico, congregations** in this synod and across the country pool their collective purchasing power to provide benefits in a cost-effective manner. For more information, see the ELCA Philosophy of Benefits at PorticoBenefits.org/philosophy.

Congregations and plan members share the cost of benefits. Congregations are expected to support the well-being of their covered plan members by paying all or a significant portion of the contributions for benefits. Plan members are expected to participate in the cost of utilizing the benefits (e.g., deductibles, coinsurance, and copays).

The ELCA Church Council has approved a balance of cost-sharing between congregations and plan members. Portico offers a choice of ELCA-Primary health benefit options that fit this approved balance. Each fall, congregations in this synod should select one of these approved options to offer their sponsored plan members for the following year. During annual enrollment, Portico will notify congregations which options fit within the range that the ELCA Church Council has approved. Congregations should engage in conversation with their rostered minister to determine the option that best fits their needs. Current contribution rates are available at EmployerLink/PorticoBenefits.org or by calling Portico at 800.352.2876.

*A plan member may waive health coverage if they have access to valid medical insurance coverage through their spouse or another employer.

**"Congregations" may also refer to multi-point parishes or other non-parish ministry agencies such as Bible camps, long-term care facilities, hospitals, campus ministries, etc.

1. Sponsored Couples

If both spouses are sponsored under Portico Benefit Services, each sponsor is required to contribute to the ELCA benefits program for that individual. Employers will receive a "couple credit" that will be applied toward the cost of health benefits. Full contributions for retirement, disability, and group life and retiree support coverages are required for both spouses.

2. Waiver of Medical-Dental Coverage Possible

Sponsored members may waive unnecessary additional medical-dental coverage under Portico Benefit Services. If a member is eligible for employer-provided medical benefits coverage through a spouse's employer or through a former employer, the rostered minister can select that coverage and waive coverage under the ELCA benefits program while continuing to participate in the ELCA retirement, disability, and group life plans and retiree support.

Most members who waive coverage will incur additional costs to cover the contributions required by the spouse's plan, and to cover higher out-of-pocket costs if benefits under the spouse's plan are not as generous. Congregations, on the other hand, will save money due to lower ELCA plan contributions. Most congregations will find it appropriate to provide a larger-than-usual salary increase or additional retirement contributions when the plan member waives coverage.

Any salary increase should be unrelated to the rostered minister's decision to continue or waive coverage. If a salary adjustment is offered in exchange for reduced health benefits, the congregation may be required to establish a Health Savings Account (HSA), or a "cafeteria plan" under Section 125 of the Internal Revenue Code in order to avoid adverse tax consequences for rostered ministers who do not waive coverage. Please consult your tax advisor.

A member who has other employer-provided medical benefits coverage and wants to waive Portico coverage should contact the Customer Care Center of Portico Benefit Services.

F. ROSTERED MINISTERS MINIMUM BASE SALARY ACCORDING TO YEARS OF EXPERIENCE

(Base Minimum Salary Grid) (Housing is not included in this base salary chart)

The following salaries are recommended for ~~2023~~ 2022. The salaries listed are minimum salaries for years of experience. Second career rostered ministers entering the ministry receive one year of credit on the grid for every three years of first career experience after age 22.

Ministers of Word and Sacrament ordained through the 3-year Theological Education for Emerging Ministries (TEEM) program receive a TEEM certificate, rather than a Master of Divinity degree. Therefore, second career persons entering the ministry through TEEM receive one year of credit for every four years of first career experience after age 22. When a TEEM graduate possesses a master's degree in any field of study, previous experience will count at the standard one to three ratio.

Each call situation is unique. The varieties of situations include solo or staff ministry team, solo or multiple parish site, specialized ministries in congregational or non-congregational setting, senior pastor, associate or assistant pastor, little or no staff to extensive staff supervision and planning. If the condition of service involves a special measure of responsibility, such as working alone in a parish and/or lack of support staff, heavier than normal workload, or head of staff responsibilities, additional compensation would be appropriate.

The percent increase at the ~~2023~~ 2022 graduate entry level is ~~5.9~~ 4.3 percent (~~2022~~ 2021 Social Security cost of living adjustment) plus incremental increases of \$635 per year through 35 years of service. Beyond year 35, congregations should negotiate with the pastor and arrive at a salary commensurate with the nature of the call. One suggestion might be to simply multiply the base increase in salary times the number of years of service over 35 years and add that total to the base minimum salary for 35 years of service. For example, 40 years of service equals 5 years x 635 = 3175 + ~~64,762~~ = 67,937, a suggested minimum base salary for 40 years of service. Another option is the negotiation of a supplementary retirement contribution.

Using the salary grid:

Years of Service	Base 2021	Base 2022	Base 2023	Dollar Increase Over 2022 Base	Percent Increase Over 2022 Base
Graduate	\$39,652	\$40,167	\$42,537	2370	5.90%
1	40,287	40,802	43,172	3005	7.48%
2	40,922	41,437	43,807	3005	7.36%
3	41,557	42,072	44,442	3005	7.25%

Graduate Level

Base ~~2023~~ ~~2021~~ at the Graduate level 40,167
 Cost of living increase of ~~5.9~~ ~~4.3~~% +2,370
 Equals Base ~~2023~~ ~~2022~~ for Graduate level 42,537

Subsequent Years

~~2022~~ ~~2021~~ Base for years of service plus ~~\$3,005~~ ~~\$1,150~~ (~~\$2,370~~ ~~\$515~~ cost of living allowance + \$635 incremental increase) equals ~~2023~~ ~~2022~~ Base for years of service.

