Northwest Synod of Wisconsin
Evangelical Lutheran Church of America
God's Work. Our Hands.

Taking It To The Streets

Becoming a Public Church



Synod Assembly

April 30, 2022

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Assembly Agenda

Saturday, April 30

7:00 - 8:30	In-Person and Online Registration
8:45	Prelude
8:50	Land Acknowledgement
9:00	Worship
10:15	Break
10:30	Plenary Session 1
	• Practice Voting, Credentials Report, First Voting
11:25	Bishop's Introduction
	• Top 10 of the Synod, Staff Reports
11:45	Bishop's Report 1
11:50	Bright Spot Award: Trinity Lutheran, Spooner
11:55	Update on Resolutions
12:00	Celebration of Ordination Anniversaries and Retirements
12:10	Lunch Break
1:00	Plenary Session 2
1:05	Churchwide Representative
1:15	Bishop's Report 2
1:20	Bright Spot Award: Evangelical Lutheran, Black River Falls
1:30	Resolution: Loving Our Neighbors
1:50	Bright Spot Award: Good Shepherd, Ashland
1:55	Bright Spot Award: Christ Lutheran, Menomonie
2:00	Resolution:Operating Mission Plan (Budget)
2:15	Resolution: Minimum Standards for Compensation and Benefits
2:25	Resolution: Constitutional By-Law Change
2:30	Bright Spot Award: Chippewa Valley Street Ministry
2:40	Campus Ministry Report
2:45	Break
2:50	Plenary Session 3
2:55	Bishop's Report 3
3:00	Bright Spot Award: Whitehall/Pleasantville RUTH and Jail Ministry
3:10	Bright Spot Award: Lay School of Ministry
3:15	Partner Ministry Reports
4:00	Closing of the Assembly

**We plan to follow the agenda as closely as possible, however these times are subject to change throughout the day due to the nature of discussion, voting, technology, etc. We thank you in advance for your participation, understanding and patience during this hybrid assembly!*

Land Acknowledgement

Let us acknowledge that we are on the ancestral homelands of indigenous peoples of the Council of Three Fires including the Ho-Chunk, Menomonee, Dakota, and the Anishinaabe (or Ojibwe) which includes the Bands of Red Cliff, Bad River, Fond du Lac, Lac Courte Oreilles, Lac du Flambeau, Mille Lacs, and St. Croix. Each of these Nations and Bands is unique and sovereign.

We are grateful to their ancestors for their deep commitment to caring for the land. They serve as a witness to the sacredness of all that the Creator provided. We are grateful for the words and actions of Native peoples living today as they honor their ancestors and continue to protect and preserve the natural world. Their vision for future generations is clear as they share their sacred teachings and traditions. The treaty of 1854 ceded these lands for non-Indigenous settlers. Those who dwell here are treaty people with rights and responsibilities to each other and to the land.

We reside on these ancestral homelands and have benefited from the rich natural resources and diverse flora and fauna of the area. The means by which we came to live in this place include violence, forced removal, and genocide. These acts of atrocity were committed by our ancestors against the ancestors of Native Americans in the name of God through the Doctrine of Discovery and Manifest Destiny.

As faith community leaders, we reject the Doctrine of Discovery and actively seek to dismantle the systems of oppression that have normalized the dehumanization of Native American people. Jesus' life and ministry demonstrate how to resist such forces and stand beside those who are suffering. This is not easy; however, such is the way our faith guides us.

In this moment, as we gather across these ancestral lands, we are mindful of the historical and continued sacredness of the land in the hearts of our Native American relatives. And we recognize and honor the wisdom and resilience of our Native American relatives with whom we share this land.

Worship

Prelude — Elaine Mann, Organist
Land Acknowledgement
Welcome

Words of Welcome and Hospitality*

Beloved, teach us to open our shuttered hearts
and our portioned and boarded up spirits
with bold generosity and with courageous hospitality.
Estranged and alienated so often and from so much,
sustain us in making circles of welcome out of gatherings of strangers.
Around the table of wonder, meet us in abundance,
drawing out our stories
and showing us how to weave together community with steadfast love.
The wells of life are our responsibilities;
teach us to care for them together,
with forbearance, forgiveness, gratitude, and rejoicing.
When we are cast out and wandering,
may we find welcome and compassion
that calls us back into accountable relationship,
into the ways of healing, into the ways of peace.
Generation after generation has wrestled and exiled
or been dispossessed.
Generation after generation has learned anew
how to make welcome,
how to make a home wherever they are, however they are,
and how to welcome You, Beloved,
in welcoming enemies, strangers, and exiles
into a life of transforming love.
Amen.

Confession and Forgiveness**

Friends, the invitation list to the Lord's Table is larger than any of us could ever imagine.
Let us confess the ways in which we have sought to limit that invitation.

God of Hospitality and Wonder,
you welcome us to a table that invites those who are different than us.
This invitation has made us uncomfortable, unsettled, and defensive.
Our discomfort comes from an unwillingness to see other peoples' perspectives.
Our unsettledness comes from a dependence on the status quo.
Our defensiveness comes from a belief that our image of you is the only one that matters.
Help us to surrender ourselves to the abundance of your invitation.

Inspire us to embrace the fact that diversity is strength, not weakness.
Gather us to welcome the stranger, care for the oppressed, and feed the hungry.
Forgive us for our short-sightedness and open us to your Gospel
that we might better embody the Beloved Community you call us to be.
In the Wild and Wonderful name of Jesus, we pray.
Amen.

Hear the good news: seen or unseen, God is with you. In this place or on the street, the grace of Jesus is given to you, and through this gift our brokenness is made whole. Your sins are forgiven. You are beloved. Amen.

Song — Jesus Christ Has Risen Today — ELW# 365

Prayer of the Day

Sovereign God,
Your Son Jesus lived within the structures of society even as he spoke truth to those in power and challenged systems of oppression. Empower us to be courageous disciples and responsible citizens. Grant that our life in the public realm be grounded in love for our neighbors, care for the most vulnerable in our midst, and respect for the common life we share, following the example of Jesus Christ, our Savior and Lord.
Amen.

First Reading — Proverbs 1:1-7, 20

For learning about wisdom and instruction, for understanding words of insight, for gaining instruction in wise dealing, righteousness, justice, and equity; to teach shrewdness to the simple, knowledge and prudence to the young— let the wise also hear and gain in learning, and the discerning acquire skill, to understand a proverb and a figure,the words of the wise and their riddles. The fear of the Lord is the beginning of knowledge; fools despise wisdom and instruction….***Wisdom cries out in the street; in the public places Wisdom raises her voice.***

Second Reading — Acts 9:1-20

Meanwhile Saul, still breathing threats and murder against the disciples of the Lord, went to the high priest and asked him for letters to the synagogues at Damascus, so that if he found any who belonged to the Way, men or women, he might bring them bound to Jerusalem. Now as he was going along and approaching Damascus, suddenly a light from heaven flashed around him. He fell to the ground and heard a voice saying to him, "Saul, Saul, why do you persecute me?" He asked, "Who are you, Lord?" The reply came, "I am Jesus, whom you are persecuting. But get up and enter the city, and you will be told what you are to do." The men who were traveling with him stood speechless because they heard the voice but saw no one. Saul got up from the ground, and though his eyes were open, he could see nothing; so they led him by the hand and brought him into Damascus. For three days he was without sight, and neither ate nor drank. Now there was a disciple in Damascus named Ananias. The Lord said to him in a vision, "Ananias." He answered, "Here I am, Lord." The Lord said to him, "Get up and go to the street called Straight, and at the house of Judas look for a man of Tarsus named Saul.

