Table of Contents

Things to Know p. 3  Balance Sheet pp. 27-29
Assembly Agenda p. 4  Budget Proposal Rationale p. 30
Committees During Assembly p. 5  Budgets and Actual pp. 31-32
Map p. 6  Explanation of Budget pp. 33-35
Sponsors p. 7  Designated Restricted Funds pp. 36-37
Speaker Biographies pp. 8-11  Your Story/Our Story pp. 38-39
Reports p. 11  Anniversaries pp. 40-45
Vision, Mission, Values, Practices p. 15  Sending Service pp. 50-51
Reference and Counsel Report pp. 16-17  Robert’s Rules pp. 52-53
Resolutions pp. 18-24  Notes pp. 54-55
Nominations pp. 25-26  Nomination Form p. 56
Guidebook: Guidebook is the handy app that holds all the Synod Assembly information we can pack so it’s easy, portable, and always up to date. First, download the ELCA app at [guidebook.com/g/assembly2019](https://guidebook.com/g/assembly2019/) or search for “ELCA Organizations & Events” in the app store on your device. Then search for “Greater Milwaukee Synod Assembly 2019” to download the guide.

You may also scan this QR code (apple products scan from the camera automatically).

For folks who want to access the guide from a desktop/laptop computer, this is the direct link: [guidebook.com/guide/152887](https://guidebook.com/guide/152887).

Online Document Access: You can also access all assembly materials on the synod website at: [https://milwaukeeysnod.org/event/2019-synod-assembly/](https://milwaukeeysnod.org/event/2019-synod-assembly/)

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 12-14 of this supplement and include information on speaking during assembly. Pages 52-53 of this supplement contain information about Robert’s Rules to assist you as we conduct business.

Amendments and Motions: If you’re making a motion or an amendment please be prepared to provide this information in writing. You can email your written information to [assembly19@gmselca.org](mailto:assembly19@gmselca.org) or carry it directly to the Tech area near the back of the plenary. If you choose to handwrite your amendment or motion, please use block letters and print neatly.

Nomination Forms: If you need a nomination form during assembly, please use the form on the last page of this booklet or visit this link: [http://bit.ly/30Mmidn](http://bit.ly/30Mmidn). All nomination forms should be given to Mary Romskog as quickly as possible.

Childcare: Childcare is in the Board Room.

Friday: 4 - 9 p.m. (includes dinner)
Saturday: 8 a.m. - 1 p.m. (includes lunch) and 1 - 4 p.m.

Text to Give: Offering given through “Text to Give” will be matched by Vanco up to $500. Simply send a text to 414-939-7944 with the amount you would like to contribute. Make sure to include the dollar sign before the amount. Example: $50. Within a few minutes, you’ll be sent a text with a link to register. Click on the link and enter your cardholder name and credit or debit card information. Once your registration is complete, you’ll receive a text verification and a receipt via email. If you used “Text to Give” last year and for future giving, your offering will process immediately.

Assembly Evaluations: After assembly is over, we would love for you to give feedback by filling out this form: [milwaukeeysnod.org/eventeval](https://milwaukeeysnod.org/eventeval)

WIFI: NETWORK: Bartolottas-guest
PASSWORD: BrgGuest!

Restrooms: Restrooms are located near the main registration area and outside of Festa Hall.

Did we miss something? Please stop at the registration desk with any questions.
Friday, May 31
3:00 pm Registration opens - Galleria
4:00 pm Childcare opens - Board Room
4:00 pm New to Synod Assembly Workshop - Conference Rooms
5:30 pm Dinner with keynote presentation by Rev. Emmy Kegler - The Grand Ballroom
7:00 pm Registration closes until Saturday morning
7:00 pm Opening Worship - Festa Hall
8:15 pm Dessert Reception - Galleria
9:00 pm Childcare closes

Saturday, June 1
7:30 am Registration opens - Galleria
8:00 am Childcare opens - Board Room (breakfast with parents)
8:00 am Breakfast - Galleria
8:30 am Plenary 1 - The Grand Ballroom
  • Music
  • Welcome
  • Devotion
  • Introduction of Planning Team and Special Guests
  • Report of Credentials
  • Assembly Appointments
  • Assembly Orientation
  • Adoption of Agenda
  • Approval of Rules/Resolutions/Elections Procedure
  • Report of the Nominating Committee
  • Budget Presentation
  • ELCA Representative Report
  • Reference and Counsel Report
10:15 am Break
10:30 am Deadline for Nominations
10:30 am Resume Plenary 1
  • Lutheran Campus Ministry Report
  • Bishop's Report
  • Vice President's Report
  • Feasibility Study Report
  • First Ballot
12:30 pm Lunch
1:30 pm Plenary 2 - The Grand Ballroom
  • Music
  • Devotion
  • Report of the First Ballot
  • Second Ballot
  • Action on the Budget
  • Outreach for Hope Report
  • Resolutions
3:50 pm Sending and Installation of Elected Persons
4:00 pm Childcare closes
## Committees During Assembly

### Credentials Committee
- Sheila Bauer
- Rev. Bill Beyer
- Rev. Jim Bickel
- Chuck Ellingson
- Betty Gelhar
- Rev. Carol Hegland
- Charlotte John-Gomez
- Deacon Judy Kolstad
- Becca Laabs

- Maia Nielsen
- Rev. Kelly Nieman Anderson
- Peder Romskog
- Diane Roznowski
- Deacon Ellie Schmidtke
- Penny Schwid
- Rev. Eric Silberschmidt
- Deacon Marian Wasiarski
- Rev. Vicki Watkins

### Reference and Counsel Committee
- Milw 1
- Milw 2
- Milw 3
- Milw 4
- Northern Lakeshore
- Northwest
- Lake Country
- Waukesha
- Belle City
- Kenosha/W. Racine
- VP
- Bishop
- Secretary

- Nancy Groethe
- Rev. Logan Vang
- Rev. Denise Mbise
- Justin Kierzek
- Connie Hoffman
- Rev. Andrew Yoos
- Peter Klatt
- Karen Simington
- Rev. Harvard Stephens
- Jeffrey Kehoe (Chairperson)
- Joyce Caldwell
- Rev. Paul Erickson
- Matthew Brockmeier

### Worship Planning Team
- Rev. Lindsey Beukelman
- Amanda Christensen
- Hazel Griffin
- Rev. Elizabeth Lee
- Rev. Kelly Nieman Anderson
- Michael Schaner

### Elections Committee
- Milw 1
- Milw 2
- Milw 3
- Milw 4
- Northern Lakeshore
- Northwest
- Lake Country
- Waukesha
- Belle City
- Kenosha/W. Racine

- Paul Tjaden
- Alyna Romain
- Rev. Jay Thorson
- Russ Watson
- Kathy Nelson
- Rev. Joe Wilkinson
- Rev. Karen Jost
- Marilyn Timper
- Jeffrey Alderson
- Rev. Elizabeth Lee

### Synod Assembly Planning Team
- Rev. Bill Beyer
- Robert Gee
- Hazel Griffin
- Char Guiliani
- Paul Hoffman
- Rev. Lindsay Jordan

- John Mahoney
- Rev. Tom Pietz
- Tom Schaffer
- Michael Schaner
- Rev. Tim Tahtinen
- Kelli Zellinger

### Parliamentarian
- Steve Knowles

### Musicians

#### Worship
- Michael Schaner, piano
- Deacon Susan Daniels, percussion
- Susan Wallenslager, flute
- Rev. Dave Patterson, guitar

#### Plenary
- Phil Smith, piano
- Rev. Steve Bogie, guitar
- Rev. Delaney Schlake-Kruse, guitar
Thank you to our sponsors for helping to keep Synod Assembly costs down!

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

Vanco Payment Solutions

Don’t Forget!

We need your decorated bags back by Synod Assembly worship:
Friday, May 31 at 7 p.m.,
Italian Community Center, Festa Ballroom
Bishop Paul Erickson

The Rev. Paul D. Erickson was elected June 4, 2016 to a six-year term as bishop of the Greater Milwaukee Synod of the Evangelical Lutheran Church in America.

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.

He returned to the Greater Milwaukee Synod from St. Paul, where he served as the director of Agora, a ministry that works to develop lay leaders for immigrant and multicultural congregations in Minnesota and South Dakota. Erickson grew up in the Greater Milwaukee Synod, where he was a member of St. Matthew’s in Wauwatosa and Bethel in Muskego. Before attending seminary, he served in the Lutheran Volunteer Corps in Baltimore, MD and studied Spanish in Mexico. He has served congregations in Chicago, Milwaukee, and West St. Paul, MN before serving as Assistant to the Bishop for Evangelical Mission in the Saint Paul Area Synod from 2008-2014.

Bishop Erickson has spent much of his ministry working in cross-cultural settings and has traveled extensively to visit global companions in Guatemala, El Salvador, and Tanzania. He feels called to lead the church as it explores ways to move forward with curiosity, courage, compassion, and collaboration. Paul and his wife, Lynn (an ELCA pastor serving in Milwaukee), have two children: David and Sarah.

Matthew Brockmeier, Synod Secretary

Matthew Brockmeier, a member and past president of St. Paul’s Evangelical Lutheran Church in Random Lake, has also served as synod secretary since 2011. Most of his career was in nonprofit management, with related activities including teaching undergraduate courses in the field. He now serves as president of the Village of Random Lake, Wisconsin and as treasurer of the Random Lake Area Interfaith Food Pantry. He married Loretta 22 years ago, getting three great children in the bargain. Since then a son-in-law and a granddaughter have arrived on the scene.

Joyce A. Caldwell, PhD, Synod Vice President

Dr. Joyce Caldwell was elected as Vice President of the Synod in 2017. She recently retired as Associate University Provost and Dean of Adult Professional and Graduate Studies for Ottawa University (OU). She received her Ph.D. from Fielding Graduate University in Human and Organizational Systems, with a Concentration in Transformative Learning for Social Justice. She also holds a Master’s degree from Fielding in Human Development and a M.A. in Education—Curriculum and Instruction from Marquette University. Caldwell has worked as a consultant, writer, and resource developer for various non-profits. She served as the executive director of Lutheran Human Relations Association and as an Associate in Ministry for Faith Lutheran Church, Cedarburg.

Caldwell is a skilled adult educator and has been the leading co-author of several resources on race, culture, and white privilege, including the ELCA resource Troubling the Waters for Healing of the Church: A Journey for White Christians from Privilege to Partnership and the ELCA web-based resource One Body, Many Members. Her dissertation, Living in the Intersections: An Ethnographic Study of an Urban Lutheran Congregation, explored how a congregation that is living in the intersection of race and class reflects on and negotiates those intersections, and the factors that foster or hinder practices and interactions in the intersections that could lead toward becoming an authentically integrated multiracial congregation or a mutual partner in its diverse neighborhood.
Rev. Emmy Kegler, Banquet Speaker

Rev. Emmy Kegler is the pastor of Grace Lutheran Church in Northeast Minneapolis (gracenempls.org), the founder and editor of Queer Grace, an encyclopedia of online resources around LGBTQ life and faith (queergrace.com), and a co-leader of the Queer Grace Community, a group of LGBTQ+ Christians in the Twin Cities (queergracecommunity.com). Her first book, One Coin Found: How God's Love Stretches to the Margins, is the story of her journey with and through Scripture as an openly gay woman called to ordained ministry. She lives in Saint Paul with her wife Michelle and their two dogs and cat.

Tom Gauthier, Synod Treasurer

Tom was elected to serve as the Treasurer of the Greater Milwaukee Synod at the Synod Assembly in 2017. Prior to that, Tom served a four-year term on the Synod council as the representative of the Northern Lakeshore Cluster. Tom joined Grace Lutheran in Thiensville in 2010, and has served on the council and committees there, including the Call Committee and a year as president.

Tom works as the president of Adonai Employment, a nonprofit organization that works to connect individuals with disabilities and employers with needs. Tom also serves on the board of Next Act Theatre, the community advisory board of WUWM (Milwaukee's NPR Station), and the capital campaign committee for the new North Milwaukee Arthaus. Tom has served on seven other nonprofit boards in recent years. Tom earned his BA from UWM. Tom describes himself as a “Lutheran by choice”, having been raised in a different faith tradition.

Carolyn Karl, Afternoon Devotions

Faith has always played an important role in Carolyn's life. She was active in her high school youth group in Atlanta, Georgia, and volunteered as a youth leader for several years in Illinois and Missouri before leaving her law career to serve in professional youth ministry. She was raised Presbyterian and has served in ELCA congregations for her last four calls. Carolyn has a Certificate in Youth and Family Ministry from Princeton Theological Seminary, and a Certificate in Cross+Generational Ministry through the Greater Milwaukee Synod and Vibrant Faith Ministries. She has been involved in the Greater Milwaukee Synod since 2008, serving in cross+generational ministry at Bay Shore and Kingo Lutheran Churches and as an active member in the synod Cross+Generational Ministry Network. Carolyn and her husband Steve have three children in college.
SPEAKER BIOGRAPHIES

Steve Knowles, Parliamentarian
Following graduation from St. Olaf College and the University of Wisconsin Law School, Steve served four years as a lawyer in the Judge Advocate General’s Department of the U.S. Air Force. He has been in private law practice in Milwaukee since 1977 and is with the firm of Davis & Kuelthau, s.c.

Steve’s law practice concentrates on private sector employment law. He advises corporate employers on all aspects of employment law and has defended employers against all types of employment-related claims in courts and administrative agencies throughout the Midwest.

Steve was a member of the first Synod Council of the Greater Milwaukee Synod and subsequently served eight years as Secretary. He has been the Synod attorney since 1988 and has also represented Lutheran and non-Lutheran congregations and other synods in a variety of employment and corporate matters. Steve also serves as outside counsel for the ELCA’s churchwide organization with regard to personnel matters.

