



2022 Bulletin of Reports

***Younes Conference Center
Kearney, Nebraska***



Younes

CONFERENCE CENTER

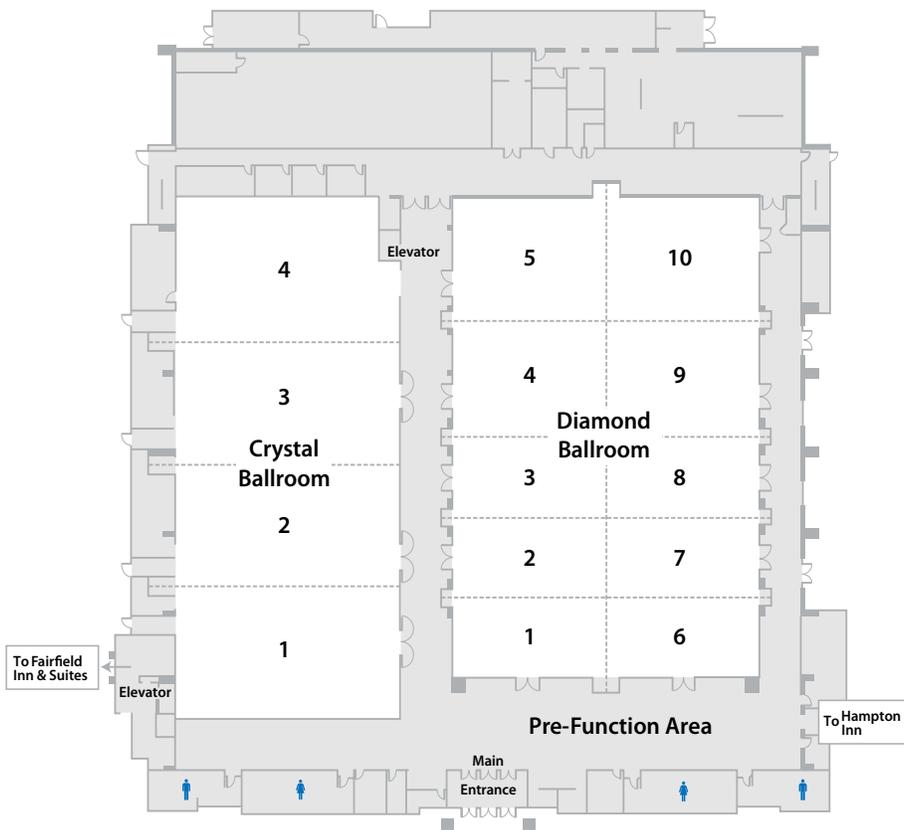
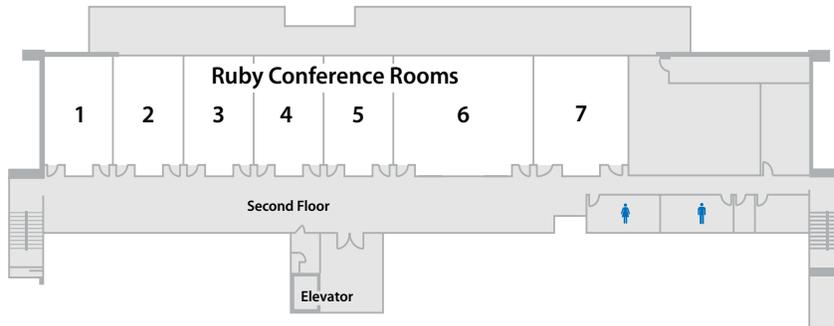


Table of Contents (Page 1 of 2)

Assembly Summary, Speakers, and Offering Designation.....	5
Tentative Agenda.....	7
Top Ten Expectations of Synod Assembly Voting Members.....	10
Motion 2 Rules of Procedure.....	11

REPORTS

Presiding Bishop Elizabeth Eaton	12
Bishop Brian Maas	14
Vice President Dara Troutman.....	16
Synod Council.....	17
Synod Treasurer (including FY2023 Proposed Budget).....	25
We Celebrate and Remember.....	37
In Memory.....	39
Audit Committee.....	41
Budget and Finance Committee.....	42
Blue Valley Lutheran Homes.....	43
Candidacy Committee.....	44
ELCA Federal Credit Union.....	45
Faith Formation.....	47
Followers of Christ Prison Ministry.....	48
Immanuel.....	49
LGBTQIA+ Affirming Team.....	51
Leadership Development	52
LSTC and WTS Seminaries.....	54
Lutheran Family Services.....	56
Lutheran Giving.....	57
Lutheran Immigration and Refugee Service.....	58
Lutheran Service/Volunteer Corps.....	59
Midland University.....	60
Mission Investment Fund.....	61
Mosaic.....	63
Nebraska Lutheran Campus Ministries.....	64
Nebraska Lutheran Outdoor Ministries.....	66
Nebraska Synodical Women’s Organization.....	67
Nominating Committee.....	68
Oaks Indian Mission.....	69
Outreach Table.....	70
Parish Ministry Associate Program.....	71

Table of Contents (Page 2 of 2)

Portico Benefit Services..... 72
R.A.R.E. (Racial Awareness, Reconciliation & Engagement) Committee 73
Seeking the Spirit Within..... 74
Stewardship Table..... 75
Tabitha..... 76
2023 Compensation Guidelines..... 77

Welcome!

The 2022 Nebraska Synod Assembly will gather in person this year at the Younes Conference Center in Kearney. Voting members from congregations across the state will gather to engage in conversation, vote on resolutions, elect the next bishop and synod council and committee representatives, and vote on any other assembly business. All participants will have opportunities for continued learning, fellowship, and to learn more about the ministries of the Nebraska Synod. We are excited to gather in person under the theme, *“Let Your Light Shine.”*

Theme Verse

“Neither do people light a lamp and put it under a bowl. Instead, they put it on its stand, and it gives light to everyone in the house.” In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven.”

-Matthew 5:15-16

It is under this theme of *“Let Your Light Shine”* that we will remember and celebrate all that is made possible as God’s people and through God’s work with our hands, minds, hearts, and whole selves.

150th Anniversary of the Nebraska Synod

We will finish celebrating the 150th Anniversary of the Nebraska Synod as we gather for Assembly 2022 through stories of ministry in action, of history, and imagining great ministry to come.

Meet Your Assembly Speakers



Deacon Sue E. Rothmeyer was elected and currently serves as secretary of the ELCA. Secretary Rothmeyer began her ministry as a lay campus minister with Lutheran Campus Ministry at Iowa State University in 1984. With her passion for campus ministry, Secretary Rothmeyer continued her work at the churchwide organization in 1995. Before transitioning to the Office of the Secretary, Secretary Rothmeyer served in various positions in youth, young adult, and campus ministry. She is the first deacon and first woman to serve as secretary of the ELCA.

Rev. Michael Rinehart is Bishop of the Texas-Louisiana Gulf Coast Synod, Evangelical Lutheran Church in America, a community of over one hundred congregations, campus ministries, retreat centers, and other agencies. Michael studied music at Valparaiso University, a Lutheran university in Valparaiso, Indiana, focusing on organ performance and singing in the VU Schola Cantorum, Chorale, Concert Choir. He received his Master of Divinity at Trinity Lutheran Seminary in Columbus, Ohio. He lives in Montgomery, Texas with his wife and children.





Dr. Lawrence Chatters currently serves as the Executive Associate Athletic Director for Diversity, Equity, and Inclusion at the University of Nebraska. He oversees the Department's efforts in those respective areas while also serving as a senior administrator advising the Director of Athletics. Dr. Chatters has also worked as an academic advisor, course instructor, and mental health counselor with focused efforts and experience in students' mental, social, and emotional health. Dr. Chatters graduated from Midland University in 2002 with a degree in psychology. He is a licensed mental health practitioner since 2006.

Synod Assembly Offering

This year's offering will be collected for the 150th Anniversary Appeal of the Nebraska Synod which will be directed to these three ministries:

- **Mission Field Nebraska**, which includes ministries among people in poverty and those who are new to America; ministries like Lakota Indian Center, Nile Lutheran Chapel, Iglesia Luterana San Andres, and Prison Ministry.
- **Leadership** efforts at identifying, raising up, preparing, and supporting new and existing pastors, deacons, PMAs and lay leaders through Candidacy, First Call Education, *How Then Will I Lead?* training, and the Emmaus constellation of learning opportunities.
- **Congregational Resources** intended to support, enrich, and connect ministry in all of our congregations, including the *Vitality Initiative for Congregations*, Mobility and Call Process, Stewardship and Outreach resources, Faith Formation and more.

Covid-19 Protocol at 2022 Synod Assembly

The Nebraska Synod council has voted on and approved the following COVID-19 protocol for the 2022 Synod Assembly:

- Participants (i.e. voting members, visitors, vendors, volunteers, staff) over the age of 5 attending the 2022 Nebraska Synod Assembly are required to either show proof of being fully vaccinated for COVID-19 or the negative result of a COVID-19 test taken no more than 3 days before the start of the assembly.
- Individuals who are not fully vaccinated are required to wear a face covering over the nose and mouth while indoors except when eating or drinking.



2022 Nebraska Synod Assembly
June 2 – June 4, 2022
 Younes Conference Center, Kearney, NE

Thursday, June 2, 2022	
Synod Council Meeting	Time TBA
Registration	3:00 – 5:00 pm
Recognition & Partner in Ministry Banquet	5:00 pm *pre-purchased ticket required
Meet the Candidates for Bishop	7:00 pm

Friday, June 3, 2022	
Registration	7:00 am
Opening Worship	8:00 am
First Session	9:00 am
<ul style="list-style-type: none"> • Formal Opening of Assembly • Report of Committee on Registration & Attendance • Synod Council Resolution 1 – Assembly Agenda • Synod Council Resolution 2 – Assembly Rules of Procedure • Bishop Election Instructions (Registration Freezes) • Instructions for Bishop Election (Paper Ballot #1) • Prayer • Bishop Election – First Ballot (Ecclesiastical Ballot – Paper) (5 minutes) • Instruction for General Elections (Registration Re-Opens) • Practice Vote • Prayer • General Elections • Announce General Elections Results 	
Break	10:00 am
Introduction of Guests <ul style="list-style-type: none"> • Bishop Candea • Bishop Taylor • Bishop Rinehart 	10:30 am
Keynote – Bishop Mike Rinehart	11:00 am
Lunch	12:00 pm

Tentative Agenda (Page 2 of 3)

Second Session	1:00 pm
Report of Bishop Election – First Ballot	
Practice Vote	
Prayer	
Bishop Election – Second Ballot	
Report of Bishop Election – Second Ballot	
Keynote – Churchwide Rep. Secretary Sue Rothmeyer, Deacon	1:15 pm
Question Time for Bishop Candidates prior to Third Ballot from Bishop’s Election Task Force (each candidate receives one question from Task Force with up to 3 minutes to answer it live)	2:00 pm
Practice Vote	2:30pm
Prayer	
Bishop Election – Third Ballot	
Report of Bishop Election – Third Ballot	
Break	2:45pm
Third Session	3:15pm
Action on En Bloc Items	
<ul style="list-style-type: none"> • Receipt of the Reports of Vice President & Synod Council • Synod Council Resolution 3 – Authorization for Specified Agencies and Causes to present their needs to the Congregations of the Nebraska Synod for Special Offerings • Synod Council Resolution 4 – Authorization for Synod-Authorized Worshipping Communities • Synod Council Resolution 5 – Proposed Compensation Guidelines • Synod Council Resolution 6 – Acceptance of the Audit Report 	
Placeholder for Introduced Proposed Resolutions	
Report of the Treasurer	
<ul style="list-style-type: none"> • Introduction of Synod Council Resolution 7 – Proposed 2023 Preliminary Budget 	
Keynote Presentation – Lawrence Chatters	4:30 pm
Dinner & Recognition of Bishop Maas	5:30 pm
Brews & Hymns with Dakota Road	7:00 pm

Tentative Agenda (Page 3 of 3)

Saturday, June 4, 2022	
Morning Music & Spiritual Practice	8:30 am
Fourth Session	
Bishop’s Report – Bishop Brian Maas	8:45 am
<i>If 4th Ballot Necessary - Top Three Candidates Address Assembly (10 minutes each)</i>	9:45 am
Practice Vote	10:15 am
Prayer	
Bishop Election – Fourth Ballot	
Report of Bishop Election – Fourth Ballot	
Break	10:30 am
Keynote – Bishop Mike Rinehart	11:00 am
Lunch	12:00 pm
Willing Witness Luncheon (Invitation Only)	
Fifth Session	1:30 pm
Action on Synod Council Resolution 7 – Proposed 2023 Budget	
Late Assembly Resolutions	
Bishop Election – Fifth Ballot	
Report of Bishop Election – Fifth Ballot	
Newly Elected Bishop Addresses Assembly	
Closing of Assembly with Worship & Holy Communion	

Top Ten Expectations of Synod Assembly Voting Members

Together as Synod Council members and voting members of the Nebraska Synod Assembly, we share the following expectations of ourselves. We expect that:

1. We are Disciples of Jesus the Christ!
 - growing in faith;
 - spiritually connected;
 - regular in worship and Eucharist, centered in Christ;
 - daily nourished by God's Word and prayer.
2. We filter every task/decision through a mission focus, prayerfully asking
 - How is Jesus served through this?
 - Does this witness to and lift up the calling of our Lord?
 - Are people connected to God through this action? Are disciples grown by this?
3. We have passion
 - for God! Fresh in our love affair with the Triune God;
 - for the church! Believing in the church's purpose, even though the Church is comprised of sinners such as us;
 - for people! Especially the lost, the last, the least, and the lonely;
 - as stewards of God who love and live under God's grace.
4. We are deeply involved in the life of the church
 - informed, inquisitive, and inspired;
 - excited about what is and what can be;
 - committed to see the church be what God wants it to be!
5. We see the big picture
 - focused not only on our own congregations but the wider church as well;
 - seeing things not only as a single issue, but looking at what is for the good of the church;
 - committed to building up the Body of Christ;
 - "for the good of the kingdom".
6. We are servant leaders of the church
 - modeling ourselves after the servant nature of Christ;
 - working together with all our sisters and brothers in Christ;
 - seeking opportunities to connect with others, to talk, question, and share.
7. We are transparent, authentic, honest and real
 - integrity is our goal;
 - without any hidden agenda;
 - understanding the Assembly is governed by a democratic process but is not a political gathering.
8. We wisely share our perspectives
 - understanding the difference between "majority rule" and God's rule;
 - respectful of other's opinions and willing to share ours with others "in love";
 - prayerfully discerning of God's will for us and for God's church.
9. We are sensitive to and supportive of the Nebraska Synod and the Evangelical Lutheran Church in America
 - understanding that the church is made up of people who are at the same time both saints and sinners;
 - brought together through Holy Baptism, united in Christ in one body, brothers and sisters of the same Heavenly Father;
 - deeply desirous that the church be faithful and fruitful, the means of grace for salvation given by God to a hurting world.
10. We are joyful
 - because Jesus is Lord!

Motion 2 Rules of Procedure

MOTION 2 Nebraska Synod Council

MEETING DATE: March 19, 2022

SUBJECT: **Rules of Procedure for 2022 Nebraska Synod Assembly**

PROPOSED ACTION: That the following Rules of Procedure for the 2022 Nebraska Synod Assembly be recommended to the Synod Assembly.

2022 NEBRASKA SYNOD ASSEMBLY

Proposed Rules

1. Any voting member of the Synod Assembly who desires to add an item of new business to the agenda of the Synod Assembly shall present such item by 1:15 p.m. Friday, June 3, to the chair, who shall immediately refer it to the Resolutions, Reference and Counsel Committee.
2. A two-thirds vote of the Synod Assembly shall be required to add an item of new business to the agenda.
3. The Synod Assembly may consider and act on business agenda items en bloc, provided those business agenda items were recommended for such consideration by the Synod Council. En bloc business agenda items shall be acted upon without debate or amendment. Upon the request of a Synod Assembly voting member and a second by nine other voting members, any agenda item may be pulled from en bloc consideration and be considered and acted upon separately following action on the remainder of en bloc business agenda items.
4. Voting members desiring to present resolutions shall submit them to the Resolutions, Reference and Counsel Committee by 1:15 p.m. Friday, June 3. These resolutions (submitted after the 90-day deadline) will be brought to the Assembly and require a majority vote to be debated on the floor and a two-thirds majority vote for passage. Any resolution properly before the Assembly and recommended by the Resolutions, Reference and Counsel Committee, but not disposed of by the end of the time allotted for action on resolutions will automatically be referred to Synod Council for study and action at its next regular meeting.
5. The Synod Assembly may consider and act on resolutions en bloc, provided those resolutions were recommended for en bloc consideration and approval, either as submitted or amended, by both the Resolutions, Reference and Counsel Committee and the Synod Council. En bloc resolutions shall be acted upon without debate or amendment, except that the presiding officer may allow the introducer of each en bloc resolution to speak to his or her resolution once for no longer than two minutes. Upon the request of a Synod Assembly voting member and a second by nine other voting members, any resolution may be pulled from en bloc consideration and be considered and acted upon separately following action on the remainder of en bloc resolutions.
6. All speeches in debate shall be limited to two minutes.
7. No motion or parliamentary action, other than a motion to adjourn, shall be in order outside of the time scheduled on the Assembly agenda entitled Assembly Business Session, except by the consent of the Assembly.
8. The ELCA churchwide representative to the Assembly will chair all portions of the business sessions that are related to the Bishop's election.

BACKGROUND: Each year, the rules governing procedure at the Synod Assembly are offered as a resolution by the Synod Council during the Assembly's first business session. The proposed set of rules in this motion would, upon approval by the Synod Council, become that proposed resolution.

SPONSORED BY: Bishop Brian Maas, on behalf of the Synod Assembly Planning Team

Presiding Bishop Elizabeth Eaton



Evangelical Lutheran Church in America
God's work. Our hands.

"And [Jesus] said to them, "Go into all the world and proclaim the good news to all creation" (Mark 16:15).

Dear siblings in Christ,

When I talk about our goal of engaging a million new, young, diverse people I get asked a lot, "I'm not new, young, or diverse. Am I not important to the church anymore?" My answer is always the same, "You've never been more important."

When we committed to our new goal, we identified our purpose as "Activate each of us so more people know the way of Jesus and discover community, justice and love." This goal does not happen without the people who are already part of this church. Theresa of Avila talked about the church as the hands and feet of Christ in the world, the very way God will work to engage new people.

Those aren't easy things to do and certainly not ones that only a few of us can do alone. God has blessed us with so many resources to do this work: nearly 3.6 million people, 65 synods, and 350 CWO staff, plus colleges, universities, seminaries, social ministry organizations, and other affiliated organizations, and our separately incorporated ministries. We truly are a church of abundance.

So, what can you do right now?

- Pray. For our church. For one another. For those whom we have yet to meet.
- Find time to listen to people who are new to the ELCA, young, and/or diverse. Share the story of Jesus with them.

Along the way, don't forget: You are important.

Grace and peace,



Evangelical Lutheran Church in America

God's work. Our hands.

*"[Jesús] les dijo: 'Vayan por todo el mundo y anuncien las buenas nuevas a toda criatura'"
(Marcos 16:15).*

Estimados hermanos en Cristo:

Cuando hablo de nuestra meta de atraer a un millón de personas nuevas, jóvenes y diversas, me preguntan mucho: —No soy nuevo(a), joven ni diverso(a). ¿Ya no soy importante para la iglesia?— Mi respuesta siempre es la misma: —Nunca has sido más importante.

Cuando nos comprometimos con nuestra nueva meta, identificamos nuestro propósito como "Activar a cada uno de nosotros para que más personas conozcan el camino de Jesús y descubran la comunidad, la justicia y el amor". Esta meta no se alcanza sin las personas que ya son parte de esta iglesia. Teresa de Ávila habló de la iglesia como las manos y los pies de Cristo en el mundo, la misma forma en que Dios trabajará para atraer a nuevas personas.

Esas no son cosas fáciles de hacer, y ciertamente no son cosas que unos cuantos de nosotros podemos hacer solos. Dios nos ha bendecido con tantos recursos para hacer esta obra: casi 3.6 millones de personas, 65 sínodos y 350 miembros del personal de la Oficina Nacional de la Iglesia, además de universidades, seminarios, organizaciones de ministerio social y otras organizaciones afiliadas, y nuestros ministerios incorporados por separado. Realmente somos una iglesia de abundancia.

Entonces, ¿qué puede hacer usted ahora mismo?

- Orar. Por nuestra iglesia. El uno por el otro. Por aquellos que aún tenemos que conocer.
- Saque tiempo para escuchar a las personas que son nuevas en la ELCA, jóvenes y/o diversas. Comparta con ellas la historia de Jesús.

A lo largo del camino no olvide esto: Usted es importante.

Gracia y paz,

Let Your Light Shine!

This year's theme for Assembly seems particularly appropriate, calling forth images of light shining in the darkness and tying us once again to our baptisms, in which we were each charged to let our God-given lights shine. We're also praying for God to shine a clear light on our path forward as we go about the holy work of calling a new bishop to partner with us in our mission and ministry.

I'm eager for us to gather in person again for the first time in three years. The Nebraska Synod Assembly always has about it the feel of a family reunion, and it's good to be with participants, both familiar and new, in the context of sharing the work of the Assembly. We'll stay busy throughout our time this year, while we deliberate, learn, worship, and share fellowship with one another. It should be a good time of letting our lights shine!

This Bulletin of Reports shines light on much of who we are and what we've been up to as one expression of Christ's church. You'll find a lot of information from a lot of diverse sources. Collectively, it's fair to say that the light of Christ shines brightly through the Nebraska Synod.

Yes, we continue to figure out exactly how to do ministry and how to be church in this (nearly) post-pandemic time, when in-person worship attendance is (often significantly) below what it was in 2019, even as overall participation, thanks to online presence, is up in many places. And it's not only worship - it's harder these days to find volunteers in most congregations, and fellowship events aren't as well attended as they used to be. The church is coming face to face with the reality that many people engage in community at least as much online as in person.