At this moment he is praying, and he has seen in a vision a man named Ananias come in and lay his hands on him so that he might regain his sight." But Ananias answered, "Lord, I have heard from many about this man, how much evil he has done to your saints in Jerusalem; and here he has authority from the chief priests to bind all who invoke your name." But the Lord said to him, "Go, for he is an instrument whom I have chosen to bring my name before Gentiles and kings and before the people of Israel; I myself will show him how much he must suffer for the sake of my name." So Ananias went and entered the house. He laid his hands on Saul and said, "Brother Saul, the Lord Jesus, who appeared to you on your way here, has sent me so that you may regain your sight and be filled with the Holy Spirit." And immediately something like scales fell from his eyes, and his sight was restored. Then he got up and was baptized, and after taking some food, he regained his strength. For several days he was with the disciples in Damascus, and immediately he began to proclaim Jesus in the synagogues, saying, "He is the Son of God."

Message — Bishop Laurie Skow-Anderson

Song — *Taking It To The Streets* By Matt Redmond — Breaking Chains

Apostles' Creed

I believe in God, the Father Almighty creator of heaven and earth.

I believe in Jesus Christ, God's only Son, our Lord, who was conceived by the Holy Spirit, born of the virgin Mary, suffered under Pontius Pilate, was crucified and was buried; he descended to the dead. On the third day he rose again; he ascended into heaven, he is seated at the right hand of the Father, and he will come to judge the living and the dead.

I believe in the Holy Spirit, the holy catholic church, the communion of saints, the forgiveness of sins, the resurrection of the body, and the life everlasting.
Amen.

Prayers of the People***

Holy One, in your love and mercy: **hear our prayer.**

Holy One, Spark of Life,
creation was envisioned by you and is sustained by you;
in gratitude we pray for the world:
that its riches and resources be used responsibly and fairly;
that its rulers and leaders may govern with justice, compassion and humility;
that humankind may live with understanding and respect,
noticing what unites us;
In your love and mercy: **hear our prayer.**

Holy One, Prophet of Love,
you lived among us to teach us – to show us – how to love;
in humility we pray for siblings around the globe:
for those dehumanized by their struggle for existence, may we listen;
for those overshadowed by the constancy of death, may we notice;
for those besieged by fear, anger and relentless peril, may we show up;
for those ensnared by systems beyond their control, may we demand change.
In your love and mercy, **hear our prayer.**

Holy One, Breath of Being,
you are here – in this very moment – as constant presence and insistent voice;
in gratitude we pray…with boldness we pray:
inundate the world with humanity,
overwhelm the world with truth,
flood the world with kindness,
upset our indifference,
accelerate our action,
galvanize our determination,
compel us to authentic discipleship
that nurtures creation, embodies love and breathes life.
In your love and mercy, **hear our prayer.**

Peace

May the peace of Christ be with you
And also with you.

Offering

Offertory Prayer

Let us pray.
God of goodness and growth, all creation is yours, and your faithfulness is sure. Word and water, wine and bread: these are signs of your abundant grace. Receive the gifts we bring, and nourish us to proclaim your abiding love in our communities and in the world, through Jesus Christ our strength and our song.
Amen.

Holy Communion

The Great Thanksgiving

The Lord be with you.
And also with you.
Lift if your hearts.
We lift them to the Lord.
Let us give thanks to the Lord our God.
It is right to give our thanks and praise.

Words of Institution

In the night….

Worship

The Lord's Prayer

Our Father in heaven
Hallowed be your name,
Your kingdom come,
Your will be done,
On earth as in heaven.
Give us today our daily bread.
Forgive us our sins
As we forgive those who sin against us.
Save us from the time of trail
And deliver us from evil.
For the kingdom, the power,
And the glory are yours,
Now and forever. Amen.

Distribution

Come to the Table

Breaking Chains

Post-Communion Prayer

O God, in this holy communion you have welcomed us into your presence, nourished us with words of mercy, and fed us at your table. Amid the cares of this life, strengthen us to love you with all our heart, serve our neighbors with a willing spirit, and honor the earth you have made; through Christ our Lord. Amen.

Blessing

The Holy Three, the Holy One, increase your hope, strengthen your faith, deepen your love, and + grant you peace.
Amen.

Closing Song

God's Work Our Hands ACS #1000

Sending

Go to the streets. Be a public church. Serve others with the love of Jesus.
We will go, guided by the Spirit. Thanks be to God.

+ + +

*Written by Rev. Naomi King, and posted on The Wonderment. http://thewonderment.typepad.com/
**Rev. Stephen M. Fearing, Beaumont Presbyterian Church, Lexington, KY
***Katherine Kussmaul, Saint Giles Presbyterian Church, Raleigh, NC

+Additional text, tune and arrangements used by permission of Augsburg Fortress License #12387-S

Opening of the Assembly

Please stand.

L: As in one body we have many members,
C: So we, who are many, are one body in Christ.

L: Where two or three are gathered in my name, says the Lord,
C: I am there among them.

L: Live a life worthy of the calling to which you have been called,
with all humility and gentleness, making every effort to maintain the unity of the Spirit in the bond of peace.
C: Let us pursue what makes for justice and peace, and for mutual up-building.

L: The Lord be with you.
C: And also with you

L: Let us pray: O God, you open the hearts of your faithful people by sending into us your Holy Spirit. Direct us by the light of that Spirit, that we may have a right judgment in all things and rejoice at all times in your peace, through Jesus Christ, your Son and our Lord, who lives and reigns with you and the Holy Spirit, one God, now and forever.
C: Amen

L: I declare this assembly to be in session in the name of the Father, and of the Son, and of the Holy Spirit.
C: Amen



Taking it to the Streets: Becoming a Public Church



With gratitude we would like to say 'Thank You' to:

- Trinity Lutheran for the use of your facility and technology
- Mission Investment Fund for the financial support
- Luther Park and Luther Point for providing hospitality
- Synod Council Members
- Leah Hullinger for managing the Zoom platform for our online participants
- Additional volunteers who made assembly run smoothly today: Karyn Hullinger, Jennifer Bourget, Jean Morey, Don Schlieve
- Leslie Frost for serving as our assembly parliamentarian
- Elanie Mann for sharing her gifts as our worship organist
- Breaking Chains for leading/accompanying music during worship
- Dairyland and Chequamegon Conferences for assisting with worship
- Each participant who is present in person and online for assembly today
- ELCA Representative, Rev. Sara Cutter, for joining us at assembly today
- Portico Representative, Jennifer Prinz, for you presence here today

Assembly Information

Meeting Facilities

Hybrid Option

Those wishing to meet in person will register in advance. The meeting will begin at 9 a.m. on Saturday, April 30th at Trinity Lutheran in Eau Claire.
Online option for those who register in advance will be available via ZOOM.

Zoom (for those attending online)

Zoom will be the online platform for this Assembly. If you haven't already been using it for meetings, events, or worship services, you can download the Zoom app here. If there is more than one Voting Member at your location, each Voting Member will need to participate in the meeting using their own device and Zoom app. This is important when it comes to credentialing and voting! Please make sure that there are enough devices for all of the Voting Members in your location.

While you can access the assembly from a smartphone or tablet, a laptop or desktop computer with a microphone and a camera [built-in or external] will provide you with the most efficient and complete access. The most important reason is that it will make voting the least difficult for you. A laptop or computer will also usually have a larger screen and a keyboard so you can use the Polling and Chat tools. Any device powerful enough for videos and participation in live online events or meetings should work for this assembly.

At a series of Forums in April [21st, 24th and 25th], Voting Members will have the ability to learn more about the Zoom tools and how to participate in the Assembly.

Items you will need to have with you (ZOOM PARTICIPANTS)

You are encouraged to gather the following items in preparation for the Assembly Plenary Sessions, Devotions, and Worship. During the assembly we will be using one or more of these items or asking you to read and think about them, so please have as many of them as you can readily accessible in your space.

- Bible [any translation]
- Candle [to light during sessions as a reminder that the Holy Spirit is part of this Assembly]
- Handouts: Agenda, Proposed 2022 Synod Budget, Resolutions
- Something to write on [paper, a device that you are not using to participate in the meeting], and something to write with [pencil, pen, stylus, keyboard]
- Healthy snack food item of your choice [e.g. nuts, pretzels, raisins, crackers/cheese, etc.]
- Glass or bottle of water [to help you stay hydrated]

In addition, please take some time prior to the assembly to identify the ancestral native land on which you live and work. If you need help locating this information, considering using the website www.native-land.ca to find out.