Years of Service	Base 2021	Base 2022	Base 2023	Dollar Increase Over 2022 Base	Percent Increase Over 2022 Base
Graduate	\$39,652	\$40,167	\$42,537	2370	5.90%
1	40,287	40,802	43,172	3005	7.48%
2	40,922	41,437	43,807	3005	7.36%
3	41,557	42,072	44,442	3005	7.25%
4	42,192	42,707	45,077	3005	7.14%
5	42,827	43,342	45,712	3005	7.04%
6	43,462	43,977	46,347	3005	6.93%
7	44,097	44,612	46,982	3005	6.83%
8	44,732	45,247	47,617	3005	6.74%
9	45,367	45,882	48,252	3005	6.64%
10	46,002	46,517	48,887	3005	6.55%
11	46,637	47,152	49,522	3005	6.46%
12	47,272	47,787	50,157	3005	6.37%
13	47,907	48,422	50,792	3005	6.29%
14	48,542	49,057	51,427	3005	6.21%
15	49,177	49,692	52,062	3005	6.13%
16	49,812	50,327	52,697	3005	6.05%
17	50,447	50,962	53,332	3005	5.97%
18	51,082	51,597	53,967	3005	5.90%
19	51,717	52,232	54,602	3005	5.82%
20	52,352	52,867	55,237	3005	5.75%
21	52,987	53,502	55,872	3005	5.68%
22	53,622	54,137	56,507	3005	5.62%
23	54,257	54,772	57,142	3005	5.55%
24	54,892	55,407	57,777	3005	5.49%
25	55,527	56,042	58,412	3005	5.42%
26	56,162	56,677	59,047	3005	5.36%
27	56,797	57,312	59,682	3005	5.30%
28	57,432	57,947	60,317	3005	5.24%
29	58,067	58,582	60,952	3005	5.19%
30	58,702	59,217	61,587	3005	5.13%
31	59,337	59,852	62,222	3005	5.07%
32	59,972	60,487	62,857	3005	5.02%
33	60,607	61,122	63,492	3005	4.97%
34	61,242	61,757	64,127	3005	4.92%
35	61,877	62,392	64,762	3005	4.87%

COMPENSATION AND BENEFITS FOR TEMPORARY MINISTRIES

Temporary staff compensation and benefits should be based on the duties and the amount of time spent completing ministry tasks. The interim rostered minister serving a congregation between permanent pastorates should be compensated as agreed upon by the rostered minister and all church councils involved, taking into account the following:

A. Full-time Interim

1. Parish supplies housing for the pastor, spouse, and family.
2. Compensation should be on the basis of the interim minister's number of years of experience according to synod guidelines. Under no condition shall it be less than the minimum guidelines for seminary graduates. Auto allowance should also be paid. Supplemental benefits should also be included.
3. Furthermore, if the parish situation requires concentrated effort above the normal routine, serious consideration should be given to meet the guidelines for a rostered minister of the experience and skills which the interim brings to bear on the problems of the parish. It must be remembered that restorative and creative ministry on the part of the interim rostered minister may be much more difficult and exhausting than regular parish ministry.
4. Interim calls are issued by the synod council in consultation with a local site.

B. Part-time Interim (20 hours or less per week)

Compensation will be proportionate to the base salary, benefits and auto allowance of a full-time interim rostered minister. Interim calls are issued by the synod council. In no instance shall the minimum hourly wage fall below \$30 per hour inclusive of travel and preparation time plus mileage at the current IRS rate.

C. Supply Ministry

Compensation should include preparation time, travel time, and mileage for worship services, Bible studies, confirmation, visitation, and funeral planning. It is courteous to have a check on hand to reimburse one-time supply ministers immediately. When supply is provided for multiple weeks or on an ongoing basis, payment arrangements may be agreed upon by the congregation and the supply minister.

In the event that weather or some other issue requires the cancelation of a worship service, the supply minister must be notified as soon as possible. The supply minister shall be paid \$100 for preparation time. No mileage shall be paid, unless the minister was already traveling to the congregation before being notified of the cancelation. Only the round-trip mileage actually traveled will be paid to the supply minister in this case.

D. Weekly Worship

Single Service -\$150; each additional service - \$40
If a class is taught - \$40 additional
Communion presider only - \$30 per service.
Total mileage should be paid at the IRS approved rate.

E. Other Services (weddings, funerals, etc.)

\$120 per service, plus mileage at the IRS approved rate, paid by the congregation. (This would be in addition to any honorarium the pastor might receive from the family members.)

SABBATICAL GUIDELINES

INTRODUCTION

What is 'Sabbatical'?

"Sabbatical" is a significant amount of time away from ministry responsibilities and is to be used for both professional growth and personal renewal. The intent of sabbatical is to sharpen the recipient's skills and to refresh both the spiritual life and a sense of calling.

Definitions:

The phrase "extended study leave" means the same as "sabbatical." When the word "congregation" is used in these guidelines, the terms "agency" or "employer" also apply.

Scriptural background:

The word "sabbatical" is rooted in the word "Sabbath." The Sabbath is about time. When the work of creation was finished, God rested and reserved the seventh day as time to rest and reflect on the goodness of creation. In the third commandment, "Remember the Sabbath day to keep it holy," God protects the gift of time from the insatiable demands of work. In the New Testament, Jesus insisted that "the Sabbath was made for humankind and not humankind for the Sabbath." (Mark 2:27) As the Son of Man and Lord over the Sabbath, Jesus reclaimed the Sabbath to serve human physical and spiritual needs as God the Creator intended. In so doing, Jesus set the needs for renewal and restoration above the burdensome labor of religious obligations. In these brief examples from Scripture, a picture of the Sabbath emerges. The Sabbath recognizes the physical and spiritual strain of routine toil. It also hallows the time that will be given to God for renewal.

What's done on Sabbatical?

The time may be used for a) further academic study; b) enhancement of professional skills; c) purposeful creative expression relating to ministry; d) purposeful travel in connection with an area of study; and/or e) serving a mission endeavor.

Is there a need?

Ministry changes often cluster around five-to-seven-year marks. At that time, it is normal for both the rostered minister and the congregation to become aware of the need for change. As a particular ministry unfolds over time, the cumulative weight of sharing crises, nurturing new programs and striving to meet ever-changing demands and expectations eventually affects the rostered minister's performance and attitudes. That might be called "burn out" or "fatigue." Both the rostered minister and the congregation may sense that "something is not right." The most common recourse is to seek a new call. Effective use of a properly planned sabbatical will allow a rostered minister to more effectively utilize the experience already gleaned in a congregation. At the same time, well planned sabbaticals allow the rostered minister to bring new ideas and challenges, enthusiasm and directions to enrich and invigorate existing ministries.