That's not a bad thing - or a good thing. It's just the new reality with which we live. We'll either adapt to it or we'll shrink. The good news is that we don't need to shrink. We need only (!) to adapt, to change, to let our familiar light shine in new ways. We'll be talking more about how we do this when we gather in Kearney and engage one another and our keynote presenters. Come prepared to learn and to have a good time, together.

Much of the attention and energy of this assembly is going to go into a bishop's election. All of us are called to be in prayer about this election, and to engage in the important preparatory work of reviewing all of the information available about the candidates and the role of bishop. As you vote you will be extending an invitation to serve in one of the best calls in the ELCA. I encourage you to handle that invitation with care and with prayer.

You'll also learn, through this Bulletin of Reports and through information shared at the assembly, about all that it is you are doing as part of the Nebraska Synod to continue to provide leadership in the church and to lean into faithful formation as disciples of Jesus Christ. You'll learn about the work of Leadership ministries, Faith Formation ministries and ministries of Mission and Innovation, including the *Vitality Initiative for Congregations*, which is impacting the ministries of congregations and of the synod as a whole.

You'll see that the generosity for which the Nebraska Synod is known continues through your faithful support of ministry within and beyond your congregation. You'll also see, if you haven't already, the many ways in which the synod has invested new energy and resources into enriching and expanding its communications efforts, including robust e-news and a completely renovated web site.

Bishop Brian Maas (Page 2 of 2)

You will learn more about the shortage of ministers confronting not only the Nebraska Synod, but the ELCA as a whole, and how you're adapting to that reality through preparing ministers and leaders in new and innovative ways. There's no denying the shadow cast by the reality that call processes are taking longer, nor the light you're shining into that shadow through recruiting and preparing leaders, through the Parish Ministry Associate program, through Emmaus Lifelong Learning offerings, through Seeking the Spirit Within, and more.

As a synod, we continue to be Growing Disciples, Walking Together, and Serving God's World. We do that through the work of call processes and consultation, through youth events and mission trips, through women's gatherings and leadership experiences, through the work of our partner Serving Arms ministries, and through the national and international reach of ELCA ministries from global missionaries to hunger alleviation to disaster response and refugee services (including among those fleeing warfare in Ukraine). It remains a huge challenge to try to tell you all that you do as a church. It's incredible, it's awe-inspiring, and it's world changing.

As the Body of Christ, we are committed not only to the ministry we do but to continually striving to improve and enrich the way we do it. We have been engaging in intentional learning and growth in anti-racism work, in truly broadening our welcome, in deepening and enriching our diversity, and in ensuring greater opportunity for women and people of color in ministry. You'll hear more about these important efforts at the assembly.

We'll again be enjoying spiritual formation and prayer resources from Seeking the Spirit Within, and taking the opportunity to say Thank You to Deacon Connie Stover for over 20 years' service to the synod, first as an Assistant to the Bishop and for the last several years as the Director of Seeking the Spirit Within.

As my time in this office draws to a close, I also want to be sure to lift up and express deep gratitude for all of the staff who serve the Nebraska Synod so well. They persistently go above and beyond the call of duty, practicing excellence as they carry out their work faithfully and with a true spirit of service. I hope you'll take the time to say thanks to each of them as you encounter them throughout the assembly.

I am also deeply grateful to my wife Debbie for her support throughout the last 10 years; apart from her and our family, I cannot imagine doing this work. They repeatedly fill my cup no matter how many times it's drained, and I am truly blessed by their love, care and understanding.

I am also thankful to God and to all of you for the immense privilege of having been entrusted with this office for the past decade. I wish you could see yourselves, individually and collectively, as I see you. Your grace, generosity, and faithfulness, in all the manifold ways you express them, make the Nebraska Synod a powerful expression of the Body of Christ. You remain in my prayers. May you continue to be blessed, and may your next bishop know the kindness and support you have so consistently shown me.

Sincerely yours in Christ,
Brian Maas

Vice President Dara Troutman

Dear Siblings in Christ,

Grace to you and peace from God our Father and our Lord and Savior Jesus Christ.

In a popular Bible passage from Ecclesiastes, we hear there is a time for everything under heaven. And so it is that 2022 brings my time as Vice President of the Nebraska Synod Council to a close. A supporter of self-imposed term limits, I think the time is right for a transition to new lay leadership at the synodical level. I want to thank the Synod Assembly for the extraordinary privilege of serving in this role for the past eight years. And I especially want to thank the dedicated members of the Synod staff and the Council members with whom I have served.

I did not know when I made my decision not to seek re-election that the Nebraska Synod would be calling a new Bishop at this Assembly. While not ideal, nothing ever stays the same, and so we place our trust and faith in His plans. For as it is written in Jeremiah 29, the Lord already knows which is in store for us and it will allow us to prosper and hope in the future. While there may be some fear or trepidation of the unknown, the Spirit is present through these important processes of call and election and the right next leaders will soon take their places.

A good deal of my time the past six months has been spent as a member of a committee entrusted by the Synod Council to plan for the Bishop election. My thanks to Ramona Edwards, Steve Berke, Emma Grinde and Karen Melang along with staff members Diane Harpster and Stephanie Lusinski for their partnership in this process. I also have been active with my peers across the ELCA who meet monthly over Zoom. In August, I plan to join others from the Synod as a voting member of the Churchwide Assembly in Columbus, OH.

Synod Council met four times over the last year with most of our meetings providing for both in-person as well as electronic participation. Elsewhere in this bulletin of reports, you may read in detail about motions that were approved, but I would like to briefly call to your attention a few actions which comprise most of our regular work:

- Approval of Synod Council calls, exceptions and availabilities for call, and certification of Parish Ministry Associates
- Election of lay members and rostered leaders to various synod committees and to the Immanuel Vision Foundation review committee
- Approval of the formation of Holy Trinity Parish and the closure of Evangelical Lutheran Church of the Way
- Approval of Mission Field Nebraska Ministries
- Recommendation of FY23 operating budget and transfer of FY21 surplus to contingency
- Approval of a compensation framework for the new Bishop
- Authorization of a special leadership development fund in honor of Bishop Maas

After a canceled Synod Assembly in 2020 and a virtual one in 2021, it will be good to be together with you all in Kearney. I look forward to seeing your lights shine brilliantly and boldly into this next chapter. Again, my deepest thanks for the privilege of serving as your Vice President.

Respectfully submitted,
Dara L. Troutman, Vice President

Synod Council (Page 1 of 8)

Meetings of Nebraska Synod Council, Evangelical Lutheran Church in America were held June 4, 2021 (electronically), September 18, 2021 (hybrid), November 20, 2021 (hybrid), and March 19, 2022 (electronically).

On Leave From Call and Continuation of On Leave From Call

Alma Gast Bucu	LuRae Hallstrom	Heather Grell	Russell Lambert
Chris Alexander	Cara Jensen	Martha Atkins	Ernesto Medina
Charlie Smith	Rebecca Mangelsdorf	Anna Speiser	(above list SC22.03.01)
Rich Sheridan (above list SC21.06.01)	Suzanne How	Trudy Powell	
	Sarah Ruch	Peter Speiser	
	Katherine Woolf	Samantha Nicols	
	Glenn Palmer (above list SC21.09.22)	Chris Alexander	
		Susan Claire Meyer	
		Rob Garton	
		Breen Sipes (above list SC21.11.29)	

Transfer to Retired Roster

John Gosswein	Connie Stover	Greg Gabriel	Carmala Aderman
Anne Hall	Donna Fonner	(above list SC21.11.29)	Olaf Roynesdal
David Hall	David Smith		Kathryn Montira
Carol Mapa (above list SC21.06.01)	Paul Coen		Alan Hanson
	Greg Gabriel (above list SC21.09.22)		Mark Grorud
			Steven Billington (above list SC22.03.01)

Calls Renewed, Appointed, and Extended

- That the following Synod Council calls be approved for renewal:
 - Sadi Vila, Mission Developer at San Andres, three-year renewable call, effective 9/1/21. (SC21.06.01)
 - Pr. Kristine Hileman, (Presbyterian), to serve as Pastor at St. John Lutheran, Daykin, and St. Paul Lutheran, Gilead, effective 7/1/21. This call was issued 7/1/19 and requires annual renewal at the request of the congregation council. (SC21.06.01)
 - Deacon Bogart Nomad, to serve as Chaplain, Pastoral & Spiritual Care Department., Children's Hospital and Medical Center. This is a half-time call, effective November 20, 2021. (SC21.11.29)
 - Deacon Sue Simmons, to serve as Chaplain at Papillion Manor, Papillion, NE. This is a half-time call, effective November 21, 2021. (SC21.11.29)
 - Pr. Katherine Woolf, to serve as Intentional/Transitional Minister, 3-year renewable. She is currently serving at Faith Lutheran and Christ Lutheran, Talmage. (SC21.11.29)
 - The Rev. Cara Jensen, to serve as transitional/interim minister, three-year renewable. She will serve as Interim Pastor, 1-year Intentional, at Luther Memorial Lutheran, Omaha, effective March 14, 2022. (SC22.03.01)
 - The Rev. Heather Grell, to serve as transitional/interim minister, three-year renewable. She will serve as Transitional/Interim Pastor at Holy Cross Lutheran, Omaha, effective March 1, 2022. (SC22.03.01)

Synod Council (Page 2 of 8)

- The Rev. Duane Miller, to serve as transitional/interim minister, three-year renewable. He will serve as Transitional/Interim Pastor at First, Lutheran, Fremont, effective March 21, 2022. (SC22.03.01)
- The Rev. Kimberly Belken, to serve as Hospice Chaplain, Tabitha, Omaha, effective April 11, 2022. (SC22.03.01)
- Deacon Susan Richardson as Director for Leadership Development of the Nebraska Synod, effective May 1, 2022. The call was originally extended as a 2-year call, effective May 1, 2020, through April 20, 2022. (SC22.03.01)
- That the following Synod Council calls be approved:
 - Renae Koehler, United Church of Christ pastor, Letter of Invitation to Extended Service as Senior Pastor at St. John Lutheran, Beatrice. (SC21.06.01)
 - Pr. Doug Hjelmstad, to Transitional/Interim Ministries for a period of three years, renewable. He is currently serving as transitional minister at Zion, Haigler, effective 8/1/21. (SC21.09.22)
 - Pr. Steve Meysing, to serve as Rector, Episcopal Church of Our Savior, North Platte, effective September 1, 2021. (SC21.09.22)
 - Andrew Kitzing, to serve as transitional/interim minister, three-year renewable. He will serve as Pastor at St. Paul's, Omaha, effective 12/20/21. (SC22.03.01)
 - LuRae Hallstrom, to serve as Pastor at Immanuel Grand Lodge, Lincoln, effective January 3, 2022. (SC22.03.01)
 - David Mayen to serve as Mission Developer for the Sudanese Messiah Worshipping Community, Omaha, effective as of his ordination date. (SC22.03.01)
 - Rev. Glenn Palmer to serve Episcopal Church of the Holy Comforter, Martinez, Georgia, as Interim Rector. effective February 7, 2022. This is a full-time call, with a one-year initial agreement. (SC22.03.01)
 - Rev. Jon Mapa to serve as Assistant to the Bishop (SC21.09.26)

Resignation from Roster

To accept the resignation from the roster as requested by Danette Johns, effective February 15, 2022. (SC22.03.01)

Elections

- Elected as At-Large Members to the Nebraska Synod Council Executive Committee:
Rev. Sarah Corday, Elysia McGill, and Rev. Donald Hunzeker

Congregations

- Approved constitutions or bylaws for the following congregations:

Messiah, North Platte (SC21.06.02)	Grace, Wahoo (SC21.06.02)
Grace, Lincoln (SC21.06.02)	Zion, Sutton (SC21.06.02)
Our Savior's, Wymore (SC21.09.23)	Immanuel Wymore (SC21.09.23)
Sheridan Lutheran (SC21.11.30)	Immanuel Wymore (SC21.11.30)
First, Lincoln (SC22.03.02)	Salem, Wakefield, (SC22.03.02)

Committees

- Appointed to the PMA Steering Committee effective May 2021: Joyce Kolbo, Tim Stadem, and Karen King (SC21.06.02)
- Appointed Kevin Karas as chair of the Budget and Finance Committee (SC21.06.02)
- Appointed the following as chairs of Synod Committees:
 - Audit Committee – Rob King
 - Budget & Finance Committee – Kevin Karas
 - Candidacy Committee – Jennifer Carnahan
 - PMA Steering Committee – Maurine Roller, RMA (SC21.09.23)
- Appointed Rev. Travis Panning and Robin Matthes to the Audit Committee (SC21.11.30)
- Appointed Tanny Akerson as Synod Council representative to the Nominating Committee (SC22.03.02)

Agencies and Institutions

- Appointed to the Seeking the Spirit Within Board beginning September 1, 2021: Emily Wageman, Pr. Carol Mapa, Lisa Kramme, and Greg Schuerman (SC21.06.02)
- Approved the bylaw amendments requested by Nebraska Lutheran Outdoor Ministries Board of Directors (SC21.09.23)

Other Actions

- Set the housing/parsonage allowance of the Rev. Ricardo Riqueza, serving as pastor at St. John's, Marquette/Trinity, Polk. (SC21.06.04)
- Approved the recommendation of the PMA Steering Committee that Jody Bures-Helton (Holy Cross, Beatrice) be certified as a Parish Ministry Associate. (SC21.06.05)
- Approved the compensation and benefits increased provided to Bishop Brian Maas. (SC21.06.06)
- Reappointed Dan Friedlund as Synod Treasurer for a three-year term ending in 2024 or until his successor assumes office. (SC21.06.07)
- Approved moving forward with an appeal in the Matthews Estate case based on the decision of the judge (SC21.06.09)
- Approved the recommendation of the PMA Steering Committee that Linda Jasch (Lutheran Church of the Good Shepherd, Hastings) be certified as a Parish Ministry Associate. (SC21.09.24)
- Approved: Pursuant to Section *C.9.07, the Synod Council of the Nebraska Synod of the Evangelical Lutheran Church in America does hereby authorize Rev. Patrick Sipes to be available for a call as a Pastor at First Evangelical Lutheran Church in North Platte, Nebraska, should the congregation seek to consider him for a call following the conclusion of his term as Interim/Transitional Pastor there. (SC21.09.25)
- Approved Housing Allowance for Assistant to the Bishop Rev. Jon Mapa. (SC21.09.27)
- Approved receipt of the Retired Roster of the Nebraska Synod as reviewed by the Bishop's office. (SC21.11.29)
- Approved Housing Allowance for roster synod staff members. (SC21.11.31)

Synod Council (Page 4 of 8)

- Appointed Seim Johnson as auditors for Year Ending January 31, 2022, FY 2021 (SC21.11.32)
- Approved increase in the defined compensation provided to Bishop Mass. (SC21.11.33)
- Appointed members to the Bishop Election Committee: Rev. Steve Berke, Ramona Edwards, Vicar Emma Grinde, Deacon Karen Melang, and SC Vice President Dara Troutman. (SC21.11.35)
- Approved \$20,000 a year for two years would be reserved from the Equity in Synod Properties Fund to support the future business plan of Seeking the Spirit Within. (SC21.11.36)
- Authorized the following as **Mission Field Nebraska** ministries through March 2023:

Mission Field Nebraska

Followers of Christ Prison Ministry, Lincoln
Iglesia Luterana San Andres, Omaha
Lakota Lutheran Center and Chapel, Scottsbluff
Nile Lutheran Chapel, Omaha
Seeking the Spirit Within, Statewide
Sudanese Messiah Worshipping Community, Ralston

Mission Field Nebraska Affiliates

Barnabas Community, Lincoln
Bridges to Hope, Lincoln
Lutheran Service Corp, Omaha
Serving Hands of Hope Foundation, Omaha

(SC22.03.03)

- Approved: Pursuant to Section *C.9.07, the Synod Council of the Nebraska Synod of the Evangelical Lutheran Church in America does hereby authorize Rev. Andrew Kitzing to be available for a call as a Pastor at St. Paul's Lutheran Church in Omaha, Nebraska, should the congregation seek to consider him for a call following the conclusion of his term as Interim/Transitional Pastor there. (SC22.03.05)
- Approved: Pursuant to Section *C.9.07, the Synod Council of the Nebraska Synod of the Evangelical Lutheran Church in America does hereby authorize Rev. Cara Jensen to be available for a call as a Pastor at Luther Memorial Lutheran Church in Omaha, Nebraska, should the congregation seek to consider her for a call following the conclusion of her term as Interim/Transitional Pastor there. (SC22.03.06)
- Approved the formation of the Partnership Agreement between Grace Lutheran Church, Lexington, and Adullam and Immanuel Lutheran Churches, Bertrand, to form Holy Trinity Parish. (SC22.03.07)
- Acknowledged the closure of the Synod Authorized Worshipping Community, Evangelical Lutheran Church of the Way, Lincoln. (SC22.03.08)
- Approved transferring the positive FY2021 (year ended January 31, 2022) net operating results, upon final determination, to the Synod Contingency Fund. (SC22.03.10)
- To approve the transfer of funds to support various ministries and activities of the Synod for FY2021 (year ended January 31, 2022):
 - To utilize \$15,446.42 from the Bethel Settlement Fund to reimburse legal fees incurred by the Operating Fund related to the Matthews Estate litigation,

Synod Council (Page 5 of 8)

- To transfer an additional \$10,000.00 from the DEM Fund to support Mission Field Nebraska ministries,
- To transfer an additional \$10,000.00 from the Fall Campaign Fund to support Mission Field Nebraska ministries, and
- To transfer an additional \$7,369.95 from the Equity in Synod Properties Fund to offset New Mission expenses.

(SC22.03.11)

- Approved the policy for determining the defined compensation and benefits for the new Bishop of the Nebraska Synod. (SC22.03.12)
- Approved the establishment of a Leadership Development Fund in recognition of Bishop Brian Maas' service to the Synod and to authorize the Synod to pursue gifts in his honor. (SC22.03.13)

Synod Assembly

- Appointed the following individuals be appointed as members of the 2022 Synod Assembly Planning Team: Jon Fredricks, St. Michael's, Omaha; Ric Miller, PMA, Morning Star, Omaha; Ron Lofgren, PMA, St. John's, Leigh/Zion, Platte Center, and Joe Johndreau, Immanuel, Chadron (SC21.06.03)
- Approved the following requirement: Participants (i.e. voting members, visitors, vendors, volunteers, staff) over the ages of 5 attending the 2022 Nebraska Synod Assembly to either show proof of being fully vaccinated for COVID-19 or the negative result of a COVID-19 test taken no more than 3 days before the start of the assembly, and to require those who are not fully vaccinated to wear a face covering over the nose and mouth while indoors except when eating or drinking. (SC21.11.34)
- Approved the following committee members be ratified by the Synod Council:

Minutes

Ron Lofgren, St. John's, Norfolk
Gwen Edwards, Synod Council Secretary
Pr. Doug Hjelmstad, American, Gothenburg
Pr. Day Hefner, St. John's, Schuyler
Diane Harpster - Staff Liaison

Resolutions, Reference & Counsel Committee

Pr. William Shaner, First, Lincoln
Pr. Steve Meysing, Episcopal Church of Our Savior, North Platte - Chair
Ron Gunderson, St. Pauls, Grand Island
Pr. Bill Koeber, Our Savior, Wayne
Bill Biggs, Synod Council Liaison
Pr. Sheri Lodel, Calvary, Grand Island/Our Saviour's, Dannebrog
Pr. Juliet Focken - Synod Staff Liaison

(SC22.03.02)

- Appointed Ric Miller as chair of the Registration Committee (SC22.03.02)

Synod Council (Page 6 of 8)

- Approved in accordance with Synod Constitution provision S7.26. (This synod may establish processes through the Synod Council that permit representatives of congregations under development and authorized worshipping communities of the synod, under ELCA bylaw 10.02.03., to serve as voting members of the Synod Assembly, consistent with *S7.21.) the following persons be granted voting privileges at the 2021 Synod Assembly:
 - Iglesia Luterana San Andres, Omaha, Two lay members
 - Lakota Lutheran Chapel and Center, Scottsbluff, Two lay members
 - Nile Lutheran Chapel, Omaha, Two lay members
 - Sudanese Messiah Ralston Worshipping Community, Ralston, Two lay members(SC22.03.02)
- Granted voice and vote in the Assembly, as are ministers of Word and Sacrament of Full Communion partners serving Nebraska Synod congregations, in accordance with 8.62.12 of the Constitution of the ELCA. (SC22.03.02)
- Approved the 2022 Synod Assembly offerings be designated to support the Nebraska Synod 150th Anniversary Campaign, to be split among its designated recipients. (SC22.03.02)
- Nebraska Synod Council recommends the following resolutions for action by the 2022 Nebraska Synod Assembly:
 - RESOLVED, That the proposed Synod Assembly agenda be adopted as the order for business for the 2022 Synod Assembly being held June 2-4 and that the proposed agenda be presented to the Assembly for adoption. (SC22.03.02)
 - RESOLVED, That the following agencies and causes be authorized to present their needs to the congregations of the Nebraska Synod and that congregations be encouraged to receive special offerings for them in 2023:
 - Immanuel
 - Lutheran Family Services
 - Midland University
 - Mosaic
 - Nebraska Lutheran Campus Ministries
 - Nebraska Lutheran Outdoor Ministries
 - Oaks Indian Mission
 - Tabitha
 - Blue Valley Lutheran Homes
 - Table Grace Ministries(SC22.03.02)
 - RESOLVED, That the Synod Council recommend to the Nebraska Synod in Assembly that the auditor's report for 2021 be accepted once the report is received conditional upon such report being a clean opinion. (SC22.03.02)

- RESOLVED, Whereas the Evangelical Lutheran Church in America's Church Council April 2007, Exhibit G part 2, it is required that all Synod Authorized Worshiping Communities be approved annually by the Synod Council and Synod Assembly. Motion: that the following assemblies be reauthorized as Synod Authorized Worshiping Communities:
 - Followers of Christ Prison Ministry, Lincoln
 - Iglesia Luterana San Andres, Omaha
 - Lakota Lutheran Chapel, Scottsbluff
 - Nile Lutheran Chapel, Omaha
 - Sudanese Messiah Worshiping Community, Ralston(SC22.03.02)
- RESOLVED, That the 2023 Compensation Guidelines for Ministers of Word and Sacrament and Word and Service be approved and presented to the 2022 Synod Assembly. (SC22.03.02)
- RESOLVED, That the following Rules of Procedure for the 2022 Nebraska Synod Assembly be recommended to the Synod Assembly.
 1. Any voting member of the Synod Assembly who desires to add an item of new business to the agenda of the Synod Assembly shall present such item by 1:15 p.m. Friday, June 3, to the chair, who shall immediately refer it to the Resolutions, Reference and Counsel Committee.
 2. A two-thirds vote of the Synod Assembly shall be required to add an item of new business to the agenda.
 3. The Synod Assembly may consider and act on business agenda items en bloc, provided those business agenda items were recommended for such consideration by the Synod Council. En bloc business agenda items shall be acted upon without debate or amendment. Upon the request of a Synod Assembly voting member and a second by nine other voting members, any agenda item may be pulled from en bloc consideration and be considered and acted upon separately following action on the remainder of en bloc business agenda items.
 4. Voting members desiring to present resolutions shall submit them to the Resolutions, Reference and Counsel Committee by 1:15 p.m. Friday, June 3. These resolutions (submitted after the 90-day deadline) will be brought to the Assembly and require a majority vote to be debated on the floor and a two-thirds majority vote for passage. Any resolution properly before the Assembly and recommended by the Resolutions, Reference and Counsel Committee, but not disposed of by the end of the time allotted for action on resolutions will automatically be referred to Synod Council for study and action at its next regular meeting.