ARRANGE FOR TECHNOLOGY AND AN INTERNET CONNECTION TO PARTICIPATE.

Assembly Information

ZOOM Voting members need:

- A quality and stable internet connection
- An email address unique for each voting member
- A web-based device to participate from that offers both video and sound functionality.

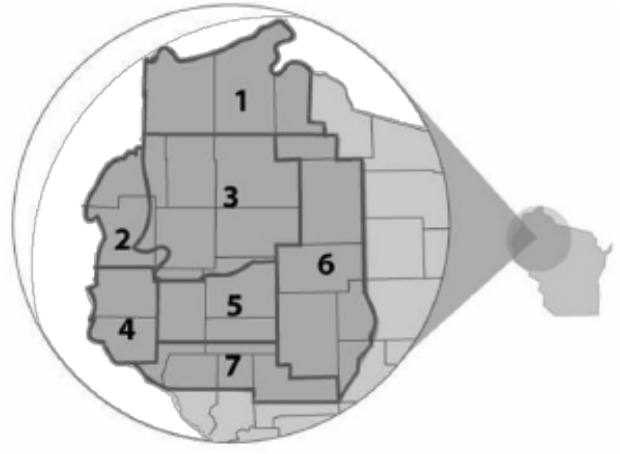
1. A desktop/laptop computer is the most user friendly. A tablet or mobile device will work, but can be a little trickier to navigate.
2. Ideally, for credentialing and balloting purposes, each voting member should use an individual device AND an individual/unique email address.
3. For those planning to gather as a small group to participate in the assembly, or where multiple people from the same family will be participating together via the same device – during the tech check sessions below there will be a special segment about best practices for a seamless voting member experience. It is definitely possible, just requires a bit of additional planning.

ELCA Representative



The Reverend Sara Cutter lives in Hickory, North Carolina and serves as the Senior Director for Operational Effectiveness in the Christian Community and Leadership Home Area of the ELCA's churchwide organization. In this role, she manages the operations of a variety of ministries engaged with supporting and nurturing ELCA communities and their leaders. Prior to serving in this role, she led three different parishes of varying sizes and locations. In Pastor Sara's earlier professional days she worked as an engineer and during that time earned an MBA. She is married to another pastor, the Reverend Todd Cutter who serves as the University Pastor and Director of Spiritual Life at Lenoir-Rhyne University. Together they have a delightful daughter (Amelia) and a persnickety dog (Belle.) She is an avid Ohio State Buckeyes fan and overjoyed that the Bengals FINALLY made it to the Super Bowl this year.

Conferences & Deans



Northwest Synod of Wisconsin
Evangelical Lutheran Church of America
God's Work. Our Hands.

1 Lake Superior
Rev. Sean Koos
Our Savior's Lutheran
Superior
218-206-0859
pastorkoos@gmail.com

2 Apple River
Rev. Marilyn Crossfield/Rev. Angie Kutney
Laketown/Centuria
715-648-5323
715-646-2357
pastormarilync@gmail.com
angkutney@gmail.com

3 Heart of the North
Rev. Joel Bacon
First Lutheran Church
Hayward
715-634-2141
pastorjoel@firstlutheranhaywardwi.net

4 St. Croix Valley
Rev. Steve Meyer/Rev. Carolyn Staats
Joy, Prescott/Mt. Zion, Hudson
715-262-5800
715-386-5409
pastorstevemeyer@gmail.com
pastor.mtzionhudson@gmail.com

5 Chippewa Valley
Rev. Martin Halom
St. John's Lutheran
Bloomer
715-568-5446
pastormartin@bloomer.net

6 Chequamegon
Rev. Elizabeth Bier
ONE in Christ Parish
715-267-6142
revelizabeth001@gmail.com

7 Dairyland
Rev. Bethany Walker
Faith & Rock Creek Lutheran
Durand & Mondovi
715-672-8107
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Walking together for the sake of mission in God's world

Synod Council

The Synod Council is our board of directors and our legislative authority in between synod assemblies. Minutes from Synod Council meetings are available on request from the synod office. The council meets three or four times a year and is made up of the following:

Council Officers

Rev. Laurie Skow-Anderson, Bishop (2024)

Al Arndt, Vice President (2023)

Rev. Julie Brenden, Secretary (2025)

Rev. Peter Muschinske (2025)

Executive Committee

Bishop Laurie Skow-Anderson
Al Arndt, Vice President
Rev. Julie Brenden, Secretary
Rev. Peter Muschinske, Treasurer
Tom Potterton
Janelle Thompson
Rev. Paul Simmons

Finance Committee

Bishop Laurie Skow-Anderson
Al Arndt, Vice President
Rev. Julie Brenden, Secretary
Rev. Peter Muschinske, Treasurer
Richard Jackson
Justin Swanson
Mary Meierotto

Ex-Officio member

Barb Garling, President,
Synodical Women's Organization

Conference Representatives

Apple River Conference
Rev. Margaret Grant (2024)
Justin Swanson (2022)
Margo Nelson (2023)

Chequamegon Conference
Lyle Roe (2024)
Carol Lekies (2022)
Rev. Amy Heinz (2023)

Chippewa Valley Conference
Arvin Solsaa (2024)
Michelle Pride (2022)
Rev. Lucy Schottelkorb (2023)

Dairyland Conference
Linda Talford (2024)
Rev. Rolf Morck (2022)
Jon Zander (2023)

Heart of the North Conference
Rev. Tamra Harder (2024)
Ed Peters (2022)
Janelle Thompson (2023)

Lake Superior Conference
Mary Meierotto (2024)
Rev. Paul Simmons (2022)
Thomas Potterton (2023)

St. Croix Valley Conference
Marcia Lindseth (2024)
Rev. Annie Ladnier (2022)
Richard Jackson (2023)

Black, Indigenous, or Persons of Color (BIPOC)
Lidixe Montoya

Youth Representatives

Synod Staff



Rev. Laurie Skow-Anderson
Bishop

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Rev. Erin Nelson
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Rev. Randy Olson
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Deacon Laura Ramlow
Synod Minister for Communicaiton, SYB, CYF, & Malawi

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Synod Minister for Leadership

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Changes to the Roster

ORDINATIONS

Bethany Walker, ordained and called to serve Faith and Rock Creek Lutheran; Ordained on June 26, 2021

Jennifer Hatleli, ordained and called to serve Evangelical Lutheran, Black River Falls; Ordained on July 21, 2021

Scott Burns, Deacon, ordained and called to serve Ridgeland Lutheran, Ridgeland; Ordained on September 18, 2021

Rebecca Holland, ordained and called to serve Spirit Lutheran, Eau Claire; Ordained October 16, 2021

RECEIVED FROM ANOTHER SYNOD

Rev. Charles Bunk, received from South Dakota Synod

Deacon Barb Bunk, received from South Dakota Synod

Rev. Elton Jorde, received from Western Iowa Synod

Rev. Mark Dumke, received from Southeastern Minnesota Synod

Rev. Stacey Nalean-Carlson, received from Northeastern Iowa Synod

TRANSFERED TO ANOTHER SYNOD

Rev. Grant Aaseng, transferred to the Southeastern Minnesota Synod

Rev. Denise Anderson, transferred to the South Central Synod of WI

Rev. Steve Weston and Rev. Evelyn Weston, transferred to the Northern Great Lakes Synod