The sabbatical is one of the most effective ways for a rostered minister and parish to develop and maintain a long-term relationship. In that sense, both the rostered minister as well as the congregation benefit from the rostered minister's sabbatical. Taking a longer hiatus from the scheduled routine helps the rostered minister update outdated or stale skills. When study is coupled with the sabbaticant's intentional and guided spiritual renewal discipline, the sabbaticant can return to the ministry re-equipped in skills and more deeply aware of the sustaining presence of God. Moreover, a rostered minister's renewed sense of perspective gleaned from the sabbatical experience may lead to more productive goal setting and mission planning in the ministry site.

What is not a Sabbatical?

Sabbatical a) is not additional vacation. Sabbaticals, unlike vacations, assume that the church council and the synod play a significant role in the planning, execution and evaluation in shaping the outcome; b) is not an opportunity to do similar work in a different setting; and c) it is not the same as annual continuing education. Continuing education is taken annually and usually not for more than an accumulated one or two weeks of time. Sabbatical time is at least three months and is granted not more than once every five years.

A. ELIGIBILITY AND LENGTH

1. Rostered ministers shall not be eligible for a sabbatical until they have served in their present call for at least five years.
2. Recipients of sabbatical opportunities are expected to return to their existing ministries for at least a year after the sabbatical unless noted otherwise in the shared planning documents.
3. A typical extended study will be thirteen weeks or three months. Vacation and continuing education time are not included in sabbatical. Variations from the thirteen week/three month sabbatical are to be approved by the congregation and reported to the Assistant to the Bishop for Rostered Leadership. It is not recommended that pastors "save" either annual continuing education time or stipends for their sabbatical, but rather use their continuing education time on an annual basis. However, as long as the rostered minister is participating in appropriate annual continuing education, unused continuing education funds may be designated to an account and accumulated to help cover sabbatical expenses.

B. GOAL SETTING GUIDELINES

1. The Synod Council encourages that the sabbatical option be included in the Letter of Call or appointment for rostered ministers.
2. At least six months before the sabbatical is to begin, the applicant shall submit a written plan to the congregational council for study including the proposed dates. The proposal must be approved by both the rostered minister and the congregational or administrative council. The proposal is then submitted to the Assistant to the Bishop for Rostered Leadership for comment, clarification and endorsement. Such a plan needs to include:
 - a. Filling out sabbatical forms available from the Northeastern Iowa Synod.
 - b. Providing the congregational council/administrative board and the Assistant to the Bishop for Rostered Leadership a statement of expected educational and spiritual benefits.
 - c. Written plans about how the parish duties and existing programs will be covered. Major decisions should be made prior to the sabbatical, or, if they cannot be made, they should be delayed until the rostered minister has had time to become reoriented in the ministry.
 - d. Openness to input from others that the plan may be overly ambitious, especially when a major writing project is involved.
 - e. A plan for re-entry into the ministry once the sabbatical is complete, since both the congregation and rostered minister will have undergone changes and a loss of intimacy. A re-entry plan includes:
 - i. selecting a person to keep a diary of parish happenings to share at the return;
 - ii. staggering committee and board meetings to facilitate a gradual re-entry into the ministry;
 - iii. renewing ties by visiting, for example, the congregation's homebound members who may have felt the absence most acutely;
 - iv. publicly affirming the ministry done during the absence, even though some things might have not gone smoothly;
 - v. determining a date to report to the congregation about short-term, intermediate and projected long-term benefits of the sabbatical.

C. COSTS DURING SABBATICAL

1. During the sabbatical, the rostered minister shall remain at full salary and benefits, excluding automobile allowance.
2. The participant will bear the cost of sabbatical activity. However, congregations may choose to assist in these costs by designating the current year's continuing education stipend to the sabbatical. The intent of only using the current year's stipend is to prevent rostered ministers from skipping continuing education in the years leading up to a sabbatical in order to build a sabbatical fund. If a congregation banks unused funds, the current funds, plus unused funds from the previous two years may be used toward sabbatical costs (see section B.2.b). Rostered ministers and congregations need to check current tax laws and retirement benefits rules about pre-designating a portion of the rostered minister's salary as an "education offset" during the sabbatical year.
3. Whether a congregation initially enters into a sabbatical arrangement by Letter of Call or by congregational decision, it needs a fair estimate of the cost of providing interim ministry services. That estimate can serve as the basis for a savings plan. Some congregations may train lay persons to assume major responsibility during the sabbatical and may then budget for an interim minister only to provide minimal service. Sacramental ministry (baptism and Holy Communion) may only be performed by an ordained Minister of Word and Sacrament. Neighboring rostered ministers may make themselves available for crisis situations. When paid staff members assume the additional work of the sabbaticant, congregations may offer them an additional paid week of vacation as thanks for their cooperation.
4. Because a sabbatical offers the congregation the chance for renewal as well as the rostered minister, congregational members are encouraged to try new ministry roles or to develop new ministries (e.g. Lay Communion Ministry Teams, Worship Leadership Teams, Preaching Teams, Confirmation Teaching Teams). In congregations served by two or more rostered ministers, the congregation is expected to partner with the remaining rostered minister(s) to ensure that the ministry of the congregation remains vibrant.
5. Providing housing away from the congregational setting during the sabbatical is the responsibility of the sabbaticant.
6. Grants to support a sabbatical may be available. Contact the synod office for information.

APPLICATION FOR SABBATICAL

Northeastern Iowa Synod

For submission to the Assistant to the Bishop **Rostered** for Leadership

for the period of _____ thru _____

Name: _____

Address: _____

Phone: (____) _____ (Office) (____) _____ (Home)

In existing ministry since:

Proposed period of sabbatical

Congregation/employer approved sabbatical

☐ By Call?