Steve and his wife, Linda, are members of Grace Lutheran Church in Grafton. Steve serves as a Director of United Lutheran Program for the Aging, Inc. and of Family Promise—Ozaukee County, Inc.

Rev. Adam Moreno, Morning Devotions
With degrees in education and divinity, over a decade of teaching experience, and 20 years of youth ministry experience within the ELCA, Adam is passionate about lifelong learning and seeking to live an intentionally faith-focused life. His love of working with young people led him into a life of innovative teaching and dynamic mentoring; as the middle school Drama teacher at University School of Milwaukee, during the summers at Red Arrow Camp for Boys and Appel Farm Summer Arts Camp, and with the children and teens at Higher Expectations Theatre. Adam is active in the Synod, collaborating with past Winter Youth Retreats and participating on the Reconciling In Christ committee and the Cross+Gen Ministry Network. Pastor Adam is able to unite his passion for teaching and his call to ministry in serving as the pastor of Lord of Life Lutheran Church in Kenosha, an inclusive and faith-filled congregation with strong Children, Youth, and Family Ministries.

Savanna Sullivan, ELCA Churchwide Representative
Savanna is Program Director for ELCA Young Adult Ministries at the ELCA Churchwide Office in Chicago, IL. She has given workshops and presentations around the country to ELCA and ecumenical groups about Young Adult culture and empowerment in the church. She recently spoke at the 2018 ELCA Youth Gathering in Houston, TX. She is passionate about helping young people seek the Divine in themselves and pushing the church to equip, amplify, and respect the voices of young leaders. She loves banana pudding, the Clemson Tigers, and memorizing poems.
**SPEAKER BIOGRAPHIES**

Mike Ward, Feasibility Study

Mike Ward is passionate about stewardship and how it can lead to renewal in the church. Mike is a Lutheran pastor as well as a Certified Fundraising Executive (CFRE) and is now a partner in the consulting firm GSB. Mike works with congregations and church institutions all across the country and across denominations. Mike’s clients include small startups that are just launching annual fund programs to established large institutions pondering multi-phase major appeals. Mike also works eight church judicatories in planning, capital campaign, or in re-imagining regular funding streams as mission support continues to decline. He currently serves on the ELCA Church Council and was previously on the board of the ELCA Youth Ministry Network. Two of Mike’s outdoor ministry clients are LCMS. GSB has launched a congregational stewardship model, currently being piloted here in Milwaukee, that is experiencing annual giving increases of 10%–40% on average. Prior to joining GSB, Mike was VP of Advancement for NovusWay Ministries and prior to that served as youth and family pastor at St. Mark’s Lutheran Church, Charlotte. Mike is a frequent speaker at the Youth Ministry Extravaganza, Lutheran Outdoor Ministry Network, and at the Association of Lutheran Development Executives conferences and recently led a Wheat Ridge Webinar. Mike lives near Asheville, NC with his wife and two children. In his free time, Mike is a beekeeper. www.gsfundraising.com/mike_ward/

**REPORTS**

Report of the Bishop
Found here: http://bit.ly/2EE23Ff

Report of the Vice President

Report of the Secretary
Found here: http://bit.ly/2QuYLZA

Report of the Treasurer
Found here: http://bit.ly/2HGg1s3
Memorials and Resolutions Explained

The Evangelical Lutheran Church in America provides three primary avenues for communication from synods to the churchwide organization and the Churchwide Assembly, using two vehicles, memorials and resolutions. The three avenues are:

1) Synod Assemblies may address the Churchwide Assembly through memorials;
2) Synod Councils may address the ELCA Church Council through resolutions, and;
3) Synod Councils may address churchwide units or offices through the ELCA Church Council’s Executive Committee (including forwarding resolutions adopted by Synod Assemblies).

Memorials address broad policy issues and are passed by Synod Assemblies for consideration by the Churchwide Assembly. Once received by the churchwide organization, they are referred to the Memorials Committee, which is appointed by the Church Council to review and make recommendations to the Churchwide Assembly. The Memorials Committee meets after all Synod Assemblies are over, approximately six to eight weeks before the Churchwide Assembly. It is important to note that the next Churchwide Assembly takes place in 2019, with subsequent Assemblies every third year.

Resolutions are requests from synods to the Church Council or units or offices of the churchwide organization. Either Synod Assemblies or Synod Councils may originate resolutions. As a practical matter, resolutions have a more narrow focus than memorials because they are requests for consideration or action by individual units or offices or the Church Council. Thus, for example, a request for the Church Council to recommend a parliamentary rule or action by a unit would be the subject of a resolution, but a request to change an ELCA policy should be a memorial.

A resolution and a memorial may not be combined in one action. In addition, a synod should not address both the Church Council and the Churchwide Assembly on the same subject. The Office of the Secretary, with the concurrence of the Executive Committee of the Church Council, may treat a proposal characterized as a memorial as a resolution or vice versa. In these circumstances, the synod will be notified promptly of the re-classification.

It also is important to point out that resolutions and memorials may not direct the churchwide organization to take action. They are proposals requesting the specified action.

Finally, an increasing concern of the churchwide organization is the potential budgetary impact of resolutions and memorials that make financial demands on synods or the churchwide organization. Resolutions or memorials that have such potential impact may not be supported by the churchwide organization or, if adopted, may have adverse consequences for existing programs or ministries.

Resolutions calling for 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.

Overview

The Greater Milwaukee Synod Council will recommend to the Synod Assembly the following Rules and Procedures for 2019. These will be formalized by the Assembly at the Opening Plenary Session of the Assembly, on Saturday, June 1, 2019, but will be followed prior to that action.

I. Memorials and Resolutions

A. Deadlines for submission of memorials and resolutions:
   - Sunday, March 31, 2019 by congregations, committees or clusters;
   - Thursday, May 16, 2019 for Synod Council initiated resolutions.
B. Memorials and resolutions may only be submitted by vote of a cluster, a committee of the synod, or a congregation (by council or congregational vote), or by action of the Synod Council.

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

The memorials and 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. Speeches from the floor during debate shall be limited to three (3) minutes. In the event of anticipated prolonged debate, the chair may declare (or an assembly move as a matter of procedure) that speeches will be made in alternating order between supporting and opposing views. This is consistent with the 2016 Churchwide Assembly Rules of Organization and Procedure, which state in part:

"Insofar as is possible during discussion, a speaker on one side of the question shall be followed by a speaker on the other side.”

To facilitate alternating speeches, and when requested by the chair, Assembly members shall await recognition at the microphones, holding aloft a green placard in order to speak in favor of the pending matter, a red placard in order to speak against the pending matter, or a white placard in order to offer an amendment to the pending matter or to make some other motion that would be in order.

E. 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 calling for 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 VII below.

II. Motions

A. When a member intends to bring a motion (whether a main motion, a secondary motion, or a motion to bring a question again before the assembly), the motion must be made and seconded, if applicable, before speaking to the issue. If a member speaks to a matter before bringing the motion, the motion will be considered out of order by the chair. Once the motion is properly made and seconded, if applicable, the member who made the motion shall have the privilege of speaking first in support of it, upon recognition by the chair.
B. 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.

III. Voting

A. Voting, except for contested elections, may, at the discretion of the chair, be conducted either by voice or by the use of colored 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 by counting raised colored 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.

IV. Elections

A. Nominees for the offices to be filled by Assembly action are listed in the Pre-Assembly materials. Additional nominations may be made from the floor at the Opening Plenary session for the Assembly. Anyone wishing to place a name in nomination must:
   1. Have the nominee's consent to run and serve if elected, and
   2. Submit to the Assembly office the required biographical data at the time of nomination.

B. A majority vote shall be required for election. 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. The first ballot will be taken as close to the First Plenary Session as feasible. A second ballot shall be taken, if necessary, within 24 hours.

V. Privilege of Voice

Guests, other than voting members, may be accorded the privilege of voice by a majority vote. Voice shall also be granted to those persons designated by the Synod Council, as provided for in §7.23. of the Synod’s Constitution.

VI. Distribution of Materials

No materials may be distributed on the floor of the assembly without the advanced approval of the bishop or the Reference and Counsel Committee of the Assembly.

VII. Changing Synod Budget Amounts on Assembly Floor

All motions will be ruled “out of order” that seek to amend the synod budget by increasing the amount or percentage of any budget item or program in a Synod Council recommended synod budget which is to be considered on the floor of the assembly, without also proposing a dollar for dollar matching decrease in another budget item or program. For an amendment to the synod budget to be considered by the Assembly, the amendment to the synod budget must result in the total final income and expense amounts being exactly the same as proposed by the Synod Council for adoption by the assembly.
Greater Milwaukee Synod
Vision, Mission, Values, Practices statement:
(May 2019)

The Greater Milwaukee Synod (bishop, staff, pastors, deacons, leaders, congregations, and ministries) embrace the following statements that express our common commitment to living into God’s vision for our world.

God’s Vision: A world that embodies the fullness of life: justice, peace, equity, hope, and love for everyone, including all races, genders, identities, abilities, and social status.

Our Mission: We follow Jesus, form communities, love all.

Core Values:
- Curiosity. We believe that God is always up to something new, working to bring people together from diverse contexts to experience resurrection, hope, and community. Our task is to wonder and explore as the Holy Spirit moves among us. (Acts 2:1-24)
- Courage. We believe that God is inviting us to explore new ways of being church, re-examining familiar structures, beliefs, and practices, that we might experience the rich and full life that God intends for all creation. (Isaiah 42:5-9)
- Compassion. We believe that Jesus’ command to love God and our neighbors needs to guide everything we do as we form communities of grace, welcome, service, and justice. (Luke 10:25-37)
- Collaboration. We believe that, just as God walks with us in our journey of faith, God invites us to walk with and work with each other and with our neighbors in relationships of authentic mutuality and equity. (Ephesians 4:1-16)

Common Practices:
- Worship. We regularly respond to the Holy Spirit’s invitation to meet God through Word and Sacrament, experiencing God’s saving love in Christ and being sent into the world to share that love.
- Prayer. We ground all that we do in prayer, calling on God’s Spirit to bless, strengthen, and shape us for witness and service.
- Listening. We seek to listen to and learn from God’s Word, each other, our neighbors near and far, and the world around us, asking deep questions and being open to new voices and new perspectives.
- Invitation. We actively invite others into deeper relationships with Jesus, welcoming them into communities shaped by unconditional love and acceptance.
- Learning. We strive to be learning communities, committed to a deepening engagement with scripture and theology as well as training that equips us to live out our faith in the world and confront racism and discrimination of all kinds.
- Generosity. We open our lives to the free sharing of ideas and resources with all, recognizing that everything belongs to God.
- Innovation. We know that the Church and our world are changing, and we need to take risks and explore new ways of being faithful, building relationships, and organizing our life together.
- Leadership development. We support and encourage new people into leadership roles, focusing on those who have often been overlooked and undervalued.
- Showing up. We live out our faith by engaging in service, action, and advocacy around issues of poverty, violence, racial equity, gender, LGBTQIA+ issues, immigration, mental illness, and injustice.
The Greater Milwaukee Synod 2019 Reference and Counsel Committee met on May 1, 2019 to review submitted resolutions.

Members Present
Bishop Paul Erickson, Greater Milwaukee Synod
Rev. Harvard Stephens, Belle City Cluster
Jeffrey Kehoe, Kenosha/West Racine Cluster
Pete Klatt, Lake Country Cluster
Nancy Groethe, Milwaukee Cluster 1
Rev. Logan Vang, Milwaukee Cluster 2
Rev. Bill Mains, Milwaukee Cluster 3
Justin Kierzek, Milwaukee Cluster 4
Connie Hoffman, Northern Lakeshore Cluster
Rev. Drew Yoos, Northwest Cluster

Member Not Present
Karen Simington, Waukesha Cluster

Others Present
Joyce Caldwell, Synod Vice President
Matthew Brockmeier, Synod Secretary
Steve Knowles, Synod Attorney

Actions
The committee elected Jeffrey Kehoe to serve as chair.

Resolutions Considered

Resolution 1 – Memorial on Gun Violence Prevention

Meeting Review: The committee accepted a recommendation from the secretary to consolidate multiple Resolved statements into one. There were no additional concerns.

Subsequent Actions: The sponsors accepted the revisions to the Resolved section.

Resolution 2 – Resolution on the Opioid Crisis

Meeting Review: The committee made minor technical corrections, with no significant concerns.

Subsequent Actions: No additional action was needed.

Resolution 3 – Memorial on Increasing Participation and Awareness in Social Purpose Funds for All Portico Members

Meeting Review: Discussion focused on the best path for this memorial, in light of Portico’s relationship with the ELCA.

Subsequent Actions: Bishop Erickson, Matthew Brockmeier and Steve Knowles conducted additional review, with a recommendation to create an additional Whereas statement referring to the ELCA’s governing documents, and amending the Resolved statement. The sponsors accepted the recommended revisions.
Resolution 4 – Resolution Ensuring Parental Leave and Increasing Minimum Guidelines

Meeting Review: There were significant concerns regarding both employment law and the nature of the relationship between synods and congregations, with special attention to concern regarding language appearing to create an expectation that congregations would adhere to the terms of the resolution.

Subsequent Actions: A meeting was held with the author, the bishop and several committee members and additional consultation took place with the synod attorney, with resulting changes in language, and the inclusion of a plan to develop a model policy for congregations to facilitate the aims of the resolution.

Resolution 5 – Resolution to Support Humanitarian aid to Palestinians through the East Jerusalem Hospitals including Augusta Victoria Hospital

Meeting Review: The committee had no concerns, with appreciation expressed for the timeliness of this resolution.

Subsequent Actions: The ELCA began an advocacy effort largely mirroring what was called for in this resolution shortly after the meeting. Review by sponsors, with a recommendation by the synod to redirect the action to focus on support for the ELCA’s effort. The sponsors decided to proceed with the original memorial, after asking whether the memorial could be combined with a synod-focused resolution, which is not possible under ELCA rules.

