Northwest Synod of Wisconsin
Evangelical Lutheran Church in America

Synod Assembly

Rebound : From Worry to Wonder

April 29, 2023

Bethany Lutheran Church
Rice Lake, WI

Table of Contents

Table of Contents	Page 1
Agenda	Page 2
Welcome & Thank You	Page 3
Land Acknowledgement	Page 4
Worship	Pages 5-8
Opening of the Assembly	Page 9
Assembly Information	Page 10
Conferences and Deans	Page 11
Synod Council	Page 12
Synod Staff	Page 13
Changes to the Roster	Page 15
Ordination Anniversaries and Retirements	Page 16
We Remember	Pages 17-18
Rules and Procedures	Pages 19-20
Parliamentary Procedure	Page 21
Elections	Page 22
Resolution 1	Pages 23-24
Resolution 2	Page 25-27
Resolution 3	Pages 28-29
Resolution 4	Pages 29
Resolution 5	Pages 30-31
Resolution 6	Page 31
Resolution 7	Page 32
Bright Spot Awards	Page 33
Closing of the Assembly	Page 34
Upcoming Events	Page 35
Resources	Pages 36-38

Assembly Agenda

7:30	Registration & Coffee Fellowship
8:50	Welcome & Announcements
9:00	Worship
10:00	Break
10:15	Plenary 1
10:35	Celebration of Vocations
10:45	Resolution 1
11:05	Resolution 2
11:30	Workshop 1
12:15	Lunch
1:15	Workshop 2
2:00	ELCA Churchwide Report
2:15	Plenary 2
2:20	Synod Minister's Report & Bright Spot Awards
2:55	Resolutions 3, 4, 5
3:50	Partner Ministry Reports
4:00	Adjourn

Workshop Options

Workshop 1 (Sanctuary): *Young Adults, Youth, & Families*
Daniel Kirschbaum & Deacon Laura Ramlow
Workshop 1 (Gathering Room): *Who is My Neighbor?*
Deacon Lidixe Montoya & Pastor Sara Villarreal Bishop

Workshop 2 (Sanctuary): *A Holy Fork in the Road Conversation*
Bishop Laurie Skow-Anderson
Workshop 2 (Gathering Room): *Giving Generously as a Spiritual Practice*
Pastor Diane House, DEM

Welcome & Thank You

Welcome everyone to the 2023 Northwest Synod of Wisconsin Assembly! We are grateful for your presence and leadership at this event.

Together we will gather around the theme "**Rebound: From Worry to Wonder** as we explore Jesus' words in Matthew 6:25-34: *"Do not worry.....but seek first the kingdom of God and his righteousness..."*

Thank You!

- Bethany Lutheran for the use of your facility and technology
- Luther Park and Luther Point for providing hospitality
- Synod Council Members & Conference Deans
- 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, Amy Brekke, Bea Evans, & Dave Wilson
- Leslie Frost for serving as our assembly parliamentarian
- Spirit Reigns for leading worship music
- St. Croix Conference for assisting with worship
- Each participant who is present in person and online today
- ELCA Representative Daniel Kirschbaum for joining us with a churchwide report, & sharing his wisdom and experience through a workshop
- Portico Representative, Jennifer Prinz, for her presence here today

ELCA Churchwide Representative, Daniel Kirschbaum



We welcome Daniel Kirschbaum as our Evangelical Lutheran Church in America churchwide representative for assembly 2023. Originally from Wisconsin, and currently living in Colorado, Daniel is the Program Director for Young Adult Ministries. He will share a churchwide update and lead a workshop during our time together.

To find out more about the ELCA's ministry with young adults you can visit:
https://linktr.ee/ELCAYoungAdults

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

Mighty to Save
Because He Lives
A Place at the Table

Welcome

Land Acknowledgement

As we worship together, we the Northwest Synod of Wisconsin acknowledge that we worship on the ancestral lands of the Ho-Chunk, Ojibwe, Dakota, Menomonee, Potawatomi and Lac Courte Oreille people. A people that are still here, continuing to honor and bring to light their ancient heritage.

Opening Litany*

The world outside worries us.
The worlds inside our homes, and our heads, and our hearts spin with anxiety.
Christ calls us to the quiet center.
We come to worship and receive God's peace.
We come to remember how to trust our Creator.
Let us worship our God who is caring for us right now.

Confession and Forgiveness*

We are people of the resurrection, witnesses to God's glorious victory in Jesus Christ, which brings peace and transforms the power structures of this world.

But we also know that we live in the tension between the now and the not-yet. We are participants in Christ's new life – but at the same time we find ourselves still clinging to the old age. So we confess our sin, our brokenness, our turning against God and God's ways, how we've done that both individually and collectively.

God of resurrection life, hope, and peace;
We confess that too often we are not peaceful; you have brought light, but we focus on the darkness.
We have doubts and anxieties about our lives. About our nation, About our world.
Instead of loving others, we are fearful of them. We seek to hide ourselves away in safety, rather than live in vulnerable relationship with the world as our brother Jesus Christ does.
We need your Holy Spirit in our lives; turn our hearts towards you; take away our fear and self-centeredness; make our trust in you stronger than our trust in ourselves, and bring us peace.
Amen.

Hear the good news. God is not absent, distant, dead. God is alive! Christ is risen! In him death has been defeated and life has been restored.
In Christ, God comes to us. God comes to those who are scared and anxious. God comes to us and says, "your sins are forgiven." Fear not. God is with you. God is for you. God loves you.
Amen.

Processional

Christ the Lord is Risen Today *ELW #369*

Prayer of the Day

God of compassion, like a parent, you never forget your children, and you know already what we need. In all our anxiety, grant to us the inspiration of the Holy Spirit and give us trusting and faithful hearts, that in confidence we may embody the peace and justice of your Son, Jesus Christ, our Savior and Lord. Amen.

Reading Psalm 40 *Read Responsively*

I waited patiently for the Lord; he inclined to me and heard my cry.
He drew me up from the desolate pit, out of the miry bog and set my feet upon a rock, making my steps secure.
He put a new song in my mouth, a song of praise to our God. Many will see and fear and put their trust in the Lord.
Happy are those who make the Lord their trust, who do not turn to the proud, to those who go astray after false gods.
You have multiplied, O Lord my God, your wondrous deeds and your thoughts toward us; none can compare with you. Were I to proclaim and tell of them, they would be more than can be counted.
Sacrifice and offering you do not desire, but you have given me an open ear. Burnt offering and sin offering you have not required.
Then I said, "Here I am; in the scroll of the book it is written of me.
I delight to do your will, O my God; your law is within my heart."
I have told the glad news of deliverance in the great congregation; see, I have not restrained my lips, as you know, O Lord.
I have not hidden your saving help within my heart; I have spoken of your faithfulness and your salvation; I have not concealed your steadfast love and your faithfulness from the great congregation.
Do not, O Lord, withhold your mercy from me; let your steadfast love and your faithfulness keep me safe forever.
But may all who seek you rejoice and be glad in you; may those who love your salvation say continually, "Great is the Lord!"
As for me, I am poor and needy, but the Lord takes thought for me. You are my help and my deliverer; do not delay, O my God.

Gospel Acclamation

Celtic Alleluia *ELW #174*

Gospel Matthew 6:25–34

Therefore I tell you, do not worry about your life, what you will eat or what you will drink, or about your body, what you will wear. Is not life more than food and the body more than clothing? Look at the birds of the air: they neither sow nor reap nor gather into barns, and yet your heavenly Father feeds them. Are you not of more value than they? And which of you by worrying can add a single hour to your span of life? And why do you worry about clothing? Consider the lilies of the field, how they grow; they neither toil nor spin, yet I tell you, even Solomon in all his glory was not clothed like one of these. But if God so clothes the grass of the field, which is alive today and tomorrow is thrown into the oven, will he not much more clothe you—you of little faith? Therefore do not worry, saying, 'What will we eat?' or 'What will we drink?' or 'What will we wear?' For it is the gentiles who seek all these things, and indeed your heavenly Father knows that you need all these things. But seek first the kingdom of God and his righteousness, and all these things will be given to you as well. "So do not worry about tomorrow, for tomorrow will bring worries of its own. Today's trouble is enough for today.

Message From Worry to Wonder *Bishop Laurie Skow-Anderson*

Song

Be Thou My Vision *ELW #793*

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, died, 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

With the whole people of God in Christ Jesus, let us pray for the church, those in need, and all of God's creation.

Mighty and merciful God, lover of justice and equity, you call us to support the weak, to help those who suffer, and to honor all people. By the power of your Holy Spirit, make us advocates for your justice and instruments of your peace, so that all may be reconciled in your beloved community.
God of grace, **hear our prayer**.