☐ By Resolution? If by Resolution, list date of Council meeting: _____

Brief preliminary explanation of proposal:

Preliminary statement of Intended Benefits:

Site of Study/Experience:

Approximate costs:

- Tuition & housing \$ _____
- Transportation \$ _____
- Food and incidentals \$ _____

I am working with a local committee or council and have set the following goals:

- a. Responsibility for existing ministry _____ (date) *(see B.2.c., C.3. & C.4.)*
- b. Approval of final proposal _____ (date)
- c. Approval of "re-entry" plan _____ (date) *(see B.2.e.i.-v.)*
- d. Date to report on sabbatical _____ (date)

Rostered Minister

Council President

MUTUAL MINISTRY COMMITTEE

The purpose of the Mutual Ministry Committee is to foster communication and coordination between the pastor or deacon (hereafter referred to as "minister") and the members of the congregation/parish, and to provide support to the minister in the call. The committee develops policy recommendations, consults on continuing education plans, oversees long-range planning of the congregation, participates in reviews of ministers and congregational ministries annually, and undertakes projects requested by the minister or council.

The Mutual Ministry Committee consists of a maximum of 6 members. The minister chooses three members, but the church council may veto any of the choices. The church council chooses three members, but the minister may veto any of the choices. When the minister is serving multiple congregations, all congregations should have at least one member on the committee. Members of the committee should not serve on the church/parish council while serving on the Mutual Ministry Committee. It is suggested that the committee meet at least four times per year.

First Meeting of the Year (late January – early February) – This meeting is best scheduled shortly after each congregation's Annual Meeting. Review the ministry goals from the previous year and acknowledge progress made on these goals. Set new ministry goals for the coming year. Both the congregation(s) and the minister should bring ideas for ministry goals to the meeting. The goals of the congregation(s) are brought by the lay members of the Mutual Ministry Committee with input from the church council and committees of the congregation(s). Special attention should be given to goals or emphases for programs/ministries that were discussed at the Annual Meeting of the congregation(s).

Second Meeting of the Year (early March) – The emphasis of this meeting should be on continuing education for the minister and members of the congregation(s), especially any continuing education needed to meet the ministry goals which have been set for the year. A report is made on continuing education that was completed during the past twelve months by the minister and any members of the congregation(s). A plan is proposed and sent to the Council for approval for continuing education that will be completed during the coming year by the minister and members of the congregation(s). The continuing education plan for the minister may take the form a written and signed "Continuing Education Covenant."

Third Meeting of the Year (mid-summer) – The third meeting begins by reviewing progress made on the current ministry goals and determining any further steps that are needed to complete the goals. The remainder of this meeting focuses on the minister and the Mutual Ministry Committee discussing openly any topics that are "hot" in the congregation(s) at the moment – ideas for ministry, ideas for worship, ideas for fun events, complaints or concerns, etc. *This is not a place to bring up individual grievances!*

Fourth Meeting of the Year (November – early January) – In this meeting the Mutual Ministry Committee reviews the goals that were set at the beginning of the year and discusses progress made by both the congregation(s) and the minister to complete these goals. The committee and minister also discuss how these goals helped or hindered the ongoing and long-range ministry of the congregation(s)/parish. Goals that have not been completed may be carried over into the next year.

It is **not** recommended that the Mutual Ministry Committee be responsible for performing an annual review of the minister. Such a review should be performed by the Executive Committee of the

Council(s)/Parish Council. The Mutual Ministry Committee may provide input into an annual review, and should advocate for the minister being compensated at least at minimum guidelines. The Review of Minister of Word and Sacrament, Minister of Word and Service, and Congregational Ministry is a suggested format for the review. It may be found in Addendum B of the Northeastern Iowa Synod Minimum Compensation Guidelines. The current version of these guidelines may be found on the synod website neiasynod.org by clicking the "Resources" link.

Based upon its work throughout the year, the Mutual Ministry Committee may at any time forward recommendations to the Church Council(s)/Parish Council for action at their regular meetings, or as an agenda item for the Annual Meeting of the congregation. These recommendations should include advocating for fair and competitive compensation for the rostered minister, developing a sabbatical policy if one does not exist, and updating and changing personnel policies as needed.

REVIEW OF MINISTER OF WORD AND SACRAMENT, MINISTER OF WORD AND SERVICE, AND CONGREGATIONAL MINISTRY

INTRODUCTION

Effective ministry is the result of an interaction between the rostered minister and the congregation(s). It is always important to stay in touch with shared goals and expectations.

The following documents are provided as a means to review the mutual ministry of the pastor(s)/deacon(s) and the congregation(s) based upon the Letter of Call issued to each rostered minister, which is reflected in the constitutional provisions related to the pastor(s)/deacon(s) and the congregation(s).

The review of the rostered minister(s) is generally completed annually by the executive committee of the council (or the executive committee of the parish council, if a geographical parish), but each congregation or shared ministry setting may choose which entity is best suited to conduct the review. The review of the congregational ministry is generally completed annually by the pastor(s)/deacon(s) and council(s) together.

The goals of the review are:

- a. To identify and affirm the accomplishments, faithfulness and competencies of the congregation and the pastor(s)/deacon(s).
- b. To help congregations sharpen personal goals and to define areas of needed or desired professional, spiritual, and personal growth.
- c. To help laity and rostered ministers clarify expectations of one another and to improve the effectiveness of their shared ministries.

Prior to completing the review, each person doing the review is encouraged to consult the expectations of rostered ministers as outlined in Section S14.12 of the Northeastern Iowa Synod Constitution, ELCA, for Ministers of Word and Sacrament; and in Section S14.32 for Ministers of Word and Service; and the expectations of a congregation as contained in Chapter 4, "Statement of Purpose," in the Model Constitution for Congregations of the Evangelical Lutheran Church in America, Sections C4.02 and C4.03.

If the ministry site has a position description for the pastor(s)/deacon(s), strengths and growth areas may be assessed for additional duties mentioned in the position description.

Please note that the synod's Minimum Compensation Guidelines are set at a level to adequately compensate a rostered minister who is meeting the minimum expectations of a Minister of Word and Sacrament or Minister of Word and Service as outlined in the Letter of Call and the Synod Constitution. If a rostered minister is performing above minimum expectations, it is appropriate to provide compensation above the minimum level for years of service.