Respectfully Submitted,

Jeffrey Kehoe, Chair
WHEREAS, the ELCA remains unalterably opposed to violence in our communities and committed to our Christian role as peacemakers; and

WHEREAS, mass shootings have continued to increase in the United States since the last Social Policy Resolution on Gun Violence Prevention was passed in 2016; and

WHEREAS, the Congress of the United States failed to pass the Assault Weapons Ban bill of 2018; and

WHEREAS, we have watched a rising wave of young people and parents in our country who are advocating for stricter gun regulation laws in order to create safe schools and safe neighborhoods, therefore, be it

RESOLVED, that the Greater Milwaukee Synod Assembly memorialize the 2019 Churchwide Assembly of the Evangelical Lutheran Church in America to encourage bishops, pastors, and Lutheran leaders to urge Congress and state legislatures to pass an assault weapons ban to replace the assault weapons ban that expired in 2004, this ban to include assault-like rifles and high-capacity magazines and to pass laws for strict background checks for all gun sales, including private sales; and to urge members of this church to contact their elected leaders through phone calls, letters, e-mails, and petitions, urging them to pass such legislation.

Submitted by United Lutheran Church, Racine
Resolution 2 – 2019 Greater Milwaukee Synod Assembly
Resolution on the Opioid Crisis - Revised

WHEREAS, Jesus sends us forth to “heal the sick” (Matthew 10:8); and

WHEREAS, as declared in its “Statement of Purpose”, the Evangelical Lutheran Church in America must “lift its voice in concord and work with forces for good, to serve humanity, cooperating with church and other groups participating in activities that promote justice, relieve misery and reconcile the estranged” (Section 4.03(f) of the ELCA Constitution); and

WHEREAS, every day, more than 130 people in the United States die after overdosing on opioids (National Institute on Drug Abuse, “Opioid Overdose Crisis”, https://www.drugabuse.gov/drugs-abuse/opioids/opioid-overdose-crisis, revised Jan. 2019), causing misery for a vast network of victims and their families and communities; and

WHEREAS, the misuse of, and addiction to, opioids — including prescription pain relievers, heroin, and synthetic opioids such as fentanyl — is a serious national crisis that affects public health as well as social and economic welfare, so much so that the Centers for Disease Control and Prevention estimates that the total economic burden in the United States of prescription opioid misuse alone is $78.5 billion per year, including the costs of healthcare, lost productivity, addiction treatment, and criminal justice involvement (National Institute on Drug Abuse, “Opioid Overdose Crisis”, https://www.drugabuse.gov/drugs-abuse/opioids/opioid-overdose-crisis, revised Jan. 2019); and

WHEREAS, during the year 2017, there were 916 overdose-related deaths in the State of Wisconsin, more than twice the number of such deaths during the year 2010 (Wisconsin Department of Health Services, https://www.wisconsin.gov/wish/opioid/data.htm), including a four-fold increase in heroin deaths during that period of years (National Institute on Drug Abuse, https://www.drugabuse.gov/drugs-abuse/opioids/opioid-summaries-by-state/wisconsin-opioid-summary); and

WHEREAS, in the year 2017, the President of the United States directed his Administration “to use all appropriate emergency and other authorities to respond to the crisis caused by the opioid epidemic (Presidential Statement, August 10, 2017); and

WHEREAS, the Governor of the State of Wisconsin created the Governor’s Task Force on Opioid Abuse (Executive Order #214, Sept. 22, 2016) and subsequently convened, in multiple locations, a Governor’s Faith-Based Summit on Opioids for pastors, priests, parish nurses, and others involved in faith-based community organizations confronting the prevention, intervention, recovery, and criminal justice consequences of the Opioid Crisis (Executive Order #273, Jan. 19, 2018); and

WHEREAS, the churchwide organization of the ELCA declares, “The work God calls us to do in the world is never done alone or in isolation, and the churchwide organization plays a key role in developing and supporting a culture of interdependence, diversity and common mission across all expressions of the ELCA and its partners” (https://elca.org/About/Churchwide); therefore, be it

RESOLVED, that the Greater Milwaukee Synod Assembly direct the Synod Council to respond to the opioid crisis by creating a Synod Task Force on Opioid Abuse to advise how synod leaders
Resolution 2 – 2019 Greater Milwaukee Synod Assembly
Resolution on the Opioid Crisis - Revised

and congregations can collaborate and form effective partnerships with state and local authorities and nongovernmental organizations; and be it further

RESOLVED, that the Bishop of the Greater Milwaukee Synod appoint members of the Synod Task Force on Opioid Abuse, to include Synod staff, pastors, and lay leaders (especially those with experience-based perspectives) and task a synod staff member with responsibility to support the Task Force; and be it further

RESOLVED, that participants in the Synod Task Force on Opioid Abuse include those most vulnerable in this crisis — young people, people of color, people who identify among LBGTQIA+, people who have been in prison or jail, military veterans, and people from other groups that are disproportionately affected by this crisis; and be it further

RESOLVED, that the Synod Task Force on Opioid Abuse encourage practical ways for rostered leaders and congregations to bring hope and healing to those affected by the crisis, and in so doing consider the actions suggested by the Center for Faith Based and Neighborhood Partnerships in its Opioid Epidemic Practical Toolkit, including

- Hosting or connecting people to recovery programs and support groups (Open Your Doors)
- Providing educational opportunities that create understanding and encourage compassion (Increase Awareness)
- Offering training programs to build the capacity of communities to respond (Rebuild and Restore)
- Focused efforts on youth prevention (Get Ahead of the Problem)
- Joining substance-use prevention coalitions, so as to inform, connect, and strengthen efforts (Connect and Collaborate)

and help congregations to be informed about federal, state, and local resources available, and be it further

RESOLVED, that the Greater Milwaukee Synod Assembly direct the bishop of the Greater Milwaukee Synod to share this resolution with the presiding bishop of the ELCA and the appropriate staff people in the Domestic Mission Unit of the churchwide organization of the ELCA and to explore with them the formation of a churchwide task force that would provide information, networking, and support for ministries dedicated to combating opioid addiction and abuse.

Submitted by Clusters 1 and 2, Milwaukee
Authors: Rev. Molly Doreza, Bay Shore Lutheran & Rev. Joseph Ellwanger, Hephatha Lutheran
Co-sponsored: Rev. Delaney Schlake-Kruse, St. Paul’s; Rev. Mary Martha Kannass, Hephatha Lutheran; Rev. Kevan Penvose, Unity Lutheran; Rev. Marilyn Miller, Lutheran Church of the Reformation; Rev. Mark Thompson, Breaking the Chains; Rev. Michelle Townsend de Lopez, Cross Lutheran; Rev. Dr. Lisa Bates-Froiland, Redeemer Lutheran; Rev. Alexis Twito
Resolution 3 – 2019 Greater Milwaukee Synod Assembly
Memorial on Increasing Participation and Awareness in Social Purpose Funds
for All Portico Members - Revised

WHEREAS, that currently new Portico Benefit Services members are automatically enrolled in the ELCA 60e Balanced Fund; and

WHEREAS, according to an email sent by Portico to plan members on February 2, 2017 “about 45% of plan members have all of their ELCA Retirement Plan savings invested in the plans default fund, the ELCA 60 e Balanced Fund,”; and

WHEREAS, that some plan members who were automatically enrolled in the ELCA 60 e Balanced Fund have no preference for what plan they are enrolled in or do not know how to make an enrollment selection; and

WHEREAS, the ELCA 60e Balanced Fund is partially invested in alcohol, business practices that negatively impact community development, fossil fuels and business practices that degrade the environment, gambling, military weapons, pornography, and tobacco, and private prisons (including the companies that operate the private prisons that held immigrant children separated from their parents); and

WHEREAS, the ELCA already has created alternative funds, the eight ELCA Social Purpose Funds, screens (does not invest in) investments in alcohol, business practices that negatively impact community development, fossil fuels and business practices that degrade the environment, gambling, military weapons, pornography, and tobacco, and private prisons; and

WHEREAS, the ELCA Social Purpose Funds positively invests in activities that promote: community development, affordable housing, sustainable forestry, women- and minority-owned businesses, and clean energy and the environment; and

WHEREAS, the ELCA Social Purpose Funds are in alignment with our biblical tradition that encourages us to seek the welfare of our communities. (See Jeremiah 29:4-7); and

WHEREAS, the ELCA Social Purpose Funds are in alignment with our biblical tradition that teaches us to love our neighbor. (See Luke 10:25-37); and

WHEREAS, Continuing Resolution 17.20.B11 of the governing documents of the ELCA states that “The Corporate Social Responsibility Committee of the Board of Pensions shall receive advice and counsel from the churchwide organization and, within the context of fiduciary responsibility for ELCA assets, make appropriate recommendations to the board”; therefore, be it

RESOLVED, that the Greater Milwaukee Synod Assembly memorialize the 2019 Churchwide Assembly of the Evangelical Lutheran Church in America to recommend that Portico Benefit Services conduct a campaign designed to increase awareness of and participation in their Social Purpose investment funds by plan members, reporting annually to the ELCA Church Council on the status of this effort.

Submitted by Grace Lutheran Church, Kenosha and the Kenosha/West Racine Cluster.
Resolution 4 – 2019 Greater Milwaukee Synod Assembly
Resolution Encouraging Parental Leave Policies in Congregations - Revised

WHEREAS, all Christians are called to care for their family members and fellow members of the Body of Christ; and

WHEREAS, the Confessions of the Evangelical Lutheran Church name care for one’s family as a Christian’s first vow, with precedence over any monastic or clerical vows (Apology of the Augsburg Confession, XXVII:67-68); and

WHEREAS, the current Greater Milwaukee Synod Compensation Guidelines state, “Congregations are expected to provide for a paid parental leave of up to six weeks for the birth, adoption or pre-adoption placement of a child with full salary, housing and benefits”; and

WHEREAS, the ELCA document, "Definition of Compensation, Benefits, and Responsibilities for Ministers of Word and Sacrament Under Call" that is to be completed when a new call is issued states, under D. Agreement, item 6. “Maternity/Paternity or Adoptive leave of ___ weeks with full salary, housing, and benefits (Recommended 6 weeks; 4 weeks minimum)” and

WHEREAS, the National Partnership for Women and Families reports that “parental leave allows new parents time to care for their children--giving them the best chance at a healthy start on life”; and

WHEREAS, the ELCA draft of the “Social Statement on Faith, Sexism, and Justice” suggests: “Finally, this church needs to offer greater support for women’s ministry and leadership in policies related to pregnancy, parental leave, and breastfeeding. Improved arrangements for ELCA rostered leaders and for employees of ELCA-related organizations and institutions should support these leaders and demonstrate this church’s commitment to family”; and

WHEREAS, it is necessary for all rostered ministers of the ELCA to have the support they need to respond to God’s call to serve the church; therefore, be it

RESOLVED, that the congregations of the Greater Milwaukee Synod are encouraged to adopt policies providing eight weeks of parental leave with full salary, housing, and benefits for ministers of Word and Sacrament and ministers of Word and Service, such leave to be available in connection with the birth, adoption, or pre-adoption placement of a child and such leave to be available without regard to the sexual orientation or marital status of the rostered ministers eligible for the leave and without regard to the cognitive or physical abilities of a child being welcomed; and be it further

RESOLVED, that the Greater Milwaukee Synod staff be intentional in talking with call committees, congregation councils, and Mission Exploration Teams to encourage congregations in the Greater Milwaukee Synod to adopt parental leave policies in place prior to issuing any call(s); and be it further

RESOLVED, that the Greater Milwaukee Synod staff shall work with the synod attorney, in consultation with rostered ministers and lay leaders, to develop a model policy for parental leave that, upon approval by the synod council, will be made available to congregations in the synod for consideration and adoption.
Resolution 4 – 2019 Greater Milwaukee Synod Assembly
Resolution Encouraging Parental Leave Policies in Congregations - Revised

Submitted by Milwaukee Clusters 1 and 2
Co-sponsored by Rev. Delaney Schlake-Kruse, St. Paul’s; Rev. Lindsey Beukelman, All Peoples; Rev. Alissa Kretzmann Farrar, Lake Park; Rev. Mary Martha Kannass, Hephatha; Rev. Donna Brown, Village; Rev. Kevan Penvose, Unity; Carolyn Karl, Kingo; Rev. Marilyn Miller, Reformation; Rev. Joseph Ellwanger, Hephatha; Rev. Mark Thompson, Breaking the Chains; Rev. Michelle Townsend de Lopez; and Rev. Dr. Lisa Bates-Froiland, Redeemer.
Resolution 5 – 2019 Greater Milwaukee Synod Assembly
Resolution to Support Humanitarian Aid to Palestinians through the East Jerusalem Hospitals including Augusta Victoria Hospital

WHEREAS, we followers of Christ are called by God in our baptismal covenant to work for justice and peace on the earth; and

WHEREAS, the 2019 ELCA Advocacy Policy Priorities includes a commitment to “… work to build broad support for international development and humanitarian aid in Congress. Specifically, we will: • Advocate to bolster funding levels to international poverty-focused programs as appropriate in the International Affairs budget; • Oppose efforts by Administration or Congress to cut funds to these programs…”; and

WHEREAS, The United States Government has historically provided direct aid to the Palestinian Authority, through the US Agency for International Development (USAID) and other agents; and

WHEREAS, This aid was severely cut in 2018, and as a result of the Anti-Terrorism Clarification Act legislation enacted in 2018, which amends that Anti-Terrorism Act. The Anti-Terrorism Clarification Act as written may result in no aid being provided to the Palestinian people by the United States in the future and have a devastating effect on life-saving services affecting over 5 million Palestinians in Gaza and the West Bank; and

WHEREAS, One of the institutions directly affected by the cuts is Augusta Victoria Hospital (AVH), a program of the Lutheran World Federation, which is a center of medical excellence in East Jerusalem, providing specialty care for all Palestinians in the West Bank and Gaza that is not available in other hospitals; and

WHEREAS, For several years AVH and other East Jerusalem hospitals have been facing cash-flow problems because the Palestinian Authority has not been able to pay the bills of the patients which it refers to these hospitals, with total debt for the six hospitals at $80 million as of March 1, 2019, with AVH debt of $35 million; and

WHEREAS, in FY2017, $25 million in US funding was appropriated by Congress for the hospitals but later repurposed by the Administration and therefore permanently lost to the hospital; and

WHEREAS, future funding is now in doubt because of restrictions placed on aid by the Anti-Terrorism Clarification Act; therefore, be it

RESOLVED, that the Greater Milwaukee Synod Assembly memorialize the 2019 Churchwide Assembly of the Evangelical Lutheran Church in America to request Presiding Bishop Elizabeth Eaton, synodical bishops, and congregations and members of congregations, to request the President of the United States and all applicable legislators to restore the FY2018 funding to the East Jerusalem Hospitals, to continue funding at 2018 levels until the Israeli/Palestinian conflict is resolved, and to amend the Anti-Terrorism Clarification Act of 2018 to remove legislative barriers to future funding of US humanitarian assistance to West Bank, Gaza and East Jerusalem.