Rev. Chris and Rev. Luci Sesvold, transferred to the La Crosse Area Synod

Rev. David Wrightsman, transferred to the Saint Paul Area Synod

Rev. Thomas McShannock, transferred to the Indiana-Kentucky Synod

Rev. Kristin Swenson, transferred to Southern Ohio Synod

Rev. Mike Peterson, transferred to the St. Paul Area Synod

REMOVED FROM ROSTER

Rev. Dan Pennington, joined LCMC

Rev. Kathy Pennington, joined LCMC

Dallas Lutheran, Dallas

NEW CALLS WITHIN OUR SYNOD

Rev. Karen Ressel, called to serve Eleva, Eleva

Rev. Amelia Houdek, called to serve the Trinity Valley Lutheran Parish, Spring Valley

Rev. Theresa Riewestahl, called to serve as chaplain for Interim HealthCare HomeCare and Hospice

Rev. Fred Hanson, called to serve First, New Richmond

Rev. Rodger Prois, called to serve, Long Lake, Sarona

Rev. David Hoadley, called to serve Osseo Evangelical, Osseo

Rev. Robert Dahm, called to serve Wilson, Wilson

Rev. Lucas Holsten, called to serve Redeemer, Burkhardt

Rev. Arthur Bergren, called to serve Bethany, Rice Lake

Rev. Sara Feld, called to serve United, Prairie Farm

Rev. Heather Brown, called to serve, Faith, Marshfield

Rev. Mark Woeltge, contract for services, Immanuel in Forest

INTERIMS AND BRIDGE PASTORS

(as of April 1, 2022)

Rev. Nancy Amacher, St. Paul's, Medford

Rev. Charles Bunk, English, Ellsworth

Rev. Lowell Bolstad, St. John's, Spencer and Riplinger

Rev. Dale Chesley and Rev. Will Mowchan, Bethesda and Immanuel, Bayfield

Rev. Andrea Fluegel, Zion, Stratford

Rev. Ron Gerl, New Scandinavia

Rev. Tamra Harder, Partners in Faith, Cameron/Rice Lake

Rev. Sandy Johnson, Christ, Somerset

Rev. Sean Koos, Administrative Interim, Zion, Superior

Rev. Carolyn Mowchan, Pilgrim, Superior

Rev. Diane Norstad, East Immanuel, Amery

Rev. Peter Muschinske, Living Water, Cameron

Rev. Dean Simpson, Immanuel, Pepin

Rev. Cheryl Matthews, Christ, Menomonie

Rev. Victor St. George, Bethany, Star Prairie

Rev. Tom Bryan, Colfax, Colfax

Rev. Bob Schoenknecht, Colfax, Colfax

Rev. Paul Svingen, Ezekiel, River Falls

Rev. Jeff Smith, Ezekiel, River Falls

Rev. Neal Weltzin, First Faith Valley Parish, Cushing, Balsam Lake, Centuria

Rev. Steve Rutter, Good Shepherd, Marshfield

Rev. Scott Stai, Trinity, Lake Nebagamon

Changes to the Roster

SYNODICALLY AUTHORIZED MINISTERS

(Currently Serving as of January 1, 2022)

John Addison serving Faith, Grantsburg
Todd Ahneman, serving Barronett, Barronett
Steve Aldach, Our Saviors and Northfield, Hixton
Heidi Bragger-Kadinger, serving Independence, Independence
John Brunclik, serving Grace, Brill
Deacon Scott Burns, serving Ridgeland, Ridgeland
Tiffany Chipman, serving First, Exeland
Deacon Darrel Diers, serving Zion, Neillsville
Matt Dietsche, serving Pilgrim, Superior and area
Jennifer Dudderar, serving Pilgrim, Superior and area
August Hohl, serving Little Norway and S. Creek, Black River Falls
Michael Isaacson, serving Drammen and Valley of the Shepherd, Mondovi/Eleva
Bruce Metcalf, Our Saviors, Bloomer
John Neddendurst, Moland, Mason
Luke Pederson, Trinity of Norden and Good Shepherd, Mondovi
Tom Potterton, serving the Lake Superior Conference
Lyle Roe, serving Northwoods STaR Ministries
Travis Rogers, serving Northwoods STaR Ministries
Andrea Rubesch, serving Pilgrim, Superior
Chuck Shingledecker, serving Holden, Norton and North Running Valley, Colfax
Loren Teig, serving Modena, Mondovi and Neighbors United in Christ
Janelle Thompson, Nathaniel, Bruce

ON LEAVE FROM CALL

(as of March 1, 2022)
Rev. Amy Fondroy Eich
Rev. Erin Koster
Kelly Jensen
Rev. Kari Burke Romarheim
Rev. Doug Steinke

RETIREMENTS

Rev. Susan Eidahl
SAM, Mary Meierotto
Rev. Will Mowchan
Rev. Peter Ruggles
Rev. Randy Skow-Anderson

DEATHS

Rev. Emil Evenson
Rev. Lowell Halvorson
Rev. Marilyn Thurber
Rev. Richard Lind

SEMINARY INTERNS SERVING IN OUR SYNOD

HIllary Toulson
Kristin Boland

Anniversaries & Retirements

25 Year Ordination Anniversary

Rev. Robert Friese
Rev. Natalie Leske
Rev. Patricia Turner

50 Year Ordination Anniversary

Rev. Daniel Behnke
Rev. John Hosmann
Rev. Wayne Kentrick
Rev. Oz Twedt

RETIREMENTS

Rev. Susan Eidahl
Rev. Peter Ruggles
Rev. William Mowchan
Rev. Randy Skow-Anderson
SAM Mary Meierotto

Well done good and faithful servant!

We Remember



Rev. Emil Evenson, died at the age of 92 on August 17, 2021. He was born April 7, 1929 in Isle, MN, the son of Emil and Doris (Pierce) Evenson. He was one of ten children in the family. Emil married Judith Diane Brian on April 13, 1957.

Three sons were born to them: Mark Brian, Kristian Per, and Phillip Jon.

Emil graduated from the University of Wisconsin, Madison in 1954. In 1961, he graduated from Luther Theological Seminary in St Paul, MN and served parishes in South Western Minnesota, and Central and Northern Wisconsin.

He is preceded in death by his beloved wife Judy; and sons Mark and Kris.

Emil is survived by his son Phil (Cindy); daughter in laws Cathy and Christine; grandchildren Angie, Cole, Mercedes, Morgan (Pat), Rachel and Vanessa (Tim).



The Reverend Lowell Hilding John Halvorson was born January 11, 1943, in Maddock, North Dakota to Alf Hilding Halvorson and Bertha Agnes (Jacobson) Halvorson. He was baptized and confirmed at Klara Lutheran Church in rural Heimdal, North Dakota. Growing up on the farm, he attended Arne Grade School and the Benson County Agricultural and Training School, graduating in 1961. From there he attended North Dakota State University, graduating in 1971.

Following several years of work in various fields, Lowell felt a deep calling to the ministry and enrolled at Wartburg Theological Seminary of the Evangelical Lutheran Church in America in 1985. He graduated from there in 1989 and was ordained on July 23rd, 1989 at Jefferson Prairie Lutheran Church in Poplar Grove, Illinois, where he had done his internship one year prior. Once ordained, he received a call to serve the Crosby Ecumenical Parish in Crosby, North Dakota, from 1989 to 1991.

In 1991, Lowell received a call to become the pastor of the St. John - St. Olaf Joint Lutheran Parish in Belmond, Iowa, serving there until 2008 when he retired. He then moved to Eau Claire, Wisconsin and became the Visitation Pastor for First Lutheran Church, a position he filled for several years as First Lutheran merged into a new congregation, Spirit Lutheran.

Since 2018, Lowell has been a resident at the Prairie Pointe rehabilitation facility in Altoona, Wisconsin. He passed away quietly on October 20th of this year. Lowell, or "Pastor Lowell," as so many knew him, will be greatly missed by the scores of people who had the blessing to call him their minister or their friend.