5. The Synod Assembly may consider and act on resolutions en bloc, provided those resolutions were recommended for en bloc consideration and approval, either as submitted or amended, by both the Resolutions, Reference and Counsel Committee and the Synod Council. En bloc resolutions shall be acted upon without debate or amendment, except that the presiding officer may allow the introducer of each en bloc resolution to speak to his or her resolution once for no longer than two minutes. Upon the request of a Synod Assembly voting member and a second by nine other voting members, any resolution may be pulled from en bloc consideration and be considered and acted upon separately following action on the remainder of en bloc resolutions.
 6. All speeches in debate shall be limited to two minutes.
 7. No motion or parliamentary action, other than a motion to adjourn, shall be in order outside of the time scheduled on the Assembly agenda entitled Assembly Business Session, except by the consent of the Assembly.
 8. The ELCA churchwide representative to the Assembly will chair all portions of the business sessions that are related to the Bishop's election.
- (SC22.03.04)
- RESOLVED, That the Synod Council accept the FY2023 (year ending January 31, 2024) proposed budget, as presented by the Budget and Finance Committee, and recommend to the Synod Assembly for approval. (SC22.03.09)

Synod Treasurer (Page 1 of 12)

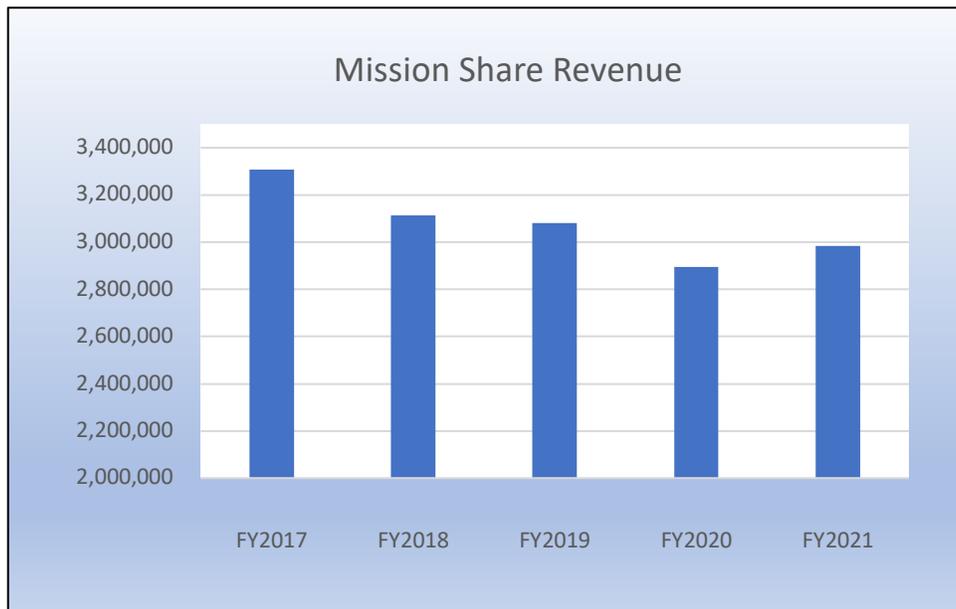
The Treasurer of the Nebraska Synod is responsible for managing the monies and accounts of the Synod, and performing other duties related to the financial resources of the Synod, holding the same at all times subject to the direction of the Synod. These duties include the oversight of the receipt and disbursement of all Synod funds and appropriately investing unexpended funds, as authorized by the Synod Council. The Treasurer also works to ensure that the assets of the Synod are reasonably protected by utilizing various means; including strong internal accounting controls, insurance programs, contracts and agreements, and trusts and other funds that are deemed prudent to provide for such protection. It is the duty of the Treasurer to ensure that all funds of the Synod are properly accounted for and appropriately reported to the various constituencies on a periodic basis; including the Synod Council of the Nebraska Synod, the Audit and Budget & Finance Committees of the Synod, the congregations within the Synod and the Treasurer of the Evangelical Lutheran Church in America. The Treasurer collaborates with the staff and the Budget & Finance Committee to establish an annual budget in relation to current and anticipated future income and expenses of the Synod. Each year, at the direction of the Audit Committee, the Synod engages a public accounting firm to perform an independent audit of the financial position of the Synod and the results of its operations. The report from the auditor is provided to the Audit Committee, the Budget & Finance Committee, and the Synod Council, and is posted on the Synod's website.

Following is the Treasurer's Report of Mission Share Giving for the past five years and the Report of Net Assets as of January 31, 2022, and January 31, 2021.

Respectfully submitted,
Dan Friedlund, Synod Treasurer

Treasurer's Report of Mission Share Giving

<u>Fiscal Year</u>	<u>Period Ended</u>	<u>Mission Share Revenue</u>
2017	1/31/18	3,308,239
2018	1/31/19	3,112,803
2019	1/31/20	3,081,870
2020	1/31/21	2,894,295
2021	1/31/22	2,983,142



MISSION SHARE BY CONGREGATION

<u>Name</u>	<u>2021/2022</u>	<u>2020/2021</u>	<u>2019/2020</u>	<u>2018/2019</u>
Adullam Lutheran Church, Bertrand	\$1,200.00	\$1,200.00	\$1,200.00	\$1,200.00
Alma Lutheran Church, Mead	\$12,500.00	\$11,500.00	\$11,500.00	\$10,538.00
American Lutheran Church, Ashland	\$13,855.06	\$12,745.40	\$13,579.65	\$12,444.08
American Lutheran Church, Adams	\$18,417.33	\$18,821.49	\$17,764.00	\$18,941.15
American Lutheran Church, Fairbury	\$13,987.84	\$12,863.20	\$15,873.99	\$15,624.77
American Lutheran Church, Filley	\$4,500.00	\$4,500.00	\$4,500.00	\$4,500.00
American Lutheran Church, Gothenburg	\$24,200.00	\$24,300.00	\$25,000.00	\$32,000.00
American Lutheran Church, Lincoln	\$11,902.74	\$11,671.48	\$9,221.15	\$12,050.00
Augustana Lutheran Church, Omaha	\$25,977.98	\$24,024.86	\$27,968.47	\$26,865.85
Augustana Lutheran Church, Genoa	\$5,000.00	\$5,000.00	\$4,000.00	\$2,500.00
Beautiful Savior Lutheran Church, Palmyra	\$4,000.00	\$4,000.00	\$3,500.00	\$4,000.00
Berea/St.Mark's Parish	\$9,600.00	\$9,600.00	\$9,600.00	\$10,400.00
Berea/St.Mark's Parish	\$586.00	\$500.00	\$2,350.00	\$2,350.00
Bethany Lutheran Church, Axtell	\$16,800.00	\$16,552.45	\$14,277.81	\$13,096.95
Bethany Lutheran Church, Elkhorn	\$90,966.00	\$91,800.00	\$90,150.00	\$85,500.00
Bethany Lutheran Church, Minden	\$29,880.00	\$28,324.00	\$27,170.00	\$26,640.00
Bethany Lutheran Church, Lyons	\$3,685.00	\$3,460.00	\$5,875.00	\$6,500.00
Bethany Lutheran Church, Ord	\$1,000.00	\$0.00	\$2,000.00	\$2,000.00
Bethany Lutheran Church, Ruskin	\$9,600.00	\$9,700.00	\$9,600.00	\$8,800.00
Bethel Lutheran Church, Omaha	\$4,000.00	\$6,000.00	\$7,550.00	\$4,500.00
Bethlehem Lutheran Church, Wahoo	\$20,513.54	\$22,939.12	\$21,990.55	\$20,983.75
Bethlehem Lutheran Church, Davey	\$5,907.03	\$5,400.00	\$5,400.00	\$4,800.00
Callaway Lutheran Church, Callaway	\$0.00	\$0.00	\$150.00	\$150.00
Calvary Lutheran Church, Grand Island	\$300.00	\$300.00	\$500.00	\$500.00
Calvary Lutheran Church, Scottsbluff	\$22,200.00	\$20,100.00	\$18,000.00	\$16,500.00
Calvary Lutheran Church, Stromsburg	\$20,440.00	\$18,500.00	\$18,240.00	\$16,500.00
Christ Lutheran Church, Louisville	\$5,000.04	\$5,000.04	\$5,041.71	\$5,000.04
Christ Lutheran Church, Pierce	\$10,211.00	\$8,590.00	\$9,296.00	\$7,050.00
Christ Lutheran Church, Wisner	\$13,458.96	\$14,057.96	\$14,039.98	\$14,040.00
Christ Lutheran Church, Pickrell	\$8,001.04	\$8,006.20	\$11,348.17	\$7,913.87
Christ Lutheran Church, Talmage	\$3,000.00	\$3,000.00	\$3,000.00	\$2,250.00
Christ the King Lutheran Church, Bellevue	\$2,400.00	\$2,400.00	\$2,400.00	\$2,400.00
Christ's Lutheran Church, Davenport	\$10,900.00	\$12,000.00	\$12,000.00	\$12,000.00
Concordia Lutheran Church, Concord	\$9,250.00	\$11,860.00	\$11,500.00	\$14,000.00
Edensburg Lutheran Church, Malmo	\$4,858.37	\$5,308.30	\$5,208.33	\$5,108.33
Elim Lutheran Church, Hooper	\$2,000.00	\$3,100.00	\$4,690.00	\$4,900.00
Emmanuel Lutheran Church, Tekamah	\$18,400.00	\$19,900.00	\$21,700.00	\$20,000.00
Emmanuel Lutheran Church, Beatrice	\$2,760.00	\$2,760.00	\$2,790.00	\$2,530.00
Emmaus Lutheran Church, Kennard	\$3,884.00	\$3,880.00	\$3,876.00	\$3,825.00
Evangelical Lutheran Church of The Way	\$2,250.00	\$0.00	\$0.00	\$0.00
Faith Ambassadors Parish, Scribner	\$6,500.00	\$2,500.00	\$6,000.00	\$6,000.00
Faith Ambassadors Parish, Scribner	\$7,175.00	\$7,175.00	\$7,175.00	\$7,175.00
Faith Ambassadors Parish, Uehling	\$3,960.00	\$2,562.00	\$3,573.00	\$4,828.08
Faith Ambassadors Parish, Scribner	\$0.00	\$0.00	\$0.00	\$200.00
Faith Lutheran Church, Seward	\$15,432.00	\$15,420.00	\$15,000.00	\$14,155.00
Faith Lutheran Church, Talmage	\$3,543.25	\$1,809.50	\$5,090.12	\$3,700.00
Faith Lutheran Church, Newcastle	\$500.00	\$500.00	\$500.00	\$500.00
Faiths United Parish	\$7,896.00	\$7,894.00	\$7,879.00	\$7,872.00

MISSION SHARE BY CONGREGATION

<u>Name</u>	<u>2021/2022</u>	<u>2020/2021</u>	<u>2019/2020</u>	<u>2018/2019</u>
Family of Christ Lutheran Church, Kearney	\$13,200.00	\$13,200.00	\$13,200.00	\$13,650.00
First English Lutheran Church, Rising City	\$4,390.00	\$5,500.00	\$5,500.00	\$5,957.50
First English Lutheran Church, Kimball	\$1,625.84	\$0.00	\$0.00	\$0.00
First Lutheran Church, Lincoln	\$106,065.00	\$106,215.00	\$120,327.00	\$146,134.00
First Lutheran, McCool Junction	\$1,399.92	\$1,399.92	\$1,399.92	\$1,399.92
First Lutheran Church, NE City	\$5,000.00	\$5,000.00	\$5,000.00	\$1,600.00
First Lutheran Church, Wilber	\$7,500.00	\$6,999.96	\$5,916.67	\$4,583.37
First Lutheran Church, York	\$12,000.00	\$12,000.00	\$12,000.00	\$12,000.00
First Lutheran Church, Allen	\$3,003.00	\$3,120.00	\$3,120.00	\$3,120.00
First Lutheran Church, South Sioux City	\$1,000.00	\$12,000.00	\$12,000.00	\$6,251.25
First Lutheran Church, Kearney	\$62,500.00	\$62,500.00	\$60,000.00	\$60,000.00
First Lutheran Church, North Platte	\$24,951.00	\$24,996.00	\$27,079.66	\$25,000.00
First Lutheran Church, Avoca	\$19,128.48	\$20,270.39	\$21,766.96	\$25,745.03
First Lutheran Church, Blair	\$9,035.00	\$9,023.75	\$13,025.57	\$2,700.00
First Lutheran Church, Fremont	\$66,000.00	\$66,000.00	\$66,000.00	\$71,500.00
First Lutheran Church, Omaha	\$6,215.00	\$2,260.00	\$7,320.00	\$7,200.00
Fridhem Lutheran Church, Hordville	\$3,060.00	\$3,060.00	\$3,000.00	\$3,000.00
Friedens Lutheran Church, Lincoln	\$4,929.38	\$4,614.63	\$3,781.64	\$4,231.69
Grace Lutheran Church, Lewellen	\$300.00	\$0.00	\$300.00	\$300.00
Grace Lutheran Church, Lincoln	\$23,333.30	\$23,333.30	\$27,999.96	\$27,999.96
Grace Lutheran Church, Ohioa	\$300.00	\$475.00	\$500.00	\$500.00
Grace Lutheran Church, Walton	\$1,100.00	\$0.00	\$500.00	\$0.00
Grace Lutheran Church, Omaha	\$4,399.00	\$6,601.00	\$6,800.00	\$6,600.00
Grace Lutheran Church, Wahoo	\$0.00	\$0.00	\$1,500.00	\$1,500.00
Grace Lutheran Church, Central City	\$3,000.00	\$3,000.00	\$4,100.00	\$3,000.00
Grace Lutheran Church, Sutherland	\$6,049.75	\$6,104.20	\$6,634.79	\$6,915.38
Grace Lutheran Church, Cook	\$6,193.75	\$7,515.00	\$7,412.50	\$7,440.00
Grace Lutheran Church, Hebron	\$5,238.00	\$6,400.00	\$8,106.00	\$1,340.00
Grace Lutheran Church, Lexington	\$10,468.22	\$10,847.95	\$14,111.29	\$14,525.25
Grace Lutheran Church, West Point	\$10,600.00	\$10,500.00	\$9,650.00	\$8,850.00
Heartland Shared Ministries, Superior	\$5,000.04	\$5,000.04	\$5,000.04	\$5,000.04
Holy Cross Lutheran Church, Omaha	\$27,423.00	\$26,735.50	\$28,600.38	\$28,702.92
Holy Cross Lutheran Church, Beatrice	\$16,785.00	\$16,785.00	\$15,986.00	\$15,225.00
Holy Trinity Lutheran Church, Sidney	\$10,027.46	\$8,333.04	\$9,999.96	\$12,504.00
Hope Lutheran Church, Burr	\$5,499.96	\$5,499.96	\$5,958.29	\$5,499.96
Hosanna Lutheran Church, Plattsmouth	\$4,500.00	\$4,000.00	\$3,300.00	\$3,000.00
Immanuel Lutheran Church, Bellevue	\$36,326.51	\$44,583.29	\$48,100.00	\$48,927.00
Immanuel Lutheran Church, Madison	\$5,100.00	\$5,100.00	\$5,000.00	\$4,900.00
Immanuel Lutheran Church, Bertrand	\$6,020.00	\$6,285.00	\$7,131.00	\$4,859.00
Immanuel Lutheran Church, Chadron	\$2,225.00	\$9,479.37	\$4,450.02	\$6,675.03
Immanuel Lutheran Church, Coleridge	\$9,499.92	\$9,499.92	\$9,499.92	\$9,499.92
Immanuel Lutheran Church, Glenvil	\$810.00	\$675.00	\$825.00	\$800.00
Immanuel Lutheran Church, Omaha	\$0.00	\$0.00	\$0.00	\$215.00
Immanuel Lutheran Church, Rushville	\$0.00	\$0.00	\$0.00	\$1,650.00
Immanuel Lutheran Church, Wymore (State Line)	\$5,040.00	\$1,420.00	\$4,000.00	\$5,000.00
Immanuel Lutheran Church, Rosalie	\$0.00	\$0.00	\$0.00	\$1,004.25
Immanuel Lutheran Church, Glenvil	\$2,100.00	\$2,300.00	\$2,100.00	\$2,100.00
Immanuel Lutheran Church, Kennard	\$6,548.80	\$5,065.60	\$6,059.67	\$4,802.33

MISSION SHARE BY CONGREGATION

<u>Name</u>	<u>2021/2022</u>	<u>2020/2021</u>	<u>2019/2020</u>	<u>2018/2019</u>
Immanuel Lutheran Church, Lodgepole	\$0.00	\$240.00	\$300.00	\$300.00
Immanuel Zion Lutheran Church, Albion	\$9,090.53	\$6,993.28	\$6,449.94	\$7,310.76
Kountze Memorial Lutheran Church, Omaha	\$50,200.00	\$50,311.00	\$30,000.00	\$51,919.98
Lakota Indian Center and Chapel, Scottsbluff	\$975.00	\$1,910.00	\$950.00	\$900.00
Living Grace Lutheran Church, Omaha	\$19,409.00	\$23,273.00	\$23,296.00	\$21,316.00
Lord of Love Lutheran Church, Omaha	\$27,632.38	\$37,119.85	\$29,137.85	\$31,493.41
Luther Memorial, Omaha	\$11,000.04	\$11,000.04	\$14,900.00	\$14,400.00
Luther Memorial Church, Syracuse	\$25,449.00	\$14,526.00	\$21,520.97	\$20,844.90
Lutheran Church of the Good Shepherd, Hastings	\$6,500.00	\$5,000.00	\$6,650.00	\$5,889.96
Messiah Lutheran Church, Ralston	\$41,727.00	\$41,376.00	\$47,751.28	\$45,418.00
Messiah Lutheran Church, Grand Island	\$10,834.25	\$11,863.79	\$12,638.50	\$11,212.77
Messiah Lutheran Church, Broadwater	\$1,980.00	\$2,000.00	\$2,043.25	\$2,000.00
Messiah Lutheran Church, North Platte	\$0.00	\$500.00	\$800.00	\$13,157.86
Messiah Lutheran Church, Aurora	\$24,999.96	\$13,266.66	\$25,408.33	\$20,050.00
Messiah Sudanese Worshipping Community, Omaha	\$0.00	\$52.68	\$200.56	\$161.32
Morning Star Lutheran Church, Omaha	\$23,192.00	\$21,999.00	\$20,166.60	\$18,366.74
Nile Lutheran Chapel, Omaha	\$300.00	\$700.00	\$250.00	\$700.00
Our Savior Lutheran Church, Wayne	\$75,000.00	\$75,000.00	\$75,000.00	\$74,040.00
Our Savior's Lutheran Church, Wymore	\$4,020.00	\$4,360.00	\$2,400.00	\$2,400.00
Our Savior's Lutheran Church, McCook	\$4,800.00	\$4,800.00	\$4,800.00	\$4,800.00
Our Savior's Lutheran Church, Plainview	\$9,600.00	\$9,960.00	\$9,900.00	\$9,769.32
Our Saviour Lutheran Church, Broken Bow	\$1,700.04	\$1,558.37	\$1,700.04	\$708.35
Our Saviour's Lutheran Church, Spencer	\$200.00	\$1,560.00	\$1,200.00	\$1,200.00
Our Saviour's Lutheran Church, Dannebrog	\$1,200.00	\$1,474.00	\$2,767.00	\$2,530.00
Our Saviour's Lutheran Church, Lincoln	\$51,250.02	\$53,000.03	\$54,749.98	\$53,375.18
Peace Lutheran Church, Plymouth	\$6,000.00	\$5,500.00	\$6,000.00	\$6,000.00
Prairie West Church, Potter	\$600.00	\$600.00	\$600.00	\$600.00
Prince of Peace Lutheran Church, Geneva	\$0.00	\$9,450.00	\$10,000.00	\$0.00
Redeemer Lutheran Church, Hooper	\$26,000.00	\$22,000.00	\$24,000.00	\$22,000.00
Rejoice Lutheran Church, Gering	\$382.00	\$8,020.00	\$1,034.50	\$1,395.91
Rejoice! Lutheran Church, Omaha	\$90,000.00	\$87,500.00	\$95,000.00	\$95,000.00
Resurrection Evangelical Lutheran Church, Gretna	\$33,732.47	\$17,066.42	\$25,898.97	\$25,082.35
Salem Lutheran Church, Ponca	\$16,155.61	\$9,916.00	\$13,784.35	\$15,607.26
Salem Lutheran Church, Fontanelle	\$9,750.00	\$11,083.35	\$12,625.04	\$12,500.04
Salem Lutheran Church, Fremont	\$13,200.00	\$19,200.00	\$18,000.00	\$19,500.00
Salem Lutheran Church, Stromsburg	\$9,307.00	\$10,586.62	\$12,020.73	\$13,277.67
Salem Lutheran Church, Dakota City	\$7,525.00	\$12,608.34	\$13,115.51	\$9,416.68
Salem Lutheran Church, Wakefield	\$13,695.00	\$16,764.40	\$14,388.30	\$12,050.00
Salem Lutheran Church, Newman Grove	\$0.00	\$1,095.50	\$1,000.00	\$1,000.00
Shell Creek Lutheran Church, Newman Grove	\$1,781.80	\$1,367.30	\$1,783.60	\$1,992.20
Shepherd of the Hills Lutheran Church, Omaha	\$3,600.00	\$3,600.00	\$3,600.00	\$3,300.00
Shepherd of the Hills Lutheran Church, Hickman	\$20,520.00	\$24,694.00	\$15,026.00	\$18,000.00
Sheridan Lutheran Church, Lincoln	\$105,250.00	\$104,087.00	\$102,167.00	\$100,100.00
Sinai Lutheran Church, Fremont	\$32,950.00	\$34,150.00	\$34,737.57	\$33,133.34
Sonrise Parish, Cozad	\$0.00	\$4,200.00	\$3,600.00	\$3,600.00
Sonrise Parish, Cozad	\$1,100.00	\$1,100.00	\$1,200.00	\$1,200.00
Sonrise Parish, Eustis	\$13,777.50	\$10,390.00	\$11,204.50	\$11,584.00
Southwood Lutheran Church, Lincoln	\$150,000.00	\$150,000.00	\$150,000.00	\$162,500.00