Loving God, mend broken relationships and bring peace to our families, our congregations, our communities, and the world – especially we pray to mend the relationships with our Native American neighbors. God of grace, **hear our prayer.**

God, giver of life, you intend for humans to live together in peace. In this time of grief over gun violence, we pray for your presence among us. Grant healing and comfort to the families and communities of all who have died, strengthen the work of elected officials to respond with wisdom and compassion, and transform all malice and hate to empathy and reconciliation. God of grace, **hear our prayer.**

Holy Spirit, you move through all creation with sighs too deep for words. Open our hearts to listen to the cry of the earth and the cry of the poor. Speak through your church to rebuke the forces that seek to exploit your planet. Join our human prayers with the voices of all creation and move us to honor you by preserving the gifts of nature that reveal your glory. God of grace, **hear our prayer**.

Peace

The peace of Christ be with you always.
And also with you.

Offering

Special Music *Everybody's Got Something to Offer*
**Offering will be shared between Neighbor to Neighbor Ministry and Malawi Cyclone Freddy Relief*

Offertory Prayer

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 gifs 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

Great Thanksgiving

The Lord be with you.
And also with you.
Lift up 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

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 trial, and deliver us from evil. For the kingdom, the power, and the glory are yours, now and forever. Amen.

Invitation

Distribution and Healing Prayer Stations

The ushers will direct you to one of 3 communion stations. The elements are gluten and alcohol free. After receiving the bread and wine you are invited to stop at a prayer station for individual prayers for healing, anointing with oil, or to light a candle. The oil used today is a gift from Larry Littlegeorge, an elder of the Ho-Chunk nation, our neighbors in Black River Falls. In the Bible we read that Jesus healed many people and sent his disciples out to pray, anoint, and to lay hands on the sick. Today we pray for those in need of healing for physical or mental illness, emotional or spiritual wounds. We also pray for the healing of broken relationships especially with our indigenous siblings. A conference dean will be at each of the 4 stations to pray for your specific need or may offer a general prayer for healing.

Post Communion Blessing

Post Communion Prayer

Merciful God, source of all healing, we give thanks for your power revealed in the bread, wine, prayer and oil. Grant us the gift of faith, so that by trusting in you our worry might be transformed to wonder and we can be strengthened to serve with joy. **AMEN**.

Blessing

The holy Three,	Que la Santísima Trinidad,
The holy One	el Santo Dios
Increase your hope,	aumente tu esperanza,
Strengthen your faith,	fortalezca tu fe,
Deepen your love,	profundice tu amor,
And + grant you peace.	Y + te concede su paz.
Amen.	Amén.

Sending Song

God's Work, Our Hands *ACS #1000*

Sending

Go in peace.	Vayan en paz.
Christ is with you.	Cristo está con ustedes.
Thanks be to God.	**Demos gracias a Dios**.

**The Call*, adapted from Rev. Amy Probst at Mafair UMC in Kingsport TN; *Submitted by Jacob Traeger;
Text, tune, and arrangements used by permission of Augsburg Fortress License #12387-S; ELW & ACS

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

Assembly Information

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 (23rd, 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 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.

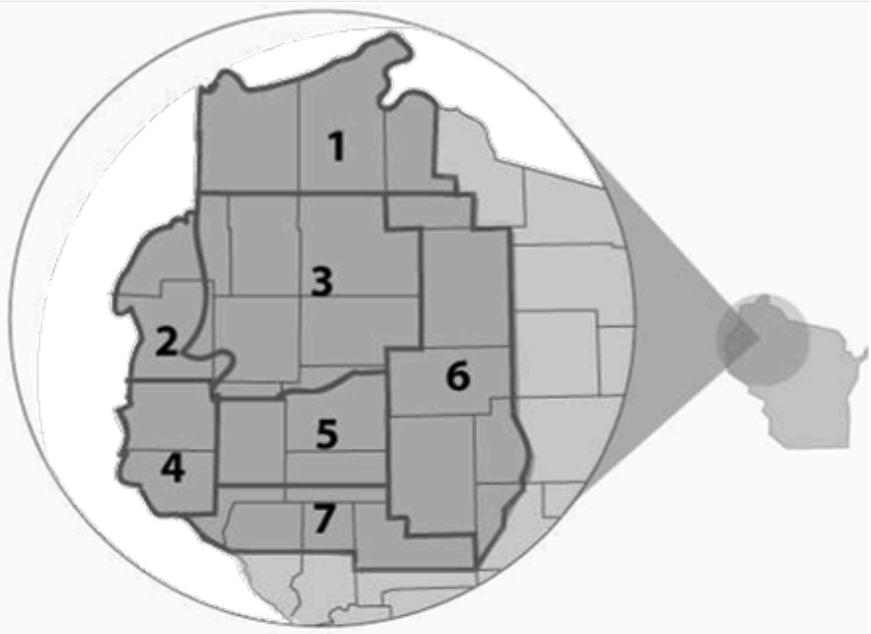
ARRANGE FOR TECHNOLOGY AND AN INTERNET CONNECTION TO PARTICIPATE.

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.

Conferences and Deans



Northwest Synod of Wisconsin
Evangelical Lutheran Church in America

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
715-000-0000
pastormarilync@gmail.com

3. **Heart of the North**
Rev. Joel Bacon
First Lutheran Church, Hayward
715-632-2141
pastorjoel@firstlutheranhaywardwi.net

4. **St. Croix Valley**
Rev. Carolyn Staats
Mt. Zion Lutheran, Hudson
715-386-5409
pastor.mtzionhudson@gmail.com

5. **Chippewa Valley**
Rev. Brad Peterson
Trinity Lutheran, Boyceville
715-643-3821
pastorpb@cltcomm.net

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

7. **Dairyland**
Rev. Bethany Walker
Faith and Rock Creek Lutheran
Durand and Mondovi
715-672-8107
frclcpastor@gmail.com

Walking together for the sake of God's mission in the world.

Synod Council

Council Officers
Rev. Laurie Skow-Anderson, Bishop (2024)
Al Arndt, Vice President (2023)
Rev. Julie Brenden, Secretary (2025)
Rev. Peter Muschinske, Treasurer (2025)

Conference Representatives

Apple River Conference
Rev. Margaret Grant (2024)
Matt Keenan (2025)
Margo Nelson (2023)

Chequamegon Conference
Lyle Roe (2024)
Carol Lekies (2025)
Rev. Amy Heinz (2023)

Chippewa Valley Conference
Arvin Solsaa (2024)
Julie Carr (2025)
Rev. Lucy Schottelkorb (2023)

Dairyland Conference
Linda Talford (2024)
Rev. JonPaul Dragseth (2025)
Jon Zander (2023)

Heart of the North Conference
Rev. Joel Bacon (2024)
Ted Hakala (2025)
Janelle Thompson (2023)

Lake Superior Conference
Mary Meierotto (2024)
Rev. Rachel Sieja (2025)
Thomas Potterton (2023)

St. Croix Valley Conference
Marcia Lindseth (2024)
Rev. Annie Ladnier (2025)
Richard Jackson (2023)

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



I Wonder as I Wander
by John Jacob Niles

1 I wonder as I wander, out under the sky,
How Jesus the Savior did come for to die,
For poor ordinary people like you and like I.
I wonder as I wander, out under the sky.

2 When Mary birthed Jesus, all in a cow's stall,
Came wise men and farmers and shepherds and all,
And high from the heavens a star's light did fall;
The promise of the ages it then did recall.

3 If Jesus had wanted for any wee thing,
A star in the sky or a bird on the wing,
Or all of God's angels in heaven for to sing,
He surely could have had it, 'cause he was the king.