REVIEW OF PASTOR BASED ON THE SYNOD CONSTITUTION

Section S14.12 of the Northeastern Iowa Synod Constitution:

†S14.12. Consistent with the faith and practice of the Evangelical Lutheran Church in America,

a. Every minister of Word and Sacrament shall:

1) preach the Word;

List the pastor's strengths in the area of preaching:

List areas of growth related to preaching:

2) administer the sacraments;

List the pastor's strengths in the area of administering Baptism and Holy Communion:

List areas of growth related to administering Baptism and Holy Communion:

3) conduct public worship;

List the pastor's strengths in the area of conducting worship:

List areas of growth related to conducting worship:

4) provide pastoral care;

List the pastor's strengths in the area of providing pastoral care:

List areas of growth related to providing pastoral care:

5) seek out and encourage qualified persons to prepare for the ministry of the Gospel;

List the pastor's strengths in the area of encouraging others to consider a call to ministry:

List areas of growth related to encouraging others to consider a call to ministry:

6) impart knowledge of this church and its wider ministry through distribution of its communications and publications;

List the pastor's strengths in the area of informing the congregation(s) about the ministries of the synod and the ELCA, and encouraging participation:

List areas of growth related to informing the congregation(s) about the ministries of the synod and the ELCA, and encouraging participation:

7) witness to the Kingdom of God in the community, in the nation and abroad; and

List the pastor's strengths in the area of witnessing to the Kingdom of God outside the congregation(s):

List areas of growth related to witnessing to the Kingdom of God outside the congregation(s):

8) speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world.

List the pastor's strengths in the area of speaking publicly on behalf of the poor and oppressed, calling for justice, and proclaiming God's love:

List areas of growth related to these areas:

b. Each pastor with a congregational call shall, within the congregation:

1) offer instruction, confirm, marry, visit the sick and distressed, and bury the dead;

List the pastor's strengths in the areas of Christian education, confirmation, marriages, visitation, and funerals:

List areas of growth related to these areas:

2) relate to all schools and organizations of the congregation;

If applicable, list the pastor's strengths in relating to schools, daycare, and other organizations that are ministries of the congregation.

If applicable, list areas of growth in the pastor relating to congregational ministries.

3) install regularly elected members of the Congregational Council; and

List the pastor's strengths in the area of installing the Council, Sunday school teachers, etc.:

List areas of growth related to installations:

4) with the council, administer discipline; and

If applicable, list the pastor's strengths in administering discipline along with the council:

If applicable, list areas of growth related to administering discipline along with the council:

5) endeavor to increase the support given by the congregation to the work of the ELCA Churchwide organization and of this synod.

List the pastor's strengths in encouraging regular increases to Mission Support:

List areas of growth related to the pastor encouraging regular increases to Mission Support:

List mutually agreed upon goals for the pastor for the coming year, focusing especially on areas of growth mentioned above:

REVIEW OF DEACON BASED ON THE SYNOD CONSTITUTION

The following constitution-based review should ONLY be used for deacons who were consecrated after 2018, or for those who were a deaconess or diaconal minister before the Word and Service roster was unified. It is not an appropriate resource for those who were an associate in ministry prior to the unification of the lay roster. This review is also not suitable for use for deacons who are called to a specific ministry that does not require preaching, community outreach, advocacy, etc., as duties of the call. As an alternative, a review should be developed that is based on the job description for the position that the deacon holds in the congregation or ministry. The job description should also be a part of the review even if the following tool is used.

Section S14.12 of the Northeastern Iowa Synod Constitution:

†S14.32. Consistent with the faith and practice of the Evangelical Lutheran Church in America, every minister of Word and Service shall:

a. Be rooted in the Word of God, for proclamation and service;

List the deacon's strengths in the area of using scripture in preaching and service:

List areas of growth related to using scripture in preaching and service:

b. Advocate a prophetic diakonia [service] that commits itself to risk-taking and innovative service on the frontiers of the Church's outreach, giving particular attention to the suffering places in God's world;

List the deacon's strengths in the area of advocacy and action related to service ministries within the congregation(s) which reach out into the world:

List areas of growth related to such advocacy and action within the congregation(s):

c. Speak publicly to the world in solidarity with the poor and oppressed, calling for justice and proclaiming God's love for the world, witnessing to the realm of God in the community, the nation, and abroad;

List the deacon's strengths in the area of advocacy and action related to service ministries outside the congregation(s):

List areas of growth related to such advocacy and action outside the congregation(s):

d. Equip the baptized for ministry in God's world that affirms the gifts of all people;

List the deacon's strengths in the area of equipping others for ministry:

List areas of growth related to equipping others for ministry:

e. Encourage mutual relationships that invite participation and accompaniment of others in God's mission;

List the deacon's strengths in the area of encouraging mutual relationships:

List areas of growth related to encouraging mutual relationships:

f. Practice stewardship that respects God's gift of time, talents, and resources;

List the deacon's strengths in the area of personal stewardship and encouraging generosity in others:

List areas of growth related to stewardship:

g. Be grounded in a gathered community for ongoing diaconal formation;

List the deacon's strengths in the area of participating in a gathered community:

List areas of growth related to participating in a gathered community:

h. Share knowledge of the ELCA and its wider ministry of the gospel, and advocate for the work of all expressions of this church; and

List the deacon's strengths in the area of sharing knowledge of and advocacy for participation in the ministries of the ELCA, including its three expressions: Churchwide Office, Synods, and Congregations:

List areas of growth related to these areas:

i. Identify and encourage qualified persons to prepare for ministry of the gospel.

List the deacon's strengths in the area of encouraging others to consider a call to ministry:

List areas of growth related to encouraging others to consider a call to ministry:

List mutually agreed upon goals for the deacon for the coming year, focusing especially on areas of growth mentioned above:

REVIEW OF CONGREGATIONAL MINISTRY BASED ON THE MODEL CONSTITUTION FOR CONGREGATIONS AND THE LETTER OF CALL

Model Constitution for Congregations of the ELCA, Section C4.03:

***C4.03. To fulfill these purposes [listed in *C4.02], this congregation shall:**

a. Provide services of worship at which the Word of God is preached and the sacraments are administered.

