

Greater Milwaukee Synod, ELCA

Report of the Synod Council for 2019—2021

Overview

This report summarizes actions taken by the Synod Council and the Executive Committee of the Greater Milwaukee Synod of the Evangelical Lutheran Church in America since the Synod Assembly held from May 31st through June 1, 2019.

Copies of the complete minutes of both the Synod Council and Executive Committee are available from the Synod Secretary, Matthew Schlake-Kruse (secretary@gmselca.org) or the synod office (mary.romskog@gmselca.org); summaries of Synod Council meetings are available on the synod website, <https://milwaukeeelcasyhod.org/who-we-are/synod-council/>

Actions referred to in this report are preceded by two or four letters (SC for Synod Council and ECSC for Executive Committee) and a series of two-digit numbers separated by decimal points. The first two numbers identify the year, the next two identify the month of the meeting in which the action was taken, while the final numbers identify the order of the action at that particular meeting. For example, SC19.09.03 refers to the third action take by the Synod Council at its meeting in September 2019. Actions that are purely administrative in nature, such as approval of minutes or acceptance of reports, are not included in this report.

Synod Council

Meetings

The Synod Council met 17 times since the 2019 Synod Assembly; with regular meetings held on 18 July, 19 September, and 21 November, 2019; 16 January, 19 March, 21 May, 16 July, 17 September, and 19 November 2020; and 21 January and 18 March 2021.

Special meetings were held on 28 October 2018; 2 April 2020; and 28 January 2021.

Electronic meetings were conducted on 27-28 June, 2019; 2-4 December 2019; and 29-31 March 2021.

Regular meetings moved to Zoom during the COVID-19 pandemic, previous meetings were held at the home congregations of Synod Council members or at the synod office.

Membership

The membership of the Synod Council, as of 15 April 2021 includes the following:

Cluster/conference voting members: **Robert Reinders, Joshua Kuehn, Vickie Stretz, The Rev. Sarah Stobie, Janet Wunrow, The Rev. Denise Mbise, Amber Anderson, the Rev. Elizabeth Jaeger, Mark Christiaansen, and Edwin Aparicio.**

At-large members include: **The Rev. Kevin Kretzmann Farrar, José Andrés Guerrero, and Amber Davis.**

Youth and Young Adult Members include: **Aliliywa Mbise and Sara Booher.**

Officers of the Synod are **The Rev. Paul Erickson, Bishop; Vice President Joyce Caldwell, and The Rev. Matthew Schlake-Kruse, Synod Secretary.**

The Council mourned the death of former Synod Treasurer **Tom Gauthier** in January 2021. Gauthier's role as Treasurer was appointed to **Bob Reinders**, who serves as acting Treasurer.

Council Action

SC 20.03.01. Appointment of Synod Council Member

The Council voted to appoint The Rev. Sarah Stobie (Bay Shore, Whitefish Bay) to fill the open Synod Council seat for Milwaukee Cluster I through the completion of the term in August 2021.

Council Action

SC 20.07.01. Appointment of Synod Council Member

The Council voted to appoint José Andrés Guerrero (Ascension, Milwaukee), to fill the open Lay Male position on the Council immediately, with term concluding 31 August 2023.

Executive Committee

Meetings

The Executive Committee met 16 times since the 2019 Synod Assembly with regular meetings on 9 July 2019; 7 January, 3 March, 12 May, 7 July, 8 September, and 10 November 2020; 12 January and 9 March 2021.

Special meetings were held on 28 October 2019; 2 April 2020; 24 August 2020; 19 November 2020; and 28 March 2021.

Electronic meetings were conducted on 12-13 December 2019 and 28 April 2020.

Minutes of the Executive Committee meetings were made available to members of the Synod Council prior to the next Council meeting.

Membership

The Executive Committee includes the Synod's Officers—Bishop, Vice President, Secretary, and Treasurer—and three other members of the Synod Council elected annually by the Council.

Council Action

SC 19.09.05. Election of Executive Committee At-Large Members

The Council elected Mr. Mark Christiaansen, Ms. Vickie Stretz, and Ms. Amber Anderson to serve as at-large members the Synod Executive Committee, for a one-year term.

Council Action

SC 20.07.05. Election of Executive Committee Members

The Council elected Amber Anderson, Vickie Stretz, and Mark Christiaansen to serve one-year terms on the Synod Council Executive Committee, effective 1 September 2020.

Committees and Task Forces:

Membership

The leaders of the Synod Council's committees and task forces are listed on the synod's website at <http://milwaukee-synod.org/who-we-are/committees/>.

Reports

The Council received regular reports from staff program directors and from affiliated organizations and committees, as well as detailed reports from Bishop Paul Erickson.

Staff reports normally include those from the Assistants to the Bishop for evangelical mission, Congregations in Mission, and Missional Leadership. Other reports are typically made by Outreach for Hope, Reconciling in Christ, the Women of the ELCA, the Anti-Racism Team and Lutheran Campus Ministry. Intermittent reports are provided by **Sonja Wolfe**, who represents the Synod on the ELCA Church Council, and **The Rev. Molly Doreza**, representing the Synod's Opioid & Substance Use Disorder Task Force, a group formed as a result of 2019 Synod Assembly Resolution #2.

Finance

Treasurer's Reports were reviewed and approved by the Council at all regular meetings.

