

2023 Northeastern Iowa Synod Assembly

June 9-10, 2023



**“Growing Together in
Faith, Hope and Love”**

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Bi-annual Synod Assemblies

Growing Together in Faith, Hope, and Love.

For now we see only a reflection, as in a mirror, but then we will see face to face. Now I know only in part; then I will know fully, even as I have been fully known. And now faith, hope, and love remain, these three, and the greatest of these is love. -1
Corinthians 13:12-13

I, along with the Synod Council, are proposing that beginning this year, we gather to do the business of the Synod Assembly every other year, on odd numbered years. So, we will meet this June, in 2023 and then not again until 2025.

The Synod Assembly has traditionally been the time when people from all over the Synod gather together. We have packed worship, business, and workshop learning into one, two or sometimes three days. This is a large commitment for our pastors and our lay voting members.

This year, we are beginning something that has found success in other Synods. By meeting in Assembly only on odd-numbered years we can focus on governance, finance, and elections in a more streamlined fashion. We will do this wrapped in worship and prayer.

On even numbered years, we will have the opportunity to explore different ways to be together in learning and worship. We are imagining a resource fair gathering where anyone from your congregation can attend workshops, not just the two or three voting members. Church musicians can come for music workshops, Sunday School directors and teachers can share Christian Education ideas. We can have practical workshops for secretaries and council members, along with Bible studies. Or we could plan a Synod-wide worship experience for thousands of us to gather and sing praises to God together. We are also exploring ways we can come together in service at these events.

In order to do this, we need to make some adjustments to the way we do business. For example, during a Synod Assembly we will need to approve budgets for two years, trusting the Synod Council to make necessary adjustments based on up-to-date information, a job they are tasked with already.

We will also need to elect people for positions that they will fill one or two years later. At the Assembly this year, we will elect some people to join the Synod Council in 2023 and some who will start their term in 2024. This June, we will also elect voting members to the Churchwide Assembly in 2025, that will be held in Phoenix. We will also elect a slate of alternates in the event that someone is unable to attend.

Another change this year will be the addition of two Pre-Assembly events to help voting members be better informed and ready when they come to the Assembly. Both will be online. One will be a review of the budgets and the Synod Compensation Guidelines. The other will be a review of the resolutions that will come before Assembly for consideration. Both will be recorded for review and for those that aren't able to join live.

These proposed changes for the way we gather as a Synod will help us Grow Together in Faith, Hope and Love as we serve God and care for one another.

Thanks again for your faithful participation in the life of the church.

Bishop Kevin Jones
Northeastern Iowa Synod

Northeastern Iowa Synod Assembly
Luther College, Decorah, Iowa
June 9-10, 2023
Theme: *Growing Together in Faith, Hope and Love*

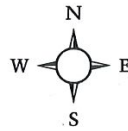
FRIDAY

5:00-7:00 PM	Registration tables open
5:00-6:30 PM	Dinner available in the cafeteria in the Dahl Centennial Union (name badge will be your "ticket" for all meals)
7:00 PM	Worship Service Orientation
8:00 PM	Social Hour – reception at the Oneota Marketplace and Union Terrace located in the Dahl Centennial Union

SATURDAY

7:30-8:30 AM	Breakfast available in the cafeteria in the Dahl Centennial Union (name badge will be your "ticket" for all meals)
7:30 AM-3:00 PM	Registration tables open
9:00 AM	Morning Prayer
9:15-10:30 AM	Plenary Session I
10:30 AM	Break
10:45 – Noon	Plenary Session II
Noon – 1:15 PM	Lunch available in the cafeteria in the Dahl Centennial Union (name badge will be your "ticket" for all meals)
1:15-2:45 PM	Plenary Session III
2:45 PM	Break
3:00 PM	Plenary Session IV (if needed) Closing Worship

All events will be in the Center for Faith and Life unless otherwise noted.



LUTHER COLLEGE

Decorah, Iowa

www.luther.edu

Handicap accessibility

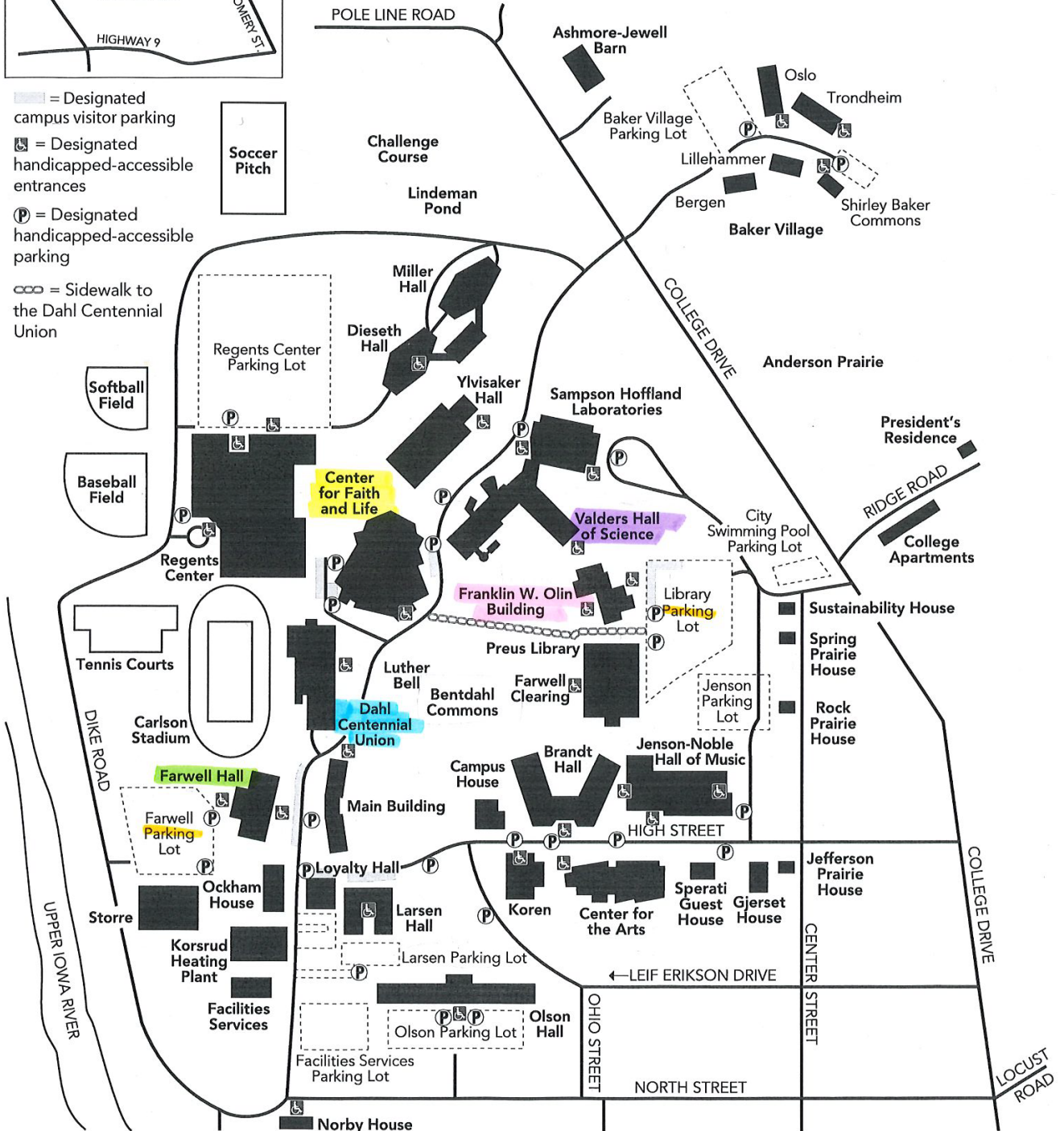
■ = Designated campus visitor parking

♿ = Designated handicapped-accessible entrances

P = Designated handicapped-accessible parking

--- = Sidewalk to the Dahl Centennial Union

Soccer Pitch



2023 General Assembly Information

CHURCHWIDE REPRESENTATIVE

Jill Beverlin, ELCA Coordinator of Coaching Ministries, will attend as the churchwide representative.

OFFERINGS AND IN-KIND GIFTS

This year's synod assembly offering will be designated for the *H. George Anderson Fund for Leaders* to provide scholarships for seminary students from the Northeastern Iowa Synod and the *Bishop's Crisis Fund*, which is used at the discretion of the bishop to directly aid persons within the synod territory in times of need.

Congregations are invited to bring personal care kits to the synod assembly to support families served through Lutheran Services in Iowa's Early Childhood Services program. LSI Early Childhood Services supports parents of young children to limit the risk of abuse and neglect in the home. Families enrolled in Early Childhood programming often struggle to pay basic needs such as diapers and wipes. Donated family kits with necessities for daily living — diapers, towels, onesies, toothbrushes, shampoo and other items — help relieve financial stress and encourage parent and child engagement.

LSI will have a trailer at Luther College to collect donated kits during the synod assembly. A list of items and instructions to assemble infant kits, toddler kits and adult bathroom kits can be downloaded through this link <https://neiasynod.org/wp-content/uploads/2023/03/EC-NE-SYNOD-ASSEMBLY-KITS.pdf>. Questions about this project can be directed to Michael.Knipp@lsiowa.org.

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:
 - a. The total lay delegation from any congregation be as nearly as possible 45% male and 45% female.
 - b. Two voting members elected by each congregation,
 - c. plus one youth voting member elected by each congregation (must be eligible to vote in their congregation),
 - d. 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 ministers of Word and Sacrament on the retired roster of this Synod shall elect 10 percent of their number to be voting members of the Synod Assembly; all other retired ministers of Word and Sacrament shall be advisory members with voice but not vote.
5. All ministers of Word and Sacrament on leave from call for reasons of disability shall elect 10 percent of their number to be voting members to the Synod Assembly. There shall be a minimum of one (1) such person provided both voice and vote.
6. Additionally, if Assembly Rule RCR.7 PRIVILEGE OF VOICE AND VOTE is adopted, the Northeastern Iowa Synod extends voice and vote privilege at the Synod Assembly to pastors from full-communion partners currently in service to or serving ELCA congregations by Invitation to Extended Service.

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 for Friday night will be in the college residence halls. All rooms are air conditioned. Most rooms are double occupancy and have single beds; none are bunks. Sheets, blanket, pillow, pillow cover, towel, hand towel, and washcloth are provided. 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. Bathroom and shower facilities are shared but designated as men's or women's.

MEALS

All meals are included with your paid registration fee. The dining center will be open Friday evening 5-6:30 p.m. for dinner, Saturday morning 7:30-8:30 a.m. for breakfast and 11:30 a.m.–1:00 p.m. for lunch. Please come to the registration table in the lobby of the Center for Faith & Life to pick up your name badge, this will be used as your "ticket" for all meals.

LIVESTREAM

The assembly will be livestreamed on our Facebook page Friday evening and all-day Saturday. No registration is necessary to view the livestreamed portions of the Assembly.

PRE-ASSEMBLY ZOOM MEETINGS

There are two pre-assembly zoom meetings scheduled the week before the assembly. A zoom meeting on Tuesday, May 30, at 6:30 p.m. will review the 2024-25 & 2025-26 Budgets and the 2024 & 2025 Compensation Guidelines. A zoom meeting on Thursday, June 1, at 6:30 p.m. will review any resolutions that will be presented at the Assembly. These meetings are being held prior to the assembly to allow everyone time to review the information and ask questions prior to the assembly. These meetings are not meant to replace discussion during the assembly. They are meant to provide a more casual setting to ask questions, share comments, etc. than in the larger forum of the assembly.

SCHEDULE

The Assembly begins Friday evening with worship, orientation and social time. Saturday's schedule will start at 9:00 a.m. and include plenary sessions for synod business and closing worship. Synod business will include resolutions and elections for synod council members, nominating committee and other committee members.

ADDITIONAL INFORMATION

For updates about the Synod Assembly, visit the synod website, www.neiasynod.org, or call the synod office at 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 the churchwide organization as may be designated by the presiding bishop, shall have voice but not vote in the meetings of the Synod Assembly. Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall from time to time designate.

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

2023 Northeastern Iowa Synod Assembly

Ministry Exhibits

ELCA Campus Ministry

- ThreeHouse Collaborative Campus Ministry, University of Northern Iowa

Camps

- EWALU Camp & Retreat Center
- Lutheran Lakeside Camp
- Riverside Bible Camp

Northeastern Iowa Synod Networks

- Care of Creation
- Home Life
- Hunger
- Lutheran Men in Mission
- WELCA
- Youth Ministry

Ministries of the ELCA

- Lutheran Social Services
- Mission Investment Fund
- Mosaic Ministries
- Portico

Seminaries

- Wartburg Seminary

REPORT OF THE PRESIDING BISHOP, ELCA



“And Jesus came and said to them, ‘All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age’”
(Matthew 28:18-20).

Dear siblings in Christ,

We know the gospel changes lives and that God’s power and grace are real and at work today. Together we are called to bear God’s creative and redeeming word to all the world. What if we could make God known to more people? To the child who’s never heard of Jesus? To young adults who are trying to make sense of the world? To older adults who often feel lonely and isolated?

Our purpose – “to activate each of us so that more people know the way of Jesus and discover community, justice and love” – is an expression of our calling and our longing for others to know the love of God in Christ Jesus. We live out our purpose through worship and service, in our congregations and communities, through our individual vocations and our collective work as church together.

Many of you have wondered why we set a goal to reach one million new, young and diverse people. We believe that each of us is made in the image of God, redeemed by Jesus on the cross, and filled with the Holy Spirit. Our focus on young and diverse people is not exclusive but an acknowledgment that younger and more diverse people are disproportionately missing from our pews and gatherings. We are challenging one another to reach out across differences of all sorts to meet our neighbors.

Setting a goal to engage with one million is a way for us to know whether the work we are doing is, in fact, reaching new people. It encourages us to work together to be a church that cares about the world around us and is effective and faithful in responding to God’s call.

Join us on this future-focused journey to widen our welcome and break down the barriers that keep people from engaging with the church. Together, we can help people experience the difference God’s grace and love in Christ make for all people and creation.

In Christ,

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

2023 Synod Assembly Report

Rev. Kristen Corr Rod, Director for Evangelical Mission

I began in this role on May 31, 2022, and the past year has been a time of great learning and making connections. My position is technically a deployed staff of the ELCA Churchwide Office in Chicago, so I view myself as a bridge between the Churchwide office, the Northeastern Iowa Synod, and our congregations. I have spent a lot of time in the past year getting to know Churchwide staff and becoming more familiar with the ministries and resources at Churchwide. I have also spent a lot of time connecting with people from other synods, sharing resources and ideas with them.

Supporting Congregations

I have taken several online classes that provide ideas, resources, and support for small and rural congregations, as well as discerning the congregation's future. I have led discussions with several congregations to help them reflect on their values and set goals, talk about the possibilities of shared ministries, brainstorm ministry ideas for congregational vitality, or begin the process of Holy Closure. I have preached and provided pulpit supply for many congregations in our synod as well. I have also been learning about the importance of playfulness in sparking our holy imaginations, especially during this time of exhaustion and recovery from the trauma of the pandemic. With that in mind, I have been working with others to put together playful devotions that can be used at the beginning of meetings.

Supporting Leaders

I have attended several conference meetings, in order to better connect with leaders in our synod. I have organized and co-led several brainstorming sessions with rostered ministers and candidates in our synod, as together we talked about what rostered ministers need to thrive. We talked about concerns and issues and brainstormed ideas that could be implemented to provide support for rostered ministers and candidates. One of the things that came out of this was a Women in Ministry retreat, which I organized and helped lead. We are working on more ways to address concerns and implement supports for rostered ministers and candidates.

Youth Ministry

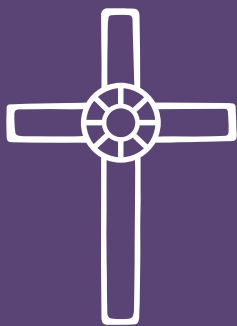
I attended the UNI Jr. High Lock-in in the fall of 2022 and I have been working with the Youth Ministry Network to plan WIYLDE (Wholly Iowa Youth Leadership Discipling Event), a summer event for high school youth, which will take place at Camp EWALU on June 19-22. I have been connecting with youth workers and learning about their challenges, and working to implement supports for them in ministry, including a Plan-It event to plan their 2023-24 activities. I am also working to schedule Mental Health First Aid trainings for this upcoming fall. I have also been writing articles for the Star that highlight resources that congregations can use in their educational and worship ministries.

Coaching

I am working with the ELCA Coaching Network to create a coaching network in our synod. We have coaches in our synod who have been trained through ELCA Coach Training, and I am currently in the training myself. We are brainstorming ideas for how coaching can be utilized in ways that support ministers, congregations, and networks.

I am grateful for this opportunity to support the work that God is doing through our members, congregations, and other ministries in the Northeastern Iowa Synod and throughout the ELCA.

Rev. Kristen Corr Rod
4/19/2023



SCHOLARSHIP AWARDS IN 2022-2023

- 14 Seminarians Awarded
- \$3,700 Average Award
- \$500 - \$8,080 Award Range
- \$51,810 Total Awarded

LOOKING AHEAD 2023-2024

- \$45,196 Immediate-Use Funds Available
- \$26,800 Endowment Funds Available
- \$71,996 Total Available to Award for 2023-2024

GIFTS RECEIVED

- \$46,205 Donated to the Fund in 2022

THANK YOU!

H. GEORGE ANDERSON FUND FOR LEADERS

Impact Report 2022-2023

A LEGACY OF GENEROSITY

Thanks to generous donations to the H. George Anderson Fund for Leaders, seminary students from the Northeastern Iowa Synod do not have to worry about how they are going to pay for their education. For seven years running, our candidates have been free to begin their first calls in ministry without the burden of huge seminary debt due to scholarships awarded through the H. George Anderson Fund for Leaders.

In 2022, 14 seminarians applied for and received scholarships from the Northeastern Iowa Synod's H. George Anderson Fund for Leaders. Awards ranged from \$500 to \$8,080, with a total of \$51,810 given.

TWO GIVING STRATEGIES

The H. George Anderson Fund for Leaders consists of two parts:

- The **Endowment Fund** provides an annual return on investment draw that will support seminarian scholarships for decades to come. The endowment's market value is \$685,419.
- The **Immediate-Use Funds** are used right away and can help if needs arise outside the scholarship application cycle. This money is raised each year. In 2022, \$46,205 was donated to this fund.



Continued —

LOOKING AHEAD 2023-2024

- 24 Candidates
- 6 Seminaries
 - Wartburg
 - Trinity
 - Luther
 - LSTC (Lutheran School of Theology in Chicago)
 - Princeton
 - University of Chicago
- \$14,500 - \$20,100 Full-time Tuition Range

PRAYER

Please join in praying ...

For those considering God's call, that the Holy Spirit might give them courage and make the path forward clear.

For those guiding, teaching and walking with those being formed for leadership, that they might have wisdom, insight and compassion.

For those called to share, that God will bless them with joy in giving and with clarity in discerning where and how to give.

STUDENTS SUPPORTED IN 2022-2023

Thanks to generous congregations and individual donors of the Northeastern Iowa Synod, these 14 seminarians received synod scholarships:

• Christopher Anderson	Wartburg Seminary
• Rebecca Baird	Wartburg Seminary
• Evan DeBoer	Wartburg Seminary
• Noah Dodd	Wartburg Seminary
• Elizabeth Hurt	Wartburg Seminary
• Laurie Iudin-Nelson	Wartburg Seminary
• Nicole Kiefer	Trinity Seminary
• Taylor King	Princeton/Trinity Seminary
• Jared McLey	Wartburg Seminary
• Craig Moss	Wartburg Seminary
• Lisa Robison	Wartburg Seminary
• Matthew Rossler	Wartburg Seminary
• ChyAnne Slick	Wartburg Seminary
• Joseph Tiegen	Wartburg Seminary

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

Name _____

Address _____

City _____ State _____ Zip _____

Phone _____ E-mail _____

Amount \$ _____

Please circle one: Immediate-Use Endowment Where-Needed

MAIL YOUR CHECK TO:

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



Donate online at:

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

The Mission Investment Fund: Your financial partner

The Mission Investment Fund, a financial services ministry of the ELCA, provides a strong, stable, faith-based way for individuals, congregations and ministries to achieve their financial goals. MIF offers a range of investments for individuals, congregations and ministries. We put those investments to work to fund building and renovation loans for congregations and partner ministries, including outdoor camps, senior housing and social service agencies.



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

Why is MIF the right choice?

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

MIF has a longstanding tradition of strength and stability. At year-end 2022, MIF had 812 loans outstanding, totaling \$582.7 million. Investment obligations totaled \$559.4 million. With total assets of \$776.3 million and net assets of \$202.9 million at year-end 2022, MIF maintains a capital ratio of 26.14 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, 2022):

- 2 Mission Investment Fund loans, with a balance of \$1,662,402
- \$9,943,529 in Mission Investment Fund investment obligations

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

Mission Investment Fund | 8765 West Higgins Road | Chicago, Illinois 60631 | Tel: 877-886-3522 | Web: mif.elca.org



*Providing a full complement 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. And now, we provide home mortgage loans for new homes or remodeling, along with home equity lines of credit.

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 new CU@Work program presents the opportunity for ministry organizations to offer our Credit Union products and services to their employees.

In 2022, we ushered in the fourth 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 MLF matches those funds up to an established amount. Together, we already have served 657 rostered ministers who, collectively, have made emergency savings deposits of more than \$1 million.

Our strong online presence allows members to access their funds anytime, anywhere—as consumers expect today.

Why choose the ELCA Federal Credit Union?

- 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 competitively priced products and services. We can often offer better rates and lower fees than traditional banks. We have demonstrated success in providing savings to our borrowers.
- With the church as our sponsor, we operate in ways that are consistent with the church's values.

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.