We Remember



Reverend Marilyn Thurber, age 76, of New Richmond passed suddenly on December 26, 2021. Marilyn was born on March 19, 1945 in St. Paul, Minnesota. In 1963, Marilyn graduated from Johnson High School in St. Paul. After graduation, Marilyn married the love of her life Robert Thurber in St. Paul. The couple went on to raise two daughters; Karen and Kelly. In 1983 Marilyn graduated from Macalester College. In 1988 Marilyn furthered her education by graduating from the Luther Northwestern Seminary. Reverend Marilyn was a dedicated Minister for 30 years, serving the community at Redeemer Lutheran Church in Burkhardt, Wisconsin. There was nothing that Marilyn loved more than her family. She was always so proud of her two daughters. Marilyn also had a passion for animals, especially her golden retrievers and her little dog Raggs.



Reverend Richard Lind, age 84, passed away on March 24, 2022. Richard (Dick) Lind was born at home on the farm of Adolph and Alice (Fauske) Lind, west of Viroqua, Wisconsin on April 18, 1937 to join big brother Charles and sister Janice. He attended Colonel May Grade School (one-half mile west of the farm) and Viroqua High School and went on to Luther College in Decorah, Iowa. At Luther he sang in the Nordic Choir and the Norsemen Quartet, as a Messiah soloist two years, and had the lead part in the first two opera Homecoming presentations as a junior and senior. There at Luther he met his future wife, Dorothea (Dottie) Nybroten. He responded to a Call to serve God and the church as a pastor and graduated in May of 1960.

On June 17, 1962, he and Dottie were united in marriage at Jordan Lutheran Church in South Wayne, WI. On July 1, 1962, they moved to Brooklyn, NY, to serve his Seminary Internship until August 1, 1963. During that year, Dottie taught 3rd grade at Trinity Lutheran School in Staten Island. On May 31, 1964, he graduated with a Diploma of Ministry from Luther Seminary in St. Paul, MN. Richard was ordained in June of 1964 at Bad Axe Lutheran Church in Viroqua. He later earned a Doctor of Ministry degree in Pastoral Care at the Lutheran School of Theology at Chicago in June of 1992.

As a pastor, Dick served a three-point parish of Calvary, Corinth, and Skabo churches in Alamo, ND (1964-68); a two-point parish of Trinity and Long Lake churches in Birchwood, WI (1968-1971); a New Mission Development at Good Shepherd Lutheran in Howard, WI (1971-1977); and as Associate Pastor at First Lutheran in Manitowoc, WI (1977-1998). He finished his ministry as a part-time Winter Associate Pastor at Desert Hills Lutheran in Green Valley, AZ (1999-2015). In retirement, Dick and Dottie spent their time between Long Lake (Sarona), WI and Green Valley, AZ. Dick enjoyed playing sports with the church teams: basketball and softball at Good Shepherd and softball at First Lutheran. Racquetball at the Manitowoc YMCA was important to him physically, socially, and as a stress reliever. One was his favorites places was their cabin on "Holy Island" in Long Lake, where Dick enjoyed the pontoon and drove his kids and friends on waterskiing rides.

Dick's call was also to serve his community. At Trinity and Long Lake he started Lakeside Sunday Services, which have grown into Outdoor Chapel Worship at both church sites. In Howard he helped begin the Howard Rescue Squad serving as the Executive Committee Treasurer. The Squad grew into the present day Howard Fire and Rescue Department. In Manitowoc, he served on the Family Service Association Board of Directors as President. Dick is survived by Dottie and their children Elise (Dan Wagner), Steve (Lisa Lind), and Jennifer (Sean Farrelly); grandchildren Ray Wagner, Kjersta and Jacob Lind, and Liam Farrelly; brother, Charles, and many nieces, nephews, and extended family.

Rules and Procedures for a Virtual Assembly

At the March 19, 2022 meeting, the synod council, upon the recommendation of the bishop, approved that a meeting of the 2022 synod assembly take place using a hybrid model with voting members virtually present on Zoom and physically present at Trinity Lutheran in Eau Claire. The council further approved to recommend to the Synod Assembly the following Rules and Procedures for the 2022's Synod Assembly.

These Rules and Procedures will be formalized by the Assembly at the Plenary Session of the Assembly on April 30, 2022.The hybrid model must allow that all participants who are entitled to voice and vote can communicate with others in the meeting, in accordance with governing documents and Wisconsin State Statutes.

A. RegistrationandQuorum

Registration shall close at midnight April 18. No registrations may be received after the deadline has passed. Instructions on how to download and use the tools for participants within the Zoom platform's interface will be provided to voting members after registration has closed. Voting members present at Trinity will use green, red, and white cards to vote. Pre-assembly Zoom forums for all voting members will be held April 21, 24 and 25 to orientate Zoom participants and discuss resolutions.

Quorum for the meeting will be one half of the number of eligible voting members.

B. PlenaryMeetingProcedures

1. Only Voting Members will participate in the assembly on ZOOM. Guests and visitors are welcome at Trinity. All voting members on Zoom will be muted until called upon to speak. Voting members in person will use the designated microphones.
2. Voting Members on Zoom with a procedural question or issue may seek to be recognized using the chat function of the ZOOM meeting platform. The ZOOM host, serving as moderator, will alert the chair. Voting members in person will use to the designated microphones.
3. When an item of business is opened by the chair for discussion, those voting or advisory members wishing to speak shall indicate their preference to do so in the chat function of the meeting platform. When indicating their preference to speak, voting members must specify if they are speaking "for" or "against" the item under consideration by identifying themselves via the chat box. For example: FOR, Jill Smith, FLC, Anytown; Against, Juan Gonzales, TLC, Anyvillage. The Zoom host will keep a speakers list and provide it to the chair. Voting members in person will go to the microphone, identify themselves and their congregation, and indicate "for" or "against" the matter at hand.
4. Once recognized by the chair, each speaker will be unmuted or given permission to speak so they can state their name and congregational membership. No person may speak more than once on an item of business until all others who wish to speak have had opportunity to do so.
5. Speeches during debate shall be limited to two (2) minutes. Speeches will be made in alternating order between supporting and opposing views, which will be indicated in the chat function of the meeting platform and noted by the Zoom host.
6. Time will be kept by a designated individual. The chair will rotate speaking privileges between proponents and opponents of a measure.
7. The chair may recognize an individual(s) to provide pertinent background information regarding a resolution. Such speakers shall be limited to two (2) minutes.
8. Debate and discussion will be limited to 20 minutes for each resolution. At the end of 20 minutes the assembly will be asked to vote unless there is a motion to extend the discussion.
9. Roberts Rules of Order will be used to manage assembly proceedings according to the synod's constitution.

Rules and Procedures for a Virtual Assembly

C. Motions

All brief motions must be written and hand delivered or emailed to the synod secretary including the name and congregation of the person making the motion. When a member intends to bring a motion, 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.

D. Voting

1. Voting members on Zoom will vote by means of a polling feature on the meeting platform (Zoom polling). In determining the outcome of a vote, only the yes and no votes shall be counted in determining the total number of votes required for adoption. Abstentions may be recorded, but do not count in the vote total. Proxy and absentee voting shall not be permitted in the transaction of any business of the Synod Assembly. The Chair will allow for at least one (1) minute for voting to occur. Voting members in person will use a green card to approve, a red card to oppose and a white card to abstain from a vote.

2. Nominations from the floor will not be accepted during our hybrid assembly this year due to the challenge that would present to our technology team.

E. 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 S7.23. of the Synod's Constitution.

Voting Members

To bring clarity to who is eligible to vote at assemblies, the following from the synod constitution is provided: † S7.21. The membership of the Synod Assembly, of which at least 60% of the voting membership shall be composed of lay persons, shall be constituted as follows:

a. All ministers of Word and Sacrament under call on the roster of this Synod in attendance at the Synod Assembly shall be voting members.

b. All ministers of Word and Service, under call, on the roster of this synod shall be voting members in the Synod Assembly, in addition to the voting membership of lay members of congregations provided in item †S7.21.c.

c. A minimum of one lay member elected by each congregation with fewer than 175 baptized members and a minimum of two lay members elected by each congregation with 175 or more (than 175) baptized members related to this Synod, normally one of whom shall be male and one of whom shall be female, shall be voting members. The Synod Council shall establish a formula to provide additional lay representation from congregations on the basis of a number of baptized members in the congregation. The Synod Council shall seek to ensure that, as nearly as possible, 50 percent of the lay members of the assembly shall be female and 50 percent shall be male. Additional members from each congregation normally shall be equally divided between male and female.

d. Voting membership shall include the officers of this synod.