MISSION SHARE BY CONGREGATION

<u>Name</u>	<u>2021/2022</u>	<u>2020/2021</u>	<u>2019/2020</u>	<u>2018/2019</u>
Spirit of Grace Lutheran Church, Holdrege	\$1,300.00	\$58.00	\$0.00	\$250.00
Spirit of Hope Lutheran Church, Lincoln	\$1,999.92	\$1,916.59	\$833.30	\$8,333.40
St. Andrew's Lutheran Church, Lincoln	\$26,110.00	\$26,110.00	\$26,110.00	\$26,110.00
St. James Lutheran Church, Humboldt	\$2,980.50	\$3,054.93	\$3,114.30	\$3,160.89
St. John Lutheran Church, Atkinson	\$5,973.97	\$5,921.73	\$6,750.24	\$6,750.24
St. John Lutheran Church, Beatrice	\$30,000.00	\$30,000.00	\$35,000.00	\$25,000.00
St. John Lutheran Church, Daykin	\$6,555.86	\$2,691.00	\$5,323.50	\$7,978.00
St. John Lutheran Church, Johnson	\$0.00	\$1,000.00	\$1,110.00	\$1,202.00
St. John's Lutheran Church	\$7,991.00	\$9,254.00	\$10,124.00	\$9,022.00
St. John's Lutheran Church, Otoe	\$1,251.00	\$833.00	\$1,872.00	\$1,708.00
St. John's Lutheran Church, Bennington	\$29,842.00	\$650.00	\$35,000.00	\$33,636.13
St. John's Lutheran Church, Columbus	\$5,775.58	\$7,124.18	\$8,981.52	\$9,053.87
St. John's Lutheran Church, Leigh	\$2,100.00	\$2,100.00	\$2,887.48	\$4,229.52
St. John's Lutheran Church, Schuyler	\$3,900.00	\$3,000.00	\$3,000.00	\$3,000.00
St. John's Lutheran Church, Yutan	\$4,000.00	\$0.00	\$0.00	\$12,500.00
St. John's Lutheran Church, Norfolk	\$33,577.31	\$27,443.00	\$40,992.52	\$36,500.00
St. John's Lutheran Church, Marquette	\$12,175.13	\$10,264.09	\$10,591.94	\$11,302.77
St. John's Lutheran Church, Randolph	\$7,000.00	\$7,096.63	\$6,999.96	\$6,900.00
St. John's United Lutheran Church, Alliance	\$21,666.67	\$26,000.02	\$29,166.66	\$25,000.00
St. Luke Lutheran Church, Emerson	\$10,000.00	\$10,000.00	\$13,161.86	\$8,838.14
St. Luke's Lutheran Church, Omaha	\$0.00	\$8,760.00	\$7,800.00	\$7,200.00
St. Luke's Lutheran Church, Stanton	\$8,000.00	\$8,000.00	\$8,000.00	\$8,000.04
St. Mark's Evangelical Lutheran Church, St. Paul	\$8,800.00	\$10,700.00	\$9,600.00	\$10,200.00
St. Mark's Lutheran Church, Valley	\$15,599.00	\$14,873.00	\$12,265.96	\$13,244.00
St. Mark's Lutheran Church, Bloomfield	\$7,187.25	\$7,737.26	\$10,768.43	\$11,076.14
St. Mark's Lutheran Church, Pender	\$17,750.00	\$15,465.00	\$14,400.00	\$14,400.00
St. Matthew Lutheran Church, Johnson	\$190.00	\$0.00	\$1,525.00	\$1,954.00
St. Matthew Lutheran Church, Omaha	\$16,517.46	\$18,555.00	\$22,506.93	\$24,398.00
St. Michael Lutheran Church, Omaha	\$70,444.35	\$70,030.20	\$65,480.85	\$57,830.00
St. Paul Lutheran Church, Auburn	\$4,608.00	\$5,082.00	\$4,000.02	\$5,333.36
St. Paul Lutheran Church, DeWitt	\$10,805.13	\$10,176.52	\$11,788.00	\$14,563.00
St. Paul Lutheran Church, Gilead	\$3,000.00	\$3,000.00	\$3,000.00	\$3,000.00
St. Paul Lutheran Church, Auburn	\$7,052.00	\$5,345.00	\$8,014.00	\$7,642.00
St. Paul's Lutheran Church, Diller	\$14,592.68	\$4,059.86	\$10,000.00	\$6,222.81
St. Paul's Lutheran Church, Falls City	\$9,659.97	\$10,087.33	\$10,683.98	\$11,011.60
St. Paul's Lutheran Church, Hooper	\$9,222.39	\$8,993.86	\$10,412.00	\$10,636.90
St. Paul's Lutheran Church, Emerson	\$2,310.00	\$3,248.09	\$3,924.00	\$7,519.09
St. Paul's Lutheran Church, Homer	\$3,000.00	\$95.00	\$0.00	\$1,500.00
St. Paul's Lutheran Church, Glenvil	\$1,200.00	\$1,200.00	\$1,000.00	\$1,500.00
St. Paul's Lutheran Church, Omaha	\$30,000.00	\$30,000.00	\$30,000.00	\$30,000.00
St. Paul's Lutheran Church, Leigh	\$3,487.00	\$816.52	\$4,350.64	\$4,742.00
St. Pauls Lutheran Church, Grand Island	\$27,930.00	\$27,996.00	\$31,390.00	\$27,996.00
St. Peter Lutheran Church, Bassett	\$3,500.03	\$3,718.04	\$3,935.39	\$4,653.42
St. Peter's Lutheran Church, Falls City	\$2,000.00	\$2,000.00	\$2,000.00	\$2,000.00
St. Peter's Lutheran Church, Pender	\$9,000.00	\$8,400.00	\$8,400.00	\$9,075.00
St. Peter's Lutheran Church, Pilger	\$3,284.35	\$2,931.16	\$4,348.85	\$4,361.19
St. Peter's Lutheran Church, Hay Springs	\$3,000.00	\$3,000.00	\$3,250.00	\$3,000.00
St. Thomas Lutheran Church, Omaha	\$103,379.76	\$83,116.68	\$92,417.70	\$92,677.31

MISSION SHARE BY CONGREGATION

<u>Name</u>	<u>2021/2022</u>	<u>2020/2021</u>	<u>2019/2020</u>	<u>2018/2019</u>
St. Timothy Lutheran Church, Fremont	\$9,299.41	\$9,086.55	\$9,604.12	\$12,031.88
St. Timothy's Lutheran Church, Omaha	\$33,278.93	\$35,477.02	\$34,906.18	\$35,225.36
Thabor Lutheran Church, Wausa	\$30,600.00	\$16,200.00	\$19,700.00	\$22,162.00
Tri County Parish, Lodgepole	\$1,350.00	\$1,800.00	\$3,285.53	\$1,287.30
Tri Saints Parish, Hardy	\$4,000.00	\$4,333.29	\$4,000.00	\$3,999.96
Tri Saints Parish, Byron	\$4,000.00	\$2,000.00	\$4,000.00	\$4,000.00
Tri Saints Parish, Byron	\$8,667.00	\$8,000.00	\$8,025.00	\$8,000.00
Trinity Lutheran Church, Bruning	\$14,900.00	\$14,900.00	\$14,900.00	\$14,900.00
Trinity Lutheran Church, Paxton	\$0.00	\$360.00	\$4,000.00	\$2,000.00
Trinity Lutheran Church, Cordova	\$11,826.74	\$11,286.92	\$10,804.35	\$11,390.55
Trinity Lutheran Church, Omaha	\$20,228.48	\$23,095.89	\$25,832.00	\$23,965.00
Trinity Lutheran Church, Bristow	\$1,200.00	\$0.00	\$600.00	\$0.00
Trinity Lutheran Church, Hubbard	\$1,000.00	\$2,000.00	\$1,000.00	\$1,000.00
Trinity Lutheran Church, Winside	\$2,137.00	\$1,783.00	\$1,651.00	\$1,326.00
Trinity Lutheran Church, DeWitt	\$5,000.00	\$3,000.00	\$3,000.00	\$11,000.00
Trinity Lutheran Church, Polk	\$4,900.00	\$2,450.00	\$2,450.00	\$2,450.00
Trinity Lutheran Church, Stamford	\$2,000.00	\$3,097.00	\$3,582.00	\$3,939.50
Trinity Lutheran Church, Wolbach	\$6,000.00	\$4,900.00	\$4,800.00	\$4,500.04
Trinity Lutheran Church, Hartington	\$14,375.00	\$15,000.00	\$15,000.00	\$15,000.00
Trinity Lutheran Church, Newman Grove	\$4,800.00	\$4,825.00	\$3,525.00	\$4,708.32
Trinity Lutheran Church, Hildreth	\$27,982.00	\$20,826.00	\$24,322.34	\$27,531.00
United Church of the Plains, Dalton	\$1,550.04	\$1,500.00	\$1,500.00	\$1,725.00
United Lutheran Church, Hampton	\$4,999.82	\$4,999.92	\$4,999.92	\$5,100.00
United Lutheran Church, Lincoln	\$28,400.04	\$29,400.04	\$31,422.00	\$24,480.00
Zion Lutheran Church, Lincoln	\$10,862.50	\$12,248.25	\$15,200.00	\$12,833.33
Zion Lutheran Church, Platte Center	\$1,000.00	\$0.00	\$1,000.00	\$0.00
Zion Lutheran Church, Gothenburg	\$2,640.00	\$2,640.00	\$2,640.00	\$2,860.00
Zion Lutheran Church, Sutton	\$3,504.00	\$3,723.49	\$6,132.00	\$7,000.00
Zion Lutheran Church, Albion	\$30,000.00	\$25,692.42	\$26,965.37	\$29,386.86
Zion Lutheran Church, Benkelman	\$5,000.00	\$4,790.00	\$4,710.00	\$5,000.00
Zion Lutheran Church, Clay Center	\$3,940.00	\$3,940.00	\$3,685.00	\$4,242.00
Zion Lutheran Church, Creighton	\$6,000.00	\$6,800.00	\$8,400.00	\$8,400.00
Zion Lutheran Church, Haigler	\$0.00	\$1,000.00	\$0.00	\$0.00
Zion Lutheran Church, Johnson	\$4,120.00	\$4,780.00	\$4,340.00	\$4,430.00
Zion Lutheran Church, Pickrell	\$12,000.00	\$12,000.00	\$12,000.00	\$12,750.00
Zion Lutheran Church, Benedict	\$0.00	\$0.00	\$2,090.00	\$2,717.00
Zion Lutheran Church, Ithaca	\$2,350.00	\$4,700.00	\$4,400.00	\$4,400.00
Zion Lutheran Church, Franklin	\$1,000.00	\$400.00	\$600.00	\$700.00

Nebraska Synod, ELCA
Net Assets as of January 31, 2022 and January 31, 2021

The funds listed below that are noted as Council Designated and Restricted represent gifts and contributions that have accumulated over the history of the Synod and do not represent Mission Share offerings from congregations and individuals. These funds are intended for use in areas of mission and ministries other than the operations of the Synod.

	January 31,		Change
	2022 (Unaudited)	2021	
Unrestricted:	\$ 706,936	\$ 709,446	\$ (2,510)
Council Designated - Synod Properties:			
Equity in Synod Properties	1,389,745	1,524,214	\$ (134,469)
	<u>1,389,745</u>	<u>1,524,214</u>	<u>(134,469)</u>
Council Designated:			
Assembly/Festival	31,602	7,613	23,989
Bethel Trust	29,617	45,063	(15,446)
Ecumenical Boundaries Event	1,826	8,943	(7,116)
Faith Formation Ministry Fund	35,178	35,850	(672)
Fall Campaign	93,305	14,378	78,927
Leadership Development Fund	55,609	59,110	(3,500)
Lutheran Metro Ministries	95,480	103,231	(7,751)
Middle School Gathering Fund	15,967	16,859	(892)
Nebraska Synod ELCA Endowment	822,577	775,079	47,498
Rural Internships	13,061	12,961	100
Synod Contingency Fund	436,904	286,309	150,595
Synod Discretionary Fund	32,364	28,064	4,300
Ventures	7,225	7,225	-
We Do Mission	8,764	8,599	165
World Hunger One Another	16,464	16,464	-
Council Designated Funds less than \$7,000	22,982	20,503	2,478
	<u>1,718,925</u>	<u>1,446,251</u>	<u>272,674</u>
Restricted:			
American Missions/New Mission	32,156	32,156	-
Candidacy Loan and Grant Fund	43,252	7,653	35,599
Congregational Vitality	23,900	-	23,900
Director of Evangelical Mission	17,904	38,173	(20,269)
Emmaus Lutheran Leadership Academy	8,287	7,629	658
Excellence in Leadership	7,444	693	6,751
Gage County Seminarian Endowment	15,543	15,457	85
Hunger and Disaster Endowment Fund	1,157,146	1,100,026	57,120
Immanuel Mission & Vision Initiative Grants	119,316	132,270	(12,954)
Lutheran Metro Ministries - various funds	67,030	76,127	(9,096)
Nebraska Disaster Fund	82,149	140,210	(58,060)
Nebraska Synod ELCA Endowment	18,692	19,245	(553)
New Mission Start	-	10,000	(10,000)
Parish Ministry Associate	39,832	45,836	(6,004)
Prison Ministry Chapel Renovation	51,466	51,466	-
Rural Internship Endowment	14,000	14,000	-
Seminarian Assistance	34,287	22,409	11,878
Spiritual Direction	79,332	46,754	32,578
Tanzania Funds	402,295	378,719	23,576
Temporarily Restricted Funds less than \$7,000	29,065	18,555	10,510
	<u>2,243,096</u>	<u>2,157,377</u>	<u>85,719</u>
Total Net Assets	<u>\$ 6,058,702</u>	<u>\$ 5,837,288</u>	<u>\$ 221,414</u>

Recognition of Immanuel Vision Foundation

The **Immanuel Vision Foundation** was established to “Meet the physical, emotional and spiritual needs of seniors; respond to needs in community health; and support the ministry of the Church”. During the Synod’s fiscal year ended January 31, 2022, the **Foundation** continued to support the ministry of the Synod with a substantial grant of \$331,500. This grant was given directly to the Synod in support of its work throughout Nebraska. The Synod is very blessed to have received this grant and we want to express our appreciation to the **Foundation** for its continuing support. The Synod has designated that these funds will be used in the areas of Leadership Development and Faith Formation, Congregational Vitality, Sustainability and Leadership Experiences. With this grant, the Synod is funding various positions and related expenses that support the Synod and congregations of the Synod. The grant also supports current leaders throughout the Synod in the growth and development of their ministries and also assists in the development of future leaders throughout the state.

With a second series of grants, the **Foundation** awarded \$107,780 directly to congregations and other ministries through what the **Foundation** refers to as its Synod and ELCA church-related grants. These grants support several congregations of the Synod and other ministries in furthering their separate mission activities. With this support and funding by the **Foundation**, these organizations are able to fund areas of congregational outreach and mission ministries.

The Nebraska Synod is very grateful for the **Immanuel Vision Foundation’s** support of its mission and multiple ministries. We thank the **Foundation** for its ongoing generous support.

Nebraska Synod of the ELCA
Statements of Activities - Operating Fund

	FY2021	FY2022	FY2023
	Actual	Forecast	Proposed Budget
Revenue:			
Mission Share	\$ 2,983,142	\$ 2,900,000	\$ 2,900,000
General Fund	66,314	66,000	66,000
Property Interest Income	17,552	16,800	16,300
Endowment Income	40,000	40,000	40,000
Investment Income, net	68,278	57,000	57,000
Other Income	52,388	53,500	66,500
Total Revenue	3,227,674	3,133,300	3,145,800
Expenses:			
Churchwide Ministries	1,613,831	1,568,900	1,568,900
Nebraska Synod Ministries			
Oaks Indian Center	16,466	16,024	16,024
Midland Lutheran College	5,000	5,000	5,000
Lutheran Family Services	158,012	153,622	153,622
LSTC & Wartburg	119,143	115,826	115,826
Nebraska Lutheran Outdoor Ministry	67,178	65,315	65,315
Nebraska Campus Ministries	154,075	149,790	149,790
Mission Field Nebraska Support	87,000	87,000	87,000
Seeking the Spirit Within	24,473	24,300	24,300
Sub Total	631,348	616,877	616,877
Leadership Ministries			
Candidacy	3,608	5,000	5,000
Parish Ministry Associates	5,000	5,000	5,000
Candidate Visitations	-	1,500	1,500
First Call Mentoring	3,521	4,500	4,500
Rural Ministries	-	2,500	2,500
Global Mission	714	4,000	2,000
Cluster and Committee Expense	-	1,000	1,000
Communications	3,374	12,000	12,000
Sub Total	16,217	35,500	33,500
Salaries & Operations			
Staff Salaries & Benefits	682,248	704,500	726,000
Office Operations	210,363	223,400	226,700
Sub Total	892,611	927,900	952,700
Total Expenses	3,154,007	3,149,177	3,171,977
Net Revenue over (under) Expenses	\$ 73,667	\$ (15,877)	\$ (26,177)

**Nebraska Synod ELCA
Proposed FY2023 Operational Budget
Explanation of Variances**

- (1) Mission Share Revenue – The proposed budget for FY2023 Mission Share revenue is \$2,900,000, which reflects the trend in Mission Share revenue over the past few years as reflected in the graph below. It is less than the FY2021 actual of \$2,983,100 by (\$83,100) (2.8%) but is consistent with the forecast of Mission Share for FY2022 of \$2,900,000. The FY2022 forecast reflects trend and known changes in congregation commitments for FY2022 Mission Share revenue. We believe that the FY2022 forecast for Mission Share provides a realistic estimate of the amount that may be expected in FY2023. We are optimistic that Mission Share revenue will stabilize as we move through FY2022 and into FY2023.



- (2) Other revenue line items reflect the following:
- General Fund and Property Interest Income in the FY2023 proposed budget remain consistent with the prior years.
 - Endowment income in the FY2023 proposed budget remains consistent with prior years based on the historical real return on invested assets available to support operations, in accordance with established guidelines.
 - Investment income represents current expected earnings on the unrestricted investments and is consistent with the forecast for FY2022.
 - Other income in the proposed FY2023 budget is higher than in prior years with the resumption of various activities, including Synod Assembly and other gatherings.
- (3) Churchwide Ministries Expense – This is the amount that will be forwarded to Churchwide based on the established percentage of Mission Share revenue (54.1%). As a result, the amount budgeted in the proposed FY2023 budget is consistent with the FY2022 forecast.
- (4) Nebraska Synod Ministries Expenses – The total expenditures for Synod Ministries are largely based on the established percentages of Mission Share revenue, and therefore, are consistent with the forecast for FY2022.
- (5) Leadership Ministries expenses in the proposed FY2023 budget are consistent with the expenses in the FY2022 forecast with the resumption of various activities after the pandemic.

Synod Treasurer – FY2022 Proposed Budget (Page 12 of 12)

- (6) Salaries and Office Operations expenses are higher in the proposed FY2023 budget compared to the FY2022 forecast due to expected increases in operating staff salaries and benefits, increased travel expenses and increases in other expenses. Staff salaries and related benefit expenses in the proposed FY2023 budget are higher than the FY2022 forecast because of expected salary increases in relation to inflationary expectations and trend in staff benefits. Operating staff levels are generally planned to remain at the current levels into FY2023. Office operations expenses in the proposed FY2023 budget are higher than the FY2022 forecast as operations reflect more normal activities and with the anticipation of inflationary trends over the next two years.

Summary

Based on the factors discussed above, the FY2023 proposed budget reflects a deficit of (\$26,200) compared to the FY2022 forecast deficit of (\$15,900). These deficits will be covered by funds that have been accumulated in prior years and have been set aside in the Synod Contingency Fund. As we plan for FY2023, we are being mindful of various trends and how the operating budget will be impacted in FY2022 and beyond.