10 Things to Know about 1517 Media

Spring 2023

1. The *All Creation Sings* family of resources continues to expand, including the *Assembly Song Companion to All Creation Sings*, the *Ensemble Setting of Holy Communion (Setting 12)*, and the soon-to-be-released braille edition. We continue to add online resources that can help you use this liturgy and song supplement to *Evangelical Lutheran Worship* to enliven your congregation's worship. augsburgfortress.org/allcreationsings
2. Kids will find new ways to explore and learn about Lutheran worship with the newly updated *Kids Celebrate* series, featuring topics like Worship, Creation, the Trinity, and Hymns and Songs. *A Time to Say Goodbye: A Booklet for Kids about Funerals* helps kids understand what happens during a Lutheran funeral. augsburgfortress.org/for-kids
3. This summer we invite kids to learn what it means to become members in God's world with *Operation Restoration*, a new Vacation Bible School based on Daniel Erlander's timeless works. This flexible VBS complements other Erlander resources: *A Place for You* (Holy Communion), *Come to the Water* (Holy Baptism), *Baptized, We Live* (introduction to Lutheranism), and *Manna and Mercy* (the biblical narrative). augsburgfortress.org/operationrestoration
4. Fortress Press continues its legacy of publishing compelling theological, biblical, and ethical books for the church and the world in which it lives. Recent and upcoming releases include *The Everyday Advocate: Living Out Your Calling to Social Justice* by Deacon Ross Murray, *Blessing and Beseeching: Seventy Prayers Inspired by the Scriptures* by Gail Ramshaw, and *So That All May Flourish: The Aims of Lutheran Higher Education* by a veritable "who's who" of Lutheran higher education, a must read for everyone concerned about the work being done on Lutheran campuses. fortresspress.com
5. Our Broadleaf Books imprint explores the expanse of human experience—seeking to deepen faith and understanding and bring wholeness to readers and society. Recent releases include *Ordinary Blessings for Parents: Prayers, Poems and Meditations for Family Life* by Rev. Meta Herrick Carlson, *Red State Christians: A Journey into White Christian Nationalism and the Wreckage It Leaves Behind* by Rev. Angela Denker, and *What Makes You Come Alive: A Spiritual Walk with Howard Thurman* by Dr. Lerita Coleman Brown. broadleafbooks.com
6. For a low annual fee, Sparkhouse provides access 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. sparkhousedigital.com
7. Congregations looking to bridge connections with families during the summer will find, *Families Celebrate Summer* an excellent resource. This colorful deck of 56 cards is full of faith-based activities, rituals, reflections, and other ideas for families to try at home and on the go. augsburgfortress.org/familiescelebrate
8. This spring Sparkhouse released *Remind Me Again: Poems and Practices for Remembering Who We Are*, a collection of 41 poems by Joe Davis that will inspire, challenge, and affirm readers from all stages of life. This fall, a facilitator guide by Rev. Jia Starr Brown will help youth and adults engage with the poetry and encourage meaningful discussions and connections to your own community. augsburgfortress.org/remind-me-again
9. 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. Recent and upcoming releases include *I Am Not Afraid: Psalm 23 for Bedtime, Wherever You Are*, and *Pause, Breathe, Be: A Kid's 30-Day Guide to Peace and Presence*. beamingbooks.com
10. Frolic Preschool, Frolic Nursery, and Frolic Family introduce little ones to faith concepts in age-appropriate ways. The award-winning Frolic Storybooks are now available in affordable paperback bundles that make great gifts for kids in your communities. wearesparkhouse.org/frolic

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

Helping Members Refill Their Cup with Responsive Benefits

PORTICO®
Benefit Services | A Ministry of the ELCA

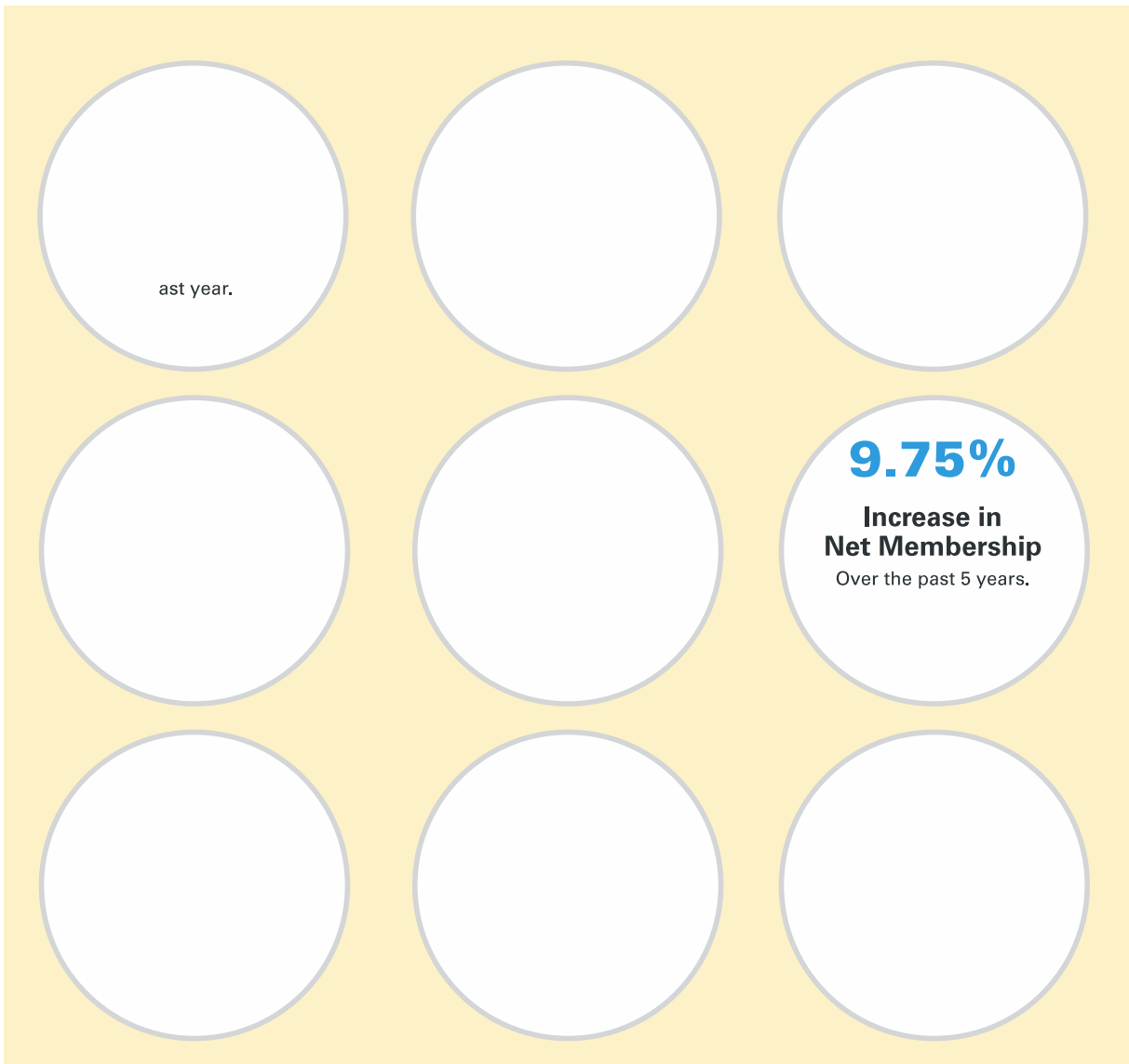
In 2022, Portico invited plan members to use their full range of benefits to care for themselves following the challenges and stress of the last few pandemic years. We continually seek cost-effective and nimble ways to support ELCA leaders, congregations, and organizations with high-quality, innovative, and stable benefits that promote holistic well-being.

- ELCA-Primary health benefits provided both in-person and virtual access to health care and wellness resources.
- Portico's Financial Planners and LSS of Minnesota helped ELCA Retirement Plan members navigate the weight of rising interest rates and market downturns through no- or low-cost financial planning, coaching services, and financial education.

In recent years, we've added several eligible ELCA- and full-communion-partner organizations to the Portico community. Growing the number of members we serve helps us manage costs and offer innovative benefits not typically available to smaller groups, affirming the importance of church together.



The Rev. Jeff Thiemann
President & CEO





Lutheran Immigration and Refugee Service

Partners in Ministry,

For many of us, 2022 represented a moment of hope. After the darkness and isolation of the pandemic, life has begun to return to normal —offering new opportunities for connection and renewed commitment to serving our neighbor.

Lutheran Immigration and Refugee Service has embraced this moment; in the past year, we have grown exponentially in both size and scale, expanding our capacity to welcome immigrants and refugees.

With the help of people of faith and communities like yours, we were able to...

- help **16,690 children** reunify with their families or find safe, loving foster homes
- resettle nearly **12,000 Afghans** forced to flee after Afghanistan fell under Taliban control
- welcome **3,169 refugees** from countries across the world
- assist **18,262 people** seeking safety from Central America and beyond

We continue to expand our slate of innovative programming to move beyond traditional resettlement into an empowered living experience that promotes not just surviving, but thriving.

That work reaches, too, into our media and advocacy footprint. You may have seen LIRS President and CEO Krish O'Mara Vignarajah on national news programs like *PBS Newshour*, *MSNBC*, *NPR*, the *BBC*, and others, advocating on behalf of our immigrant and refugee neighbors from Ukraine to Venezuela.

"You shall love your neighbor as yourself."

It remains a priority of ours in 2023 to combat the divisive, xenophobic rhetoric surrounding immigration and instead promote kindness, compassion, and inherent human dignity.

We invite you to join us in that work! This year, we will continue to offer opportunities to get involved in the work of welcome, including:

- advocating alongside LIRS and our newest neighbors in celebration of [World Refugee Day](#) on June 20th,
- sharing notes of welcome with children and families impacted by immigration detention through LIRS' [Hope for the Holidays™ program](#) each fall,
- and equipping leaders and faith communities to create more just and welcoming communities through the [LIRS Ambassador Network](#) and [EMMAUS Network for Congregations](#) throughout the year.

Together, we can realize Jesus's ministry of compassion and welcome. We're so grateful for your support and look forward to working alongside you in the coming year.

In peace,

Chelsey Johnson, LIRS Mobilization and Faith Relations

National Headquarters: 700 Light Street, Baltimore, Maryland 21230 | Phone: 410-983-4000 | Fax: 410-230-2890 | www.lirs.org
Advocacy Office: 110 Maryland Avenue NE, Suite 506-507, Washington, DC 20002 | Phone: 202-381-1030 | Fax: 202-330-5807



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



Updates from the ELCA Foundation

Synod Assemblies 2023

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.
- Engage individuals and organizations in thoughtful planning to pass on philanthropic values and support ministry passions.

In 2022 the ELCA Foundation's gift planning network walked alongside 200 donors/families in developing their gift plans, which resulted in \$76.5 million in future planned-gift commitments. Nearly \$26 million of this will go to provide direct support to individual ELCA congregations. The network generated \$116.1 million in total gifts and investment assets. This includes new planned-gift commitments, \$10.3 million in current gifts, including funded trusts, gift annuities and individual endowments, and \$29.3 million in new assets invested in the Ministry Growth Fund (previously known as Fund A). Thank you for the opportunity to work in your synod, for trusting your endowment dollars to the ELCA Foundation and for 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 to promote planned giving. We also work with individual donors to ease the complexity of estate plans, planned gifts, trusts and noncash 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.](#)" visiting our updated website at foundation.elca.org or contacting your regional gift planner to help your congregation grow its culture of giving today.

Contact your regional gift planner:

Mike Klinefelter
(402) 943-7272
mike.klinefelter@elca.org
foundation.elca.org

REGION 5 REPORT



Evangelical
Lutheran Church
in America

Region 5 2023
Annual Report
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.

In 2022, Region 5 hosted 2 in-person gatherings along with regular video conferencing throughout the year. In the spring, candidacy staff and chairpersons met under the theme “welcome accompaniment.” We spent time sharing and learning strategies to improve our welcome and inclusion of all potential candidates regardless of various identity markers. In the fall, 50 synod leaders (Bishops and staff) gathered for worship, learning and ministry collaboration. Our speaker, Dr. Miquel de la Torre provided insights for thought provoking discussion.

The Region 5 steering committee continued a collaborative grants program established in 2020. Funds are awarded for collaborations involving two or more synods in Region 5. Grants are intended to support innovative leadership and mission projects within the region. In 2022, 3 grants were awarded: a new regional youth gathering “ReBound”; shared advocacy education with Wisconsin Council of Churches, and diversity, equity and inclusion education.

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 September 2023 candidacy committee members will have the opportunity to participate in a national online candidacy summit.

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 members of the ELCA we believe that discernment about vocation is holy work for all people. God calls all of us to live out our vocation in community, in service to God and in love toward the neighbor. A new online tool www.journi.faith is for all who are interested in exploring how their gifts for ministry can be put into service throughout the ecology of the ELCA and beyond.

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. In 2022 Region 5 purchased a commercial scanner to begin undertaking the task of digitizing records currently held in the Region 5 collection. This will both assist us with space concerns as well as preserve documents in our collection at risk of deterioration. As congregations 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

Northeastern Iowa Synodical Leadership

Synod Officers

Rev. Kevin Jones, Bishop ('27)
Waverly, Iowa

Kris Meyer, Vice President ('26)
Waverly, Iowa

Rev. Susan Friedrich, Secretary ('25)
West Union, Iowa

Gary Lindgren, Treasurer ('24)
Mason City, Iowa

Synod Council Members

Rev. Matthew Agee ('25)
Dubuque, Iowa

Sawyer Loger ('24)
Dike, Iowa

Rev. Randall Baldwin ('23)
Lake Mills, Iowa

Cynthia Pogge ('25)
Kanawha, Iowa

Ryan DeBoer (LYO) ('23)
Independence, Iowa

Ryan Robison ('23)
Iowa Falls, Iowa

Jeff Dralle ('24)
Greene, Iowa

Rev. Rebecca Sogge ('24)
Northwood, Iowa

Linda Groe ('24)
Waukon, Iowa

Deborah Tidwell ('25)
Farmersburg, Iowa

Miranda Hoey ('26)
Tripoli, Iowa

David Voigts ('25)
Jesup, Iowa

Carla Janssen ('23)
Waverly, Iowa

Northeastern Iowa Synod Team



BISHOP KEVIN JONES



PASTOR STEVE BRACKETT

Assistant to the Bishop
for Rostered Leadership



PASTOR LIZ BELL

Assistant to the Bishop
for Shared Ministry



PASTOR KRISTEN ROD

Director for Evangelical Mission, ELCA



JAN GLASPIE

Assistant to the Bishop
for Synod Administration



MARCIA HAHN

Coordinator for Communications
and Events



ALISON PETTIT

Administrative Assistant



KATHY LIDDLE

Receptionist-Secretary



MICHELLE VAN RIPER

Synod Bookkeeper

SYNOD STAFF REPORTS



Northeastern Iowa Synod

Evangelical Lutheran Church in America

Growing Together in Faith, Hope and Love 2023 Bishop's Report

I've read this theme verse from Paul's letter to the church in Corinth countless times, most frequently at weddings. They are chosen because of Paul's description of love and at weddings, we are celebrating the strength of love to bring people together and hold them together through a lifetime.

And now faith, hope, and love remain, these three, and the greatest of these is love.

-1 Corinthians 13:13

These words, however, were written to a congregation that was at the point of tearing itself apart because of disagreements around core issues. Paul encourages them by telling them that faith, hope, and love, are more than momentary; that these gifts from God remain even in the midst of conflict and can be trusted to maintain and strengthen relationships.

I was in the Columbus, Ohio airport following the ELCA Churchwide Assembly last August when this theme came crashing into my head. We often talk about growing in faith but what does it look like to grow in hope and to grow in love? Is spiritual growth just an individual act, or does God intend for the whole church to grow together? Is it possible for the Body of Christ in the world to mature spiritually, growing in faith, hope, and love?

I believe that it is possible and that it is exactly what God intends for the church.

Last year I identified four priority areas for our Synod and my staff to focus on: As we approach these issues together in faith, hope, and love, I am confident that God will provide the growth. Here is a brief update on our progress in these areas this past year.

Clergy Care:

- Under the direction of our Director for Evangelical Mission (DEM), Pastor Kristen Corr-Rod, we are developing a Coaching Network. Pr. Sarah Nye is the network coordinator for the five clergy currently trained as coaches. Pr. Kristin Corr-Rod is working with the ELCA Coaching Director, Jill Beverlin to create a plan for training more coaches and utilizing coaches from across the ELCA.
- We have also held 7 brainstorming sessions with clergy. This was originally started in support of women clergy but has been a catalyst to generate ideas supporting all clergy.

Changing the Climate and Culture around Women and Women Clergy

- Last fall a series of brainstorming sessions led by Pastors Liz Bell and Kristen Corr-Rod was held with women clergy. At their suggestion, additional brainstorming sessions were held this spring with men

clergy. The Spring Day of renewal in late April brought men and women clergy together to reflect on differences and similarities in the ideas generated at those sessions and seek ways to be more intentional in our support of the women in our Synod.

- A retreat was held in March for rostered women and women on the way to being rostered (those in candidacy preparing to be ordained) at Ewalu Stone Center.

Congregational Care

- A Lay-Training task force is being formed to develop a program to train and certify lay worship leaders for congregations. People from 4 synods (Ne Iowa, SE Iowa, Western Iowa, and South-Central Wisconsin) are working together to create this program.
- Bishop Kevin has been involved in conversations with the Conference of Bishops and ELCA seminaries about partnerships for lay training.
- The Bishop and Synod staff have been out to conference meetings, and in congregations for worship, leading council retreats, and facilitating call meetings.
- The annual Congregational Treasurer meeting was held in January on zoom.

Diversity and Inclusion

- The Racial Justice Network is meeting monthly (or more) reviewing curriculum that can be used in congregations to talk about justice issues. They are also working on developing a Synod audit to uncover what barriers may exist that work against more people of color serving as pastors in our Synod.
- The Barnabus Uplift program was identified last year as being in need of renewal. Unfortunately, this program has dissolved for a number of reasons.
- We are working with Lutheran Services in Iowa and Lutheran Immigration and Refugee Services as they develop a new resettlement area in our Synod. One of our Waterloo congregations is involved in preliminary talks with them with Pastor Kristen's guidance.

None of these updates are spiritual growth in and of themselves. They do, I believe, indicate that we are growing together in faith, hope, and love. We join in these actions because of the grace of God that we have received in Christ Jesus. Set free from the worry of having to please God, we are invited to serve our neighbor with the extravagant abundance of love that we receive from God.

When our sinfulness doesn't get in the way, this is a feedback loop that helps us grow together in faith, hope, and love: Following the example of Jesus we set our own righteousness aside and take the form of servants. As we serve, we begin to see God working through us, around us, and in us. This strengthens and encourages us in faith, hope, and love, to take more risks, entering into relationships with those we might otherwise avoid, disagree with, or judge as unworthy. God works in those connections, surprising us with new life that energizes us to new ministries.

What a witness we can be to a fractured and divided world.

Thank you for the ways that you participate in this growth, this witness, and this Body of Christ in Northeastern Iowa.

With a Peace of the Spirit
Bishop Kevin

ANNUAL REPORT TO THE SYNOD ASSEMBLY

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

¹¹ He himself granted that some are apostles, prophets, evangelists, pastors and teachers ¹² to equip the saints for the work of ministry, for building up the body of Christ, ¹³ until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. **Ephesians 4:11-13**

This year my report will focus on the call process. As I write this, 31 ministry sites are seeking a pastor. With so many congregations and ministries in the call process, Bishop Kevin Jones and Pastor Liz Bell have both been helping to share the workload by helping some congregations walk through the call process. We are not alone in having far too many open pulpits. All of the synods that border our synod are facing similar challenges—an abundance of open calls, and not enough pastors available to fill the openings. The problem is compounded by having too few trained interim pastors available, and a shortage of supply pastors to cover weekend worship services. As we work to bring the Good News of Jesus Christ to our communities and to the world, it is more important than ever that we work together to seek good matches between pastor and people.

What are we doing in the Synod Office to help congregations in the call process? We continue to work as synod staff to encourage pastors we interview to consider coming to our synod. We are exploring ways to better support the rostered ministers serving in calls in our synod with the hope that this will encourage our own pastors to remain in their calls and other pastors to come here. We plan to develop and distribute a short, monthly call process newsletter that will be sent to call committee chairs and council presidents to better communicate what is happening in the call process and to offer tips on how congregations and other ministry sites can put their best foot forward as they try to persuade a pastor to join them in ministry. Finally, we will explore better and creative ways to get our congregations and ministry sites noticed by pastors who are seeking a new call.

What can you do if you are in the call process? As the Bible verse above proclaims, the role of a pastor is to “equip the saints for the work of ministry.” Too often, when a congregation has a new pastor in place, they default back to letting or expecting the pastor do all of the ministry. It is important to be committed as a congregation to sharing in ministry with the pastor, and to reflect that commitment in the Ministry Site Profile and during the interview process. Second, members of congregations can be on the lookout for a pastor who would be a good fit for their call. This can happen by word of mouth from friends and family, while visiting other congregations when traveling, or through visiting a congregation virtually. The names of potential candidates for your call can be given to the call committee. Finally, one of the most important things you can do is pray. Pray for your congregation, pray for your call committee, and pray for the Holy Spirit to lead the right person to your congregation or ministry site.

In addition to the call process, I am also the synod staff member responsible for Candidacy and the work of the Candidacy Committee, for the SAFE Ministry Team, for the work of the Compensation Committee in the updating of our annual Minimum Compensation Guidelines, for the Men’s Ministry Network, and I am also responsible for the newly formed Substance Abuse Network. Each of these committees and networks have submitted their own report to the Assembly to provide an update on their work.

May God bless you and your ministries during the coming year, and may the Holy Spirit lead us into the future with hope as we minister to each other, our neighbors, and all people in need.

In Christ’s Service,

Pastor Steve Brackett

Assistant to the Bishop for Shared Ministries

2023 Report to Synod Assembly

“And now faith, hope, and love remain, these three, and the greatest of these is love.” 1 Corinthians 13:13

Preaching, Teaching, & Facilitating Workshops.

It is a great joy to be out and about, worshipping, preaching, and leading workshops with you! Since the 2022 Assembly, I averaged 671 miles each month, preached 23 sermons and worked with 8 congregations for a council retreat or workshop.

Would you like a guest preacher? Email me at belle@neiasynod.org to schedule a time for me to preach and/or lead worship. It is great if you have a pastor and they are there, but I can also be your supply pastor for a weekend. The generous and faithful mission support (benevolence) from congregations and individual households makes it possible for me to be there at no cost to you!

Do you want to build up/focus your stewardship team or have a council retreat? Contact me so we can create something that fits your congregation.

Networks, First Call, & Conference Planning.

Being an assistant to the bishop for shared ministries can mean a lot of things. I get to be inspired by our local, Northeastern Iowa, congregation members who care deeply about things like racial justice, care for creation, hunger, and the global church. These passionate leaders form our synod networks. Networks share ideas, promote resources for congregations, and dig into learning more about things that matter.

I also get to work with volunteers who make sure first call clergy have solid support and formation through the First Call Theological Education Committee. Additionally, I organize, imagine, and create with deacons and pastors who go the extra mile to build each other up by planning the Fall Theological Conference and Spring Day of Renewal.

Would you like to get more involved and connected? Contact me and I will gladly connect you with these inspiring, get-things-done people. Come and share what you’ve learned or join to grow in your own understanding and skill.

Leadership & Transitions.

You will find me where congregations are looking for an interim pastor or raising up a lay person to lead while they study to become a deacon or pastor. I team up with Pastor Steve Brackett to match up interims, accompany congregations in the call process, and lift up and support Synodically Authorized Ministers (SAMs are lay leaders serving congregations while in candidacy learning to become pastors).

Who To Call: Do you have questions or need something, but are not sure who to call?

Call the synod office (319) 352-1414 and we will connect you to the person or resource needed. We are here to listen, commiserate, problem solve, and ground each other in the faith, hope, and love we have in God through Jesus by the power of the Holy Spirit.

Thank you for being part of God’s work in this wild and beautiful Church; and, 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 generous synod!

Respectfully submitted,

Liz Bell
4.15.2023

Annual Report to the Synod

Jan Glaspie
Assistant to the Bishop for Synod Administration

The theme for the 2023 Northeastern Iowa synod assembly is *Growing Together in Faith, Hope and Love*. We will gather together at Luther College, Decorah, June 9-10, for business surrounded by word and sacrament. We ask you to be in prayer for the assembly during this time of preparation.

PROPOSED 2024 and 2025 MISSION GOALS, page 113, 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 zoom meeting that will be held May 30th at 6:30 p.m. or feel free to call the synod office at 319-352-1414. A link will be emailed to voting members a week before.

Anticipated congregation support in 2024 is \$1,342,500 and projected mission support from individuals for 2024 is \$30,750. Anticipated Synod support of churchwide ministries is 30.5% of congregation mission support. The on-going commitment of the synod is 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.

Anticipated congregation support in 2025 is \$1,363,775 and projected mission support from individuals for 2025 is \$31,240. Anticipated Synod support of churchwide ministries is 30% of congregation mission support. The on-going commitment of the synod is 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 2024 and 2025 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 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 Wubbena, who has served for over 30 years and keeps our office clean and presentable. Thank you!

ROSTER REPORT

March 1, 2022-February 28, 2023

Ordinations

Daryl Schultz 09/25/2022 St. Paul, Postville (called to Zion, Castalia)

Rostered Ministers Anniversaries – 2023

Ministers of Word and Sacrament:

70 Years

Edgar Zelle

65 Years

Richard Hanson

60 Years

Bradley Hanson
H. Allen Vik
Roger Buhr

55 Years

Gregory Bjornstad
Selmer Hernes

50 Years

Harold McMillin Jr
Wayne Hagen

45 Years

James Klosterboer
Keith Sievers
Wayne Ellingson

40 Years

Dennis Niezwaag
Dennis Frank

35 Years

Bryan Robertson
David Lenth

30 Years

Kevin Jones
Audrey Lukasak
Elizabeth Olson
Karla Wildberger
Michael Ashman

25 Years

Jane Keel
Joan Haug
Laura Gentry
Timothy Malek
Victoria Shepherd

20 Years

Nancy Solomonson
Sidney Bohls

15 Years

Amy Eisenmann
Robert Scheurer
Elizabeth Retz
Grant Woodley
Linda Marlett
Maureen Howard

10 Years

Erika Lenth
Kristen Rod
Lynn Noel
Susan Friedrich

5 Years

Joel Nye
Kristi Grieder

Transfers into Northeastern Iowa Synod

		<u>From</u>	<u>To</u>
Gregory Friedrich	5/2/2022	SE Iowa	Disability
Nathan Wicks	6/15/2022	Eastern ND	Ridgeway Parish, Ridgeway
Ann Fritschel	7/11/2022	East Central WI	Retired
Katherine Longtin Johnson	8/1/2022	NW Minnesota	Interim, Bethany, Elkader & Emanuel, Strawberry Point
Karla Wildberger	9/6/2022	Pacifica	Interim, St. Matthew, Dubuque
Lee Gable	10/1/2022	Allegheny	Interim, Fredsville, Cedar Falls
Dena Gable	10/3/2022	Allegheny	St. Timothy, Hudson
John Lagen	12/21/2022	Lower Susquehanna	Retired

Transfers out of Northeastern Iowa Synod

Clark Baldwin	3/14/2022	On leave from call	Southeastern Minnesota
Lisa Dietrich	4/1/2022	Fredsville, Cedar Falls	Central/Southern Illinois
Duane Miller	4/6/2022	On leave from call	Nebraska
Daniel Flucke	4/29/2022	St. Peter, Greene	Greater Milwaukee
Lynn Banderob	5/15/2022	On leave from call	Southeastern Iowa
Katherine Rodriguez	6/17/2022	St. John (Maxfield), Denver	Western North Dakota

Transfers out of Northeastern Iowa Synod (continued)

Joyce Sandberg	6/20/2022	Retired	St. Paul Area
Irving Sandberg	6/20/2022	Retired	St. Paul Area
Nathan Clements	7/28/2022	American, La Porte City	New England
Bryan Odeen	9/1/2022	Our Savior's, Osage	Minneapolis Area
Josh Martyn	10/11/2022	Holy Trinity, Dubuque	Sierra Pacific
Brian King	12/14/2022	Nazareth, Cedar Falls	St. Paul Area

New Calls within the Northeastern Iowa Synod

Joel Becker	5/1/2022	St. John (Buck Creek), Sumner & St. Peter, Oran	Faith, Shell Rock
Daniel Hanson	5/9/2022	St. Paul, Hampton	Trinity, Mason City
Kristen Corr Rod	5/31/2022	American, Jesup	Director for Evangelical Mission, ELCA
Kristin Briner Wiperman	7/17/2022	St. Matthew, Dubuque	American, Grundy Center
Jane Harris	2/5/2023	St. Peter, Rockwell, & St. Paul, Thornton	Our Saviour's, Mason City & St. Paul, Mason City

On Leave from Call/Study/Family/DisabilityLast Call

Anita Nuetzman	8/6/2022	Associate, St. John, Charles City
Scot McCluskey	8/10/2022	Interim, St. Peter, Denver
Kristi Grieder	9/1/2022	Change from on leave to on family leave
Charis Combs-Lay	11/16/2022	Immanuel, Cresco
Laurel Meester	1/16/2023	First, Dows
Karla Wildberger	2/1/2023	Interim, St. Matthew, Dubuque

Retirements

Patricia Gjere	1/1/2022	Deacon, Decorah, Decorah
Joelle Colville-Hanson	4/1/2022	DEM
Virginia Olson	4/30/2022	St. Peter, Eldorado
Jay Ilten	6/20/2022	St. John's, Dubuque
Kathleen Graves	6/30/2022	Trinity, Mason City
Dennis Frank	8/1/2022	St. Paul, Maynard
Scot McCluskey	1/1/2023	On leave from call

Deaths

Oliver Johnson	4/11/2022	Retired
Vincent Fricke	6/25/2022	Retired
Wanda Lightfield	8/26/2022	Retired deacon
Margo Fohs	9/19/2022	Retired
Dennis Dickman	9/21/2022	Retired
Eugene Ketterling	12/28/2022	Retired
James Harbaugh	1/19/2023	Retired
Robert Gremmels	2/28/2023	Retired

Congregational Anniversaries – 2023

Roster Report – Page 3

170 Years

Calmar, Calmar
Springfield, Calmar
Big Canoe, Decorah
Glenwood, Decorah
St. Paul, Garnavillo
St. Sebald, Strawberry Point

165 Years

Silver Lake, Northwood

160 Years

Decorah, Decorah
First, Decorah
Rock Creek, Osage

155 Years

First, Dows

150 Years

Hauge, Decorah

145 Years

St. John's, Hampton
Emanuel, Strawberry Point
St. John, Sumner

140 Years

St. Peter, Rockwell

135 Years

St. Olaf, Belmont
St. John, Waukon

130 Years

Trinity, Hawkeye
Bethany, Kensett
St. John, Luana
St. Paul, Maynard

125 Years

Our Savior, Leland
St. John, Nashua

110 Years

Peace (Clayton), Garnavillo
Ossian, Ossian

100 Years

Zion, West Union

95 Years

Burr Oak, Decorah

85 Years

Holy Trinity, Dubuque

75 Years

Zion St. John, Sheffield

70 Years

St. Paul, Cedar Falls
Elgin, Elgin

65 Years

Good Shepherd, Decorah

45 Years

Galilean, Clear Lake

2022 CONGREGATIONAL REPORT SUMMARY — Page 1

ID#	Congregation	Baptized Members '22 (Line 4)	Confirmed Members '22 (Line 5)	2022 Avg. Attendance (Line 8a)	Mission Support '22 (Thru Synod)	% Mission Support	Designated Giving '22 (Lines 23e-h)	Total Contributions MS/Synod/Desig
02401	Cedar Falls, Bethlehem	291	164	81	\$27,441	9.97%	\$42,437	\$69,878
02402	Cedar Falls, Fredsville	330		53	\$5,000	2.04%	\$45,252	\$50,252
02403	Cedar Falls, St. Paul	no report						\$0
02411	Elkader, Zion (Clayton Center)	40	40	15	\$400			\$400
02413	Garnavillo, St. Paul	299	275	50	\$4,025	3.95%	\$7,236	\$11,261
02414	Guttenberg, St. Paul	88		18	\$3,462	13.07%	\$0	\$3,462
02415	Hampton, St. John's	37		12	\$2,000	6.84%	\$0	\$2,000
02417	Iowa Falls, Bethany	471	411	127	\$13,135	6.51%	\$2,000	\$15,135
02418	Manly, Bethlehem	287		60	\$7,655	6.64%	\$975	\$8,630
02420	Mason City, St. Paul	91	81	40	\$4,800	7.83%	\$3,040	\$7,840
02423	Postville, St. Paul	1,041	803	116	\$14,954	6.87%	\$13,581	\$28,535
02425	Waterloo, St. Ansgar	207		40	\$2,500	3.06%	\$4,130	\$6,630
02426	Wellsburg, St. Paul	105		25	\$4,300	8.93%	\$1,568	\$5,868
10828	Allison, St. James	516	494	70	no financials			
10830	Alta Vista, Zion	118		14	\$1,800	9.12%	\$172	\$1,972
10839	Arlington, St. John	355	326	30	\$4,000	5.65%	\$4,492	\$8,492
10850	Belmond, St. Olaf	46	46	19	\$1,765	6.28%	\$196	\$1,961
10851	Belmond, Trinity	479		74	\$16,000	8.72%	\$3,500	\$19,500
10862	Decorah, Burr Oak	736		68	\$3,300	2.95%	\$24,917	\$28,217
10866	Calmar, Calmar	335		70	\$4,283	4.39%	\$31,675	\$35,958
10868	Carpenter, Deer Creek	182	100	44	\$4,000	5.40%	\$6,850	\$10,850
10869	Castalia, Zion	406		52	\$5,000	5.67%	\$0	\$5,000
10870	Cedar Falls, St. John Am.	1,185	884	209	\$11,000	2.25%	\$29,195	\$40,195
10871	Cedar Falls, Nazareth	3,159	2,441	675	\$28,500	1.24%	\$258,855	\$287,355
10875	Charles City, Messiah	120	98	30	\$980	1.05%	\$1,400	\$2,380
10876	Charles City, St. John	905	605	175	\$27,490	7.15%	\$20,782	\$48,272
10878	Clarion, First	260	176	35	\$7,529	6.02%	\$30,903	\$38,432
10879	Clarksville, St. John	269		69	\$4,140	3.04%	\$6,392	\$10,532
10880	Garnavillo, Peace (Clayton)	14		13	\$400	2.98%	\$250	\$650
10882	Clermont, East Clermont	258	205	27	\$1,700	2.74%	\$1,000	\$2,700
10883	Clermont, West Clermont	541		51	\$2,000	2.16%	\$4,028	\$6,028

ID#	Congregation	Baptized Members '22 (Line 4)	Confirmed Members '22 (Line 5)	2022 Avg. Attendance (Line 8a)	Mission Support '22 (Thru Synod)	% Mission Support	Designated Giving '22 (Lines 23e-h)	Total Contributions MS/Synod/Desig
10895	Cresco, First	596		67	\$1,945	1.03%	\$7,139	\$9,084
10896	Cresco, Immanuel	507		65	\$16,267	10.55%	\$18,523	\$34,790
10897	Ridgeway, Orleans	71		32	\$1,175	2.57%	\$225	\$1,400
10904	Decorah, Big Canoe	325		38	\$2,001	3.35%	\$11,293	\$13,294
10905	Decorah, Canoe Ridge	151		20	\$2,000	6.74%	\$0	\$2,000
10906	Decorah, Decorah	2,006		191	\$11,000	2.46%	\$44,791	\$55,791
10907	Decorah, First	672	550	152	\$62,895	9.93%	\$48,061	\$110,956
10908	Decorah, Glenwood	381	349		\$10,980	10.27%	\$0	\$10,980
10909	Decorah, Good Shepherd	293	256	105	\$35,000	10.48%	\$48,369	\$83,369
10910	Decorah, Hauge	37	37	20	\$500	2.34%	\$2,135	\$2,635
10911	Decorah, Highland	no report						\$0
10912	Decorah, Luther College	8	8	60	\$1,000	20.60%	\$4,374	\$5,374
10913	Decorah, St. John's	no report						
10914	Decorah, Springfield	138		36	\$1,525	3.73%	\$7,007	\$8,532
10915	Decorah, Washington Prairie	no report						\$0
10917	Denver, St. John (Maxfield)	134	134	25	\$4,320	6.77%	\$500	\$4,820
10918	Denver, St. Peter	670	645	84	\$18,514	10.01%	\$27,900	\$46,414
10929	Dows, First	206	168	53	\$1,295	1.33%	\$7,993	\$9,288
10931	Dubuque, Holy Trinity	596		94	\$37,320	9.06%	\$3,400	\$40,720
10932	Dubuque, St. John's	117	101	32	\$7,350	5.03%	\$12,622	\$19,972
10933	Dubuque, St. Matthew	213		48	\$2,216	2.29%	\$11,329	\$13,545
10934	Balltown, St. Paul	13	13	0	\$0	0.00%	\$0	\$0
10935	Dubuque, St. Peter	795	610	154	\$26,760	7.20%	\$4,460	\$31,220
10937	Dundee, St. John	80		23	\$2,300	5.74%	\$5,113	\$7,413
10938	Dysart, Zion	648	513	72	\$12,455	6.50%	\$0	\$12,455
10942	Eldorado, St. Peter	362	297	59	\$4,200	5.08%	\$5,036	\$9,236
10943	Elgin, Elgin	237		32	\$2,500	4.41%	\$1,800	\$4,300
10944	Elkader, Bethany	204	203	26	\$2,901	5.04%	\$5,199	\$8,100
10945	Elgin, Highland	64		10	\$600	2.63%	\$0	\$600
10950	Elma, St. Paul (Maple Leaf)	287	200	65	\$5,000	10.95%	\$2,200	\$7,200
10958	Farmersburg, St. John	301	237	39	\$3,235	6.70%	\$5,500	\$8,735

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10965	Frederika, St. John	no report						\$0
10967	Garnavillo, St. Peter	175	136	33	\$14,250	11.41%	\$11,374	\$25,624
10977	Greene, St. Peter	747	642	81	\$11,630	4.79%	\$25,565	\$37,195
10980	Grundy Center, American	339	216	62	\$10,000	6.62%	\$0	\$10,000
10981	Guttenberg, St. John's Am.	540	423	130	\$15,000	7.92%	\$64,650	\$79,650
10983	Hampton, St. Paul	298		72	\$17,684	9.54%	\$15,030	\$32,714
10984	Hanlontown, Grace	189	150	29	\$5,000	6.49%	\$6,500	\$11,500
10987	Hawkeye, Trinity	337		29	no financials			
10989	Decorah, Hesper	369	309	29	\$2,000	4.05%	\$3,480	\$5,480
10993	Hudson, St. Timothy	248	181	48	\$15,000	6.87%	\$5,969	\$20,969
11000	Independence, Immanuel	no report						
11010	Janesville, Messiah	176	114	30	\$1,000	1.69%	\$0	\$1,000
11011	Jesup, American	401	308	28	\$13,000	11.90%	\$8,462	\$21,462
11012	Jewell, Bethesda	569	453	92	\$3,993	2.24%	\$17,277	\$21,270
11014	Joice, Bethany	194	131	28	\$925	1.50%	\$1,385	\$2,310
11019	Kensett, Bethany	272		22	no financials			
11020	Kensett, Elk Creek	292		59	\$3,030	4.35%	\$2,661	\$5,691
11022	Lake Mills, Salem	918	755	60	\$21,687	7.08%	\$7,657	\$29,344
11024	Lake Mills, Winnebago	484	318	73	\$8,731	5.76%	\$17,335	\$26,066
11028	Lansing, Our Savior's	no report						\$0
11029	La Porte City, American	598		116	\$11,000	7.08%	\$1,000	\$12,000
11030	La Porte City, Zion (Jubilee)	238		60	\$5,040	5.00%	\$3,814	\$8,854
11032	Leland, Our Savior	136	112	18	\$1,500	3.52%	\$200	\$1,700
11036	Lime Springs, St. Paul	184	138	40	\$9,135	10.32%	\$6,000	\$15,135
11038	Elkader, Hope (Littleport)	145	117	26	\$2,700	6.10%	\$3,354	\$6,054
11040	Luana, St. John	no report						
11046	Marble Rock, St. Paul	17	17	12	\$832	3.89%	\$2,303	\$3,135
11052	Mason City, Our Saviour's	134	131	23	\$3,615	5.24%	\$440	\$4,055
11053	Mason City, St. James	no report						\$0
11054	Mason City, Trinity	3,166	2,141	375	\$122,668	9.33%	\$63,630	\$186,298
11055	Maynard, St. Paul	299		63	\$7,692	4.21%	\$29,304	\$36,996

2022 CONGREGATIONAL REPORT SUMMARY — Page 4

ID#	Congregation	Baptized Members '22 (Line 4)	Confirmed Members '22 (Line 5)	2022 Avg. Attendance (Line 8a)	Mission Support '22 (Thru Synod)	% Mission Support	Designated Giving '22 (Lines 23e-h)	Total Contributions MS/Synod/Desig
11057	McGregor, First	166		24	\$1,800	3.84%	\$875	\$2,675
11063	Garner, Faith (Miller)	119		30	\$2,245	4.55%	\$5,312	\$7,557
11065	Mitchell, Faith	126		15	\$3,000	20.06%	\$2,250	\$5,250
11066	Osage, St. John (Rock Twp.)	169	132	25	\$1,705	2.49%	\$4,909	\$6,614
11067	Monona, St. Paul	522	405	92	\$2,042	1.14%	\$10,669	\$12,711
11075	Nashua, St. John	636	306	103	\$11,100	6.51%	\$7,388	\$18,488
11077	New Hampton, Trinity	1,500	870	225	\$13,797	4.96%	\$9,866	\$23,663
11078	Nora Springs, St. Luke	276	256	18	\$5,411	8.60%	\$3,346	\$8,757
11081	Northwood, First	979		86	no financials			
11082	Northwood, Silver Lake	214	176	22	\$3,000	3.15%	\$1,513	\$4,513
11085	Oelwein, Zion	409	390	85	\$6,000	2.99%	\$2,500	\$8,500
11088	Oran, St. Peter	162	123	31	\$3,000	5.09%	\$325	\$3,325
11089	Osage, Our Savior's	1,678	1,481	192	\$43,029	8.21%	\$13,842	\$56,871
11090	Osage, Rock Creek	95		45	no financials			
11092	Ossian, Ossian	no report						
11093	Ossian, Stavanger	182	172	41	no financials			
11116	Ridgeway, Madison	78		32	\$1,500	3.99%	\$1,400	\$2,900
11117	Ridgeway, Peace	123	123	31	\$900	1.83%	\$0	\$900
11119	Rockford, Zion	324	248	31	\$10,200	8.70%	\$7,142	\$17,342
11122	Rockwell, St. Peter	323	264	82	\$7,339	4.89%	\$24,659	\$31,998
11124	Roland, Bergen	387	311	195	\$7,000	4.08%	\$20,193	\$27,193
11130	Ryan, Peace	199	189	31	\$12,000	14.47%	\$24,155	\$36,155
11137	Scarville, Immanuel	184	129	18	\$415	0.64%	\$13,432	\$13,847
11140	Sheffield, Zion St. John	531	427	63	\$4,000	2.07%	\$4,713	\$8,713
11143	Shell Rock, Faith	773			\$16,020	7.55%	\$2,519	\$18,539
11158	Stanhope, Our Savior's	no report						\$0
11160	Waucoma, St. John (Stapleton)	241	176	25	\$3,500	10.44%	\$400	\$3,900
11165	Story City, St. Petri	276	221	68	\$7,660	3.36%	\$15,375	\$23,035
11166	Strawberry Point, Emanuel	442	302	45	no financials			
11167	Strawberry Point, St. Sebald	52	52	12	\$80	0.26%	\$2,701	\$2,781
11168	Sumner, St. John (Buck Creek)	179	140	33	\$4,000	6.46%	\$3,875	\$7,875

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11169	Sumner, St. John	876	694	172	\$12,000	5.15%	\$18,736	\$30,736
11170	Sumner, St. Peter (Richfield)	141	31	29	\$6,800	13.95%	\$2,951	\$9,751
11176	Thornton, St. Paul	43	43	18	no financials			
11179	Toeterville, St. Peter	no report						\$0
11182	Tripoli, Grace	373	320	63	\$12,000	8.61%	\$0	\$12,000
11183	Tripoli, St. John (Crane Creek)	238	192	51	\$1,200	2.36%	\$4,125	\$5,325
11187	Volga, St. Paul	131	90	14	\$2,114	6.05%	\$2,193	\$4,307
11189	Washburn, Redeemer	30	30	0	\$2,000	5.98%	\$500	\$2,500
11192	Waterloo, Good Shepherd	69	69	26	\$1,800	3.15%	\$200	\$2,000
11194	Waterloo, Our Savior's	443	269	40	\$5,275	4.74%	\$1,000	\$6,275
11196	Waterloo, St. John (Bennington)	430	269	52	\$8,100	7.29%	\$14,557	\$22,657
11197	Waterloo, Trinity	335	335	43	\$600	0.71%	\$0	\$600
11198	Waterloo, Zion	828	620	45	\$5,250	3.19%	\$4,656	\$9,906
11202	Waukon, St. John's	665	602	115	\$15,000	6.62%	\$560	\$15,560
11203	Waverly, Redeemer	678	602	171	\$67,110	14.97%	\$37,207	\$104,317
11204	Waverly, St. Paul's	2,153	1,411	273	\$81,444	8.61%	\$613,835	\$695,279
11211	West Union, Zion	613	491	105	\$8,956	4.58%	\$12,294	\$21,250
11732	Chester, United	no report						\$0
16004	Lawler, Immanuel (Crane Creek)	213		25	\$2,100	7.08%	\$273	\$2,373
16095	Clear Lake, Galilean	190	189	27	\$1,200	1.26%	\$6,608	\$7,808
16127	Asbury, Lord of Life	470	233	81	\$15,764	7.00%	\$7,747	\$23,511
30986	Parkersburg, Peace (SAWC)	no report						\$0
	TOTALS	55,012	30,774		\$1,217,381		\$2,037,986	\$3,255,367

Assembly Report from the Vice President of the Northeastern Iowa Synod

"Three things will last forever—faith, hope, and love—and the greatest of these is love."
– 1st Corinthians 13:13

When our children were little, I gave my dad a little book one Christmas entitled, *Grandpa, Tell Me Your Memories*. Each day there was a question for him to answer about his life. He put it by his breakfast table and faithfully answered the questions each day. At the end of the year, he gave it back to me and I had a snapshot of his life's story for our children. On August 3rd, the question was, "What is the best piece of advice you can give me?" My dad wrote, "...relationship is everything. It's not one thing among many, but it is everything. If relationships are good, good things will happen. If they are not good, good things will hardly happen. We cannot form both sides of the relationship, but we can form our side, and through love and forgiveness, it will affect the other as well."

That profound piece of advice has lingered in my mind each time I have led our Synod Council meeting, each time I have stopped into the Synod Office, each time I have had conversations with Bishop Kevin or others on the staff. **Truly, relationships are everything.**

At our Synod Council Retreat last fall, I will always remember Bishop Kevin sharing with the council how grateful he was for each staff member. He told us how well everyone gets along in the office. He said it is a fun place to work. **Relationship is everything.**

The Synod staff has made a concerted effort to get out into the synod, to congregations, committee meetings, visits, trainings, retreats, and a host of other opportunities. They are visible and forming wonderfully meaningful connections everywhere in the synod and beyond. **Relationship is everything.**

The Executive Council meets prior to the Synod Council meetings. We preview the council agenda and take actions on matters of importance. And...we enjoy getting to know each other and have fun in the process. **Relationship is everything.**

Our Synod Council has met in person and on zoom this year. As the chair, I am so grateful for each of these committed and insightful members. There is a great sense of respect on the council, and we truly enjoy our work together. **Relationship is everything.**

God is a God of relationship. Through the love of God, we can be faithful to those with whom we have relationships, we can hope for the good that can come to our synod and our world because of the confidence we can place in growing strong and healthy relationships, and we can feel the love for those with whom we work and serve, for God is love, in, around, and through us. **Relationship is everything. It is the essence of God.**

Dr. Kris Meyer
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.

- \$1,506,292.85 Endowment Value as of December 31, 2022
- \$63,582.96 Income Distribution from 2022 for 2023 grant awards

Synod Endowment Investment Committee recommends that the Synod Council authorize the expenditures outlined in the 2023 Endowment Fund Grant Requests chart (below).

2023 Endowment Fund Grant Requests

Grant Amount	Organization	City	Description
\$4,500.00	Aase Hagen Homes	Decorah	LPN & RN Scholarships
\$4,500.00	Bartels Lutheran Retirement	Waverly	Tovertafel (magic table) – dementia care
\$4,500.00	Bethany Life Communities	Story City	New chairs for chapel
\$4,500.00	Faith Lutheran Home	Osage	New tables for activity room
\$4,500.00	Good Neighbor	Manchester	Stipends for Worship Leaders; Bus Trips; Dining Out; Brain Games; Concerts
\$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 Samaritan Society	West Union	stipends for chaplains & musicians; staff trainings
\$4,500.00	Good Shepherd, Inc	Mason City	Front-line staff training & development
\$4,500.00	Luther Manor Home	Dubuque	3 CNA scholarships to become RNs
\$4,347.43	Lutheran Retirement Home	Northwood	2 Christmas trees, 2 record players, popcorn machine & karaoke machine
\$4,500.00	LSI: Bremwood Campus	Waverly	Bibles, Devotionals, Supplies, Copyright, Continuing Education
\$4,500.00	Mosaic	Waukon	Dementia, Autism, MANDT, & CPR/First Aid training
\$58,347.43	Grand Total		

The endowment investment committee met on March 6, 2023 and includes:

Pr. Anita Neutzman

Gary Lindgren

David Engelbrecht (not present)

Pr. Tom Jones

The Northeastern Iowa Synod Council Approved these grant distributions March 18, 2023

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

2023 Annual Report of the NEIA Candidacy Committee

"Lord, you give the great commission:
"Heal the sick and preach the word."
Lest the church neglect its mission,
And the gospel go unheard,
Help us witness to your purpose
With renewed integrity:
With the Spirit's gifts empow'r us
For the work of ministry."

"Lord, You Give the Great Commission" Text by Jeffery Rowthorn, Music by Cyril V. Taylor © 1942 Hope Publishing Company

Having learned new ways of meeting and new terms like hybrid (some of us joining the meetings online and others of us in person) and the "owl" (the camera that *usually* picks up the image of those in the room who are speaking and projects it on the screen), the Candidacy Committee of the Northeast Iowa Synod has continued to do the awesome work of walking 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 28 candidates at various stages (pre-entrance to approval) in the candidacy process. In 2022 we had 6 graduates from seminary; Lily Brondyke, Dayna Weltzin, Menzi Nkambule, Hope Johnson, Daryl Schultz and Sue Cira all of whom received calls and are ordained! This year we have 3 students who have been approved for ordination.

Each candidate is matched with a committee member as their "relator" who keeps regular contact with the candidate offering support and encouragement, participating in the candidates' milestone entrance, endorsement, and finally approval.)

We've been living with the shifts in how these milestones happen which means more meetings, but all have found that the process is more accessible for the candidates and makes them more quickly available for a call. One wonderful thing we've been able to do again with Covid not being as much of a threat, is begin again our yearly retreat. We met this year at the Shalom Center in Dubuque for an overnight retreat including worship, good meals, a time of learning and most importantly, time to get to know one another better.

The current committee members are Syd Brinkman, Kurt Kuenzel, Rev. Dr. Martin Lohrmann (Wartburg Seminary), Pam Moss, Rev. Nicole Woodley, Rev. Adam Starrett, Donna Busch, Rev. Lee Gable and Rev. Margaret Yackel-Juleen (chair).

The Synod Staff relating to this committee are Rev. Stephen Bracket, 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 and ask for your prayers for the work of this committee as well as for the candidates from our synod who've answered the call to candidacy in the ELCA.

Shalom,

Rev. Margaret Yackel-Juleen, Chair

Synod Compensation Committee Report

2023

This Fall we added some new members to our Committee; glad they volunteered to be on our committee. Once again this year, the Committee did a comparison of Guidelines, looking at a variety of different guideline policies with all the Synods that touch our geographical borders to see if we are being competitive. We don't want to be the most expensive nor do we want to be on the least competitive end as we try to keep and attract pastors and rostered leaders to our Synod. We work to be in the middle and we are. This year we used the same formula for our graph to determine Base Salaries, using an amount for another year of service and the Social Security Cost of Living Allowance. These amounts are demonstrated in the Guidelines. As you work through the Guidelines, you can see the Guidelines addresses a number of issues like; continuing education, housing allowances, furniture allowance, holidays, parental leave to take care of children or parents, leave for a new child - biological or adopted, and other guidelines concerning Compensation. After the Committee looks through the proposed changes, the new Guidelines are put before the Synod Council. The Synod Council discusses the Guidelines and they can make any changes and the Synod Council moves the Guidelines to the Synod Assembly. The Synod Assembly can adopt any changes before they are voted on by the Assembly. The Assembly approves the Guidelines to be used in our Synod. The Committee would like to thank Assistant to the Bishop Steve Brackett for his help and guidance. We also want to lift up and thank Alison Pettit for all the work she does for our Committee. She is greatly appreciated.

Synod Compensation Committee Chair

Rev. Randall V. Baldwin

FALL CONFERENCE COORDINATING COMMITTEE REPORT

NEIA SYNOD

The Coordinating Committee for the 2022 conference was made up of Pastor Greg DeBoer, Pastor Matthew Muters, Pastor Erika Lenth, Pastor Kristen Corr-Rod, and Alison Pettit. Our staff liaison is Pastor Liz Bell.

This committee is responsible for the annual Fall Conference – a gathering of rostered people and those in candidacy for a two-day event of learning, fellowship, and rest. October 17-18, 2022 the Northeastern Iowa Synod gathered at the Best Western Hotel in Dubuque with our speaker Sarah Ciavarri who led us in the Dare to Lead training.

For the fall of 2023, the Northeast Iowa Synod Fall Theological Conference will be October 15-17 at the Holiday Inn & Bien Venu in Cedar Falls.

Respectfully submitted,

Pastor Erika Lenth

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 in the Fall. 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 2023 event at Camp EWALU's Stone Center was "Iowa 101"—an attempt to provide FCTE leaders with some insight regarding ministry in this context. We considered what is unique about those who call Iowa home, how an Iowa identity affects the life of a congregation, and the opportunities available to those with such a foundation.

Committee Members: We are grateful for nine years of service on this committee from Mr. Charles Sukup of Sheffield, who by constitution must step away. As the chair of the committee Pr. Amy Eisenman replaces Pr. Corey Smith, who has also completed three terms. The rest of the committee consists of Pr. David Werges (vice-chair), Ms. Deb Piphio, Dr. Kris Meier, Pr. Melissa Bills and Pr. Liz Bell, who serves as the Synod staff liaison, pending the appointment of two new participants this fall.

FCTE Participants: The April retreat was the finale of FCTE responsibilities for Pr. Calvin Konop and Pr. John Sheahan. Continuing in the program will be Pr. Tyler Hoey, Pr. Todd Burrichter, Pr. Daryl Schultz, Pr. Evan Meester and Pr. Sue Cira. We anticipate the arrival of first call pastors this summer who will begin with the Fall meeting. 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

Safe Ministry Team

The Safe 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 recently and are available in hard copy by request from the Synod Office. The resources may also be downloaded from the synod website in the Resources section by clicking the Safe 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.

We are beginning the third year of using the 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 by preventing abuse.

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 Safe 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 Safe. Ministry Team

COLLEAGUE GROUP REPORT 2023

One of the ways the Northeastern Iowa Synod offers support to their Rostered Leaders is through offering Colleague Groups. Colleague groups are just like the name suggests, groups of Colleagues that come together to support one another. Pastors new to the Synod are contacted by a Group Leader to inform them about Colleague Groups as an available resource to support them for their ministry, health and well-being.

There are several kinds of Colleague groups. One is First Call, which combines support and continuing education for First Call Pastors. Some Colleague groups like to gather to study a theological book for discussion and learning. Some like to include worship. In the past there have been, Senior Pastor Colleague Groups and Associate or Assistant Pastor Colleague Groups. Others have simply formed a group of colleagues they know. Colleague Groups usually meet once a month, with a commitment that it should not be missed except for a funeral or family commitment or sickness. Everything communicated in a colleague group is confidential and does not leave the Group. Some Colleague Groups will end their gathering by sharing a meal together at a restaurant.

The sole purpose of the Colleague Groups is to offer support to one another. Pastor Steve Brackett has a list of current Colleague groups and their leaders. Every year, the Colleague Group leaders are asked if their group is open to new members. If there isn't an existing Colleague Group that works for a Roster Leader, they are encouraged to gather a few colleagues they know and ask to form a new group. Colleague Groups can be a great resource to support Pastors as they live out their call to ministry.

If anyone is interested in joining a Colleague Group that is open to receive new members or desires to begin a new group, please contact Assistant to the Bishop Steve Brackett. He will be glad to connect you with the right people to become a part of a Colleague Group or forming a new one.

Colleague Group Leader

Rev. Randall V. Baldwin



Companion Synod Hungary Network Report

Yo napot kivanok! “Good day!” greetings in Hungarian!

Our Global Church Together Network continues to meet via Zoom under the guidance of Pastor Liz Bell. Our collective interest is to continue a relationship with the Church in Hungary (ELCH) and support the ELCA Young Adults in Global Mission (YAGM) program as it recovers from COVID inactivity and war in Ukraine. We want to listen to the needs of the ELCH and respond appropriately.

A few of us also met with Pastor Anne Morawski about volunteer opportunities to teach English to students in Hungary. Students are required to be fluent in a second language before graduating high school, usually German or English. To help, Anne, who is currently living in Budapest, started the Reading Corner in Budapest and surrounding communities. Volunteers work with English teachers, giving students a chance to practice orally what they’ve learned. Our goal was to set up an application and vetting system for NE Iowa volunteers to travel to Hungary, preferably in January – March, as students are preparing for their Finals. The hosts would provide housing, access to food and transportation, and opportunity to travel. The program is currently on hold due to the high cost of heating oil in Eastern Europe.

However, the Northeastern Iowa Synod Shepherd of the Hills Conference is currently hosting a trip to Hungary, June 12-26, 2023. Rev. Dr. Mark Yackel-Juleen, Wartburg Seminary, is leading the trip.

The YAGM program in Hungary was also on hold, but we are happy to announce the Central Europe (including Hungary) and Mexico programs are reopening, along with 4 other participating countries. We encourage young adults, ages 21-29 to consider this amazing 1-year volunteer program. Check out [ELCA.org/YAGM](https://elca.org/YAGM) for more information.

Even though programs are on hold, God is good, and working through many volunteers to keep our hearts connected, so we can walk with our sister Church in Hungary.

Committee:

Marcy Colvin, chair
Pastor Liz Bell
Mary Charlson

Ann Fritschel
Pastor Dena Gable
Jack Gregersen

Miranda Hoey
Michael Wilker
Pastor Margaret Yackel-Juleen

Companion Synod – Namibia 2023 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 & Angola Companions – Four 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)
- ❖ The Evangelical Lutheran Church in Angola (*Igreja Evangélica Luterana de Angola* or IELA)

Current Conversations/Projects

1. **Global Bible Study** between Namibians and ELCA Companions (NE Iowa, NW Washington, and Metro DC Synods).
2. **Future Synod Delegation.** Initial conversations are beginning around a Northeastern Iowa Synod Visit. There is planning underway for 2024 or 2025 Summit with the Bishops from the African Churches in the southern region of Africa and ELCA Bishops. While this goes on, we may try to get a visit in with lay and clergy from our synod to re-awaken ties with the churches in Namibia.
3. **Angola** – our newest companion. Angola is north of Namibia and in need of a ELCA companion. We are learning more about who they are and how we might walk together.
4. **Grow & Tell the Story of Iowa and Namibia:**
 - a. 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?
 - b. What are our own stories of the relationship(s) between Iowan and Namibian Lutherans?
 - c. How do we build up this network and relationship within the NE Iowa Synod?

New Network: Global Church Together

The Namibia Network and Hungary Network are joining forces to become the Global Church Together Network. Together they will tend to each relationship, promote Young Adults in Global Mission (YAGM), and our synod-supported missionaries.

Please consider joining this network if you have a Global send of Church and want to share that with others and deepen your own experience of the Church in Hungary, Namibia, Angola and beyond!

Respectfully submitted,

Liz Bell

4.17.23

NEIA Synod Disaster Response Network

2023 Synod Assembly Report

In the last year, the NEIA Synod Disaster Response Network has remained idle with no formal meetings held; In the coming year, it is hoped that the network again becomes more active.

To aid the network in becoming more active, your help is needed in two areas. First, if you have an inventory of flood buckets that you are in your care please reach out to the network and let us know. It is important to have up-to-date information about number and location of flood buckets across the synod. Second, please consider becoming a member of the Disaster Response Network. As the network is rekindled, it is important to have voices from across the synod to help with the networks visioning and efforts. We hope that you will consider being a part of our network!

If you have an interest in joining the disaster response network or have flood buckets to report, please reach out to Rev. Kyle Barton at pastorkylebarton@gmail.com.

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/youth-ministry/home-life

Northeastern Iowa Synod Home Life Network ELCA



Search for "Northeastern Iowa Synod"

The Home Life Network

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

Deacon Lisa Kammerer,

Burr Oak & Hesper;

Rev. Jane Harris, Our Saviour's & St. Paul, Mason City);

Rev. Kristen Corr-Rod,

Northeastern Iowa Synod Staff Person

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



Find us on
Facebook

Thank you to all who write our newsletters—currently or in the past. We would like to invite others to join us in our purpose. 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 2022:

More than 20 congregations host Little Free Pantries or other pantries that are accessible 24/7 to the public.

Almost Home, a ministry of St. John's in Dubuque, received the 2022 ELCA Big Dream Grant. 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 is one of four shelters in the country that houses men with their children.

We celebrate the expansion and work of the West Fork Food Pantry, located in Sheffield. The food pantry is an ecumenical organization supported by St. Peter, Rockwell; St. Paul, Thornton; Zion St. John, Sheffield; and other area congregations.

RAGBRAI

Coming to a city not quite near you! The three Iowa bishops plan to ride the 50-plus miles each day in the 50th RABRAI to highlight anti-hunger ministries and raise \$50,000 for ELCA World Hunger. Unfortunately, the RAGBRAI route does not come into our synod this year, but we would still like to lift up the anti-hunger ministries of our congregations. Please share that information with us through this form: [Hunger Ministries in Iowa \(google.com\)](#)

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.

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

Respectfully submitted,
Alison Pettit
Hunger Network Facilitator

Youth Ministry Network Report

Each year the paid youth ministry professionals of the Northeastern Synod gather about once a month. Meetings are held at congregations in the synod that youth ministry professionals serve. The group meets for a time of fellowship, sharing of ideas and collaboration. They meet once a month August through June and take the month of July off from meeting.

In 2022, a group of youth ministry professionals gathered together to plan an alternative summer gathering after the ELCA Youth Gathering was cancelled. The Boundless Gathering was held at St. Thomas University in St. Paul, Minnesota July 24-27. There were over 200 youth and adults in attendance from our synod as well as other synods. Each day included large group worship and speakers as well as small group time for each of the congregational groups. There was a day of service in the Twin City area and a free day for congregations.

Several of the youth ministry professionals also traveled to Minneapolis in February of 2022 to attend the ELCA Youth Ministry Network Extravaganza while others participated virtually.

Deb Bachman resigned in January of 2023 as the coordinator of youth and family ministry for the synod and the youth ministry network is now facilitated by Pastor Kristen Rod.

Deb Bachman
Former Coordinator of Youth and Family Ministry

Men's Ministry Network Annual Report

The Mens Ministry Network works closely with Lutheran Men in Mission in supporting and encouraging mens ministry in congregations of the Northeastern Iowa Synod. This past year a couple of things were done to achieve the above.

We held a One Year To Live Retreat at EWALU Bible Camp in November, 2022. We had 9 men attend (7 from Wisconsin, 1 from Minnesota and 1 from the Northeastern Iowa Synod). Another retreat is scheduled for November 3-5, 2023. See information by clicking on the One Year To Live Men's Retreat at lutheranmeninmission.org.

Lutheran Men in Mission (LMM) would like to have a Congregational Contact in every congregation in the nation. A Congregational Contact receives weekly update from LMM of what is coming up and are asked to share that with men in their congregation. After discussions with Steve Brackett-Assistant to the Bishop, a survey was sent to all Northeastern Iowa Synod congregations. A very good response was received, and we now have 41 Congregational Contacts from our synod. Another survey is being sent to congregations that did not response. The Northeastern Iowa Synod survey was the initial pilot survey and is now the model used by other Synods across the country.

Looking forward to having more Northeastern Iowa Synod men coming to the OYTL Retreat and also becoming Congregational Contacts.

Please contact me at 319-231-5749 or jlrtrat@gmail.com with questions or to get more information.

Jim Rathe
Mens Ministry Network
Lutheran Men in Mission Ambassador

AMMPARO 2022 Annual Report

Although the pandemic has limited some of our in-person activities, we have continued to work to support our area's immigrant friends. We continue to solicit funds for emergency needs, culturally appropriate food for newly arrived families, and to assist with recruitment of furniture donations for newly arrived families. Two members from Good Shepherd, Decorah, regularly participate in the Immigration Working Group at the Peace and Justice Center, representing AMMPARO and Pathway to Citizenship. In that context, locally donated monies are used to provide crisis relief with rent and utilities, transportation to legal appointments, and other urgent needs; another fund provides microloans. Members of Good Shepherd, Decorah, have begun volunteering to transport immigrants to legal meetings once again. We have continued to spend monies from ELCA grants and gifts from congregation members and their families on medical and dental needs of immigrants. Good Shepherd, Decorah, is the site for hosting immigration legal clinics held by Iowa Migrant Movement for Justice (formerly held by Justice for our Neighbors). We hosted several full clinics this year with hospitality provided by Good Shepherd members; another clinic will occur in February. We continue to stay connected to the national AMMPARO folks through quarterly conference calls. One member has sponsored a young Guatemalan man who recently received his green card, which was a significant blessing. Another congregation member interprets extensively, especially in the schools, and networks to access resources for families.

THANK YOU to all who have given of time, resources, and prayer for this important work!

Martha Steele
AMMPARO representative

Racial Justice Network Assembly Report

2023 Synod Assembly

Grace and Peace to you all, siblings, through our Lord and Savior Jesus Christ.

For those of you that may not know, the Northeastern Iowa Synod has a Racial Justice Network, comprised of lay and ordained folks from across our synod. We gather, mostly on Zoom, throughout the year to discuss current events, topics and resources around racial justice, and to learn, share, and grow together.

2022 was a busy year for our network as we went through the Sparkhouse curriculum called "Dialogues On: Race." A few other members did the curriculum "Now Is The Time" with their congregation. We've also been working on clarifying our mission and our core priorities as a Network.

Our mission statement is, "Empowered by the Gospel of Christ, we will challenge and encourage synod members to address issues of racial justice in Northeastern Iowa." And our core priorities are: 1) Encourage synod-wide remembrances and commemorative worship services pertinent to Racial Justice, 2) Seek partnerships with racially minoritized people, 3) connect NEIA churches together that want to or are currently doing racial justice work, 4) share resources with folks in our synod.

The Racial Justice Network is open to anyone who is interested in joining us. If you would like to get more information, please reach out using the contact info below. Also, if you are a part of a group at your church that is doing Racial Justice work, we would love to know! Please send us an email using the contact info below.

Peace in Christ,

The Racial Justice Network

Co-Chair Lisa Nelson (lisa.nelson111@gmail.com)

Co-Chair Pastor Calvin Konop (pastorcalvin@stpeterdbq.org)

NORTHEASTERN IOWA SYNOD CARE FOR CREATION NETWORK 2023 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. A display table was set up for the 2022 Synod Assembly, and two workshops were sponsored featuring Jim Fritz from Good Shepherd Lutheran in Decorah who spoke about their project to become carbon neutral. The Northeastern Iowa Synod was one of 16 synods nationwide that passed a memorial that directs "the ELCA churchwide organization to set the goal of reducing its net greenhouse gas pollution 50% by 2030, and achieve net-zero emissions by 2050". That memorial also passed at the Churchwide Assembly (Yes-672, No-45) held in August in Columbus, Ohio.

The Network held six meetings from June 2022 to March 2023, all via Zoom except the September meeting held at the Synod office. A Google Doc has been set up to compile information about creation care projects completed by congregations in the Synod. Member congregations are encouraged to add their projects to the list as a resource for congregations considering their own projects. A list of speakers and resource people and organizations is being developed as another resource for congregations. At the September meeting at the Synod office, several demonstration projects were identified that could serve as models for congregations, such as completing an energy audit, establishing a pollinator garden, and installing solar panels. The Synod office plans to establish a building committee to assess needs for the building and grounds so action on the potential demonstration projects could be guided by the committee.

The Synod's Star newsletter has served as the primary means of communicating with congregations in the Synod. Care for Creation information has been included in most of the monthly newsletters in the past year. Topics have included guidance on how to start a creation care team, information about Iowa Interfaith Power and Light's Cool Congregation's program, a suggested reading list compiled by Network members, information about the memorial passed at the Synod Assembly setting the goal to reduce churchwide carbon emissions by 50% by 2030, and a tree planting guide. Care for Creation information was also shared at several Spring Conference Assemblies in February. The Care for Creation web page on the Synod website provides access to numerous materials and resources (<https://neiasynod.org/care-for-creation/>).

Substance Abuse Network

The Substance Abuse Network will encourage and promote ways that synod staff, rostered ministers and congregations can bring hope and healing to those affected by substance abuse. It will advise how our leaders and congregations can collaborate and form effective partnerships with organizations like Alcoholics Anonymous, Narcotics Anonymous, Al-Anon, the Center of Addiction and Faith, and Fellowship of Recovering Lutheran Clergy, as well as state and local authorities.

The purpose is not to condemn but to promote health, healing and hope. In this way it can be a resource and a blessing for the entire synod. This new network can provide education for both lay people and clergy alike. A resource in this effort is the availability of Naloxone from any participating Iowa pharmacy free of charge. Naloxone ["Narcan"] has the ability to reverse the effects of an overdose. This is just one example of help we can pass on, along with education, advocacy, and harm reduction.

The members of the Substance Abuse Network are Pastor Tom Martin (chairperson), Pastor Jane Harris, Pastor Maureen Howard, Pastor Brian Julin-McCleary, and Pastor Bob Scheurer. Pastor Becky Sogge is the Synod Council liaison and Pastor Steve Brackett is the Synod staff liaison.

The Substance Abuse Network would welcome lay people to join the network to help us with this important work of bringing hope, healing, and support to those who are affected by substance abuse.

Respectfully Submitted,

Pastor Tom Martin, Chairperson

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 2022, we had a mix of some gatherings with our active, currently serving clergy, and others where we gathered with active and retired clergy as well. We continue to 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 Dena Gable to St. Timothy in Hudson. We prayed for Pastor Brian King of Nazareth in Cedar Falls as he concluded his call, and for Pastor Kristen Corr Rod as she moved from her call in Jesup to her new position with the synod office. We welcomed lay leaders Laura Sohl-Cryer at Good Shepherd in Waterloo, and Lisa Ames-Kruse at Our Savior's, also in Waterloo. We are thankful for the interim work of Pastor Mike Brost at Nazareth in Cedar Falls that is just beginning.

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 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

Riverside Conference Annual Report

The Riverside Conference Assembly took place on February 26, 2023 at Bethesda Lutheran Church in Jewell. The following Synod elections took place and the following people were elected to Synod positions: Synod Council – Rev. Tim Malek; Nominating Committee – Rev. Grant Woodley; Voting Member 2025 Conference Wide Assembly – Rev. Maureen Howard; Conference Chaplain – Rev. Joy Edeker; Conference Correspondent – Rev. John Sheahan. We also showed the video sent out by the Synod regarding changes to future Synod Assemblies. We discussed the constitutional and by-law changes recommended by the ELCA. We shared a Riverside Conference sharing opportunity taking place during Lent with regard to a Lenten rotation of pastors during this season. Finally, a Ukraine presentation was shared with the group by Rev. Sheahan.

The Riverside Conference pastors are 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 one new pastor to the conference this past year: Rev. Joy Edeker Bethesda Lutheran (Jewell).

Respectfully Submitted,

Pastor John Sheahan

Shechem Conference Annual Report 2023

The Shechem conference has had some changes over the last year. The first change was when Pastor Ginny Olson retired. The next was bringing back the annual pancake supper in January.

At the Annual meeting we decided that the conference will be taking a bus to the next Youth Gathering in 2024. This is something that the conference has done for several of the Youth Gatherings in the past. We'll be having meetings for the youth in the conference through out the year, beginning on March 26.

Also, at this meeting we discussed what the future maybe for the conference. Pastor Brackett from the Synod office came and discussed some issues that a small rural conference faces in these difficult times.

After some discussion, it was decided that in order to give member congregations time to consider what each of them would like to do. The conference will meet on July 9 at Zion in West Union to hold a vote on this.

Respectfully submitted,

Gregg Ellingson
Shechem Conference President

2022 Shepherd of the Hills Conference Report

As we began 2022, the Pandemic was still evident in our area. Things looked a bit different at Shepherd as Heather Crogan stepped down as director. I took over her position on May 23, 2022. I cannot thank everyone enough for their patience and guidance through the year. The clothing center opened up to foot traffic once again on May 25th, 2022. We have seen a big increase of donations (which is still by appointment only) and in-person shopping. We are now serving on average 80 families a month in the clothing center. The thrift store side of things is also picking up. Public shoppers are visiting more and sales are up for the year. Over-all people are excited we are open for business with in-person shopping.

The Crisis Fund assisted **62 Families** with **\$14,468** in fiscal year 2022. In 2022, additional funding was available through the government, thus the number of clients served was lower than last year. We were able to help all those that requested help within our means. Even though the number of families served is lower, we were able to provide a higher dollar amount of help. The **Annual Hog Roast**, was held October 2, 2022. This was the only fundraiser held to help replenish funds which was served by in-person dining and take-out stations. We served 413 people through both services. Once again, we were able to replenish funds for the winter months by the generosity of the communities we serve!

During our **Back to School 4 Kids Project**, we provided school supplies for **238 children!** The children were allowed to select their bags this year vs the bags being selected for them. This seemed to go over really well. All the children got most of their required school supplies provided to them at no cost. **Christmas 4 Kids Project** was also held in-person shopping vs the previous couple years being packed for the families. Gift drop off days were Dec. 8 & 9. We spent 4 days setting up as we had 40% more donations than previous years. To coincide with the Food Shelf's Holiday Meal, the Holiday Shop was held on Dec. 14-15. ***The Christmas Project helped provide gifts for 441 children this year, which was 161 families' total.*** We had 25 volunteers that helped make this event a huge success from setting up, walking clients through and cleaning up. It is a huge project, but defiantly one that is very rewarding.

Throughout the year, Shepherd sponsors two services. Ascension Day Service was held on May 26, 2022 at 11:00 am at St. Paul Lutheran Church in Postville. Pastor Lynn Noel conducted the service with a potluck to follow. Annual Week of Prayer for Christian Unity Ecumenical Service was a virtual event on January 25th, 2022 sponsored by the Elkader Ministerial group.

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! All donations, whether it is monetary, clothing or your time... it all helps. You are a huge part of our success.

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 Hageman- Coordinator

Three River Conference Annual Report

The Rostered Leaders in the Three River Conference meet most months for worship and encouragement from September through May. Pastor Kim Wills serves as Dean. Pastor Robert Scheurer serves as Chaplain. Pastor Charles Underwood serves as Correspondent.

The Three River Conference Annual Meeting was held on Sunday, February 26 at Fredsville Lutheran Church. Interim Pastor Lee Gable and the members of their church did a wonderful job of hosting us. Assistant to the Bishop Pastor Liz Albertson Bell updated us on the proposed changes to Synod Assembly and updated us on other topics of interest.

Respectfully Submitted,

G Kim Wills, Dean

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. Anyone is welcome to attend in person or via zoom. Contact Joel Becker to be added to the list for zoom.

Our assembly was Sunday, February 19, in the Chapel 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,

Rev. Sue Cira, Correspondent

Dean:

Chaplain: Rev. Mike Blair, Bartels Lutheran Retirement Community, Waverly

Correspondent: Rev. Sue Cira, Zion (Alta Vista) & Immanuel Crane Creek (Lawler)

Congregations/Institutions:

Zion, Alta Vista

Grace, Tripoli

St. John (Maxfield), Denver

St. John (Crane Creek), Tripoli

St. Peter Evangelical, Denver

St. John (Bennington), Waterloo

St. John, Frederika

St. Paul's Lutheran School, Waverly

St. Paul's Evangelical, Waverly

Bartels Lutheran Retirement Community, Waverly

Messiah, Janesville

Wartburg College, Waverly

Redeemer, Waverly

LSI-Bremwood Campus, Waverly

Immanuel Crane Creek, Lawler

Trinity, New Hampton

St. Peter, Oran

St. John (Buck Creek), Sumner

St. John Evangelical, Sumner

2022 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. We are grateful to continue our work and support our mission.

The 2022 Conference Assembly was held on February 13, 2022 at Good Shepherd Lutheran Church Decorah. Bishop Kevin Jones presided at the jazz worship led by Jon Ailabouni. Following worship Mr. Ailabouni led the group in reflections on jazz in worship.

Pastors meet for weekly text studies, fellowship, and support. New to the conference/new calls are Pastor Nathan Wicks (Ridgeway Parish), Adam Starrett (interim at Glenwood/Canoe Ridge), and Craig Moss (collaborative student at Maple Leaf). Retirements include Pastor Ginny Olson and Pastor Charis Combs-Lay. We have also welcomed Pastor Peter Kowitz as the new dean. Thank you to Pastor Amy Larson who served in this capacity the past 5 years.

Pastor Amy Larson was honored to represent our conference and the NEIA Synod in celebrating with Menzi Nkambule as he was ordained in word and sacrament in New Jersey. Pr. Nkambule has accepted a call and is now serving St. Matthews Lutheran Church in Jersey City, NJ.

Good Shepherd, Decorah, is becoming carbon neutral. Through the use of solar energy, a geothermal system, heat pumps, and an advanced air purification system, the congregation is eliminating fossil fuel use and creating their own renewable energy. Much of the equipment has been installed, and completion is expected the summer of 2023.

Pr. David Lenth and the Ossian Lutheran congregation created a fund raiser for the Heifer Project. They began with a goal of raising \$5000 and a miniature Ark and lots of plastic farm animals. Over the next months they kept filling the ark while the SS youth helped pass out Ark cards from HPI of featured Ark animals to those gathered for educational as well as promotional purposes. A live nativity raised about \$500 while sharing in lots of fun! A sister congregation, Zion Lutheran in Castalia, accepted an invitation and challenge to participate, later giving a check for \$1100 from this event and donations received in their Sunday School. Stavanger Lutheran Church also sent a one-time donation check for \$500 which interestingly is the amount it takes to buy one heifer for the Ark! In the end, through God's blessing and the Spirit's moving of many hearts and wallets & purses, the original goal of \$5000 was surpassed by an extra \$3000. The final surprise was that Heifer Project had a double match going on for all donations received by January 31st, 2022. This meant that their gift of \$8,000 became \$16,000! Praise the Lord!

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

2022 Conference Report
Submitted by: Pastor Paul Amlin, Dean
February 9, 2023

The Water of Life Conference

The Congregations of the
ELCA in Greater Dubuque



The Water of Life Conference has experienced significant transition over the past year. With the retirement of Pastor Jay Ilten from St John Lutheran Church, the departure of Pastor Kristen Wipperman from her multifaceted call that included St Matthew's and Luther Manor, and with the departure of Pastor Josh Martyn from Holy Trinity, most of our clergy group has changed in one year.

Holy Trinity struggled to find an interim and a variety of local retired clergy and seminary professors filled the gap. We learned in December that Pastor Jason Davis would begin serving as interim in January. St. John's used supply preachers since Pastor Jay's retirement. St Matthew's was blessed to have Pastor Karla Wildberger as their interim until the collaborative learning student could start his ministry.

Weekly text study group has been an anchor for our collegial relationships. We share breakfast, read the texts for the coming week, and often, we share our burdens and challenges. This group has evolved over the time since the pandemic closures of 2020. We have welcomed new faces as interns and now our first collaborative learning student have joined our ranks.

St. John Lutheran Church downtown has officially opened the next evolution of its emergency homeless shelter. In last year's report I announced a major focus change away from strictly homeless men to exclusively homeless men with children. The two apartments on the top level have been occupied on and off for the past few months. Staff are working diligently to help clients achieve independence through education and assistance navigating local resources. Party On Purpose III, a dedicated fundraiser for Almost Home and Open Closet at St. John's, will take place on Friday, June 23rd and we encourage you to join us. You can give to support the cause by visiting www.partyonpurpose.org today.

Luther Manor has struggled to find its footing. They have had an interim CEO for several months. Local congregation members serve on the board and have been working to gain traction post-pandemic. Local clergy remain concerned that Luther Manor does not appear to be able to fill the chaplain position after Pastor Kristen's departure.

Overall, our conference congregations seem to be doing well, despite all the changes to pastoral leadership. Our conference assembly was well attended, and all appreciated the workshop provided by Pastor Kristen and Pastor Liz on behalf of the synod. I will be stepping aside as conference dean and Pastor Karla Wildberger, with synod approval, will step into this role moving forward.

In peace and hope,
Pastor Paul Amlin, Dean

SYNODICAL ORGANIZATION

Northeastern Iowa Synodical Women's Annual Report

As a community of women created in the image of God, called to discipleship in Jesus Christ,
and empowered by the Holy Spirit,

We commit ourselves to grow in faith, affirm our gifts, support one another in our callings,
engage in ministry and action,
and promote healing and wholeness in the church, society, and the world.

As things seem to be getting back to a new normal, we are gradually getting back to having our cluster events and in person meetings. It is a new adventure for me as the newly elected president of the Women of the ELCA and I am trying my best to help continue the work of the Women of the church.

CONFERENCES

There were a few fall events that were held and we are looking forward to some that are coming up this spring. Clusters C/E/H are having and ingathering on April 15th in Waverly. On April 22 the Upper River Gathering will be held at Big Canoe in Decorah. Following this will be April 23 Little Flock will be meeting at Elgin. There will also be LWR pick ups on April 17 at Southport Mall in Mason City and on May 6th at Olson's Explosives in Decorah.

LEADERSHIP EVENT

On February 17th and 18th a zoom meeting of the WELCA women was held entitled "Living Faithful: Called and Thriving. A lot of information was shared and we had great discussion when we were separated into our groups to brainstorm.

LWR IN-GATHERINGS

It amazes me on how much work is done by the hands of our synod. The totals for 2022 are as follows: **quilts 8562 : school kits 4724: personal care kits 3147: baby kits 1558: fabric 199 and blankets 65.** *WHAT AN AMAZING ACCOMPLISHMENT FOR OUR SYNOD WOMEN.*

SWO CONVENTION:

The annual SWO convention will be held on Saturday, June 15th at Trinity Lutheran Church, Belmond, Iowa. Our theme is "Stir us/Free Us" Bishop Jones will be in attendance helping with the service and also doing an interesting session. Our in kind gifts will be going to Colts Daycare and Wright County Hope program. There will also be interest sessions and a display area. A local bakery will be making our meal after our convention.

Good News

We continue to write articles for our newsletter on Discipleship, Justice and stewardship and a small bio on our newest board members.

The Twelfth Triennial Convention and Gathering

This event will take place on September 19 - 21 for the **convention** portion and the **Gathering** will be from September 21 to the 24th in Phoenix, Az. more information can be found at welcatg.org

God's Blessings
Cindy Pogge, President

AGENCY/INSTITUTION REPORTS

Ewalu Bible Camp and Retreat Center

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

In 2022, EWALU welcomed 886 campers and 38 staff over the summer camping season with the summer theme of *Boundless: God's Love Beyond Measure*. We also served ten day camps across the region. In the spring and fall, we had roughly 1,250 students on site for environmental education and ropes. In all, we held 24 sponsored events and had 81 outside rentals utilize our facilities between the main site and the Stone Center. Altogether, 4,000 individuals connected with our camp on-site or on day camp.

Highlights from the year included our annual Quilt Auction, which included both in-person and virtual bidding opportunities. The 2022 event produced record proceeds of over \$53,000. We look forward to our 2023 Quilt Auction on September 16. Come on out and join the party!

We have one new face around Ewalu as Emily Tull joined us as Program Directing, starting in November. We give thanks for the service of Ashley Gulrud, who served at Ewalu for several years, lastly in the Interim Program Director role.

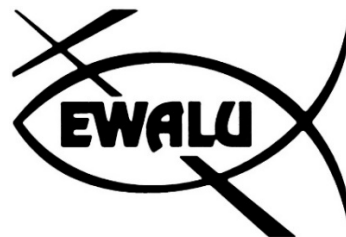
By the time you meet in Synod Assembly, we expect to have a brand new A-Frame bridge across the Maquoketa River fully constructed! The funds for this project were raised over the course of 2021 and 2022 in the midst of the pandemic and with the background of an ongoing capital campaign. What an incredible testament to the breadth of support for Ewalu!

The big news out of 2022 was the public launch of the Cedar at 60 campaign to renovate Cedar Lodge. The updated lodge will have greater ADA-accessibility, remodeled bathrooms, a redesigned dining hall, air conditioning and HVAC, a new grand entry, technology upgrades, and green architecture including a solar array. This \$2 million campaign went public in July 2022, and as of March of 2023, we have raised \$750,000 in gifts and pledges. Our board of directors has pledged 10%, or \$200,000, and we have 100% support of the board and staff. In 2023, we will be expanding our campaign to our congregations, looking for your support to get this amazing project off the ground. Please consider how you might be able to help push us toward our goal!

Lastly, I would encourage you to consider how you might support campers attending camp at your home congregation. Already in 2023, we are seeing record need for camperships—parents calling the office unable to afford camp. No kid is turned away from Ewalu due to financial hardship, but we can only do this thanks to your generosity, so please keep in mind the value of camping ministry and the impact it has on your kids.

Blessings!

Rev. Frank Johnson, Executive Director





Annual Report to the Synod Assembly Spring 2023

"May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit." --- Romans 15:13 NIV

Dear Friends in Christ,

In a world filled with controversy and struggle, we rejoice in the God of the universe who is the God of HOPE! Last summer's theme, "ANCHORED IN HOPE," declared the sure and certain hope of the world found only in Jesus Christ. Thank you for the great privilege it is to be together proclaiming the message of HOPE, 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, adult retreats, personal retreats and RECHARGES, with ministry at camp every month of the year! We are grateful to also partner with many of your churches to share the good news right in your communities through partnered Day Camp ministries! Thank you!

In addition, we are grateful to be calling and equipping young adults into ministry for a summer, and often for a lifetime. We are grateful for your work as churches helping to prepare young people to serve on Bible Camp staff. Not only do these staff guide summer campers in safety, fun, Bible studies and growing experiences at camp; God is also equipping them for a lifetime of sharing God's love and life! Please continue to help identify young people who are likely Bible Camp staff and future Christian leaders! Thank you!

Plan ahead now to join us next summer for our 100th anniversary celebration June 28-30, 2024, but don't wait that long to come to camp. If you haven't been to camp recently, come and enjoy gathering with God's people. Come and see the new tools for ministry, a new Beach House retreat center at Okoboji, new recreation opportunities, new chapel and dining hall at Ingham Lake, rebuilt youth cabins at Ingham and family cabins at Okoboji! Come and step away for a time of refreshment! We continue to offer free or discounted personal retreats to pastors.

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

For the many who are blessed,

Rodney Quanbeck
Executive Director

Dan Antoine
Director of Programs

Kristin Rienhardt
Day Camp Director

Renae Behrens
Ingham Director

Sara Heutink
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



Lutheran Lakeside Camp

CAMP STATS

Camp Breakdown

On-Site Day Camp- 161
Camp At-A-Glance- 18
Confirmation Camp- 56
Pastor's Family Camp- 26
Family Camp Traditional- 39
God's Little Sprouts- 13
Juniors Camp- 51
Junior High Camp- 28
Leadership Camp- 3
Little Lakers Camp- 12
Night Owls Camp- 4
Sailing Camp- 1
Wilderness Camp- 10
Wilderness XL Camp- 8
Pastors/Youth Leaders- 15
Celebration Campers- 21

Hospitality Breakdown

17 Weddings
500+ Disc golfers
1,800 Field Trip attendees
10,000+ Guests



2022 MINISTRY REPORT

2022 Was an amazing year for program. Because of volunteers and our wonderful summer staff we were able to provide ministry to 532 campers. Campers were welcomed into a place of belonging. They were able to try new things, spend time outdoors, make friends, grow in their faith, and challenge themselves. It was a joy seeing campers each week have transformative experiences and we are excited to see how their time at camp will impact their faith journeys.

Aside from providing ministry to our campers and guests, a big focus this summer was on our staff. We were able to hire 5 Assistant Program Directors, 6 Counselors, and 4 Support Staff/Day Camp Staff. In order to grow a strong summer staff, retention is important. I wanted to create a community that our summer staff not only love, but make a priority to come back summer after summer progressing in position and their own relationship with God. Our staff reunion that was held December 28-30th only proved that we not only created that community, but we also shaped the future of Lutheran Lakeside. They will all eventually move on to "greener pastures" but I also see them becoming donors, advocates, year-round employees, camp director, and even board members.

Out of the 2022 summer staff we were able to bring on two amazing young adults to our year-round team. Maggie Domek will be taking on the position of Program Director. Kylie Chandler filled a brand new role at camp, starting on December 27th as our Camp Intern. This position is focused on assisting with hospitality and operational needs.

With our mission trips/volunteers we were able to paint staff housing, shower houses, lifeguard shack, and ore house. They were able to make more benches for our worship spaces and weddings. As well as fix up some of our bunk beds in the rustic cabins. Aside from mission trips, we had several people willing to volunteer for a couple weeks in various roles to make camp happen. We are truly blessed with the amount of support we received both to those who donate financially and those that donate their time.

This upcoming summer will be terrific! Our theme is God's Wilderness: Caring for Creation. With this we hope to dive into the importance of environmental education, and how we can take care of this beautiful creation that God has left in our hands.

Our Year Round retreat and event spaces have been busy hosting family reunions, events and retreats. We love partnering with other non-profit organizations to help make the ministries they provide succeed. Everyday our trails and disc golf course are getting good use.



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

"But seek first the kingdom of God and His righteousness, and all these things will be added to you."
Matthew 6:33

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.

- ◀ We've seen so many pastors and ministry leaders retreat to Riverside this year for times of rest, solitude, and refreshing times with the Lord through silent retreats. We're also grateful for a generous Riverside partner who has sponsored Victory Cabin by covering the cost of utilities for the year! We're thankful for this opportunity to invest in the lives of leaders in Christ's Church.
- ◀ Our board and staff are in the final stages of our Master Planning process as we look toward the future of God's work through His camp. Look for more to come in this new year with future site plans, some remodeled buildings, and new building plans that will help us continue to facilitate excellent Christ-centered camp experiences in the future!
- ◀ Summer 2022 was an excellent summer where we saw God work in great ways! One challenge we faced this summer was having enough summer staff to serve our continued high camper numbers. I'm so grateful to our year-round staff and our board for recognizing this challenge and seeking the Lord for guidance in how we respond in the future. Our team is continuing to seek new connections for staff recruiting, as well as being creative and intentional in developing deep relationships with past staff and past campers.
- ◀ I encourage you to read through all the other reports from our staff in this annual report that highlight all of the retreats and other projects that the Lord has moved in and through this year. Every single report, from retreats to programs, represents God touching the lives of individual people. It's our prayer that every person who steps on the grounds of Riverside comes to know more fully and experience the extravagant love of Jesus by abiding and remaining with the Lord.
- ◀ At the end of last year, we exceeded our goal for purchasing the new land and finishing the year-end strong! This past spring, that new land was planted for hay, and all the details are now complete. We're grateful for the incredible generosity of hundreds of households and churches that partner with us year after year in continuing to further God's work in and through His camp.

There are so many other ways in which we've seen the Lord's hand in 2022. In closing, I'm so grateful

- to our great year-round staff—a team that loves Jesus, loves one another, and is passionate about the ministry of Riverside;
- for our Board of Directors—busy people from across Iowa who love Jesus and prayerfully seek the Lord's leading for His camp;
- for our congregations—trusting us to provide Christ-centered camp experiences;
- for individuals and families—supporting the ministry of Riverside in their prayers, their time, and in generous giving; and
- mostly, to our great God for His love, His grace, His presence, and His leading as He continues to change and transform lives through His camp.

God bless you.

Chris Dahl, Executive Director



Dear Friends,

Warm greetings on behalf of our faculty, staff, students, and alumni! As Grand View University's first female president, I am honored to serve in a state where I was born, raised, and educated. As a granddaughter of a Lutheran pastor, I treasure my Lutheran heritage that guides me personally as well as the university corporately. Grand View University is dedicated to the holistic education of graduates prepared to lead and serve in our diverse and changing world. 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 \$2,242,894 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 students within Campus Ministry are growing as leaders on campus. There are many ways in which students can engage faith: weekly chapel, Bible study groups, prayer groups, PEER Ministry, and the student leadership team. In addition, a collaboration with FCA has allowed many of our student athletes to have team chaplains to help them navigate faith and life.

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 seven Midwestern states, the pastors build community in mini-cohorts, receive mentoring, attend three in-person events, and participate in monthly exemplar meetings. In August, pastors traveled to Des Moines for a Kick Off Event, which featured Rev. Dr. Yolanda Pierce, the Dean at Howard Divinity School. Check out our resource page: <https://www.mosesproject.org>.

The NEXUS Institute – Gvu offered its sixth summer of NEXUS, a theological institute that focuses on ministry vocation exploration for high school students. We are currently recruiting for summer 2023, which will take place on campus July 16-22. For more information, to nominate students, or to request brochures, check out our website at www.grandview.edu/NEXUS

Theology Department – In this past year, Grand View established the Gerhard O. Forde Professorship in Church History and Theology. The Rev. Dr. Ken Jones was appointed the first recipient. Grand View offers a variety of scholarships for ELCA students such as the EPIC Scholarship and the Bishop Hougen Scholarship. In addition, there are scholarships for students interested in ministry: The NEXUS Scholarship and the Muedeking Scholarship. For more information, contact Department Chair: Rev. Dr. Mark Mattes at mmattes@grandview.edu

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 cursive script, appearing to read "Rachelle Keck".

Dr. Rachelle Keck, 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!

After three academic years heavily impacted by the COVID-19 pandemic, our students, faculty, and staff have spent the 2022-2023 academic year returning to many joyful activities that have long been deferred. It has been a year of energy, creativity, and celebration.

Luther College recognizes itself to be both grounded and global-grounded in its history, mission, and embeddedness in the local community; and global in its curriculum, student programming, and development of graduates who understand themselves as stewards of the global common good.

This fall, we honored our global connections by welcoming members of the Norwegian Parliament to campus and sending a delegation to Saint Paul, MN to meet Queen Sonja of Norway, and just a few weeks later, celebrated our (literal) groundedness by co-hosting an exhibition of a life-sized model of the six-foot long Decorah sea scorpion, *Pentecopterus decorahensis*, a fossil discovery from the Decorah Crater basin, which was formed by a meteor impact around 465 million years ago.

We are especially pleased to share that Luther College has reduced its greenhouse gas emissions by more than 72% since its baseline was established twenty years ago, in 2003. Achieving this milestone puts the college on track to achieve carbon neutrality by 2030. In addition, the Association for the Advancement of Sustainability in Higher Education has named Luther College the fourth best baccalaureate institution in the nation for its efforts in sustainability, according to the 2022 Sustainable Campus Index.

Bringing together values of sustainability and service, more than 70 students, staff, and faculty participated in environmental conservation projects this fall as part of God's Work, Our Hands Sunday. The Luther College Cafeteria to Community program, begun in 2014, marked a significant milestone in December, reaching 80,000 pounds of leftover food donated to local organizations to address hunger. In February, Luther College Ministries squared off against Wartburg College Ministries in a food drive competition, and the colleges combined collected more than 500 pounds of food and nearly \$2000 in donations.

Our Luther College baseball team made history this year by playing in the first collegiate game at the Field of Dreams in Dyersville, IA, welcoming more than 2000 attendees to this iconic location. In February, we celebrated with our men's and women's swimming and diving teams, each of them winning their second consecutive American Rivers Conference championship titles. Construction was completed on the Robert and Ann Naslund Sports and Recreation Center, a significant renovation and upgrade to our campus athletic complex.

This year has included a full slate of musical performances and performing arts offerings, including the Symphony Orchestra's three-week January residency in Vienna, Austria; Nordic Choir tour concerts in the southwest; and Concert Band tour concerts across the eastern midwest.

Recently, Luther has received several major gifts, totaling \$4.5 million, to help ensure that students have the financial resources they need to get the most out of their college experience. These gifts endow new scholarships for students with high financial need and for future educators and student musicians. These gifts also establish a new Peace Fellows program that seeks to engage students, faculty, and the broader community in how to practice peace in all of its dimensions. We are grateful for these gifts and for all donors who continue to support Luther College's mission.

Finally, a word about a few senior leadership transitions this year. After successful national searches, we welcomed Dr. Robert Clay as our new Chief Equity and Inclusion Officer and Special Assistant to the President for Community Engagement, and Mary Duvall as our new Vice President for Development. We also welcomed Dr. Bradley Chamberlain, Luther faculty and recent Vice President for Mission and Communication into his new role as Provost.

The Luther College community also remembers and celebrates the life of Richard "Rick" Torgerson, Luther's ninth president (1999-2013), who died on Oct. 30, 2022. A legendary figure in Luther history, he shaped the college in deep and meaningful ways that will resonate far into the future.

Luther College continues to be a thriving community of faith and learning. We are both deeply rooted in our history and our environment and also deeply committed to empowering and shaping our students to meet the future with hope, creativity, and wisdom.

Thank you for your ongoing prayers and support for Luther College. We are grateful for your partnership.

Soli Deo Gloria!

Dr. Jenifer K. Ward
Luther College President



Report to the ELCA Synod Assemblies - March 2023

Founded in 1874, the mission of St. Olaf College 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. With an enrollment of just over 3000 full-time undergraduates, St. Olaf continues to attract a broad pool of talented students, currently representing 49 states, the District of Columbia, the Virgin Islands, and 99 countries. Our Fall 2022 incoming first-year students had an average high school grade point of 3.72 and a median ACT composite score of 30. In addition, 20% are first-generation college students, 22% identify as domestic students of color, 10% are international students, and 20% are income-eligible for Pell grants.

More than half of our students indicate that they are affiliated with a Christian denomination, with 18% self-identifying as Lutheran and another 6% as members of a denomination in full communion with the ELCA. Among our Class of 2022 graduates, 93% had participated in an internship, mentored research experience, practicum, or other vocation-related opportunity, and 43% had studied off-campus (a drop-off from previous years due to the restrictions imposed by COVID). Among the Class of 2022 graduates for whom we have data about post-college activities (88% of the class), 98% 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 and Sunday worship with Holy Communion during the academic year, led by the college pastors and featuring members and friends of the St. Olaf community as speakers and musicians. All services at Boe Chapel are [streamed live](#) and then [archived](#) for on-demand viewing on the St. Olaf website. The College Ministry team also includes an Associate Chaplain for Jewish Life and an Associate Chaplain for Muslim Life (currently an open position, with a search anticipated next fall), who offer opportunities for worship, religious education, pastoral care, and interfaith engagement, not only for students who identify with these faith traditions but also for students of any identity.

The college 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, now provided by its new host, Rev. Alexandra Jacob '16. The [St. Olaf Conference on Worship, Theology, and the Arts](#) returned in July 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 Eunjoo Mary Kim (Iliff School of Theology) as guest keynoters.

The [Lutheran Center for Faith, Values, and Community](#) is now in its fourth year of programming to advance a compelling vision for Lutheranism in the 21st century, foster inter-faith engagement, nurture vocational discernment, and provide national and global thought leadership. Center Director Dr. Deanna Thompson, together with Dr. Anton Armstrong, Tosdal Professor of Music and Conductor of the St. Olaf Choir, and Rev. Dr. Anthony Bateza, Associate Professor of Religion, each contributed chapters to [So That All May Flourish: The Aims of](#)

[Lutheran Higher Education](#), published in January 2023 by Fortress Press. Rev. Dr. Charlene Cox, the Lutheran Center's Program Director for Congregational Thriving, continues to lead the Center's five-year [Nourishing Vocation Project](#), supported by a grant from the Thriving Congregations initiative of Lilly Endowment Inc. The Nourishing Vocation Project engages congregations in a process of vocational discernment guided by three primary questions – *Who are we called to be? What are we called to do? Why are we here?* Working in community with other congregations, participants engage Biblical texts and spiritual practices for vocational discernment; participate in the St. Olaf Conference on Worship, Theology, and the Arts; and are provided with resources for congregational use in worship, Christian education, and leadership development, to support spiritual nourishment and a deeper understanding of God's call upon their life and work together. At present, a total of 15 congregations, spanning four denominations and seven states, are participating in Cohorts 1 and 2, and the entire Northern Illinois Synod of the ELCA, with more than 140 congregations, launched their participation as Cohort 3 during Lent. A number of the Nourishing Vocation resources are available at no cost on the [project website](#), including [Sing Vocare](#), a playlist of musical selections to accompany the [Vocare Spiritual Practice](#).

With additional support from Lilly Endowment Inc., in June 2023 the Center will launch a second initiative to enrich the life and work of congregations within and beyond the ELCA. The new Nourishing Vocation with Children project is aimed at deepening the full participation of children in congregational worship and prayer through the arts. We will accompany congregations and congregational leaders in a process of vocational discernment focused on the centering of children in worship and congregational prayer; equip congregations and their leaders with ideas, resources, and hands-on experiences integrating child-attentive music, theater, movement, poetry, and visual arts into worship and prayer practices they can use in their own congregations; and support them in reflecting on the impact of their new practices on children's capacity to know, love, and serve God. Lilly Endowment made the five-year grant in support of this project through its Nurturing Children Through Worship and Prayer Initiative.

In May 2023, I will conclude my seventeen-year appointment as President of St. Olaf. It has been an honor and a privilege to serve my alma mater. Following my retirement, the College will welcome [Dr. Susan Rundell Singer](#) as its twelfth president. A national leader in the improvement of undergraduate teaching and learning, Dr. Singer currently serves as vice president for academic affairs and provost at Rollins College in Winter Park, Florida. Please join me in extending a warm welcome to her, along with your prayers for the flourishing of her leadership and of the students, faculty, staff, and alumni she will serve.

David R. Anderson '74, *President*



2022 Annual Report to the Synods

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

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

Changes in Senior Leadership

- President Darrel Colson retired effective June 30, 2022, after 13 years at Wartburg.
- Dr. Rebecca Neiduski was introduced to the campus in March 2022 as the 18th and first female president of Wartburg. She began her service on July 1, 2022, and was inaugurated Oct. 14, 2022. President Neiduski came to Wartburg from Elon University where she was the dean of the School of Health Sciences. The daughter of Lutheran educators and a certified hand therapist, President Neiduski is known for her commitment to global health equity, including humanitarian work and education of health care providers around the world. She sits on the board of directors for the Guatemala Healing Hands Foundation and has participated in 19 medical missions.
- Greg Kneser was named vice president for student life and dean of students in August. Prior to his work at Wartburg, he was vice president of student affairs at Lourdes University and vice president for student life at St. Olaf College.
- Krystal Madlock was named the college's first associate dean of inclusive community. She has been with the college since 1998 and most recently served as the director of multicultural student services.

Strategic Planning

- President Neiduski and Advancement Office staff engaged Wartburg alumni and friends around the country in a series of strategic dialogues to help shape and strengthen the college's priorities within the new strategic plan, *Our Brightest Days: Realizing Purpose, Leading Change*.
- Institutional priorities focus on four guiding themes: Educating Mind, Body, and Spirit; Inclusive Community; Student Success; and Competitive Advantage.

Enrollment

- Fall 2022 enrollment was 1,444 students from 38 U.S. states and 55 countries and more than 20 world religions. This number included 92 international students and 196 U.S. students of color.
- The five majors with highest enrollment are business administration, psychology, elementary education, journalism and communication, and biology. The online Master of Arts in Leadership program enrolled a new cohort of eight students.

Academic and Co-Curricular Programs

- The Ubuntu Center (formerly Centennial Complex), comprising Slife, Vollmer, and Hebron halls, was dedicated in August 2022. The \$11 million project included the renovation of Vollmer Hall; Slife Hall will undergo similar updates in 2023. Ubuntu, an African philosophy often expressed as 'I am because we are,' represents the college's renewed focus on how community is developed on campus.
- Michaelleen Golay, associate professor of biology, was named the assistant dean for academic innovation, and Michael Gleason, director of the Institute for Leadership Education and Irving R. Burling Distinguished Professor in Leadership, is the new associate dean for graduate studies. Both will continue to teach in their respective areas.

- Longtime Waterloo resident and teacher Joyce Redman '56 gifted the college \$1.5 million from her estate to fund academic scholarships and support initiatives emerging from the strategic plan, such as new academic and co-curricular program development.

Spiritual Life and Campus Ministry

- The Rev. Halcyon Bjornstad continues to serve in an interim capacity as Wartburg searches for a new dean of spiritual life.
- Jacqueline Bussie, an award-winning author, professor, theologian, and advocate for justice, received the 2022 Graven Award in its 33rd 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.
- The International Loehe Society held a portion of its fifth annual conference on Wartburg's campus July 26. The Society promotes study of the life, theology, work, and continuing significance of Wilhelm Loehe. In 1852, Loehe sent Pastor Georg Grossmann to America to found a teacher-training school for German immigrants in Saginaw, Mich. The college moved several times before making its permanent home in Waverly in 1935.

Recognition

- Dr. Ann Adams Bullock, dean of the Dr. Jo Watt Williams School of Education at Elon University, was elected to the Board of Regents.
- Longtime Wartburg supporters June Rickhoff Mehlhaus '61 and Fred Ribich received the Wartburg Medal in recognition of sustained service to the college. Mehlhaus is a generous donor and volunteer and Ribich is a professor emeritus of psychology and former director of institutional research and assessment. They both live in Waverly.
- Dr. Michael Bechtel, associate professor of science education, received a third round of 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.
- Jared McLey, a senior in religion, received the ELCA Fund for Leaders scholarship, which covers full tuition for students of tremendous promise attending ELCA seminaries. He will attend Wartburg Theological Seminary.
- Soniya Sanam Tamang was awarded a \$10,000 grant from the Davis Projects for Peace program to carry out a summer humanitarian effort that funded a community-run shower for girls and women in the Mahawai Rural Municipality of Nepal.
- The historic core of the Wartburg campus was added to the National Register of Historic Places. The 25-acre plot includes 17 buildings that contribute to the designation and the columns that were salvaged from the original Wartburg Hall.
- Wartburg continues to deliver on a vibrant mission that transforms the entire college community as together we learn, serve, and demonstrate care for each other. Thank you for your prayerful support of our efforts to strengthen Lutheran higher education and our community of learning.

Dr. Rebecca Neiduski, President

Lutheran Campus Ministry Report – Iowa State University

Greetings from Iowa State University!

This past year has had its ups and downs. University Lutheran Center had a bat in the belfry problem for the last year....except they didn't stay in the belfry! They swooped every evening at dusk throughout the sanctuary and lounge. The "Batman" was able to finally, after months, get rid of the bats and the building cracks wherein they had entered. Thank you, God, for all your creation, even for bats, but we prefer them to be outside. This was a large financial endeavor but we had some supporters step up and help defray the expense.

We have had less students coming to University Lutheran Center this year. There are bigger, flashier, and more financially secure campus ministries that vie for our ELCA Lutheran students. One way that YOU CAN HELP, is to pass along student information to me. If you know of anyone attending ISU or planning on attending ISU you can email their names to me or you can simply go onto the LuMin website: <https://www.luminelca.org/refer-a-student>. You can also use the QR Code at the bottom of the page.

The good news is that our Lutheran Campus Ministry continues to provide a safe space for all students to grow in faith. Read the following article from one of our new students.

My Experience with ULC

During my first semester as a student at Iowa State University, I have been looking for opportunities to be involved in the local community, both inside and outside of my academic life. Coming to Ames, I wanted to seek out a faith congregation in order to meet new people and maintain a balance of spirituality in my life.

As a transgender woman, it is important to me to find a community that is welcoming and supportive to all, and I have found all this and more through the University Lutheran Center. It was originally recommended to me by my mother, who found their resources online and shared their information with me. On the ULC website, I was able to read about their Oasis program and Sunday morning worship services.

Since becoming involved, attending these events has been a great experience for me, and has helped me in getting accustomed to life at ISU. Oasis has offered me time to socialize with other members of the community and reflect on everyday life in a low-pressure environment. Additionally, worship services have been a great opportunity to actively participate in the congregation and use music as a creative outlet. I would certainly recommend coming to events at the University Lutheran Center to other students and community members who are seeking a place to foster a sense of belonging and support. While I don't necessarily consider myself to be strongly religious, I am certainly a spiritual person, and I feel that ULC is a good place for anyone to get involved and feel welcomed, regardless of their beliefs.

Thank you to each of you and to our Iowa synods for helping to provide a home for ISU students!

Pastor Jen Andreas
pastor@ulcames.com
www.ulcames.com



LCM facebook

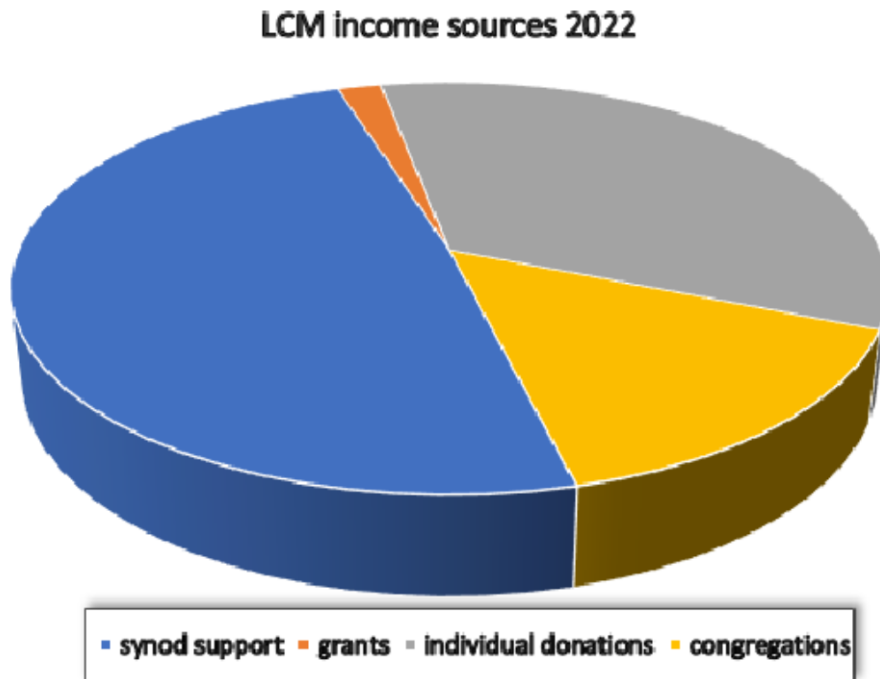


LuMin Refer a student

LUTHERAN CAMPUS MINISTRY - IOWA CITY

LCM had a budget of about \$91,00 in 2022, and our income comes in 4 main areas shown below. Pastor Sarah has moved to half time at LCM from three-quarter time position.

The synods of Iowa generously supported us in 2022 with about \$46,000, congregations and individual donors contributed \$14,123 and \$32,046, respectively. In addition, we received about \$1,800 in grants from various sources.



We definitely have seen contributions move more to individual donations than from congregations. At the end of 2022 we have faced some challenges, but we have about \$22,000 in the bank split evenly between our checking and saving accounts. We still have about \$6000 earmarked for programming and student costs that will carry over to 2023.

LCM expenses are almost 90% in fixed costs, in salary and staff, as well as utilities, phone, internet and insurance. The remainder of our 10% we try to provide as programming and support of the student activities. Meeting our goals in Income each year is crucial for us to be able to do programming and student supported activities. Hopefully we will use more money in 2023 for activities and programming for the students as we move to a more post-COVID time..

Thank you for your support!!

Pastor Sarah Goettsch

David Venzke, LCM Treasurer

University of Northern Iowa — ThreeHouse Collaborative Campus Ministries Annual Report for 2023

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.

The ThreeHouse community brings together students from a variety of places around the world. We have students from Iowa, Minnesota, and other states around the Midwest, as well as from countries like Colombia and Sri Lanka. We hosted an Interfaith conversation night each week during the fall semester, which focused on teachings from Christianity, Judaism, and Islamic faiths. Students also participated in the monthly Theology Pub with our friends from Cedar Heights Presbyterian Church.

In this past year, our work centered around Growing Community. We have taken students on retreats focused on sacredness, and exploring what that looks like for ourselves and in our community. We regularly volunteer with the St. Luke's Episcopal Church Food Pantry and other volunteer opportunities on campus and in our community. ThreeHouse is host to student organization events like the international student potluck, Chinese New Year celebration, international coffee hour, the Black Student Union's Soul Food Dinner, and more.

Part of weekly programming was a free CoffeeHouse on Tuesdays and Thursdays. There is space for conversation, studying, games, and a chance to connect with other students. Our worship service is held Wednesday evenings at 9:00PM, with a free meal provided by our collaborative partners beforehand. Clergy from our partner congregations join us each week to share a message and lead worship. This spring, ThreeHouse was invited to lead worship at Bethlehem Lutheran and St. John Lutheran Church in Cedar Falls. Our "ThreeHouse Sunday" featured student stories and what it means to be a part of this community.

This spring, we've started a new project called The Listening Post. Trained volunteers are present on campus and provide space to hold conversation, stop by and say hi, and share the good and the bad. This project is funded in part by a GILEAD Grant from the Episcopal Diocese and St. Luke's Episcopal Church in Cedar Falls.

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

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 2022, the Northeastern Iowa Synod gave **\$10,206** and **93 churches** gave a total of **\$157,869** 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.

YOUR IMPACT IN 2022

 **10,082** HOME VISITS

to 711 Iowa families of children 0-5 years old to promote healthy development and prevent child abuse

 **14,669** THERAPY SESSIONS

were provided in-person and virtually across the state of Iowa

 **520** IOWANS ENROLLED

in LSI Services for People with Disabilities

 **\$400,000** EARNED BY FARMERS

through LSI's Community Supported Agriculture (CSA) program, selling to over 200 unique customers

2022 PROGRAM HIGHLIGHTS

Immigrant and Refugee Childcare Development

This year marked LSI's 10-year anniversary of our Child Care Program in our Immigrant and Refugee Community Services. This program has helped over 200 childcare providers start their own in-home child care business, which then benefit even more families in the refugee community. In the near future, we plan to expand these services into the Sioux City area.

Mental Health Therapy

The LSI Clinical Services team had an outstanding year in 2022, serving 1,146 clients for a total of 14,669 therapy sessions across the state. In addition, our team opened a new location for in-person therapy sessions in Vinton, Iowa, and is looking to expand therapy services in Des Moines in 2023.

Early Childhood

In 2022, our Early Childhood Services received a grant to help fund expansion of our Healthy Families America program in Plymouth and Cherokee counties. This program is a nationally-recognized, evidence-based home visiting program that helps build nurturing, safe and secure relationships between parents and children.

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.



LSIiowa.org



facebook.com/LSI.iowa



[@lsi_iowa](https://www.instagram.com/lsi_iowa)

For more information, contact Deb Whitford, Senior Director of Philanthropy: 563.676.2065 | Deborah.Whitford@LSIiowa.org



Dear Friends in the **NORTHEASTERN IOWA SYNOD**,

In Iowa, Mosaic provide services in the Northern, Central, South Central and Western areas. Since Mosaic began, we have always been a serving arm of the Church, and we value the many relationships that have been created with individual congregations.

This year, Mosaic celebrates its 110th anniversary as an organization, and 20 years under the name Mosaic. We like to say we're 20 years young and 110 years strong! One of our founding organizations began in 1913 as Bethphage Mission. In 2003, Bethphage joined with another long standing Lutheran ministry, Martin Luther Homes, to form Mosaic. Those two respected ministries coming together brought new life and energy to a strong heritage of service and love.

Mosaic now serves in 13 states from New England to the Southwest, and supports nearly 4,900 people.

Our mission is simple: Embracing God's call, Mosaic relentlessly pursues opportunities that empower people. That looks different for each person, but it revolves around helping people have more choices to direct their own life.

In 2022, we continued to expand how we can offer more personalized services to those we support. Personalized services reject the cookie cutter, one-size-fits-all approach that for too many years was used for people with intellectual and developmental disabilities.

Our approach to services is the whole-person healthcare model, which looks beyond simply medical needs and considers all of the things that help people live a full life. That's why our partnerships with churches are important. Those partnerships give the people we support opportunities to meet others, volunteer in the community and worship.

Many churches have also embraced our Rejoicing Spirits program, which creates welcoming worship opportunities for people with diverse needs. You can learn about it at rejoicingspirits.org.

Mosaic is never shy about sharing that we are a faith-based, ELCA-affiliated organization. As your ministry, everything we do is about empowering people to live the full life God intended for them.



God bless you all.

Sincerely,

A handwritten signature in cursive script that reads "Linda Timmons".

Linda Timmons, President and CEO, Mosaic



Lutheran School of Theology at Chicago

CALLED INTO THE WORLD

Dear Partners in Ministry in the Northeastern Iowa Synod:

The Lutheran School of Theology at Chicago (LSTC) is grateful to share highlights from our seminary in this 2023 report to supporting synods. We form visionary leaders to declare the good news of Jesus Christ. Thank you for your support during these rapidly changing times.

Highlights from our school this year include:

- After several years of thoughtful discernment and evaluation, the Board of Directors decided to sell and relocate LSTC to a space better suited for our educational mission. Selling our building is a strategic move that puts us on stronger financial footing, enabling us to invest in key areas while opening the door for innovation and growth.
- We are relocating the seminary to a well-designed space on the fourth floor of the Catholic Theological Union (CTU). We are moving to CTU and staying in Hyde Park because this setting is a rich educational resource and enables ecumenical collaboration and cooperation. The Hyde Park community and our partnerships in the ACTS consortium enrich our ability to form people who are called into the world for innovative, inclusive ministry.
- LSTC has refocused its distance and online learning initiatives to increase student enrollment and flexibility for those who want to attend but cannot move to Chicago. In the current academic year, faculty and staff are launching comprehensive distance learning tracks in our MDiv, MAM, and MA programs. Cohorts of distance students will be formed starting with the 2023–2024 academic year. We are also developing programs with asynchronous online courses and look forward to sharing them with LSTC stakeholders in 2024. This initiative is led by Dr. Candace Kohli, assistant professor of Lutheran Systematic Theology and Global Lutheranism, who is experienced with online learning programs.
- We continue to advance our work toward diversity, equity, inclusion, and justice, making it one of the two central themes in our 2023–24 strategic plan. This work includes the intentional, strategic recruitment of BIPOC students to LSTC. It is also enriched by scholarly programming through the Pero Center for Intersectionality Studies, led by the center's director, Dr. Linda Thomas, Professor of Theology and Anthropology. Antiracism training, hosted by C-ROAR, is also widely available to LSTC's faculty, staff, students, and board of directors through our Antiracism Transformation Team (ATT). Administrative leadership in this area is provided by Vima Couvertier-Cruz, the school's director of diversity, equity, inclusion, and justice, as well as liaison with the ATT.
- LSTC will offer innovative leadership programs through a new endowed faculty position, the Damm Chair in Leadership. This position will oversee programs to nurture leaders for congregations, religious organizations, and nonprofits. New initiatives will develop skills such as change management, conflict transformation, operations and finance, resource development, and other key organizational areas. Audiences for these initiatives to enhance pastoral, diaconal, and other forms of leadership will include alumni, contextual education supervisors, LSTC faculty and staff, and lay leaders. A faculty search for the Damm Chair is underway with service at LSTC expected to begin on July 1, 2023.

To learn more about LSTC and the historic changes happening now, please visit www.lstc.edu

Sincerely,

Rev. James R. Nieman, PhD
President

Lutheran School of Theology at Chicago



Forming Valued Leaders for God's Mission

Dear Partners in the Northeastern Iowa Synod,

The Holy Spirit is stirring up the community at Wartburg Theological Seminary, and we are glad to share an update with you of all that is happening!

We are currently moving toward the successful completion of our renovation of Fritschel Hall, our primary educational building. Necessary infrastructure upgrades have been made to our geothermal systems and smart classrooms. We also have taken this opportunity to re-envision the library, refurbish the auditorium, create a state-of-the-art integrated student services suite, and add several gender-neutral restrooms. These renovations will support all of our students in their different learning modalities for decades to come. We expect to rededicate Fritschel Hall in September.

Wartburg continues to develop and grow our **competency-based** TEEM program, Journey Together/Caminemos Juntos [JT/CJ]. Delivered fully in both English and Spanish, JT/CJ is designed to give students the flexibility to participate in a TEEM program that is personalized, interdisciplinary, integrative, contextual, and intercultural. The candidate remains in a local context, working with a supervisor, mentor, and academic advisor to achieve competency in each specific module. JT/CJ aims to remove barriers that have historically prevented candidates from accessing theological education and provide an alternate track to ordination.

We at Wartburg are committed to deepening our work in diversity, equity and inclusion. In addition to engaging in regular anti-racism training for our whole community, last November, our Board of Directors approved a Land Acknowledgement Statement; and this academic year, we have welcomed several leaders of the ELCA's Ethnic-Specific and Multicultural Ministries to campus.

Last summer, Wartburg launched Centro Teológico Luterano Multicultural (CTLM), a new program based in Texas. CTLM exists to provide education and support for new and existing lay and ordained Latine leaders and their worshipping communities. CTLM also provides training for ELCA congregations, pastors, and synod staff members seeking to be formed for effective multicultural ministries. This new initiative continues and expands Wartburg's long-term commitment to Latine ministries and leaders.

In closing, please remember that all candidates for public ministry begin in a local congregation. We would love to meet an individual you feel has gifts to be a deacon or pastor. Please know that you are welcome to visit us at Wartburg Seminary anytime!

We give thanks to God for your synodical partnership, which is so critical to our mission of forming future leaders to share the good news of Jesus Christ in a world in need of healing and wholeness. We could not do this work without you.

To learn more about Wartburg Seminary and our strategic, innovative programs, please visit www.wartburgseminary.edu.

Yours in Christ,

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



2023 Synod Report

Grace and peace to you, dear partners in mission,

Trinity Lutheran Seminary forms leaders for Christ's Church at work in the world. Our current students come from a variety of church bodies across Ohio and across the country. The experience of our ELCA students, who number half of the student body, is enriched by learning alongside faithful, committed Christian leaders from other traditions. We welcome both degree and non degree seeking students. Degree seeking students are enrolled in either the Master of Divinity Program or the Master of Theological Studies Program.

Our 2+2 Master of Divinity curriculum is unique as students complete two years in the classroom and two years on internship. This unique curriculum continues to form students in deep and meaningful ways for the challenges of post pandemic ministry and beyond. Students, supervisors, and congregations find this unique model of formation vital for forming relationships and creating transformational ministry experiences.

Our Master of Theological Studies program continues to grow with most students hailing from the Columbus area. Many of these students are already serving as pastors and leaders of local communities of faith. Others are executives and leaders of non-profit organizations seeking to live out their baptismal call.

Almost all Trinity students, whatever their degree program, receive full-tuition scholarships! You make this possible. We are forever grateful for your faithful generosity.

With formation comes transformation and change. This academic year we bid farewell to the Rev. Dr. Brad Binau (Capital '77, Trinity '81) Professor of Pastoral Theology and the Rev. Julie Hutson (Trinity '05) Director of Contextual and Experiential Formation. Next academic year we will welcome the Rev. Dr. Olehile Buffel as Associate Professor of Pastoral Theology. Dr. Buffel, a Lutheran pastor, hails from South Africa.

Dear partners in mission, we ask three things of you.

- Encourage potential candidates for ministry to explore Trinity Lutheran Seminary at Capital University.
- Make a financial gift to support the mission of Trinity Lutheran Seminary at Capital University.
- Keep us in your prayers.

In Christ,

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

Forming leaders for Christ's church at work in the world.

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 2023 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 May 1. 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 PRIVILEGE OF VOICE AND VOTE

The Northeastern Iowa Synod extends voice and vote privilege at the Synod Assembly to pastors from full-communion partners currently in service to or serving ELCA congregations by Invitation to Extended Service.

RCR.8 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.9 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.

(Continued)

RCR.10 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.

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

2024 AND 2025 MINIMUM COMPENSATION GUIDELINES

RESOLVED, That the Northeastern Iowa Synod of the Evangelical Lutheran Church in America adopt the Proposed Minimum Compensation Guidelines for 2024.

RESOLVED, That the Northeastern Iowa Synod of the Evangelical Lutheran Church in America authorize the Synod Council to adopt the Proposed Minimum Compensation Guidelines for 2025 to include adjusting the salary scale by the current step increase plus the Social Security Cost-of-Living Adjustment for 2024.

SUBMITTED BY: The Compensation Committee
and Synod Council

ACTION OF THE SYNOD COUNCIL:

Background: The Synod Council has approved the 2024 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 2024 MINIMUM COMPENSATION GUIDELINES

for

ROSTERED MINISTERS (Pastors & Deacons)

INTRODUCTION

“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. **It is a core value of the Northeastern Iowa Synod to have all of our rostered ministers compensated at minimum guidelines or above.**

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.

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.

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

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 Addendum C). **The Fair Rental Value of the parsonage should be determined for tax purposes and to calculate Defined Compensation (see Addendum F).**
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). **The pastor is responsible for determining the Fair Rental Value of the home to determine an appropriate housing allowance (see Addendum F).**
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~~ **can contact** Portico Benefit Services for additional details and assistance **(see Addendum F C.3).**
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.
6. **For clergy couples serving in the same or different calls, both are to receive a housing allowance or reimbursement equal to a provided parsonage.**

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, SICK LEAVE, 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. Sick Leave

Rostered ministers accumulate 8 hours per month in sick leave. The maximum balance is 360 hours.

3. Holidays

Congregations should provide appropriate time off for holidays. If the actual day cannot be taken, another day should be designated. Holidays include: New Year's Day, Martin Luther King, Jr Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve Day, and Christmas Day.

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 **W-2** 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 to provide a FICA Tax offset equivalent to the employer's portion of this tax, as they now do with 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 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. Parental 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. Parental leave

A period of six (6) weeks leave is to be offered with full pay and benefits for each rostered parent (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. 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 rostered parent(s) following the adoption of a child. 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 family 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

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 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.

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 2024. 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 2024 graduate entry level is 5.9 8.7 percent (2022 2023 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 2022	Base 2023	Base 2024	Dollar Increase Over 2023 Base	Percent Increase Over 2023 Base
Graduate	\$ 40,167	\$ 42,537	\$ 46,238	\$ 3,701	8.70%
1	40,802	43,172	46,873	4336	10.19%
2	41,437	43,807	47,508	4336	10.04%
3	42,072	44,442	48,143	4336	9.90%

Graduate Level

Base ~~2023~~ ~~2022~~-at the Graduate level 40,167 42,537

Cost of living increase of 8.7% ~~5.9 %~~ 2,370 +3,701

Equals Base ~~2024~~ ~~2023~~ for Graduate level ~~42,537~~ 46,238

Subsequent Years

~~2023~~ ~~2022~~-Base for years of service plus ~~\$4336~~ ~~\$3,005~~ (~~\$3,701~~ ~~\$2,370~~ cost of living allowance + \$635 incremental increase) equals ~~2024~~ ~~2023~~ Base for years of service.

Years of Service	Base 2022	Base 2023	Base 2024	Dollar Increase Over 2023 Base	Percent Increase Over 2023 Base
Graduate	\$ 40,167	\$ 42,537	\$ 46,238	\$ 3,701	8.70%
1	40,802	43,172	46,873	4336	10.19%
2	41,437	43,807	47,508	4336	10.04%
3	42,072	44,442	48,143	4336	9.90%
4	42,707	45,077	48,778	4336	9.76%
5	43,342	45,712	49,413	4336	9.62%
6	43,977	46,347	50,048	4336	9.49%
7	44,612	46,982	50,683	4336	9.36%
8	45,247	47,617	51,318	4336	9.23%
9	45,882	48,252	51,953	4336	9.11%
10	46,517	48,887	52,588	4336	8.99%
11	47,152	49,522	53,223	4336	8.87%
12	47,787	50,157	53,858	4336	8.76%
13	48,422	50,792	54,493	4336	8.64%
14	49,057	51,427	55,128	4336	8.54%
15	49,692	52,062	55,763	4336	8.43%
16	50,327	52,697	56,398	4336	8.33%
17	50,962	53,332	57,033	4336	8.23%
18	51,597	53,967	57,668	4336	8.13%
19	52,232	54,602	58,303	4336	8.03%
20	52,867	55,237	58,938	4336	7.94%
21	53,502	55,872	59,573	4336	7.85%
22	54,137	56,507	60,208	4336	7.76%
23	54,772	57,142	60,843	4336	7.67%
24	55,407	57,777	61,478	4336	7.59%
25	56,042	58,412	62,113	4336	7.50%
26	56,677	59,047	62,748	4336	7.42%
27	57,312	59,682	63,383	4336	7.34%
28	57,947	60,317	64,018	4336	7.27%
29	58,582	60,952	64,653	4336	7.19%
30	59,217	61,587	65,288	4336	7.11%
31	59,852	62,222	65,923	4336	7.04%
32	60,487	62,857	66,558	4336	6.97%
33	61,122	63,492	67,193	4336	6.90%
34	61,757	64,127	67,828	4336	6.83%
35	62,392	64,762	68,463	4336	6.76%

G. COPYRIGHT

Copyright law is an important consideration for rostered ministers and congregations. Sermons and other forms of oral or written resources used in ministry are subject to copyright. In copyright law, when a pastor or deacon creates a copyrightable work as part of their call, by default the ministry site as the employer becomes the owner of the work's copyright. All sermons and resources are considered to be a work-for-hire. Even if a rostered minister writes sermons or curriculum at home, it is likely that the copyright is the exclusive property of the ministry site. The ministry site can publish the material without the rostered minister's permission. And the rostered minister cannot sell or reproduce the materials for personal benefit. Work-for-hire is the default rule, but a rostered minister and the ministry site can sign an agreement that the rostered minister retains copyright of all materials produced while called to the ministry site. It is wise for the pastor and ministry site to consult with an attorney when developing such an agreement.

H. 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:

1. Full-time Interim

- a. Parish supplies housing for the pastor, spouse, and family.
- b. 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.
- c. 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.
- d. Interim calls are issued by the synod council in consultation with a local site.

2. 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.

3. 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.

4. Weekly Worship

Single Service -~~\$150~~**\$175**; each additional service - ~~\$40~~**\$50**

If a class is taught - \$40 additional

Communion presider only - \$30 per service.

Total mileage should be paid at the IRS approved rate.

5. 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.)

I. 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.

1. ELIGIBILITY AND LENGTH

- a. Rostered ministers shall not be eligible for a sabbatical until they have served in their present call for at least five years.
- b. 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.
- c. 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.

2. GOAL SETTING GUIDELINES

- a. The Synod Council encourages that the sabbatical option be included in the Letter of Call or appointment for rostered ministers.
- b. 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:
 1. Filling out sabbatical forms available from the Northeastern Iowa Synod.
 2. Providing the congregational council/administrative board and the Assistant to the Bishop for Rostered Leadership a statement of expected educational and spiritual benefits.
 3. 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.
 4. Openness to input from others that the plan may be overly ambitious, especially when a major writing project is involved.
 5. 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.

3. COSTS DURING SABBATICAL

- a. During the sabbatical, the rostered minister shall remain at full salary and benefits, excluding automobile allowance.
- b. 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.
- c. 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.
- d. 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.
- e. Providing housing away from the congregational setting during the sabbatical is the responsibility of the sabbaticant.
- f. 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)

Addendum A

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~~ **contributes to** 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

Addendum B

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:

Addendum C

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 of the Internal Revenue Code of 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]:			

Addendum F

COMPENSATION WORKSHEET
NORTHEASTERN IOWA SYNOD
Definition of Compensation, Benefits and Responsibilities of the Pastor

Congregation(s) _____

Name of Pastor _____

Effective Date: from _____ to _____
(Only if a term call)

A. COMPENSATION/SALARY

1. Base salary paid to pastor \$ _____
(Note: For First Call pastors, base salary increases will follow synod guidelines for at least the first three years.)

2. Housing

a. Option 1: Housing Allowance Paid to Pastor. \$ _____

For the initial calculation, this is the base salary x 30%. Once the call is issued, the pastor may raise or lower the amount of the housing allowance as needed. If the housing allowance is raised, the base salary is lowered by the same amount. If the housing allowance is lowered, the base salary is raised by the same amount. The pastor is responsible for determining the Fair Rental Value of the home with the assistance of a realtor or tax professional.

OR

b. Option 2: Parsonage Provided for Pastor. Parsonage Value. \$ _____

For the initial calculation, this is the base salary x 30%. This amount is **NOT** paid to pastor. It is only used to determine Defined Compensation. It is recommended that the ministry site and pastor seek the services of a realtor or tax professional in determining the Fair Rental Value of the parsonage if it were a fully furnished rental property.

i. Basic utilities are to be paid by the ministry site (gas, electricity, sewer, garbage). The pastor and congregation may negotiate whether internet or cable/satellite are paid by the congregation. In some cases, a tax professional may recommend that a pastor receive a utilities allowance instead. If that is the case, list the utilities allowance paid to the pastor here: _____.

ii. A pastor may choose to designate some of the base salary as a Furnishings Allowance. This provides a tax advantage to the pastor by reducing taxable income for expenses related to furnishing the parsonage and covering monthly expenses like internet service. If the pastor is designating an amount of salary as a housing allowance, list that amount here: _____.

3. FICA Allowance Paid to Pastor as Additional Salary: (line 1 + 2a **OR** 2b) x 7.65% \$ _____
Our nation's tax policy treats pastors as self-employed persons for FICA purposes. Where straight W-2 employees pay 7.65% of their income for FICA Tax, with the employer providing the remaining 7.65%, ordained clergy are required to pay the full 15.3% FICA Tax on income and housing. Congregations must provide a FICA Tax offset equivalent to the employer's portion of this tax which is paid as regular salary.

TOTAL DEFINED COMPENSATION (Add lines 1-3) \$ _____

B. REIMBURSEMENTS

Required:

1. Travel

Annual Allowance **or** \$ _____

Per Mile Reimbursement at current IRS rate

2. Official required meetings (Synod Assembly & Fall Conference) \$ _____

3. Continuing Education (\$900 recommended for full-time call) \$ _____

4. Moving Expenses _____

(Note: Under the current federal tax code, moving expenses are considered a fringe benefit and must be included as taxable income on the pastor's W-2)

Recommended:

1. Publications and Professional Expenses (\$700 recommended for full-time call) \$ _____
2. Amount set aside annually for Sabbatical Leave (\$400 recommended) \$ _____
(This is set aside by the congregation to pay for coverage while pastor is on sabbatical.)

C. BENEFITS

To calculate retirement & medical you must sign into your Portico EmployerLink account, select "Resources" then "Understanding Portico's Benefits" and select "Calculators," or call Portico Customer Care at 800.352.2876.

1. Required Retirement Plan Contributions
Indicate percentage: 10% 11% 12% (% x Total Defined Compensation) \$ _____
2. Health + Disability + Basic Group Life \$ _____
Plan Option: (Platinum+; Gold+; Silver+ A or B) _____
☐ Member only ☐ Member & spouse ☐ Member & children
☐ Member, spouse, children ☐ Coverage waived
3. Housing Equity Allowance paid as additional retirement contributions \$ _____
(only applicable when a parsonage is provided)
4. Reimbursement for medical expenses not covered by medical plan up to \$ _____
5. Vacation Four weeks including four Sundays
6. Continuing education Two weeks including two Sundays
7. Sabbatical Leave ____ weeks after ____ years of service in this congregation
8. Parenting leave of _____ weeks with full salary, housing, and benefits.
(Recommended 6 weeks)

D. AGREEMENTS

YES NO

1. We presently have or will establish a Mutual Ministry Committee. _____
2. Congregation has or will establish a Sabbatical Leave Policy. _____
3. Other _____
4. When calling a new seminary graduate, the congregation(s) must fully support the pastor participating in the Synod First Call Theological Education Program.

E. OTHER PROVISIONS

1. During this time period, the pastor will give special attention in ministry to the following:

- a. _____
- b. _____
- c. _____
- d. _____
- e. _____

2. The congregation will encourage this pastor's ministry in the following ways:

- a. _____
- b. _____
- c. _____
- d. _____
- e. _____

3. Other matters:

2024/25 NORTHEASTERN IOWA SYNOD MISSION GOALS AND 2025/26 NORTHEASTERN IOWA SYNOD SPENDING PLAN

RESOLVED, That the Northeastern Iowa Synod of the Evangelical Lutheran Church in America adopt the Proposed 2024/25 Mission Goals (synod budget).

RESOLVED, That the Northeastern Iowa Synod of the Evangelical Lutheran Church in America authorize the Synod Council to adopt the Proposed 2025/26 Spending Plan (synod budget) and to make any adjustments to the budget, as necessary, based on the previous year's review.

SUBMITTED BY: Synod Council

ACTIONS OF THE SYNOD COUNCIL:

Background: The Synod Council has approved the 2024/25 Northeastern Iowa Synod Mission Goals and the 2025/26 Northeastern Iowa Synod Spending Plan 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

	2022/23 Mission Goals	2022/23 Actuals	2023/24 Mission Goals	2024/25 Mission Goals	2025/26 Spending Plan
CONGREGATIONAL MISSION SUPPORT & OTHER INCOME	Anticipated	Actual	Anticipated	Anticipated	Anticipated
Mission Support	\$1,406,000	\$1,339,359	\$1,340,000	\$1,373,250	\$1,395,015
Other Income	\$86,812	\$44,947	\$48,500	\$48,500	\$48,500
TOTAL INCOME:	\$1,492,812	\$1,384,306	\$1,388,500	\$1,421,750	\$1,443,515
SYNODICAL GIVING Ministry Through ELCA:					
ELCA Gen. Mission Support	\$395,000	\$363,422	\$410,000	\$410,000	\$410,000
Regional Missions:					
ELCA Colleges & Universities	\$2,250	\$1,575	\$2,000	\$2,000	\$2,000
Iowa Lutheran Campus Ministry	\$13,230	\$9,261	\$10,000	\$10,000	\$10,000
Lutheran Services in Iowa	\$14,580	\$10,206	\$11,550	\$11,550	\$11,550
ELCA Seminaries	\$29,940	\$20,958	\$22,000	\$22,000	\$22,000
Region V Center for Mission	\$3,550	\$3,550	\$3,550	\$3,550	\$3,550
Total Regional Mission:	\$63,550	\$45,550	\$49,100	\$49,100	\$49,100
PROGRAM SUPPORT					
Synod Council	\$7,500	\$2,109	\$7,500	\$7,500	\$7,500
Ministry Networks	\$3,000	\$958	\$3,000	\$4,600	\$4,600
Leadership Committees	\$26,500	\$15,721	\$26,500	\$26,500	\$26,500
Lutheran Youth Organization	\$12,000	\$7,670	\$12,000	\$12,000	\$12,000
Consultation Committee	\$500	\$0	\$500	\$500	\$500
New Program Development	\$0	\$0	\$0	\$5,000	\$5,000
Discipline Committee	\$500	\$0	\$500	\$500	\$500
ELCA Director of Evangelical Mission	\$10,000	\$9,065	\$10,000	\$10,000	\$10,000
Total Boards/Committees:	\$60,000	\$35,523	\$60,000	\$66,600	\$66,600
SYNOD STAFF MINISTRY &	\$825,852	\$695,785	\$713,263	\$745,550	\$767,315
Legal/Audit	\$4,700	\$5,260	\$6,000	\$6,000	\$6,000
Bookkeeping Services	\$19,000	\$18,000	\$19,000	\$19,000	\$19,000
Travel	\$17,500	\$20,375	\$22,500	\$22,500	\$22,500
Utilities	\$5,000	\$4,975	\$5,000	\$5,000	\$5,000
Insurance	\$9,500	\$10,263	\$10,000	\$10,000	\$10,000
Maintenance & Repair	\$15,000	\$24,377	\$16,500	\$16,500	\$16,500
Telephone, Internet, Web Hosting	\$9,000	\$5,342	\$9,000	\$9,000	\$9,000
Printing	\$13,500	\$6,493	\$13,000	\$8,000	\$8,000
Postage	\$12,000	\$7,542	\$12,000	\$12,000	\$12,000
Supplies	\$16,600	\$29,241	\$22,600	\$25,000	\$25,000
Bank Charges	\$9,000	\$1,466	\$2,500	\$2,500	\$2,500
Depreciation Expense	\$15,000	\$18,728	\$15,000	\$15,000	\$15,000
Bishop Installation Expense	\$1,500	\$0	\$0	\$0	\$0
Bishop's Crisis Fund	\$0	\$2,000	-	\$0	\$0
Moving Expenses	\$0	\$5,321	-	\$0	\$0
Addition to expenses	\$0	\$0	\$2,398	\$0	\$0
Total Synod Office:	\$973,152	\$855,168	\$868,761	\$896,050	\$917,815
TOTAL EXPENSES:	\$1,491,702	\$1,299,663	\$1,387,861	\$1,421,750	\$1,443,515
INCOME or (LOSS)	\$1,110	\$84,643	\$639	\$0	\$0

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2023 Nominations

Northeastern Iowa Synod

NOTE: As of May 9, 2023, these are the nominations we have received. The Ballot used during elections at the Synod Assembly may contain additional names.

Synod Council: **Lay Man** — 3-year term — *One to be Elected*

☐ **Jared McLey**

Conference: Tree of Life
 Church: CL student at St. John's, (Maxfield), Denver and St. John's (Crane Creek), Tripoli
 Involvement: Lay Minister and candidate for ordination of Word and Sacrament
 Occupation: Wartburg Theological Seminary Student
 Hobbies: Fishing, grilling, and camping

Synod Council: **Minister of Word & Sacrament** — 3-year term — *One to be Elected*

☐ **Rev. Tim Malek**

Conference: Riverside
 Church: St. Petri, Story City
 Involvement: Bethany Life Foundation Board Member, Story City; previously served on Board of Directors for Crossways Camping Ministries, Appleton WI; Ewalu, Strawberry Pt; and Sunshine House, Sturgeon Bay, WI. Also served on various synodical committees over the years in ECSW & SEIA synods.
 Occupation: Pastor
 Hobbies: Golf, bicycling and hiking.

Synod Council: **Lay Woman** — 3-year term — *One to be Elected*

☐ **Sondra Nelson**

Conference: Living Waters
 Church: Salem, Lake Mills
 Involvement: Lay Leader/Minister
 Occupation: Retired Middle Management at AT&T
 Hobbies: Sewing, health, and ancestry
 Other: Volunteering; Preaching at Our Saviors, Leland and Faith, Miller until they get a full-time pastor

Synod Council: **Person of Color or Whose Primary Language isn't English** — At-Large, 1-year partial term — *One to be Elected*

☐ **At-Large Nomination:** _____
 ☻ ☻ ☻ ☻ ☻ ☻ ☻ ☻ ☻ ☻ ☻ ☻

Nominating Committee: **Lay Man** — 2-year term — *Two to be Elected*

☐ **Dan Avenarius**

Conference: Water of Life
 Church: St. Matthew, Dubuque
 Involvement: Luther Manor Board of Directors, Church Council Chairperson, Dubuque Police Dept retired Lieutenant, Academic Dean at Northeast Iowa Community College, and Executive Director of Center for Distance Learning at University of Wisconsin.
 Hobbies: Conducting research for a book that I am writing and attending sporting events that our four grandchildren are involved in.

☐ **Open Nomination:** _____
 Preferred Conference: Living Waters, otherwise At-Large


Nominating Committee: Lay Woman — 2-year term — *Three to be Elected*

- ☐ **Open Nomination:** _____
Preferred Conference: Jubilee, otherwise At-Large
- ☐ **Open Nomination:** _____
Preferred Conference: Shepherd of the Hills, otherwise At-Large
- ☐ **Open Nomination:** _____
Preferred Conference: Upper Iowa River, otherwise At-Large

Nominating Committee: Minister of Word & Sacrament — 2-year term - *Three to be Elected*

- ☐ **Rev. Tyler Hoey**
Conference: Tree of Life
Church: Grace, Tripoli
Occupation: Pastor
Hobbies: Serving Ewalu Bible Camp, playing board games, reading and walking the dog.
- ☐ **Rev. Grant Woodley**
Conference: Riverside
Church: First, Clarion
- ☐ **Rev. Kim Wills**
Conference: Three River
Church: Zion St. John, Sheffield
Involvement: Member of the S.A.F.E. Ministry Team and Dean of Three River Conference
Occupation: Pastor
Hobbies: Golf, Fishing, Reading, Travel

Nominating Committee: Person of Color or Whose Primary Language isn't English — At-Large, 2-year term — *One to be Elected*

- ☐ **At-Large Nomination:** _____


Discipline Committee: Lay Man — 6-year term — *One to be Elected*

- ☐ **Jeremy Wolfe**
Conference: Shepherd of the Hills
Church: TEEM student at St. John, Luana and St. John, Farmersburg
Involvement: Vicar, potentially to be ordained mid 2024; IT Pro
Hobbies: Video editing, gaming, nerdy stuff.

Discipline Committee: Lay Woman — 6-year term — *Two to be Elected*

- ☐ **Sharon Droste**
Conference: Jubilee
Church: Zion, Waterloo
Involvement: Secretary of Church Council; sing in church choir; Black-Hawk Grundy Mental Health Board Member; Black Hawk County Civil Service Commission; Metropolitan Transit Board; also very involved in the Exchange Club of Waterloo which promotes Americanism, Youth, Community Service, and Child Abuse Prevention.
Hobbies: I enjoy reading, biking, and traveling.
- ☐ **Anna Jetson**
Conference: Upper Iowa River
Church: Highland, Decorah
Involvement: Church Treasurer, Church Financial Secretary, Church Council, Church Council President, Church Council Secretary, Conference Coordinating Committee, Women of the ELCA, Synodical Women's Organization President, Secretary, Board, Synod Council.
Occupation: Social Work
Hobbies: Crochet, LWR kits, hardanger embroidery, photography, reading, and lawn care.

Discipline Committee: Minister of Word and Sacrament — 6-year term — *One to be Elected*

☐ **Rev. Josh Schunk**

Conference: Shepherd of the Hills
 Church: Zion, Oelwein
 Involvement: Pastor
 Occupation: Pastor/Substitute Teacher/Tennis Coach
 Hobbies: Working with the youth in our community, spending time with my wife (Kelli) and our children (Ella and Caleb), fishing, hunting, being present for God's people.



Consultation Committee: Lay Woman — 6-year term — *One to be Elected*

☐ **Open Nomination:** _____

Preferred Conference: Three River, otherwise At-Large

Consultation Committee: Minister of Word & Sacrament — 6-year term — *One to be Elected*

☐ **Open Nomination:** _____

Preferred Conference: Water of Life, otherwise At-Large



2025 Churchwide Assembly: Lay Woman — *One to be Elected*

☐ **Kim Barnes**

Conference: Water of Life
 Church: Lord of Life, Asbury
 Involvement: I have been a member for almost 6 years. Help with youth teaching confirmation and attend youth activities. Participate in worship, sing with Worship Band
 Occupation: Training associate with Medline Industries, LP, Dubuque
 Hobbies: I enjoy cooking and baking, outdoors, travel, sports & spending time with corgi Remi. I also enjoy spending time with my family & friends.

2025 Churchwide Assembly: Lay Man — *Two to be Elected*

☐ **Open Nomination:** _____

Preferred Conference: Three River, otherwise At-Large

☐ **Open Nomination:** _____

Preferred Conference: Tree of Life, otherwise At-Large

2025 Churchwide Assembly: Minister of Word & Sacrament — *Five to be Elected*

☐ **Rev. Becky Sogge**

Conference: Living Waters
 Church: First, Northwood
 Occupation: Pastor
 Hobbies: Walking, golf, and crocheting

☐ **Rev. Dena Gable**

Conference: Jubilee
 Church: St. Timothy, Hudson
 Involvement: NEIA Global Church Together Network, NEIA Coaching Network, Churchwide Council 2016-2022
 Occupation: Pastor
 Hobbies: Baking, hiking, and oil painting

—Continued

2025 Churchwide Assembly: Minister of Word & Sacrament—Continued

- ☐ **Rev. Erika Lenth**
 Conference: Shepherd of the Hills
 Church: St. Paul, Monona
 Involvement: Dean of Conference; Fall Conference Planning Committee
 Occupation: Pastor
 Hobbies: Watching TV, reading, hanging out with family.
- ☐ **Rev. Maureen Howard**
 Conference: Riverside
 Church: Bethany, Iowa Falls
 Involvement: Active participant in Riverside Conference and Synod gatherings and events, going to Hungary with the Synod and active in Iowa Falls Ministerial.
 Occupation: Pastor
 Hobbies: Family time, walking in nature, gardening, and traveling.
- ☐ **Rev. David Werges**
 Conference: Upper Iowa River
 Church: Burr Oak and Hesper, Decorah
 Occupation: Pastor
 Hobbies: Motorcycling, snowmobiling, four wheeling, and camping.

2025 Churchwide Assembly: At-Large Youth or Young Adult — Two to be elected; others will be elected as alternates

- ☐ **Robin Kime**
 Conference: Jubilee
 Church: St. John, Cedar Falls
 Involvement: I am a new member at St. John and look forward to getting involved. I grew up in NEIA Synod and was active in LYO, and served on Synod Council as a youth. I was a 2022 Churchwide Assembly delegate and loved learning about the work the ELCA is doing. I am excited to be part of a wider community that is intentional about caring for God's people. I currently work in campus ministry at UNI and walk with students and other young adults, exploring their vocation.
 Occupation: Campus Ministry Associate, ThreeHouse Collaborative Campus Ministries-UNI.
 Hobbies: I enjoy puzzles, reading, playing D&D, and spending time with friends & family. I have 2 cats & a dog, and I am currently raising a foster puppy with Retrieving Freedom.
- ☐ **Braunwyn Darrington**
 Conference: Upper Iowa River
 Church: Hesper, Decorah
- ☐ **Madelyn Anderson**
 Conference: Tree of Life
 Church: Redeemer, Waverly
 Involvement: Member and Seminary Sponsoree
 Occupation: Seminarian at LSTC
 Hobbies: Reading, writing, biking, and knitting
- ☐ **At-Large Nomination:** _____

2025 Churchwide Assembly: At-Large Person of Color or Whose Primary Language isn't English — Two to be elected; others will be elected as alternates

- ☐ **At-Large Nomination:** _____
- ☐ **At-Large Nomination:** _____
- ☐ **At-Large Nomination:** _____
- ☐ **At-Large Nomination:** _____

2025 Churchwide Assembly: Alternate Lay Woman — Vote for as many as you wish.

☐ **Lisa Nelson**

Conference: Jubilee
 Church: Bethlehem, Cedar Falls
 Involvement: Lay Assisting Minister, member of Synod Racial Justice Network
 Occupation: Fiber Artist
 Hobbies: Horseback riding, reading, and traveling.

☐ **NaDyne Meyer**

Conference: Shepherd of the Hills
 Church: St. Peter, Garnavillo
 Involvement: Chairperson of Worship and Christian Ed committees; Stephen Ministry Leader; Mutual Ministry Committee member; WELCA secretary; past church council member/secretary; Sunday School teacher; produce and run worship service power points.
 Occupation: Retired elementary school teacher, past-time public library assistant, substitute elementary teacher.
 Hobbies: Reading, playing piano, singing, crocheting.

☐ **Jean Loger**

Conference: Three River
 Church: Fredsville, Cedar Falls
 Involvement: Musician (organ/keyboard, choir director, handbell ringer, worship planner) and hospitality (I'm the kitchen lady).
 Occupation: Retired music teacher; piano lessons.
 Hobbies: Flower gardening, cats, dog, horse.

☐ **Anna Jetson**

Conference: Upper Iowa River
 Church: Highland, Decorah
 Involvement: Church Treasurer, Church Financial Secretary, Church Council, Church Council President, Church Council Secretary, Conference Coordinating Committee, Women of the ELCA, Synodical Women's Organization President, Secretary, Board, Synod Council.
 Occupation: Social Work
 Hobbies: Crochet, LWR kits, hardanger embroidery, photography, reading, and lawn care.

2025 Churchwide Assembly: Alternate Lay Man — Vote for as many as you wish.

☐ **At-Large Nomination:** _____

☐ **At-Large Nomination:** _____

☐ **At-Large Nomination:** _____

☐ **At-Large Nomination:** _____

2025 Churchwide Assembly: Alternate Minister of Word & Sacrament — Vote for as many as you wish.

☐ **Rev. Brian Julin-McCleary**

Conference: Jubilee
 Church: St. John, Cedar Falls
 Involvement: Conference secretary and active participant in NE IA Synod Assemblies for the past three years.
 Occupation: Senior Pastor
 Hobbies: Hanging with my spouse, hiking, biking, dreaming about travel and supporting my two teenage kiddos' interests.

—Continued

2025 Churchwide Assembly: Alternate Minister of Word & Sacrament —*Continued*

- ☐ **Rev. Randy Baldwin**
Conference: Living Waters
Church: One In Christ Lutheran Parish, Lake Mills
Involvement: Pastor, President of local ministerial; Synod Council Member, leader of Colleague Group, Synod Compensation Committee Chair, attended two Churchwide Assemblies (2009 & 2022)
Occupation: Pastor
Hobbies: Riding bike and reading books

- ☐ **Rev. Peter Kowitz**
Conference: Upper Iowa River
Church: Decorah, Decorah
Involvement: Pastor; Conference Dean
Occupation: Pastor
Hobbies: My hobbies have much to do with music. I love to sing and am a member of the Decorah Chorale. Going to hear live music is something I do at least a couple of times a month. Classical, pop, Broadway musicals, folk artists – there’s nothing quite like live music. I am sometimes found behind the soundboard, producing a live show or festival. As Martin Luther reminds us, “Next to the Word of God, music deserves the highest praise. The gift of language combined with the gift of song was given to man that he should proclaim the Word of God through Music.”

- ☐ **Rev. Sue Cira**
Conference: Tree of Life
Church: Zion, Alta Vista and Immanuel (Crane Creek), Lawler
Involvement: Pastor, Conference Dean, and Home Life Network Chair
Occupation: Pastor
Hobbies: Reading, flower gardening, grandparenting, and learning to knit.



2024 Nominations

Northeastern Iowa Synod

NOTE: As of May 9, 2023, these are the nominations we have received. The Ballot distributed at the Synod Assembly during elections may contain additional names.

Synod Council: Lay Man — 3-year term — *One to be Elected*

☐ **Bill Stoen**

Conference: Upper Iowa River
Church: Big Canoe/Highland, Decorah

Synod Council: Minister of Word & Sacrament — 3-year term — *One to be Elected*

☐ **Rev. Charles Underwood**

Conference: Three River
Church: St. John, Clarksville
Involvement: Correspondent for Three River Conference
Occupation: Pastor
Hobbies: Reading, fishing, and motorcycles.

Synod Council: Young Adult — At-Large 3-year term — *One to be Elected*

☐ **Robin Kime**

Conference: Jubilee
Church: St. John, Cedar Falls
Involvement: I am a new member at St. John and look forward to getting involved with such a welcoming and vibrant community. I grew up in the NEIA Synod and was active in LYQ, and served on Synod Council as a youth. I was a delegate to the Churchwide Assembly in 2022 and loved learning more about the work the ELCA is doing to care for others and the world. I am excited to be a part of a wider community that is intentional about being better to fully care for all of God's people. I currently work in campus ministry at University of Northern Iowa and walk with students and other young adults, exploring their vocation and living as their fullest selves.
Occupation: Campus Ministry Associate, ThreeHouse Collaborative Campus Ministries-UNI.
Hobbies: I enjoy working on puzzles, reading, playing D&D, and spending time with friends and family. I have 2 cats and a dog, and I am currently raising a foster puppy with Retrieving Freedom, an organization that trains service dogs for veterans and children with autism.

Synod Council: Person of Color or Whose Primary Language isn't English — At-Large 3-year term — *One to be Elected*

☐ **At-Large Nomination:** _____



Discipline Committee: Minister of Word and Sacrament — 6-year term — *Two to be Elected*

☐ **Rev. Jeff Jacobs**

Conference: Upper Iowa River
Church: St Paul, Lime Springs & Saetersdal, Harmony, MN
Involvement: UIR Chaplain, Cresco Ministerium Convener; I served on the South-Central Synod of Wisconsin Discipline Committee for six years
Occupation: Unity Parish Pastor – includes Saetersdal-Harmony & St. Matthew-Granger, both in Minnesota.
Hobbies: Reading, travel, and family time.

☐ **Rev. Karla Wildberger**

Conference: Water of Life
Church: Lord of Life, Dubuque
Involvement: Church Member
Occupation: ELCA pastor, currently on-leave-from call (I do interim ministry.)
Hobbies: Love to travel; volunteer with humane society; being outdoors.



Consultation Committee: Minister of Word and Sacrament — 6-year term — *One to be Elected*

☐ **Rev. Nathan Wicks**

Conference: Upper Iowa River

Church: Ridgeway Parish, Ridgeway

Occupation: Pastor

Hobbies: Woodworking, gardening, biking, nature hikes, being a dad, and reading.