Actions regarding Synod Budget and Finances

Council Action

SC 20.03.04. Amendment of 2020-2021 Budget

The Council voted to amend the 2020-2021 Budget, changing projected revenue from \$1.9 million to \$1.8 million.

Council Action

SC 20.03.05. Transfer of Reserve Funds

The Council voted to transfer \$203,226 from the St. Andrew's Lutheran Church Fund to undesignated reserves.

Executive Committee Action

ECSC 20.04.04. Authorization of Application for Small Business Relief Loan

The Executive Committee authorized application for loans offering small business relief through the CARES Act and/or other future stimulus funding offered by the federal government as a result of the COVID-19 pandemic.

Executive Committee Action

ECSC 20.04.06. Approval of Executing Signatory for SBA Loan Documents

The Executive Committee voted to authorize and direct The Rev. Paul D. Erickson, Bishop, to execute all necessary and appropriate loan documents, as The Rev. Erickson shall determine, in his discretion, to secure a loan on behalf of the Greater Milwaukee Synod from the Small Business Administration, as a part of the Paycheck Protection Program (PPP), in the amount of \$163,523.

Council Action

SC 21.01.04. Approval of 2021-2022 Synod Budget

The Council voted to approve the 2021-2022 Synod Budget, acting on behalf of the cancelled 2020 Synod Assembly, as presented by the Finance Committee.

Executive Committee Action

ECSC 21.03.04. Action on Our Savior's Cemetery Plots

*The Executive Committee voted to reject the offer to receive cemetery plots held by the recently closed **Our Savior's, Milwaukee** and to direct the Our Savior's closure team to sell the plots and direct any proceeds to the Greater Milwaukee Synod.*

Executive Committee Action

ECSC 21.03.06. Action on Our Savior's Cemetery Plots

*The Executive Committee voted to accept the offer and receive 127 cemetery plots held by the recently closed **Our Savior's, Milwaukee**.*

Council Action

SC 21.03.05. Designation of 2020-2021 Income Surplus

The Council voted to designate \$94,243.26 of surplus income from 2020-2021 to the Synod's Undesignated Reserve Funds, effective immediately.

Actions Regarding Congregations

Council Action

SC 19.09.10. Distribution of Endowment Funds

The Council approved distribution of grant funding from the Immanuel Urban Internship Fund to Cross Lutheran Church, Milwaukee, in the amount of \$13,720; and to Redeemer Lutheran Church, Milwaukee, in the amount of \$4,660.

Council Action

SC 20.03.07. Approval of New Congregation

The Council voted to approve and recognize Lakeside Lutheran Church, Kenosha, as a congregation in the Greater Milwaukee Synod of the Evangelical Lutheran Church of America.

Council Action

SC 20.09.08. Approval of Congregational Relocation

The Council, per ¶S13.20, approved the relocation of Redemption Lutheran Church to the building of Martin Luther Lutheran Church, Milwaukee.

Council Action

SC 21.03.16. Approval of Conference Change

*The Council voted to approve the request of **North Cape Lutheran Church, Franksville**, to belong to the South Conference of the Greater Milwaukee Synod.*

Actions Regarding Ministries

Council Action

SC 19.07.03. Approval of Governing Documents

The Council voted to approve the Restated Articles of Incorporation and Bylaws of the Mt. Meru Coffee Project as presented.

Council Action

SC 19.09.09. Approval of Synodically-Authorized Worshipping Community

*The Council approved the **Wayfarer's Faith Collective** status as a Synodically-Authorized Worshipping Community, effective 19 September 2019.*

Council Action

SC 20.01.03. Authorization of Synodically-Authorized Worshipping Community

*The Council voted to authorize **San Lucas Lutheran, Racine**, as a Synod-Authorized Worshipping Community.*

Council Action

SC 20.01.06. Ratification of Lutheran Campus Ministry Board Members.

*The Council voted to appoint **Joshua Kuehn** as Synod Council Liaison to the Campus Ministry Board and ratified the current board membership of **Seth Kiefer**, President; **Catherine Mode Eastham**, Board Secretary; **Heather Deaton**, Board Treasurer; **Linda Isnard**; **Marissa Knopick**, UWM Student; **The Rev. Carolyn Sellers Rizzo**; **Bishop Paul Erickson** (ex officio); **The Rev. Rachel Young Binter** (ex officio); and **the Rev. Jessica Short** (ex officio).*

Council Action

SC 20.03.14. Ratification of LSS Constitution and Bylaw Changes

The Council voted ratify all proposed changes to the Governing Documents, Constitution, and Bylaws of Lutheran Social Services of Wisconsin and Upper Michigan, Inc.

Council Action

SC 20.07.07. Ratification of Directors to the Board and Officers of the Corporation of the Mt. Meru Coffee Project.