Synod Staff



Rev. Laurie Skow-Anderson
Bishop
lskow-anderson@nwswi.org
715-651-1658



Rev. Greg Kaufmann
Synod Minister - Leadership
gkaufmann@nwswi.org
715-579-1556



Liz Bartsch
Synod Minister - Administration
lbartsch@nwswi.org
715-859-6810



Rev. Randy Olson
Leadership, Candidacy, Call Process
rolson@nwswi.org
715-558-0084



Deacon Laura Ramlow
Communication, CYF, Malawi,
lramlow@nwswi.org
715-559-3474



Rev. Diane House
Director for Evangelical Mission
dhouse@nwswi.org
715-671-8333



Deacon Lidixe Montoya
Neighbor 2 Neighbor Ministry
neighbor2neighbor@nwswi.org
715-944-5052



Rev. Sara Villarreal Bishop
Synod Advocate for Right Relationships
synodadvocate@nwswi.org
715-681-0694

Notes

Changes to the Roster

ORDINATIONS

Katie Anderson, Reverend, ordained and called to serve Good Shepherd, Marshfield
Ordained on June 25, 2022
Lidixe Montoya, Deacon, ordained and called to serve Neighbor to Neighbor
Ordained July 16, 2022
Ben Nelson, Reverend, ordained and called to serve Zion, Woodville
Ordained August 20, 2022
Hillary Toulson, Reverend, ordained and called to serve East Immanuel, Amery
Ordained January 14, 2023
Kari Allen, Deacon, ordained and called to serve Our Saviour's, Chippewa Falls
Ordained March 24, 2023

NEW CALLS WITHIN OUR SYNOD

Rev. Kristin Kurzejeski, called to serve Bethel, Hudson
Rev. Sara Villarreal Bishop, called to serve as Synod Advocate for Right Relationships, non-stipendiary
Rev. Ned Lenhart, called to serve Living Water, Cameron
Rev. Amy Heinz, called to serve Zion, Stratford
Rev. Peter Warren, called to serve English, Ellsworth
Rev. Mamy Ranaivoson, called to serve Colfax, Colfax

RECEIVED FROM ANOTHER SYNOD

Rev. Michael Rehak, Retired Pastor, transfer from the South Central Synod of WI
Rev. Stacy Nalean-Carlson, transferred from the Northeastern Iowa Synod
Rev. Ron Hanson, Retired Pastor, transfer from Southwest Minnesota Synod

ON LEAVE FROM CALL

(as of March 1, 2022)
Rev. Amy Fondroy Eich
Rev. Amelia Houdek
Rev. Mikayla Kopp
Rev. Erin Nelson
Rev. Kari Burke Romarheim
Rev. Doug Steinke
Rev. Peter Muschinske
Rev. Tamra Harder

SEMINARY INTERNS SERVING IN OUR SYNOD

Kristin Boland
Justin Arnold

DEATHS

Rev. Ralph Thompson
Rev. Charles Gavin
Rev. William Wendt

TRANSFERRED TO ANOTHER SYNOD

Rev. Victor St. George, transferred to the Northeastern Minnesota Synod
Deacon Kelly Jensen, transferred to the Southwestern Texas Synod
Rev. Bridget Jones, transferred to the Southwestern Washington Synod
Rev. Carol Braun, transferred to the Northern Illinois Synod
Rev. Erin Koster, transferred to Minneapolis Area Synod
Rev. Dean Lundgren, transferred to the Southeastern Minnesota Synod
Rev. Dorothy Sandahl, transfer to St. Paul Area Synod
Rev. Les Walck, transfer to Southeastern Iowa Synod
Rev. Andrea Fluegel, transfer to the East Central Synod of WI

REMOVED FROM ROSTER

St John's in Riplinger
St. Johns' in Spencer

SYNODICALLY AUTHORIZED MINISTERS

(Currently Serving as April 1, 2023)
Alex Aakre, serving Svea, Bay City
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, Our Saviors,
Deacon Scott Burns, serving Ridgeland, Ridgeland
Tiffany Chipman, serving First, Exeland
Monica Dejno, serving Chimney Rock, Strum
Deacon Darrel Diers, serving Zion, Neillsville
Matt Dietsche, serving Our Saviors, Iron River
Jennifer Dudderar, serving Pilgrim, Superior and area
Jill Fries, serving First, Stone Lake
Sarah Gunderson, serving Zion, Superior
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
Tom Potterton, serving the Lake Superior Conference
Lyle Roe, serving Northwoods STaR Ministries
Travis Rogers, serving Northwoods STaR Ministries
Jane Snowden, serving Partners in Faith, Cameron & Rice Lake
Loren Teig, Neighbors United in Christ
Janelle Thompson, Nathaniel, Bruce

INTERIM and BRIDGE PASTORS

(*as of April 1, 2023)*
Rev. Nancy Amacher, St. Paul's, Medford
Rev. Carl Ames, Central, Mondovi
Rev. Lowell Bolstad, Lakeside, Webster
Rev. Tim Booth and Rev. Carol Peterson, Joy, Prescott
Rev. Julie Brenden, Salem, Shell Lake
Rev. Dale Chesley and Rev. Will Mowchan, Bethesda and Immanuel, Bayfield
Rev. Gwen Downing, Administrative Interim, Zion and Calvary, Loretta and Draper
Rev. Randy Fett, Bethel, Hudson
Rev. Peter Frieberg, Rural Colfax Parish
Rev. Robert Friese, Trinity Valley Parish
Rev. Ron Gerl, New Scandinavia, Dallas
Rev. Bob Giese, Administrative Interim, St. Paul's, Trinity, Our Saviors-Medford, Unity, Holway
Rev. Sean Koos, Administrative Interim, Zion, Superior
Rev. Gary MacManus, Peace, Menomonie
Rev. Carolyn Mowchan, Pilgrim, Superior
Rev. Diane Norstad, Trinity and Georgetown, Cumberland
Rev. Greg Ofsdahl. Peace, Pigeon Falls
Rev. Mamy Ranaivoson, Christ, Menomonie
Rev. Matt Saarem, Bone Lake, Luck
Rev. David Sands, Chimney Rock, Strum
Rev. Dean Simpson, Immanuel, Pepin
Rev. Randy Skow-Anderson, Spirit, Eau Claire
Rev. Jeff Smith, Christ, Somerset
Rev. Scott Stai, Administrative Interim,Trinity, Lake Nebagamon
Rev. Neal Weltzin, First Faith Valley Lutheran Parish, Centuria, Balsam Lake, Cushing
Pulpit Supply

- Immanuel, Clayton
- Bethany, Star Prairie
- Bethel, Superior
- Ezekiel, River Falls

RETIREMENTS

Rev. James Ahlquist
Rev. Edwin Anderson
Rev. Terri Blomberg
Rev. MaryAnn Bowman
Rev. John Lestock
Rev. Steve Meyer
Rev. Rolf Morck
Rev. Sue Odegard
Rev. Bill Schroeder
Rev. Scott Tunseth

Ordination Anniversaries & Retirements

25 years 2023:

- Rev. Robert Castro
- Rev. Sue Eidahl
- Rev. David Hoadley
- Rev. Stacy Johnson-Meyers

50 years 2023:

- Rev. Paul Lovestrand
- Rev. Gary Sahs
- Rev. Terry Stratton

Retirements:

- Rev. James Ahlquist
- Rev. Ed Anderson
- Rev. Mary Ann Bowman
- Rev. Terri Blomberg
- Rev. John Lestock
- Rev. Steve Meyer
- Rev. Rolf Morck
- Rev. Susan Odegard
- Rev. William Schroeder
- Rev. Scott Tunseth

I Worried

by Mary Oliver

I worried a lot. Will the garden grow, will the rivers
flow in the right direction, will the earth turn
as it was taught, and if not how shall
I correct it?

Was I right, was I wrong, will I be forgiven,
can I do better?
Will I ever be able to sing, even the sparrows
can do it and I am, well,
hopeless.

Is my eyesight fading or am I just imagining it,
am I going to get rheumatism,
lockjaw, dementia?

Finally, I saw that worrying had come to nothing.
And gave it up. And took my old body
and went out into the morning,
and sang.



We Remember



William Arthur Wendt, 80, a retired U.S. Navy Commander and retired ELCA Lutheran Pastor, passed away January 11th at home in Oakdale, Minnesota.
Born in Luverne, Minnesota to William E. Wendt and Dolores M. Johnson. "Bill" attended the University of Minnesota and transferred to South Dakota State University before enlisting in the U.S. Navy in 1962. Following basic training, and service in Iceland, he was selected for the Naval Cadet program for Aviation. He graduated with a degree in Language Arts in 1971 from the University of West Florida. He met Marilyn Ann Swan, RN, while stationed in San Diego; they were married in 1967. During his naval career, Wendt served as a helicopter pilot earning his Navy wings in 1965. He retired from the U.S. Navy at the rank of Lieutenant Commander, having merited the Air Medal with One Star, the Presidential Unit Citation, Navy Unit Commendation, Navy Achievement Medal, Navy Commendation Medal, Vietnam Service Medal with Five Stars, Vietnam Campaign Medal, Armed Forces Expeditionary Medal, Meritorious Unit Commendation, National Defense Service Medal and Sea Service Deployment Ribbon.
Wendt served aboard multiple aircraft carriers and other ships of the Navy fleet. He served as a pilot for the Admiral of the Seventh Fleet, search and rescue, and mine sweeping. Following his Vietnam service, he served as a flight instructor and retired in 1983 ending his Naval service as the Chief Flight Operations and Commander of DCASPRO Hayes in Dothan, Alabama. Upon retirement from the U.S. Navy, he felt the call to ministry in the Lutheran Church. Earning his Master of Divinity from Wartburg Theological Seminary in 1987 and his Doctor of Ministry from Columbia Theological Seminary in 2002. He served his internship year from 1985-1986, at Luther Valley Lutheran Church in Beloit, Wisconsin. Bill was ordained in 1987. He served ELCA congregations in Boyceville and Wheeler, Wisconsin (Trinity and Our Savior's Lutheran Churches) and Mondovi, Wisconsin (Drammen and Pleasant Valley Lutheran Churches). During his ministry he enjoyed also serving as needed as a Hospice Chaplain. He retired from ministry in 2014.
Bill is remembered as a kind servant leader and excellent listener. He was devoted to his faith, his country, and his family. He was the cherished husband of Marilyn Ann Wendt of Balaton, Minnesota. Proud father of Jennifer (Todd) Muellner of Woodbury, Minnesota, and Sarah Ashouri of Woodbury. He was a loving grandfather to Asal Ashouri of Woodbury and step-grandfather to Todd Hickethier of Woodbury and Mathew Muellner of White Bear Lake. He is preceded in death by his parents, sister-in-law and son-in-law and survived by 2 sisters and a brother. He was a devoted pet parent to Rudy, his long-haired dachshund and many well-loved dogs over the years. He is greatly missed by those he left behind.



Rev. Dr. Charles D. Gavin, Jr. passed away July 18, 2022, at the age of 83. "Chuck" as he preferred to be called, lived a life that was extraordinary both personally, and professionally. His giving, and most gracious journey in life includes a 63-year marriage to his wife, Sally Gavin and together they had 3 children: Dr. Tim Gavin (and Kreea Ashton) of St. Louis Park, MN; Kelley Gavin Lee (and Hai Nguyen) of Auburn, WA, and Dr. Mike Gavin (and Kimberly Gavin) of Onalaska, WI. His grandchildren include: Caitlin Gavin Betty (and Scot Betty) of Fort Meyers FL; Chandler Gavin of San Francisco, CA; Connor Gavin of Minneapolis, MN; Courtney Lee Garay (and Alvaro Garay) of Durham, NC; and Cooper Lee of Bellevue, WA. His great-granddaughter is Nova Ray Betty of Fort Meyers, FL. Chuck is preceded in death by his parents, Charles and Eunice Gavin of Eau Claire, WI and his sister, Mary Jo (and Rev. Ron) Jackson of Bristol, CT. His survivors include is siblings: Ann (and Ken) Meunier of Westby, WI; Sue Peterson of Bloomington, MN; and his sister-in-law, Gloria and (Dr. Dave) Weiss of Eau Claire, WI.
After graduating from Luther Seminary in St. Paul, MN, Chuck served his professional life for 22 years as a Pastor in the ELCA leading multiple Lutheran church communities together with a campus ministry at Indiana University. Committed to being a life-long learner, Chuck returned to graduate school at Luther Seminary at the age of 48 to pursue his dream of teaching religion at the college level. Upon earning his Ph.D, he began the second phase of his professional life teaching religion and philosophy at Waldorf College, in Forest City, IA.
Chuck's passions included many things such as relentless reading of The New York Times, poetry, Bible Studies, discussion groups, traveling, studying the life of Martin Luther, and indulging in any kind of pie or baked good. Their yellow Labrador retriever "Erin," successfully won Chuck's heart as the most loyal and loving canine friend who often received many perks including occasional ice cream. Chuck also loved learning about every ounce of his Irish heritage and/or traditions.

We Remember



Reverend Ralph Thompson, on May 1st, 2022, our Lord and Savior called his good and faithful servant, Rev. Ralph M. Thompson, home to heaven. Ralph was surrounded by his wife and children and they ushered him into paradise with Psalm 23, The Lord's Prayer, and the song Just A Closer Walk With Thee, sung by his son. Ralph was born on November 12, 1948 to Robert and Margaret (Oleson) Thompson of Badger, Iowa. Ralph graduated from Fort Dodge High School, in Fort Dodge, Iowa, while working on the family farm with his brothers. He was a proud alumnus of Luther College in Decorah, Iowa, and Luther Seminary, in St. Paul, Minnesota. Ralph had an undergraduate degree in history and a Master's of Divinity. College was a wonderful time for Ralph as he made many friends and created lasting memories.

Per the pastoral handbook, one must meet the love of their life at church. Ralph was hired to sing at a wedding, he set eyes on Carol, and never looked back. After a six month courtship, Ralph married Carol (Carlson) on August 25, 1973, promising her that no matter how poor they were, he would always make sure she had a boat to play on the water. Ralph began his career at Ridgeland and Hay River Lutheran Churches in Ridgeland, Wisconsin. They wasted no time in having three perfectly imperfect children, Kristin, Jennifer, and Erik. Ralph and Carol raised their children in Glenwood City, Wisconsin, while he served for over 30 years at Holy Cross Lutheran Church. On the PK (Pastor's Kids) scale for behavior, they were fairly boring, except for the occasional bad grade, speeding ticket, and the too frequent use of curse words. They loved spending time with their parents skiing at Afton Alps (Ralph would sit in the chalet and write his sermons), boating on Lake Menomin (dad drove because he didn't know how to swim), and traveling wherever the AAA guidebook sent us (cockroach motels). Ralph and Carol did everything with their children in tow, and the result was that as a family not only did they love each other, they liked each other. Ralph's time in the ministry was always focused on building strong programs for the church youth. Sundays were for children sermons, youth choir, Sunday School, and Luther League. When it was Wednesday night in Glenwood City, it was Pastor Thompson leading confirmation classes and youth handbell practice. His greatest joy was bringing our small congregation to Luther Point Bible Camp and the ELCA National Youth Gatherings. Ralph believed strongly in showing the nation to the youth of his community. He completed his calls of service at Luck Lutheran Church in Luck, Wisconsin. Ralph and Carol retired to their lake home in Shell Lake, Wisconsin. Ever the side hustler, Ralph served as a retired pastor at Yellow Lake Lutheran in Danbury, Wisconsin, and achieved his lifelong dream of becoming a teacher, albeit a substitute teacher, for Shell Lake Public Schools. He delighted in his grandchildren, Tyler, Benjamin, Kennedy, Emerson, Madison, and Freya. He loved to cuddle them when they were young, sneak them sweets, beat them at cards, and teach them the art of Scandinavian cooking. Ralph is survived by his beloved wife Carol and children Kristin (Robert) Brandt and children Ben, Ty, and Kennedy of Glen Ellyn, Illinois, Jennifer (Greg) Hinker and daughters Emerson and Madison of Delano, Minnesota, and Erik (Laura) Thompson and daughter Freya of Minnetonka, Minnesota. His brother Ron (Jane) Thompson of Mt. Airy, Maryland, sisters and brothers-in-law, and nieces and nephews of whom he adored. He is preceded in death by his parents, Robert and Margaret, and his brother Mark. To know Ralph was to know an all-encompassing love. He never met a person he didn't open an account with or add to his list of contacts. His greatest gift was his ability to love beyond measure and teach his children the importance of faith and family. He was the heart of our family, and we miss him beyond measure.

Rules & Procedures

The synod council, upon the recommendation of the bishop, approved that a meeting of the 2023 synod assembly take place using a hybrid model with voting members virtually present with a VIDEO CONFERENCING platform (ZOOM) and physically present at Bethany Lutheran in Rice Lake, WI. The council further approved to recommend to the Synod Assembly the following Rules and Procedures for the 2023's Synod Assembly.

These Rules and Procedures will be formalized by the Assembly at the Plenary Session of the Assembly on April 29, 2023.

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. Registration and Quorum

Registration shall close at midnight April 19. No registrations may be received after the deadline has passed. Instructions on how to download and use the tools for participants within the VIDEO CONFERENCING platform's interface will be provided to voting members after registration has closed. Voting members present at Bethany will use green and red cards to vote. Pre-assembly VIDEO CONFERENCING forums for all voting members will be held April 23, 24 and 25 to orientate VIDEO CONFERENCING participants and discuss resolutions.
Quorum for the meeting will be one half of the number of eligible voting members. (An eligible voting member is a registered voter.)

B. Plenary Meeting Procedures

1. Only Voting Members will participate in the assembly on VIDEO CONFERENCING. Guests and visitors are welcome at Bethany. All voting members on VIDEO CONFERENCING will be muted until called upon to speak. Voting members in person will use the designated microphones.

2. Voting Members on VIDEO CONFERENCING with a procedural question or issue may seek to be recognized using the chat function of the VIDEO CONFERENCING meeting platform. The VIDEO CONFERENCING host, serving as moderator, will alert the chair. Voting members in person will use the designated microphones.

3. When an item of business is opened by the chair for discussion, those voting or advisory members (Attending virtually and) 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 VIDEO CONFERENCING 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 VIDEO CONFERENCING 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 15 minutes for each resolution. At the end of 15 minutes the assembly will be asked to vote unless there is a motion to extend the discussion.

9. Any resolutions remaining at 4 p.m. will be directed to the synod council for action, unless the assembly votes to extend the meeting.

10. Robert's Rules of Order will be used to manage assembly proceedings according to the synod's constitution.

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 VIDEO CONFERENCING will vote by means of a polling feature on the meeting platform. 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. 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, or a red card to oppose 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 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.
We need at least ¾ majority to adopt these rules and procedures.

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 29th at Bethany Lutheran in Rice Lake.
Online option for those who register in advance will be available via ZOOM.

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

Elections

Sample Ballot

2023 Ballot-3 year terms

Synod Council Members

Apple River Conference Vote for one Lay Female		Heart of the North Conference Vote for one Lay Female	
Karalyn Littlefield		Janelle Thompson*	
Chequamegon Conference **Vote for one** **Clergy**		**Lake Superior Conference** **Vote for one** **Lay Male**	
Rev. Amy Heinz*		**Matt Dietsch**	
Chippewa Valley Conference **Vote for one** **Clergy**		**St. Croix Valley Conference** **Vote for one** **Lay Male**	
Rev. Karen Behling		Jacob Summerville	
Dairyland Conference **Vote for one** **Lay Male**			
Matt Hatleli			

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

Resolution 1

Justice, Diversity, Equity & Inclusion Resolution

A Resolution for the Northwest Synod of Wisconsin to fully support and engage in pursuit of an environment and community which embodies Divine Hospitality.

WHEREAS, we are called to live in right relationship with ourselves, our God and our neighbors (Exodus 20:1-17), which requires humility, curiosity, and bravery and given that we have various levels of anti-racism training available, numerous book studies past, present and future, pilgrimages, and many learning opportunities, we are able to take another step from informed to allied; and

WHEREAS, Paul reminded the people of God in his letter to the churches of Galatia that "in Christ Jesus you are all children of God through faith. As many of you as were baptized into Christ have clothed yourselves with Christ. There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus." [Galatians 3:26- 28]; and

WHEREAS, we are among the multitude, not above or beyond it, but part of "a great multitude that no one could number, from every nation, from all tribes and peoples and languages, standing before the throne and before the Lamb " (Revelation 7:9-10); and

WHEREAS, we are called to live the Greatest Commandment, to "love your neighbor as yourself." (Matthew 22:39) and as such seek to make the church, our communities, and congregations as welcoming and hospitable to any and all people, to be repairers and restorers of the Earth, and to be a place of lived Gospel and the Kingdom of Heaven." For by him all things were created, in heaven and on earth, visible and invisible, whether thrones or dominions or rulers or authorities—all things were created through him and for him. And he is before all things, and in him all things hold together." (Colossians 1:16-17); therefore be it

RESOLVED that the synod commit to an ethos of inclusion and acceptance to show the public and our community that diversity, equity, inclusion are priorities for the synod and to demonstrate that justice is important to our organization, our congregations, and our communities with this DEI Commitment statement that:
The Northwest Synod of Wisconsin is committed to creating an environment that embodies the Commandments of Creation by furthering diversity, equity, and inclusion in the congregations and communities of the synod, as we strive to be a church practicing Divine Hospitality and a space to embody the Kingdom of Heaven on Earth; and be it further

RESOLVED that each congregation take action to do the same on a congregational level and work with the synod to create an environment that encourages awareness for others, self-reflect on our own personal behaviors and biases, and make a commitment to learn about how to change them for the better.

Submitted by the NWSWI Minister for Right Relationship, and the Northwest Synod of Wisconsin Council. Resolution approved January 30, 2023.

Resolution 1 (Continued)

APPENDIX

Background information:

- The Northwest Synod of Wisconsin passed a resolution to support Racial Justice Training at Synod Assembly, April 2021
- The Northwest Synod of Wisconsin passed a Racial Justice and Equity Statement at Synod Assembly, April 2021
- The Northwest Synod of Wisconsin clearly states on our Neighbor to Neighbor page and program, "when the ELCA was formed in 1988, it was with the intention that our church would be a diverse body, inclusive and authentically reflecting the world around us." And that "we at the Northwest Synod of Wisconsin faithfully join the whole church in recognizing the need for our synod, our leaders and our congregations to engage in action and opportunities to reflect on our diversity, to educate ourselves on our diversity and to start some healing action." And most importantly, "we know with more voices and input from differing backgrounds and walks of life, our synod becomes stronger, more authentic and more clearly reflects the body of Christ. We must work harder and with more intention to raise the level of diversity in the Northwest Synod of Wisconsin."
- In order to live out the mandate of the ELCA, the vocation of Lutheran life in the kingdom of Christ, and obey the Ten Commandments and Greatest Commandment, we must take the next step from learning and educating ourselves to becoming allies and active participants in creating a welcoming environment for others.

DISCUSSION:

Diversity Equity and Inclusion

- Are we pro-active or re-active when it comes to inclusion and accessibility?
- Do we consider accessibility to worship and activities to be an accommodation issue, or a justice issue?
- Could anyone wondering who we are, enter our churches and feel welcomed?
    - What if they are blind?
    - What if their language is not English?
    - Where do they participate in worship?
    - Can they follow the service easily?
- Do we understand that use of pronouns is to make others feel welcome?
- Do we offer Communion to those who cannot come to the front first, or last? Why?

Active Empathy

- Are we challenging ourselves to predict accessibility challenges from the point of view of a visitor?
- Do we rely on badges (RIC, EcoFaith, BLM, Indigenous ELCA, etc.) to communicate rather than actions? (Note, these programs are important tools, and do help visitors decide whether or not to risk attending a church.)
- How are DEI and Divine Hospitality similar? Or different?

Planning for a Future of Divine Hospitality?

- How does your congregation, or the synod, create a new place together with strangers, visitors, and the community surrounding us (rather than inviting people into "our" space, or going into "theirs")?
- What actions toward Diversity, Equity, and Inclusion can we make together as leaders in our community?

Resolution 2

Land Acknowledgement Resolution

WHEREAS, the Northwest Synod of Wisconsin has an existing General Land Acknowledgement for the Northwest Synod of Wisconsin, which reads, in part:

- "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." and

WHEREAS, we are called to live in right relationship with ourselves, our God and our neighbors (Exodus 20:1-17), which requires humility, curiosity, and bravery and given that we have various levels of anti-racism training available, numerous book studies past, present and future, pilgrimages, and many learning opportunities, we are able to take another step from informed to allied; and

WHEREAS, Paul reminded the people of God in his letter to the churches of Galatia that "in Christ Jesus you are all children of God through faith. As many of you as were baptized into Christ have clothed yourselves with Christ. There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus." [Galatians 3:26- 28]; and

WHEREAS, we can continue to be taught by the traditions and belief systems of our indigenous neighbors manifested by regarding nature with deep respect, and a strong sense of place and belonging. This sustained knowledge and ways of life that match up well with modern notions of nature conservation and the sustainable use of natural resources, which we are called to do in our vocation as created, beloved children of God (Genesis 1:28); and

WHEREAS, our neighbors were displaced, removed, killed and forced to assimilate, and this is a violation of the Greatest Commandment (Matthew 22:39), we can and should honor the sacrifices made, recognize the systems which continue to exist to open opportunities at the expense of other cultures, and acknowledge the joy that this time and place in history allows us to begin to repair the damage inflicted on our neighbor and our ourselves, for we are commanded, "'Love the Lord your God with all your heart and with all your soul and with all your mind.' 38 This is the first and greatest commandment. 39 And the second is like it: 'Love your neighbor as yourself.' 40 All the Law and the Prophets hang on these two commandments." (Matthew 22:37-39), therefore be it

RESOLVED that each congregation take the small step to include a land acknowledgement in their bulletin and newsletter, and speak the words or a variation of these words: "we gather today on the ancestral land of the (appropriate tribe or nation) and honor their elders past, present, and emerging" before every public gathering, including but not limited to, worship.

Submitted by the NWSWI Minister for Right Relationship, NW Synod Racial Justice Group, the NW Synod Justice Team, and the Northwest Synod of Wisconsin Council. Resolution approved January 30, 2023.

Resolution 2 (Continued)

Background information

Appendix 1
The Northwest Synod of Wisconsin passed a resolution to support Racial Justice Training at Synod Assembly, April 2021

- The Northwest Synod of Wisconsin passed a Racial Justice and Equity Statement at Synod Assembly, April 2021
- History did not begin when European immigrants arrived in the geographical area now called Wisconsin; 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.

DISCUSSION:
Our Shared History

- What is our history here?
- How is it connected to the history and experience of Indigenous people?
- Where does our knowledge about Indigenous people come from?

What is reconciliation?

- What does reconciliation mean to me?
- Why is reconciliation meaningful to me?

Wondering about Reconciliation

- Why do we resist talking about reconciliation or taking even a small action like this?
- What does it signify theologically to the congregation, the church, or the culture?
- Why do we resist discussing or thinking about this?
- How are Reconciliation and Divine Hospitality similar? Or different?

Planning for a Future of Reconciliation?

- Ideally, what does reconciliation look and feel like in our community?
- What actions toward reconciliation can we make together as leaders in our community

Resolution 2 (Continued)



Photo obtained from: www.wisconsinfirstnations.org/map/

Resolution 3

Northwest Synod of Wisconsin Constitution Change
Bishop Election – Recommendations

~~Black–original: to be deleted~~
Black underlined: to be added

WHEREAS, This process will enable background checks to be completed for those nominated by the conferences before the assembly. Other synods have painfully learned the necessity of background checks after credible complaints are brought against a nominee for bishop during their assembly; and

WHEREAS, This process will allow candidates time to record a message and prepare biographical material to be shared before the assembly. It will be helpful to voting members to have more information about the nominee before they vote. In addition the bishop's election committee may choose to do forums (on–line video format or in person) before the assembly to ask the candidates additional questions; and

WHEREAS, the Synod Council of the this synod reviewed this non–required amendment and determined it should be recommended to the 2023 Synod Assembly for adoption, and in furtherance of that determination forwarded the proposed changes to the congregations of this Synod on October 5, 2022, more than six (6) months prior to this 2023 Synod Assembly; therefore be it

RESOLVED that section S9.04 is amended as follows:

S9.04. The bishop shall be elected by the Synod Assembly by ecclesiastical ballot.

a) Each Conference Assembly shall nominate up to and including seven (7) persons for bishop. Those Conference Assemblies shall be held at least 60 days prior to the Synod Assembly.

b) Each of the nominees shall be contacted by the synod vice president or bishop's designee to determine willingness to be a candidate for bishop. All persons responding affirmatively shall submit biographical information using a uniform format to the synod office at least 45 days prior to the Synod Assembly.

c) The biographical information shall be sent to all voting members at least 30 days prior to the Synod Assembly. The first ballot shall be the candidates of the Conference Assemblies and the nominations from the floor of the Synod Assembly

d) Three–fourths of the legal votes cast shall be necessary for election on the first ballot.

e) The second ballot shall be limited to the seven persons (plus ties) who received the greatest number of legal votes on the first ballot, and three–fourths of the legal votes cast shall be necessary for election.

f) The third ballot shall be limited to five persons (plus ties) who receive the greatest number of legal votes on the second ballot, and two–thirds of the legal votes shall be necessary for election.

g) The fourth ballot shall be limited to three persons (plus ties) who receive the greatest number of legal votes on the third ballot, and 60 percent of the legal votes cast shall be necessary for election.

h) On subsequent ballots a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes on the previous ballot. Speeches or statements by the candidates may be permitted before any ballot as determined by the bishop's election committee.

i) In the event of the death or resignation of the bishop of the synod, the Synod Council shall appoint an interim bishop for the length of the vacancy. This person shall be precluded from candidacy for election as bishop of the synod at the next election.

Resolution 3 (Continued)

~~If no one is elected, the first ballot shall be considered the nominating ballot. Persons nominated on the first ballot may with-draw their names from further consideration by verbal announcement to the Assembly prior to the second ballot. No names may be withdrawn after the second ballot has been completed. Three-fourths of the legal votes cast on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who receive the greatest number of legal votes on the second ballot, and two -thirds of the legal votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of legal votes on the third ballot, and 60% of the legal votes cast shall be necessary for election. On subsequent ballots a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes on the previous ballot~~

Motion made, seconded and carried at Synod Council Meeting: September 24, 2022
Endorsed by Chequamegon Conference 3/16/23

Resolution 4

Minimum Standards for Compensation and Benefits

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

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 online pre-assembly materials.

Forwarded on January 30, 2023 by Northwest Synod of Wisconsin Synod Council with recommendation for approval.

Resolution 5

Operating Mission Plan

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.

Forwarded on January 30, 2023 by Northwest Synod of Wisconsin Synod Council with recommendation for approval.

	CURRENT 01/31/2023	SYNOD COUNCIL AMENDED	AMENDED synod council	PROPOSED 2% SYNOD ASSEMBLY(Bishop Election)
	2022-23	2022-23	2023-24	2024-25
RECEIPTS				
General Mission Support (Benevolence)	1,188,842	$1,200,000	$1,200,000	$1,200,000
Grants & Other Misc. Income	10,000	10,000	10,000	10,000
Interest Income	715	2,000	2,000	2,000
Assembly receipts over expenses	3,200			
TOTAL RECEIPTS	$1,202,758	$1,212,000	$1,212,000	$1,212,000
FINANCIAL SUPPORT TO PARTNERSIIP MINISTRIES (BASED UPON % OF Benev Rcvd)				
ELCA Churchwide Synod Benevolence	$461,750	$462,883	$445,481	$435,762
Seminaries	$56,557	$56,696	$54,565	$53,375
Colleges	$8,654	$8,675	$8,349	$8,167
Support-Wis Conf of Churches	$4,988	$5,001	$4,813	$4,708
Support-Twin Ports Ministry	$502	$503	$484	$473
Support-Public Policy Office	$597	$598	$576	$564
Support-Luth Outdoor Min.	$464	$466	$448	$438
TOTAL SUPPORT-PARTNERSHIP MINISTRIES	$533,512	$534,822	$514,715	$503,486
BENEVOLENCE REMAINING TO COVER SYNODICAL MISSION (SYNOD SHARE)	$ 669,245	$ 677,178	$ 697,285	$ 708,514
SYNODICAL MISSION				
Lutheran Campus Ministry	81,000	$81,000	$81,000	$81,000
Camping Ministry-Luther Park, Luther Point, Wapogasset and Amnic	2,000	$2,000	$2,000	$2,000
Region 5 Support-Operations	4,075	5,000	3,900	5,000
First Call/Multi-Synod Educ.	1,660	1,660	1,660	1,660
	88,735	$89,660	$88,560	$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.)	97,649	$97,649	$101,594	$103,626
Synod Minister: Full Time	83,048	$83,048	$86,404	$88,132
Synod Minister: Part Time	20,774	$20,774	$21,614	$22,046
Synod Minister for Communication	47,511	$47,511	$49,430	$50,419
Synod Minister: Administration	59,534	$59,534	$61,939	$63,178
Pensions, Health Insurance, etc.	152,621	$154,032	$160,889	$164,107
Social Security--Ordained	15,427	$17,481	$16,035	$16,356
Social Security--Lay Staff	7,810	$8,188	$8,520	$8,690
Continuing Ed.--All Staff	5,600	5,600	5,600	5,600
	$489,973	$493,818	$512,025	$522,154

Resolution 5 (continued)

	CURRENT 01/31/2023	SYNOD COUNCIL AMENDED	AMENDED synod council	PROPOSED 2% SYNOD ASSEMBLY(Bishop Election)
	2022-23	2022-23	2023-24	2024-25
TRAVEL				
Staff & Misc. Office, relocation exp.	15,627	18,600	18,600	18,600
	$15,627	$18,600	$18,600	$18,600
GENERAL OFFICE				
Supp./Post./Printing/Misc	7,375	5,700	7,000	7,000
Office Rent	11,200	11,200	11,200	11,200
	$18,575	$16,900	$18,200	$18,200
PURCHASED SERVICES				
Audit	10,700	9,000	10,700	10,700
Telephone	5,208	5,700	5,700	5,700
Dues, Registrations, Fees	1,380	1,500	1,500	1,500
	$17,288	$16,200	$17,900	$17,900
INSURANCE				
Automobiles & Umbrella	5,992	5,900	5,900	5,900
Worker's Compensation & Multi-peril	4,346	5,000	5,000	5,000
	$10,337	$10,900	$10,900	$10,900
RETURN TO RESERVE				
EQUIPMENT				
Transfer to designated & restricted accounts	21,000	21,000	21,000	21,000
Repairs, Equipment, Rental	4,710	7,100	7,100	7,100
	$25,710	$28,100	$28,100	$28,100
TOTAL SYNODICAL MISSION	**$669,245**	**$677,178**	**$697,285**	**$708,514**
NET SYNOD SHARE OVER/(UNDER) MISSION	**$ 0**	**$0**	**$0**	**$0**
	$533,513	**$534,822**	**$514,715**	**$503,486**

Resolution 6

Time for Annual Campus Ministry Presentation at Assembly

WHEREAS, The Northwest Synod of Wisconsin has three designated Campus Ministry sites at University of Wisconsin-Eau Claire, University of Wisconsin-River Falls, and University of Wisconsin-Stout; and

WHEREAS, The Northwest Synod of Wisconsin allocated $81,000 for Campus Ministry in 2023; and

WHEREAS, Campus Ministry is crucial to the vitality of the Church in terms of preparing congregation members, lay leaders, and clergy; and

WHEREAS, Campus Ministry is a direct pathway for individuals considering ordained ministry; and

WHEREAS, Synod assembly is the event where all congregations of the Northwest Synod of Wisconsin gather; therefore be it

RESOLVED, that The Northwest Synod of Wisconsin provide a minimum of 15 minutes at each Synod Assembly for collective representation of the three Campus Ministries to present about Campus Ministry.

Passed by University Lutheran Church congregation at the Annual Budget Meeting November 20, 2022; revised March 16, 2023 by Council.

Resolution 7

Rock Creek Lutheran Conference Alignment Resolution

WHEREAS, Rock Creek Lutheran Church is located on 810th St, 13 miles northeast of Durand in the township of Rock Falls; and

WHEREAS, this location puts Rock Creek Lutheran Church in near proximity to a number of the congregations in the Dairyland conference and conversely more distant from nearly all of the congregations of the Chippewa Valley conference; and

WHEREAS, Rock Creek Lutheran Church desires more active conference involvement with other rural congregations nearer to and in their immediate region; and

WHEREAS, Rock Creek Lutheran Church has the blessing of their sister congregation, Faith Lutheran Church in Durand, who is already part of the Dairyland Conference; therefore be it

RESOLVED, to amend the Northwest Synod of Wisconsin Bylaw 12.01.01 and transfer the membership of Rock Creek Lutheran Church from the Chippewa Valley Conference to the Dairyland Conference effective immediately.

Notes:

Bright Spot Awards

Northwoods STaR Ministries - Ogema, Brentwood, Prentice, Westboro — Pastor Bob Giese

Northwoods STaR Ministries is receiving the ***Leadership-Worry to Wonder Bright Spot Award*** for their support of retired pastors and their movement from worry - "*There is a clergy shortage, will we ever find another pastor?*" to "*I wonder if God is inviting us to find a new model of leadership for our congregations?"* This multi-point parish is open to the creative movement of the Holy Spirit to find new paths for congregations to work together and mentor SAMs and lay leaders.

Yellow Lake Lutheran Church - Danbury — Pastor Doug Olson

Yellow Lake Lutheran receive a ***Leadership - Worry to Wonder Bright Spot Award*** for their openness to the creative movement of the Holy Spirit to find a new leadership model that is revitalizing their congregation.

Pleasant Valley Lutheran Church - Eleva — Pastor JonPaul Dragseth

Pleasant Valley is receiving the ***Neighbor-Worry to Wonder Bright Spot Award*** as they move from worrying about themselves and their own church members and finances to wondering how is God calling them to love and serve their neighbor. They are actively reaching out and developing relationships with their neighbors and engaging in their community in new ways.

Laketown Lutheran - Cushing — Pastor Marilyn Crossfield

Laketown Lutheran is receiving the ***Neighbor-Worry to Wonder Bright Spot Award*** for their conversations about becoming a Reconciling in Christ (RIC) congregation. They moved from worry about who would be offended by this conversation to wondering about how God could help them welcome all people to worship. They are engaging in difficult conversations and considering how they can be a more welcoming place for all of God's children.

Calvary Lutheran Church - Neillsville — Pastor Chad Anderson

Calvary is awarded the ***Youth-Worry to Wonder Bright Spot Award*** for asking how they can share the good new of Jesus with youth and families differently. They are moving away from worrying about where all the young families are on Sunday morning to wondering how they can share the good news about Jesus with young families every day of the week. Together they wondered about God's will and caring enough to find a new way to tell the old old story of Jesus love. This resulted in trying a new, more vibrant faith formation ministry on Wednesdays.

Our Saviour's Lutheran - Chippewa Falls — Pastor Karen Behling

Our Saviour's is awarded the ***Enough Money-Worry to Wonder Bright Spot Award.*** By asking God questions, they are moving away from a scarcity mindset and toward a leap of faith to use what they do have to try something new. Their worry - "*We don't have enough money to do new ministry*" became "*We wonder how God would want us to use the abundance, all that we do have, to try something new for the sake of the gospel.*"

First Lutheran Church - Exeland — Tiffany Chipmann, (SAM)

First Lutheran is receiving the ***Enough Money-Worry to Wonder Bright Spot Award*** as they move from worry- "*We don't have enough money or people to do new ministry"* to *"I wonder how God wants us to use what we do have to make a difference in the world?"* They have been open to the Holy Spirit and engaging in new, community ministry, inspiring hope, and noticing when God shows up.

Trinity Lutheran Church - Eau Claire — Pastor Tom Wescott

Trinity is awarded the ***Neighbor-Worry to Wonder Bright Spot Award*** for moving from a mindset of worry about "*Who is my neighbor?*" to wondering "*How is God calling us to love our neighbor?*" With Deacon Lidixe Montoya, they are learning about and getting to know their Latin-American neighbors, and they are collaborating with the other ELCA congregations in Eau Claire.

Our Savior's Lutheran Church - Beldenville — Pastor Lucas Ladnier

Our Savior's is awarded the ***Neighbor-Worry to Wonder Bright Spot Award*** for their efforts to engage in difficult conversations around racism and privilege. Additionally, they have had conversations about their love for youth and willingness to adapt so that their kids will come to know and love Jesus.

Saron Lutheran, Good Shepherd Lutheran - Ashland — Pastor Paul Simmons

Saron and Good Shepherd are receiving the ***Youth-Worry to Wonder Bright Spot Award*** as they shift from "*Why don't the young families come to church like they did back in the old days?"* to "*I wonder how we can share the good news about Jesus with young families in a new way?"* These congregations are collaborating with neighboring ELCA congregation for the sake of God's mission in the community.

Closing of the Assembly

Leader: Jesus said, You will be my witnesses

All: **to the ends of the earth.**

Leader: I chose you and appointed you

All: t**o 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.**

Upcoming Events

Augsburg University: Youth Theology Institute – 2023 Theme "The Confluence"
June 25 – June 30, 2023 Current 9th–12th Graders

Early Daylily Dig (Fundraiser for Malawi)
July 14–15, 2023 9:00–1:00 each day

JOURNEY – Tri–Synod Youth Gathering
July 24–27, 2023 – Current 8th – 12th Graders

Late Daylily Dig (Fundraiser for Malawi)
August 4–5, 2023 9:00 – 1:00 each day

Synod Trip to Malawi
August 4–19, 2023

Lay School of Ministry
Second full weekend of every Month September 2023 – May 2024

Fall Ministry Retreat (For Rostered Leaders/SAMs)
September 24–26, 2023 Heartwood Retreat Center

Civil Rights Pilgrimage
November 1–5, 2023

Synod Trip to the Holy Land
January 8–17, 2024

ELCA Youth Ministry Extravaganza
January 18–21, 2024 New Orleans, LA

Young Adult Service Learning Trip
March 9–16, 2024

Synod Assembly (with Bishop election)
July 7–8, 2024 UW Eau Claire

ELCA Youth Gathering "Created to Be"
July 16–20, 2024 New Orleans, LA High School & Young Adult Gatherings
(July 13–16 – MYLE & The tAble)

Resources

ELCA Truth and Healing Movement

Over the next months the ELCA will provide opportunities to learn the true history and current realities of Indigenous people. It is these truths, truths that have been ignored by most for hundreds of years, that will bring healing for both Indigenous people and non-Indigenous people. Some of these opportunities will be calls to individual action, and some will be activities that congregations and small groups should coordinate and participate in together. All these opportunities can be easily promoted by sharing links on social media or other communication platforms. *(elca.org)*

Check out this website for access to videos, classes, and sharable information:
https://elca.org/Our-Work/Congregations-and-Synods/Ethnic-Specific-and-Multicultural-Ministries/Indigenous-Ministries-and-Tribal-Relations/Truth-and-Healing-Movement

Abbreviated 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.
We seek to join Jesus in the restoration of the world.

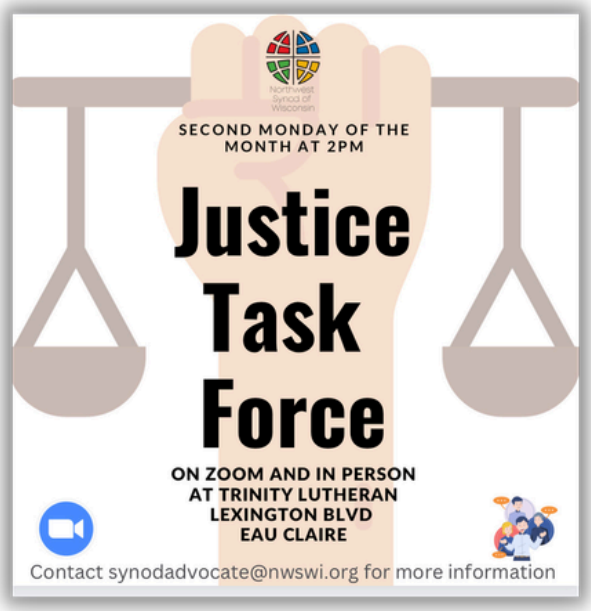
- **We confess** our complicity with systemic racism, a sin against God and our neighbors who are African Descent (African American, Afro-Caribbean, African National), American Indian and Alaska Native, Arab and Middle Eastern, Asian and Pacific Islander, and Latin American people [named as "people of color" for the rest of this statement].
- **We condemn** all assumptions, stereotypes, and the direct and indirect actions that harm people of color.
- **We recognize** and acknowledge the need to live with our discomfort as we listen to the voices of people of color.
- **We commit** to the work required for racial justice, healing and reconciliation.

In all this work we ask God to help and guide us.

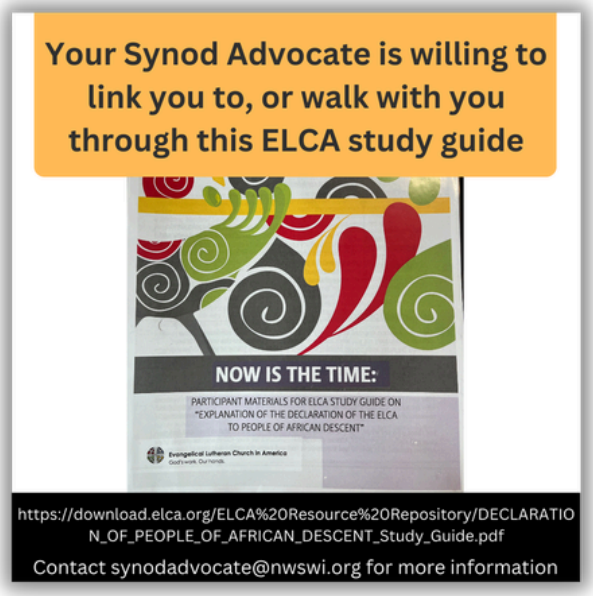
For access to the expanded equity statement, resources, and videos, visit this website:
https://nwswi.org/social-justice-advocacy/racial-justice

Synod Website: **https://nwswi.org/home**
Synod Calendar: **https://nwswi.org/home/calendar**
Synod Assembly Resources: **https://nwswi.org/synod-assembly-2023**
Justice & Advocacy Resources: **https://nwswi.org/social-justice-advocacy**

Resources


SECOND MONDAY OF THE MONTH AT 2PM
Justice Task Force
ON ZOOM AND IN PERSON AT TRINITY LUTHERAN LEXINGTON BLVD EAU CLAIRE
Contact synodadvocate@nwswi.org for more information


THIRD THURSDAY OF EVERY MONTH
2 PM
Care of Creation Task Force
ON ZOOM
CONTACT REV. KAREN BEHLING OUR SAVIOURS IN CHIPPEWA FALLS
or contact synodadvocate@nwswi.org for more information


Your Synod Advocate is willing to link you to, or walk with you through this ELCA study guide
NOW IS THE TIME:
PARTICIPANT MATERIALS FOR ELCA STUDY GUIDE ON "EXPLANATION OF THE DECLARATION OF THE ELCA TO PEOPLE OF AFRICAN DESCENT"
https://download.elca.org/ELCA%20Resource%20Repository/DECLARATION_OF_PEOPLE_OF_AFRICAN_DESCENT_Study_Guide.pdf
Contact synodadvocate@nwswi.org for more information

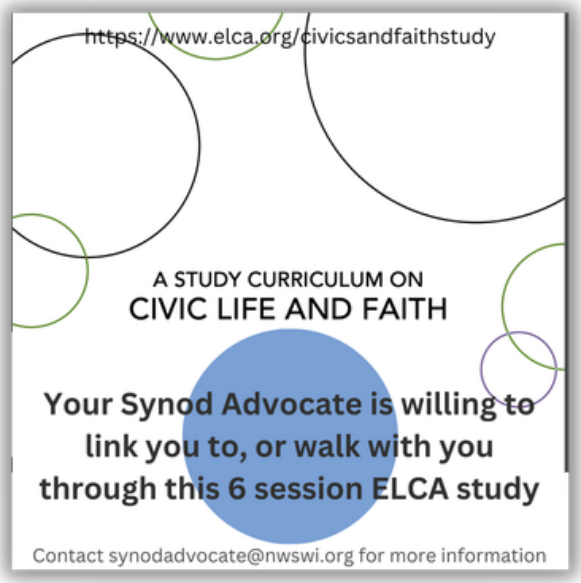

ReconcilingWorks
LUTHERANS FOR FULL PARTICIPATION
Your Synod Advocate is willing to link you to, or walk with you through this process
https://www.reconcilingworks.org/ric/becomeric/
Contact synodadvocate@nwswi.org for more information


https://reconciliationcanada.ca/wp-content/uploads/2022/11/CommunityActionToolkit_KitchenTable_for-ind_Aug13.pdf
Your Synod Advocate is willing to link you to, or walk with you through this Land Acknowledgement Kitchan Table Talk
Contact synodadvocate@nwswi.org for more information

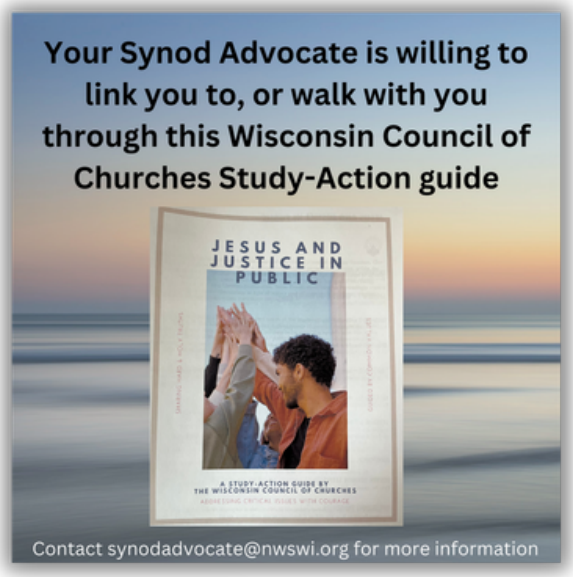

JUSTICE
EQUALITY
DIVERSITY
INCLUSION

Resources


Your Synod Advocate is willing to link you to, or walk with you through this ELCA reflection
HOW STRATEGIC AND AUTHENTIC IS OUR DIVERSITY:
A Call for Confession, Reflection, and Healing Action
https://download.elca.org/ELCA%20Resource%20Repository/Strategy_Toward_Authentic_Diversity.pdf
Contact synodadvocate@nwswi.org for more information


https://www.elca.org/civicsandfaithstudy
A STUDY CURRICULUM ON
CIVIC LIFE AND FAITH
Your Synod Advocate is willing to link you to, or walk with you through this 6 session ELCA study
Contact synodadvocate@nwswi.org for more information


STOP RACISM
Your Synod Advocate is willing to link you to, or walk with you through this study
The Anti-Racist Discussion Pedagogy
Contact synodadvocate@nwswi.org for more information


Your Synod Advocate is willing to link you to, or walk with you through this Wisconsin Council of Churches Study-Action guide
JESUS AND JUSTICE IN PUBLIC
A STUDY-ACTION GUIDE BY THE WISCONSIN COUNCIL OF CHURCHES
Contact synodadvocate@nwswi.org for more information


Your Synod Advocate is willing to link you to, or walk with you through this ELCA Declaration
https://www.elca.org/Our-Work/Congregations-and-Synods/Ethnic-Specific-and-Multicultural-Ministries/Indigenous-Ministries-and-Tribal-Relations/Repudiation
Churches Beyond Borders: Healing From the Legacy of the Doctrine of Discovery
Contact synodadvocate@nwswi.org for more information



Northwest Synod of Wisconsin
Evangelical Lutheran Church in America