List strengths in providing services of worship, proclamation of the Word, and administration of Baptism and Holy Communion:

List areas of growth related to providing services of worship, proclamation of the Word, and administration of Baptism and Holy Communion:

b. Provide pastoral care and assist all members to participate in this ministry.

List strengths in providing pastoral care and assisting all members to participate in ministry:

List areas of growth related to providing pastoral care and facilitating participation:

c. Challenge, equip, and support all members in carrying out their calling in their daily lives and in their congregation.

List strengths in this area of ministry:

List areas of growth related to this area of ministry:

d. Teach the Word of God.

List strengths related to Bible study, Sunday school, confirmation, adult education, Vacation Bible School, worship, and other teaching opportunities:

List areas of growth related to this area of ministry:

e. Witness to the reconciling Word of God in Christ, reaching out to all people.

List strengths in this area of ministry:

List areas of growth related to this area of ministry:

f. Respond to human need, work for justice and peace, care for the sick and the suffering, and participate responsibly in society.

List strengths in this area of ministry:

List areas of growth related to this area of ministry:

g. Motivate its members to provide financial support for the congregation's ministry and the ministry of other parts of the Evangelical Lutheran Church in America.

List strengths related to educating members regarding stewardship and mission support:

List areas of growth related to educating members regarding stewardship and mission support:

h. Foster and participate in interdependent relationships with other congregations, the synod, and the churchwide organization of the Evangelical Lutheran Church in America.

List strengths in this area of ministry:

List areas of growth related to this area of ministry:

i. Foster and participate in ecumenical relationships consistent with churchwide policy.

List strengths in this area of ministry:

List areas of growth related to this area of ministry:

In the Letter of Call issued to the rostered minister, it states these responsibilities for the members of the congregation(s): "With this call, we pledge our prayers, love, esteem, and personal support for the sake of the ministry entrusted to you by God and for our ministry together in Christ's name."

List ways that the congregation(s) are fulfilling these responsibilities:

List areas of growth related to the congregation(s) fulfilling these responsibilities:

List mutually agreed upon goals for the congregation(s) for the coming year, focusing especially on areas of growth mentioned above:

CHECKLIST FOR PARSONAGE USE

This checklist is being offered to promote ongoing discussion between congregational leadership and pastors relative to the maintenance, repair, and general use of a church owned home. It is understood the following areas may have more or less relevance to specific congregational situations.

- ___ 1. The congregation has thoroughly cleaned, and redecorated as needed, the parsonage prior to use by incoming pastoral family.
- ___ 2. The following appliances have been installed in the parsonage, are being properly maintained by the parsonage family, and serviced and annually inspected by the congregation

Recommended:

- | | |
|----------------------|--------------------|
| ___ Stove | ___ Washer/Dryer |
| ___ Refrigerator | ___ Microwave |
| ___ Dishwasher | ___ Water Softener |
| ___ Air conditioning | ___ Other: _____ |

As Needed/Optional:

- ___ Garbage Disposal
- ___ TV Antenna/Cable/Dish
- ___ Humidifier/Dehumidifier
- ___ Water Purifier
- ___ Other: _____

- ___ 3. The following services/utilities are being paid directly by the congregation:

- | | |
|--|----------------------|
| ___ Electricity | ___ Gas/LP |
| ___ Soft Water Service | ___ Cable (optional) |
| ___ Telephone (excluding personal calls) | |
| ___ Garbage (and other city-billed services) | |
| ___ Other: _____ | |

- ___ 4. The following items have been supplied by congregation by mutual agreement:

- | | |
|----------------------|--------------------|
| ___ Paint | ___ Ceiling Fans |
| ___ Wallpaper | ___ Light Fixtures |
| ___ Floor Coverings | ___ Other: _____ |
| ___ Window Coverings | |

- ___ 5. Because the congregation owns the parsonage and grounds, it shall be their responsibility to provide regular grounds maintenance (e.g. lawn mowing, landscaping, snow removal). Therefore, any expected role of the pastor in such matters has been discussed initially and reviewed annually.
- ___ 6. When it becomes time to redecorate the parsonage, consideration of such matters as color and fabric selection, floor covering options, and overall design has been done in consultation with those living in the parsonage. The congregation will determine the price range for both individual items and the total cost of the redecoration.

- ___ 7. An annual inspection of the parsonage has been conducted that included:
- ___ Major kitchen appliances and heating & cooling systems.
 - ___ Areas in need of minor and major repair.
 - ___ Immediate and long-range redecorating and modernizing projects.
 - ___ Other: _____
- ___ 8. After the annual inspection, the pastor and congregational leaders have discussed inspection findings and have mutually agreed on: 1) the repairs, maintenance, and any redecorating plans that will be undertaken during the upcoming year, 2) who will be responsible for completing the work, and 3) who will pay for each approved expenditure.

HOUSING ALLOWANCE RESOLUTION

(Insert for Congregation Council Minutes)

In order to permit ____ (Name of Pastor) ____ to benefit from the provisions of Section 107 ~~and 108~~ of the Internal Revenue Code of ~~1954-1986~~, the council specifies that the total compensation paid to her/him during the fiscal year ended ____ (Subsequent Year) includes a housing allowance. Since such approval by the council would permit her/him to deduct that amount from her/his taxable income and has no further effect upon our congregation or budget, it was

RESOLVED,

That the total compensation of \$ ____ (Amount) ____ paid to ____ (Name of Pastor) ____ includes a housing allowance of \$ ____ (Amount) ____ for the current year and for all future years, unless otherwise provided.

Signature

Title

Date

The above resolution should be included in the minutes of the congregation council prior to January 1 of each year. A copy should be made of the motion as it appears in the minutes and given to the pastor(s) for her/his records.

This same resolution format may be used for a parsonage allowance when a pastor chooses to declare some of the base salary as a parsonage allowance to be used for expenses related to the parsonage.