Dan Friedlund, Treasurer
On behalf of the Budget and Finance Committee

We Celebrate and Remember (Page 1 of 2)

Anniversaries of Certification/ Commissioning/Ordination

5 years – 2017

PMA Janet Anderson
Rev. Cara Jensen
Rev. Suzanne How
Rev. Steven Neal

10 years – 2012

Rev. Amanda Talley
Rev. Robert Corum
Rev. Randall Herman
Rev. Casey Lieneman
Rev. Diana Kuhl
Rev. Lori Kitzing

15 years – 2007

Deacon Nicolas Cordray
PMA Pam Anderson
Rev. Chris Alexander
Rev. Jan Peterson
Rev. Robert Hayden

20 years – 2002

PMA Gerald Toepfer
Rev. Sara Jensen

25 years – 1997

Deacon Cheryl Griess
Sister Ruth Rebelein
Deacon Elizabeth Hansen
PMA William Huelle
Rev. Sheri Lodel

30 years – 1992

Rev. Brian Maas
Rev. Mark Liscom
Rev. Anna Terman-White

35 years – 1987

Deacon James Bowman
Deacon Bonita Thomsen
Rev. Keith Brozek
Rev. Eric Leshner
Rev. Chris Kester Beyer
Rev. Sheryl Kester Beyer

35 years (cont.)

Rev. Daniel Warnes
Rev. Linda Walz
Rev. Erik Boye
Rev. Carmala Aderman
Rev. Peter Jark-Swain

40 years – 1982

Rev. Dr. David deFreese
Rev. George Matthews

45 years – 1977

Rev. Ronald Youngerman
Rev. Steven Tjarks
Rev. Helmut Yurk
Rev. Norman Lillegard
Rev. Dennis Rock
Rev. Susan Butler

50 years – 1972

Rev. Harold Schmidt
Rev. Richard Mannel
Rev. Carl Hunzeker
Rev. David Larson
Rev. Otto Schultz

55 years – 1967

Rev. Robert Johnson
Rev. Roger Sasse
Rev. William Shaner
Rev. William Koeber
Rev. Raymond Thiel

60 years – 1962

Rev. Paul Banitt
Rev. Keith Pearson
Rev. Doniver Peterson

70 years – 1952

Rev. Gerald Gieseke

We Celebrate and Remember (Page 2 of 2)

*Retirements/Ordinations/Transfers/Interns/
Closings*

RETIREMENTS

Rev. Carol Mapa, 6/1/21
Rev. Donna Fonner, 7/1/21
Deacon Connie Stover, 7/1/21
Rev. David Smith, 8/21/21
Rev. Paul Coen, 9/1/21
Rev. Greg Gabriel, 10/1/21
Rev. Carmala Aderman, 12/1/21
Rev. Olaf Roynesdal, 12/1/21
Mark Grorud, 1/1/22
Rev. Kathryn Montira, 1/1/22
Rev. Alan Hanson, 1/1/22
Rev. Steven Billington, 2/1/22
Rev. Greg Olson, 4/1/22
Steven Berke, 5/1/22

Welcome to the Nebraska Synod!

ORDINATIONS

Rev. Rudy Flores, 6/27/21
Rev. Tim Stacy, 8/8/21
Rev. David Maloy, 1/22/22
Rev. John Strackbein, 2/5/22
Rev. David Mayen, 3/13/22

PMA CERTIFICATIONS

Jody Bures-Helton, 6/5/21
Linda Jasch, 9/18/21

RECEIVED BY TRANSFER

Rev. Erin Heidelberger, from South Dakota
Synod
Rev. Martin Russell, from Montana Synod
Sister Mary Kay Arie, from Central States Synod
Rev. Duane Miller, from Northeastern Iowa
Synod

INTERNS SERVING IN THE SYNOD

Callie Arendt
Angela Chacon
Heather Goertz
Emma Grinde
Matt Person
Heather Yearion Keck

Leaving the Nebraska Synod

LETTERS OF TRANSFER ISSUED

Rev. Alma Gast Buco, to La Crosse Area Synod
Rev. Andrew Chavanak, to Southeast Michigan
Synod
Rev. Erin Dunlavy, to Rocky Mountain Synod
Rev. Leah Lawson, to Northern Texas-Northern
Louisiana Synod
Rev. Brad Brauer, to Rocky Mountain Synod
Rev. Judith Wascher, to Western Iowa Synod
Rev. Rebecca Mangelsdorf, to Western North
Dakota Synod
Deacon Anne Hall, to Florida-Bahamas Synod
Rev. David Hall, to Florida-Bahamas Synod
Rev. Heather Brown, to Northwest Synod of
Wisconsin
Rev. Trudy Powell, to Southwestern Minnesota
Synod
Rev. Douglas Dill, to Grand Canyon Synod
Rev. Rhonda Bostrom, to Northwest
Washington Synod
Rev. Jim Killough, to Northwest Washington
Synod
Rev. Russell Lambert, to Western North Dakota
Synod

RESIGNED FROM THE ROSTER

Rev. Danette Johns, 2/15/22

CONGREGATIONS CLOSED

Evangelical Lutheran Church of the Way, Lincoln,
January 31, 2022

Christ Lutheran, Talmage, April 24, 2022

In Memory (2021-2022)

Rev. John W. Neilsen (No Photo Available)

John was born June 29, 1925 in Mankato, MN and died May 12, 2021 in Blair, NE. He is survived by his wife, Elizabeth, Blair; children: John Mark (Dawn) Nielsen, Jane (Doug) Wilson, Anne (John) Hibbing, David Nielsen, daughter-in-law, Patti Meier Nielsen; ten grandchildren; twelve great-grandchildren. Preceded in death by his son, Thomas Solevad Nielsen.



PMA Lonnie Wayne Kennel

Lonnie was born May 6, 1947 in Geneva, NE and died on May 20, 2021. He is survived by his wife, Marsha; son, Kirk; daughter, Kate (Jim) Manes; five grandchildren, all of Davenport, NE.



Rev. William Louis Jurgens

Bill was born September 7, 1930 near Mineola, IA and died July 18, 2021 in Beatrice, NE. He is survived by his wife, Brenda, Beatrice; children, son Nathan (Melanie) Jurgens, Hastings; daughter Rachel (Jeff) Sharpee, and grandson Ryan, Nashville, TN.



Rev. Dr. Dennis A. Anderson

Dennis was born July 8, 1937 in Glenwood, MN and died September 23, 2021 in Genoa, NE. He is survived by his wife, Barbara, Omaha; children: daughter Kristin (Michael) Ostrom, La Grande, OR; son Charles (Lindsey) Anderson, Seabeck, WA; four grandchildren.



Rev. Dr. William C. Linss

Wilhelm was born March 21, 1926 in Erlangen, Germany and died September 25, 2021 in Naperville, IL. His wife, Margaret "Peggy" Linss, preceded him in death in December 2017. He is survived by his three children: Camilla Linss, Clarendon Hills, IL; Jeannie Linss, Lyons, IL; Andrew Linss (Mary Kay Krueger), Aurora, IL.



Rev. Jack Thomas Nitz

Jack was born June 11, 1934 in Milwaukee, WI and died October 25, 2021 in Omaha, NE. He is survived by his wife, Marian, Omaha; sons: John (Teresa), Manassas, VA; Paul (Alberta), Merritt Island, FL; Richard (Mary Beth), Plano, TX; six grandchildren; six great-grandchildren.



Rev. Stuart Arno Sell

Stuart was born April 23, 1957 in North Platte, NE and died October 31, 2021 in Hebron, NE. He is survived by his wife, Charlotte, Davenport, NE; children: Anna (Reuben) Elting, Davenport, NE; Jerrod Sell (fiancée Yaroslava Gubareva), Moscow, Russia; Conrad (Chelsea) Sell, Strang, NE; three grandchildren: Rexton, Raylan, and Rory Elting.



Rev. Gary Alfred Harris

Gary was born February 6, 1946 in Homer, NE and died December 14, 2021 in South Sioux City, NE. He is survived by his wife, Lynda, South Sioux City; children: sons Todd (Joei) Harris, Bennington, NE; Damon (Gretchen) Herbst, Taunton, MA; Lonnie (Amy) Herbst, Rockwell TX; daughters, Stacy (Mike) Maxwell, Kasson, MN; Amy (Keith) Whitby, Pine Island, MN; fifteen grandchildren; two great grandchildren.

In Memory (2021-2022)



PMA Fred Martin Werkmeister

Fred was born on February 15, 1951 in McCook, NE, and died on December 25, 2021 in Lincoln, NE. He is survived by his wife, LaVonne, Gothenburg, NE; son Darin (Amy); granddaughters Catherine and Sarah.



Rev. Harold D. Stromer

Harold, formerly of Hastings, NE died January 7, 2022 in Sun City West, AZ. He is survived by his wife, Kathryn; children: Angela Blunt and Mark (Julie); grandchildren: Shannon Gonzales (Brandon), Chelsea Cole (Chris) and Shea (Josh); sister, Judy Schriver (Marvin); brother, Elden (Nancy).



PMA Nancy Lynne Steele

Nancy was born March 4, 1945 and died on January 24, 2022 in Scottsbluff, NE. Her husband, Bill, died in August 2021. She is survived by daughter Tracy, Scottsbluff, NE.



Rev. Raymond Lester Hagberg

Raymond was born November 6, 1930 in rural Boyd County, NE and died January 24, 2022 in Roseville, MN. He is survived by his children: Lynnae (Don) Winnes, Rochelle (Paul) Funk, and Vaughan (Aleda); ten grandchildren; two great-grandchildren; brother, Norman, sister-in-law Nola; nieces and nephews.



Rev. Paul Herman Konig

Paul was born June 28, 1931 in Wisner, NE and died March 17, 2022 in Lincoln, NE. His wife, Marcella preceded him in death in June 2021. He is survived by his sister, Elsa (Ray) Heald, Los Altos, CA, and Marcella's sister Carolyn (Robert) Henry, Maryville, MO.

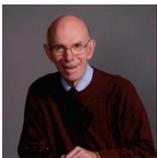


Rev. Connie Jean Raess

Connie was born June 9, 1948, in Deshler, NE and died January 19, 2022 in Carleton, NE. She is survived by her husband, James and their three children: Ryan (Heidi), Gretna, NE, Nicole Raess (Steve Stamm), Gretna, NE, and Josh Raess (fiancée Nicole Britto), Omaha, NE; six grandchildren.

Rev. Clarence L. Zwetzig (No Photo Available)

Clarence was born April 5, 1935, in Windsor, CO and died March 25, 2022 in Lincoln, NE. He is survived by his three children: Brian Zwetzig, Andrea Fett, and Gretchen Zwetzig.



Rev. Roy E. Rasmussen

Roy was born July 23, 1947 in Sidney, NE and died April 14, 2022 in Lincoln, NE. He is survived by wife, Lola Rasmussen, Kearney; children, Anders (Rebecca) Rasmussen, Lafayette, CO, Austin (Elisha) Rasmussen, Toronto, KS, Adrian Rasmussen, Gibbon, Andrea Rasmussen, Boise, ID, Alexia (Ely) Wells, Redding, KS and Angela Linnemeyer, Kearney; grandchildren, David and Daniel Wells, Hayden and Hailey Rasmussen, Gabriel, Michael, and Josiah Rasmussen, and Zoey and Oliver Linnemeyer; siblings, Elna Hamilton, CO, Kay Clemens, Sun City West, AZ, Bonnie Koenig, WA, Elaine Raffelson, Dean (Sheri) Rasmussen, Sterling, CO; nieces, nephews; extended family and friends.

Rev. Howard M. Tollefsrud (No Photo Available)

Howard was born October 31, 1931 in Spring Grove, MN and died April 28, 2022. He is survived by his wife, Georgia; sons, David (Kathy) and Eric (Lisa-Marie) Tollefsrud; daughters, Cynthia (Don) Dudenbostel and Judith (Tom) Halverson; four grandchildren.

Audit Committee

The Nebraska Synod Audit Committee met four times in 2021 to discuss the audit of the Synod financial statements and other financial matters of the Synod. At the meeting held on March 4, 2021, the Committee met with the Audit Partner and Manager from the accounting firm of Seim Johnson regarding the scope of the audit and the work to be performed by the firm. It was recommended that the firm be appointed to perform the audit of the financial statements for the fiscal year ended January 31, 2021. The Committee met again on April 22, 2021, to review the preliminary unaudited financial statements of the prior year (FY2020) and to discuss the audit status. At a meeting on July 22, 2021, the Committee met with the Partner and Manager from Seim Johnson to receive the report of the auditors, and to discuss the financial reports and recommendations resulting from the audit. A clean opinion was rendered, which is the desired result. At a meeting on October 21, 2021, it was recommended that Seim Johnson be retained to perform the FY2021 Audit (year ending January 31, 2022).

Thus far in 2022, the Committee has met twice; March 3, 2022 and April 21, 2022. At the meeting on March 3, 2022, the Committee met with the Partner from Seim Johnson and discussed planning for the audit of the FY2021 financial statements (fiscal year ended January 31, 2022). The audit commenced on March 22 and the results of the audit are scheduled to be delivered to the Committee at its meeting on July 21, 2022.

Members of the Audit Committee are Rob King, Chair, Rev. Annette Minderman, Martin Malley, Rev. Travis Panning and Robin Matthes.

Budget and Finance Committee

Your Synod Budget & Finance Committee thanks you for your continued financial support of your Nebraska Synod and the larger church of the ELCA with the many ministries your offerings make possible not only here in Nebraska but throughout the world.

This committee takes great care in being responsible stewards of our Synod financial resources. We strive to allocate resources in close alignment with the Synod's mission and purpose with the objective of developing a budget that balances planned expenditures with our expected revenue as closely as possible. The Synod budget typically funds four areas:

- Our partnership with ELCA Churchwide
- Direct appropriations to serving arms
- Synod-administered ministries and programs
- Administrative and operational expenses

Each year the Synod Assembly adopts a budget for the upcoming fiscal year. The process of developing the annual Synod budget begins with this committee. The Budget & Finance Committee has submitted a proposed 2023 budget to the Synod Council for review. The Synod Council has accepted and recommended the proposed 2023 budget to the 2022 Synod Assembly for approval.

In addition to developing the annual budget, the Budget & Finance Committee has responsibility for reviewing the finances of the Synod during fiscal year. The committee also reviews the allocation and performance of invested funds, including providing guidance and stewardship for the Nebraska Synod Endowment and Synod Hunger and Disaster Endowment funds. We meet four times each year and our meetings include participation by our independent auditors and investment fund advisors.

Budget & Finance Committee members include Teri Dreessen, Yutan; Tom Garvey, Omaha; Gwendolyn Edwards, Bellevue; Gayle Wichman, Omaha; Sharon Garvin, Wayne; Rev. Don Hunzeker, Minden; Rev. Kim Belkin, Ponca; Brooke Gregory, Bellevue; Deacon Rick Strong, Fremont; Kevin Karas, Gretna.

The committee works very closely with Synod staff members Bishop Brian Maas, Treasurer Dan Friedlund and Stephanie Lusienski, Director of Finance & Administration.

I want to express my deep appreciation for the tremendous work by the staff and committee members this past year and again thank all members of the Nebraska Synod for your continued financial support.

Respectfully submitted,
Kevin Karas
Budget & Finance Committee Chair

Blue Valley Lutheran Homes



P.O. Box 166 Phone (402) 768-3900
Hebron, NE 68370 Fax (402) 768-3901
www.bvlh.org

Relax...you're home!

Since 1948, Blue Valley Lutheran Homes Society Inc. (BVLH) has been recognized as the premiere faith-based senior living facility providing quality nursing care in South Central Nebraska. We are a not-for-profit organization with a mission “to enrich the lives of those we serve through Christian love with compassion, respect and integrity.” “Relax...You’re Home” is more than just a slogan, it is the backbone to our Resident Centered approach to care.

Blue Valley Lutheran Homes Society, Inc. continues to care for our residents throughout the global COVID-19 pandemic. This is an issue that has been ongoing for years now, and we are doing all we can to be compliant with regulations. We continue to have a good working relationship with our supporting Congregations, the Nebraska Synod, Lutheran Planned Giving Services and the Immanuel Vision Grant organization. Partnering is paramount in the world of Long- Term Care today. It is more that difficult to be a not-for-profit independent facility.

Here at BVLH skilled nursing facility we are able to serve the needs of four unique types of residents. Our 64-bed facility provides care for residents who need basic Nursing Home care, for residents who need Skilled Medicare Services, for residents who need special care because cognitive impairment or mental/behavioral disorders. This is a dynamic and life filled environment where residents can enjoy excellent meals, high quality of care, varying types of person-centered activities and thrive.

The Courtyard Terrace is our Independent Living and Assisted Living facility with a total of forty-one apartments. All or our units are single bedroom apartments or a studio. Residents are encouraged to come and go as they desire to maintain their independence. Medication management along with a variety of other services are available to help make the resident’s life as enjoyable as possible. The Courtyard Terrace recently opened an 8-room unit to care for folks with Alzheimer’s and dementia on an assisted living level of care. We are excited that we are able to add this service to our levels of care at Blue Valley Lutheran Homes Society.

We are proud to be a serving arm of the Evangelical Lutheran Church in America and supported by 17 Lutheran congregations in Thayer, Nuckolls, Jefferson, Fillmore, and Clay counties in Nebraska.

*American Lutheran, Fairbury	*Prince of Peace, Geneva	* St. Peter’s Lutheran, Byron
*Bethany Lutheran, Ruskin	*Salem Lutheran, Superior	*Trinity Lutheran, Bruning
*Christ Lutheran, Davenport	*St. John Lutheran, Chester	*Zion Lutheran, Carleton
*Grace Lutheran, Hebron	*St. John’s Lutheran, Daykin	*Zion Lutheran, Clay Center
*Peace Lutheran, Deshler	*St. Paul Lutheran, Byron	*Zion Lutheran, Hubbell
*Peace Lutheran, Plymouth	*St. Paul Lutheran, Gilead	

Yours in Christ,
Doug Chos, CEO

Candidacy Committee

Please join me in giving thanks to God for the good work of the Candidacy Committee which included:

- **Committee Meetings:** During this reporting year, the Candidacy Committee met four times: August, November, January, and May.
- **Candidacy Retreat:** The annual Candidacy Retreat for those already involved in the candidacy process as well as those discerning a call to ministry was held on August 20-21, 2021. We hosted 22 candidates both virtually and at Carol Joy Holling, focusing on EQi and listening within ministry contexts.
- **Candidates in Process:** There are 31 active candidates for Word and Sacrament (pastoral) ministry and 2 active candidates for Word and Service (diaconal) ministry. Each candidate is connected with a single member of the committee for prayer, support, encouragement and the facilitation of questions and regular status updates to the committee.
- **Actions:** Between April 2021 and March 2022, we conducted 18 panel interviews, during which we admitted three new candidates to the candidacy process, endorsed six candidates for internship, and approved eight candidates for ordination to Word and Sacrament ministry: Dustin Haider, Tim Stacey, John Strackbein, Ernesto Medina, Janet Anderson, Adam Klinker, David Hawkins, and Jacob Krueger.
- **Seminary Scholarships:** We continue to coordinate the awarding of the Nebraska Fund for Leaders scholarship.
- I would especially like to thank **Pastor Glenda Pearson** for two terms of service to the candidacy committee. I would also like to thank those members who have served four years and have agreed to serve if re-elected.

Thank you so much to Rev. Greg Berger, Rev. Michelle Carlson, Mrs. Ramona Edwards, Rev. James Fruehling, Rev. Kathy Gerking, Mr. Andy Gregory, Mr. Bill Huelle, Mr. Tyler Jensen, Mrs. Beth Meyer, Rev. Miles Ruch, Mr. Kevin Tranmer, Mrs. Amy Wagner, Deacon Sunni Richardson (Bishop's Representative), Rev. Kristen Van Stee (Manager for Candidacy and Leadership Region 4); Mark Swanson, Chicago, IL (Seminary Representative).

Please take time to regularly pray during your congregation's services:

- For our candidates as they discern where and how the Holy Spirit is calling them, as they learn and grow in their academic and internship settings, and as they prepare for calls in a changing and challenging world.
- For our committee members as we walk alongside our candidates.
- For future leaders to be raised up from your own congregation and for the courage to identify and walk with them.

Respectfully submitted,
Jennifer Carnahan
Chairwoman, Candidacy Committee



ELCA Federal Credit Union
Evangelical Lutheran Church in America

***Providing a full array of financial services
to ELCA members, congregations and ministries***

The ELCA Federal Credit Union, founded in 2016, provides a full suite of financial products and services to members, congregations and ministries of the ELCA. We are the first of the ELCA’s financial ministries to offer loans to individuals. The Credit Union offers a rich variety of products—from savings and checking accounts and CDs ... to loans, lines of credit and credit cards. We serve ministries with deposit accounts, a flexible credit card program, auto loans and unsecured ministry loans up to \$100,000 for small projects such as building repair and purchases. Our strong online presence allows members to access their funds anytime, anywhere—as consumers expect today.



Why choose the ELCA Federal Credit Union?

“To use and share what God has given for the sake of all.”

The ELCA Federal Credit Union supports the ELCA’s mission of good stewardship. We provide full services to all ELCA members, congregations and related ministries.

Our mission is to offer the most competitively priced products and services. Because we exist solely to serve our members, we can offer better rates and lower fees than many traditional banks. We have demonstrated success in providing significant savings to our borrowers.

With the church as our sponsor, we operate in ways that are consistent with the church’s values. We offer a socially responsible way to do your banking.

ELCA Federal Credit Union | 8765 West Higgins Road | Chicago, Illinois 60631 | Tel: 877-715-1111 | Web: elcafcu.org



ELCA Federal Credit Union
Evangelical Lutheran Church in America

Throughout the past year, we continued to serve the church and its members.