*The Council ratified the election of the following individuals to the Board of the Mt. Meru Coffee Project to terms through 2023: **Ron Bohrer (All Saints, Wales); Janet McMahon (Martin Luther, Milwaukee); Victoria Mallak (Martin Luther, Milwaukee); Andy Peterson (St. John's, Brookfield).** The Council also ratified the election of the following individuals as Officers and Executive Committee Members of the Mt. Meru Coffee Project for one-year terms, effective 14 July 2020: **Walter Chossek (Kingo, Shorewood),** President; **Rick Frowein (Ascension, Waukesha),** Vice President of Operations; **Ron Bohrer (All Saints, Wales),** Vice President of Sales and Marketing; **Victoria Mallak (Martin Luther, Milwaukee),** Treasurer; **Janet McMahon (Martin Luther, Milwaukee),** Secretary; and **Andy Peterson (St John's, Brookfield),** Financial Secretary.*

Council Action

SC 20.09.09. Disbursement of Synod funds for Latinx Ministry

*The Council approved sharing \$5000 from the Good Shepherd/St. Andrew's designated funds to support Latin(x) Ministry through **Ascension, Waukesha;** and approved allowing monies from these restricted accounts to be continued toward Latinx ministries in Waukesha at the direction of Synod Staff.*

Due to a conflict of interest, **Edwin Aparicio abstained from voting on this action.*

Council Action

SC 21.01.13. Approval of Lutheran Campus Ministry Governing Documents

The Council voted to approve the Amended Articles of Incorporation and Bylaws of Lutheran Campus Ministry of Greater Milwaukee, effective 1 February 2021.

Grant Request Authorizations

Executive Committee Action

ECSC 19.10.01. Approval of Synod Vitality Strategy Grant

The executive committee approved the Greater Milwaukee Synod's Application for ELCA Synod Vitality Strategy Grant funds for 2020 and 2021.

Council Action

SC 20.05.02. Approval of Grant Request from Lutheran Campus Ministry

The Council voted to approve the request of Lutheran Campus Ministry in Greater Milwaukee to request grant funding from the Siebert Lutheran Foundation, for grants totaling \$22,400 to support the peer ministry programs as follows for the 2020-21 academic year: UWM – 8 peer ministers at \$700/semester; and Marquette University – 7 peer ministers at \$800/semester.

Council Action

SC 20.07.08. Approval of Grant Request from Lutheran Campus Ministry

The Council voted to approve the revised request of Lutheran Campus Ministry in Greater Milwaukee to request grant funding from the Siebert Lutheran Foundation, for grants totaling \$12,200 to support the peer ministry programs and retreats as follows for the 2020-21 academic year: UWM Peer Ministers (8 ministers at \$700/semester) and \$1000 for retreats/formational programming).

Continuing Resolutions Approved or Modified

Council Action

SC 20.09.03. Adoption of Continuing Resolution S6.03.A20.

The Council voted to adopt a modified and updated continuing resolution, S6.03.A20, to replace S6.03.A88.

Council Action

SC 21.01.15. Amendment to Appendix 3: Conference Directory (S12.01.A19)

The Council voted to amend Appendix 3 of the Synod Constitution, Bylaws, and Continuing Resolutions (under S12.01.A19.) to a Conference Directory, consisting of 6 geographic conferences and populating the conferences with congregations.

Council Action

SC 21.01.16. Amendment to Appendix 1: Nominating Formula for Churchwide Assembly Voting Membership

The Council voted to amend Appendix 1 of the Synod Constitution, Bylaws, and Continuing Resolutions (under S09.01.01.B11.) to reflect the 6 conferences of the Synod and to apportion seats based on the 2022 Churchwide Voting Member Allotment from the ELCA.

Council Action

SC 21.01.17. Amendment to Appendix 2: Nominating Formula for Synod Council Roster

The Council voted to amend Appendix 2 of the Synod Constitution, Bylaws, and Continuing Resolutions (under S09.10.01.A11.) to reflect the 6 conferences of the Synod and to allow for more at-large seats to the Synod Council.

Council Action

SC 21.03.06. Approval of Continuing Resolution

The Council voted to approve Continuing Resolution S12.01.01.A21., which states: “All rostered ministers shall belong to and relate with the conference of their congregation of membership unless they submit a written request to the Executive Committee of the Synod Council.”

Actions Regarding Synod Initiatives

Council Action

SC 19.11.08. Adoption of Mission Appeal Campaign

The Synod Council approved adopting the “Equipping the Saints” Mission Appeal, seeking a goal of financial gifts totaling \$2.3M, inclusive of fundraising costs.

Council Action

SC 20.11.05. Amendment to Equipping the Saints Mission Appeal

The Council voted to amend and adopt the Equipping the Saints Mission Appeal prospectus to offer and request “financial support for candidates and rostered ministers who are persons of color and/or LGBTQIA+ through candidacy, seminary, and first call,” under the section on Leadership.

2020 Synod Assembly—Actions and Recommendations

Council Action

SC19.11.09. Proposal of Amendments to Synod Constitution and Bylaws

The Synod Council approved proposed amendments regarding organizational structure and representational principles to sections S12.01.01.; S12.10.02.; S9.01.01.; S9.03.; S10.01.01.; S10.01.04; S10.06.01. of the Synod Constitution and Bylaws to be presented for ratification by the 2020 Synod Assembly.

Council Action

SC 20.01.05. Recommendation of 2020 Greater Milwaukee Synod Assembly Rules and Procedures

The Council voted to recommend Sections I.A. and I.B. of the Rules and Procedures for Synod Assembly, setting Tuesday, March 31, 2020 as deadline for Memorials and Resolutions proposed by congregations, committees, or clusters; setting Thursday, May 21, 2020 for resolutions initiated by the Synod Council. Deadlines for nominations were set for Tuesday, March 31, 2020.

Council Action

SC 20.03.08. Recommendation of 2020 Synod Assembly Rules

The Council voted to recommend the 2020 Synod Assembly Rules for Approval by the full assembly.