Addendum E
ROSTERED MINISTER AUTOMOBILE EXPENSE REPORT
 For the Month of _____, 20____
 Vehicle Description: _____
 (Use a separate report for each vehicle)

MILEAGE METHOD

Day Of Month	General Description of Travel Purpose (At the discretion of payroll person, minister/staff person's appointment book must reconcile with this column. When confidentiality is necessary, use "private" as descriptor.)	Total Miles Traveled (Do not include commute or personal miles) [1]	Tolls & Parking [2]
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26			
27			
28			
29			
30			
31			
Total for Columns [1 & 2]:			
Current Mileage Reimbursement Rate Per Mile:			
Total for Column [1] times (x) current mileage reimbursement rate per mile:			
TOTAL Automobile Business Expense (A) Add last line of column [1 & 2]:			

2023-24 NORTHEASTERN IOWA SYNOD MISSION GOALS

RESOLVED. That the Northeastern Iowa Synod of the Evangelical Lutheran Church in America adopt the Proposed 2023-24 Mission Goals (synod budget).

SUBMITTED BY: Synod Council

ACTION OF THE SYNOD COUNCIL:

Background: The Synod Council has approved the 2023-24 Northeastern Iowa Synod Mission Goals for adoption by the assembly. This does not require action by the Resolutions Committee.

Recommendation: Adoption

Status: Upon presentation, this resolution will be considered by the assembly for action.

Vote Required for Adoption: Majority

Vote Required for Amendment: 2/3

2023-24 Proposed Budget

	2021-2022 Budget Anticipated	2021-2022 Actuals	2022-2023 Budget Anticipated	2023-2024 Budget Anticipated
CONGREGATIONAL MISSION SUPPORT & OTHER INCOME				
Mission Support				
from Congregations	\$1,300,000.00	\$1,288,405.43	\$1,368,000.00	\$1,310,000.00
Individual Mission Support Gifts				
Annual Fund	\$35,000.00	\$20,424.00	\$38,000.00	\$30,000.00
Other Income:				
Staff Support/ELCA	\$10,000.00	\$10,000.00	\$10,000.00	\$10,000.00
Market Value Changes/Interest Income				
Year-end audit adjustment				
Realized Gain/Loss				
Misc. Income/Interest	\$76,816.00	\$38,482.03	\$46,000.00	\$38,500.00
Total Other Income:			\$30,812.00	
	\$121,816.00	\$68,906.03	\$124,812.00	\$78,500.00
TOTAL INCOME:	\$1,421,816.00	\$1,357,311.46	\$1,492,812.00	\$1,388,500.00
SYNODICAL GIVING				
Ministry Through ELCA:				
ELCA Gen. Mission Support	\$392,235.00	\$354,787.42	\$395,000.00	\$410,000.00
ELCA Colleges & Universities	\$1,770.00	\$1,575.00	\$2,250.00	\$2,000.00
Iowa Lutheran Campus Ministry	\$10,768.00	\$9,261.00	\$13,230.00	\$10,000.00
Lutheran Services in Iowa	\$11,800.00	\$11,056.50	\$14,580.00	\$11,550.00
ELCA Seminaries	\$24,338.00	\$20,958.00	\$29,940.00	\$22,000.00
Total Regional Mission:	\$48,676.00	\$42,850.50	\$60,000.00	\$45,550.00
PROGRAM SUPPORT				
Ministry Within Synod:				
Synod Council	\$5,000.00	\$691.23	\$7,500.00	\$7,500.00
Region V Center for Mission	\$3,344.00	\$3,344.04	\$3,550.00	\$3,550.00
Ministry Networks	\$2,500.00	\$0.00	\$3,000.00	\$3,000.00
Leadership Committees	\$16,000.00	\$13,627.60	\$26,500.00	\$26,500.00
Lutheran Youth Organization	\$9,000.00	\$9,025.83	\$12,000.00	\$12,000.00
Consultation Committee	\$500.00	\$0.00	\$500.00	\$500.00
Discipline Committee	\$500.00	\$0.00	\$500.00	\$500.00
ELCA Director of Evangelical Mission	\$10,000.00	\$2,206.30	\$10,000.00	\$10,000.00
Total Boards/Committees:	\$46,844.00	\$28,895.00	\$63,550.00	\$63,550.00
SYNOD STAFF MINISTRY & ADMINISTRATIVE EXPENSES	2021-2022 Budget	2021-2022 Actual	2022-2023 Budget	2023-2024 Budget
Salaries and Housing	\$551,295.00	\$454,259.91	\$567,076.00	\$538,487.00
Medical and Dental	\$165,338.00	\$82,833.20	\$170,779.00	\$92,698.00
Pension	\$66,155.00	\$48,363.96	\$67,192.00	\$63,372.00
Social Security	\$15,595.00	\$11,713.15	\$16,005.00	\$14,545.00
Continuing Education	\$4,600.00	\$280.00	\$4,800.00	\$4,800.00
Legal/Audit	\$4,500.00	\$800.00	\$4,700.00	\$6,000.00
Bookkeeping Services	\$18,000.00	\$26,066.25	\$19,000.00	\$19,000.00
Travel	\$9,000.00	\$13,786.40	\$17,500.00	\$22,500.00
Bishop Installation Expense	\$0.00	\$10,234.35	\$1,500.00	\$0.00
Bishop's Crisis Fund	\$500.00	(\$140.00)		
Wartburg Seminary Expense	\$0.00	\$400.00		
Utilities	\$5,000.00	\$4,285.26	\$5,000.00	\$5,000.00
Insurance	\$9,500.00	\$7,205.00	\$9,500.00	\$10,000.00
Maintenance & Repair	\$14,000.00	\$13,417.06	\$15,000.00	\$16,500.00
Telephone, Internet, Web Hosting	\$8,000.00	\$5,333.08	\$9,000.00	\$9,000.00
Printing	\$13,000.00	\$6,408.94	\$13,500.00	\$13,000.00
Postage	\$10,000.00	\$8,268.05	\$12,000.00	\$12,000.00
Supplies	\$15,000.00	\$25,507.50	\$16,000.00	\$22,000.00
Books/Magazines	\$600.00	\$26.70	\$600.00	\$600.00
Bank Charges	\$8,500.00	\$7,587.60	\$9,000.00	\$2,500.00
Depreciation Expense	\$15,478.00	\$17,366.90	\$15,000.00	\$15,000.00
Addition to expenses				\$2,398.00
Total Synod Office:	\$934,061.00	\$744,003.31	\$973,152.00	\$869,400.00
TOTAL EXPENSES:	\$1,421,816.00	\$1,170,536.23	\$1,491,702.00	\$1,388,500.00
INCOME or (LOSS)	\$0.00	\$186,775.23	\$1,110.00	\$0.00