†S7.21.01. Voting members shall begin serving with the opening of a regular Synod Assembly and shall continue serving until voting members are seated at the next regular Synod Assembly.

S7.21.01. An additional voting lay delegate shall be elected in conformity with the provision of S7.21.c by each congregation of more than 1,000 baptized members for each additional 500 members or any fraction thereof. Congregational membership size shall be as set forth in the church body statistics contained in the most recent churchwide yearbook published prior to each Synod Assembly.

S7.21.02. Two confirmed youth from each conference shall be elected by the conference caucuses. These representatives shall not be counted as additional lay representatives in order to have at least 60% of the voting membership of the Assembly composed of lay persons. Costs for each conference youth delegate shall be paid from Assembly registration fees.

S7.22. This synod may establish processes that permit retired rostered ministers or those designated as disabled, or on leave of call, on the roster of the synod to serve as voting members of the Synod Assembly, consistent with †S7.21.c. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.

S7.22.A15. All retired ordained ministers and ordained ministers on leave from call on the roster of this synod may participate as voting members at the Synod Assembly, if they are affirmed by their congregation and consistent with S7.21 above. The retired ordained ministers and the ordained ministers on leave from call shall not be counted towards the lay male or lay female voting members allotted to each congregation. If the 60% lay person voting requirement of S7.21 is not met due to the vote participation of retired pastors and ordained ministers on leave from call, the officers of the Synod Council shall reduce the number retired voting participants and ordained ministers on leave from call by lot until the 60% requirement is met.

Notes:

Parliamentary Procedure

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

Sample Ballot

2022 Ballot

Churchwide Council

Rostered Leader Female Vote for Two		These names will be forwarded to the Churchwide Assembly where voting members will elect someone to Church Council	
Rev. Amy Heinz Rev. Heather Brown			

Sample Ballot

2022 Ballot-3 year term

Discipline Committee Members

LAY VOTE FOR TWO		CLERGY VOTE FOR TWO	
Matt Dietsche Lloyd Scheffler		Rev. Michelle Rowell Rev. Christine Emerson	

Sample Ballot

2022 Ballot-3 year terms

Synod Council Members

Apple River Conference Vote for one Lay Male		Heart of the North Conference Vote for one Lay Male	
Matt Keenan		Ted Hakala	
Chequamegon Conference Vote for one Lay Female		**Lake Superior Conference Vote for one Clergy**	
Carol Leikes*		Rev. Rachel Sieja	
Chippewa Valley Conference Vote for one Lay Female		**St. Croix Valley Conference Vote for one**	
Julie Carr		Rev. Annie Ladnier*	
Dairyland Conference Vote for one Clergy			
Rev. JonPaul Dragseth			

*incumbent

+currently filling a vacant term. Seeking first full term on council

Resolution 1: Care of Creation

**Forwarded on March 19, 2022 by Northwest Synod of Wisconsin Synod Council with recommendation for approval.*

WHEREAS, Genesis 1 emphasizes the goodness of all that God has created and stresses humanity's role as caretakers for all of creation; and

WHEREAS, human activity can impact creation for good or for ill, and many past and current practices have been shown to have a harmful impact upon God's good creation refer to background information; and

WHEREAS, the work of God's people is to embody the love of God and to live in the hope that change for the better is possible; and
WHEREAS, John 3:16 declares that God's love is for "all the world"; therefore be it

RESOLVED, that the congregations in the Northwest Synod of Wisconsin commit to taking the faithful step of caring for God's creation by forming congregational Green Teams whose on-going purpose is to promote awareness while challenging the congregation to implement effective practices that protect and promote the health of creation; and be it further

RESOLVED, that the Northwest Synod of Wisconsin will provide training to equip members of these Green Teams as well as video materials appropriate for worship and/or educational events.

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Background Information: On April 17, 2021 the NWSWI Assembly approved a "Resolution in Support of Creation Care" that urges "all members to exemplify personal and institutional care for Creation by practicing energy conservation, purchasing energy efficient items, investing in renewable energy, and eliminating single-use plastics."

Supporting ELCA documents include:
"Church in Society: A Lutheran Perspective" (1991) "Caring for Creation: Vision, Hope and Justice" (1993)
"Sufficient, Sustainable Livelihood for All" (1999)

Click here to read the 1993 social statement on the Environment. https://www.elca.org/Faith/Faith-and-Society/Social-Statements/Caring-for-Creation

"The question is how far are we willing to go? And how fast are we willing to allow the climate to change? Our actions now will make a huge difference for avoiding the worst outcomes."

–Dan Vimont, Professor of Atmospheric and Oceanic Sciences and Director of the Nelson Institute Center for Climatic Research, UW-Madison

Resolution 1

Climate Change-We Cannot Deny It Any Longer
"In God we trust. All others must bring data." by W. Edwards Deming

We have been hearing about climate change for years. It seemed like something that happens to people somewhere else, but not here in Wisconsin. The data is in. We cannot deny it any longer. Wisconsin's climate is continuing to change, and there are wide-ranging effects to our land, water, businesses, people and ecosystems. If you feel like there are milder winters, less snowpack, more rain, and more severe weather events, you are correct.

The issues and impacts produced by this changing climate are already being felt and will become more drastic as the climate continues to warm. According to the Wisconsin Initiative on Climate Change Impacts' (WICCI) 2021 Assessment Report, here are the climate takeaways:

- Wisconsin's average daily temperature has become three degrees Fahrenheit warmer since the 1950s.
- The last two decades have been the warmest on record, and the past decade has been the wettest.
- Wisconsin has become wetter – average precipitation has increased 17 percent (about five inches) since 1950.
- Warming is happening fastest in the winter and at night.
- Southern Wisconsin has experienced the highest increase in precipitation.
- Very extreme precipitation events will increase in the future.
- Extreme events are already causing immense impacts across the state, and the frequency of those events will generally increase.[i]

The report contains additional information on how these climate changes are affecting the land, water, built environments, people, and ecosystems.
The WICCI also recognizes that climate change is a justice issue.

As climate change and the need for solutions are becoming more apparent, so too is the recognition that environmental and climate justice must be an integral aspect of our response. While not the focus of this report, WICCI scientists and practitioners underscore that historically disadvantaged communities bear a disproportionate burden and suffer the greatest harms and risks from climate impacts such as flooding, worsening air quality, heat waves, and drought. For example, changing conditions for plants and wildlife have uniquely affected Native Americans' important cultural, treaty, and subsistence resources. Decision-makers should acknowledge and understand these uneven impacts of climate change to ensure solutions are effective and equitable.[ii]

The WICCI report makes one thing clear; the climate is changing, and the results are adversely affecting Wisconsin families, businesses, and ecosystems. We will need to deal with climate change either now or later.

The solution is not a surprise. We need to decrease carbon emissions and promote environmental and climate justice by investing in solutions that reduce greenhouse gas emissions and associated climate impact.[iii] It is an issue of justice, even the scientists recognize this. Our God is a God of justice. What are we, the people of God, going to do?

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i Wisconsin's changing climate: Impacts and solutions for a warmer climate. 2021. Wisconsin Initiative on Climate Change Impacts. Nelson Institute for Environmental Studies, University of Wisconsin-Madison and the Wisconsin Department of Natural Resources, Madison, Wisconsin, page 6

ii Ibid. page 5

"Some of us do have hope, others not so much. But that all depends on whether you want to take a more realistic perspective or a more hopeful perspective. People my age talk about whether we want to be parents and ask why would I bring a child into a world that is dying. There are big anxieties that we have to consider every day, knowing that water scarcity and air pollution could get worse….