The Paycheck Protection Program drew to a close in 2021. With assistance from the Mission Investment Fund, we provided loans in 2020 and 2021 to ELCA congregations and ministries that required financial assistance during the pandemic. Covering payroll and operating expenses, these PPP loans proved to be a lifeline to a number of congregations and ministries in need. The loans were particularly meaningful to smaller congregations that didn't qualify for loans from local or national banks. Over the course of the full PPP program, the ELCA FCU provided a total of **360 loans totaling \$13.9 million**. These loans **helped continue payroll for some 2,100 congregation and ministry employees** and continued in-person and virtual worship and ministry services for more than 95,000 church members throughout 2020 and 2021.

In 2021, we ushered in the third cohort of participants in the ELCA's Resourceful Servants program, designed to improve financial wellness and assist rostered leaders in building emergency savings funds. In this matching program, ELCA rostered leaders make ongoing deposits to their Credit Union emergency savings accounts, and our partner MIF matches those funds up to an established amount. Together, we already have served more than **645 rostered ministers** who, collectively, have made emergency savings deposits of more than \$1 million.

Membership is open to every ELCA member, synod, congregation and ministry—and their employees.

For more information about the products and services of the ELCA Federal Credit Union, please visit our website, elcafcu.org or call us at toll free at 877-715-1111.

Faith Formation

Between June 2021 and the 2022 Nebraska Synod Assembly, the following timeline provides snapshots of various ways congregations and other ministries were supported and connected in their work of growing disciples.

- **June 2021:** An **ELCA Youth Gathering 101 webinar** was held for interested adult leaders. A set of two workshops on **Generations Growing Together** were held at a congregation.
- **July 2021:** A **Sow the Seeds Summit** was held online with members of the Sow the Seeds Team, seminary representatives and those representing discernment-related ministries. Using the **Enneagram** for spiritual growth and working together was a topic shared at a council retreat.
- **August 2021:** Travels to the Panhandle included co-leading a **congregation council retreat**, facilitating a **“What’s Your Story?” retreat** for a mission cluster, and taking part in several **conversations with ministry leaders**. Eleven people from Nebraska took part in the ELCA’s **Growing Younger** training. A new group called the **Story Camp Team** started meeting monthly to plan a future ministry event on sharing stories as communities of faith.
- **September 2021:** The weekly **Faith Formation Friday Enewsletter** was launched. A free series of webinars on **Post-Pandemic Faith Formation** was launched and hosted by the Southwestern Texas Synod with support from Nebraska Synod Faith Formation. A workshop on **telling Biblical stories** was held at a congregation. FAITH5 was featured as a caring conversation tool during a **Lunch with Lisa webinar**. Lisa Kramme is part of the **Vitality Initiative for Congregations (VIC) Steering Team**, and congregations in VIC started meeting this month.
- **October 2021:** The **Joy of Storytelling** workshop was shared at a First Call Theological Education retreat. A **Story Lab** workshop was held at the RE: Formation event.
- **November 2021:** Hannah Ruch of First-Lincoln and Bronson Long of American-Gothenburg took part in the **ELCA Youth Leadership Summit** in Minneapolis, and **ELCA Youth Gathering Synod Day** training was held in conjunction with the Summit. The **Growing God’s Generous Generations (4G) Core Team** launched a blog on their website nebraskasynod4g.org and increased the number of postings on the Growing God’s Generous Generations Facebook and Pinterest sites. **Listening to God and one another** was a topic shared at a congregation council retreat. **Lunch with Lisa** featured Advent reflections with Bishop Brian Maas. The **Lutheran Youth of Nebraska (LYON) Assembly** was held at Carol Joy Holling. It was planned and led by the **LYON Leadership Team**, a group of six high school youth and two adult leaders from across the Nebraska Synod.
- **January 2022:** The **Nebraska Synod Middle School Gathering (MSG)** was held at Carol Joy Holling, and the **MSG Planning Team** was made up of two middle school youth and three adult leaders from various congregations throughout the Nebraska Synod. Deacon Kristin Johnson of the **Growing God’s Generous Generations Core Team** was featured on **Lunch with Lisa** as she shared stories of “Failing Forward.” A three-session Emmaus course on the book **Growing Young** began.
- **February 2022:** Over 35 faith formation staff and volunteers from the Nebraska Synod took part in the **ELCA Youth Ministry Network’s Extravaganza** in Minneapolis or online. The **Synod Youth Ministry Band of Leaders (SYMBOL)** met after the Extravaganza. An online presentation on **Faith Formation During Transition** was shared with people from the East Central Synod of Wisconsin. Conversations on **Growing Young** were shared in a congregation. A presentation on **Faith Practices and the Gifts of Discipleship** was shared with a Youth and Family Ministry class at Midland University. An online gathering was held after the **ELCA Youth Gathering** was cancelled so people could share ideas for youth ministry activities for the summer of 2022.
- **March 2022:** Deacon Sunni Richardson began serving as the synod staff facilitator of the **Sow the Seeds Team**, a group that encourages and equips people to invite others to consider if God is calling them to serve as a pastor, deacon or parish ministry associate. Lisa Kramme started taking part in **How, Then, Will I Lead? Growing Young** was the topic of a **Lunch with Lisa** webinar as well as a conversation with a group of youth ministry leaders.
- **April 2022:** A workshop on **Sharing Stories about God and You** was held with a confirmation class.
- **Throughout the coming year**, please feel free to contact Lisa Kramme for conversations and resources related to the faith formation of people of any age. Email: lisa@nebraskasynod.org Phone: 402-669-6309 (cell)

Respectfully submitted,
Lisa Kramme, Director for Faith Formation

Followers of Christ Prison Ministry

“Let Your Light Shine”

⁶ “I am the LORD, I have called you in righteousness,
I have taken you by the hand and kept you;
I have given you as a covenant to the people,
a light to the nations, ⁷ to open the eyes that are blind,
to bring out the prisoners from the dungeon,
from the prison those who sit in darkness.” *Isaiah 42:6-7, NRSV*

2021 began with Followers of Christ leading more worship services than previously, stepping in where regular volunteers could no longer come in to lead due to the pandemic, but with small group meetings severely curtailed, and Followers of Christ volunteer attendance eliminated. As 2021 came to a close, the Nebraska Department of Correctional Services was opening up to volunteers again, however, everyone (who had been gone for almost 2 years now) needed a new annual security clearance and orientation. So, a bottleneck formed, but it was a start.

In 2021 we were able to once again hold the Freed for LIFE fundraiser. Due to marginal confidence that the event would not be cancelled by health concerns at the last minute, we did not plan the sort of speaker we normally do, but instead got to spend more time talking about what Followers of Christ and the FEAST program at Our Saviour’s Lutheran Church do – really what YOU do through them with your support in many various forms. The response was so good that we are making further changes in the format to emphasize the local ministries even more in ’22. Stay tuned! In addition, the financial support was wonderful(!) but a computer glitch resulted in many people getting their donation returned and (hopefully) asked to donate again after the fact. Profuse thanks, not only for your donations, but for your grace!

One of the biggest changes the ministry saw in 2021 was a dramatic upswing in emails from incarcerated individuals. Even though we could not sit in small groups and talk, the increased exposure in worship may have helped some gain confidence in Pastor Rob, and individual discussion online replaced the group question and answer sessions. As 2022 begins, small groups are allowed again, and the direction of email questions has prompted Pastor Rob to not only try to get those restarted soon, but to add some resources (a grant has been received that will be used to purchase those resources) and direct discussion toward the discipleship that so many are hungry for.

Discipleship. It turns out that, for many people, the Good News is not only what God has done in the person of Jesus Christ, 2000 years ago, but what God IS doing in the Body of Christ, what God still does through people who follow Christ – both people on the outside of prisons who have been so touched by God’s love that they want to share it with everyone (especially with those who think God’s love is not for them), and people our society has locked away in hopes of forgetting and never seeing again. When you visit the prisoner as the Body of Christ through Followers of Christ, you shine a light – in yourselves, and in people inside – and people on both sides of the wall are changed. In the Body of Christ, we are all part of something bigger than ourselves, part of a plan we never could have imagined, and we all are in a process of becoming God’s hands and feet and voice and heart in our wilderness, wherever we are. Please consider how you can be part of the Body of Christ entering prisons by supporting us and showing people there who God really is, as revealed in Jesus. Feel free to contact me!

Pastor Rob Corum, 402-643-5702 / PastorRobFoC@gmail.com
facebook.com/FollowersofChristNebraskaSynod

Immanuel

2021 Annual Report

Immanuel's FY21
July 2020 - June 2021



Since our founding in 1887, our purpose has held steadfast—to serve our neighbors. If you stop an Immanuel employee in the hallway of one of our retirement communities, walk into one of our Pathways (PACE®) centers or connect with one of us on the phone, you'll find this commitment to living out Christ-Centered Service to Seniors, Each Other and the Community thriving today as it did when Pastor Fogelstrom and the Deaconesses started the organization more than 135 years ago.

Our Mission

Our mission guides everything we do—from the direction of our organization to the day-to-day decisions made by our people. We are integrity-driven, compassionate people who are empowered to utilize each other's strengths, ideas and talents to build more than a home; but a lifestyle of freedom, dignity, independence and safety.

In our fiscal year 2021 (July 2020 through June 2021), we served 1,615 residents through independent and assisted living, memory support, affordable housing and long-term care, and we had 593 participants enrolled in our innovative PACE programs.

The Immanuel experience begins with a feeling the moment you walk through our doors. We believe the Immanuel experience starts by creating unforgettable experiences that empower each person to build deep-rooted friendships, experience remarkable adventures, explore new talents and make everlasting memories—to live with a sense of purpose.

The Immanuel Difference

Our long-standing commitment to the ELCA and the Nebraska Synod synergizes perfectly with our mission to do the right thing. The Immanuel Vision Foundation was created because we know that we are stronger together and when we lift each other up, amazing things can happen. In 2021, the foundation awarded over \$2.1 million to non-profit, charitable 501(c)(3) organizations whose missions meet the physical, emotional and spiritual needs of seniors; respond to needs in community health; and/or support the ministry of the Church. All invited ELCA congregations in good standing are eligible to apply for grant funding during the fall grant cycle August 1-September 30.

Within our walls, the Immanuel Community Foundation supports employees and residents who, despite careful planning, experience financial difficulties or hardships. In fiscal year 2021, over \$416,000 was awarded to those in need.

The Helping Hands Fund is there when employees need it most. This year, the fund supported employees whose spouse's jobs were impacted by the COVID-19 virus or other unforeseen challenges. It provided paid time off to a team member whose parent was on hospice care. And when an employee needed financial help due to a life threatening health condition, Immanuel was there.

In 2021, Immanuel invested nearly \$4.4 million in COVID related pay and expenses to employees.

Innovative Retirement

Immanuel's commitment to service means we're continually re-evaluating the needs of seniors in our communities and programs. Through innovative new retirement solutions to enhanced programs and services, our team serves through a commitment to the wellbeing of others.

Life doesn't stop during a pandemic and neither did our mission of service to seniors. The year was not without its challenges, however, expansion and renovation projects continued to move forward at many of our communities including Pacific Springs and Immanuel Fontenelle's transition to a new, state-of-the-art development, Newport House. These projects fulfill our non-profit mission to residents and their families by continuing to invest in services and amenities at their communities.

IMMANUEL VISION FOUNDATION

\$ 2,126,474

Grants awarded in fiscal year 2021 in support of the ELCA and local charitable organizations.

\$ 13,001,632

Total grants awarded since 2015 in support of the ELCA and local charitable organizations.

This last spring, our board of directors voted in agreement to add two new communities to the Immanuel family. On August 1, 2021, Immanuel acquired Deerfield of Des Moines and Grand Lodge of Lincoln (both Lifespace Communities). Our teams have been working diligently to welcome these new residents and employees into the Immanuel family and strengthen our roots throughout the Midwest.



LGBTQIA+ Affirming Team

The LGBTQIA+ Affirming Team of the Nebraska Synod provides resources to rostered leaders and congregations seeking to more effectively welcome and support LGBTQIA+ people into full equity and inclusion in the church.

Our vision is to cultivate communities where queer people are celebrated, centered, and accepted in all aspects of church life; to prepare a place for LGBTQIA+ people rather than react to their presence; and to live a life of radical affirmation that leads to collective transformation and liberation of all.

We proclaim that QUEER PEOPLE ARE HOLY by:

- **Connecting Individuals** to affirming resources and communities.
- **Supporting Congregations** with curated materials and opportunities for dialogue.
- **Equipping Leaders** to engage topics of sexuality and gender in the church.

The LGBTQIA+ Affirming Team of the Nebraska Synod began meeting in February 2021. This is an inclusive team with individuals who identify on a spectrum of sexual orientation and identity including allies. During the last year, members of the team worked to discern the mission, vision, and values of the Team, designed the webpage for the Synod's website accumulating several resources for congregational use, and provided the following workshops/training sessions:

August 12 & 19, 2021 - Made, Known, Loved: Members of the team facilitated a two-session discussion of Ross Murray's book *Made, Known, Loved: Developing LGBTQ-Inclusive Youth Ministry*. The training included a summary of Murray's book along with conversations about the practical and spiritual ways to help the youth and young adults in congregations feel more welcome, known, and loved.

November 11 & 18, 2021 - Welcoming and Affirming: The team provided a summary of the book *Welcoming and Affirming* by Leigh Finke answering such questions as: How should I respond when a teen comes out? Do I have to tell their parents? What does it mean to be transgender? And how do I talk to a trans youth?

March 17 & 24, 2022 - Let's Talk SOGIE (Sexual Orientation, Gender Identity, & Gender Expression): Participants attended the March 17 online SOGIE training provided by Reconciling Works during which they explored the answer to the question: "What does LGBTQIA+ mean?". The following week the LGBTQIA+ Affirming Team provided a safe space to ask questions about anything unclear, to reflect on things learned during the training, and to work on action plans begun during the SOGIE training.

Respectfully submitted,
The LGBTQIA+ Affirming Team

Leadership Development (Page 1 of 2)

The pandemic has challenged leaders across the board. Pivot, adaptive challenges, crossroads, and liminal time have become buzz words for businesses and the church. There are no how-to manuals with guaranteed results. Many of the problems are not new. Life in the church was not always perfect although the distorted memories we cling to may be perfect in our minds. Leaders, lay and rostered, ready to take advantage of this uncharted territory would do well to listen to author Susan Beaumont's advice. She notes, "A liminal organization needs to unlearn old behaviors, challenge the status-quo, experiment, take risks and learn".¹

Leaders are utilizing programs, podcasts, webinars, books, and other learning opportunities created by theologians, authors, artists and Nebraska Synod leaders. We are engaging in conversations centered on mission, vision, and values. By discovering our own stories and engaging in conversation with our neighbors, we are learning to cast the nets into deep waters. We are grounding ourselves as followers of Jesus focused on growing disciples. We are asking questions and listening to and for the Holy Spirit. We pray for wisdom, courage, resilience, reconciliation, open-hearts, forgiveness, and meaningful work as we strive to the church.

How Then Will I Lead?

Led by Martin Malley and Pastor Paula Lawhead, "How Then Will I Lead?" is an intensive, introspective program for rostered ministers and parish ministry associates. It is designed to help participants lead out of their God-given identity guided by the Holy Spirit. Empowered, insightful, fearless leadership is critical to helping our congregations, members and communities navigate these changes. Participants have shared this program is changing how they engage with others, preach, teach, and lead.

For details: <https://sites.google.com/view/how-then-will-i-lead/home>

Emmaus Learning Opportunities

Lutherans have deep roots when it comes to providing avenues for lifelong learning, sharing resources, and supporting processes that help us be good stewards of mission and vocation. Luther's definition of vocation and his bold "priesthood of all believers" tag calls us to provide learning opportunities for all ages, rostered and the laity. Emmaus provides curious disciples with courses focused on congregational life, theological studies, peace and justice issues, leadership development and discipleship. <https://nebraskasynod.org/fair-in-action/leadership/emmaus/#:~:text=Register%20for%20a%20Class>

Coaching

Coaches connect dreams to concrete actions that create change. A coach can help a congregation or individual move from stuckness to a place of vitality and transformation. The coach walks alongside listening with purpose, asking powerful questions, helping discern what God is up to, connecting dreams to actions and enabling change and growth. Coaching can be used for a myriad of opportunities, including but not limited to personal leadership growth, council development, visioning work and building leadership teams. The Nebraska Synod has 17 newly trained and ELCA certified coaches focusing on walking with those in transition.

Candidacy

A special thanks to Jennifer Carnahan for serving as the Candidacy Committee chair. Jennifer has carried a heavy load keeping track of candidates and providing support. The path to ordination has become more individualized with seminaries creating new avenues of learning. See the Candidacy Report for more information.

Deacon Network

Ministers of Word and Service, deacons, provide a ministry of Christlike service connecting the church to the needs of the world and equipping others to lead a living, active, and caring Christian life. Deacons are rostered leaders serving as musicians, church administrators, faith formation directors, outdoor ministry

Leadership Development (Page 2 of 2)

professionals, chaplains, social service agency staff, and associate roles in the congregation. Equipped with a seminary education, an internship experience and CPE, the deacon is grounded in the Word and empowered to serve in a specialized area of ministry. The Deacon Network, meeting online and in person as allowed, provides support to Nebraska Synod deacons, learning opportunities, and fellowship.

Sow the Seeds

Sow the Seeds, a Nebraska Synod initiative developed to invite and raise up leaders for the church, has been in the Faith Formation portfolio. It is moving to the Leadership Development arena as we address the need to invite and grow diverse leaders to serve in the Nebraska Synod.

Leadership Team

The Leadership Team has spent considerable time exploring the big topic of church leadership – needs, wants, gaps, direction, and values. The health of our leaders, their understanding of self-identity, and the need for new skills to be able to move from technical problems to addressing adaptive challenges are leadership development priorities. We are assessing the current Synod programs focusing on leadership development by researching, exploring, and tracking trends. We are engaging in conversation as we discern how to address the growing need for leaders, the changing role of leaders, and the training needs of lay and rostered leaders. As the world changes so do our leadership needs. That seems like a no-brainer statement, but in so many ways the church has been holding on to the leadership models created for a world that no longer exists. To be the church for the sake of the world demands empowerment of the laity, a new skill set that includes adaptive leadership skills and invocative models with increased flexibility to adapt to the changing context of our congregations and ministries. We have work to do as we support, empower, and grow leaders! Thanks be to God for leaders, lay and rostered, who continue to serve with integrity and love.

Special thanks to the Leadership Team who continue to ask good questions, help us discern the next faithful step in leadership development and generate strong creative learning opportunities for Nebraska Synod. Serving on this leadership think-tank are Martin Malley, Deacon Claire Meyer, Pastor Paula Lawhead, Rev. Dr. Sarah Cordray, Deacon Timothy Siburg, and Bishop Brian Maas.

Thank you

It is a privilege to be called to serve as the Director for Leadership Development. I look forward to engaging in conversation as we together explore, equip, engage, empower, and experiment with leadership models designed to meet the needs of the church and the changing landscape of our world.

Respectfully submitted,
Deacon Sunni Richardson
Contact: sunni@nebraskasynod.org

¹*Susan Beaumont – “How To Lead When You Don’t Know Where You’re Going: Leading In A Liminal Season”, (pg. 1). Rowman & Littlefield, 2019*



2022 joint report to synods from the Lutheran School of Theology at Chicago & Wartburg Theological Seminary

Dear Partners in Ministry in the Nebraska Synod:

The Lutheran School of Theology at Chicago (LSTC) and Wartburg Theological Seminary (WTS), the two seminaries that the Nebraska Synod supports, stand united with a vision to form compassionate, ever-evolving leaders for a changing church.

The impact of the pandemic lingers, but both of our schools are thriving, having adapted well to a changing situation. We remain committed to forming leaders for the church who are deeply grounded in the gospel of Jesus Christ and well-prepared to accompany congregations and other church-related institutions into more diverse and adaptive ministries.

A few examples of these efforts by LSTC are highlighted below:

- LSTC joyfully began 2022 with the reinauguration of the Pero Center, renamed the Albert “Pete” Pero Jr. and Cheryl Stewart Pero Center for Intersectionality Studies, with Dr. Linda Thomas as the new program director. Also this past year LSTC’s Antiracism Transformation Team was commissioned, and Vima Couvertier-Cruz was appointed director of diversity, inclusion, equity, and justice. Two related strategic plan initiatives were also launched: “Pursuing Equity: Race, Sexuality, Gender” and “Authentic Diversity.”
- With LSTC’s announcement of the \$2 million endowed Damm Chair, we are searching for an effective scholar with a record of inspiring teaching who can help LSTC integrate leadership cultivation into all aspects of our curriculum. This newly established chair was funded by a generous gift from Larry and Christie Tietjen and will help prepare mainly MDiv, MA and MAM students for ministry. It will allow LSTC to reach additional audiences to enhance leadership across the church. The seminary is also underway with the search process for a professor of Lutheran Systematic Theology with an expertise in global Lutheranism.
- Motivated by the need to provide scholarships for our students, LSTC has engaged in multiple fundraising initiatives, the majority of which have been board-directed. We were especially grateful for a \$1 million gift in 2021 that catapulted us into a successful fundraising year.
- As LSTC reached the conclusion of two years offering all courses in a blended format (remote and in person), we are grateful for the generous grant from the In Trust Center for Theological Schools that enabled LSTC to consult with Learning Forte (Learning for Theological Education). The firm helps seminaries and schools of theology upgrade online learning tools. The upshot of this partnership was a transition of all online learning to Brightspace, a state-of-the-art online learning platform.
- The board of directors has also actively engaged its own improvement in shared governance and attention to diversity, equity, and inclusion by active participation in the Wise Stewards program sponsored by In Trust. LSTC was one of ten schools elected for this program.