Submitted by Milwaukee Clusters 1 and 2


Name: Rev. Matthew Schlake-Kruse
Congregation: St. Matthew's, Wauwatosa
Racial/Ethnic Group: European American
Current Employment: Associate Pastor
Education: B.A. Religion/Economics, Augustana SD; M.Div Trinity Lutheran Seminary
Church Service: Board Member and chair, Lutheran Campus Ministry 2014-2019; ELCA Churchwide Voting Member 2016; Synod Assembly Planning Team (South Central & GMS), most recently 2017-19
Community Service: Cabinet Secretary and Board Member, Interfaith Conference of Greater Milwaukee 2015 - Present; Election Judge, City of Wauwatosa, 2015-2018; Columbia County Community Builder Award Recipient, 2009-10


Name: Rev. Kevin Kretzmann Farrar
Congregation: Atonement, Muskego
Racial/Ethnic Group: European American
Current Employment: Associate Pastor
Education: M.A. Luther Seminary; M.Div Yale Divinity School
Church Service: Waukesha Cluster Representative, Greater Milwaukee Synod Council November 2018-present; Convener, Associate Pastor Gathering, Greater Milwaukee Synod February 2019 - present; Intern, Westwood Lutheran Church, St. Louis Park MN August 2016-July 2017
Community Service: Lutheran Student Organization Co-President, Yale Divinity School August 2014 - May 2016; St. Olaf College Black and Gold Corps Student Ambassador August 2009-May 2011; Council of Churches in Namibia Intern August 2010-November 2010

Name: Rev. Karen A. Pahl
Congregation: Lutheran Church of the Resurrection, Racine
Racial/Ethnic Group: European American
Current Employment: Pastor
Education: Bachelors Degree Music Education, Business Administration; M.Div Lutheran Theological Seminary of the Southwest
Church Service: 2019 Update Synod Compensation and Guidelines Team; Synod Reference and Counsel Committee 2014; Children, Youth & Family Task Force, SE Minnesota Synod 2008-2012
Community Service: Sophia Community Organization 2014-2015; Healing Hearts of Waukesha County, Inc. Vice President and member 2014-2016


Name: Rev. Denise Mbise
Congregation: Trinity, South Milwaukee
Racial/Ethnic Group: European American
Current Employment: Pastor
Education: B.A. Carthage College; M.Div Luther Seminary; Non-profit Management Certificate UW-Milwaukee
Church Service: Lutherdale Bible Camp Board of Directors 2013-2016; Racine Cluster Dean 2007-2009; Diakonia Instructor 2011
Community Service: Mt. Meru Tumaini Health Clinic, Inc. President 2000 to present


Name: Sara Booher
Congregation: Holy Cross, Menomonee Falls
Racial/Ethnic Group: European American
Current Employment: student
Education: High School student
Church Service: Youth Council, September 2018 to present; Faith Development Leader, 2015 – present; Vacation Bible School Volunteer, 2015 - present
Community Service: VP of Community Service Menomonee Falls HS Chapter of FBLA; Sophomore Class Advisor MFHS, 2018-2019; Mission Camp at Crossways Camps, 2016-2018
## Greater Milwaukee Synod - ELCA
### Balance Sheet

**As of January 31, 2019**

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>Jan 31, 19</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Checking/Savings</strong></td>
<td></td>
</tr>
<tr>
<td>1000-00 · Net Operating Cash</td>
<td></td>
</tr>
<tr>
<td>1000-01 · Cash &amp; Equivalents</td>
<td>1,405,724.07</td>
</tr>
<tr>
<td>1001-01 · Operating Checking A/C-Landmark</td>
<td>180,132.97</td>
</tr>
<tr>
<td>1001-03 · Landmark C.U. Money Market Plus</td>
<td>69,143.63</td>
</tr>
<tr>
<td>1010-01 · ELCA Endowment Fund A #272344</td>
<td>-145.41</td>
</tr>
<tr>
<td>1010-02 · Endowment Fund Valuation Allow.</td>
<td>20,697.97</td>
</tr>
<tr>
<td>1010-03 · Income Distrb &amp; Reinvested</td>
<td></td>
</tr>
<tr>
<td>1010-01 · ELCA Endowment Fund A #272344 - Other</td>
<td>185,000.00</td>
</tr>
<tr>
<td><strong>Total 1010-01 · ELCA Endowment Fund A #272344</strong></td>
<td>205,552.56</td>
</tr>
<tr>
<td>1104-00 · Petty Cash</td>
<td>160.24</td>
</tr>
<tr>
<td><strong>1130-00 · Mission Investment Funds</strong></td>
<td>950,734.67</td>
</tr>
<tr>
<td>1130-01 · Demand Inv - 9180000337</td>
<td>576,662.38</td>
</tr>
<tr>
<td>1130-22 · Demand Inv-St Andrew-3000273977</td>
<td>141,949.01</td>
</tr>
<tr>
<td>1130-23 · Demand Inv-Good Shepherd-316412</td>
<td>126,707.78</td>
</tr>
<tr>
<td>1130-24 · Demand Inv-GMS Endow-MIF-003702</td>
<td>105,415.50</td>
</tr>
<tr>
<td><strong>Total 1130-00 · Mission Investment Funds</strong></td>
<td>950,734.67</td>
</tr>
<tr>
<td>1190-00 · Restricted Fund Balances</td>
<td></td>
</tr>
<tr>
<td>1190-10 · Restrict Fund - Other Gifts</td>
<td></td>
</tr>
<tr>
<td>1190-09 · Restrict Fund Pledges Receivable</td>
<td>34,703.02</td>
</tr>
<tr>
<td><strong>Total 1190-10 · Restrict Fund - Other Gifts</strong></td>
<td>34,703.02</td>
</tr>
<tr>
<td>1190-38 · Bishop's Discretionary Fund</td>
<td>-3,014.83</td>
</tr>
<tr>
<td>1190-40 · Restrict Fund GMS Ministry</td>
<td></td>
</tr>
<tr>
<td>1190-37 · Restrict Fund Ken Wheeler Schlr</td>
<td>66,661.00</td>
</tr>
<tr>
<td>1190-42 · Restrict Fund Evangelism</td>
<td>-29,625.03</td>
</tr>
<tr>
<td>1190-43 · Restrict Fund StewardshipSeason</td>
<td>-17,572.91</td>
</tr>
<tr>
<td>1190-44 · Restrict Fund New Missions</td>
<td>-24,737.46</td>
</tr>
<tr>
<td>1190-49 · Restrict Fund Leadership Develp</td>
<td>-35,791.29</td>
</tr>
<tr>
<td>1190-50 · Restrict Fund Coaching</td>
<td>-591.98</td>
</tr>
<tr>
<td>1190-53 · Restrict Fund Retired Pastors</td>
<td>-12,925.00</td>
</tr>
<tr>
<td>1190-59 · Restrict Fund Salary Retention</td>
<td>-81,674.65</td>
</tr>
<tr>
<td>1190-63 · Restrict Fund GMS Endowment Fnd</td>
<td></td>
</tr>
<tr>
<td>1191-14 · Restrict Fund Urban Internship</td>
<td>-220,588.91</td>
</tr>
<tr>
<td>1190-63 · Restrict Fund GMS Endowment Fnd - Other</td>
<td>-40,335.90</td>
</tr>
<tr>
<td><strong>Total 1190-63 · Restrict Fund GMS Endowment Fnd</strong></td>
<td>-260,924.81</td>
</tr>
<tr>
<td>1190-70 · Restrict Fund Anti-Racism Trng</td>
<td>-13,525.35</td>
</tr>
<tr>
<td>1190-74 · Restrict Fund Young Adults</td>
<td>-15,125.22</td>
</tr>
<tr>
<td>1190-75 · Restrict Fund Care of Creation</td>
<td>-5,147.19</td>
</tr>
<tr>
<td>1190-76 · Restrict Fund Diakonia</td>
<td>-6,136.34</td>
</tr>
<tr>
<td>1190-77 · Restrict Fund Synod Assembly</td>
<td>-18,238.08</td>
</tr>
<tr>
<td>1190-81 · Restrict Fund Prison Ministry</td>
<td>-55,351.25</td>
</tr>
<tr>
<td>1190-91 · Restrict Fund Returning Veteran</td>
<td>-1,000.00</td>
</tr>
<tr>
<td>1190-93 · Restrict Fund RIC Task Force</td>
<td>-784.66</td>
</tr>
<tr>
<td>1190-95 · Restrict Fund Divine Word/Kingo</td>
<td>10,000.00</td>
</tr>
<tr>
<td>1190-98 · Restrict Fund Wellness-Portico</td>
<td>-31,008.44</td>
</tr>
<tr>
<td>1191-01 · Restrict Fund Cross+Generation</td>
<td>-11,638.13</td>
</tr>
<tr>
<td>1191-11 · Stewardship For All Seasons</td>
<td>-4,567.00</td>
</tr>
<tr>
<td>1191-12 · Restrict Fund Reformation 500 Yr</td>
<td>-4,330.18</td>
</tr>
<tr>
<td>1191-13 · Restrict Fund Table Worshiping C</td>
<td>-54,193.71</td>
</tr>
</tbody>
</table>
### Balance Sheet

**Greater Milwaukee Synod - ELCA**

**Balance Sheet**

**As of January 31, 2019**

#### Jan 31, 19

<table>
<thead>
<tr>
<th>Account Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>1191-16 · Restrict Vibrant Faith - DEM Fd</td>
<td>-3,253.30</td>
</tr>
<tr>
<td>1191-17 · Seminary Student - Schaaf</td>
<td>-100,665.58</td>
</tr>
<tr>
<td>1191-18 · Restrict Wayfarers</td>
<td>588.30</td>
</tr>
<tr>
<td><strong>Total 1190-40 · Restrict Fund GMS Ministry</strong></td>
<td>-711,578.26</td>
</tr>
<tr>
<td>1190-60 · Restrict Fund Cluster 1&amp;2</td>
<td>-4,699.47</td>
</tr>
<tr>
<td>1190-72 · Restrict Fund Meru</td>
<td>-70,765.45</td>
</tr>
<tr>
<td>1190-73 · Restrict Fund El Salvador</td>
<td>-38,333.86</td>
</tr>
<tr>
<td><strong>Total 1190-00 · Restricted Fund Balances</strong></td>
<td>-863,094.89</td>
</tr>
<tr>
<td><strong>Total 1000-00 · Net Operating Cash</strong></td>
<td>542,629.18</td>
</tr>
<tr>
<td>1190-97 · Rogers St Property-Church/House</td>
<td>-86,139.71</td>
</tr>
<tr>
<td>1190-99 · Restrict-St Andrew L/C, Waukesha</td>
<td>-203,226.49</td>
</tr>
<tr>
<td><strong>Total Checking/Savings</strong></td>
<td>253,262.98</td>
</tr>
<tr>
<td><strong>Accounts Receivable</strong></td>
<td></td>
</tr>
<tr>
<td>1200-00 · Congregational Commitments</td>
<td>-792.04</td>
</tr>
<tr>
<td>1205-00 · Mtge Note Receivable-Rogers St</td>
<td>69,664.34</td>
</tr>
<tr>
<td><strong>Total Accounts Receivable</strong></td>
<td>68,872.30</td>
</tr>
<tr>
<td><strong>Other Current Assets</strong></td>
<td></td>
</tr>
<tr>
<td>1350-00 · Prepaid Expenses</td>
<td>26,719.85</td>
</tr>
<tr>
<td>1401-00 · Due from Affiliates</td>
<td>3,480.00</td>
</tr>
<tr>
<td>1406-00 · Due from Outreach For Hope</td>
<td>1,826.96</td>
</tr>
<tr>
<td>1415-00 · MLC Hephatha Ministry Account</td>
<td>3,718.20</td>
</tr>
<tr>
<td>1424-00 · Due from LCM - Mlwk</td>
<td>418.68</td>
</tr>
<tr>
<td>1426-00 · Interest Receivable</td>
<td>290.27</td>
</tr>
<tr>
<td>1499-00 · Undeposited Funds</td>
<td>24,384.93</td>
</tr>
<tr>
<td><strong>Total Other Current Assets</strong></td>
<td>60,838.89</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>382,974.17</td>
</tr>
<tr>
<td><strong>Fixed Assets</strong></td>
<td></td>
</tr>
<tr>
<td>1750-00 · Fixed Assets</td>
<td></td>
</tr>
<tr>
<td>1752-00 · Office Equipment, Synod</td>
<td>42,717.00</td>
</tr>
<tr>
<td>1752-09 · Office Equipment Depreciation</td>
<td>-42,717.00</td>
</tr>
<tr>
<td><strong>Total 1750-00 · Fixed Assets</strong></td>
<td>0.00</td>
</tr>
<tr>
<td><strong>Total Fixed Assets</strong></td>
<td>0.00</td>
</tr>
<tr>
<td><strong>Other Assets</strong></td>
<td></td>
</tr>
<tr>
<td>1600-00 · Pledges Receivable</td>
<td></td>
</tr>
<tr>
<td>1601-00 · Pledges Receivable - Synod</td>
<td>30,665.58</td>
</tr>
<tr>
<td><strong>Total 1600-00 · Pledges Receivable</strong></td>
<td>30,665.58</td>
</tr>
<tr>
<td><strong>Total Other Assets</strong></td>
<td>30,665.58</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>413,639.75</td>
</tr>
</tbody>
</table>