Personally, the way I like to view climate change is, to be realistic. We will have to deal with climate change by 2050, one way or another."

– Stephanie Janeth Salgado Altamirano, Co- founder, Youth Climate Action, Madison, Wis.

Resolution 2: Intentional Conversations About Loving Our Neighbors

**Forwarded on April 5, 2022 by Northwest Synod of Wisconsin Synod Council with recommendation for approval.*

WHEREAS The Northwest Synod of Wisconsin(NWSWI) of the ELCA, walking in the way of Jesus, takes seriously the greatest biblical commandment to "Love God and to love our neighbors as ourselves." (Matthew 22:39)

WHEREAS Martin Luther reminds us that responding to God's grace by loving our neighbor also means caring for the physical and social needs of our neighbor (The Forgotten Luther II pp.89, 93)[1] and

WHEREAS our baptismal promises call us "to care for others and the world that God has made and work for justice and peace" (ELW p. 228) and

WHEREAS we often have sinned and fall far short of loving our neighbors as ourselves, especially our neighbors who are Black, Indigenous or Persons of Color (BIPOC)

WHEREAS intentionally and unintentionally we have contributed to a way of life that has harmed our BIPOC neighbors and

WHEREAS racism and racial disparities permeate the state of WI, especially in the health of babies, children and adults, in incarceration rates, and in education and

WHEREAS at the April 2021 synod assembly and at the September 2021 the synod council approved the Synod Racial Justice and Equity Statement written by members of the synod youth board and the synod justice team; and be it

RESOLVED, that the 197 congregations of the NWSWI be encouraged to engage in ongoing intentional conversation about race and love of BIPOC neighbors using the synod's Racial Justice and Equity Statement and accompanying Glossary of Terms in that discussion and publicly take action in their communities consistent with that conversation; and be it further

RESOLVED, that in addition to promoting the relationship building resources of Neighbor to Neighbor, other resources be provided for adult and cross generational conversations about race and love of neighbors by the Synod Justice Team and Synod ministers; therefore be it further

RESOLVED, that rostered leaders and SAMs note in their annual report to the Bishop the length and type of intentional conversation and any action(s) taken promoting racial justice and equity and loving our neighbors.

1 The Forgotten Luther II: Reclaiming the Church's Public Witness; Ryan P. Cummings, Editor

Addendum A

Racial Justice and Equity Statement:
https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/FINAL_Racial_Justice_Equity_Statement.pdf

Glossary of Terms:
https://s3.amazonaws.com/media.cloversites.com/0a/0a854394-3a19-4d9f-b1ae-f93021508921/documents/NWSWI_Racial_Equity_Statement_Glossary_2_.pdf

Addendum B

Reflection Questions

Background: In 2021, representatives at the Northwest Synod of Wisconsin synod assembly approved a Racial Justice & Equity Statement and accompanying Glossary of Terms. This statement was written by youth in our synod, in conversation with members of our racial justice team. The hope is to have all congregations in our synod read and reflect on the values and commitments in the statement. Thank you for your participation.

Method for Conversation: Share the statement & glossary document with your congregation and invite them to conversation. While face to face conversation is preferred, we know that not everyone is attending in person or able to join a Zoom meeting. Some people will also appreciate being able to take time to reflect on the questions before offering a written response. So, these conversations might take place during worship, during a coffee or education hour, on a Zoom call or via email/online survey tool.

Statement & the Reflection Questions:

1. Read the Statement & accompanying Glossary of Terms. We encourage you to read it aloud, and take time to read from the glossary as well.
2. What is something new you learned from reading this statement?
3. What makes you uncomfortable?
4. What is 1 connection you see from something in this statement to your local community?
5. What is one next step you want to take after this conversation?

Resolution 3: Financial Mission Plan (Budget)

**Forwarded on March 19, 2022 by Northwest Synod of Wisconsin Synod Council with recommendation for approval.*

WHEREAS, each year the Synod Council reviews and makes recommendations for the proposed financial mission plan; now therefore be it

RESOLVED that the financial mission plan for the Northwest Synod of Wisconsin be adopted.

	FINAL 01/31/2022 2021-2022	SYNOD COUNCIL AMENDED 2021-2022	SYNOD COUNCIL AMENDED 2022-23	PROPOSED SYNOD ASSEMBLY 2023-24
RECEIPTS				
General Mission Support (Benevolence)	$1,182,403	$1,200,000	$1,200,000	$1,200,000
Grants & Other Misc. Income	10,000	10,000	10,000	10,000
Interest Income	95	2,000	2,000	2,000
Assembly receipts over expenses	3,930			
TOTAL RECEIPTS	$1,196,428	$1,212,000	$1,212,000	$1,212,000
FINANCIAL SUPPORT TO PARTNERSIIP MINISTRIES (BASED UPON % OF Benev Rcvd)				
ELCA Churchwide Synod Benevolence	$484,008	$486,607	$462,882	$445,622
Seminaries	$59,283	$59,602	$56,696	$54,582
Colleges	$9,071	$9,119	$8,675	$8,351
Support-Wis Conf of Churches	$5,229	$5,257	$5,001	$4,814
Support-Twin Ports Ministry	$526	$529	$503	$484
Support-Public Policy Office	$626	$629	$598	$577
Support-Luth Outdoor Min.	$487	$490	$466	$448
TOTAL SUPPORT-PARTNERSHIP MINISTRIES	$559,229	$562,233	$534,821	$514,878
BENEVOLENCE REMAINING TO COVER SYNODICAL MISSION (SYNOD SHARE)	$637,199	$ 649,767	$ 677,179	$ 697,122
SYNODICAL MISSION				
Lutheran Campus Ministry	$74,300	$74,300	$81,000	$81,000
Camping Ministry-Luther Park, Luther Point, Wanoqasset and Amnicon	$2,000	$2,000	$2,000	$2,000
Region 5 Support-Operations	4,075	4,075	5,000	5,000
First Call/Multi-Synod Educ.	1,660	1,660	1,660	1,660
	$82,035	$82,035	$89,660	$89,660
SYNOD COMMITTEES				
Candidacy	$800	$800	$800	$800
Youth	1,000	1,000	1,000	1,000
Synod Council	1,200	1,200	1,200	1,200
	$3,000	$3,000	$3,000	$3,000
COMPENSATION AND BENEFITS				
Bishop (Inc. housing allow.)	$95,734	$95,734	$97,649	$101,594
Asst. to Bishop (inc. h. allow.)full time	81,420	81,420	$83,048	$86,404
Asst. to Bishop (inc. h. allow.)full time (now part time)	20,367	20,367	$20,774	$21,614
Support Staff	104,947	104,947	$107,046	$111,371
Pensions, Health Insurance, etc.	138,475	140,797	$154,032	$157,282
Social Security--Ordained	15,110	17,139	$17,481	$21,378
Social Security--Lay Staff	7,905	8,028	$8,188	$8,519
Continuing Ed.--All Staff	5,600	5,600	5,600	5,600
	$469,558	$474,032	$493,819	$513,762

Resolution 3

	FINAL 01/31/2022 2021-2022	SYNOD COUNCIL AMENDED 2021-2022	SYNOD ASSEMBLY APPROVED 2022-23	PROPOSED SYNOD ASSEMBLY 2023-24
TRAVEL				
Staff & Misc. Office, relocation exp.	12,393	18,600	18,600	18,600
	$12,393	$18,600	$18,600	$18,600
GENERAL OFFICE				
Supp./Post./Printing/Misc	6,805	5,700	5,700	5,700
Office Rent	11,200	11,200	11,200	11,200
	$18,005	$16,900	$16,900	$16,900
PURCHASED SERVICES				
Audit	9,700	9,000	9,000	9,000
Telephone	5,346	5,700	5,700	5,700
Dues, Registrations, Fees	1,298	1,500	1,500	1,500
	$16,344	$16,200	$16,200	$16,200
INSURANCE				
Automobiles & Umbrella	5,837	5,900	5,900	5,900
Worker's Compensation & Multi-peril	4,380	5,000	5,000	5,000
	$10,217	$10,900	$10,900	$10,900
RETURN TO RESERVE				
EQUIPMENT	21,000	21,000	21,000	21,000
Transfer to designated & restricted accounts				
Repairs, Equipment, Rental	4,646	7,100	7,100	7,100
	$25,646	$28,100	$28,100	$28,100
TOTAL SYNODICAL MISSION	**$637,198**	**$649,767**	**$677,179**	**$697,122**
NET SYNOD SHARE OVER/(UNDER) MISSION	$0	$0	$0	$0
	$559,230	**$562,233**	**$534,821**	**$514,878**