LSTC and WTS Seminaries (Page 2 of 2)

A few examples of these efforts by WTS are highlighted below:

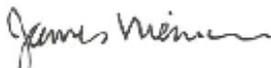
- WTS received a Phase II Lily Grant for \$725,000 in support of two initiatives that are meant to develop resources for both leaders and congregations that come from diverse backgrounds. The one program is “Journey Together,” a new competency-based TEEM program, which is offered fully in Spanish and English. The second initiative is a re-launch of LSPS, the Lutheran Seminary Program in the Southwest, which is expected in early July 2022.
- WTS has launched “Lead BOLDLY,” a \$28 million comprehensive campaign built around Scholarships and Innovation as the top priorities. A \$6-7 million remodel of Fritschel Hall, the seminary’s main academic building, is included in the innovation focus. With deep gratitude, they announced that \$20.5 million had already been received from lead donors.
- In December, WTS announced the formation of a new department, the Department for Vocation and Formation, led by Dr. Kris Stache, the Vice President for Leadership formation. This department was created to establish a more integrated network of support for students, from inquiry out into first call, as they are formed for a long career in public ministry.
- WTS called a new Hebrew Bible faculty member, Dr. Beth Elness-Hanson, who will join the faculty in July from her current position in Uppsala, Sweden. In other faculty news, long-time Hebrew Bible professor Ann Frischel will be retiring in July, and long-time dean, Craig Nesson, will be stepping down from the dean’s position at the end of June, but continuing his role as professor of contextual theology and ethics.
- Finally, the theme of the presidential inauguration in November was “Life Together in a New Day.” WTS has continued to live into that identity, grounded in its history but looking forward into the future, responding to the call of the Holy Spirit who is continually doing a new thing in our midst.

Please know that you are welcome at our seminaries at any time, online or in person! Participate in upcoming educational opportunities. Join us for community events. Worship alongside our students in chapel. Bring someone you know with gifts for ministry. Consider rostered ministry in the ELCA. Come create a meaningful connection with the future leaders that you and your synod support through your gifts to Wartburg and LSTC.

Your synod partnership is essential for LSTC and Wartburg to continue our shared mission of providing effective theological education and developing leaders for the many ministries of your congregation, synod, and the Evangelical Lutheran Church in America. We are so grateful for you and our shared collaborations for the sake of the gospel in service of the church and the world. We could not do this work without you! Thank you for your time, thank you for your talents, and thank you for your financial support.

To learn more about your seminaries and the innovative ways that we are forming leaders, please visit www.lstc.edu and www.wartburgseminary.edu.

Yours in Christ,



The Rev. James R. Neiman, Ph.D.
President
Lutheran School of Theology at Chicago



The Rev. Kristin Johnston Largen, Ph.D.
President
Wartburg Theological Seminary



Corporate Office
124 South 24th Street
Omaha NE 68102

The Lutheran Family Services mission is to express God's love for all people by providing quality human care services that build and strengthen individual, family and community life. In 2021, we established many new programs that support families and communities across Nebraska.

The Fatherhood Initiative strives to reconnect fathers with their children and to support the entire family in their efforts to overcome trials and improve their lives. Through relationship counseling, financial literacy assistance, legal services, and many more personalized supports, this program helps non-custodial fathers to engage or reconnect with their children. In the program's first year, the Fatherhood Initiative helped rebuild the foundations of nearly 40 families across Nebraska.

LFS KinCare is a partnership with the Nebraska Department of Health and Human Services. When children are removed from their parents, they will often be placed with immediate family or other close relatives. This is known as kinship care, and it helps to avoid complicated court systems, preserve parental rights, and puts children in the care of people they know and trust. To support these efforts, LFS KinCare provides kinship caregivers with the resources and support they need to provide a safe, loving home after children are removed from their parents. We are already supporting 10 families with a total of 33 children in Dodge and Lancaster counties, and we hope to provide this service to even more families in the coming years.

In addition to the services highlighted above, we provide comprehensive behavioral health and community service to thousands of adults and children each year. Our ministry impacts so many lives thanks to the dedicated work of our staff and volunteers and the amazing support of congregations and donors throughout Nebraska.

To learn more about our services or to get involved, visit lfsneb.org.



"You are the people of God: he loved you and chose you for his own...Everything you do or say, then should be done in the name of the Lord Jesus giving thanks to God."
- Colossians 3:12-17

Lutheran Giving recently celebrated its 40th anniversary of assisting individuals and couples in Nebraska establish planned and life income gifts for ministry. What a rich history of generosity and collaboration that we enjoy here in the Nebraska Synod!

If you have been putting off getting your end-of-life affairs in order or if you need to make revisions to your existing plan, know that Lutheran Giving can help you every step of the way. In person or remotely, Lutheran Giving provides complimentary one-on-one planning assistance to ensure your objectives for both family and charitable beneficiaries are met. Meeting with Lutheran Giving before your initial visit to an attorney or before you make changes to your current strategy, will certainly save you both time and money. No matter the size of your estate, Lutheran Giving wants to help you fulfill your wishes by leaving a meaningful legacy gift. Or, if you have already made plans on your own, please let us know so that we include you in our annual celebration of legacy gifts to our ministry partners, the Willing Witness Luncheon.

Lutheran Giving also provides assistance to congregations with endowments and educating members on planned giving strategies. Lutheran Giving serves as the local representative for the ELCA Foundation's Ministry Growth Fund (formerly known as Endowment Fund "A" of the ELCA Endowment Fund Pooled Trust). Whatever your congregation's unique needs are, Lutheran Giving can customize an approach to working with you.

PARTNER MINISTRIES

Lutheran Giving was thrilled to add Table Grace Ministries to the partnership this year. It is only through the ongoing support and collaboration of these 14 ministry partners that Lutheran Giving is able to offer its services at no cost to Nebraska Synod congregations and members:

- Blue Valley Lutheran Homes
- ELCA Foundation
- Immanuel
- Lutheran Family Services of Nebraska
- Lutheran School of Theology at Chicago
- Midland University
- Mosaic
- NE Lutheran Outdoor Ministries
- NE Lutheran Campus Ministries
- Nebraska Synod, ELCA
- Oaks Indian Mission
- Tabitha
- Table Grace Ministries
- Wartburg Theological Seminary

CONTACT US:

If you have charitable intent for one of our ministry partners, or you would like to utilize resources for your congregation, please contact us. We would love to meet with you to discuss ways to support your legacy. Additional information can also be found by visiting our website.

Lutheran Giving | 1044 N. 115th St., Ste. 501 | Omaha, NE 68154
www.lutherangiving.org | info@lutherangiving.org | 402-342-5728

Lutheran Immigration and Refugee Service



Siblings in Christ of the Nebraska Synod,

2021 was many things – frustrating, surprising, heartbreaking, and heartening – to name a few. At Lutheran Immigration and Refugee Service, however, the word we find ourselves using the most is *transformative*.

Like all of you, we found ourselves facing parallel crises: the continuing COVID-19 pandemic, an influx of vulnerable immigrant children at our border, and the devastating refugee crisis in Afghanistan. While it was an incredibly difficult year in many ways, it was also one of the most inspiring in our 83-year history.

People of faith and communities like yours stepped up in ways that we never could have expected to meet this moment and fulfill our Biblical call to welcome the stranger. In the last year alone:

- **100,000 volunteers** signed up to support our refugee and immigrant neighbors
- Supporters provided more than **\$30,000 worth** of essential items like cell phones and gift cards to our Afghan brothers and sisters
- **14,000+ generous donors** opened their hearts to the ministry of welcome
- LIRS welcomed more than **10,500 Afghans** through our nationwide resettlement network
- Our team assisted in reunifying or placing nearly **33,000 children** in loving homes
- We sent nearly **20,000** holiday cards and **1,750+ gifts** to families affected by immigration detention
- LIRS launched several exciting new programs and offices, such as field offices in Northern Virginia and Fargo, ND; the New American Cities economic empowerment program; Mental Health services for refugee children and families, and more.

Our resettlement and immigration services were complemented by our ever-growing slate of annual programs, which offer the public opportunities to **ADAPT**: Act, Donate, Advocate, Pray, and Teach. We invite you to engage with LIRS, as an individual or community, through one of our five key programs:

- [Stand Up Speak Up](#) – Our interfaith advocacy program organized each spring
- [Gather](#) - A cultural education program hosted in the fall
- [Hope for the Holidays™](#) - LIRS' flagship winter program for supporting families impacted by immigration detention
- [EMMAUS Congregational Network](#) - Our network of congregations who receive resources and support from LIRS
- [LIRS Ambassador Network](#) - A community of change-makers from around the US

In 2022, we are deepening our commitment to the work of welcome and believe that together, we can realize Matthew 25:35 in communities across the United States. We are so grateful for your astounding support and look forward to welcoming our newest neighbors alongside you.

In peace,

Dr. Kristin Witte, Director for Outreach

National Headquarters: 700 Light Street, Baltimore, Maryland 21230 | Phone: 410-230-2700 | Fax: 410-230-2890 | www.LIRS.org
Advocacy Office: 110 Maryland Avenue NE, Suite 506/507, Washington, DC 20002 | Phone: 202-381-1030 | Fax: 202-330-5807

Lutheran Service/Volunteer Corp

Lutheran Service Corps:



Lutheran Service Corps is a Mission Field Nebraska ministry and is a separate 501(c)(3) organization that operates in partnership with the Lutheran Volunteer Corps. LVC recruits volunteers and provides program management while LSC provides local support for the volunteers including housing. In addition, LSC is currently creating a curriculum utilizing LSC resources including alumni and placement sites to help congregations engage in root cause analysis on a selected issue resulting in actionable steps for

that congregation to further their ministry work.

One full-time volunteer is serving this year (another resigned part way through the year). Sarah Anderson is working at Project Hope.

As recruitment continues to decline in service corps across the nation, LVC/LSC is no exception. One of the major goals of the year is to get in front of college students in person again as the pandemic prevented a lot of face-to-face recruiting last year. Recruiting for the next cohort of volunteers is in progress as of this writing.

Undaunted by the decline in recruitment, LSC is looking ahead and preparing for future growth. LSC celebrates our 30th Anniversary this year with an alumni/supporter reunion event on June 11. We are working on upgrades and repairs to Hillstrom House, our residence for full-time volunteers to make it ready for our next anticipated community starting August 2022.

LVC Across the Nation:

LVC unites full-time volunteers with non-profit organizations and ministries to work for peace with justice across the nation. LVC Volunteers live together in intentional household communities of 4-7 people to encourage simple, sustainable living. Current communities exist in Omaha, Minneapolis/St. Paul, Baltimore, Washington DC, and Wilmington, DE.

LVC is on a journey to an Inclusive Community, forming and strengthening alliances among people of many cultures and communities, and intentionally dismantling racism in our organization, the church, and society. LVC welcomes and encourages the full participation of people of all sexual orientations, gender identities, and gender expressions.

For more information contact Scott Glaser, Executive Director at Omaha.dev@lutheranvolunteercorps.org or visit the LVC website at www.lutheranvolunteercorps.org

*Omaha LSC Office - 6220 N. 30th St., Omaha, NE 68111 - Ph: (402) 457-5890
National LVC Office - 1226 Vermont Ave. NW, Washington, DC 20005 - Ph: (202) 387-3222*

Midland University

“Wisdom is a tree of life to those who lay hold of it; those who hold it fast are called blessed.” Proverbs 3:18



Greetings and blessings to all of you from the students, faculty, and staff of Midland University, and thank you for this opportunity to share a bit about our ongoing mission to “inspire people to learn and lead in the world with purpose.” Here are some highlights of the 2021-2022 academic year:

- We celebrated a campus-wide Diversity & Inclusion Week January 17-21. Classes were not held on Martin Luther King, Jr. Day; students were encouraged to take part in an event that included a guest speaker, breakout sessions, and an opportunity for students to put their own imprint on a campus mural. Various student organizations, including Black Student Union, Hispanic Student Union, PRISM, and Global Warriors, put their imprint on the week of celebration; each organization was given a different day to promote their group through movies, food, and games.
- In March 2022, during Women's History Month, Midland completed its first Women of Midland Campaign, "Let Your Light Shine." Our aim was to recognize past and present women of Midland and their impact on alumni and students. The campaign raised over \$100,000 for the Women of Midland Scholarship Fund, a great gift for future generations of women students at Midland University!
- Co-curricular programs remain a point of emphasis and success at Midland. The men's and women's powerlifting teams swept all four team titles at the USA Powerlifting Collegiate Nationals for the second consecutive year. There were also national runner-up team performances in Women's Bowling (NAIA) and Women's Hockey (ACHA), individual NAIA national champions in Men's Track & Field, and an ambitious Performing Arts schedule featuring outstanding performances from our band, choir, theater, dance, and visual arts departments.

Here are a few more facts and figures about the university in 2022:

- Current enrollment is 1,600+, continuing a recent string of record enrollment years. This includes more than 1,100 undergraduate students.
- Students enjoy a 17:1 student/faculty ratio, and they can look forward to a 96% success rate within six months of graduation (employed, enlisted in military service, or seeking further education).
- The Warrior student body includes students from 39 states and 18 different countries, and our athletic department is the largest in the state of Nebraska, with 33 varsity sports involving over 900 athletes. 90% of Midland students are involved in at least one co-curricular activity, and many are involved in multiple activities.

In a word, Midland University is a busy community, but always with an eye toward living out our five core institutional values: **Faith, Quality, Respect, Stewardship, & Learning**. I thank you for your continued partnership. It is a blessing to work with you as one of the serving arms of the Nebraska Synod. Please get in touch if you'd like to know more about what's going on in the Warrior community!

Yours in Christ,
The Rev. Scott Alan Johnson, Director of Campus Ministries



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

With faith and finance at our core

The Mission Investment Fund, a financial services ministry of the ELCA, provides a strong, stable, faith-based way for individuals, congregations and ministries to achieve their financial goals.

MIF provides a range of investments for individuals, congregations and ministries. We put those investments to work to fund building and renovation loans for congregations and partner ministries, including social service agencies and outdoor camps.

The result? Impact investments, with a transformative impact on our communities:

Expanded worship spaces ... new space for education and youth ministry ... much-needed day care centers for working families ... industrial-grade kitchens and fellowship halls for community meals.

We were present for our investors and borrowers that needed assistance during the pandemic. We collaborated with our ministry partner, the ELCA Federal Credit Union, to offer expedited loans for congregations, ministries and individuals, as well as 360 Paycheck Protection Program loans totaling \$13.9 million. The PPP loans helped continue payroll for some 2,100 congregation and ministry employees and continued in-person and virtual worship and ministry services for more than 95,000 church members throughout 2020 and 2021.

MIF has a longstanding tradition of strength and stability. At year-end 2021, MIF had 820 loans outstanding, totaling \$575.4 million. Investment obligations totaled \$575.4 million. With total assets of \$822.0 million and net assets of \$226.4 million at year-end 2021, MIF maintains a capital ratio of 27.5 percent—positioning MIF in the top tier of well-capitalized church extension funds.

Our steadfast support continues for the members, congregations and ministries of the ELCA and the many ways you minister to a world in need. We are honored to walk alongside you as a trusted partner.



MIF at work in the Nebraska Synod (as of December 31, 2021):

- 11 Mission Investment Fund loans, with a balance of \$9,200,770
- \$10,392,531 in Mission Investment Fund investment obligations

MissionInvestmentFund | 8765 West Higgins Road | Chicago, Illinois 60631 | Tel: 877-886-3522 | Web: mif.elca.org



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



The Mission Investment Fund can be your financial resource and partner of choice.

Why MIF?

MIF has demonstrated expertise in church and ministry financing. As a ministry of the ELCA with longstanding experience in congregation and ministry building projects, we're unique among lending institutions. We're prepared to listen to what you need, we understand your requirements, and we'll serve as your strategic partner.

We offer competitive rates and terms. MIF consistently offers competitive rates. And now, interest rates on loans remain at historic lows.

We offer a full suite of financial services. In addition to loans, MIF offers congregations, ministries and individuals a host of investment options. Our financial ministry partner, the ELCA Federal Credit Union, offers an additional array of financial services.

The faithful stewardship of Lutheran congregations and their members funds our loans. We use the money invested in MIF to finance hundreds of capital projects across the church.

For more information about MIF capabilities, please visit our website, mif.elca.org or contact your Regional Manager the Rev. Janice Kibler: 773-326-7856 janice.kibler@elca.org



To our friends and partners in the **Nebraska Synod**, where Mosaic provides services out of Axtell, Beatrice, Columbus, Fremont, Grand Island, Hastings, Holdrege, Kearney, Lincoln, Minden, Norfolk, Omaha, and York:

Mosaic is a mission-driven, values-led organization. Our mission is to embrace God's call to serve, and our values—belonging, connection, faithfulness and grit—shape how we serve. Throughout our 109-year history, we have helped people who were often seen as outsiders find a place to belong and people to connect with.

In 2022, our services continue to evolve to meet the desires of the people we support, and today, people seek more choices in smaller settings. Our quickly growing "Mosaic at Home" service is a perfect fit to meet those desires, and wherever it is possible, we are expanding this service to help more people.

If you're not familiar with it, our Mosaic at Home program matches someone we support with a contractor who opens their home and their heart to the person in a 24/7 shared living environment. The contractor assists the person as needed to acquire and retain the skills needed for daily living and helps the person participate in the larger community.

Nationally, we now serve more people through Mosaic at Home than in any other way. This service also is grounded in our history—it helps people have a place to belong and others to connect with, but in a more intimate way. It also highlights a longstanding truth: Mosaic is not a place you go but something you're a part of.

Many of our Mosaic at Home contractors are faith-filled people who relish the opportunity to live the call to serve others right in their own home. If you feel you may be called to this type of service, I invite you to contact us about it.

In other exciting news for 2022, Mosaic is nearing the completion of our \$63 million **Called to be Bold** fundraising campaign. We're very close to that target, and I am amazed and humbled by the generosity of the many donors who value the work we do. Those gift dollars help Mosaic expand our services to people and help provide many of the things people we support could not afford on their own.

I know God has a bright future promised for this ministry and the people we serve. As always, I say "Thank you" to the many churches across the nation that partner with us in this important work. Together, we are a positive force for change in today's world.



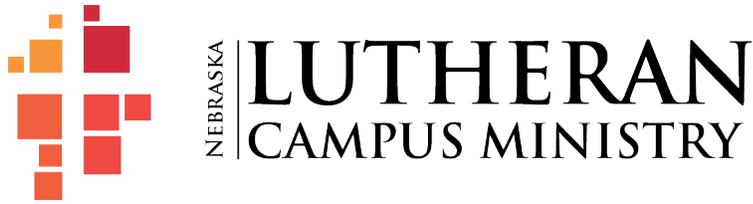
We are grateful to call you partners.

Sincerely,

A handwritten signature in blue ink that reads 'Linda Timmons'.

Linda Timmons, President and CEO, Mosaic





Nebraska Lutheran Campus Ministry (NeLCM) is guided by our mission: We are called to invite people in academic settings more deeply into Jesus Christ and the community which bears Christ's name, so that all may discover and fulfill their vocation as disciples. As a ministry of the Nebraska Synod, we are blessed to



Pastor Elisabeth and friends at Campus Lutheran, UNK.

witness the power of the Holy Spirit guiding people's lives along their faith journey. Thank you for your prayers and support—we are so very blessed to serve alongside each of you in this mission!

In addition to providing ministry programming and pastoral care for college-age young adults, NeLCM offers multiple outlets for faith formation, vocational and theological exploration. Students find opportunities to be leaders within the campus ministry setting—from leading music ministry, organizing and planning worship, leading Bible

studies—to organizing community meals or mission trips. Through our collective ministry settings, we walk alongside all we serve as they grow in relationship with Christ Jesus.



NeMO-Omaha campus ministry making blessing bags.

NeLCM is present in multiple communities across Nebraska, serving academic settings in partnership with congregations and enhancing the community in a multitude of ways. Our ministry connects with the campuses of: Southeast Community College (Beatrice), Chadron State College, University of Nebraska Kearney (Campus Lutheran), University of Nebraska Lincoln (Lutheran Center), Northeast Community College and UNMC (Norfolk), Omaha (all metro-area campuses), Peru State College, and Wayne State College.



Upper Room residents at the Lutheran Center raised funds to buy school supplies for kids in Lincoln.

Just like in our Nebraska Synod congregations, NeLCM location ministries are called to serve our neighbors. This takes on a variety of forms—from collecting school supplies for kids, making blessing bags for the homeless, and even working alongside the elders of one of the Immanuel Communities to make tie quilts for Youth Emergency Services. Young adults in campus ministry are making an impact through their service in the world!

Nebraska Lutheran Campus Ministries (Page 2 of 2)

This academic year at the Lutheran Center in Lincoln, students settled in to the new intentional faith community, called the *Upper Room*. With a focus on faith, vocation and service, students living in this community grew in their faith as they also helped connect others to the love of God. In person worship and gatherings returned, and opportunities to gather alumni and friends of campus ministry helped bring forth



Dinner Church gathers in the sanctuary at Campus Lutheran in Kearney.

a sense of joy and hope. At Campus Lutheran in Kearney, Pastor Elisabeth Pynn Himmelman engaged students with a new weekly offering called Dinner Church. Word and sacrament are blended into an evening meal, and students have the opportunity to gather and be fed in both body and Spirit! This growing component of ministry at Campus Lutheran also sparked a renovation of the kitchen and gathering space. With the help of a generous grant through the Immanuel Vision Foundation, along with gifts from many friends of campus ministry we are improving the ways we can implement this student outreach program, as well as improve the common spaces used by our other ministry partners.

Some new partnerships are also forming as Midland University's campus ministry has gathered with Omaha and Northeast Nebraska ministry students for several events, including peer ministry training, a winter sledding trip (with no snow!) and a campfire gathering at Nebraska Lutheran Outdoor Ministries.

Connecting and growing together in faith has been a fun way to invite students to join together across these various campuses.

We are grateful for all who walk along side of us in this vital ministry of the church. Thank you for your prayers and support! To all the congregations, individuals, foundations—all who help us share this invitation to Christ's love—your impact is real. Campus ministry serves a diverse group of young adults, many of whom are new to the church. Your support helps provide authentic communities for college students to gather where all are indeed welcome. Thank you also for your support of our campus pastors, staff, Board members and friends of ministry. They provide the eyes, ears, hearts, and energy that propels campus ministry forward. We are blessed to serve!