#### Liabilities & Equity

**Liabilities**

**Current Liabilities**

**Accounts Payable**
# Balance Sheet

**Greater Milwaukee Synod - ELCA**  
**Balance Sheet**  
As of January 31, 2019

<table>
<thead>
<tr>
<th>Account Code</th>
<th>Description</th>
<th>Jan 31, 19</th>
</tr>
</thead>
<tbody>
<tr>
<td>2301-00</td>
<td>Accounts Payable</td>
<td>6,185.72</td>
</tr>
<tr>
<td></td>
<td><strong>Total Accounts Payable</strong></td>
<td>6,185.72</td>
</tr>
<tr>
<td></td>
<td><strong>Other Current Liabilities</strong></td>
<td></td>
</tr>
<tr>
<td>2305-00</td>
<td>ELCA Office of Treasurer Pay</td>
<td>219,464.68</td>
</tr>
<tr>
<td>2427-00</td>
<td>Flexible Spending Accounts/Cafe</td>
<td>-674.96</td>
</tr>
<tr>
<td>2429-00</td>
<td>Tax Shelter Annuities</td>
<td>-669.47</td>
</tr>
<tr>
<td>2431-00</td>
<td>Life Insurance</td>
<td>-772.72</td>
</tr>
<tr>
<td>2502-00</td>
<td>Accrued Audit Fees</td>
<td>4,120.00</td>
</tr>
<tr>
<td></td>
<td><strong>Total Other Current Liabilities</strong></td>
<td>221,467.53</td>
</tr>
<tr>
<td></td>
<td><strong>Total Current Liabilities</strong></td>
<td>227,653.25</td>
</tr>
<tr>
<td></td>
<td><strong>Total Liabilities</strong></td>
<td>227,653.25</td>
</tr>
<tr>
<td></td>
<td><strong>Equity</strong></td>
<td></td>
</tr>
<tr>
<td>3051-00</td>
<td>Unrestricted Fund Balance</td>
<td>283,432.22</td>
</tr>
<tr>
<td></td>
<td>Net Income</td>
<td>-97,445.72</td>
</tr>
<tr>
<td></td>
<td><strong>Total Equity</strong></td>
<td>185,986.50</td>
</tr>
<tr>
<td></td>
<td><strong>TOTAL LIABILITIES &amp; EQUITY</strong></td>
<td>413,639.75</td>
</tr>
</tbody>
</table>
2020 Budget Proposal
Greater Milwaukee Synod

Overview: The Greater Milwaukee Synod council is recommending to the synod assembly a budget proposal for Fiscal Year 2020-21 that projects general mission support income (offerings received from congregations) at $1.9 million, and total revenue of $1.971 million. Total expenditures are projected to be $2.043 million, resulting in a projected deficit of $71,199. The most significant change from prior years is the reduction in the percentage of mission support received that we would share with the ELCA churchwide expression, from 55% to 52.5%.

History: The Greater Milwaukee Synod has historically been among the synods that share the highest percentage of mission support, and up until 2011, it varied between 60% and 62%. At the 2010 synod assembly, it was reduced in the 2011 synod budget to its current level of 55%. One other synod has its percentage at 55% (Northern Illinois), and the ELCA average is 49.5%.

Overall, mission support levels have been slowly declining, from a high of $2.7 million in 2006-07 to a low of $1.88 million in 2018-19. It is worthy of note, however, that designated giving by individuals and congregations in the synod to ELCA-related ministries (World Hunger, Missionary Support, Lutheran World Relief, Lutheran Disaster Response, and our synodical partnerships in Meru, Tanzania and El Salvador) have steadily increased, from approximately $600,000 in 2009 to over $1.3 million in 2018 (this figure includes the $971,625 sent through the synod office and over $330,000 sent directly to the ELCA Churchwide office by congregations and individuals).

Rationale: The synod currently has approximately $217,000 in undesignated reserve funds. The projected deficit for this year, 2019-20, is $103,000, reducing the reserve funds to approximately $114,000 at the start of 2020. If we were to maintain our percentage of mission support shared at 55% for 2020, we would increase the projected deficit from $71,199 to $119,373, completely depleting our reserve funds. In order to maintain current synod staffing levels and our commitments to Lutheran Campus Ministry and our other ministry partners, the recommendation from the synod council is to reduce the percentage shared with the ELCA Churchwide expression to 52.5%.
## BUDGETS AND ACTUAL

---|---|---|---|---|---|---
1 | SUMMARY OF SYNOD MINISTRIES | | | | | |
2 | CONTRIBUTIONS AND SUPPORT | | | | | |
3 | Congregational Contributions/Support | 2,000,000 | 1,883,108 | 2,000,000 | 1,900,000 | 1,900,000
4 | Other Revenues: | | | | | |
5 | Siebert Grant- | 25,000 | 26,750 | 30,000 | 30,000 | 30,000
6 | Transfer from Designated Funds | 4,131 | 10,000 | 10,000 | 10,000 | 10,000
7 | DEM Grant - ELCA | 10,000 | 10,000 | 10,000 | 10,000 | 10,000
8 | Other Income ** | 3,000 | 4,699 | 3,000 | 3,000 | 10,000
9 | Fees for Fiscal Services | 1,500 | 1,500 | 1,500 | 1,500 | 1,500
10 | Interest and Investment Income | 8,000 | 9,861 | 8,000 | 8,000 | 10,000
11 | Total Other Revenue | 47,500 | 55,441 | 62,500 | 62,500 | 71,500
12 | TOTAL CONTRIBUTIONS AND SUPPORT | 2,047,500 | 1,938,549 | 2,062,500 | 1,962,500 | 1,971,500
13 | ELCA Mission Support | 1,100,000 | 1,033,096 | 1,100,000 | 1,045,000 | 997,500
14 | ELCA Shared Risk | - | - | - | - | -
15 | Lutheran School of Theology | 28,800 | 27,048 | 28,800 | 27,360 | 27,360
16 | Wartburg Seminary | 28,800 | 27,048 | 28,800 | 27,360 | 27,360
17 | Wisconsin Council of Churches | 12,000 | 11,590 | 12,000 | 11,400 | 11,400
18 | Wisconsin Chaplaincy Commission | 440 | 440 | 440 | 440 | 440
19 | Interfaith Conf. Of Greater Milwaukee | 12,000 | 11,270 | 12,000 | 11,400 | 11,400
20 | Native American Ministries | 4,900 | 4,900 | 4,900 | 4,900 | 4,900
21 | Hmong Ministry Conference | 900 | 900 | 900 | 900 | 900
22 | Lutheran Office for Public Policy | 4,900 | 4,900 | 4,900 | 4,900 | 4,900
23 | Luth. Outdoor Ministry- WI and Upper MI | 5,900 | 5,900 | 5,900 | 5,900 | 5,900
24 | Lutheran Volunteer Corp. | 1,350 | 1,350 | 1,350 | 1,350 | 1,350
25 | Region V Office | 5,320 | 5,226 | 5,226 | 5,226 | 4,573
26 | Lutheran Planned Giving Partnership | 4,020 | 4,020 | 4,020 | 4,020 | 4,020
27 | ELCA World Hunger | 1,000 | 1,000 | 1,000 | 1,000 | -
28 | TOTAL PARTNERSHIPS | 1,210,330 | 1,139,023 | 1,210,236 | 1,151,156 | 1,102,003
29 | As a % of Congregational Contributions | | | | | |
30 | ELCA Mission Support | 55.0% | 54.9% | 55.0% | 55.0% | 52.5%
31 | Other Partnership Ministries | 5.5% | 5.6% | 5.5% | 5.6% | 5.5%
32 | Total | 60.52% | 60.49% | 60.51% | 60.59% | 58.00%
33 | SYNOD MINISTRIES | | | | | |
34 | Lutheran Campus Ministry | 140,000 | 136,485 | 140,000 | 133,000 | 133,000
35 | Committees' Programs and Mission | 500 | - | - | - | -
36 | Communication Department | 1,500 | 249 | 1,500 | 1,500 | 1,500
37 | Synod Events | 2,739 | | | | |
38 | Office of the Bishop | 1,500 | 1,500 | 1,500 | 1,500 | 1,500
39 | Cross Generational-Programs (Designated Funds) | 2,763 | 10,000 | 10,000 | 10,000 | 10,000
40 | Congregational Assistance & Sabbatical Support | 1,500 | 1,338 | 2,000 | 2,000 | 2,000
41 | Sabbatical Support to Congregations (Merged) | 1,500 | - | - | - | -
42 | Candidacy Committee | 6,000 | 1,774 | 6,000 | 6,000 | 6,000
43 | Evangelism/New Mission Starts | 5,000 | 174 | 5,000 | 5,000 | 5,000
44 | Companion Synod Visits | 4,000 | 735 | 4,000 | 4,000 | 4,000
45 | Discipleship (Merged with Leadership Support) | 3,000 | - | - | - | -
46 | Anti-Racism Training | 8,000 | 11,318 | 8,000 | 8,000 | 8,000
47 | Leadership Support Events (Siebert Grant part funded) | 25,000 | 25,000 | 30,000 | 30,000 | 30,000

---

**Note:**
- **Siebert Grant:** 25,000 (2018/19), 26,750 (2019/20), 30,000 (2020/21)
- **Other Income:** Includes various sources like fees for services and investments.
- **Total Contributions and Support:** Combines congregational contributions and other revenues.
- **ELCA Mission Support** and **Other Partnership Ministries** percentages reflect the allocation of funds.
### BUDGETS AND ACTUAL

<table>
<thead>
<tr>
<th></th>
<th>Additional Leadership Support Expenses</th>
<th>Reconciling in Christ</th>
<th>TOTAL SYNOD MINISTRIES</th>
<th>Total Partnerships &amp; Synod Ministries</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>48</td>
<td>5,881</td>
<td></td>
<td>1,000</td>
<td>1,000</td>
<td>5,000</td>
</tr>
<tr>
<td>50</td>
<td></td>
<td></td>
<td>197,500</td>
<td>188,456</td>
<td>209,000</td>
</tr>
<tr>
<td>51</td>
<td></td>
<td></td>
<td>1,407,830</td>
<td>1,327,479</td>
<td>1,419,236</td>
</tr>
<tr>
<td>52</td>
<td>Administrative Ministries</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>53</td>
<td>Compensation &amp; Employee Benefits</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>54</td>
<td>Salaries, Housing &amp; Contract Service</td>
<td>440,000</td>
<td>439,853</td>
<td>442,000</td>
<td>448,800</td>
</tr>
<tr>
<td>55</td>
<td>Pension Contributions</td>
<td>45,000</td>
<td>42,541</td>
<td>46,000</td>
<td>46,920</td>
</tr>
<tr>
<td>56</td>
<td>Medical &amp; Dental Insurance</td>
<td>115,000</td>
<td>75,049</td>
<td>115,000</td>
<td>90,000</td>
</tr>
<tr>
<td>57</td>
<td>Educational Benefits for Staff</td>
<td>6,000</td>
<td>4,287</td>
<td>6,000</td>
<td>6,000</td>
</tr>
<tr>
<td>58</td>
<td>Workers’ Compensation</td>
<td>3,500</td>
<td>1,554</td>
<td>3,500</td>
<td>3,500</td>
</tr>
<tr>
<td>59</td>
<td>Staff Books &amp; Subscriptions</td>
<td>1,000</td>
<td>265</td>
<td>1,000</td>
<td>1,000</td>
</tr>
<tr>
<td>60</td>
<td>Staff Dues &amp; Registrations</td>
<td>2,000</td>
<td>788</td>
<td>2,000</td>
<td>2,000</td>
</tr>
<tr>
<td>61</td>
<td>Travel, Hospitality &amp; Meetings</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>62</td>
<td>Synod Staff</td>
<td>21,000</td>
<td>22,365</td>
<td>23,000</td>
<td>23,000</td>
</tr>
<tr>
<td>63</td>
<td>Synod Council</td>
<td>750</td>
<td>756</td>
<td>750</td>
<td>800</td>
</tr>
<tr>
<td>64</td>
<td>Committee Members</td>
<td>250</td>
<td></td>
<td>250</td>
<td>250</td>
</tr>
<tr>
<td>65</td>
<td>Hospitality &amp; Entertainment</td>
<td>4,000</td>
<td>2,644</td>
<td>4,000</td>
<td>4,000</td>
</tr>
<tr>
<td>66</td>
<td>Office Expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>67</td>
<td>Postage</td>
<td>3,000</td>
<td>2,114</td>
<td>2,400</td>
<td>3,000</td>
</tr>
<tr>
<td>68</td>
<td>Office Supplies &amp; Other</td>
<td>5,000</td>
<td>5,193</td>
<td>5,000</td>
<td>5,200</td>
</tr>
<tr>
<td>69</td>
<td>Software Expense</td>
<td>2,000</td>
<td>3,141</td>
<td>2,000</td>
<td>3,400</td>
</tr>
<tr>
<td>70</td>
<td>Purchased Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>71</td>
<td>Auditing Fees</td>
<td>12,000</td>
<td>12,740</td>
<td>12,000</td>
<td>13,000</td>
</tr>
<tr>
<td>72</td>
<td>Legal Fees</td>
<td>14,000</td>
<td>2,976</td>
<td>10,000</td>
<td>10,000</td>
</tr>
<tr>
<td>73</td>
<td>Web Hosting &amp; Transaction Fees</td>
<td>500</td>
<td>1,597</td>
<td>500</td>
<td>1,600</td>
</tr>
<tr>
<td>74</td>
<td>Payroll Processing Fees</td>
<td>2,200</td>
<td>3,390</td>
<td>2,200</td>
<td>2,200</td>
</tr>
<tr>
<td>75</td>
<td>Sponsorships</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>76</td>
<td>Telephone &amp; Communication Networks</td>
<td>8,200</td>
<td>9,639</td>
<td>8,200</td>
<td>10,000</td>
</tr>
<tr>
<td>77</td>
<td>Other Expenses</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>78</td>
<td>Office Insurance</td>
<td>4,500</td>
<td>4,308</td>
<td>4,500</td>
<td>4,500</td>
</tr>
<tr>
<td>79</td>
<td>Credit Card Fees and Miscellaneous</td>
<td>250</td>
<td>851</td>
<td>250</td>
<td>250</td>
</tr>
<tr>
<td>80</td>
<td>DEM Related Expenses</td>
<td>7,071</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>81</td>
<td>Furniture &amp; Fixtures</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>82</td>
<td>Leased Equipment, Maintenance &amp; Repairs</td>
<td>15,000</td>
<td>13,338</td>
<td>14,000</td>
<td>15,000</td>
</tr>
<tr>
<td>83</td>
<td>Furniture &amp; Equipment Purchases</td>
<td>4,000</td>
<td>4,688</td>
<td>4,000</td>
<td>4,000</td>
</tr>
<tr>
<td>84</td>
<td>Office Equipment Depreciation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>85</td>
<td>Facilities Expense Including Rent</td>
<td>35,500</td>
<td>32,913</td>
<td>32,600</td>
<td>35,000</td>
</tr>
<tr>
<td>86</td>
<td>Total Administrative Ministries</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>87</td>
<td>Total Ministries</td>
<td>2,152,480</td>
<td>2,022,607</td>
<td>2,161,586</td>
<td>2,065,506</td>
</tr>
<tr>
<td>88</td>
<td>Income Above Exp.</td>
<td>(104,980)</td>
<td>(84,058)</td>
<td>(99,086)</td>
<td>(103,006)</td>
</tr>
<tr>
<td>89</td>
<td>Transfer from Undesignated Reserve Fund</td>
<td>104980</td>
<td>84058</td>
<td>99,086</td>
<td>103,006</td>
</tr>
<tr>
<td>90</td>
<td>Net Income Over Expenses</td>
<td>0</td>
<td>(0)</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

** - Other income is reimbursement money from other GMS related ministries to offset budgeted expenses.
### Explanation of Budgeted Income & Expenses

<table>
<thead>
<tr>
<th>LINE #</th>
<th>DESCRIPTION</th>
<th>EXPLANATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>Siebert Grants</td>
<td>Grant received from Siebert Lutheran Foundation for Leadership Development Programs</td>
</tr>
<tr>
<td>7</td>
<td>DEM Grant- ELCA</td>
<td>Grant received from the ELCA to support the DEM in ministry.</td>
</tr>
<tr>
<td>8</td>
<td>Other Income</td>
<td>Reimbursed money from other GMS ministries to offset budget expenses</td>
</tr>
<tr>
<td>13</td>
<td>ELCA Mission Support</td>
<td>For every mission support (formerly called &quot;benevolence&quot;) dollar the Greater Milwaukee Synod (GMS) receives from congregations, 55 cents is sent to the Evangelical Lutheran Church in America (Churchwide) and 45 cents remains in the synod to do ministry on behalf of congregations.</td>
</tr>
<tr>
<td>14</td>
<td>ELCA Shared Risk</td>
<td>Each of the 65 synods in the ELCA contributes to this fund as needed to defray legal expenses.</td>
</tr>
<tr>
<td>15</td>
<td>LSTC and Wartburg Seminaries</td>
<td>By sending dollars to the Lutheran School of Theology at Chicago and Wartburg Theological Seminary, Dubuque, IA, GMS helps to prepare people for rostered ministry and lay leadership.</td>
</tr>
<tr>
<td>17</td>
<td>Wisconsin Council of Churches</td>
<td>The WCC is a community of Christian denominations that covenant to engage in a common ministry focused on church unity, peacemaking, and social justice for Wisconsin’s most vulnerable residents and revitalizing congregations. The Council encompasses 16 denominations with approximately 2,000 congregations.</td>
</tr>
<tr>
<td>18</td>
<td>Wisconsin Chaplaincy Commission</td>
<td>Dues paid to support the state-wide chaplaincy system.</td>
</tr>
<tr>
<td>19</td>
<td>Interfaith Conference of Greater Milwaukee</td>
<td>Founded in 1970, the Interfaith Conference of Greater Milwaukee is a non-profit organization through which the regional leaders and adherents of 13 member denominations and faiths dialog to build relationships, conduct educational programs to foster public understanding and tolerance, and work together on social justice issues to improve the quality of life for everyone.</td>
</tr>
<tr>
<td>20</td>
<td>Native American Ministry</td>
<td>Support provided to the Lutheran Church of the Great Spirit- Milwaukee</td>
</tr>
<tr>
<td>21</td>
<td>Hmong Ministry Conference</td>
<td>Support provided to this annual conference</td>
</tr>
<tr>
<td>22</td>
<td>Lutheran Office for Public Policy - WI</td>
<td>LOPPW is an ELCA advocacy ministry expressed through partnership of the 6 ELCA Synods with congregations in Wisconsin and ELCA World Hunger.</td>
</tr>
<tr>
<td>23</td>
<td>Lutheran Outdoor Ministry</td>
<td>Support provided to camping ministries in Wisconsin &amp; Upper Michigan</td>
</tr>
<tr>
<td>24</td>
<td>Lutheran Volunteer Corps</td>
<td>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.</td>
</tr>
</tbody>
</table>
EXPLANATION OF BUDGETED INCOME AND EXPENSES

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.

27 ELCA World Hunger
Approved in 2017, the GMS will fund the churchwide World Hunger Fund.

34 Lutheran Campus Ministry
We support two campus pastors, Rachel Young Binter & Jessica Short at UWM and Marquette University.

35 Committees' Programs and Mission
Funds to support the various small committees in our synod ministries.

36 Communication Dept.
Supports the communications of our synod with the 121 congregations.

37 Synod Events
Support for various one-time synod-wide events.

38 Office of the Bishop
Used where needed as determined by the bishop

39 Cross+Generational Ministry Programs
Support for various programs such as Youth Gathering Retreat and National Youth Gathering.

40 Congregational Assistance and Sabbatical support
Support for congregations in an emergency situation or for support when a pastor goes on a sabbatical.

42 Candidacy Committee
Support provided for people entering the candidacy program by paying part of the psychological testing of a candidate.

<table>
<thead>
<tr>
<th>LINE #</th>
<th>DESCRIPTION</th>
<th>EXPLANATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>43</td>
<td>Evangelism/New Mission Starts</td>
<td>Funds used to aid in the start of new congregations in the synod</td>
</tr>
<tr>
<td>44</td>
<td>Companion Synod Visits</td>
<td>Funds used when delegations visit from the El Salvador Lutheran Church and the Meru Diocese of the Lutheran Church in Tanzania.</td>
</tr>
<tr>
<td>46</td>
<td>Anti-Racism Training</td>
<td>Support of Crossroads' workshops and other training events for the synod's commitment to anti-racism training.</td>
</tr>
<tr>
<td>47</td>
<td>Leadership Support Events</td>
<td>Used to supplement events such as Together in Mission, Fall Leadership Conference, and other events to grow leadership in our congregations.</td>
</tr>
<tr>
<td>48</td>
<td>Additional Leadership Support Expenses</td>
<td>Additional expenses accrued above and beyond expenses covered by Siebert Grants for leadership development ministry in the synod.</td>
</tr>
<tr>
<td>49</td>
<td>Reconciling in Christ</td>
<td>Funds used to support the Reconciling in Christ initiative within the synod.</td>
</tr>
<tr>
<td>Description</td>
<td>Description</td>
<td></td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>--------------------------------------------------------------------------------------------------</td>
<td></td>
</tr>
<tr>
<td>52-60 Compensation and Employee Benefits</td>
<td>Funds are provided to pay for the ministry of the Bishop and his staff. Included is cash salary, housing (where applicable), and Social Security reimbursement (where applicable). Benefits include retirement, health insurance and continuing education for all staff.</td>
<td></td>
</tr>
<tr>
<td>61-65 Travel, hospitality and meetings</td>
<td>Provides for synod staff &amp; council meetings, staff travel to various events, and meetings at the synod office.</td>
<td></td>
</tr>
<tr>
<td>66-69 Office Expenses</td>
<td>Includes postage, office supplies, web hosting and software expenses.</td>
<td></td>
</tr>
<tr>
<td>70-76 Purchased Services</td>
<td>Covers legal expenses incurred throughout the year, the annual audit of the synod’s finances by a CPA firm, payroll processing by Paychex, and telephone equipment.</td>
<td></td>
</tr>
<tr>
<td>78 Office Insurance</td>
<td>Dollars are used to cover GMS’s property and equipment, liability and bonded coverages.</td>
<td></td>
</tr>
<tr>
<td>82 Leased Equipment</td>
<td>Funds are used for leased copier and postage equipment.</td>
<td></td>
</tr>
<tr>
<td>83 Furniture &amp; Equipment</td>
<td>Funds used to purchase office furniture, computers, &amp; other equipment.</td>
<td></td>
</tr>
<tr>
<td>85 Facilities Expense</td>
<td>Covers rent and utilities for the synod office at Ascension Lutheran Church, Milwaukee.</td>
<td></td>
</tr>
</tbody>
</table>
# DESIGNATED RESTRICTED FUNDS

<table>
<thead>
<tr>
<th>NUMBER</th>
<th>NAME OF FUND</th>
<th>BALANCE 1/31/19</th>
<th>PURPOSE/USE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1190-38</td>
<td>Bishop’s Discretionary</td>
<td>$3,015.00</td>
<td>Used for special/emergency needs within the synod.</td>
</tr>
<tr>
<td>1190-37</td>
<td>Ken Wheeler Scholarship</td>
<td>$3,339.00</td>
<td>Established to aid seminarians in pursuit of a M/Div degree.</td>
</tr>
<tr>
<td>1190-39</td>
<td>Bishop’s Initiative</td>
<td>$0.00</td>
<td>Grant funds from Siebert Lutheran Foundation for Cross+Generational activities including Certification School.</td>
</tr>
<tr>
<td>1190-42</td>
<td>Evangelism</td>
<td>$23,685.00</td>
<td>Funds from ELCA Domestic Mission and others in support evangelism outreach and DEM operational expenses.</td>
</tr>
<tr>
<td>1190-43</td>
<td>Stewardship For All Seasons</td>
<td>$22,140.00</td>
<td>Siebert Grant being used for training/education for seven congregations on a two year stewardship program.</td>
</tr>
<tr>
<td>1190-44</td>
<td>New Mission Starts</td>
<td>$34,663.00</td>
<td>Money set aside for new mission starts in the Synod.</td>
</tr>
<tr>
<td>1190-49</td>
<td>Leadership Development</td>
<td>$35,791.00</td>
<td>Siebert Grant used for leadership development activities.</td>
</tr>
<tr>
<td>1190-50</td>
<td>Coaching</td>
<td>$592.00</td>
<td>Funds used to support coaching training.</td>
</tr>
<tr>
<td>1190-53</td>
<td>Retired Pastors</td>
<td>$12,925.00</td>
<td>Used to supplement retired pastors' income.</td>
</tr>
<tr>
<td>1190-59</td>
<td>Salary Retention</td>
<td>$81,675.00</td>
<td>Funds utilized for positions that were supported by past grants.</td>
</tr>
<tr>
<td>1190-63</td>
<td>Endowment Fund</td>
<td>$40,336.00</td>
<td>Established in 2014 to create a Synod Endowment Fund.</td>
</tr>
<tr>
<td>1191-14</td>
<td>Urban Internship</td>
<td>$220,589.00</td>
<td>Sale of Immanuel L/C designated for Urban Internships. Sub-account of 1190-63 Endowment Fund</td>
</tr>
<tr>
<td></td>
<td></td>
<td>$13,526.00</td>
<td>Used for Anti-Racism Training.</td>
</tr>
<tr>
<td>1190-70</td>
<td>Anti-Racism Training</td>
<td>$15,125.00</td>
<td>Funds set aside for young adult (20-30 yr. olds) programs.</td>
</tr>
<tr>
<td>1190-74</td>
<td>Young Adults</td>
<td>$5,147.00</td>
<td>Origin of funds was the ELCA ($6,000) and a local congregation ($4,000). Used for honorariums &amp; expenses assoc with events</td>
</tr>
<tr>
<td>1190-75</td>
<td>Care of Creation</td>
<td>$6,137.00</td>
<td>Source of runas from participants and an estate girt used to pay teaching honorariums and provide scholarships to students.</td>
</tr>
<tr>
<td>1190-76</td>
<td>Diakonia</td>
<td>$18,238.00</td>
<td>Funds used for SA expenses and any yearly shortfall.</td>
</tr>
<tr>
<td>1190-81</td>
<td>Prison Ministry</td>
<td>$55,352.00</td>
<td>Initial grant from the ELCA to fund Breaking the Chains Prison Ministry- Siebert Grant of $50,000 payable over three years to help fund a called pastor to the Felmers Chaney Correctional Center received May 2016- a Synodically Authorized Worshipping Community.</td>
</tr>
<tr>
<td>1190-91</td>
<td>Returning Veterans</td>
<td>$1,000.00</td>
<td>Care to military families task force.</td>
</tr>
</tbody>
</table>
## DESIGNATED RESTRICTED FUNDS

<table>
<thead>
<tr>
<th>NUMBER</th>
<th>NAME OF FUND</th>
<th>BALANCE 1/31/19</th>
<th>PURPOSE/USE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1190-93</td>
<td>RIC Task Force</td>
<td>$784.00</td>
<td>Used at the discretion of the Reconciling in Christ Committee</td>
</tr>
<tr>
<td>1190-95</td>
<td>Spirit of Peace</td>
<td>$</td>
<td>Designated funds for Spirit of Peace Congregation.</td>
</tr>
<tr>
<td>1190-98</td>
<td>Wellness- Portico</td>
<td>$31,008.00</td>
<td>Used for wellness programs within the synod promoting wellness for all rostered and lay leaders.</td>
</tr>
<tr>
<td>1191-01</td>
<td>Cross+Generation</td>
<td>$11,638.00</td>
<td>Used for programs and support of the Cross+Generation Network.</td>
</tr>
<tr>
<td>1191-12</td>
<td>Reformation 500th Year</td>
<td>$4,350.00</td>
<td>Siebert Grant and individual contribution for commemorating the 500th year of the Reformation-events and tree plantings.</td>
</tr>
<tr>
<td>1191-13</td>
<td>The TABLE - SAWC</td>
<td>$54,194.00</td>
<td>1st century style community in the 21st century- SAWC</td>
</tr>
<tr>
<td>1190-60</td>
<td>Cluster 1&amp;2</td>
<td>$4,697.00</td>
<td>Used for programs and support of Cluster 1&amp;2 (Coalition) congregations with funds from those congregations.</td>
</tr>
<tr>
<td>1190-72</td>
<td>Meru</td>
<td>$70,765.00</td>
<td>Used by the Meru Committee to support the Diocese, sister parishes through programs &amp; educational opportunities. Includes grant funds for Tanzania well project from Good Shepherd sale.</td>
</tr>
<tr>
<td>1190-73</td>
<td>El Salvador</td>
<td>$38,334.00</td>
<td>Used by the El Salvador Committee to support the El Salvador L/C and sister parishes through projects and school scholarships.</td>
</tr>
<tr>
<td>1190-97</td>
<td>Rogers St. Property</td>
<td>$89,031.00</td>
<td>Sale of church and parsonage to be used for Latinx mission development.</td>
</tr>
<tr>
<td>1190-99</td>
<td>St. Andrew L/C, Waukesha</td>
<td>$203,226.00</td>
<td>Proceeds from the sale of this church building to be used for mission development.</td>
</tr>
<tr>
<td>1191-16</td>
<td>Vibrant Faith- DEM Fund</td>
<td>$3,253.00</td>
<td>A fund for the DEM used to offset expenses related to DEM ministry.</td>
</tr>
<tr>
<td>1190-38</td>
<td>Seminary Student Fund</td>
<td>$100,666.00</td>
<td>Donor designated gift to support seminary students in the city of Milwaukee with seminary costs.</td>
</tr>
<tr>
<td>1191-18</td>
<td>Wayfarers Worshipping Collective</td>
<td>$ (588.00)</td>
<td>Synodically authorized worshipping community centered around small group ministry.</td>
</tr>
<tr>
<td></td>
<td>Unrestricted Synod Fund</td>
<td>$136,007.00</td>
<td>Funds used to insure a stable cash-flow and to fund any year-end deficit.</td>
</tr>
</tbody>
</table>
**Your Story**
Our Shared Generosity & Impact

### 2018 General Mission Support

<table>
<thead>
<tr>
<th>Year</th>
<th>Mission Support Intent</th>
<th>Mission Support Received</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016</td>
<td>$2,025,237</td>
<td>$1,967,131</td>
</tr>
<tr>
<td>2017</td>
<td>$1,965,949</td>
<td>$2,024,909</td>
</tr>
<tr>
<td>2018</td>
<td>$1,950,000</td>
<td>$1,884,475</td>
</tr>
<tr>
<td>2019</td>
<td>$1,850,000</td>
<td></td>
</tr>
</tbody>
</table>

$1,500,000 - $2,000,000

For 2018 funds given directly
RAISED $307,500
DISTRIBUTED $345,500

### 2018 Designated Support

given through the Greater Milwaukee Synod

<table>
<thead>
<tr>
<th>Mission Support</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Meru Diocese in Tanzania</td>
<td>$282,200</td>
</tr>
<tr>
<td>El Salvador</td>
<td>$274,392</td>
</tr>
<tr>
<td>World Hunger Appeal</td>
<td>$73,615</td>
</tr>
<tr>
<td>Mission Partners (local cong)</td>
<td>$68,643</td>
</tr>
<tr>
<td>Lutheran Disaster Response</td>
<td>$61,444</td>
</tr>
<tr>
<td>The Table</td>
<td>$35,603</td>
</tr>
<tr>
<td>Breaking the Chains</td>
<td>$31,142</td>
</tr>
<tr>
<td>Missionary Support</td>
<td>$25,823</td>
</tr>
<tr>
<td>Lutheran World Relief</td>
<td>$22,163</td>
</tr>
<tr>
<td>Outreach For Hope</td>
<td>$21,959</td>
</tr>
<tr>
<td>Lutheran Social Services</td>
<td>$20,363</td>
</tr>
<tr>
<td>Crossways &amp; Lutherdale Camps</td>
<td>$13,330</td>
</tr>
<tr>
<td>El Salvador - Pastoral Support</td>
<td>$12,226</td>
</tr>
<tr>
<td>Lutheran Campus Ministry</td>
<td>$6,387</td>
</tr>
<tr>
<td>AMIMPARO</td>
<td>$5,330</td>
</tr>
<tr>
<td>Luther Manor</td>
<td>$5,103</td>
</tr>
<tr>
<td>ELCA Good Gifts &amp; Global Spons.</td>
<td>$2,477</td>
</tr>
<tr>
<td>Seminaries - LSTC &amp; Wartburg</td>
<td>$2,281</td>
</tr>
<tr>
<td>Campaign for the ELCA</td>
<td>$2,000</td>
</tr>
<tr>
<td>God’s Global Barnyard</td>
<td>$1,800</td>
</tr>
<tr>
<td>Serenity Inns</td>
<td>$1,328</td>
</tr>
<tr>
<td>Mt. Meru Coffee Project</td>
<td>$1,357</td>
</tr>
<tr>
<td>Habitat For Humanity</td>
<td>$259</td>
</tr>
<tr>
<td>ELCA - Vision For Mission</td>
<td>$200</td>
</tr>
</tbody>
</table>

2018 TOTAL $971,625
2017 TOTAL $920,279
2016 TOTAL $689,048
For every $100 of Mission Support, this is the impact we all make together.
Rev. Walter Baires

Spouse – Elizabeth Baires
Date of Ordination – August 5, 1994
Seminary – Wartburg Theological Seminary, Dubuque, Iowa

Favorite ministry memory – It occurred during my first call in Jersey City. During a baptism, one of the younger members of the congregation broke away from her parents and made her way down the center aisle to the front of the church. If my memory serves me, I think she was somewhere between 4 and 5. She approached me and gave a tug on my alb and asked if she could see the baby. I asked the parent if it was ok. They gave their permission. I asked the “runaway” if she would like to help me and her eyes got as big as marbles. I asked her to hold the baptismal napkin and candle and to give them to me when I asked for them. She held on to them as if they were precious gold. And when I did ask for them, she handed them to me as if they would break if she or I would drop either of them. After the baptism, the family went back to their seats and I then told my helper she could return to her seat. She walked up the aisle back to her parents very proudly.

Rev. Vicki Watkins

Date of Ordination – June 4, 1994
Seminary – Lutheran School of Theology at Chicago, Chicago, Illinois

“...I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the gospel from the first day until now.”

Philippians 1:3-5

Rev. Brian Halverson

Spouse – Cynthia Halverson
Date of Ordination – October 2, 1994
Seminary – Lutheran School of Theology at Chicago, Chicago, Illinois
Rev. Jeffrey Barrow

Spouse – Kathryn Barrow

Date of Ordination – September 16, 1979

Seminary – Luther Theological Seminary, St. Paul, Minnesota

Favorite ministry memory – People have often asked, “When were you called to ministry?” There are many answers to that question, starting with baptism, but I always respond, “When I was in my first parish.” Truth be told, I thought I might try to get in my three years in a parish and go into specialized ministry...perhaps outdoor ministry. The people in Arneckeville, Texas, changed all that. After one week in my first call, a very sad thing happened. A man who was terribly gifted, but who could never live up to his own expectations, went out into a pasture with a pocket Testament and a shot gun and took his own life. A community was shaken and I, as a new pastor, was so far in over my head. They found the body out in the early afternoon. It was the news they feared but did not want to hear. Walter and Dorothy Wolf were the good neighbors who opened their home. As evening fell, as people got off work, mostly members of the congregation, gathered to surround the family. Some were in the kitchen preparing meals. Others sat in the living room in a circle. Some prayed, some wept, some shared their own journey into darkness... all embraced the heartbroken family. I was there late into the evening...still scared, still in over my head. But as I returned in silence to the parsonage, I remember thinking to myself, “If this is what the body of Christ is all about, I can do this.” Nothing shaped my view of ministry more than that event.

Rev. Myron Deschaine

Spouse – Mary Deschaine

Date of Ordination – March 1, 1979

Seminary – Northwestern Lutheran Seminary, St. Paul, Minnesota

Rev. Kathy Boadwine

Spouse – Kathryn Barrow

Date of Ordination – June 17, 1979

Seminary – Wartburg Theological Seminary, Dubuque, Iowa

Favorite ministry memory – I have been blessed to serve God’s church and God’s people in a variety of settings all in Southern Wisconsin. Each congregation has its own character and identity, each congregation seeking to be God’s people in their place and time. In my years of ministry I have been blessed to proclaim God’s Word to God’s people, to splash water on the newly baptized and announce, “The Body of Christ given to you” to the young and old alike. I have been blessed to stand with God’s people in times of sorrow and disappointment and heartache, and in times of joy and celebration. I have been blessed to have walked side-by-side with so many in their faith journeys. I hold dear the faces and stories and am so thankful for the gift received.

Rev. David Echelbarger

Spouse – Christine Thomas-Echelbarger

Date of Ordination – June 10, 1979

Seminary – Lutheran School of Theology at Chicago, Chicago, Illinois
Rev. Joan Jacobson-Wolf

Spouse – Donald Jacobson

Date of Ordination – August 24, 1979

Seminary – Lutheran School of Theology at Chicago, Chicago, Illinois

McCormick Theological Seminary, Chicago, Illinois (Doctor of Ministry)

Rev. Stephen Kersten

Spouse – Judy Kersten

Date of Ordination – September 22, 1979

Seminary – Luther Theological Seminary, St. Paul, Minnesota

Lutheran School of Theology at Chicago, Chicago, Illinois (Doctor of Ministry)

Favorite ministry memory – Working with small groups at all my churches, and seeing people grow in their faith and take on leadership positions. Also almost catching a muskie, but Larry Harpster dropped it out of the net.

Rev. Janis Kinens

Spouse – Aina Kinens

Date of Ordination – May 31, 1979

Seminary – Lutheran School of Theology at Chicago, Chicago, Illinois

Rev. Christine Thomas-Echelbarger

Spouse – David Echelbarger

Date of Ordination – May 31, 1979

Seminary – Lutheran School of Theology at Chicago, Chicago, Illinois
Rev. Albert Guetzlaff

Spouse – Sharon Guetzlaff

Date of Ordination – June 22, 1969

Seminary – Wartburg Theological Seminary, Dubuque, Iowa

Rev. Stanley Hanna

Spouse – Julie Hanna

Date of Ordination – June 15, 1969

Seminary – Lutheran School of Theology at Chicago, Chicago, Illinois

Rev. Edward Ruen

Spouse – Kathleen Ruen

Date of Ordination – October 5, 1969

Seminary – Wartburg Theological Seminary, Dubuque, Iowa

Favorite ministry memory – Family gathering on the steps of St. Brigid’s Catholic Church, 123 Ave. C, New York City, in April 2018. In April, 1968, Ed and Katie were married there with Father Calhoun and Rev. Pulley from Trinity Lutheran officiating.

Rev. Erv Uecker

Spouse – Ross Walker

Date of Ordination – June 9, 1969

Seminary – Lutheran School of Theology at Chicago, Chicago, Illinois

Favorite ministry memory – Almost ten years at St. Luke’s Chicago as Senior Pastor, living with my partner/husband in the parsonage next door to the Church with a staff of 4 ordained Ministers serving as Associates and 5 Lay Staff, directing 60 program units with worship, programs and fellowship for all ages 7 days a week from 8am until 10pm, including serving noon meals to 200 seniors daily. It was a period of “ecclesiastical whirlwind”. Early 70’s began to become sensitive to my insensitivity to sexism and slowly modified my behavior and attitude.
Rev. Adolph Kappes

Spouse – Claire Kappes

Date of Ordination – June 5, 1959

Seminary – Waterloo Lutheran Seminary, Waterloo, ON, Canada

Favorite ministry memory – The privilege of building a new church in my first parish, and befriending a great Mennonite Community. Being the first person to perform a funeral in that old order Mennonite Church. Also, the great experience of initiative relations with Catholic and Missouri clergy, celebrating in their churches: in weddings, baptisms and preaching. I also conducted funeral committals in their cemeteries for years.