Council Action

SC 20.03.09. Recommendation of 2020 Synod Assembly Agenda

The Council voted to recommend the 2020 Synod Assembly Agenda for Approval by the full assembly, subject to necessary modifications.

Council Action

SC 20.03.10. Recommendation of 2020-21 Synod Budget

The Council voted to recommend the 2020-21 Synod Budget, a \$121,265 deficit budget, to the 2020 Synod Assembly for approval.

Council Action

SC 20.03.11. Designation of Synod Assembly Offering

The Council voted to designate all offerings from the 2020 Synod Assembly to the International Women Leaders Fund of the Evangelical Lutheran Church in America.

Council Action

SC 20.03.15. Recommendation of Amendments to the Synod Constitution to 2020 Synod Assembly.

The Council voted to recommend amendments for full ratification by the 2020 Synod Assembly to the following provisions of the Synod Constitution and Bylaws to reflect recommended amendments made at the 2019 Churchwide Assembly: S7.22.; S7.26.; S8.11.01.; S8.14.; S10.08.; S10.07.01.; S13.25.; S13.40.; S14.14.; S14.17.; S14.42.; S15.14.

Council Action

SC 20.04.01. Postponement and Rescheduling 2020 Synod Assembly

The Council voted to postpone the 2020 Synod Assembly due to the impacts of the COVID-19 pandemic and reschedule the 2020 Synod Assembly for August 14-15, 2020 at the Italian Community Center, Milwaukee.

Council Action

SC 20.04.02. Amending 2020 Synod Assembly Rules

The Council voted to amend changing the Assembly Rules, extending deadlines for nominations and resolutions to 15 June 2020, and extending the deadline for any Synod Council-initiated resolutions to 17 July 2020.

Council Action

SC 20.05.04. Cancellation of 2020 Synod Assembly

The Council voted to cancel the 2020 Synod Assembly based on continuing concerns related to the COVID-19 pandemic and its impact on large public gatherings.

Special Meeting of the 2019 Synod Assembly—Actions and Recommendations

Executive Committee Action

ECSC 20.11.03. Requesting Special Synod Assembly

The Executive Committee asked Bishop Erickson to call a Special Synod Assembly for the purposes of constitutional updates and changing the structures of clusters and conferences on Saturday, January 23, 2021, at 9 a.m.

Council Action

SC 20.11.07. Authorization and Consent for Special Synod Assembly

The Council voted, pursuant to S7.12. of the Synod Constitution, to give authorization and consent to Bishop Paul Erickson’s calling of a Special Virtual Synod Assembly to be held at 9 a.m. on Saturday, January 23rd, 2021 for the purposes of a) recognizing and receiving Lakeside Lutheran Church as a congregation of the Greater Milwaukee Synod; b) amending selected bylaws related to the structure of the Synod’s clusters and conferences as presented and approved by the Synod Council in November 2019; and c) receiving brief updates on the status of the Synod’s ministries during the pandemic.

Council Action

SC 21.01.05. Recommendation of Special Synod Assembly Agenda

The Council voted to recommend the Agenda for the Special Meeting of the 2019 Synod Assembly for Special Assembly approval, concurrent with the meeting notice provided by the Synod Secretary.

Council Action

SC 21.01.06. Recommendation of Special Synod Assembly Rules

The Council voted to recommend the amended Rules for the Special Meeting of the 2019 Synod Assembly for Special Assembly approval.

Council Action

SC 21.01.07. Recommendation of Motion for Special Synod Assembly

The Council voted to recommend Motion 1 to the Special Meeting of the 2019 Synod Assembly for adoption: “To amend Bylaws S12.01.01. and S12.01.02. to replace all references to mission clusters with the term ‘conference;’ and to Amend Bylaw S12.01.02. to further specify the role of Conference Dean and the function of conference with the language as presented to the Synod by the Synod Council following its meeting on 19 November 2019. (SC 19.11.09).”

Council Action

SC 21.01.08. Recommendation of Motion for Special Synod Assembly

The Council voted to recommend Motion 2 to the Special Meeting of the 2019 Synod Assembly for adoption: “To amend the numerical makeup of Continuing Resolution S12.01.A12, replacing ten mission clusters with seven conferences; and to direct the Synod Council to populate and organize these conferences with congregations, as referenced in Appendices 1, 2, and 3, following the Special Synod Assembly no later than 1 February 2021.”

Council Action

SC 21.01.09. Recommendation of Motion for Special Synod Assembly

The Council voted to recommend Motion 4 to the Special Meeting of the 2019 Synod Assembly for adoption: “To Amend Bylaws S9.01.01.; S10.01.01.; S10.01.04.; and 10.06.01.; en bloc: a) to replace all references to mission clusters with the term ‘conference;’ b) to remove reference to electing representatives to the regional steering committee in S9.11 and S9.01.01., c) to adjust the number of at-large seats on the Synod Council to six; and d) to change outdated references in terminology from ‘ordained’ to ‘rostered.’ (These changes in language were presented to the Synod by the Synod Council following its meeting on 19 November 2019. (SC 19.11.09)).

Council Action

SC 21.01.10. Approval of Voice and Vote at the Special Meeting of the 2019 Synod Assembly

*The Council voted to approve voice and vote for the following ministers serving in ELCA congregations for the Special Meeting of the 2019 Synod Assembly: **The Rev. Ron Ballew**, a pastor of the United Church of Christ, serving as interim pastor at **Reformation, Milwaukee**; and **The Rev. Germán Novelli Machado**, a pastor of the Lutheran Church-Missouri Synod, serving as bridge pastor at **Ascension, Milwaukee**.*

2021 Synod Assembly—Actions and Recommendations

Council Action

SC 20.04.03. Approving 2021 Synod Assembly Dates and Location

The Council voted to approve the dates and location of the 2021 Synod Assembly for April 30—May 1, 2021 at Milwaukee’s Italian Community Center.

Council Action

SC 21.01.11. Approval of Virtual 2021 Synod Assembly

The Council voted to approve a virtual meeting for the 2021 Synod Assembly, to be held April 30—May 1, 2021 in accordance with the electronic meeting statutes of the State of Illinois.

Council Action

SC 21.01.12. Recommendation of Synod Assembly Rules—Deadlines

The Council voted to recommend the following nomination and resolution deadlines as a part of the Synod Assembly Rules for the 2021 Synod Assembly: Monday, March 15th: deadline for memorials, resolutions, and nominations from congregations, committees, or clusters, or conferences. Thursday, March 18: deadline for Synod-Council initiated resolutions.

Council Action

SC 21.03.07. Recommendation of 2022-2023 Synod Budget to 2021 Synod Assembly

The Council voted to recommend a proposed 2022-2023 budget to the 2021 Synod Assembly with a 1% staff salary increase, 50% support for the ELCA, and 6% support for Lutheran Campus Ministry, for a total deficit budget of \$117,000.

Council Action

SC 21.03.08. Recommendation of Deadlines within Synod Assembly Rules

*The Council voted to approve the 2021 Synod Assembly Deadlines within the rules to be adopted by the Synod Assembly: “**Registration for the 2021 Synod Assembly shall close at 12:00 noon, on Monday, April 26. No registrations will be received after the deadline has passed. Due to the limitations of the meeting host software and voting credentials, no walk-in registrations will be accepted.**”*

Council Action

SC 21.03.09. Recommendation of Deadlines within Synod Assembly Rules

*The Council voted to approve the 2021 Synod Assembly Deadlines within the rules to be adopted by the Synod Assembly: “**Nominations from the floor for non-conference elections will be accepted by the nominating committee until 9:00 p.m on Friday, April 30th, 2021.**”*

Council Action

SC 21.03.10. Recommendation of Synod Assembly Rules

The Council voted to recommend the full rules for the 2021 Synod Assembly for approval.

Council Action

SC 21.03.11. Approval of Voice and Vote at 2021 Synod Assembly

*The Council voted to approve voice and vote for the following ministers serving in ELCA congregations for 2021 Synod Assembly: **The Rev. Debra Trakel**, a pastor of the Episcopal Church, serving as interim pastor at **Ascension, Milwaukee**; **The Rev. Germán Novelli Machado**, a pastor of the Lutheran Church-Missouri Synod, serving as bridge pastor at **Ascension, Milwaukee**; **The Rev. Ron Ballew**, a pastor of the United Church of Christ, serving as interim pastor at **Reformation, Milwaukee**; and **The Rev. Muriel Otto**, a pastor of the United Church of Christ, serving at **Unity, Brookfield**.*

Council Action

SC 21.03.12. Recommendation of 2021 Synod Assembly Agenda

The Council voted to recommend the 2021 Synod Assembly Agenda for approval, subject to any necessary modifications.

Council Action

SC 21.03.13. Designation of Synod Assembly Offering

The Council voted to designate offerings from the 2021 Synod Assembly to the ELCA Women's International Leaders Fund.

Council Action

SC 21.03.14. Recommendation of Churchwide Assembly Amendments

The Council voted to recommend adoption of all "Recommended" amendments to the Constitution for Synods to the Greater Milwaukee Synod Constitution as approved by the 2019 Churchwide Assembly.

Personnel

The Synod Council regularly addressed personnel action, including synod calls, status changes for rostered leaders, other appointments, and review and action on personnel policies.

Actions Regarding Synod Calls

Council Action

SC 19.09.02. Approval of Synod Call

*The council voted to approve a synod call to **the Rev. Jacob Werkheiser**, serving as Chaplain at Zilber Hospice Residence, effective immediately.*

Council Action

SC 19.11.02. Approval of Synod Call

*The council voted to approve a non-stipendiary synod call to **The Rev. Michael McAllister** to serve the **Wayfarers Faith Collective**, a Synod-Authorized Worshipping Community, effective immediately.*

Council Action

SC 19.11.03. Approval of Synod Call

*The Council voted to approve a synod call to **The Rev. Wendy Wirth-Brock**, to serve in interim ministry at **Our Savior's Lutheran, Milwaukee**, effective 20 October 2019.*

Council Action

SC 19.11.04. Approval of Synod Call

*The Council voted to approve a synod call to **The Rev. Kathy Brown**, to serve in interim ministry at **Mount Hope, West Allis**, effective 19 November 2019.*

Council Action

SC 19.11.05. Approval of Synod Call

*The Council voted to approve a synod call to **The Rev. Michael Anderson**, to serve in interim ministry at **Living Christ, Germantown**, effective 19 November 2019.*

Council Action

SC 20.03.03 Approval of Synod Call

*The Council voted to approve a Synod Call for **The Rev. Jennifer Olson** to serve as Chaplain with **Ascension at Home**, effective 17 February 2020.*

Council Action

SC 20.07.03. Approval of Synod Call

*The Council voted to approve a Synod Call to **The Rev. Christopher Manke**, serving as Executive Director of Outreach for Hope, effective 1 August 2020.*

Council Action

SC 20.11.02. Approval of Synod Call

*The Council voted to approve a Synod Call to **The Rev. Larry Harpster**, serving in interim ministry at **St. Luke, Slinger**; effective 19 October 2020.*

Council Action

SC 20.11.03. Approval of Synod Call

*The Council voted to approve a Synod Call to **The Rev. James Holmberg**, serving in interim ministry at **St. Matthew's, Wauwatosa**; effective 3 November 2020.*

Council Action

SC 21.01.02. Approval of Synod Call

*The Council voted to approve a Synod Call to **The Rev. Viviane Thomas-Breitfeld**, serving in interim ministry at **Luther Memorial, West Allis**, effective 14 December 2020.*

Council Action

SC 21.03.02. Approval of Synod Call

*The Council voted to approve a Synod Call to **The Rev. Maren Hooper**, serving in interim ministry at **St. John's, West Milwaukee**, effective 15 February 2021.*

Council Action

SC 21.03.03. Approval of Synod Call

*The Council voted to approve a Synod Call to **The Rev. Elizabeth Jaeger**, serving as Hospice Chaplain and Bereavement Coordinator for Great Lakes Hospice, effective 5 January 2021.*

Council Action

SC 21.03.18. Termination of Synod Call

*The Council voted to accept the recommendation of the Breaking the Chains Church Steering Committee to terminate the relationship between Breaking the Chains Church, a Synod-Authorized Worshipping Community and its mission developer, **The Rev. Mark Thompson**, effective 31 March 2021.*

Council Action

SC 21.03.21. Revision to Terms of Synod Call Termination

*The Council revised the end date of **The Rev. Mark Thompson's** call as Mission Developer of **Breaking the Chains Church** from 31 March 2021 to 30 April 2021.*

Approval of On Leave from Call Status

Council Action

SC 19.09.01. Approval of On Leave from Call Status

*The Council voted to approve all items from the consent agenda as presented, including...approval of On-Leave-From-Call Status for **Deacon Douglas Krekling**, effective 1 September 2019 (standard 3-year leave); approval of On-Leave-From-Call Status for **the Rev. Adam Moreno**, effective 30 September 2019 (standard 3-year leave); approval of On-Leave-From-Call Status for **Deacon Jeanne Solik**, effective 1 September 2019 (standard 3-year leave); and approval of On-Leave-From-Call Status for **the Rev. Dean Willich**, effective 1 October 2019.*

Council Action

SC 19.11.01. Approval of On Leave from Call Status

*The Council voted to approve all items from the consent agenda as presented, including...approval of On-Leave-From-Call Status for **The Rev. Stacy Seger**, effective 29 April 2019.*

Council Action

SC 20.01.01. Approval of On Leave from Call Status

*The Council voted to approve all items from the consent agenda as presented, including ...approval of the annual On Leave from Call Status for the following rostered ministers: **The Rev. Amy Becker-Perez; The Rev. Kerstin Hedlund; The Rev. Maren Hooper; The Rev. Patrick Keen; Deacon Douglas Krekling; The Rev. Jay McDivitt; The Rev. Adam Moreno; The Rev. Jennifer Olson; The Rev. Kristin Rice; Deacon Jeanne Solik; The Rev. Kelly Taylor-Schaus; The Rev. Vicki Watkins; The Rev. Dean Willich; and the Rev. Stacy Seger**; and approval of new On Leave From Call Status for **The Rev. Grant Quever**, effective 31 December 2019; and **The Rev. Steven Clingman**, effective 16 December 2019.*

Council Action

SC 20.03.02. Approval of On Leave from Call Status

*The Council voted to approve all items from the consent agenda as presented, including...approval of On Leave From Call Status for **The Rev. Elizabeth Baires**, effective 15 December 2019 and for **The Rev. Larry Harpster**, effective 16 February 2020.*

Council Action

SC 20.05.01. Approval of On Leave from Call Status

*The Council voted to approve all items from the consent agenda as presented, including... approval of On Leave from Call status for **The Rev. Chad Kline**, effective 1 April 2020; and **The Rev. Jon Breimeier**, effective 14 October 2019.*

Council Action

SC 20.07.02. Approval of On Leave from Call Status

*The Council voted to approve all items from the consent agenda as presented, including ...approval of On Leave from Call status for **The Rev. Amanda Christensen**, effective 25 May 2020; **The Rev. Harvard Stephens**, effective 1 June 2020; and **The Rev. Richard Suero**, effective 1 July 2020.*

Council Action

SC 20.09.01. Approval of On Leave from Call Status

*The Council voted to approve all items from the consent agenda as presented, including ...approval of On Leave from Call status for **The Rev. Paul Ihlenfeld**, effective 17 August 2020; and **The Rev. Elizabeth Jaeger**, effective 1 September 2020.*

Council Action

SC 20.11.01. Approval of On Leave from Call Status

The Council voted to approve all items from the consent agenda as presented, including ...approval of On Leave from Call status for **The Rev. Logan Vang**, effective 23 November 2020; and **The Rev. Sheila Rawn**, effective 7 November 2020.

Council Action

SC 21.01.01. Approval of On Leave from Call Status

The Council voted to approve all items from the consent agenda as presented, including approved continued On-Leave from Call Status for the following Rostered Ministers: **The Rev. Elizabeth Baires; the Rev. Amy Becker-Perez; The Rev. Amanda Christensen; The Rev. Paul Ihlenfeld; the Rev. Elizabeth Jaeger; the Rev. Chad Kline; Deacon Douglas Krekling; The Rev. Jay McDivitt; The Rev. Adam Moreno; The Rev. Grant Quever; The Rev. Sheila Rawn; The Rev. Stacy Seger; The Rev. Harvard Stephens; The Rev. Richard Suero; The Rev. Kelly Taylor-Schaus (with extension); The Rev. Dean Willich, and the Rev. Logan Vang**; approved authorizing **Bishop Erickson** to request On Leave from Call Extensions for **The Rev. Kirsten Hedlund and The Rev. Maren Hooper** at the 2021 Conference of Bishops Meeting.

Council Action

SC 21.03.01. Approval of On Leave from Call Status.

The Council voted to approve all items from the consent agenda as presented, including ...approval of On-Leave from Call Status for **The Rev. Joshua Stibb**, effective 30 January 2021.

Approval of Retired Status

Council Action

SC 20.01.01. Approval of Retired Status

The Council voted to approve all items from the consent agenda as presented, including ...approval of Retired Status for **Deacon Judy Kolstad**, effective 1 January 2020.

Council Action

SC 20.03.02. Approval of Retired Status

The Council voted to approve all items from the consent agenda as presented, including... approval of Retired Status **The Rev. Steven Clingman**, effective 1 April 2020; **Deacon Jeanne Solik**, effective 9 February 2020; and **The Rev. Vickie Watkins**, effective 1 January 2020.

Council Action

SC 20.05.01. Approval of Retired Status

The Council voted to approve all items from the consent agenda as presented, including...approval of Retired status for **The Rev. Rod Resheske**, effective 1 May 2020.

Council Action

SC 20.07.02. Approval of Retired Status

The Council voted to approve all items from the consent agenda as presented, including... approval of Retired Status for **The Rev. Jon Breimeier**, effective 1 August 2020.

Council Action

SC 20.09.01. Approval of Retired Status

The Council voted to approve all items from the consent agenda as presented, including... approval of Retired Status for **The Rev. Wendy Wirth-Brock**, effective 1 August 2020.

Council Action

SC 20.11.01. Approval of Retired Status

The Council voted to approve all items from the consent agenda as presented, including...approval of Retired Status for **The Rev. Carolyn Fredriksen**, effective 1 December 2020.

Council Action

SC 21.01.01. Approval of Retired Status

*The Council voted to approve all items from the consent agenda as presented, including ...approval of Retired Status for **The Rev. Marilyn Miller**, effective 1 January 2021; and **The Rev. Pres Hoffman**, effective 1 February 2021.*

Removal from Roster

Council Action

SC 19.11.06. Removal of Persons from Roster

*The Council voted to remove **Paula Ramcke-Wilke** and **Karen Kastler** from the disability roster and **Deacon Clarianna Vytlacil** from the active deacon roster.*

Council Action

SC 20.01.01. Reinstatement to Roster

*The Council voted to approve all items from the consent agenda as presented, including...rescindment of roster removal and reinstatement to the disability roster for **Paula Ramcke-Wilke** and **Karen Kastler**, effective immediately.*

Approval of Appointments and Nominations

Council Action

SC 19.06.01. Appointment of Voting Member

*The Council voted to appoint **Mr. Anthony Windau** to serve as a youth/young adult Voting Member of the 2019 Churchwide Assembly.*

Council Action

SC 19.07.04. Appointment to Consultation Committee

*The Council voted to appoint **Mr. Joshua Kuehn** to serve as a member of the Consultation Committee for a term beginning September 1, 2019 and ending August 31, 2025.*

Council Action

SC 19.09.04. Appointment of Synod Attorney

*The Council approved appointing **Ms. Laurie Meyer** as Synod Attorney, effective 1 October 2019.*

Council Action

SC 20.03.13. Appointment to the Nominating Committee

*The Council voted to appoint **Scott Manske (Martin Luther, Milwaukee)** as Cluster IV representative and **The Rev. Matthew Schlake-Kruse (St. Matthew's, Wauwatosa)** as an at-large member of the Nominating Committee, effective from Synod Assembly 2020—Synod Assembly 2023.*

Executive Committee Action

ECSC 19.10.02. Appointment of Discipline Panel

*The Executive Committee appointed the following members of the Discipline Committee to serve as members of a Discipline Panel: **Leah Krueger (Resurrection, Racine)**; **Robert Gee (Capitol Drive, Milwaukee)**; **The Rev. Tim Tahtinen (St. Mark's, Cudahy)**; **The Rev. Kristie Jaramillo (Norway, Wind Lake)**; **The Rev. Vicki Watkins (Incarnation, Milwaukee)**; **Steve Hartfield (St. Mary's Kenosha)**, with **The Rev. Elizabeth Jaeger (Synod Council Member)** as non-voting chair.*

Council Action

SC19.11.11. Approval of Representative to Synod Ministries

*The Synod Council approved appointment of **José Guerrero** to the board of Lutheran Campus Ministry and **Vickie Stretz** to the board of Mt. Meru Coffee.*

Executive Committee Action

ECSC 19.12.01. Appointment of Discipline Committee Hearing Panel

The Executive Committee voted to approve the appointment Robert Gee, Steven Hartfield, Leah Krueger, The Rev. Kristie Jaramillo, The Rev. Tim Tahtinen, and The Rev. Vicki Watkins to serve as the Discipline Committee Hearing Panel.

Executive Committee Action

ECSC 19.12.02. Appointment of Discipline Committee Hearing Panel

*The Executive Committee voted to approve appointment of **The Rev. Denise Mbise** as nonvoting chair of the Discipline Committee Hearing Panel.*

Council Action

SC 20.07.06. Appointment of Discipline Committee Member

*The Council, acting due to the cancellation of the 2020 Synod Assembly, appointed **Sharon Gallagher (St. Matthew's, Wauwatosa)** to the Discipline Committee, effective 1 September 2020.*

Council Action

SC 20.09.07. Appointment of Discipline Committee Members

*The Council appointed the following individuals to 6-year terms on the Discipline Committee due to the cancellation of the 2020 Synod Assembly: **The Rev. Tyler Rasmussen (Mt. Zion, Wauwatosa); The Rev. Kristin Berglund (St. Peter's, Sheboygan); and Mark Voelz (St. Paul's, Milwaukee).***

Executive Committee Action

ECSC 20.11.05. Consent and Approval of Temporary Officer Replacement

*The Executive Committee approved formal consent of **Bishop Paul Erickson's** appointment of **Bob Reinders** as Acting Synod Treasurer through March 2021.*

Council Action

SC 21.03.15. Appointment of Nominations Committee

The Council voted to appoint the Executive Committee of the Synod Council to function as the Nominations Committee for the 2021 Synod Assembly.

Employment, Compensation, and Personnel Policies

Council Action

SC 19.09.06. Approval of Synod Substance Abuse Guidelines

The Council approved the Greater Milwaukee Synod Addiction and Substance Abuse Guidelines for Rostered Ministers.

Council Action

SC 19.09.07. Approval of 2020 Compensation Guidelines

The Council approved Compensation Guidelines for Ministers of Word and Sacrament with a 2% COLA increase as presented.

Council Action

SC 19.09.08. Approval of 2020 Compensation Guidelines

The Council approved Compensation Guidelines for Ministers of Word and Service with a 4% COLA increase as presented.

Council Action

SC19.11.10. Approval of Paid Parental Leave Guidelines

The Synod Council approved the Recommended Model Paid Parental Leave Policy for inclusion in compensation and benefit guidelines, as edited with consensus by the Synod Council.

Council Action

SC 19.12.01. Election of Housing Allowance

*The Council voted to approve the 2020 Housing Allowance elections for **The Rev. Paul Erickson; The Rev. Jennifer Arnold; The Rev. Kristin Nielsen; and The Rev. Mark Thompson.***

Executive Committee Action

ECSC 20.01.01. Recommendation of Cost of Living Salary Increases

*The Executive Committee approved recommending a 2% increase to salaries of Synod Staff to adjust for cost of living increases for Fiscal Year 2020. **Bishop Erickson** abstained from voting due to conflict of interest.*

Council Action

SC 20.01.04. Approval of Synod Staff Salary COLA Increase

*The Council voted to approve a 2% salary increase for Synod Staff in Fiscal Year 2020; **Bishop Paul Erickson** abstained from voting (Conflict of Interest).*

Executive Committee Action

ECSC 20.08.01. Approval of Bishop's Sabbatical and Proposal

*The Executive Committee approved granting sabbatical leave to **The Rev. Paul Erickson, Bishop**, from 15 May—15 August 2021 and approved submission of his sabbatical proposal to the Louisville Institute.*

Council Action

SC 20.09.05. Approval of 2021 Compensation Guidelines

The Council voted to approve the 2021 Compensation Guidelines with an added 2% cost-of-living increase for Ministers of Word and Service and a 1% cost-of-living increase for Ministers of Word and Sacrament. The Council also directed the Synod Secretary and Synod Staff responsible for Rostered Leaders communicate with congregational leaders to strongly encourage all Rostered ministers be paid up to guidelines for years of experience and to consider all factors listed in the Compensation Guidelines document.

Council Action

SC 20.09.06. Direction for Lay Support Personnel Task Force

The Council voted to direct the Synod Vice President to appoint a task force exploring compensation guidelines for lay support personnel, with a report due by the September 2021 Synod Council meeting.

Council Action

SC 20.11.06. Approval of 2021 Housing Allowances for Synod Staff

*The Council voted to approve the Housing Allowance elections for the following Synod staff members for 2021: **The Rev. Jennifer Arnold; The Rev. Paul Erickson; and The Rev. Kristin Nielsen.***

Council Action

SC 20.11.08. Amendment to 2021 Compensation Guidelines for Rostered Ministers

The Council voted to amend the 2021 Compensation Guidelines to include the following clarifying statement regarding sick leave: "We recommend that congregations develop their own guidelines that include language on how employees, including rostered ministers, earn and make use of sick leave. A standard practice is for employees to earn one sick day per month, cumulative up to 40-45 days. We also recommend that unused accumulated sick leave not be compensated at the end of a call."

Respectfully Submitted,

The Rev. Matthew Schlake-Kruse, Synod Secretary