Salaries by Classification:

Bishop \$147,697

Assistants to the Bishop and Synod Administrator \$265,914

Support Staff \$123,176

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2022 Synod Nominees for Synod Council and Committees Members

The following members of the Northeastern Iowa Synod have been nominated by their respective conferences or the Synod Nominating Committee. Not all positions have nominees. Vacancies are noted by the term "Open Nomination." Additional nominations for the positions can be made by voting members during the assembly. Nominees are to be submitted in writing to the Synod Secretary. Each nomination must have the consent and willingness of the nominee to serve. Please include the nominee's name, address, phone number, email address, conference, and the name of the congregation of which they are a member.

Synod Council Nominations

Vice President – 4 Year Term

One to be Elected

Name: Kris Meyer

Congregation: St. Paul's, Waverly

Conference: Tree of Life

Occupation: Retired Principal, St. Paul's Lutheran School, Waverly; Part-Time Faculty, Professional School Counseling w/Buena Vista University.

Interest & Hobbies: Kris loves spending time with her husband, Don, two grown children and grandson. She is a storyteller, educator, and counselor.

* * * * *

Lay Woman – 3 Year Term

One to be Elected

Name: Deb Tidwell

Congregation: St. John, Farmersburg

Conference: Shepherd of the Hills

* * * * *

Lay Man — 3-Year Term

One to be Elected

Name: David Voigts

Congregation: Zion (Jubilee), La Porte City

Conference: Jubilee

Occupation: Retired Senior Ecologist for Florida electric utility

Church Involvement: Church council, president, accessibility committee & chair, Camp Ewalu representative, Care of Creation Network.

* * * * *

Young Adult — 3-Year Term

One to be Elected

Name: Natalie Koepke

Congregation: St. John, Crane Creek, Tripoli

Conference: Tree of Life

Occupation: Grain Scale Operator, Five Star Coop, New Hampton

Church Involvement: Deacon

Hobbies: Spending time on the farm raising cattle.

Name: Sawyer Loger

Congregation:

Conference:

Occupation:

Church Involvement

Hobbies:

Name: Miranda Hoey

Congregation: Grace, Tripoli

Conference: Tree of Life

Occupation: Alumni Development Officer, Wartburg Seminary

Church Involvement: Deacon Assistant, accessibility project, capital campaign, communication team, and reader.

Interests and Hobbies: Walking dog with husband, especially at Ewalu, spending time visiting families across Northeast Iowa.

* * * * *

Minister of Word & Sacrament

3-Year Term

One to be Elected

Name: **Rev. Matthew Agee**

Congregation: St. Peter, Dubuque

Conference: Water of Life

Occupation: Senior Pastor

Church Involvement: Very involved in local ELCA Conference.

Interests and Hobbies: Fossil hunting, metal detecting, reading, rock tumbling, fishing at Swiss Valley, and working on my yard to reestablish a native Bur Oak Savannah.

* * * * *

Minister of Word & Sacrament

2-Year Term

One to be Elected

Name: **Open Nomination**

* * * * *

Person of Color or Whose Primary Language is not English — 3-Year Term

One to be Elected

Name: **Open Nomination**

* * * * *

Synod Nominating Committee Nominations

Lay Woman — 1-Year Term

Three to be Elected

Name: **Kira Ellingson**

Congregation: Stavanger, Ossian

Conference: Shechem

Occupation: Student, South Winneshiek High School; part-time cashier, Casey's; Humane Society volunteer

Church Involvement: LYO, acolyte, attend conference meetings.

Hobbies: Public speaking, acting, drumming, reading, studying, listening to music, running, managing basketball/baseball teams.

Name: **Open Nomination**

Name: **Open Nomination**

* * * * *

Lay Man — 1-Year Term

Three to be Elected

Name: **Lonnie Upton**

Congregation: Redeemer, Waverly

Conference: Tree of Life

Name: **Lynn Schulte**

Congregation: Bergen, Story City

Conference: Riverside

Name: **Open Nomination**

Person of Color or Whose Primary Language is not English — 1-Year Term

One to be Elected

Name: **Open Nomination**

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Minister of Word & Sacrament

1-Year Term

Three to be Elected

Name: **Rev. Erika Lenth**

Congregation: St. Paul, Monona

Conference: Shepherd of the Hills

Occupation: Pastor

Church Involvement: Worship leader, confirmation teacher, Conference Dean

Hobbies: Reading books, especially Debbie MacComber, taking my daughter on walks, singing.

Name: **Rev. David Lenth**

Congregation: Ossian, Ossian

Conference: Upper Iowa River

Occupation:

Church Involvement:

Hobbies:

Name: **Open Nomination**

Synod Committee on Discipline Nominations

Lay Man — 6-Year Term

One to be Elected

Name: Open Nomination

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Lay Woman — 6-Year Term

One to be Elected

Name: Mandy Koch

Congregation:

Conference: Riverside

Occupation:

Church Involvement

Hobbies:

Male Minister of Word & Sacrament

6-Year Term • One to be Elected

Name: Rev. Ron Roberts

Congregation: East Clermont, Clermont

Conference: Shechem

Occupation: Pastor

Church Involvement: Community builder
through ecumenical work with local
congregations and home congregation

Hobbies: Reading, walking, table games, biking.

Synod Consultation Committee Nominations

Lay Man — 6-Year Term

Two to be Elected

Name: Rich Corfman

Congregation: St. Peter, Dubuque

Conference: Water of Life

Occupation: Mental Health Therapist (LISW)
Private Practice

Church Involvement: Choir, contemporary
worship team

Hobbies: Golf, billiards, birdwatching, camping,
hiking, bicycling, playing board games &
phone apps, reading, watching movies &
sports.

Name: Paul Flint

Congregation:

Conference: Riverside

Occupation:

Church Involvement:

Hobbies:

