



Courage

May Courage Be Our Daily Breath

Robyn Sand Anderson

Greater Milwaukee Synod Assembly 2024

May 17 - 18 | Italian Community Center

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Things to Know

Online Document Access: You can access all assembly materials on the synod website at tinyurl.com/GMSAssembly2024.

Assembly Rules: We encourage you to take a few minutes to familiarize yourself with the rules for the assembly. These rules are located on [pages 10 - 13](#) of this supplement and include information on speaking during assembly. [Pages 63 - 65](#) of this supplement contain information about Robert's Rules to assist you as we conduct business.

Amendments & Motions: If you're making a motion or an amendment please be prepared to provide this information in writing. Email your written information to assembly@gmselca.org.

Nomination Forms: *The deadline to submit nominations is 10:15 am on Saturday, May 18.* If you need a nomination form during assembly, please visit milwaukee-synod.org/event/synod-assembly-2024/#nominations for the link to the online form. If you need a paper form, please ask at the registration area. Gender non-binary or gender non-conforming people can be nominated to serve in any roles designated for gendered representation.

Wi-Fi @ ICC: Network: Bartolottas-guest

Meals: People attending in person on Friday will find a dinner ticket tucked in the middle of your name badge holder. Please place your dinner ticket on the table in front of you. If you have shared information about an allergy with us, you will have a red colored ticket. Be sure to confirm with the server that you are receiving the correct meal.

We have worked to make sure that the items on the buffets offer a variety of options for everyone; Friday dinners are gluten free, as are many of the Saturday offerings. On Saturday, we have a light breakfast buffet and a lunch buffet. If you have questions about the ingredients in any buffet items, please check with the ICC staff.

Restrooms @ ICC: Restrooms with stalls are located in the lobby near the registration area. There is also an all-gender restroom with stalls across from Festa Hall.

Offering Information: Our synod assembly offering will be given to Lutheran Church of the Great Spirit, an indigenous congregation in our synod. Visit <https://tinyurl.com/gmsa-offering-2024> to give online.

Assembly Evaluations: After assembly is over, we would love for you to give feedback by filling out this form: milwaukee-synod.org/ourevents/event-evaluations.

Did we miss something? Please stop at the registration desk with any questions.

Agenda

Friday, May 17

2:00 pm In-person check-in table opens @ ICC (Galleria)

3:00 pm Social Statement on Civic Life and Faith Hearing (Conference Room)

5:15 pm Dinner with Keynote by Vance Blackfox (Grand Ballroom)

Desserts & Equipping the Saints Mission Appeal Celebration (Grand Ballroom)

7:00 pm Worship & Opening of the Assembly (Festa Hall)

Saturday, May 18

7:30 am In-person check-in table opens @ ICC (Galleria)

7:30 am Breakfast (Galleria)

8:30 am Plenary 1 (Grand Ballroom)

- Gathering Hymn
- Orientation & Introductions
- Devotion
- Hymn
- Report of the Credentials Committee
- Assembly Appointments
- Adoption of Agenda
- Approval of Rules and Procedures
- Nominations Report
- Reference & Counsel Report
- Budget Presentation
- Report of the Bishop
- ELCA World Hunger Celebration

10:00 am Break

10:15 am Nominations close

- Hymn
- Siebert Address
- Strategic Planning Team Report
- ELCA Representative Report
- Action on the Budget
- Bylaw and Constitutional Changes
- Strategic Plan Vote

12:00 pm Lunch (Galleria and Grand Ballroom)

1:15 pm Plenary 2 (Grand Ballroom)

- Hymn
- Devotion
- Hymn
- Report of the Credentials Committee
- First Ballot for Open Positions
- Report of the Vice President
- Break
- Hymn
- Report of the First Ballot for Open Positions
- Second Ballot for Open Positions
- Report of the Second Ballot for Open Positions
- Resolutions & Memorials
- Third Ballot for Open Positions (if needed)
- Installation of Elected Persons
- Closing of the Assembly
- Hymn

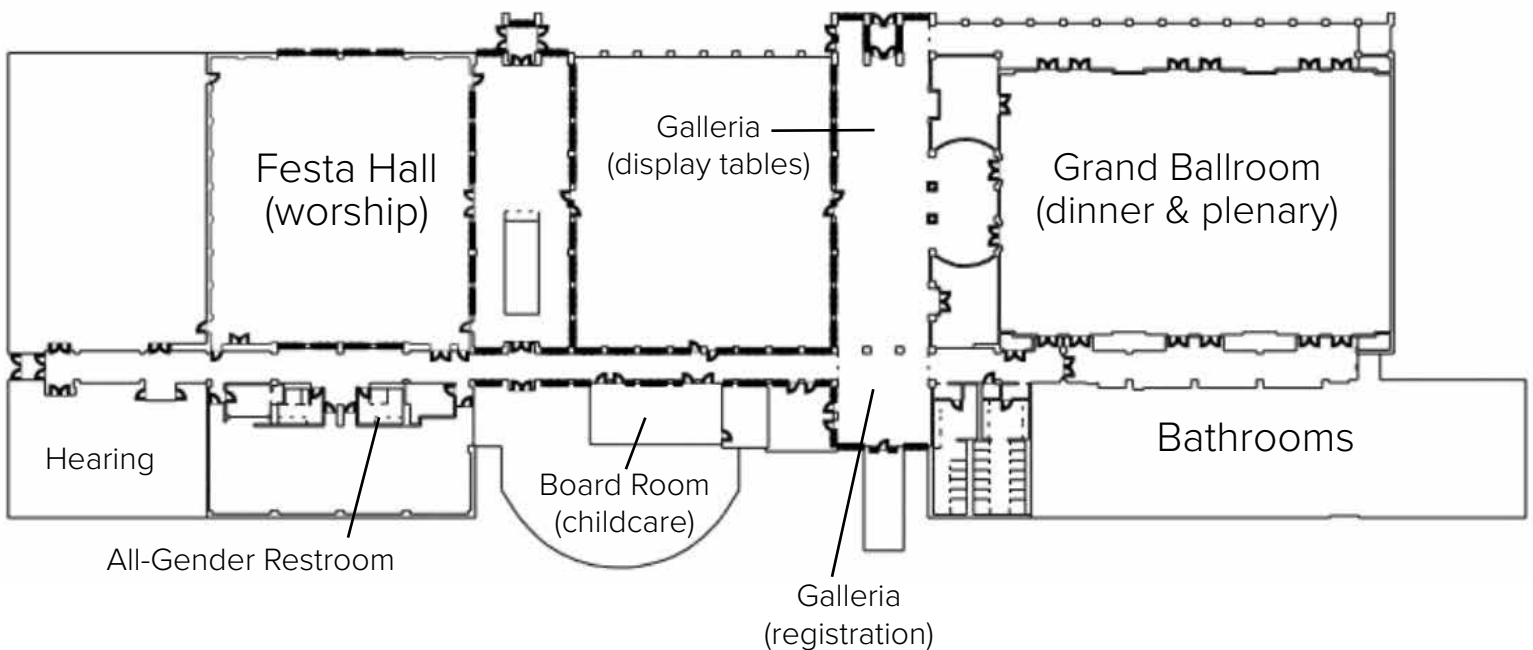
4:30 pm Assembly Adjourns

Thank you to our Saturday
morning break sponsor!



ELCA
World Hunger

Map



Committees During Assembly

Assembly Election Committee

Central: Greg Walker (Reformation, Milwaukee)
North: Zachary Peterson (Immanuel, Cedarburg)
South: Rev. Becca Laabs (Lakeside & Trinity, Kenosha)
South Central: Rev. Stephen Boyhont (Mount Hope, West Allis)
West: Cindy Kuehn (Cross, Ixonia)
West Central: Sue Cyr (St. Mark's, Waukesha)

Credentials Committee

Gary Dennison (Gethsemane, Brookfield)
Monica Gramling (Good Shepherd/Trinity, Milwaukee)
Sue Johnson (Vernon, Mukwonago)
Tom Johnson (Vernon, Mukwonago)
Rev. Kelly Nieman Anderson (Metropolitan Chicago Synod)
Ruthann Rohde (Meru Committee)
Penny Schwid (Ascension, Milwaukee)
Julie Seidlitz (Mount Carmel, Milwaukee)
Phil Smith (Holy Cross, Menomonee Falls)
Rev. Chuck Turbin (Grace, Grafton)
Rev. Vicki Watkins (Village, Milwaukee)

Becky Yakes (Mount Carmel, Milwaukee)
Lani Ziller (Hephatha, Milwaukee)

Worship Planning Team

Bishop Paul Erickson
Mary Romskog
Rev. Char Guiliani (Lutheran Church of the
Great Spirit, Milwaukee)
Patricia DeBlaey (Galilee, Pewaukee)
Vance Blackfox (ELCA)
Joanne Conroy

Reference & Counsel Committee

Chair - Central: Rev. Karen Kuttler (Kingo, Milwaukee)
North: Rev. Chris Thomas (Trinity, Cedarburg)
South: Karen Langlois (Living Faith, Racine)
South Central: Teri Junge (Trinity, South Milwaukee)
West: Brian Krueger (Our Savior's, Oconomowoc)
West Central: Dennis Martin (Mt. Olive, Mukwonago)

Biographies



Bishop Paul Erickson (he/him)

The Rev. Paul D. Erickson has served as bishop of the Greater Milwaukee Synod of the Evangelical Lutheran Church in America since September 1, 2016.

Erickson earned a Bachelor of Arts degree from Gustavus Adolphus College in St. Peter, Minn., in 1983 and a Master of Divinity from the Lutheran School of Theology at Chicago in 1989. He also earned a Doctor of Ministry degree in Congregational Mission and Leadership from Luther Seminary in St. Paul, Minn., in 2012, in which he articulated a theology of missional accompaniment as a guide for engaging in congregational renewal. Fluent in Spanish, he has traveled extensively in Mexico, Central America, and Tanzania.

Erickson previously served as the director of Agora, a ministry that works to develop lay leaders for immigrant and multicultural congregations in Minnesota and South Dakota. He also served as the Assistant to the Bishop for Evangelical Mission in the Saint Paul Area Synod (2008-2014) and as pastor of three congregations: Augustana Lutheran Church in West St. Paul, Minnesota (2003-2008), Faith/Santa Fe Lutheran Church in Milwaukee (1993-2003), and First Lutheran Church of Logan Square in Chicago, Illinois (1989-1993). Paul and his wife, Lynn (also an ELCA pastor), have two adult children: David and Sarah.



Joyce A. Caldwell, PhD (she/her) - Synod Vice President

Dr. Joyce Caldwell was re-elected in 2021 to a second term as Vice President of the Synod. She is a retired Associate University Provost and Academic Dean of adult and online programs. She earned her Ph.D. from Fielding Graduate University in Human and Organizational Systems, with a Concentration in Transformative Learning for Social Justice. She also earned a Master's degree from Fielding in Human Development and a M.A. in Education—Curriculum and Instruction from Marquette University.

Caldwell previously served as the executive director of Lutheran Human Relations Association and as an Associate

in Ministry for Faith Lutheran Church, Cedarburg. Her experience and passion come together in developing, writing, and leading programs in anti-racism. Caldwell is a skilled adult educator and has been the leading co-author of several ELCA resources on race, culture, and white privilege. She recently authored “Now Is the Time: A Study Guide for ELCA Declaration to People of African Descent” to help congregations wrestle with the meaning of the declaration, adopted at the 2019 Churchwide Assembly, and its accompanying explanation.

Joyce has two adult sons. She enjoys biking and hiking when the weather is good and snowshoeing when the snow falls. She always has a stack of books to read!



Vance Blackfox (he/him)
Friday Dinner Keynote & ELCA Churchwide Representative

Vance Blackfox, an Indigenous theologian and citizen of the Cherokee Nation, serves the churchwide organization of the Evangelical Lutheran Church in America (ELCA) as the Director of Indigenous Ministries and Tribal Relations. An alumnus of Texas Lutheran University (TLU) and the Lutheran School of Theology at Chicago (LSTC), Vance has served the ELCA in multiple capacities, from taking a post as National President of the Lutheran Youth Organization during his TLU days, to later working as a diversity and cultural education professional for the Women of the ELCA, Augsburg Fortress Publishers, California Lutheran University,

ELCA Youth Gathering, and LSTC’s Youth in Mission. In addition to serving numerous ELCA and ecumenical teams and committees throughout the years, he is at present the Indigenous Theologian and Coordinating Team Member for the ELCA’s Theological Round Table, as well as creator and producer of the Vine Deloria Jr. Theological Symposium hosted at LSTC.

Vance is the founder and director of Other+Wise, a multi-site cultural education and cultural immersion program for youth and student groups from across the country. He has also served as the Director of Communications at the National Native American Boarding School Healing Coalition, as the Director of Communications for Native Americans in Philanthropy and has held executive director positions at the Haskell Foundation, which supports Haskell Indian Nations University, and the Oaks Indian Mission. Vance previously served as the Guest Curator of the Indian Museum at the University of Texas at San Antonio Institute of Texan Cultures, on the board of directors for the San Antonio Community Resource Directory www.sacrd.org, and as the Indigenous theologian for the Faith-Based Initiative for the City of San Antonio. He presently serves on the board of directors for the Charter for Compassion, www.charterforcompassion.org.



Rev. Karen Pahl (she/her) - Synod Treasurer

Rev. Karen Pahl was elected as Synod Treasurer in 2021. She has served as a pastor in the Greater Milwaukee Synod for nine years, and is currently serving at Christ the Servant Lutheran Church in Waukesha.

Karen is a graduate of Lutheran Theological Southern Seminary in Columbia, SC. She also holds an undergraduate degree in music education and a minor in business administration. After completing her undergraduate work, she took additional accounting/finance classes and worked in the hotel and information management industries for 13 years.

In her free time, Karen enjoys walks with her family and two dogs, crocheting, reading, and following the Brewers during the baseball season. She and her spouse, Jeff, live in New Berlin with their daughter Tori who is a high school student and keeps them both on the move.



Rev. Sarah Stobie (she/her) - Synod Secretary & Parliamentarian

Rev. Sarah Stobie has served at Bay Shore Lutheran since 2019. She first felt the call to ministry at age 11, and was ordained in the ELCA in 2010. She has previously served ELCA congregations in Grand Rapids, Michigan and the suburbs of Philadelphia.

Sarah is passionate about serving Christ in the context of the parish. She finds joy in sharing God’s love, preaching the Word, and helping those in need. A lot has changed while she has been working in churches, but she feels these changes are simply the kingdom’s expansion and expression of God’s love.

Sarah is supported by her husband, Pete, and her two daughters, Amy and Lucy Jane. When she is not doing ministry, she enjoys spending time at home reading, and watching Netflix. As winter settles in, she knits and crochets.



Patricia DeBlaey (she/her) - Guest Musician

Patricia DeBlaey has never known a time when music was not a part of her life. Born in Pocahontas, Arkansas, she was a regular churchgoer and the first in her family to go to college. She had the honor to sing the National Anthem at the original Busch stadium at the age of 17. Patricia has been blessed with three adult daughters, and enjoys making music and traveling with her spouse and life partner, Ron DeBlaey.

Patricia has been a part of the ELCA since 1992. She has taught general music at a private Lutheran school and provided service accompaniments throughout the synod for the past 32 years. She currently serves at the Music Director and Worship Accompanist at Galilee, Pewaukee; and is also an associate member, accompanist and choir member at her first ELCA congregation, Mount Carmel in Milwaukee.



Rev. Afi Dobbins-Mays (she/her) - Authentic Diversity Strategic Planning Task Force

Pastor Afi joined the synod staff in 2022 as Assistant to the Bishop for Authentic Diversity and Leadership. She is an ordained Elder of the United Methodist Church (WI Conf.). She is married to Bennett Mays Sr. and they are blessed by a blended family of eight children and 14 grandchildren.

Pastor Afi's life's work has led to several humanitarian interests and pursuits, with a focus on healing and liberation from racial oppression. Her passions and gifts center around creative expression such as: singing music, painting, creative writing and social justice – including civil rights, youth and young adult leadership training, enrichment programming, community building, teaching/training diversity with compassion, and spiritual support.

Her belief is that by empowering others to see the Divine Spark of God within themselves and their environment – together people can create a life and community that are healthy, strong and in alignment with God's Divine call and purpose for all.



Rev. Matt James (he/him) - Authentic Diversity Strategic Planning Task Force

Matt James serves as Pastor of Lutheran Church of the Redeemer in Racine, Wisconsin. Prior to that, Matt has served as Director of Admissions at the Lutheran School of Theology at Chicago, and Associate Pastor of Trinity Lutheran Church in Worcester, Massachusetts. Throughout his ministry Matt continues to find great joy in walking with God's people as they live out their baptismal call to love God in service of our neighbor. Matt lives with his husband, a church musician and ELCA deacon, and their wild, free-loving dog, Katie Luther Weit-James, and their somewhat grumpy ginger cat, Buddy.



Rev. Aida Muñiz (she/her) - Authentic Diversity Strategic Planning Task Force & Devotion Facilitator

Rev. Aida Del Carmen Muñiz was ordained as a pastor in 2011, and has worked as a solo pastor, associate pastor and lay pastor at several churches in Puerto Rico and, most recently, at Redeemer Lutheran Church in Hartford. She was born in Puerto Rico and has a Bachelor's Degree in Psychology, a Master's Degree in Organization Psychology and Master of Divinity from Evangelical Seminary of Puerto Rico.

Pastor Muñiz is married to Derek Smith, and has two children: Irene Sofia, who is completing her Master's Degree in Orlando, Florida, and Felix Andres, who is on active duty in the Army, stationed in Germany.



Yolanda Jackson-Lewis (she/her) - Authentic Diversity Strategic Planning Task Force & Devotion Facilitator

Yolanda Jackson-Lewis is passionate about helping create spaces where people have the freedom to show up authentically themselves and be welcomed. She has served as a state licensed educator for over 25 years, and has been involved in educational and organizational leadership for over 20 years. As a doctoral student at Cardinal Stritch University, Yolanda researched the impact of belonging and cultural disconnects. Most recently, she worked with historically marginalized student groups and their families in the role of Coordinator of

Diversity, Student & Family Engagement.

Yolanda is married and mom to three of the most amazing humans. She enjoys yoga, board games, jigsaw puzzles and spending time with family and friends.



Rev. Char Guiliani (they/she) - Presiding Minister

Pastor Char Guiliani is currently the Pastor at Lutheran Church of the Great Spirit located in Milwaukee. They graduated from Wartburg Theological Seminary in Dubuque, IA in 2019 with a Master of Divinity degree. Pastor Char is currently the Convenor of the Greater Milwaukee Synod's Reconciling in Christ Ministry Team and the 2021 Resolution 1-Resolution on Authentic Diversity and Inclusion in Synod Life Team, and is also a member of the ELCA's Commission for the Renewed Lutheran Church.

Synod Council Executive Committee



Bishop Paul Erickson



Joyce A. Caldwell, PhD
Vice President



Rev. Sarah Stobie
Secretary



Rev. Karen Pahl
Treasurer

Synod Council Members



Jerry Key
Central Conference



Linda Grosser
North Conference



Rev. Matt James
South Conference



Todd Beutin
South Central Conference



Rev. Kimberly Jordan
West Conference



Missy Powers
West Central Conference



Rev. Douglas Anderson
At Large – Clergy



Rev. Joshua Gyson
At Large – Clergy



Laura Coleman
At Large – Lay Female



Dr. Rose Dotson
At Large – Lay Female



Jose Andres Guerrero
At Large – Lay Male



Steven Hartfield
At Large – Lay Male



Jacob Andres Guerrero
Young Adult Representative



Lucas Short
Youth Representative

Liturgical Gifts

We recently received two gifts from our global companions in El Salvador that will be used in synod worship services. The first is a processional cross, painted by Pastor Christian Chavarria. Bishop Erickson commissioned a cross that would feature images from our two companion synods, in El Salvador and Tanzania. On the Salvadoran side, Pastor Chavarria said, “I featured the works of mercy in the church: to feed the hungry, to give water to the thirsty, to console the people who are suffering, to protect the refugees. I also wanted to show the joy that we have from being together, serving people not only in our homes, but in the world. We are also called to plant, and even though we may not enjoy the harvest, we are

still called to plant a tree for the next generation. A tree of hope, a tree of justice, a tree of truth. On the other side, I painted images of Africa, the amazing wildlife and the beautiful people, recognizing that, wherever we are, Jesus welcomes us all, together.” Pastor Jon Jacobs attached the cross to the pole and created the stand so that it might be used as a processional cross for synod worship services.



When Bishop Erickson visited El Salvador in January, he was presented a crozier as a gift from Bishop Medardo Gomez, designed by Pastor Chavarria and crafted by a local artisan. The crozier is an ancient symbol of the pastoral office, used by the bishop as the synod’s pastor. It is a walking staff, based on the working tool of a shepherd, and it symbolizes the pastoral role of the bishop as one charged with caring for and protecting those whom they are called to lead and serve.

Rules and Procedures 2024

Overview

The Greater Milwaukee Synod Council recommends to the Synod Assembly the following Rules and Procedures for 2024. These will be formalized by the Assembly at the First Plenary Session of the Assembly, but will be followed prior to that action.

Please note that in extreme circumstances, the Synod Council may approve, upon the recommendation of the bishop, that a meeting of the Synod Assembly take place by means of an online meeting platform (such as Zoom webinar). This platform must allow that all participants who are entitled to voice and vote can communicate with others in the meeting, in accordance with the Synod's governing documents and Illinois State Statutes.

I. Memorials and Resolutions

A. Deadlines for submission of memorials and resolutions:

- Friday, March 22, 2024 at 5 p.m. by congregations, committees, or conferences.
- Friday, May 10, 2024 at 5 p.m. for Synod Council-initiated resolutions.

B. Memorials and resolutions may only be submitted by vote of a conference, a committee of the synod, or a congregation (by council or congregational vote), or by action of the Synod Council. If more than one conference, committee, or congregation wishes to put forth a resolution, it must be submitted by each individual conference, committee, or congregation.

Should multiple similar or identical resolutions or memorials be submitted, the Reference and Counsel Committee may, with discretion, combine them into one resolution or memorial.

Memorials and resolutions that conflict with the governing documents of the ELCA or Greater Milwaukee Synod are “improper motions” and will not be considered.

Memorials and/or resolutions that meet these criteria are included in the Pre-Assembly materials. Anyone seeking to have additional memorials or resolutions considered may only do so by moving a suspension of the rules for the purpose of considering that memorial or resolution. Such a motion requires a two-thirds vote to carry.

C. By synod council action (**SC98.05.02**), memorials or resolutions, when called onto the agenda, must be moved by a member of the Assembly acting as a sponsor, who would then be the first individual to speak in favor of the memorial or resolution after its reading by the chair of the Reference and Counsel Committee.

D. All resolutions submitted by the deadline will be reviewed for editing, clarity and consistency prior to submission to the Reference & Counsel Committee. Those submitting resolutions should avoid, if at all possible, the use of footnotes or links to the internet, which may be removed at the discretion of the Reference & Counsel Committee.

Entities submitting resolutions requesting synod action should be aware that, given limited resources, some detailed plans for action may not be feasible, and may not be supported by the Reference & Counsel Committee. Resolutions that would have the effect of increasing budgetary items without recommending corresponding decreases in other budgetary items will be ruled “out of order,” consistent with Rule XI below.

E. A voting member wishing to present an amendment or substitute motion shall present the exact wording in writing to the designated assembly official prior to moving the amendment.

F. Resolutions not addressed by the Synod Assembly shall be forwarded to the Synod Council for further action.

II. Registration

The Synod Council shall also establish a registration deadline in advance of the meeting, providing sufficient time for meeting information and voting registration credentials to be distributed. **Pre-registration for the 2024 Synod Assembly shall close at 11:59 p.m. on Wednesday, May 1st. Walk-in registrations will be accepted at the Assembly.**

III. Agenda

A. The business of the assembly shall be conducted during plenary sessions held on May 17- 18, 2024. The chair shall have authority to call items of business before the assembly in whatever order is most expedient for conducting assembly business. Resolutions or other business not addressed by the Synod Assembly shall be forwarded to the Synod Council.

B. The agenda shall be presented and adopted at the beginning of the first plenary session. If any voting member desires to add any item of new business to the agenda after the initial adoption of the agenda by the assembly, the voting member shall present such item of business to the chair. A two-thirds vote of the voting members present and voting shall be required to add the item of new business to the agenda.

IV. Quorum

Fifty percent (50%) of voting members who have confirmed registration upon the beginning of the assembly shall constitute a quorum as required by constitution (S7.14.).

V. Floor Procedures

A. Registered voting members and advisory members shall have equal privilege of addressing the assembly. Advisory members will have voice but no vote on matters before the assembly. They shall include: lay members of committees, leadership teams, task forces and work groups; lay members of synod assembly committees; lay members of the synod staff; representatives of synod partners in ministry; and representatives from ELCA synodical, and churchwide offices.

B. Voting or advisory members with a procedural question or issue may seek to be recognized at a microphone, with a white card indicating a procedural question.

C. When an item of business is opened by the chair for discussion, those voting or advisory members wishing to speak shall indicate their preference to do so with green (in favor) or red (opposed) cards at the microphone. When indicating their preference to speak, voting or advisory members must specify if they are speaking for or against the item under consideration.

D. Once recognized by the chair, each speaker will state their name, pronouns, and congregational membership. No person may speak more than once on an item of business until all others who wish to speak have had opportunity to do so.

E. Speeches from the floor during debate shall be limited to three (3) minutes. Those whose primary language is not English may exceed the limit for translation purposes with the discretion of the chair.

F. The chair will rotate speaking privileges between proponents and opponents of a measure, as indicated by card color. Debate will terminate when three speakers have been heard on each side of the issue on the floor, unless otherwise determined by a majority vote of voting members present and voting.

G. If a voting member recognized by the chair desires to make a motion, the motion is to be made first, before the voting member speaks to it. Once a motion is made, if there is a second the voting member may then speak in support of the motion made.

H. The chair may recognize an individual(s) to provide pertinent background information regarding a resolution. Such speakers shall be limited to four (4) minutes.

I. Following the reading of the resolution or the introduction of the item of business, discussion on any item of business shall be limited to thirty (30) minutes. This rule may be suspended by a two-thirds vote of voting members present and voting.

J. All motions amending a memorial or resolution must be presented to the chair of the Assembly in writing, preferably in advance of making the motion or, if that is not possible, immediately after making the motion. This shall be submitted electronically by e-mail to: assembly@gmselca.org.

VII. Voting

A. Voting, except for contested elections, may, at the discretion of the chair, be conducted either by voice or using color-indicated cards, which will be held aloft to vote in favor or in opposition to a motion, as directed by the chair. Voting for contested elections shall be by paper ballot.

B. When a division of the house is ordered, the vote shall be taken by counting raised color- indicated cards or by written ballot as directed by the chair. No division of the house is in order when a vote has been taken by written ballot

C. No division of the house is in order when a vote has been taken by paper ballot.

D. To be eligible to cast ballots, voting members shall check-in and receive credentials. No voting member shall be eligible to vote unless they have checked in at the registration table at the Italian Community Center.

VIII. Elections

A. Nominees for the offices to be filled by Assembly action are listed in the Pre-Assembly materials.

B. Floor Nominations will be accepted by the Assembly Manager until 10:15 a.m. Saturday morning, May 18, 2024.

- Anyone wishing to nominate an individual other than themselves must have the nominee's consent to run and serve if elected;
- Required biographical data shall be submitted to the Assembly Manager or virtually at milwaukee-synod.org/nominations before the nominations deadline.

C. Unless otherwise stated, all elections must be by a majority of legal votes cast. In the event that no majority is attained on the first ballot, the names of the two candidates receiving the highest number of votes shall be listed on the second ballot. In the case of groupings of nominees, twice the number of candidates to be elected shall advance to the next ballot.

IX. Privilege of Voice

Guests may be accorded the privilege of voice by a majority vote. Voice may also be granted to those persons designated by the Synod Council, as provided for in S7.23. of the Synod's Constitution.

X. Distribution of Materials

No materials may be distributed to the Synod Assembly without the advanced approval of the bishop or the Reference and Counsel Committee of the Assembly.

XI. Changing Synod Budget Amounts on Assembly Floor

Any proposal increasing any line item in the proposed 2025-2026 Budget shall indicate from which line or lines an equal amount is to be subtracted.

XII. Additional Rules

- A. A motion to adjourn shall be debatable.
- B. The chair, at any time, may declare a recess of the assembly for purposes of addressing technical issues.
- C. All matters not governed by rules of this assembly or by specific assembly action shall be governed by Robert's Rules of Order, Newly Revised, in its most current edition.

Memorials and Resolutions in Greater Detail

Memorials and resolutions enable this church to address broad policy issues or issues important to God's mission in the world. *Memorials* address broad policy issues; *resolutions* have a narrower focus, requesting consideration or action by individual offices or units, or the Church Council. (A resolution can be the preferred method when an issue requires a timely response.) The churchwide organization and synods of the ELCA use a process to bring forth memorials and resolutions. Memorials and resolutions are one way this church addresses broad policy issues or important issues for God's mission in the world.

There are three different avenues of communication between the expressions of the ELCA:

1. Synod assemblies to the Churchwide Assembly ([12.21.c](#))
2. Synod councils to the Church Council ([14.21.11](#))
3. Synod councils to a churchwide unit or office, through the Executive Committee of the Church Council. ([14.41.01.b](#))

Synod assemblies may pass *memorials* to the Churchwide Assembly.

A Memorials Committee, appointed by the ELCA Church Council, receives memorials from synod assemblies and makes appropriate recommendations for assembly action. The Memorials Committee meets after all synod assemblies are over and approximately six to eight weeks before a Churchwide Assembly, which is held every three years.

Synods councils may pass *resolutions* to the Church Council.

They may also seek to address churchwide units and offices through resolutions. These must be submitted to the Executive Committee of the Church Council for appropriate referral. Either synod assemblies or synod councils may originate resolutions, but only synod councils can forward resolutions to the Church Council.

Frequently, synod councils pass resolutions between meetings of the synod assemblies and forward them directly to the Church Council for consideration, or to the Executive Committee of the Church Council if the desired action involves referral to a unit or office of the churchwide organization.

Resolutions requesting synod action are also in order at the Synod Assembly.

These generally will address policy concerns, where the entity presenting the resolution is asking for a particular policy or action by the synod.

Executive Reports

Bishop's Report: <https://tinyurl.com/GMS-Bishop-Report-2024>

Vice President's Report: <https://tinyurl.com/GMS-Vice-President-Report-2024>

Secretary's Report: <https://tinyurl.com/GMS-Secretary-Report-2024>

Some reports will be available on our event webpage after Synod Assembly.

Status Reports

GMS Authentic Diversity Strategic Planning Task Force Report May 2024

The Greater Milwaukee Synod began an Authentic Diversity Audit in the summer of 2022, in partnership with a Diversity, Equity, and Inclusion consulting firm, Gold Enterprises, LLC. This work included a comprehensive survey, a review of synod policies and practices, and a series of one-on-one and focus group conversations.

Representatives from Gold Enterprises presented their interim report at the synod assembly in 2023, identifying six themes around which to organize our continuing work. The Strategic Planning Task Force was formed in October of 2023 to create a plan to help focus us on the work ahead. The task force worked collaboratively with the Anti-Racism Team, the Reconciling In Christ Team, the synod council, and synod staff to identify SMART (Specific, Measurable, Achievable, Relevant, and Time-bound) goals towards becoming an authentically diverse synod. This plan was approved by the Synod Council in May of 2024.

For the purpose the work of the Strategic Planning Task Force (SPTF), it has defined Authentic Diversity work as the practice of identifying the policies, practices, beliefs, and attitudes that get in the way of our being a fully inclusive and authentically diverse church and creating plans, programs/initiatives that lead us more fully into that vision; demographically matching the ethnic and racial composition of the Greater Milwaukee area as well as the intersections with other marginalized groups such as gender and sexuality.

The Greater Milwaukee Synod has (113) congregations. Currently 50% (56) of our congregations are engaged in some type of Authentic Diversity work. Our hope is that, by engaging in the important work outlined in the strategic plan, we will continue to grow into a truly welcoming and inclusive church.

The complete strategic plan will be available on the assembly webpage at tinyurl.com/GMS-Strategic-Plan starting Friday, May 10. Here are the six themes that guide us in this work:

Theme #1: Racial Justice/Anti-racism Integration - GMS needs to engage in an intentional process of integrating racial justice and anti-racism into the workings of the GMS from policy to preaching; content to communication.

Theme/Finding #2: Self-awareness - There is a need for all individuals within the GMS to engage in active self-reflection on race, racism, and social justice.

Theme/Finding #3: Identity - The term “diversity” is often used as a synonym for race only. GMS must consider the many intersecting identities of its congregants, leaders, and stakeholders as it continues its journey toward authentic diversity, equity, and inclusion, not solely race.

Theme/Finding #4: LGBTQIA+ Inclusion - While 27% (30) of GMS congregations are Reconciling in Christ (RIC) congregations, GMS can do more for LGBTQIA+ inclusion. Areas of continued focus include supporting and elevating trans and intersex pastors and lay people and assisting new LGBTQIA+ ministers as they are called to serve.

Theme/Finding #5: Communication - A diversification of communication methods is needed, particularly to better reach and engage younger people (under 25).

Theme/Finding #6: Knowledge/Relevance of Synod/Synod Council - Synod leaders must be more visible and available as a resource to congregations.

In Christ's Life, Love & Mercy,

The Greater Milwaukee Synod's Strategic Planning Task Force:

Rev. Afi Dobbins-Mays
Rev. Aida Muñiz
Angelica Dudenhofer
Rev. Denise Mbise
John Corning
Joyce Caldwell, PhD
Chuck Ellingson
Karina Ward

Rev. Marilyn Miller, advisor
Maryann Galicia
Rev. Matt James
Rev. Matt Short, advisor
Rev. Michelle Townsend de Lopez
Yolanda Jackson-Lewis
Bishop Paul Erickson, advisor

Report from the Compensation Guidelines Task Force

From Synod Assembly Resolution to Establish a Compensation Guidelines Committee or Task Force: "RESOLVED, That the Greater Milwaukee Synod Council shall establish a committee or task force to recommend to the Council proposed compensation guidelines; and RESOLVED, That the composition of the committee or task force, along with a report on its work, shall be provided annually to the Greater Milwaukee Synod Assembly."

Members:

Karie Clement (St. Matthew, Wauwatosa)
*Pr Daniel Flucke (Christ the King, Pt Wash/
Living Hope, Saukville)*
Larry Gnatzig (Resurrection, New Berlin)

Linda Grosser (St. John's, Jackson)
Pr Joshua Gyson (St. Luke, Slinger)
Pr Kristie Jaramillo (Norway, Wind Lake)
Pr Casey Sugden (Intentional Interim)

The group met via Zoom on March 4, 2024 and in person on April 15, 2024.

Decisions and recommendations to the synod council so far are:

- Pastor Kristie Jaramillo was elected chair. Taking minutes will be rotated among members.
- We confirmed Synod Council's request to raise Pulpit Supply Rate from \$175 to \$200. (Council action item SC 24.01.03)
- We confirmed Synod Council's 2024 guidelines increase for continuing education from \$700 to \$1,000 minimum with \$1,400 recommended (This is already in 2024 guidelines.)
- We began discussion around how to evaluate the usefulness of the current salary guidelines for rostered leaders. Synod staff reported that many rostered leaders do not submit the financial information requested in the Annual Report to the Bishop so there is very little data to quantify who is at, below, or above guidelines and why that is.
- The team will therefore ask rostered leaders to complete a survey that would ask for this information and also collect some demographic information that could make the numbers more useful in different contexts.
- Simultaneously, guidelines from surrounding synods are being gathered to see how our numbers compare.
- We plan to meet again after the data is in and see what we can learn from it.
- If pastors don't send in the survey, we will be reaching out to collect the data.
- We will next meet June 3, 2024.