Rev. Paul Lee

Spouse – Barbara Lee

Date of Ordination – June 21, 1959

Seminary – Luther Seminary, St. Paul, Minnesota

Favorite ministry memory – Starting a new congregation in Wabasha, Minnesota. Started with no members and grew to 175 in three years time.

Rev. Justin Silvius

Spouse – Claire Kappes

Date of Ordination – June 5, 1959

Seminary – Waterloo Lutheran Seminary, Waterloo, ON, Canada

Favorite ministry memory – The privilege of building a new church in my first parish, and befriending a great Mennonite Community. Being the first person to perform a funeral in that old order Mennonite Church. Also, the great experience of initiative relations with Catholic and Missouri clergy, celebrating in their churches: in weddings, baptisms and preaching. I also conducted funeral committals in their cemeteries for years.

Rev. William Truby

Spouse – Nancy Truby

Date of Ordination – June 3, 1959

Seminary – Lutheran Theological Seminary at Philadelphia, Philadelphia, Pennsylvania

Favorite ministry memory – Playing the piano occasionally in sermons. Also used this medium for many stewardship dinners at other churches, synod conventions, weddings and funerals.
CONGREGATIONAL ANNIVERSARIES - 175 YEARS

St. John’s Lutheran Church, Stone Bank

St. Olaf Lutheran Church, Rubicon

St. Matthew Lutheran Church, Palmyra
Let the Whole Creation Cry

1 Let the whole creation cry, “Glorify to the Lord on high!”
2 Servants striving for the Lord, prophets burning with the word,
3 Men and women, young and old, raise the anthem loud and bold,

Heaven and earth, awake and sing, “Praise to our almighty king!”
those to whom the arts belong add their voices to the song,
and let children’s happy hearts in this worship take their parts;

Praise God, angel hosts above, ever bright and fair in love;
Pow’rs of knowledge and of law, to the glorious circle draw;
from the north to southern pole let the mighty chorus roll:

sun and moon, lift up your voice; night and stars, in God rejoice.
all who work and all who wait, sing, “The Lord is good and great!”
“Holy, Holy, Holy One; glory be to God alone!”
All Are Welcome

1 Let us build a house where love can dwell and all can safely live, a place where saints and children tell how true, where all God’s children dare to seek to hear.

2 Let us build a house where prophets speak, and words are strong and wheat: a banquet hall on holy ground where stone to heal and strength-en, serve and teach, and heard and loved and treasured, taught and claimed as hearts learn to forgive. Built of hopes and dreams and peace and justice meet. Here the love of God, through live the Word they’ve known. Here the outcast and the words within the Word. Built of tears and cries and visions, rock of faith and vault of grace; here the love of witness and as symbol of God’s grace; here as one we strang-er bear the image of God’s face; let us bring an laugh-ter, prayers of faith and songs of grace, let this house pro-

3 Let us build a house where love is found in wa-ter, wine and dream God’s reign anew. Here the cross shall stand as justice, and truth meet. Here the love of God, through visions, rock of faith and vault of grace; here the love of witness and as symbol of God’s grace; here as one we strang-er bear the image of God’s face; let us bring an laugh-ter, prayers of faith and songs of grace, let this house pro-

4 Let us build a house where hands will reach beyond the wood and
dream God’s reign anew. Here the cross shall stand as

equal, and eyes with faith and songs of grace, let this house pro-

5 Let us build a house where all are named, their songs and visions

equal, and eyes with faith and songs of grace, let this house pro-

Refrain

Christ shall end dis-visions: claim the faith of Jesus: Christ the feast that frees us: All are welcome, end to fear and dan-ger: claim from floor to rafter:

gle from floor to rafter:

all are welcome, all are welcome in this place.
Behold, How Pleasant

*Miren qué bueno*

¡Miren qué bueno, qué bueno es!

Be - hold, how plea - sant, how good it is!

Refrain / Eストリルソ

1 Miren qué bueno es cuan - do nos reu - ni - mos to - dos jun - tos:
How plea - sant and har - mo - nious when God’s peo - ple are to - geth - er:

2 How plea - sant and har - mo - nious when God’s peo - ple are to - geth - er:

3 How plea - sant and har - mo - nious when God’s peo - ple are to - geth - er:

es co - mo a - cei - te bue - no de - rra - ma - do so - bre Aa - rón.
frac - grant as pre - cious oil when run - ning fresh on Aa - ron’s beard.
re - fresh - ing as the dew up - on the moun - tain of the Lord.
there the Lord God be - stows a bless - ing— life for - ev - er - more.

2 Miren qué bueno es cuando nos reúñimos todos juntos:
se parece al rocío
sobre los montes de Sión. Eストリルソ

3 Miren qué bueno es cuando nos reúñimos todos juntos:
porque el Señor nos manda
vida eterna y bendición. Eストリルソ

Words and Music: Pablo Sosa, © 1978 Augsburg Fortress; Reprinted with permission under ONE LICENSE #S-920151. All rights reserved.
Build Us Up, Lord

1 Build us up, Lord, build us up; set in us a strong foundation. Lead us to do your holy will; form and shape your new creation.

Build us up, Lord, build us up; as we guide and teach each other, help us to share your love with the bear good fruit for you, Lord, give us vision and keep us

world: every sister, every brother.

Refrain

Growing in Christ, we plant seeds for the kingdom; we follow in faith what’s begun! Lord, set in our hearts the pow’r of your word to spread the news of your Son!

Words and Music: Mark Glaeser and Donna Hanna, © 2003 Augsburg Fortress; Reprinted with permission under ONE LICENSE #S-920151. All rights reserved.
Installation of Synod Leadership

Those who have been elected at this assembly to positions of leadership in this synod are named and invited to come forward and gather at the front of the assembly hall at this time.

A reading from Romans: 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 is fitting for 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.

\textit{Amen}

\textbf{Order for the Closing of the Assembly}

Jesus said, \textit{You will be my witnesses to the ends of the earth.}

I chose you and appointed you \textit{to bear fruit that will last.}

Remember, I will be with you always, \textit{to the end of time.}

The Lord be with you.
\textit{And also with you.}

Let us pray. Direct us, O 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.

\textit{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.

\textit{Amen.}

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

\textit{Amen.}

Go in peace. Share the good news. \textit{Thanks be to God.}
**ROBERT'S RULES OF ORDER**

Robert's Rules of Order can be complicated, but they are necessary for an orderly discussion in such a large assembly as this one. This simple guide can help to navigate your way through the process and the language that you will encounter. Please be assured the bishop and the parliamentarian will assist the assembly in understanding what is happening. Good luck and God be with you!

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 cannot 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 comes to a microphone 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: “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. If a motion is made, the bishop will ask for a second.
5. 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.
6. If someone wants to end the debate, they may come to the microphone, wait to be recognized, and say “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.
7. 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.
8. At times this process can get complicated and the bishop or designated parliamentarian will assist the assembly on knowing where we are at in the process.

- When presenting an amendment to a motion or a resolution, please write it out. After you have presented it to the assembly, please submit it to the synod secretary.
- When addressing the assembly, please limit your comments to the topic at hand. Comments or motions that stray may be ruled “out of order” by the chair.
These Motions are listed in order of precedence. When any are pending you cannot introduce one listed BELOW it, only those above.

<table>
<thead>
<tr>
<th>YOU WANT TO DO</th>
<th>YOU SAY</th>
<th>Can you interrupt speaker?</th>
<th>Second Necessary?</th>
<th>Motion Debatable?</th>
<th>Motion Amendable?</th>
<th>Vote % Required</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Adjourn</strong></td>
<td>I move we adjourn</td>
<td>NO interruption</td>
<td>YES, 2nd</td>
<td>NOT Debatable</td>
<td>NOT Amendable</td>
<td>Majority</td>
</tr>
<tr>
<td><strong>Recess</strong></td>
<td>I move we recess</td>
<td>NO interruption</td>
<td>YES, 2nd</td>
<td>NOT Debatable</td>
<td>YES Amendable</td>
<td>Majority</td>
</tr>
<tr>
<td><strong>Register complaint</strong></td>
<td>Chairperson, Point of Privilege</td>
<td>YES interrupt</td>
<td>NO 2nd</td>
<td>NOT Debatable</td>
<td>NOT Amendable</td>
<td>No vote, chair decides</td>
</tr>
<tr>
<td><strong>Suspend further consideration of a matter (to table)</strong></td>
<td>I move we table this motion</td>
<td>NO interruption</td>
<td>YES, 2nd</td>
<td>NOT Debatable</td>
<td>NOT Amendable</td>
<td>Majority</td>
</tr>
<tr>
<td><strong>End discussion/debate</strong></td>
<td>I move the previous question</td>
<td>NO interruption</td>
<td>YES, 2nd</td>
<td>NOT Debatable</td>
<td>NOT Amendable</td>
<td>2/3 vote required</td>
</tr>
<tr>
<td><strong>To limit or extend debate on a motion</strong></td>
<td>I move we limit (or extend) debate for ___ minutes</td>
<td>NO interruption</td>
<td>YES, 2nd</td>
<td>NOT Debatable</td>
<td>YES Amendable</td>
<td>2/3 vote required</td>
</tr>
<tr>
<td><strong>Postpone consideration of a matter</strong></td>
<td>I move we postpone this matter until ___</td>
<td>NO interruption</td>
<td>YES, 2nd</td>
<td>YES Debatable</td>
<td>YES Amendable</td>
<td>Majority</td>
</tr>
<tr>
<td><strong>Move (refer) for further study</strong></td>
<td>I move we refer this matter to committee</td>
<td>NO interruption</td>
<td>YES, 2nd</td>
<td>YES Debatable</td>
<td>YES Amendable</td>
<td>Majority</td>
</tr>
<tr>
<td><strong>Amend motion</strong></td>
<td>I move this motion be amended to read___</td>
<td>NO interruption</td>
<td>YES, 2nd</td>
<td>YES Debatable</td>
<td>YES Amendable</td>
<td>Majority</td>
</tr>
<tr>
<td><strong>Introduce new business, motion</strong></td>
<td>I move that . . .</td>
<td>NO interruption</td>
<td>YES, 2nd</td>
<td>YES Debatable</td>
<td>YES Amendable</td>
<td>Majority</td>
</tr>
<tr>
<td><strong>Suspend the rules</strong></td>
<td>I move we suspend the rules concerning ___</td>
<td>NO interruption</td>
<td>YES, 2nd</td>
<td>NOT Debatable</td>
<td>NOT Amendable</td>
<td>2/3 vote required</td>
</tr>
<tr>
<td><strong>Point of Order</strong></td>
<td>Chairperson Point of Order</td>
<td>YES interrupt</td>
<td>NO 2nd</td>
<td>NOT Debatable</td>
<td>NOT Amendable</td>
<td>No vote, chair decides</td>
</tr>
<tr>
<td><strong>When a vote outcome is in question</strong></td>
<td>Chairperson, I call for Division of the House</td>
<td>YES interrupt</td>
<td>NO 2nd</td>
<td>NOT Debatable</td>
<td>NOT Amendable</td>
<td>No vote, must be done</td>
</tr>
<tr>
<td><strong>To withdraw a motion</strong></td>
<td>I withdraw my motion</td>
<td>NO interruption</td>
<td>NO 2nd</td>
<td>NOT Debatable</td>
<td>NOT Amendable</td>
<td>Majority</td>
</tr>
<tr>
<td><strong>To close nominations</strong></td>
<td>I move to close nominations</td>
<td>NO interruption</td>
<td>YES, 2nd</td>
<td>NOT Debatable</td>
<td>YES Amendable</td>
<td>2/3 vote required</td>
</tr>
<tr>
<td><strong>To reconsider a motion</strong></td>
<td>I move to reconsider (name the motion)</td>
<td>NO interruption</td>
<td>YES, 2nd</td>
<td>YES Debatable</td>
<td>NOT Amendable</td>
<td>Majority</td>
</tr>
<tr>
<td><strong>To take from the table</strong></td>
<td>I move we take (motion) from the Table for consideration</td>
<td>NO interruption</td>
<td>YES, 2nd</td>
<td>NOT Debatable</td>
<td>NOT Amendable</td>
<td>Majority</td>
</tr>
</tbody>
</table>
Please TYPE or PRINT CLEARLY

Name __________________________________________________________________________

Nominating Information (all information required)

Position (check one): ☐ Churchwide Assembly ☐ Consultation ☐ Discipline ☐ Nominating ☐ Synod Council

Representing (check one):
☐ At-Large ☐ Cluster (if cluster, name of cluster required) ____________________________

(Check one):
☐ Female ☐ Male (Check one):
☐ Clergy ☐ Lay

(Check all that apply):
☐ African American/Black ☐ Asian American ☐ European American
☐ Latinx American ☐ Native American ☐ Other (if other, specify) ____________________

Date of Birth __________ First language, if other than English ________________________

Member of (congregation name and city) ____________________________________________

Personal Information

Address _______________________________________________________________________

Phone - Work______________________ Home or Cell_____________________________

Email ________________________________________________________________________

Current Position - Employment ___________________________________________________

Education or other experience _________________________________________________

List three significant church-service positions, with dates

1. _______________________________________________________________________

2. _______________________________________________________________________

3. _______________________________________________________________________

List three significant community-service positions, with dates

1. _______________________________________________________________________

2. _______________________________________________________________________

3. _______________________________________________________________________

Are you willing to serve if elected? ____________________

Please return completed form promptly to Mary Romskog at:
Email: mary.romskog@milwaukeesynod.org
Fax: 414-671-1756
Mail: Greater Milwaukee Synod, 1212 S Layton Blvd, Milwaukee WI 53215
Please direct questions to Mary Romskog (414-671-1212)

This form is available online at: https://milwaukeesynod.org/event/2019-synod-assembly/