Resolution 4

RESOLUTION: 2023 Mininum Standards for Compensation and Benefits

**Forwarded on March 19, 2022 by Northwest Synod of Wisconsin Synod Council with recommendation for approval.*

For Ministers of Word and Sacrament, Ministers of Word and Service, Lay Program Staff, and Support Staff

WHEREAS each year the Salary Standards Committee reviews and makes recommendations; now therefore

BE IT RESOLVED that the Northwest Synod of Wisconsin approve the salary standards provided in the on-line pre-assembly materials.

Resolution 5

Resolution 5: Synod Constitution By-Law Change

**Forwarded on March 19, 2022 by Northwest Synod of Wisconsin Synod Council with recommendation for approval.*

WHEREAS, Our Savior's Lutheran Church in Stanley is located on the eastern edge of the Chippewa Conference; and

WHEREAS, this location puts Our Savior's Lutheran Church in close proximity already to a number of the congregations in the Chequamegon Conference; and

WHEREAS, this would place Our Savior's Lutheran Church in the same conference as St. Paul's Lutheran Church, who shares pastoral leadership with Our Savior's Lutheran Church; and

WHEREAS, Our Savior's Lutheran Church has the blessing of their sister congregation, St. Paul's Lutheran Church of Curtiss, to realign with the Chequamegon Conference, therefore be it

RESOLVED, to amend the Northwest Synod of Wisconsin Bylaw S12.01.01 and transfer the membership of Our Savior's Lutheran Church from the Chippewa Conference to the Chequamegon Conference effective immediately.

Amendment S12.01.01

f. Conference 6, the Chequamegon Conference includes congregations in Price, Taylor, Clark, Marathon and Wood Counties and the congregation of Our Savior's Lutheran in Stanley.

Notes:

Leader: Jesus said, You will be my witnesses
All: **to the ends of the earth.**
Leader: I chose you and appointed you
All: **to bear fruit that will last.**
Leader: Remember, I will be with you always
All: **to the end of time.**
Leader: The Lord be with you.
All: **And also with you.**

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

Leader: I now declare this assembly closed in the name of the Father, and of the Son, and of the Holy Spirit.
All: **Amen.**

Leader: Go in peace. Share the good news.
All: **Thanks be to God.**

Racial Justice and Equity Statement of the Northwest Synod of Wisconsin

The people and congregations of the Northwest Synod of Wisconsin believe we are a stronger and better church and society when we walk together instead of separated by skin color or *ethnicity*.

In response to the history of injustice and *racism* in America, the congregations of the Northwest Synod of Wisconsin reject systemic racism as sin that must be addressed by our church and society.

As the Northwest Synod of Wisconsin, we seek to join Jesus in the restoration of the world by first confessing our sin, brokenness, and separation from God. We encourage all the congregations and ministries in our region to ask God to forgive us and guide us into repentance where we acknowledge the broken world:

- **We confess** that we – the Northwest Synod of Wisconsin, its member congregations, campus ministries, and social ministry organizations – live in broken relationships with our neighbors because of the divisions of *race* that we have failed to correct. "Because we are sinners as well as saints, we rebuild walls broken down by Christ. We fall back into enslaving patterns of injustice."

- **We confess** that many of our stories, our *cultures*, and our celebrations are based on racist ideas, concepts, and origins. "A wall of hostility stands intact. Captive on one side of the wall, people with access to opportunities and institutions are largely unaware either of their own cultural biases or the worth of other cultures. On the other side of the wall, people scarred by slavery and other forms of degradation and suffering [including genocide] have seen their cultures ridiculed and reviled, or destroyed."

- **We confess** our complicity in systemic racism through our direct and indirect actions and our silence that allows evil to exist in the world. Racism is not only a sin against our neighbor but a sin against God. Our world is imprisoned to the sin of racism and we ask God to guide us toward freedom (Luke 4:18).

- **We confess** that we are called to move beyond empty promises and engage in the work of *anti-racism*.

As the Northwest Synod of Wisconsin we know that the institutions people create need to be held *accountable* for the harm caused to African Descent (African American, Afro-Caribbean, African National), American Indian and Alaska Native, Arab and Middle Eastern, Asian and Pacific Islander, and Latin American people [named as "people of color" for the rest of this statement] and to their communities. Like Jesus and the prophets before him:

- **We condemn** the killings of unarmed people of color at the hands of law enforcement in our communities and throughout the country. Killing of kin is sin (Genesis 4)

- **We condemn** institutions and systems that place profit and status over the safety and well-being of our neighbors who are people of color (2 Corinthians 8:13-15).

- **We condemn** any and all racist assumptions, stereotypes, and biases that continue to persist in the institutions we build and maintain.

Racial Justice and Equity Statement

As Church together, we ask God to help and guide us in joining Jesus in the restoration of the world:

- **We recognize** that different ideas exist on the solutions to the racism that plagues our communities. As a predominantly white synod we commit ourselves to actively listen to, learn from, and be led by people who have been harmed and silenced by systemic racism.

- **We know** that 600+ years of systemic racism in our country continues to divide our communities, and are as powerful and dangerous today as they were in the past. People were, and are, dehumanized and their cultures discounted and destroyed. Their minds, bodies, and spirits continue to be under attack.

- **We acknowledge** that we occupy the ancestral homelands of indigenous peoples of the Council of Three Fires including the Ho-Chunk, Menomonee, Dakota, and Lake Superior Chippewa Nations. We have benefited from the rich natural resources and diverse flora and fauna. These lands were stolen through acts of violence, forced removal, and genocide. These acts of atrocity were committed by *our* ancestors *against* the ancestors of Native Americans in the name of God through the Doctrine of Discovery and Manifest Destiny.

- **We acknowledge** that voices from those we have marginalized can agitate, challenge, and lead to uncomfortable conversations. As a synod, we commit to listening and sitting with the discomfort instead of rejecting calls for God's justice that challenge our sin (Luke 4:14-30).

- **We support** policies that will invest in healthy and safe communities for everyone. We encourage transformational and bold thinking that will put people and communities first. As a synod, we commit to work through local, state, and national advocacy efforts to support policies that seek justice in our world.

- **We commit** to lifting up and supporting people of color as leaders in our congregations, our synod, our ministries, and our communities. Working together as a synod and within our communities, we will join Jesus in the restoration of the world. We will seek to tear down oppression and lift up those who have been harmed by systemic racism for far too long (Luke 1:46-53).

1.All italicized words can be found in the Racial Justice and Equity Statement Glossary of Terms for further explantion.

2. Freed in Christ: Race, Ethnicity, Culture, ELCA, 1993, p. 2.

3. Freed in Christ: Race, Ethnicity, Culture, ELCA, 1993, p. 4.

4. https://www.pewresearch.org/fact-tank/2015/07/27/the-most-and-least-racially-diverse-u-s-religious-groups/

5. See The Church in Society: A Lutheran Perspective, ELCA, 1991. https://download.elca.org/ELCA%20Resource%20Repository/Church_SocietySS.pdf?_ga=2.70518421.424791730.1593614271-1503398755.1593099244

Approved by the NW Synod of Wisconsin Council, March 2021

Northwest Synod of Wisconsin
Evangelical Lutheran Church of America

God's Work. Our Hands.