Respectfully submitted,
Pastor Kristie A. Jaramillo, chair

Raise the Age Task Force Report

From the Synod Assembly Resolution in Support of the Raise the Age Wisconsin Campaign, adopted in 2023: "RESOLVED, That this Assembly requests that the Lutheran Office of Public Policy in Wisconsin provide an update on the Raise the Age Wisconsin campaign at the 2024 Greater Milwaukee Synod Assembly."

Our Raise the Age Coalition worked with Republicans Senator Jesse James and Representative Michael Schraa to encourage a bill to return 17-year-old youth to the youth (juvenile) justice system. The Republicans moved slowly on the bill, but we were told that the authors were carefully trying to get their colleagues on board. We were aware that for a Raise the Age bill to pass, it needed major Republican support. One of the authors shared the bill in its pre-bill (LRB) form with our coalition. In the meantime, before the Republicans put out a bill, the Democrats surprised everyone by presenting their own Raise the Age bill. This created hard feelings. In response, the Democrats withdrew their bill. Other members of our coalition and LOPPW made several phone calls and some in-person visits to the key legislators, but the Republicans never presented their bill. We did not see an opening for more robust advocacy that we thought would make a difference. At the end of the session, the Democrats introduced their own version of the bill again, but it didn't gain any traction.

The legislature will reconvene again in January 2025. With new legislative maps, we hope that members of both parties will feel pressure to work more closely together. Now is a good time to educate people about this issue – particularly those running for office. Attend candidate forums, meet with your legislators in your home district, send emails, or call. Please share some of our [talking points](#) and ask where those running stand on the issue. The talking points are from our coalition website managed by LOPPW. Please share what you are doing with us: cynthia.crane@elca.org. Thank you for your support of our continued advocacy!

Respectfully Submitted,
Cindy Crane

Youth Listening Task Force Report Synod Assembly 2024

From Synod Assembly Resolution on Children and Vulnerable Youth 2023-5:
"RESOLVED, That the Greater Milwaukee Synod Assembly direct the Greater Milwaukee Synod Council to form a task force to organize one or more listening sessions with the youth of this Synod to hear the issues facing them and consider actions the Synod could take in support of their needs, that this task force would report back to the Synod Council with recommended actions, that the task force be provided funds from the Cross Generational Programs line in the synod budget, and that this task force would prepare a report for the 2024 Synod Assembly."

The members of this group include:

Pastor Steve Bogie, St. Luke, Waukesha
Laura Coleman, Christ the King, Port Washington
Pastor Myron Crawford,
Prince of Peace, Milwaukee
Tom Ertel, Mt. Zion, Wauwatosa
LaQuon Johnson, Hephatha, Milwaukee
Yolanda Lewis, Mt. Pleasant, Racine

LaResha Love, Hephatha, Milwaukee
Alyssa Olson, Trinity, South Milwaukee
Pastor Tyler Rasmussen, Mt. Zion, Wauwatosa
Pastor Rachel Young-Binter,
Lutheran Campus Ministry at UW Milwaukee
Lisa Miller, Redeemer, Milwaukee

The task force has met twice and has developed open-ended questions we will be using on our listening tour. The questions will fit the three age groups we will be bringing together: 13 to 18 age group, 18 to 22 age group and we are considering the 22 to 35 age group. If churches would like us to come to their

community to work with active groups within these age groups, please contact Laura Coleman at 906-290-1544 or lauracoleman49@hotmail.com. In some communities this will include individuals outside of the ELCA umbrella which will expand our research base and give us great insights.

The task force plans on engaging 13- to 18-year-olds and 18- to 22-year-olds in the fall due to summer camps and family vacations in the summer. We may start the 22- to 35-year-olds in the summer. There are some concerns we might be going too far by going into the 22 to 35 age group so this will be discussed again in upcoming meetings.

Respectfully Submitted,
Laura Coleman, chair

Report from the Resolution 1 Task Force

From the Synod Assembly Resolution on Authentic Diversity and Inclusion in Synod Life 2021-1: “RESOLVED, That the Synod Council form a Task Force to consider changes to the synod’s life (i.e., changes in election procedure, representation on synod teams, call processes) and to explore further ways to hold educational events and encourage participation in leadership development around issues of inclusion and justice in areas of race, gender identity, and sexual identity for all leaders, both rostered and lay; and be it further
RESOLVED, That this Task Force develop a plan to measure and achieve progress towards Authentic Diversity, Equity, and Inclusion, which would allow for structural accountability; and be it further
RESOLVED, That a report of progress be made by the Synod Council at the 2024 Synod Assembly.”

Task Force members:

Pastor Char Guiliani, chair
DawnMark Bacon
Chuck Ellingson
Jerry Key
Halley Kordosky

Pastor David Schoob
Nanette Smith
Esther Rusch
Pastor Mark Thompson

The full report of the task force formed by the synod council is available at tinyurl.com/resolution-1-report-2024.

Additional Reports

We invite you to visit milwaukee-synod.org/event/synod-assembly-2024/#reports to view and download additional reports from our synod, the ELCA Churchwide Organization, and several partners in ministry.

Reference and Counsel Committee Report

The 2024 Reference and Counsel Committee was appointed by Bishop Paul Erickson and met in a hybrid fashion (in person and via Zoom) on April 30, 2024 to discuss the five resolutions submitted for action by the 2024 Synod Assembly.

The resolutions were reviewed, edited, and formatted to meet the necessary requirements for resolutions and to ensure clarity. The authors of the resolutions were consulted and gave their approval to the final form of the resolutions. The revised resolutions are published in the assembly book and will be presented for consideration; the original versions of the resolutions are available on the synod assembly webpage.

Members of the Reference and Counsel Committee include Teri Junge, Brian Krueger, Rev. Karen Kuttler (chair), Karen Langlois, Dennis Martin, and Rev. Chris Thomas, along with Synod Secretary and Parliamentarian Rev. Sarah Stobie, Synod Vice President Joyce Caldwell, and Bishop Paul Erickson.

Resolutions & Memorials

RESOLUTION 1: Resolution to Participate in Pray – Act – Connect – Educate (PACE) to Reduce Hunger in Our Neighbors Near and Far

**Submitted by the West Central Conference
working with the Greater Milwaukee Synod Hunger Team**

WHEREAS, According to ELCA World Hunger, more than 820 million people, approximately 11% of the people in our world today, are hungry; and

WHEREAS, ELCA World Hunger is uniquely positioned to reach communities in need and to assist them with health clinics, microloans, water wells, animal husbandry, community meals, and advocacy, and that our gifts to ELCA World Hunger make it possible for the ELCA to respond, supporting sustainable solutions that get at the root causes of hunger and poverty; and

WHEREAS, ELCA advocacy works for change in public policy based on the experience of Lutheran ministries, programs and projects around the world and in communities across the United State, and that the ELCA works through political channels on behalf of the following biblical values: peacemaking, hospitality to strangers, care for creation, and concern for people living in poverty and struggling with hunger and disease; and

WHEREAS, We believe that we are freed in Christ to serve and love our neighbor, and that God uses our hands, through our direct service work, our voices, through our advocacy efforts to restore and reconcile our world, and that through faithful advocacy we live out our Lutheran belief that governments can help advance the common good; and

WHEREAS, When we act as a coordinated network of advocates and reach out to officials on relevant, timely issues, we effectively impact public policies; and

WHEREAS, ELCA World Hunger is observing its 50th anniversary; therefore, be it

RESOLVED, That the Greater Milwaukee Synod will encourage our synod members to support ELCA World Hunger by raising an additional \$50,000 by Synod Assembly 2025 above our usual synodical offerings through initiatives like Global Barnyard, and other opportunities found in the ELCA Good Gifts Catalog, Act 2 Day 4 Tomorrow, and many more opportunities found at <http://www.elca.org/hunger>; and

RESOLVED, That congregations of the Greater Milwaukee Synod will be encouraged to learn about and participate in Pray – Act – Connect – Educate (PACE) so that they can be God’s hands and voice for our hungry neighbors, near and far; and

RESOLVED, That congregations of the Greater Milwaukee Synod will be encouraged to learn about ELCA World Hunger domestic hunger and hunger education grants.

RESOLUTION 2: Resolution to Amend the United States Constitution Submitted by the South Conference

WHEREAS, Lutherans care about government because it is a gift from God intended for the safety and flourishing of human life; and

WHEREAS, The ELCA holds to the biblical idea (Jeremiah 29:7) that God calls people to be active citizens and to ensure that all people benefit from the good of government; therefore, be it

RESOLVED, That the Greater Milwaukee Synod work with Wisconsin United to Amend, and communities across the state, to defend democracy from the corrupting effects of undue corporate power by advocating for amending the United States Constitution to establish that:

1. Only human beings are endowed with constitutional rights — not corporations, unions, nonprofits or other artificial entities, and that
2. Money is not speech, and therefore limiting political contributions and spending is not equivalent to limiting speech; and

RESOLVED, That the Greater Milwaukee Synod encourage congregations and their members to advocate for a constitutional amendment to that end, and

RESOLVED, That the bishop be instructed to communicate in support of this effort with all state legislators, members of Congress, and Senators representing the territory of the synod.

**RESOLUTION 3: Memorial to Develop a Social Statement on Children and Vulnerable Youth
Submitted by the South Central Conference**

WHEREAS, There is currently an active debate in our society centered on children and vulnerable youth; and

WHEREAS, The ELCA social statements and social messages contain little about the unique value and vulnerability of children, and are inadequate to speak to the current moment; therefore, be it

RESOLVED, That the Greater Milwaukee Synod Assembly memorializes the 2025 Churchwide Assembly to authorize the development and adoption of a social statement on children and vulnerable youth.

**RESOLUTION 4: Memorial to Increase Continuing Education Commitments
Submitted by the South Central Conference**

WHEREAS, The 1997 ELCA Churchwide Assembly set expectations for congregations and agencies to budget \$700 to \$1,000 on continuing education annually per rostered minister ([elca.org/News-and-Events/2931](https://www.elca.org/News-and-Events/2931)); and

WHEREAS, These monetary commitments have not changed in over 25 years; therefore, be it

RESOLVED, That the Greater Milwaukee Synod Assembly memorializes the 2025 Churchwide Assembly to increase the guidelines for financial commitments by congregations and agencies for continuing education, and to create a process for these guidelines to be regularly revised.

**RESOLUTION 5: Resolution to Enhance the Call Process
Submitted by the West Central Conference**

WHEREAS, The ELCA has created a system whereby candidates for call can see a 75-word summary statement about any congregation in the call process, which enhances their ability to pursue promising matches; and

WHEREAS, Congregations would benefit from having a similar capacity to review potential candidates, thus streamlining and focusing their efforts during the call process; therefore, be it

RESOLVED, That the Greater Milwaukee Synod Council be instructed to request that the Church Council of the Evangelical Lutheran Church in America consider creating and implementing as soon as possible a procedure and system to allow congregations to review brief (up to 75 words) summary statements that do not contain identifying information from potential candidates for called positions, with the possibility of requesting additional information on suitable candidates from their synod.

Amendments to the Constitution & Bylaws

The following amendments were recommended for adoption by the 2024 Synod Assembly by the Synod Council at its March 21, 2024 meeting. Additions are underlined. Deletions are struck through in the text. All changes are highlighted.

Proposed Constitutional bylaw amendments to add to the synod council membership one dean, elected by the deans.

S10.01.01. The Synod Council shall be composed of the four officers of the synod, one youth member and at least one young adult, elected by the Synod Assembly, one member nominated by each of the conferences in the synod, and six at-large members all elected by the Synod Assembly, and one dean elected by the deans.

S12.01.02. Each conference shall:

a. Elect a dean, who shall serve a two-year term. Deans may be re-elected once, serving a total of four years.

Conference Deans are expected to:

1. Meet regularly with synod leadership.
2. Assist the bishop as needed in providing pastoral care and support to the congregations and rostered leaders ministers of the synod.
3. Convene regular opportunities for meetings of rostered ministers and lay leaders for the exchange of ideas and concerns and the nurturing of collegiality.
4. Attend meetings of the synod council. One dean, elected by the deans, will serve as a voting member of the synod council. This election will take place prior to the September synod council meeting each year.

Proposed Constitutional bylaw amendment to clarify language in the constitution regarding the age of the youth and young adult synod council members and delete reference of nomination by Youth Council.

S10.01.06. The youth member of the Synod Council shall be elected by the Synod Assembly upon nomination by the youth council Synod Council and may not be more than eighteen years old when elected have reached the age of 18 at the time of election or appointment.

Nominations

Gender non-binary or gender non-conforming people can be nominated to serve in any roles designated for gendered representation.

Consultation Committee (Partial Term)

At Large, Lay Male • now - 8/31/2025 (vote for one)

At Large, Lay Male • now - 8/31/2027 (vote for one)

At Large, Lay Male • now - 8/31/2029 (vote for one)

At Large, Lay Female • now - 8/31/2029 (vote for one)

Name: Jean Nelson (she/her)
Congregation: Galilee, Pewaukee
Racial/Ethnic Group: European American
Current Employment: Director of Children, Youth and Family Ministry
Education or other experience: BA in Music; BFA in Music Therapy; Youth & Family Certification, Wartburg Theological Seminary
Church Service: Director of Children, Youth and Family Ministry at Galilee, Pewaukee (2021 - present); Choir Accompanist at Galilee, Pewaukee (2023 - present); Christian Growth Coordinator at All Saints, Wales (2015 - 2021)
Community Service: Accompanist for Solo & Ensemble, Waukesha; Accompanist for Bethesda Elementary concerts; Adult Mission Trip Volunteer (2018 - 2020)

Name: Kendra Stea (she/her)
Congregation: Lake Park, Milwaukee
Racial/Ethnic Group: European American & Native American
Current Employment: Unemployed
Education or other experience: Master's in Counseling
Church Service: Music Minister (20 years); Ministry Exploration Team (2022 - 2023); El Salvador Ministry (2011 - present)
Community Service: Olga Neighborhood Wellness Services (2023 - present); Tutor at Literacy Services of WI

Discipline Committee (Full Term: 9/1/2024 - 8/31/2030)

At Large, Lay Female (vote for one)

Name: Tamara Woodbury (she/her)
Congregation: Trinity, South Milwaukee
Racial/Ethnic Group: European American
Current Employment: Vice President, Human Resources
Education or other experience: MBA, Human Resources Emphasis; Bachelor's in Elementary Education
Church Service: President (2024 - present); Vice President (2022 - 2024); Church Pianist/Praise Band/Bell Choir (2001 - 2023)
Community Service: President of Nonprofit Green Beret Community Marching Band (2022 - 2023); National Association of African Americans in HR, Milwaukee Chapter (2022 - present)

At Large, Lay Male (vote for one)

At Large, Rostered Minister (vote for two)

Name: Rev. Denise Mbise (she/her)
Congregation: Trinity, South Milwaukee
Racial/Ethnic Group: European American
Current Employment: Pastor
Education or other experience: BA, Carthage College; MDiv, Luther Seminary; Certificate in Nonprofit Management, UW-Milwaukee
Church Service: GMS Anti-Racism Team (2019 - present); Synod Council (2019 - 2023); Churchwide Assembly (2022)
Community Service: President of Mt. Meru Tumaini Health Clinic Inc. (2001 - 2024); Community Health Partner South Milwaukee / St. Francis Health Department (2022 - 2024); Reading Volunteer at Lakeview Elementary School, South Milwaukee (2019 - present)

Name: Rev. Karen Jost (she/her)
Congregation: St. John, Stone Bank
Racial/Ethnic Group: European American
Current Employment: Pastor
Education or other experience: BS in Education; MA; MDiv
Church Service: Church Counsel at Calvary Lutheran (1977 - 1978); Church Counsel at Bay Shore Lutheran (1993 - 1999)
Community Service:

Name: Rev. Matthew Rose (he/him)
Congregation: Christ Our Savior, Sussex
Racial/Ethnic Group: European American
Current Employment: Pastor
Education or other experience:
Church Service:
Community Service:

2025 Churchwide Assembly (7/28 - 8/2/2025 in Phoenix, AZ)

At Large, Lay Female (vote for one)

Name: Maryann Galicia (she/her)
Congregation: Lutheran Church of the Great Spirit, Milwaukee
Racial/Ethnic Group: Native American; Other (Mexican Indigenous)
Current Employment: NA
Education or other experience: College
Church Service:
Community Service:

Name: Linda Grosser (she/her)
Congregation: St. John's, Jackson
Racial/Ethnic Group: European American
Current Employment: Retired
Education or other experience: Business Administration
Church Service: Synod Council/Executive Committee/Compensation Guidelines Task Force (present); Church Council President at Mt. Cross Lutheran in Payson, AZ (2011 - 2016); Building Committee Co-Chair and Project Manager at Mt. Cross Lutheran in Payson, AZ (2006 - 2015)
Community Service: K-5 Outreach Program Tutor at Mt. Cross Lutheran in Payson, AZ (2012 - 2016); Family Sharing Intake Coordinator (prior to 2007); President, International Facilities Management Association (three year term prior to 2007)

Name: Tamara Woodbury (she/her)
Congregation: Trinity, South Milwaukee
Racial/Ethnic Group: European American
Current Employment: Vice President, Human Resources
Education or other experience: MBA, Human Resources Emphasis; Bachelor's in Elementary Education
Church Service: President (2024 - present); Vice President (2022 - 2024); Church Pianist/Praise Band/Bell Choir (2001 - 2023)
Community Service: President of Nonprofit Green Beret Community Marching Band (2022 - 2023); National Association of African Americans in HR, Milwaukee Chapter (2022 - present)

At Large, Lay Male (vote for one)

Name: Todd Beutin (he/him)
Congregation: St. Luke's, Greendale
Racial/Ethnic Group: European American
Current Employment: Retired
Education or other experience: BS in Elementary Education; MS in Elementary Education; diakonia training
Church Service: Synod Council Member (2023 - present); Church Council Secretary at St. Luke's, Greendale (2020 - present); Bible-On-Tap Leader (2019 - present)
Community Service: Classroom Volunteer at Pershing Elementary (2024); Volunteer at Junior Achievement (2020 - 2023)

At Large, Rostered Minister (vote for one)

Name: Rev. Jackie Cook (she/her)

Congregation: Christ the King, Delafield

Racial/Ethnic Group: European American

Current Employment: Pastor

Education or other experience: MDiv, Wartburg Theological Seminary

Church Service: Dean of West Conference (2022 - present); Treasurer of African Partnership Committee, Minnesota Valley Conference / SW MN Synod (2018 - 2021); Dean of Hector / Buffalo Lake Ministerial pastors in SW MN

Community Service: Member of Delafield Chamber of Commerce (2022 - present)

Name: Rev. Char Guiliani (they/them)

Congregation: Lutheran Church of the Great Spirit, Milwaukee

Racial/Ethnic Group: Latinx American

Current Employment: Pastor

Education or other experience: MDiv

Church Service: Commission for a Renewed Lutheran Church (2023 - present); Reconciling in Christ Ministry Team (2022 - present); 2021 Resolution 1 (Resolution on Authentic Diversity and Inclusion in Synod Life)

Community Service:

Name: Rev. Juniper Linberry (they/them)

Congregation: Cross, Milwaukee

Racial/Ethnic Group: European American

Current Employment: Pastor

Education or other experience: MDiv

Church Service: Pastor at Cross, Milwaukee (2023 - present); Intern at St. Paul's, Milwaukee (2021 - 2022); Choir Director at Lake Park, Milwaukee (2017 - 2020)

Community Service: Director of Cross Tutoring Program (2024)

Name: Rev. Viviane Thomas-Breitfeld (she/her)

Congregation: Luther Memorial, West Allis

Racial/Ethnic Group: African American/Black; European American; Latinx American; Native American

Current Employment: Pastor

Education or other experience: BS, Cornell University; MDiv, McCormick Theological Seminary

Church Service: Co-Chair of Task Force on Women and Justice (2012 - 2018); Executive Board, Women of the ELCA (2016 - 2020); Trustee, Mission Investment Fund (2014 - 2017)

Community Service: Hospital Volunteer Chaplain; United Way Board

At Large, Lay Female - Youth/Young Adult (30 or younger when elected) (vote for one)

At Large, Lay Male - Person of Color or person whose primary language is other than English (vote for one)

Central Conference, Lay Female - person of color or person whose primary language is other than English (vote for one)

Name: Dr. Rose Dotson (she/her)

Congregation: Cross, Milwaukee

Racial/Ethnic Group: African American/Black

Current Employment: Health and Wellness Director and Musician/Music Minister at Cross, Milwaukee

Education or other experience: BS, MD, neurology residency, neuromuscular fellowship, Real Estate Broker, ELCA Segment 1 and Segment 2 (Mission Development/redevelopment and Congregational Vitality) Coaching Training, 10 years classical music lessons, college music theory and jazz theory classes, 3 years jazz piano lessons

Church Service: GMS Synod Council (Aug. 2022 - present); GMS Synod Council Executive Committee (Sept. 2022 - present); GMS Mission Table (Aug. 2022 - present)

Community Service: Bread of Healing Clinic Board of Directors (May 2023 - present); Community Water Services Feasibility Committee (Oct. 2023 - present); MHS Health Wisconsin Community Advisory Committee (Dec. 2023 - present)

North Conference, Lay Female (vote for one)

Name: Christine Esser (she/her)

Congregation: Immanuel, Cedarburg

Racial/Ethnic Group: European American

Current Employment: Attorney

Education or other experience: JD

Church Service: WaTeR Joint Ministries (Youth), Secretary (2012 - 2015); Council Secretary (2022 - 2023); Council Vice President (present)

Community Service: Lakefield Pony Club District Commissioner (2016 - 2021); Ozaukee County Horse and Pony Project Board Member (2011 - 2018); Big Brothers Big Sisters (1996 - present)

South Conference, Rostered Minister (vote for one)

Name: Rev. Matt James (he/him)

Congregation: Lutheran Church of the Redeemer, Racine

Racial/Ethnic Group: African American/Black; European American

Current Employment: Pastor

Education or other experience: MDiv, Lutheran Theological Seminary at Philadelphia; MA, Penn State University; BA, University of Northern Colorado

Church Service: GMS Authentic Diversity Strategic Planning Team (2023 - present); GMS Synod Council (2022 - present); Extraordinary Lutheran Ministries Board Member (2017 - 2021)

Community Service: KnightDragon Student Mentor at Mitchell School (2023 - present); Mitchell K-8 School Community Advisory Board Member (2022 - 2023)

South Central Conference, Lay Male (vote for one)

Name: Jason Woodbury (he/him)

Congregation: House of Prayer, Franklin

Racial/Ethnic Group: European American

Current Employment: Financial Adviser

Education or other experience: BA

Church Service: Vice President (2024); Audit Committee (2023); Finance (2012)

Community Service: Bay View Community Fund (2013 - 2023); Green Berets (2016 - 2018); PTA (2010)

West Conference, Lay Male (vote for one)

West Central Conference, Rostered Minister (vote for one)

Name: Rev. Kristie Jaramillo (she/her)

Congregation: Norway, Wind Lake

Racial/Ethnic Group: European American

Current Employment: Pastor

Education or other experience: MDiv, Lutheran School of Theology at Chicago

Church Service: GMS First Call Committee Chair (1998 - 2004); Discipline Committee (present); Compensation Guidelines Committee (2014 & present)

Community Service: Scout "God and Me" and "God and Family" Class Leader (2015 - 2019); Pack and Troop Leadership Committee Secretary (2015 - 2019); Waterford Union High School Health Ed Curriculum Committee (2018 & 2024)

Financial Reports

Line #	Greater Milwaukee Synod	2023/2024	2024/2025	2025/2026
		Actual ELCA 45%	Amended Budget	Proposed Budget
1	SUMMARY OF SYNOD MINISTRIES			
2	CONTRIBUTIONS AND SUPPORT			
3	Congregational Contributions/Support *	1,601,674	1,550,000	1,550,000
4	Other Revenues ***			
5	Grants & Funding from ETS Campaign	66,666	66,666	66,666
6	Transfer from Designated Funds (lines 37)	-	1,638	0
7	DEM Grant - ELCA (for line 74)	10,000	10,000	10,000
8	Other Income **	61,553	70,040	72,641
9	Fees for Fiscal Services		1,500	1,500
10	Interest and Investment Income	27,024	10,000	10,000
11	Total Other Revenue	165,243	159,844	160,807
12	TOTAL CONTRIBUTIONS AND SUPPORT	1,766,917	1,709,844	1,710,807
13	ELCA Mission Support	720,832	651,000	620,000
15	Lutheran School of Theology	18,312	17,717	15,000
16	Wartburg Seminary	18,312	17,717	15,000
17	Wisconsin Council of Churches	9,613	9,300	8,000
19	Interfaith Conf. Of Greater Milwaukee	9,613	9,300	8,000
20	Native American Ministries	4,900	4,900	2,500
21	Hmong Ministry Conference	-	900	
22	Lutheran Office for Public Policy	4,900	4,900	4,900
23	Luth. Outdoor Ministry-WI and Upper MI	5,900	5,900	2,000
24	Lutheran Volunteer Corps	1,350		
25	Region V Office	2,957	2,950	2,950
26	Lutheran Planned Giving of WI	5,025	4,020	4,020
28	TOTAL PARTNERSHIPS	801,713	728,603	682,370
29	As a % of Congregational Contributions			
30	ELCA Mission Support	45.0%	42.0%	40.0%
31	Other Partnership Ministries	5.0%	5.0%	4.0%
32	Total	50.05%	47.01%	44.02%
33	SYNOD MINISTRIES			
34	Lutheran Campus Ministry	96,126	93,000	93,000
35	Committees' Programs and Mission	219		
36	Bishop's Discretionary Fund		1,500	1,500
37	Cross Generational-Programs (Designated Funds)		1,638	0
38	Congregational Assistance & Sabbatical Support		2,000	2,000
39	Candidacy Committee	1,675	7,000	5,000
40	Evangelism/New Mission Starts	945	5,000	5,000
41	Companion Synod Visits	1,063	4,000	4,000
42	Anti-Racism Training	10,167	8,000	8,000
43	Leadership Support Events	45	5,000	5,000
45	Reconciling in Christ	1,790	5,000	5,000
46	TOTAL SYNOD MINISTRIES	112,031	132,138	128,500
47	TOTAL PARTNERSHIPS & SYNOD MINISTRIES	913,744	860,741	810,870

	2023/2024	2024/2025	2025/2026
	Actual ELCA 45%	Proposed Budget	Proposed Budget
48 ADMINISTRATIVE MINISTRIES			
49 COMPENSATION & EMPLOYEE BENEFITS			
50 Salaries, Housing & Contract Service	525,676	537,149	583,264
51 Portico Services & Retirement	48,137	44,601	48,940
52 Medical & Dental Insurance	113,574	116,570	122,567
53 Educational Benefits for Staff	9,949	6,556	6,556
54 Workers' Compensation	4,847	3,605	3,605
55 Staff Books & Subscriptions	1,254	1,000	1,000
56 Staff Dues & Registrations	515	2,000	2,000
	703,951	711,482	767,932
57 TRAVEL, HOSPITALITY & MEETINGS			
58 Synod Staff	20,904	15,000	15,000
59 Synod Council	1,098	800	800
60 Committee Members	1,068	250	250
61 Hospitality & Entertainment	2,520	4,000	4,000
	25,590	20,050	20,050
62 OFFICE EXPENSES			
63 Postage	4,720	3,500	3,500
64 Office Supplies & Other	7,797	4,000	4,000
65 Software Expense	6,745	6,000	6,000
	19,262	13,500	13,500
66 PURCHASED SERVICES			
67 Auditing Fees	13,082	13,000	10,000
68 Legal Fees/Consulting Fees	7,545	16,000	10,000
69 Web Hosting & Transaction Fees / Job Posting	4,130	1,600	1,600
70 Payroll Processing Fees	1,908	4,500	4,500
71 Telephone & Communication Networks	8,603	6,000	6,000
	35,268	41,100	32,100
OTHER EXPENSES			
72 Office Insurance	7,279	6,800	6,800
73 Credit Card Fees and Miscellaneous	3,779	2,500	2,500
74 DEM Related Expenses		10,000	10,000
75 Sponsorships	3,118	1,200	1,200
	14,176	20,500	20,500
FURNITURE & FIXTURES			
76 Leased Equipment, Maintenance & Repairs	14,040	15,000	15,000
77 Furniture & Equipment Purchases	1,649	4,000	4,000
78 Facilities Expense Including Rent	33,342	35,000	35,000
79	49,031	54,000	54,000
80 TOTAL ADMINISTRATIVE MINISTRIES	847,279	860,632	908,082
81 TOTAL MINISTRIES	1,761,023	1,721,373	1,718,952
(12) TOTAL CONTRIBUTIONS & SUPPORT (from above)	1,766,917	1,709,844	1,710,807
82 INCOME ABOVE EXP.	5,894	(11,529)	(8,145)
83 Transfer from Undesignated Reserve Fund			
84 NET INCOME OVER EXPENSES	5,894	(11,529)	(8,145)

* Yellow highlighted expenses & partnerships are based on a percentage of mission support received by the GMS.

** Other income is reimbursement money from other GMS related ministries to offset budgeted expenses. A portion of total salaries (Lines 50-52)

*** Other Revenue consists of income from event registrations.

2025_ 2026 BUDGET DESCRIPTION LINE ITEMS

LINE #	DESCRIPTION	EXPLANATION
3	Congregational Contributions/Support	Support received from congregations and individuals to support our synod and our ministries. This support is used to base the partnership expenses highlighted in yellow below in the budget.
4	Other Revenues	Revenue consists of income from event registrations.
5	Funding from ETS	Funds received from the Equipping the Saints Campaign to support the Authentic Diversity and Leadership Asst. to the Bishop.
6	Transfer from Designated Funds	Funds transferred in from the Cross-Generational designated fund to cover budgeted expenses.
7	DEM Grant - ELCA	Funds received from the ELCA Churchwide office to support the position of the synod Director for Evangelical Mission.
8	Other Income	Reimbursement money from OFH, LCM, & other related ministries to offset budgeted expenses. A portion of total salaries (Lines 50-52).
13	ELCA Mission Support	For every mission support (formerly called "benevolence") dollar the Greater Milwaukee Synod (GMS) receives from congregations, 50.0 cents (22/23 FY), 45.0 cents (23/24 FY), and 42.0 cents (24/25 FY) is sent to the Evangelical Lutheran Church in America (Churchwide).
15 - 16	LSTC and Wartburg Seminaries	By sending dollars to the Lutheran School of Theology, Chicago, IL and Wartburg Theological Seminary, Dubuque, IA, GMS helps to prepare candidates for rostered ministry.
17	Wisconsin Council of Churches	The Wisconsin Council of Churches (WCC) is a network of Christian churches and faith-based organizations committed to working together across our many differences. Exercising holy imagination, we help each other make courageous choices that lead toward peace with justice, the vitality of the church, and the well-being of our neighbors. The Council connects 21 Christian traditions, which have approximately 2,000 congregations and over one million church members in Wisconsin.
19	Interfaith Conference of Greater Milwaukee	Founded in 1970, the Interfaith Conference of Greater Milwaukee is a more than 50-year-old nonprofit organization through which the regional leaders and adherents of 22 member faiths and denominations dialogue to build personal relationships, conduct public programming to counter hate and fear while fostering interfaith, intercultural and interracial understanding, tolerance and friendship, work together on hunger, unemployment, environmental challenges and other social issues to create a better society for everyone.
20	Native American Ministries	Support provided to the Lutheran Church of the Great Spirit in Milwaukee
21	Hmong Ministry Conference	Funds to support annual conference
22	Lutheran Office for Public Policy	LOPPW is a ministry of advocacy for the ELCA expressed through partnership of the six ELCA Synods with congregations in Wisconsin and ELCA World Hunger.
23	Lutheran Outdoor Ministry	Support provided to camping ministries in Wisconsin & Upper Michigan
24	Lutheran Volunteer Corps	LVC unites full-time stipend Volunteers with financial supporters, non-profit organizations and ministries to work for peace with justice across the nation. In addition to working for justice, LVC Volunteers live together in intentional household communities of 4-7 people to encourage simple, sustainable living.
25	Region V Office of the ELCA	Region V encompasses the twelve synods of Illinois, Iowa, Wisconsin and Upper Michigan. Region V is a link between churchwide and the synods by assisting in communication and working on tasks between the two expressions, such as the assignment process for seminaries.
26	Lutheran Planned Giving of Wisconsin	The ELCA Foundation is the private foundation that exists to help all members of the church practice good stewardship of their assets. It is a pass through foundation cultivating gifts for ministry and providing a full range of gift planning services and gift vehicles. Cynthia Halverson is the Regional Gift Planner for LPGW.
34	Lutheran Campus Ministry	Funds to support the work of Lutheran Campus Ministry in Milwaukee.

2025_2026 BUDGET DESCRIPTION LINE ITEMS

LINE #	DESCRIPTION	EXPLANATION
35	Committees' Programs & Mission	Funds to support the various small committees in our synod ministries.
36	Bishop's Discretionary Fund	Used where needed as determined by the Bishop
37	Cross+Generational Ministry Programs	Support various Cross+Generational Programs such as the National Youth Gathering.
38	Congregational Assistance & Sabbatical Support	Support for congregations in an emergency situation or when their pastor goes on a sabbatical.
39	Synodical Candidacy Committee	Support provided for people entering the candidacy program by paying part of the application fee for a candidate.
40	Evangelism/New Mission Starts	Funds used to aid in the start of new congregations in the synod
41	Companion Synod Visits	Funds used to support delegation visits between GMS and the El Salvador Lutheran Church and the Meru Diocese of the Lutheran Church in Tanzania.
42	Anti-Racism	Support for committee work, workshops and other training events for the synod's commitment to anti-racism training.
43	Leadership Support Events	Used to supplement events (Fall Leadership Conference, Together in Mission etc).
45	Reconciling in Christ (RIC)	Support for workshops and other training events for the synod's commitment to equality and full inclusion of people of all sexual orientations and gender identities.
50-56	Compensation and Employee Benefits	Funds utilized to to pay for the ministry of the synod staff.
58-61	Travel, hospitality, and meetings	Provides for synod staff & council meetings, staff travel to various events, and meetings at the synod office, within our synod and beyond to represent the synod.
63-65	Office Expenses	Includes postage, office supplies, paper and software expenses.
67-71	Purchased Services	Covers legal expenses incurred throughout the year, payroll, web hosting fees, and the annual audit of the synod's finances.
72	Office Insurance	Costs to cover GMS's property and equipment, liability and bonded insurance coverages.
73	Credit Card Fees & Miscellaneous	Fees incurred for using credit card related services. (VANCO, Stripe, Tithe.ly, etc.)
74	DEM Related Expenses	Expenses incurred by the Synod Director for Evangelical Mission for various duties, funded by a grant from the ELCA churchwide office. (See Line 7)
75	Sponsorships	Funds used to sponsor other organizations through advertising. (MICAH, SOPHIA, etc.)
76	Leased Equipment	Funds used to lease copier and postage equipment.
77	Furniture & Equipment Purchases	Funds used to purchase furniture, computers and electronics for the synod office staff.
78	Facilities Expense	Costs to rent and cover utilities at the synod office at Ascension Lutheran Church, Milwaukee.
80	Total Administrative Ministries	Total of lines 50-78 of the synod budget.
81	Total Ministries	Total of line 80 and 47. Administrative ministries, partnerships and synod ministries.
82	Income Above Expenses	Total of Contributions and support (Line 12) minus Total Ministries (Line 81). A number in parenthesis indicates a net deficit.
83	Transfer from Undesignated Reserves	Amount transferred from Synod undesignated reserves to offset any net deficit as indicated in line 82.

Greater Milwaukee Synod
Summary: Budget vs. Actuals: FY 2023 - 2024
February 2023 - January 2024

	Total			% of Budget
	Actual	Budget	over Budget	
Revenue				
501-000 General Mission Support Income	1,599,931.80	1,600,000.00	(68.20)	100.00%
501-001 Gen Mission Support/Individuals	1,647.41		1,647.41	
501-003 Special/Gen. Mission Support	95.00		95.00	
Total 501-000 General Mission Support Income	1,601,674.21	1,600,000.00	1,674.21	100.10%
Total Revenue	1,601,674.21	1,600,000.00	1,674.21	100.10%
Expenditures				
601-000 ELCA Support Paid	720,832.14	720,000.00	832.14	100.12%
602-000 Other Partnership Ministries				
602-002 Luth.School of Theology-Chicago	18,311.99	18,288.00	23.99	100.13%
602-003 Wartburg Seminary	18,311.99	18,288.00	23.99	100.13%
602-010 WI Council of Churches	9,612.59	9,600.00	12.59	100.13%
602-012 Interfaith Conf.of Greater Milw	9,612.59	9,600.00	12.59	100.13%
602-015 Region V Office	2,957.00	2,957.00	-	100.00%
602-026 Hmong Ministry Conference		893.00	(893.00)	0.00%
602-027 Native American Ministry	4,900.00	4,900.00	-	100.00%
602-029 Lutheran Office of PublicPolicy	4,900.00	4,900.00	-	100.00%
602-031 Lutheran Planned Giving of WI	5,025.00	4,020.00	1,005.00	125.00%
602-035 Lutheran Outdoor Ministry	5,900.00	5,900.00	-	100.00%
602-039 Lutheran Volunteer Corps	1,350.00	1,350.00	-	100.00%
Total 602-000 Other Partnership Ministries	80,881.16	80,696.00	185.16	100.23%
605-000 Synod Ministries				
602-001 Lutheran Campus Ministry	96,125.96	96,000.00	125.96	100.13%
605-015 Interim Ministry Support	119.00		119.00	
605-034 Office of the Bishop		1,500.00	(1,500.00)	0.00%
Total 605-035 Cross Generational Ministry	-	1,638.00	(1,638.00)	0.00%
605-045 Congregational Assistance		1,000.00	(1,000.00)	0.00%
605-050 Sabbatical Support to Churches		1,000.00	(1,000.00)	0.00%
Total 605-055 Candidacy Comm.	1,675.16	7,000.00	(5,324.84)	23.93%
605-062 Evangelism/Satelite Min/New Msn	945.16	5,000.00	(4,054.84)	18.90%
605-065 Companion Synod Visits	1,063.24	4,000.00	(2,936.76)	26.58%
Total 605-070 Anti- Racism Training	10,167.43	8,000.00	2,167.43	127.09%
605-091 Web Hosting Fees Exp.	99.95		99.95	
Total 605-102 Reconciling in Christ	1,790.00	5,000.00	(3,210.00)	35.80%
Total 605-000 Synod Ministries	111,985.90	130,138.00	(18,152.10)	86.05%
620-010 Leadership Development Activity				
Total 620-011 Together in Mission Event Exp	275.72	2,000.00	(1,724.28)	13.79%
Total 620-012 Fall Leadership Conf Expenses	(2,037.72)	3,000.00	(5,037.72)	-67.92%
620-014 First Call Expenses	1,806.86		1,806.86	
Total 620-010 Leadership Development Activity	44.86	5,000.00	(4,955.14)	0.90%

Greater Milwaukee Synod
Summary: Budget vs. Actuals: FY 2023 - 2024
February 2023 - January 2024

	Total			% of Budget
	Actual	Budget	over Budget	
Total 651-000 Compensation & Employee Benefit	692,233.70	684,985.00	7,248.70	101.06%
Total 651-050 Books & Subscription for Staff	1,254.34	1,000.00	254.34	125.43%
Total 651-060 Continuing Education for Staff	9,948.60	8,365.00	1,583.60	118.93%
Total 651-070 Dues & Registrations	514.50	2,500.00	(1,985.50)	20.58%
Total 650-000 Administrative Ministries	703,951.14	696,850.00	7,101.14	101.02%
Total 660-000 Travel, Hospitality & Meetings	25,589.89	27,550.00	(1,960.11)	92.89%
Total 665-000 Office Expenses	19,261.90	13,000.00	6,261.90	148.17%
Total 665-300 Purchased Services	35,268.42	39,100.00	(3,831.58)	90.20%
Total 665-500 Other Expenses	20,070.37	10,500.00	9,570.37	191.15%
Total 665-700 Equipment Expenses	15,689.75	19,000.00	(3,310.25)	82.58%
Total 665-800 Facilities Expense	33,341.63	35,000.00	(1,658.37)	95.26%
Total Expenditures	1,766,917.16	1,776,834.00	(9,916.84)	99.44%
Other Revenue				
820-110 Cong. Donations to OFH	(3,592.97)		(3,592.97)	
990-013 Pmts from ELCA - DEM Grant	10,000.00	10,000.00	-	100.00%
990-110 Siebert Grant-Y&F		1,638.00	(1,638.00)	0.00%
990-114 Other Income from ETS	66,666.00	66,666.00	-	100.00%
990-115 Other Income	65,146.18	68,000.00	(2,853.82)	95.80%
990-210 Fees for Fiscal Service		1,500.00	(1,500.00)	0.00%
990-980 Interest & Dividend Income			-	
990-982 Interest Income - Investments	6,603.68	10,000.00	(3,396.32)	66.04%
990-983 Dividend Income - Credit Union	12,326.47		12,326.47	
990-986 GMS Endowment MIF Inerest	8,093.59		8,093.59	
Total 990-980 Interest & Dividend Income	27,023.74	10,000.00	17,023.74	270.24%
Total Other Income	165,242.95	157,804.00	7,438.95	104.71%
Net Operating Income (Deficit) after Other Income	0.00	(19,030.00)	19,030.00	0.00%
990-999 Other Reinvested/Gain/Losses on Invtmts			-	
990-987 Endow Fund A Inc. Reinvested	11,345.40		11,345.40	
990-989 Endow Fund Unrealized Gain/Loss	26,950.20		26,950.20	
990-990 ASLC- Scholarship- Reinvested	7,166.60		7,166.60	
990-991 ASLC Scholar - Unrealized Gain	17,023.87		17,023.87	
Total 990-999 Other Reinvested/Gain/Losses on Invtmts	62,486.07	-	62,486.07	
Net Revenue	62,486.07	(19,030.00)	81,516.07	-328.36%

Greater Milwaukee Synod
Details: Budget vs. Actuals: FY 2023 - 2024
February 2023 - January 2024

	Total			
	Actual	Budget	over Budget	% of Budget
Revenue				
501-000 General Mission Support Income	1,599,931.80	1,600,000.00	(68.20)	100.00%
501-001 Gen Mission Support/Individuals	1,647.41		1,647.41	
501-003 Special/Gen. Mission Support	95.00		95.00	
Total 501-000 General Mission Support Income	1,601,674.21	1,600,000.00	1,674.21	100.10%
Total Revenue	1,601,674.21	1,600,000.00	1,674.21	100.10%
Expenditures				
601-000 ELCA Support Paid	720,832.14	720,000.00	832.14	100.12%
602-000 Other Partnership Ministries				
602-002 Luth.School of Theology-Chicago	18,311.99	18,288.00	23.99	100.13%
602-003 Wartburg Seminary	18,311.99	18,288.00	23.99	100.13%
602-010 WI Council of Churches	9,612.59	9,600.00	12.59	100.13%
602-012 Interfaith Conf.of Greater Milw	9,612.59	9,600.00	12.59	100.13%
602-015 Region V Office	2,957.00	2,957.00	-	100.00%
602-026 Hmong Ministry Conference		893.00	(893.00)	0.00%
602-027 Native American Ministry	4,900.00	4,900.00	-	100.00%
602-029 Lutheran Office of PublicPolicy	4,900.00	4,900.00	-	100.00%
602-031 Lutheran Planned Giving of WI	5,025.00	4,020.00	1,005.00	125.00%
602-035 Lutheran Outdoor Ministry	5,900.00	5,900.00	-	100.00%
602-039 Lutheran Volunteer Corps	1,350.00	1,350.00	-	100.00%
Total 602-000 Other Partnership Ministries	80,881.16	80,696.00	185.16	100.23%
605-000 Synod Ministries				
602-001 Lutheran Campus Ministry	96,125.96	96,000.00	125.96	100.13%
605-015 Interim Ministry Support	119.00		119.00	
605-034 Office of the Bishop		1,500.00	(1,500.00)	0.00%
605-035 Cross Generational Ministry			-	
505-046 Cross Generational Retreat Inc.			-	
605-046 Cross Generational Retreat Exp.		1,638.00	(1,638.00)	0.00%
Total 505-046 Cross Generational Retreat Inc.	-	1,638.00	(1,638.00)	0.00%
Total 605-035 Cross Generational Ministry	-	1,638.00	(1,638.00)	0.00%
605-045 Congregational Assistance		1,000.00	(1,000.00)	0.00%
605-050 Sabbatical Support to Churches		1,000.00	(1,000.00)	0.00%
605-055 Candidacy Comm.				
505-055 Candidacy Eval. & Class Income	1,480.00		1,480.00	
605-056 Candidacy Committee Expenses	619.96	7,000.00	(6,380.04)	8.86%
605-057 Backgrd/Psych Eval Fees	(424.80)		(424.80)	
Total 605-055 Candidacy Comm.	1,675.16	7,000.00	(5,324.84)	23.93%
605-062 Evangelism/Satelite Min/New Msn	945.16	5,000.00	(4,054.84)	18.90%
605-065 Companion Synod Visits	1,063.24	4,000.00	(2,936.76)	26.58%
605-070 Anti- Racism Training	15,277.43	8,000.00	7,277.43	190.97%
505-070 Anti-Racism Training Inc	(4,920.00)		(4,920.00)	
505-072 Anti Racism Retreat Income	(190.00)		(190.00)	
Total 605-070 Anti- Racism Training	10,167.43	8,000.00	2,167.43	127.09%

Greater Milwaukee Synod
Details: Budget vs. Actuals: FY 2023 - 2024
February 2023 - January 2024

	Total			
	Actual	Budget	over Budget	% of Budget
605-091 Web Hosting Fees Exp.	99.95		99.95	
605-102 Reconciling in Christ	3,205.00	5,000.00	(1,795.00)	64.10%
505-102 Reconciling in Christ Inc.	(1,415.00)		(1,415.00)	
Total 605-102 Reconciling in Christ	1,790.00	5,000.00	(3,210.00)	35.80%
Total 605-000 Synod Ministries	111,985.90	130,138.00	(18,152.10)	86.05%
620-010 Leadership Development Activity				
620-011 Together in Mission Event Exp	4,315.72	2,000.00	2,315.72	215.79%
520-011 Together in Mission Event Inc	(4,040.00)		(4,040.00)	
Total 620-011 Together in Mission Event Exp	275.72	2,000.00	(1,724.28)	13.79%
620-012 Fall Leadership Conf Expenses	11,409.78	3,000.00	8,409.78	380.33%
520-012 Fall Leadership Conf Fee Inc	(13,447.50)		(13,447.50)	
Total 620-012 Fall Leadership Conf Expenses	(2,037.72)	3,000.00	(5,037.72)	-67.92%
620-014 First Call Expenses	1,806.86		1,806.86	
Total 620-010 Leadership Development Activity	44.86	5,000.00	(4,955.14)	0.90%
625-010 Synod Assembly Expenses	6,421.00		6,421.00	
525-011 SA Offerings	(6,421.00)		(6,421.00)	
Total 625-010 Synod Assembly Expenses	-	-	-	
650-000 Administrative Ministries				
651-000 Compensation & Employee Benefit				
651-001 Salary & Employee Benefits	388,534.62	379,040.11	9,494.51	102.50%
651-002 Housing Allowances - Staff	94,661.72	103,540.00	(8,878.28)	91.43%
651-003 3rd Party Acctng Spt	31,610.00		31,610.00	
651-009 Employer's Payroll Tax Expense	10,869.35	36,787.89	(25,918.54)	29.55%
651-015 Employer's Pension Contribution	48,137.49	51,591.00	(3,453.51)	93.31%
651-025 Workers' Comp Insurance	4,846.67	3,605.00	1,241.67	134.44%
651-030 Medical & Dental Benefits			-	
651-031 Medical Insurance Premiums	113,573.85	110,421.00	3,152.85	102.86%
Total 651-030 Medical & Dental Benefits	113,573.85	110,421.00	3,152.85	102.86%
Total 651-000 Compensation & Employee Benefit	692,233.70	684,985.00	7,248.70	101.06%
651-050 Books & Subscription for Staff	157.30	1,000.00	(842.70)	15.73%
651-052 Bishop's Books & Subscrpt.	605.60		605.60	
651-053 Ass'ts Books & Subscrpt-Ass't 1	75.94		75.94	
651-055 Ass't Books & Subscrpt-Ass't 2	216.57		216.57	
651-057 Ass't's Books & Subscrpt.-DEM	198.93		198.93	
Total 651-050 Books & Subscription for Staff	1,254.34	1,000.00	254.34	125.43%
651-060 Continuing Education for Staff	604.55	6,365.00	(5,760.45)	9.50%
651-062 CE Bishop	2,836.27		2,836.27	
651-063 CE Ass't to Bishop - Asst. 1	1,466.05		1,466.05	
651-064 CE Ass't to Bishop - Asst. 2	2,613.07		2,613.07	
651-065 CE Ass't to Bishop - DEM	1,568.66	2,000.00	(431.34)	78.43%
651-068 CE - Support Staff	860.00		860.00	
Total 651-060 Continuing Education for Staff	9,948.60	8,365.00	1,583.60	118.93%
651-070 Dues & Registrations				

Greater Milwaukee Synod
Details: Budget vs. Actuals: FY 2023 - 2024
February 2023 - January 2024

	Total			
	Actual	Budget	over Budget	% of Budget
651-072 Bishop's Dues & Registrations	102.90		102.90	
651-075 Assistant Dues & Registr-Dem		500.00	(500.00)	0.00%
651-076 Staff/Others Dues & Registraton	411.60	2,000.00	(1,588.40)	20.58%
Total 651-070 Dues & Registrations	514.50	2,500.00	(1,985.50)	20.58%
Total 650-000 Administrative Ministries	703,951.14	696,850.00	7,101.14	101.02%
660-000 Travel, Hospitality & Meetings				
660-100 Staff Travel Expenses	56.85	15,000.00	(14,943.15)	0.38%
660-112 Bishop's Travel and Mtg. Exps	5,789.95		5,789.95	
660-113 Ass't I Travel & Mtg.Exps.	3,232.57		3,232.57	
660-115 Ass't II Travel & Mtg.Exps.	3,241.53		3,241.53	
660-117 Bishop Companion Synod Travel	644.61		644.61	
660-118 Staff Travel & Mtg. Exp.	1,436.84		1,436.84	
660-119 DEM Travel & Mtg. Exp.	6,084.79	7,500.00	(1,415.21)	81.13%
660-121 Office Mngr Travel & Mtg Exp.	416.36		416.36	
Total 660-100 Staff Travel Expenses	20,903.50	22,500.00	(1,596.50)	92.90%
660-200 Synod Council/Ex ComTravel/ Mtg	1,098.27	800.00	298.27	137.28%
660-300 Committe Member Travel & Mtg Ex		250.00	(250.00)	0.00%
660-400 Travel & Hospitality Exp/Others	1,067.80		1,067.80	
660-500 Hospitality & Entertainment Exp	2,520.32	4,000.00	(1,479.68)	63.01%
Total 660-000 Travel, Hospitality & Meetings	25,589.89	27,550.00	(1,960.11)	92.89%
665-000 Office Expenses				
665-001 Postage Expense	4,720.03	3,000.00	1,720.03	157.33%
665-002 Office Supplies	6,644.09	4,000.00	2,644.09	166.10%
665-003 Printed Forms	627.68		627.68	
665-004 Books, Office	39.90		39.90	
665-018 Software Expense	6,744.88	6,000.00	744.88	112.41%
665-085 Fees & Permits	485.32		485.32	
Total 665-000 Office Expenses	19,261.90	13,000.00	6,261.90	148.17%
665-300 Purchased Services				
665-301 Accounting & Auditing Fees	13,081.84	13,000.00	81.84	100.63%
665-303 Vanco Services-Web Hosting Fee	455.93	300.00	155.93	151.98%
665-304 Vanco Services-Transaction Chrg	1,552.62	1,000.00	552.62	155.26%
665-305 Payroll Processing Fees	1,908.00	4,500.00	(2,592.00)	42.40%
665-315 Legal Fees	7,105.00	14,000.00	(6,895.00)	50.75%
665-320 Contracted/Consulting Services	440.00		440.00	
665-325 Telephone & Internet	8,603.10	6,000.00	2,603.10	143.39%
665-328 Web Hosting Services	877.01	300.00	577.01	292.34%
665-329 Job Position Posting	1,244.92		1,244.92	
Total 665-300 Purchased Services	35,268.42	39,100.00	(3,831.58)	90.20%
665-500 Other Expenses				
665-501 Commercial/Liability Insurance	7,278.70	6,800.00	478.70	107.04%
665-515 Bank Fees	1,214.98		1,214.98	
665-516 Credit Card Fees	2,524.00	2,500.00	24.00	100.96%

Greater Milwaukee Synod
Details: Budget vs. Actuals: FY 2023 - 2024
February 2023 - January 2024

	Total			
	Actual	Budget	over Budget	% of Budget
665-519 Sponsorships	3,118.45	1,200.00	1,918.45	259.87%
665-595 Miscellaneous Items	5,934.24		5,934.24	
Total 665-500 Other Expenses	20,070.37	10,500.00	9,570.37	191.15%
665-700 Equipment Expenses				
665-701 Photocopier	8,071.41	8,746.64	(675.23)	92.28%
665-702 Postage Equipment	5,969.06	5,753.36	215.70	103.75%
665-704 Office Equipment	1,499.28	4,000.00	(2,500.72)	37.48%
665-708 Computer Consulting	150.00	500.00	(350.00)	30.00%
Total 665-700 Equipment Expenses	15,689.75	19,000.00	(3,310.25)	82.58%
665-800 Facilities Expense				
665-801 Rent Expense	26,676.00	26,676.00	-	100.00%
665-808 Maintenance Expenses	6,665.63	8,324.00	(1,658.37)	80.08%
Total 665-800 Facilities Expense	33,341.63	35,000.00	(1,658.37)	95.26%
Total Expenditures	1,766,917.16	1,776,834.00	(9,916.84)	99.44%
Other Revenue				
820-110 Cong. Donations to OFH	(3,592.97)		(3,592.97)	
990-013 Pmts from ELCA - DEM Grant	10,000.00	10,000.00	-	100.00%
990-110 Siebert Grant-Y&F		1,638.00	(1,638.00)	0.00%
990-114 Other Income from ETS	66,666.00	66,666.00	-	100.00%
990-115 Other Income	65,146.18	68,000.00	(2,853.82)	95.80%
990-210 Fees for Fiscal Service		1,500.00	(1,500.00)	0.00%
990-980 Interest & Dividend Income			-	
990-982 Interest Income - Investments	6,603.68	10,000.00	(3,396.32)	66.04%
990-983 Dividend Income - Credit Union	12,326.47		12,326.47	
990-986 GMS Endowment MIF Inerest	8,093.59		8,093.59	
Total 990-980 Interest & Dividend Income	27,023.74	10,000.00	17,023.74	270.24%
Total Other Income	165,242.95	157,804.00	7,438.95	104.71%
Net Operating Income (Deficit) after Other Income	0.00	(19,030.00)	19,030.00	0.00%
990-999 Other Reinvested/Gain/Losses on Invtmts				
990-987 Endow Fund A Inc. Reinvested	11,345.40		11,345.40	
990-989 Endow Fund Unrealized Gain/Loss	26,950.20		26,950.20	
990-990 ASLC- Scholarship- Reinvested	7,166.60		7,166.60	
990-991 ASLC Scholar - Unrealized Gain	17,023.87		17,023.87	
Total 990-999 Other Reinvested/Gain/Losses on Invtmts	62,486.07	-	62,486.07	
Net Revenue	62,486.07	(19,030.00)	81,516.07	-328.36%

Greater Milwaukee Synod

Balance Sheet

As of January 31, 2024

	Total
ASSETS	
Current Assets	
Bank Accounts	
1000-00 Net Operating Cash	
1000-01 Cash & Equivalents	
1001-01 Operating Checking A/C-Landmark	443,823.20
1001-03 Landmark C.U. Money Market Plus	442,041.57
Total 1010-01 ELCA Endowment Fund A #272344	303,732.99
Total 1010-04 ELCA - ALSC Theo Ed Fd #E273105	191,861.68
1104-00 Petty Cash	149.24
1130-00 Mission Investment Funds	
1130-01 Demand Inv - 9180000337	350,518.62
1130-22 Demand Inv-St Andrew-3000273977	151,108.91
1130-23 Demand Inv-Good Shepherd-316412	134,884.16
1130-24 Demand Inv-GMS Endow-MIF-003702	112,336.09
Total 1130-00 Mission Investment Funds	748,847.78
Total 1000-00 Net Operating Cash	2,130,456.46
1072 Bill.com Money Out Clearing	25.00
Total Bank Accounts	2,130,481.46
Total Accounts Receivable	26,791.07
Other Current Assets	
1350-00 Prepaid Expenses	11,436.25
1406-00 Due from Outreach For Hope	8,523.19
1415-00 MLC Hephatha Ministry Account	(6,908.37)
1424-00 Due from LCM - MIwk	8,857.18
1426-00 Interest Receivable	234.69
1427-00 Due From The Healing Network	3,928.83
1428-00 Due from Wellington Park Lutheran Church	2,773.75
Total Other Current Assets	28,845.52
TOTAL ASSETS	2,186,118.05

Greater Milwaukee Synod

Balance Sheet

As of January 31, 2024

	<u>Total</u>
LIABILITIES AND EQUITY	
Liabilities	
Current Liabilities	
Total Accounts Payable	93,894.30
Other Current Liabilities	
2305-00 ELCA Office of Treasurer Pay	141,851.47
2401-00 Net Paychecks/Clergy Financial	214.17
2425-00 Payroll Liabilities	0.02
Total 2427-00 Flexible Spending Accounts/Cafe	(126.98)
2429-00 Tax Shelter Annuities	61.01
Total 2431-00 Life Insurance	(386.32)
2502-00 Accrued Audit Fees	13,473.00
Total Other Current Liabilities	<u>155,086.37</u>
Total Liabilities	<u>248,980.67</u>
Equity	
3051-00 Unrestricted Fund Balance	3,641.13
Total 3100-01 Restrict Fund - ELCA	1,115.00
Total 3100-09 Other Gifts	(100.00)
3100-37 Bishop's Discretionary Fund	8,922.01
3100-38 Restrict Fund GMS Ministry	
3100-39 Restrict Fund Ken Wheeler Schlr	22,136.02
3100-42 Restrict Fund Evangelism	814.33
3100-43 Restrict Fund StewardshipSeason	(2,070.00)
3100-44 Restrict Fund New Missions	150,588.85
3100-46 Restrict Fund Youth & Family	296.00
3100-47 Restrict Fund Tanzania/El Salv	3,106.72
3100-49 Restrict Fund Leadership Develop	16,444.75
3100-50 Restrict Fund Coaching	591.98
3100-53 Restrict Fund Retired Pastors	11,425.00
3100-59 Restrict Fund Salary Retention	57,151.38
Total 3100-63 Restrict Fund GMS Endowment Fnd	252,578.25
3100-70 Restrict Fund Anti-Racism Trng	8,042.54
3100-74 Restrict Fund Young Adults	13,374.53
3100-75 Restrict Fund Care of Creation	5,147.19

Greater Milwaukee Synod

Balance Sheet

As of January 31, 2024

	Total
3100-76 Restrict Fund Diakonia	2,780.57
Total 3100-77 Restrict Fund Synod Assembly	(10,202.68)
3100-81 Restrict Fund Breaking the Chains - Prison Ministry	93,936.34
3100-82 Restricted Fund Be Still Ministry	14,589.65
3100-83 Restricted Fund Great Spirit	(7,433.33)
3100-91 Restrict Fund Returning Veteran	1,000.00
3100-92 Restrict Fund Daily Bread	5,311.00
3100-93 Restrict Fund RIC Task Force	237.30
3100-95 Restrict Fund Divine Word/Kingo	4,800.00
3100-97 Rogers St Property-Church/House/Latino M	91,670.20
3100-98 Restrict Fund Wellness-Portico	14,317.23
3101-01 Restrict Fund Cross+Generation	1,638.13
Total 3101-13 RF The Table Worshiping Community	141,698.56
3101-15 Restrict Fund Other	1,350.00
3101-16 Restrict Vibrant Faith - DEM Fd	706.80
3101-17 Seminary Student Scholarship Fd	268,186.54
3101-20 Churchwide Assembly 2019	599.75
3101-21 Black String Triage Ensemble	314.04
Total 3101-22 Synod Vitality Strategy	10,529.47
3101-24 COVID-19 Relief Fund	8,180.00
Total 3101-26 Equipping the Saints Campaign	586,718.65
Total 3100-38 Restrict Fund GMS Ministry	1,770,555.76
3100-60 Restrict Fund Cluster 1&2	4,696.60
Total 3200-00 Restrict Fund Meru	37,517.45
Total 3300-00 Restrict Fund El Salvador	48,303.36
Total 3100-00 Restricted Fund Balances	1,871,010.18
Net Revenue	62,486.07
Total Equity	1,937,137.38
TOTAL LIABILITIES AND EQUITY	2,186,118.05

DESIGNATED RESTRICTED FUNDS

NUMBER	NAME OF FUND	BALANCE 1/31/2024	PURPOSE/USE
3100-37	Bishop's Discretionary	8,922.01	Used for special/emergency needs within the synod.
3100-39	Ken Wheeler Scholarship	22,136.02	Established to aid African American seminarians.
3100-42	Evangelism	814.33	Funds from the ELCA and others in support of evangelism outreach and DEM operational expenses
3100-43	Stewardship For All Seasons	(2,070.00)	Siebert Grant being used for training/education for congregations on a two year stewardship program.
3100-44	New Mission Starts	150,588.85	Money set aside for new mission starts in the synod.
3100-46	Youth & Family	296.00	Funds used for specific Youth & Family activities.
3100-47	Tanzania/El Salv	3,106.72	Funds collected for expenses for group trip.
3100-49	Leadership Development	16,444.75	Grant funds used for leadership development activities.
3100-50	Coaching	591.98	Funds used to support coaching training.
3100-53	Retired Rostered Ministers	11,425.00	Used to supplement retired rostered minister income.
3100-59	Salary Retention	57,151.38	Funds utilized for positions that were supported by past grants.
3100-63	Endowment Fund	81,819.25	Established in 2014 to create a Synod Endowment Fund.
3100-64	Urban Internship	170,759.00	Sale of Immanuel L/C designated for Urban Internships. Sub-account of 3100-63 Endowment Fund.
3100-70	Anti-Racism Team	8,042.54	Used for Anti-Racism Training and other activities of the AR Team.
3100-74	Young Adults	13,374.53	Funds set aside for young adult (20-30 yr. olds) programs.
3100-75	Care of Creation	5,147.19	Origin of funds was the ELCA (\$6,000) and a local congregation (\$4,000). Used for honorariums & expenses assoc with events
3100-76	Diakonia	2,780.57	Source of funds from participants and an estate gift used to pay teaching honorariums and provide scholarships to students.
3100-77	Synod Assembly	(10,202.68)	Funds used for Synod Assembly Expenses.
3100-81	Breaking the Chains Church - Prison Ministry	93,936.34	Initial grant from the ELCA to fund Breaking the Chains Prison Ministry, Siebert Grants, OFH Grants & Other gifts - SAWC.
3100-82	Be Still Ministry	14,589.65	Be Still Ministry - SAWC.
3100-83	Restricted Fund LC of the Great Spirit	(7,433.33)	Funds for Lutheran Church of the Great Spirit Pastoral Position.
3100-91	Returning Veterans	1,000.00	Care to Military Families Task Force.
3100-92	Daily Bread Project	5,311.00	These funds support Daily Bread matching grants to GMS congregations in partnership with ELCA World Hunger.
3100-93	RIC Task Force	237.30	Used at the discretion of the Reconciling in Christ Committee
3100-95	Divine Word/Kingo	4,800.00	Balance of remaining funds.
3100-97	Rogers St. Property	91,670.20	Sale of church and parsonage to be used to support Latinx ministries. This figure includes cash received plus the balance remaning on the mortgage.
3100-98	Wellness- Portico	14,317.23	Used for wellness programs within the synod promoting wellness for all rostered and lay leaders.
3101-01	Cross+Generation	1,638.13	Used for programs and support of the Cross+Generation Network.
3101-13	The TABLE - SAWC	141,698.56	The Table: A 1st Century Style Community in the 21st Century - SAWC
3101-15	Restricted Fund - Other	1,350.00	Miscellaneous Other Restricted Funds.

DESIGNATED RESTRICTED FUNDS

NUMBER	NAME OF FUND	BALANCE 1/31/2024	PURPOSE/USE
3101-16	Vibrant Faith- DEM Fund	706.80	A fund for the DEM used to offset expenses related to DEM ministry.
3101-17	Seminary Scholarship Fund	268,186.54	Donor designated gifts to provide scholarships to seminarians from the synod.
3101-18	Wayfarers Worshipping Collective	-	Synodically authorized worshipping community centered around small group ministry.
3101-20	Churchwide Assembly 2019	599.75	Remaining Funds from Churchwide Assembly 2019
3101-21	Black String Triage Ensemble	314.04	Music ministry that supports communities in times of crisis to bring healing.
3101-22	Synod Vitality Strategy	10,529.47	Grant funds from ELCA for Faithful Innovations, coaching, and other congregational vitality work.
3101-24	COVID-19 Relief Fund	8,180.00	Grant funds to support congregations in response to the pandemic.
3101-26	Equipping the Saints	586,718.65	Capital campaign for the GMS to support Innovation, Collaboration, and Leadership within the synod.
3100-60	Cluster 1 & 2 Restricted Fund	4,696.60	Funds used for ministry in the old Clusters 1 & 2. (Under review)
3200-00 & Sub Accts.	Meru	37,517.45	Used by the Meru Committee to support the Diocese and sister parishes through programs & educational opportunities.
3300-00 & Sub Accts.	El Salvador	48,303.36	Used by the El Salvador Committee to support the El Salvador L/C and sister parishes through projects and school scholarships.
	Undesignated Synod Reserve	-	Funds used to insure a stable cash-flow and to fund any year-end deficit.
Total	Designated Restricted Funds	1,869,995.18	

Our Shared Generosity & Impact in 2023

General Mission Support

In 2023, Congregations in our synod shared

\$1,601,674

in Mission Support!

45% OR \$720,832

was shared with ELCA Churchwide ministries
(see "Deep Dive" document, next page)

In preparation for 2024,

**32 CONGREGATIONS
INCREASED THEIR PLEDGE**



GRANTS	\$ 240,600
FOOD DRIVE	\$ 2,495
COAT DRIVE	\$ 4,634

Adventures in Renewal

Listen. Learn. Be Transformed.



"This process has really helped us to grow spiritually as a congregation and to become more connected to people outside the walls of our church!

The Greater Milwaukee Synod providing a mission coach was exactly what we needed, and it is making a lasting impact on the vitality of our congregation!

- Pr. Karl-John Stone
House of Prayer,
Franklin



Designated Support

given through the Greater Milwaukee Synod

Equipping the Saints	\$ 306,806
Meru Diocese in Tanzania	\$ 281,154
El Salvador	\$ 195,185
The Table	\$ 127,946
World Hunger Appeal	\$ 82,017
Mission Partner Churches	\$ 67,441
Breaking the Chains Church	\$ 58,363
Lutheran Social Services MKE	\$ 54,954
Lutheran Disaster Response	\$ 39,016
New Missions	\$ 21,277
Lutheran World Relief	\$ 17,821
Lutheran Camps	\$ 17,301
Missionary Support	\$ 15,255
Be Still (New Start)	\$ 14,612
Middle East / Europe Refugees	\$ 10,781
LC of the Great Spirit	\$ 9,100
Lutheran Campus Ministry	\$ 7,505
Ken Wheeler Scholarship	\$ 6,835
ELCA Good Gifts	\$ 5,187
Lutheran Seminaries	\$ 3,200
Luther Manor	\$ 2,950
Leadership Development	\$ 2,600
Mt. Meru Coffee	\$ 2,262
Tosa Cares	\$ 2,077

TOTAL \$ 1,357,850*

*Includes other small funds not listed here.

Does not include funds sent by congregations directly to ministries or to the ELCA Churchwide Organization.

"I can't express just how much I have been motivated, encouraged, and inspired by our conversations. God is making a difference through all of us together!"
- Sonja Wolfe

"Inspired for Mission" Monthly Zoom Discussion



Lord of Life, Kenosha

Visit
milwaukee-synod.org/stories
for videos you can use to share
the stories behind these numbers!



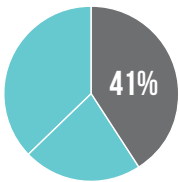
Mission Support:
A DEEP DIVE



Greater Milwaukee Thank You

Did you know that ELCA members in more than 8,900 congregations in the United States and Caribbean give approximately \$1.7 billion in regular offerings annually to support ELCA ministries in their local communities and worldwide? When members give through their congregations, a portion of that money is shared with the local synod, which then shares a portion with the national churchwide office. Thank you for your faithful support! Last year, the Greater Milwaukee Synod shared **\$720,832** directly in Mission Support for ELCA churchwide ministries. In the midst of such challenging times, thank you for your continued commitment to respond to God’s call to love and serve as a neighbor, both locally and with the wider church. It is through your faith-filled and financial support that the following ministries are possible. We ARE church together - Thanks be to God!

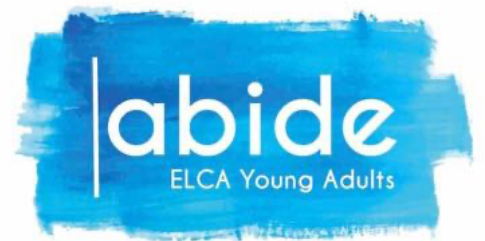
YOUR MISSION SUPPORT HELPS FUND THE FOLLOWING CHURCHWIDE MINISTRIES:



41% OF MISSION SUPPORT GROWS THE ELCA IN THE UNITED STATES:

Thank you for **\$295,200** from the Greater Milwaukee Synod for these ministries!

- **Plant and support** hundreds of new congregations.
- **Enable congregations to renew** their ministries and **reach out** to their surrounding communities.
- **Develop and share** resources for faith, discipleship, prayer, stewardship and worship.
- **Work together** with our African-descent, American Indian, Alaska Native, Arab, Middle Eastern, Asian, Pacific Islander and Latino/Latina leaders and members.
- **Invest** in technology and communication.
- **Grow and sustain** financial resources.
- **Engage** in research and strategic planning.



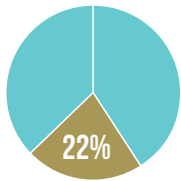
“SPACE TO ABIDE”



“INSPIRING GENEROSITY”



MISSION SUPPORT: A DEEP DIVE



22% OF MISSION SUPPORT GROWS THE LUTHERAN CHURCH AND ADDRESSES ISSUES AROUND THE WORLD:

Thank you for **\$158,583** from the Greater Milwaukee Synod for these ministries!

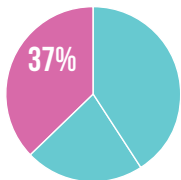
- As a member of the Lutheran World Federation, the ELCA is in communion with **147 other churches**.
- ELCA synods relate directly to **65 companion churches** through a total of **127 official relationships**.
- The **ELCA accompanies** new Lutheran churches, **expands** ministries and **trains** leaders and evangelists.
- The **ELCA sends missionaries** who are the hands and feet of Jesus around the world.
- The **ELCA addresses social issues** and **works for justice**.



"A LIFE OF ACCOMPANIMENT"



"EVANGELISM ALIVE IN MALAWI"



37% OF MISSION SUPPORT HELPS DEVELOP CURRENT AND FUTURE LEADERS IN THE ELCA:

Thank you for **\$266,708** from the Greater Milwaukee Synod for these ministries!

- **Prepare** and **implement** a system for recruitment and assignment of rostered ministers.
- **Identify** and **provide** ministry resources and opportunities to lay leaders for networking.
- **Offer events and leadership opportunities** for youth and young adults.
- **Support** the work of **seven ELCA seminaries** and **26 ELCA colleges and universities**.
- Provide **coordination** and **support** for churchwide ministries.
- Provide **governance** and **leadership**.
- Sustain **ecumenical** and **interfaith** relations.



"MANY WAYS TO BE CONNECTED"



"EVERYONE BELONGS IN GOD'S FAMILY"

Thank you for your ongoing support! For additional resources, go to [ELCA.org/SOFIA](https://www.elca.org/SOFIA).

Anniversaries - Word & Service - 25 Years



Deacon Janice L. Navarro

Date of Ordination: December 12, 1999

Seminary: Lutheran School of Theology at Chicago

Spouse: Rene Navarro

Ministry Memory: The many people I got to know and minister to throughout the years. Celebrating with them the happy occasions, and walking with them through the difficult times.

Anniversaries - Word & Sacrament - 25 Years

Rev. Sharon D. Georgi

Date of Ordination: January 3, 1999

Seminary: Lutheran School of Theology at Chicago

Spouse: Gottfried Georgi

Anniversaries - Word & Sacrament - 40 Years



Rev. James E. Ahlquist

Date of Ordination: August 19, 1984

Seminary: Luther Seminary

Spouse: Cynthia Ahlquist

Ministry Memory: Too many!



Rev. Steven D. Clingman

Date of Ordination: July 29, 1984

Seminary: Luther Seminary

Spouse: Susan Clingman

Ministry Memory: All the youth trips like high adventure Rocky Mountain hiking, canoeing in the BWCA, National Youth Gatherings, regional weekend Lutheran College tours and many other road trips have provided lasting memories. One that just sticks in my mind is a ranching and horseback riding trip with teenagers in South Dakota. Youth learned to bridle, saddle and ride horses in the open plains. My horse's shoulders were higher than mine. I needed a big horse! And while listening to more instructions after I bridled my horse, it decided to shift its hoof (on wicked purpose I believe) and stepped on my right toes. Thank God for heavy boots and soft ground. I had to shove the horse with all my weight and strength to make it move! The youth had morning bible studies and a variety of evening worship and fellowship. They had KP chores and fed other stable animals. They slept in the loft of a barn. We even had the opportunity to visit a working cattle ranch and observed an insemination. One adventurous girl, none of the boys, accepted an invitation to don a plastic glove from hand to shoulder and give the first step in the process a try. On the last night we had a candlelight service deep in the hills at an old mission church. After all the faith based experiences, once arriving safely at home, a parent asked her daughter what she experienced, and the first words out of her mouth were, "I got to put my arm in a cow's butt!"



Rev. Thomas A. Kent

Date of Ordination: June 24, 1984

Seminary: Luther Seminary

Spouse: Ruth Kent

Ministry Memory: The many life-changing experiences for members engaging with mission partners. Shared leadership in local ecumenical group leading to creation of comprehensive local social service agency.



Rev. Steven C. Kuhl

Date of Ordination: May 13, 1984

Seminary: Christ Seminary - Seminex

Spouse: Kelly Kuhl

Ministry Memory: Although many experiences come to mind, most impactful on my ministry is ecumenical movement. The ELCA's commitment to ecumenism and its full communion agreements opened doors for ministry that I never dreamed possible

when I was first ordained. After earning my Ph.D. in Systematic Theology, I moved (in 1992) into the GMS and became a representative of the synod in the Lutheran, Anglican, Roman Catholic Dialogue Group. Through the relationships I established there, I was invited to teach fulltime as a professor of Historical Theology and Church History at St. Francis de Sales Seminary (Milwaukee) for five years and Cardinal Stritch University (Milwaukee) for 7 years. But while I was teaching, I also did part-time interim ministries in both Lutheran and Episcopal Churches, giving me the opportunity to have one foot in academic teaching and the other in Parish Ministry, creating a balance that proved, I believe, fruitful and beneficial for both my students and parishioners. For this blessing in my life and ministry the only thing that can be said is this: *Te Deum Laudamus*. Thanks be to God! *Soli De Gloria*. To God alone be the Glory!



Rev. German F. Novelli, Sr.

Date of Ordination: January 8, 1984

Spouse: Emilia J. Pacheco-Novelli



Rev. Deborah A. Ohrtman

Date of Ordination: April 29, 1984

Seminary: Wartburg Theological Seminary

Spouse: Rev. Steven R. Ohrtman

Rev. Paula R. Ramcke-Wilke

Date of Ordination: December 9, 1984

Seminary: Luther Seminary

44 **Spouse:** Steven L. Wilke



Rev. Steven D. Rutter

Date of Ordination: September 9, 1984

Spouse: Sandra L. Rutter

Seminary: Concordia Theological Seminary

Ministry Memory: Pastoral visits to homes, farms (including barns and tractors), shut-in members, hospital visits. A funeral service for a 104-year-old member, who had lived in three centuries (born 1899, died 2003) on the day that I visited a mother and newborn child.



Rev. Cristy C. Schoob

Date of Ordination: July 22, 1984

Seminary: Lutheran College of Theology at Chicago

Spouse: Rev. David W. Schoob

Ministry Memory: My ministry over these past 40 years has given me countless memories filled with joy, gratitude, fulfillment, and peace. It has been a privilege to have a vocation that allows me to grow and deepen my own faith while being able to offer that same chance to others. It has been a gift for David and I to be able to work together in this context. As far as a “cluster” of favorite memories, I would have to choose the countless spiritual, fun, illuminating and challenging opportunities I have had working with youth over 40 years. In particular, being able to be at Trinity long enough to see babies grow into youth, and youth to adults has been a special blessing.



Rev. David W. Schoob

Date of Ordination: July 22, 1984

Seminary: Lutheran School of Theology at Chicago

Spouse: Rev. Cristy C. Schoob

Ministry Memory: There are two great joys in ministry for me. 1) It is my vocation to walk with God and God’s people every day. Who would have thought you could get paid for that? 2) I have had Cris as my partner in ministry and life. High points in ministry have been my work on anti-racism and inclusion, and Trinity’s journey to be RIC.



Rev. Mary C. Ubuntu

Date of Ordination: August 26, 1984

Seminary: Lutheran School of Theology at Chicago

Spouse: Rev. Stephen Wohlfeil

Anniversaries - Word & Sacrament - 50 Years



Rev. June C. Eastvold

Date of Ordination: September 28, 1974

Seminary: Trinity Lutheran Seminary

Rev. Stephen N. Engelstad

Date of Ordination: December 15, 1974

Seminary: Luther Theological Seminary

Spouse: Gayle Engelstad



Rev. John L. Fredriksen

Date of Ordination: December 15, 1974

Seminary: Lutheran School of Theology at Chicago

Spouse: Rev. Carolyn M. Fredriksen

Ministry Memory: A month-long clergy exchange trip to Sweden hosted by the Church of Sweden.



Rev. Ronald C. Matter

Date of Ordination: June 2, 1974

Seminary: Northwestern Lutheran Seminary

Spouse: Margaret M. Matter

Ministry Memory: I have served...and enjoyed various ministries [at all of my calls].



Rev. Paul A. Schwan

Date of Ordination: July 11, 1974

Seminary: Christ Seminary - Seminex

Spouse: Christy L. Schwan

Ministry Memory: Realizing God's gift of the love and grace of those I pastor, and realizing that I am a gift, as I am!

Rev. Mark M. Syre

Date of Ordination: July 25, 1974

Seminary: Lutheran School of Theology at Chicago

Spouse: Joanne Meredith

Anniversaries - Word & Sacrament - 60 Years



Rev. C. Richard Becker

Date of Ordination: December 20, 1964

Seminary: Wartburg Theological Seminary

Rev. Joseph M. Lewandowski

Date of Ordination: May 24, 1964

Seminary: Northwestern Lutheran Seminary

Spouse: Patricia Lewandowski

Retirements - Word & Service



Deacon Sherie Kruse

Date of Ordination: January 6, 2008

Seminary: Lutheran School of Theology at Chicago

Spouse: Gordon J. Kruse

Ministry Memory: Pastor Oscar Kraft and Pastor Frank Bauman's encouragement and support to become a deacon, and the support and love of the congregation who welcomed me more deeply into their lives. In sadness and great joys, and every moment in between.



Deacon Marian Wasierski

Date of Ordination: November 21, 2004

Seminary: Lutheran School of Theology at Chicago

Spouse: Rev. Ronald E. Ballew

Ministry Memory: In chaplaincy, especially Hospice Chaplaincy, I enjoyed times of healing, resolution, insight, and humor as I journeyed with dying people and their circles of support. I felt a special call within my call to officiate services for people who had very small circles. I was lucky to know many 90+ year old people - to be inspired by their approach to life, and death.

Retirements - Word & Sacrament



Rev. Jennifer Arnold

Date of Ordination: January 5, 1991

Seminary: Lutheran Theological Seminary At Philadelphia

Spouse: Warren Arnold

Ministry Memory: Gathering two young couples, about to have their first child, for a baptism preparation class, then watching them bond and become leaders in the congregation in the years that followed.



Rev. John Horner-Ibler

Date of Ordination: March 13, 1988

Spouse: Rev. Barbara Horner-Ibler

Ministry Memory: If I had to name one, it would be the first time I stepped into the computer classroom that the people of Rutilio Grande, El Salvador had built in

their elementary school. As one of their partners, we had always followed their lead on community priorities, but we had pushed them a bit on technology because we had a sense of how important that would be for the community's well-being. When they did tackle it, they tackled it in such a creative and resourceful way and walking into it for the first time was breathtaking....both because it was air-conditioned and about 25 degrees cooler than the hot humid air of the day, and because it was such a remarkable end-product of so much of that community's passion for educating its children.



Rev. Steven C. Kuhl

Date of Ordination: May 13, 1984

Seminary: Christ Seminary - Seminex

Spouse: Kelly Kuhl



Rev. Marcus Kunz

Date of Ordination: July 1, 1983

Seminary: Luther Theological Seminary & University of Chicago Divinity School

Spouse: Rev. Martha D. Halls

Ministry Memory: Joining others in singing the Christian faith has been an important part of my life in Christ since I was a child, and I've been privileged to have a wide range of opportunities throughout the years I served in ministry. Among those many

opportunities, was an invitation to join the Gospel Choir that sang once a month in the weekly chapel service for church-wide staff in Chicago. Even after many years of singing sacred song in other choirs and choruses, I learned a new way to sing of God's mercy in Christ.



Rev. Tom Smith

Date of Ordination: July 15, 2006

Seminary: Wartburg Theological Seminary

Spouse: Elizabeth M. Smith

Ministry Memory: Baptizing 35 people during Easter Vigil Service over a six year period.



Rev. Greg Van Dunk

Date of Ordination: July 28, 1985

Seminary: Luther Seminary and Boston Theological Institute

Spouse: Ann Van Dunk

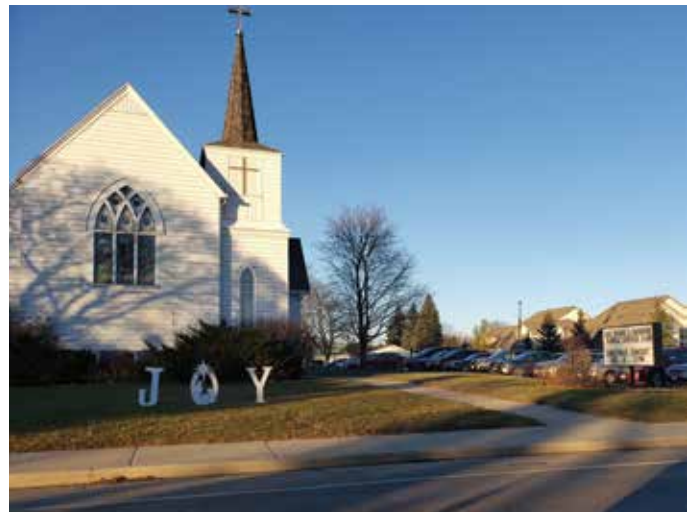
Ministry Memory: Seeing how wonderfully so many of the neighborhood kids with whom we were the church through food pantry ministry and Kids Working to Succeed at All Peoples have grown up.

Congregational Anniversaries

Ascension, Waukesha
(75 Years - 1949)



Christ, Jackson (125 Years - 1899)



St. Mary's, Kenosha (150 Years - 1874)

Many of the favorite memories shared by the congregation point to a vibrant youth ministry, outreach ministry, the desire for becoming more inclusive and the importance of music played in the life of the congregation.



Original church structure, circa 1874



Second church building, circa 1901



Third church facility, circa 1923



Sending Service

Installation of Synod Leadership

As in one body we have many members, and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another. We have gifts that differ according to the grace given to us: prophecy, in proportion to faith; ministry, in ministering; the teacher, in teaching; the exhorter, in exhortation; the giver, in generosity; the leader, in diligence; the compassionate, in cheerfulness. (Romans 12:4-8)

Will you assume the office to which you have been elected and will you endeavor to carry out its duties faithfully, to the glory of Christ our Lord and in service to the one holy church?

I will, and I ask God to help me.

Will you endeavor in all things to conduct yourselves as fitting ambassadors and servants of Jesus Christ?

I will, and I ask God to help me.

Will you be faithful, understanding, and loving to the people among whom you serve?

I will, and I ask God to help me.

Almighty God, who has given you the will to do these things, graciously give you the strength and compassion to perform them.

And you, people of God and people of the Greater Milwaukee Synod: will you support and pray for these messengers of Jesus Christ, sent by God to serve God's people in this work?

We will, and we ask God to help us.

Let us pray. Blessed are you, O Lord our God, for you have sent your son into our world to proclaim your kingdom and, by his death and resurrection, to reconcile all people to your gracious plan,

We bless you and praise your name forever.

Blessed are you, O Holy Spirit, for you sent forth your apostles to proclaim the good news of salvation and filled them with your power.

We bless you and praise your name forever.

Bless these servants, O Lord, in the work you have called them to do, so that, by the power of your Holy Spirit, they may show your love to all people and glorify your name.

Amen.

Almighty God, you have blessed each of us with unique gifts and you have called us into specific occupations, relationships, and activities using those gifts. Enable us to use our talents to witness to our faith in you and to communicate your love to the people we meet each day. Empower us to be ministers of reconciliation, love, hope, and justice. Keep us steadfast in our commitment to serve actively in your name, through Jesus Christ our Lord.

Amen.

Order for the Closing of an Assembly

Jesus said, You will be my witnesses

to the ends of the earth.

I chose you and appointed you

to bear fruit that will last.

Remember, I will be with you always,

to the end of time.

The Lord be with you.

And also with you.

Let us pray: Direct us, Lord God, in all our doings with your most gracious favor, and extend to us your continual help; that in all our works begun, continued, and ended in you, we may glorify your holy name; and finally, by your mercy, bring us to everlasting life; through Jesus Christ, our Savior and Lord.

Amen.

O God, our beginning and our end,
you kept Abraham and Sarah in safety throughout the days of their pilgrimage,
you led the children of Israel through the midst of the sea,
and by a star you led the magi to the infant Jesus.

Protect and guide us now as we set out to travel.

Make our ways safe and our homecomings joyful,
and bring us at last to our heavenly home,

Where you dwell in glory with our Lord Jesus Christ
and the life-giving Holy Spirit,
one God, now and forever.

Amen.

I declare this assembly closed in the name of the Father, and of the Son, and of the Holy Spirit.

Amen.

Go in peace. Share the good news.

Thanks be to God.

Hymns

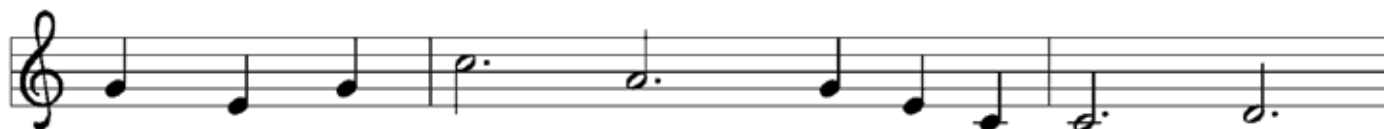
Morning Has Broken



1 Morn - ing has bro - ken like the first morn - ing;
2 Sweet the rain's new fall, sun - lit from heav - en,
3 Mine is the sun - light! Mine is the morn - ing,



black-bird has spo - ken like the first bird.
like the first dew - fall on the first grass.
born of the one light E - den saw play!



Praise for the sing - ing! Praise for the morn - ing!
Praise for the sweet - ness of the wet gar - den,
Praise with e - la - tion, praise ev - 'ry morn - ing,



Praise for them, spring - ing fresh from the Word!
sprung in com - plete - ness where God's feet pass.
God's re - cre - a - tion of the new day!

Text: Eleanor Farjeon, 1881–1965

Music: BUNESSAN, Gaelic tune

Text © Miss E. Farjeon Will Trust, admin. David Higham Associates

Commonwealth Is God's Commandment



- 1 Com - mon - wealth is God's com - mand - ment; com - mon goods are meant to share.
- 2 Shar - ing lav - ish gifts and bless - ings, love that not one mite with - holds,
- 3 Gen - ders, rac - es, tribes, and na - tions, hear the Ho - ly One who calls,



Ta - bles set and doors wide o - pen wel - come an - gels un - a - ware.
stretch out arms to friends and stran - gers: God has sheep of man - y folds.
bid - ding all to work to - geth - er, bridg - ing lives and breach - ing walls.



Plead for the peace of all cre - a - tion. Pray for a place where grace is found.



Shan - ti, pax, sha - lom, mas - la - ha: com - mon good is ho - ly ground.

Text: Mary Louise Bringle, b. 1953

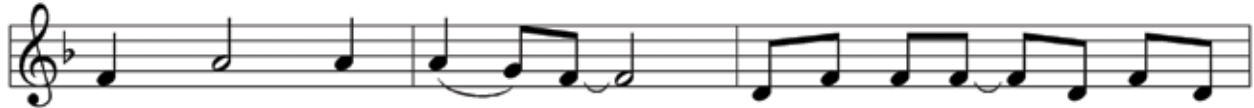
Music: RESTORATION, W. Walker, *Southern Harmony*, 1835

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Oh, I Woke Up This Morning



1 Oh, I woke up this morn - ing with my mind, and it was
 2 Can't hate your neigh - bor in your mind, when you keep it
 3 Makes you love ev - 'ry - bod - y with your mind, when you keep it
 4 The dev - il can't catch you in your mind, when you keep it
 5 Je - sus, the cap - tain in your mind, when you keep it



stayed, stayed on Je - sus, woke up this morn - ing with my
 stayed, stayed on Je - sus, can't hate your neigh - bor in your
 stayed, stayed on Je - sus, love ev - 'ry - bod - y with your
 stayed, stayed on Je - sus, dev - il can't catch you in your
 stayed, stayed on Je - sus, Je - sus, the cap - tain in your



mind, and it was stayed, stayed on Je - sus,
 mind, when you keep it stayed, stayed on Je - sus,
 mind, when you keep it stayed, stayed on Je - sus,
 mind, when you keep it stayed, stayed on Je - sus,
 mind, when you keep it stayed, stayed on Je - sus,



woke up this morn - ing with my mind, and it was
 can't hate your neigh - bor in your mind, when you keep it
 love ev - 'ry - bod - y with your mind, when you keep it
 dev - il can't catch you in your mind, when you keep it
 Je - sus, the cap - tain in your mind, when you keep it



stayed, stayed on Je - sus, hal - le - lu, hal - le - lu, hal - le -



lu, hal - le - lu, hal - le - lu - jah.

Text: African American spiritual
 Music: WOKE UP THIS MORNING, African American spiritual

Gather Us In



1 Here in this place the new light is stream-ing, now is the dark - ness
 2 We are the young, our lives are a mys - t'ry, we are the old who
 3 Here we will take the wine and the wa - ter, here we will take the
 4 Not in the dark of build-ings con - fin - ing, not in some heav - en,



van - ished a - way; see in this space our fears and our dream-ings
 yearn for your face; we have been sung through - out all of his - t'ry,
 bread of new birth, here you shall call your sons and your daugh - ters,
 light years a - way— here in this place the new light is shin - ing,



brought here to you in the light of this day.
 called to be light to the whole hu - man race.
 call us a - new to be salt for the earth.
 now is the king - dom, and now is the day.



Gath - er us in, the lost and for - sak - en, gath - er us in, the
 Gath - er us in, the rich and the haugh - ty, gath - er us in, the
 Give us to drink the wine of com - pas - sion, give us to eat the
 Gath - er us in and hold us for - ev - er, gath - er us in and



blind and the lame; call to us now, and we shall a - wak - en,
 proud and the strong; give us a heart, so meek and so low - ly,
 bread that is you; nour - ish us well, and teach us to fash - ion
 make us your own; gath - er us in, all peo - ples to - geth - er,



we shall a - rise at the sound of our name.
 give us the cour - age to en - ter the song.
 lives that are ho - ly and hearts that are true.
 fire . . of love in our flesh and our bone.

Text: Marty Haugen, b. 1950
 Music: GATHER US IN, Marty Haugen
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Bind Us Together

Words and Music by
Bob Gillman

CHORUS

♩ = 108 F F+ Dm7/F F7 Gm7 C7 B♭/D C/E



Bind us to - geth - er, Lord; Bind us to - geth - er with cords that can - not be

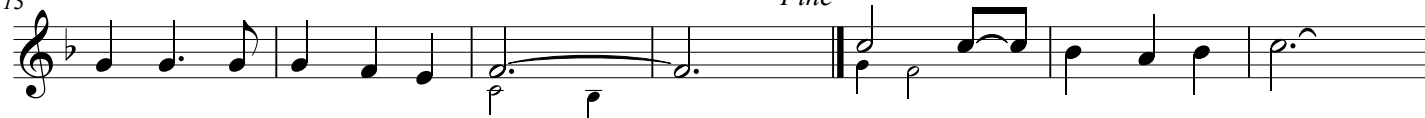
7 F Gm/F F B♭/C F F+ Dm7/F F7



bro - ken. Bind us to - geth - er, Lord, bind us to - geth - er, Lord;

VERSE

13 Gm7 C7 B♭/D C/E F Gm/F F *Fine* F2 F Gm7 C7 F



Bind us to - geth - er with love.

1. There is on - ly one God,
2. Made for the glo - ry of God,
3. You are the fam - 'ly of God,

20 Dm7 Gm9 C7 B♭/D C/E F B♭/C F2 F



there is on - ly one King.

There is

pur - chased by His pre - cious Son.

Born with the

you are the pro - mise di - vine.

You are God's

Gm7 C7 F Dm7 Gm9 C7 B♭/D C/E F B♭/C



on - ly one bod - y;

That is why we can sing: _____

right to be clean,

for Je - sus the vic - t'ry has won. _____

cho - sen de - sire.

You are the glo - rious new wine. _____

D.C. al Fine

CCLI Song # 1228

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Rise, O Church, like Christ Arisen



1 Rise, O church, like Christ a - ris - en,
 2 Rise, trans - formed, and choose to fol - low
 3 Rise, re - mem - ber well the fu - ture
 4 Ser - vice be our sure vo - ca - tion;



from this meal of love and grace;
 af - ter Christ, though wound - ed, whole;
 God has called us to re - ceive;
 cour - age be our dai - ly breath;



may we through such love en - vi - sion
 bro - ken, shared, our lives are hal - lowed
 pres - ent by God's lov - ing nur - ture,
 mer - cy be our des - ti - na - tion



whose we are, and whose, our praise.
 to re - lease and to con - sole.
 Spir - it - ed then let us live.
 from this day and un - to death.



Al - le - lu - ia, al - le - lu - ia;
 Al - le - lu - ia, al - le - lu - ia;
 Al - le - lu - ia, al - le - lu - ia;
 Al - le - lu - ia, al - le - lu - ia.



God, the won - der of our days.
 Christ, our pres - ent, past, and goal.
 Spir - it, grace by whom we live.
 Rise, O church, a liv - ing faith.

Text: Susan Palo Cherwien, b. 1953
 Music: SURGE ECCLESIA, Timothy J. Strand, b. 1958
 Text © 1997 Susan Palo Cherwien, admin. Augsburg Fortress.
 Music © 1997 Augsburg Fortress.

Neither Death nor Life

Refrain - All

Nei-ther death, nor life, nor an-gels, nor rul-ers, nor
trials in the pres-ent, nor an - y trial to come, nei - ther height, nor
depth, nor all of cre - a - tion can ev - er sep - a - rate us
from the love of God poured out in Christ Je - sus, our Lord.

Leader or All

1 Dwell in the one who raised Christ from the dead; though your
2 All who are led by the Spir-it shall live as
3 All of the suf - f'ring we now must en - dure is
4 All of cre - a - tion a - waits the new birth, the
5 Who can sep - a - rate us from the love of Christ? Will

bod-y shall die, in Christ you shall rise through the
 chil - dren of God, and heirs with Christ Je - sus, God's a -
 noth - ing to the glo - ry so soon to be re - vealed when cre -
 full - ness of re - demp - tion, through la - bor pains of love, and
 hard - ship or dis - tress, per - se - cu - tion or fam - ine, or
 Spir - it who brings you to life.
 dopt - ed and cho - sen and loved.
 a - tion it - self is set free.
 so we wait in pa - tience and hope.
 na - ked - ness or per - il or sword?

Text: Marty Haugen, b. 1950, based on Romans 8
 Music: NEITHER DEATH NOR LIFE, Marty Haugen
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This Little Light of Mine



1 This lit - tle light of mine, I'm goin' - a let it shine;
2 Ev - 'ry - where I go, I'm goin' - a let it shine;
3 Je - sus gave it to me, I'm goin' - a let it shine;



this lit - tle light of mine, I'm goin' - a let it shine;
ev - 'ry - where I go, I'm goin' - a let it shine;
Je - sus gave it to me, I'm goin' - a let it shine;



this lit - tle light of mine, I'm goin' - a let it shine,
ev - 'ry - where I go, I'm goin' - a let it shine,
Je - sus gave it to me, I'm goin' - a let it shine,



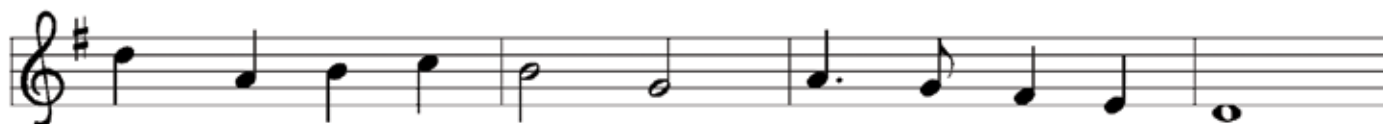
let it shine, let it shine, let it shine.
let it shine, let it shine, let it shine.
let it shine, let it shine, let it shine.

Text: African American spiritual
Music: THIS JOY, African American spiritual

On Our Way Rejoicing



1 On our way re - joic - ing glad - ly let us go.
2 Un - to God the Fa - ther joy - ful songs we sing;



Christ our Lord has con - quered; van - quished is the foe.
un - to God the Sav - ior thank - ful hearts we bring;



Christ with - out, our safe - ty; Christ with - in, our joy;
un - to God the Spir - it bow we and a - dore,



who, if we be faith - ful, can our hope de - stroy?
on our way re - joic - ing now and ev - er - more.

Refrain



On our way re - joic - ing; as we for - ward move,

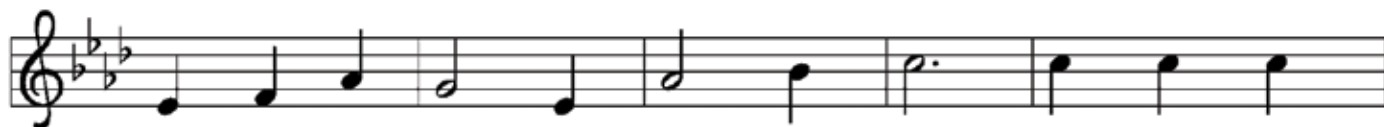


hear - ken to our prais - es, O blest God of love!

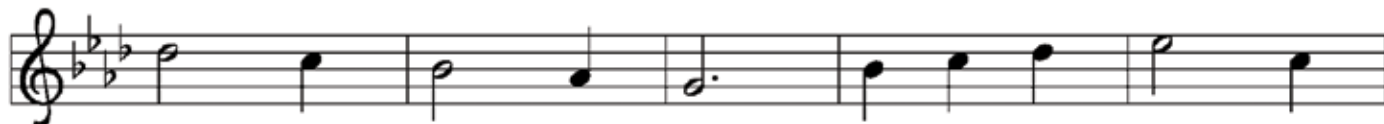
Text: John S. B. Monsell, 1811–1875, alt.

Music: HERMAS, Frances R. Havergal, 1836–1879

O God of Mercy, God of Light



1 O God of mer - cy, God of light, in love and
2 You sent your Son to die for all, that our lost
3 Teach us the les - son Je - sus taught: to feel for
4 For all are kin - dred, far and wide, since Je - sus



mer - cy in - fi - nite, teach us, as ev - er
world might hear your call; oh, hear us lest we
those his blood has bought, that ev - 'ry deed and
Christ for all has died; grant us the will, and



in your sight, to live our lives in you.
stray and fall! We rest our hope in you.
word and thought may work a work for you.
grace pro - vide, to love them all in you.

5 In sickness, sorrow, want, or care,
may we each other's burdens share;
may we, where help is needed, there
give help as though to you.

6 And may your Holy Spirit move
all those who live to live in love,
till you receive in heav'n above
all those who live in you.

Text: Godfrey Thring, 1823–1903, alt.

Music: JUST AS I AM, Joseph Barnby, 1838–1896

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Robert's Rules of Order

Robert's Rules of Order can be complicated even during an in-person assembly, but they are necessary for an orderly discussion in such a large assembly. This simple guide can help you navigate the process and language you'll encounter during the assembly.

What is a motion?

A motion is the act of presenting an order of business to the floor of the assembly. A motion can be made to:

- Introduce or amend a resolution or item presented to the assembly for approval.
- Refer the issue for further study.
- Table (postpone) an issue for discussion at a later time.
- Call the question. (This will end discussion and allow for a vote on the motion.)
- Some motions can't be debated. The chairperson will inform you if this is the case.

A motion often requires a "second," another person who supports the motion. Motions coming from a congregation or committee do not need to be seconded. If a motion does not receive a second, it cannot be discussed.

Here's How it Works:

1. An item will be moved (presented for discussion) by a voting member or a committee chair
2. Someone asks to be recognized and the chair of the assembly (normally the bishop) invites them to speak.
3. That person will give their name, congregation, and their reason for speaking-- for example:
 - "I have a motion to present"
 - "I speak in favor of the motion"
 - "I speak in opposition to the motion"
 - "I have a question"
4. When addressing the assembly, please keep your comments to the topic at hand. Comments or motions that stray may be ruled "out of order" by the chair.
5. If a motion is made, the bishop will ask for a second. Motions coming from the Synod Council do not require a second.
6. If there is a second, the motion is "on the floor," and the presenter may speak to it and discussion can occur, including the consideration of possible amendments.
7. If someone wants to end the debate, they may be recognized and said "I call the previous question." A vote is then taken on whether or not to end debate. Please note that this process may slow down taking a final vote.
8. Once debate is completed (either by vote or by the natural end of discussion), a vote will be taken by the assembly on the motion that was presented.
9. At times, this procedure can get complicated, and the bishop or designated parliamentarian will assist the assembly in understanding what is happening.

Ten Tips for Synod Assembly-Goers for Using Parliamentary Procedure (AKA Robert's Rules)

Adapted from The Honorable David Lillehaug, Minneapolis Area Synod Parliamentarian (2021)

1. Don't treat procedure as a game, but as a fair, efficient way to deliberate and (if possible) reach consensus.
2. Respect the rights of both majority and minority.
 - The majority's rights include getting business done.
 - The minority's rights include being heard and dissent.
3. Be prepared to listen to one another and the Holy Spirit, to deliberate, and to decide.
4. On and off the floor, always treat the presider and other voters with respect. Make your points on merits, not personalities or politics.
5. When you want to speak, wait to be recognized by the presider. Identify yourself, your pronouns, and your congregation.
6. Don't lightly interrupt the Assembly with points of privilege, information, or order.
7. Don't act lightly when moving the previous question (cutting off debate)
8. Don't act lightly when moving to override the rulings of the presider or suspending the rules.
9. Feel free to consult the parliamentarian for procedural advice.
10. Whatever your feelings about contentious outcomes, work to move forward together in God's peace.

	Say...	Interrupt speaker?	Second necessary?	Motion debateable?	Motion Amendable?	Vote to pass...
Listed in order of precedence:						
Adjourn	<i>I move we adjourn</i>	No	Yes	No	No	Majority
Recess	<i>I move we recess</i>	No	Yes	No	Yes	Majority
Register complaint	<i>Chairperson, Point of Privilege</i>	Yes	No	No	No	No vote, chair decides
Suspend further consideration of a matter (to table)	<i>I move we table this motion</i>	No	Yes	No	No	Majority
End discussion/ debate	<i>I move the previous question</i>	No	Yes	No	No	2/3 vote required
To limit or extend debate on a motion	<i>I move we limit (or extend) debate for ___ minutes</i>	No	Yes	No	Yes	2/3 vote required
Postpone consideration of a matter	<i>I move we postpone this matter until ___</i>	No	Yes	Yes	Yes	Majority
Move (refer) for further study	<i>I move we refer this matter to committee</i>	No	Yes	Yes	Yes	Majority
Amend motion	<i>I move this motion be amended to read ___</i>	No	Yes	Yes	Yes	Majority
Introduce new business, motion	<i>I move that . . .</i>	No	Yes	Yes	Yes	Majority
Suspend the rules	<i>I move we suspend the rules concerning ___</i>	No	Yes	No	No	2/3 vote required
Point of Order	<i>Chairperson Point of Order</i>	Yes	No	No	No	No vote, chair decides
When a vote outcome is in question	<i>Chairperson, I call for Division of the House</i>	Yes	No	No	No	No vote, must be done
To withdraw a motion	<i>I withdraw my motion</i>	No	No	No	No	Majority
To close nominations	<i>I move to close nominations</i>	No	Yes	No	Yes	2/3 vote required
To reconsider a motion	<i>I move to reconsider (name the motion)</i>	No	Yes	Yes	No	Majority
To take from the table	<i>I move we take (motion) from the Table for consideration</i>	No	Yes	No	No	Majority