Campfire gathering at camp CJH!

Sincerely,



Jon Fredricks
Executive Director, Campus Ministry Coordinator
Nebraska Lutheran Campus Ministry, Inc.

Nebraska Lutheran Outdoor Ministries



Over the past year and a half, the NLOM Board of Directors accomplished a new strategic plan. The process took a close look at what we do, why we do it, and how we serve. From it grew new mission, vision, and impact statements:

Mission

Faith: Alive!

Vision

At Nebraska Lutheran Outdoor Ministries, in places set apart, we live out faith in ways that show everyone they belong and are unconditionally loved by God.

Impact

Nebraska Lutheran Outdoor Ministries offers significant experiences that:

- provide a safe, welcoming introduction to the Christian faith
- increase the relevance of faith in one's daily life
- promote community-building

While the work we do at NLOM through our camps, conference, and retreat offerings has not significantly changed, the words we use to describe it are fresh and more approachable for all.

boundless

This year's summer camp theme is "boundless," coinciding with what was to be the National Youth Gathering theme. The theme verse is Ephesians 3:19 from the Contemporary English Version: *"I want you to know all about Christ's love, although it is too wonderful to be measured. Then your lives will be filled with all that God is."* Through Bible study, worship, devotions, and every camp activity, we aim to reaffirm to all campers that God's love for all is truly **boundless**.

Our 2022 Summer Ministry Team—a group of 50 amazing college-aged leaders—are preparing to serve more than 1,500 summer campers at both Carol Joy Holling and Sullivan Hills Camps. Through the faithful stewardship of some of our wonderful friends, we are able to offer all sessions at Sullivan Hills Camp near Lodgepole, Neb., for FREE once again.



Having raised \$5.3 Million toward the TrailHead: Shaping Faithful Leaders campaign, we are currently at 94% of our goal. The Campership Endowment Fund and Hazel Dillon Lodge portions of this campaign are complete. The Seminary Scholarship Endowment Fund is not yet. This endowment fund to provides seminary scholarships for participants of NLOM's programs who feel called into professional ministry. I invite you to explore the possibilities with us and ask you to support the next steps in making this vision a reality. Learn more at NLOM.org/trailhead.

We are honored to serve as the Nebraska Synod's camp, conference, and retreat center. On behalf of the Board of Directors, year-round staff, and Summer Ministry Team here at NLOM, thank you! Your support makes our camp and retreat operations so strong and successful.

In Christ,

Jason Gerdes, Executive Director

Nebraska Synodical Women's Organization



The Women of the ELCA's purpose statement is "As a community of women created in the image of God, called to discipleship in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to grow in faith, affirm our gifts, support one another in our callings, engage in ministry and action, and promote healing and wholeness in the church, the society, and the world." The members of the Nebraska Synodical Women continue to volunteer in a variety of ways in their local congregations, as well as at the State and National levels.

2021 had its ups and downs just like any other organization during the pandemic. The scheduled Winter Retreat normally held in January in Grand Island was canceled for the 3rd year in a row due to winter weather conditions and ongoing concerns with COVID-19. The amazing women of the 2019 NSWOW Board worked and got a Virtual Winter Retreat together! It wasn't what we wanted but for many of us, it was what we needed at that moment! The board left it to the individual conferences as to if and how they would hold their Spring Gatherings, some did a virtual one, some chose to not meet and Southeast waited until June to host theirs. We have some very flexible ladies in Nebraska and we have been commended several times by churchwide WELCA on our willingness to overcome, adapt and be strong leaders in whatever is put in our paths!

Our 15th Biennial Convention and Gathering was held IN PERSON!! Ladies gathered from all across Nebraska at Carol Joy Holling Camp October 1-3, 2021 where we laughed, sang, renewed friendships, and shared tears. Jill Miller was our Keynote Speaker and Musician for the weekend and we were pleased to welcome so many workshop presenters! The planning team outdid themselves!

As we are trying to come out of this worldwide changing pandemic, the NSWOW is trying to be diligent and mindful of the needs of all of our sisters. We are encouraging all of you to promote reaching out and reach out to all women, whether they are new moms, single moms, shut-ins, widows, those in care facilities, or those who are struggling with everyday life.

Again, it was a challenging year both for those in Nebraska but also at our Churchwide Office. The Triennial Convention and Gathering scheduled to be held in August 2020 in Phoenix was rescheduled to 2021. COVID-19 had other plans for the Women of the ELCA and we held our 1st ever Virtual Convention and Gathering. We elected our Churchwide Officers and Board and fingers crossed we will be going to Phoenix in September of 2023!

This organization could not do everything that it does without recognizing those serving on the NSWOW Board: President Elysia McGill; Vice President Luanne Schwartzkopf; Secretary Julie Reiser; Treasurer Gwen Edwards; Board Members – Central - Val Killinger; High Plains - Tammie Sanford; Metro East – Verna Whitfield; Midlands – Beth Meyer; Northeast – Judy Stahlecker; Southeast – Eleta Eisenhauer; and Southern Prairie – Deb Miller. This is an amazing group of go-getting gals and I am so humbled to be working not only with them but with all of my siblings in Christ!

Being elected in October, I hope that I have covered everything that we have done. But please know that the NSWOW is here for ALL of you! I pray that this new year is good for us all. Even though this year has continued to be a challenge there is a light at the end of this long dark tunnel. And that light will be even brighter as we continue to focus all of our activities around our ever-faithful God in the upcoming year.

Respectfully submitted,
Elysia McGill, NSWOW President

Nominating Committee

The Nominating Committee of the Nebraska Synod is responsible for working with the Synod Council, and Mission Clusters to provide a slate of servant leaders who have discerned a call and have indicated a willingness to serve on Synod Council and Synod elected committees, and as Synod Council officers.

Nominations were gathered through the Nebraska Synod electronic newsletter, the synod website, mailings, rostered minister reports to the bishop and self-nominations. Synod Council positions and the Nominating Committee were tied to Mission Clusters. Mission Clusters all met February 5 to nominate candidates for Bishop, and the Cluster Deans were encouraged to seek nominees for Synod Council and the Nominating Committee at that same meeting. Their work was appreciated by the committee.

Nominating forms were revised to encourage nominations from a broader and more inclusive audience. Nominator and nominee biographical forms were available in the digital and PDF download format. A downloadable flier, posted on the synod website, was provided with a brief overview of each position. Nebraska Synod's RARE team produced a high-quality video with several Synod Council members sharing their sense of call to serve on the Synod level, the role of council, and the importance of diversifying the council to bring different voices and experience to the council. A special thanks to RARE for their work.

The Nominating Committee met three times online to review the process and nominations. Forms from all nominees were due March 1. Biographical information was reviewed by the Nominating Committee and a slate of nominees for council elected and assembly elected positions was presented to the Synod Council at the March 19 meeting. A change this year was the election of Candidacy, Audit, Budget and Finance, and the Nominating Committee through an electronic ballot in April. In past years, the council voted on these positions at the council meeting the day before the start of Synod Assembly. Council members and officers received the electronic ballot on April 8 with an April 11 deadline. Results were shared with the council and officers, synod staff, committee chairs, and the nominees. Following Synod Assembly elections, nominees will be notified of election results. A blessing will be provided to congregations recognizing individuals serving on Synod Council, Synod committees, and as officers.

Deep thanks to the administrative staff who provided revised forms and combed the constitution to be sure the new process aligned, Bishop Brian Maas for his support, and the Nominating Committee for their work.

Respectfully submitted,
Deacon Sunni Richardson, Staff Liaison

Nominating Committee Members:

Mrs. Tanny Akerson*

Mrs. Janet Byars

Ms. Diana Fajardo

Mrs. Sara Fegley

Mrs. Lonna Grabenstein

Mr. Warren Hanson

Rev. Andrew Kitzing

Mrs. Mary Beth Kruger

Rev. Scott Johnson

Rev. James Sells

Rev. Patrick Sipes

Rev. Amalia Spruth-Janssen

Rev. Ann Sundberg

Mr. David Wellsandt

*Synod Council Representative

Oaks Indian Mission



First, I would like to thank you for all the support you have shown to the Oaks Indian Mission. Rev. Don's passing has been a transition for all of us here both children and staff. Rev. Don was great about preparing employees for distinct roles and understood the Mission must move forward. He taught through Christ and led by his faith. He will be greatly missed; he walked the steps of saints before him and has shown us how to do the same.

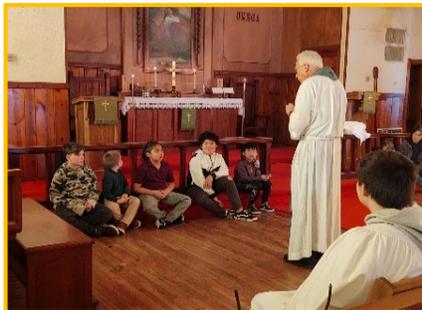
I want to update you about our plans and how we will help continue growth at the Oaks, where children call it home. We have hired a new Childcare Director with a master's degree in social work and many years of experience with the Chickasaw Nation. Sonni Turtle will be a great asset to the children and this Ministry. We have and will continue to bring children in that need our help.

We are working very closely with Eben Ezer Lutheran Church here in Oaks, to help give the children every opportunity to learn about God and how to be a good Christian. We are working closely with Cherokee Nation to improve the community of Oaks to increase our children's well-being. The Oaks school has improved and collaborates well with us and our children giving them a more stable environment in the school setting.

The employees have dedicated years of service to the Mission, so the stability has continued and will continue in a positive direction, as Rev. Don had laid out. I was blessed to have worked with Rev. Don for the past five years and with prayer and your continued support we will continue moving the Mission forward. With God's grace and your help, our children's future is bright, and this Ministry can continue helping improve children's lives.

Yours in Christ,

Dan Cooper, Interim Executive Director



Outreach Table

The Nebraska Synod Outreach Table meets regularly to discern and provide resources about transformation, renewal, change, and helping congregations grow in their service, response, and embodiment of God in Christ's mission in the world. The Table is comprised of a mix of rostered ministers and lay leaders of the Nebraska Synod, and works in collaboration with Bishop Brian Maas, Deacon Timothy Siburg, and the Nebraska Synod Council.

In the past year:

- The Outreach Table has continued to meet to imagine, respond, and discern together. Admittedly, a large part of this process during 2021 had to do with being open to needs and questions that were being shared or raised from across the synod and across the church related to the pandemic/post-pandemic time we have all been living in.
- Amid all of that, the biggest joy of 2021 related to the Outreach Table was the official launch of the Nebraska Synod's first cohort of the **Vitality Initiative for Congregations**. The Vitality Initiative is a two year process and journey which began officially in September 2021. The congregations in this cohort are: Holy Trinity Lutheran (Sidney); Faith Lutheran (Seward); American Lutheran (Lincoln); St. Andrew's Lutheran (Lincoln); St. Michael Lutheran (Omaha); St. Matthew Evangelical Lutheran (Omaha); Messiah Lutheran (Ralston); and Immanuel Lutheran (Bellevue). These congregations and their leadership teams are engaged currently in an intensive time of discernment and discovery. Through this process they are exploring who they are now, who their surrounding community and neighbors are, and how God might be inviting them to serve together now. The cohort meets about monthly and each congregation in the cohort is assigned an ELCA trained coach who walks with them throughout this process. We're excited for what this initiative might mean for the congregations participating in it, but also more broadly for the Nebraska Synod and what the synod as a whole is learning through this journey. The next cohort for this initiative will likely be accepting applications in early 2023, for a September 2023 beginning of the second cohort.
- Members of the Outreach Table continue to discern the needs of all congregations of the synod related to outreach and mission. Toward that end, the team continues to discern about Transformational Ministry (an ELCA churchwide created effort from about a decade ago) and to glean the resources from that which may continue to be offered as part of the Outreach Table's work going forward.
- In mission and ministry, experimentation is key. Sometimes things work well, and sometimes they may not go as planned. The synod's most recent mission start, Church of the Way, struggled to launch well amid pandemic time and officially closed at the end of 2021. We learned lots about this, and that learning will be incorporated in launching new mission starts in the future.
- The Table and Deacon Timothy continue to walk alongside all synodically authorized worshiping communities, mission starts, and ethnic specific ministries.

In the year ahead:

- The Outreach Table looks forward to new and improved offerings related to Transformational Ministry and is excited to continue to learn and experiment through the process and journey of the Vitality Initiative for Congregations.
- The Table looks forward to helping continue to wonder, grow, and follow God's call, invitation, and mission in the world as part of our church together. If you are interested in the Table's work or in things related to Outreach, Mission, and Vitality for your congregation, please contact Deacon Timothy, Pastor Marcia, or any member of the Outreach Table for more conversation.

The Outreach Table is comprised of seven regular attenders from across the state, holding our meetings by electronic means and in person at the Synod Office. Our members hail from rural and urban towns, large and small congregations, and are a mix of laypersons and rostered ministers. We are hoping to add some new voices to our team- bringing new perspectives to help to continue to sense what God might be up to, and have the courage to imagine and experiment by following the Holy Spirit's leading. If you are interested to join the table, please let Pastor Marcia or Deacon Timothy know that you are interested and want to join the fun.

Respectfully submitted,

Your Outreach Table Team

Pastor Marcia Dorn, Outreach Table Chair, mardorn61@gmail.com, 308-380-4256

Deacon Timothy Siburg, Director for Stewardship, timothy@nebraskasynod.org, 402-896-5311

Parish Ministry Associate Program

The Parish Ministry Associate (PMA) program equips lay persons to serve as certified lay leaders within the Nebraska Synod ELCA. It is a program for people who sense a call to serve the Church in a broader way. It is an opportunity for those who have a desire to deepen their faith through more expansive studies in scripture, pastoral care, education, spiritual development, Lutheran history, and doctrine. The students study at their own pace; allowing two to five years to complete the program. The courses are offered through facilitator-led courses in and around their community, or on-line learning through SELECT Learning. In addition, there are options for certified PMAs and PMA students to receive hours or credit through the Nebraska Synod's EMMAUS program, Seeking the Spirit Within, and PMA organized courses.

As of February 27, 2022 the Synod has 44 PMAs serving in congregations and parishes. Several of these PMAs are authorized for sacraments and serving in transitional positions. Many of the PMAs provide pulpit supply to congregations near and far. Others faithfully serve in their own congregations either as volunteers or on staff. There are also those who work in chaplaincy. These certified PMAs and PMA students are bi-vocational-they don't give up their day job, in other words.

There are two presently pursuing ordination through Wartburg Theological Seminary: Deb Hammer and Nancy Moore; one PMA was ordained: John Strackbein; and one awaits ordination: Janet K. Andersen.

We had one retirement and two of our active Parish Ministry Associates passed away: PMA Nancy Steele and PMA Fred Werkmeister.

Presently there are 17 PMA students at various points of study, and one awaiting recommendation from the PMA Steering Committee. There has been one transfer from Central States Synod, one withdrawal from the program, and there are five on potential student files (waiting for their paperwork/applications).

We celebrate that four PMA students are VERY close to entering the certification process.

Demand for PMAs continues and the PMA Administrator is working more closely with the Assistants to the Bishop with presenting names and encouraging congregations and our present Certified PMAs to seek and encourage possible candidates for the PMA program. This demand will be heightened in the coming years as numbers of and the availability of ordained clergy decreases.

In July the Parish Ministry Associate program said goodbye to the PMA program director, Rev. Steve Meysing, as Pastor Steve responded to a new call back to parish ministry. The Parish Ministry Administrator remains with a little more responsibility; however, Bishop Brian Maas serves as PMA Program Director presently and due to the wonderful lines of communication between the North Platte Synod office and the synod office in Omaha, the program continues and remains a solid presence in the Nebraska Synod ELCA.

Your synod PMA program is served by the following Steering Committee members: PMAs Gerald Toepfer (Blue Hill), Julie Schmidt (Minden), Karen King (Valley), Kathy Salts (Broken Bow), Maurine Roller (Alliance); PMA student: Joyce Kolbo (Gothenburg); Pastors: Rev. Glenda Pearson (Ord) and Rev. Tim Stadem (Alliance); and PMA Administrator Rev. Carol Mapa and Bishop Brian Maas.

If you are interested in becoming a PMA or just checking out the program you can contact the PMA Administrator at: pma@nebraskasynod.org and/or check out the Parish Ministry Associate page on the Nebraska Synod ELCA website.

Respectfully submitted:
Pastor Carol Mapa
PMA Administrator

Benefit Stability in Uncertain Times

As the pandemic ebbed and flowed in 2021, Portico's benefits remained a reliable constant for ELCA congregations and organizations, affirming the importance of church together.

- ELCA-Primary health benefits helped to lower stress levels and provided virtual access to health care.
- The ELCA Retirement Plan continued to deliver strong investment returns while offering no- or low-cost access to financial planning and coaching services.

In recent years, we've brought added stability to our program by extending quality, cost-effective benefits to more of those who serve. As we include more ELCA-affiliated social ministry organizations, colleges, and universities, as well as full communion partner denominations, we grow the size of our pool, which, in turn, allows us to secure lower administrative fees and innovative benefits not typically available to smaller groups. In this way, we continue our mission to serve those who serve.



The Rev. Jeff Thiemann
President & CEO

Meeting the Need in 2021

869

Plays of New Portico Podcast

Hosted by an ELCA pastor on current issues impacting our faith community.

34%

Chose New Voluntary Benefit

Through our cost-saving vision care services provider.

643

Retired

In Portico's bundled benefits program – Well done, good and faithful servants!

7.3%

Annuity Payment Increase

Approved for ELCA annuitants in 2022.

2,564

Medical Visits via Text

Through 98point6®, our virtual primary health care service.

8

Large Organizations Joined

In 2021 – 1 ELCA college, 6 ELCA-affiliated social ministries, and 1 full communion partner social ministry.

2,880

Classes Completed in 2021

On Bernalong, Portico's new online fitness and wellness benefit.

76%

More Accessed Financial Coaching

Through LSS of Minnesota in 2021 than during the same period in 2020.

87.8%

Very Satisfied

With our Customer Care Center service.

Data as of Dec. 31, 2021; sources available upon request. Availability of and eligibility for benefits will vary.

R.A.R.E. (Racial Awareness, Reconciliation & Engagement) Committee

Annual Report

2021-2022

The R.A.R.E. Committee has made substantial progress on its many goals in 2021-2022. The following is a recap of this progress.

1. Focus on Nomination Process to Encourage Greater Diversity

R.A.R.E. worked with Synod leadership to reconstruct the Council and committee nomination process. This included collaborating with the Synod Office to revise the nomination form to make it more streamlined and user-friendly, as well as developing and coordinating a strategic communications/education campaign to support the Call for Nominations process.

R.A.R.E. collaborated with a freelance videographer to create a promotional video explaining the purpose/importance of the nominating committee and Synod Council generally and specifically the importance of promoting diversity on the Council/committees. The video was launched in February in anticipation of the March 1 nominations deadline.

R.A.R.E. collaborated with the Synod office to disseminate this video – which featured Bishop Maas and Synod Council members – to churches along with a “call to action” email blast encouraging church leadership to share the video within their church communities. The video was also featured on the Synod’s website and social media channels.

2. Establish a Diversity and Inclusivity Committee

As a result of R.A.R.E.’s proposed initiative to the Synod Council in March of 2021, the Synod Office formed a new JEDI (Justice, Equity, Diversity and Inclusion) committee which, moving forward, will be instrumental in raising and promoting diversity and inclusion in the Synod. The JEDI committee is currently looking at diversity training, as well as tracking and reporting diversity/inclusivity data.

3. Continued Anti-racism Conversation and Education

During 2021-2022, R.A.R.E. continued its quarterly Zoom series **Let’s Talk about Racism**, focusing on topics including: mass incarceration and critical race theory, as well as a conversation about where we [Synod churches and lay members] are in our anti-racism efforts. Participation in and engagement with these conversations was fruitful.

4. Looking ahead in 2022, R.A.R.E. looks forward to engaging with the new Bishop on topics and initiatives related to fostering racial awareness, reconciliation and engagement through the Nebraska Synod.

Respectfully submitted,
Miriam Blair and Brad Johnson
Co-Chairs

Seeking the Spirit Within

The Nebraska Synod Institute for Spiritual Direction Formation

The mission of *Seeking the Spirit Within* is to prepare people for the ministry of spiritual direction. The Institute was created by the Nebraska Synod in 2009 as a direct response to the stated need of rostered ministers for spiritual retreats and spiritual direction. The current advisory board members include the following individuals: (Vice Chair) Rev. Dr. David deFreese, (Secretary/Treasurer) Ramona Edwards, Lisa Kramme, Bishop Brian Maas, Rev. Carol Mapa, (Chair) Rev. Brad Meyer, Greg Schuerman and Emily Wageman. The use of technology enabled *Seeking the Spirit Within* to continue offering all of our programming in 2021.

Cohort 7 of our spiritual direction formation program met online for the first three residencies in 2021 and met in person together for the first time in November 2021. They have one more three-day residency in May to complete prior to their Certification Day on June 13, 2022. Connie Stover, Director, and Shirley Knight, Assistant Director, provide the leadership for this program.

Quarterly meetings of *Reflective Practices* offer supervision for certified spiritual directors who are providing direction to others and meeting with their own spiritual director. We have a total of six trained supervisors who are qualified to provide leadership for *Reflective Practices*. All meetings were conducted online during 2021. Connie Stover and Shirley Knight organize and facilitate these gatherings.

Drink From the Well is in its fifth year of programming. This is a program for adults who are desiring to grow in their experience of the Divine. Pat Gregory and Emily Wageman have been the coordinators of *Drink From the Well*. This program consists of monthly online/recorded instructional webinars and monthly small group meetings with a spiritual director. Due to the continued pandemic, all small groups have been meeting via online technology.

As Deacon Connie Stover will be retiring in June of 2022, the Advisory Board has been working on updating the Governance Guidelines and Job Description in our search for a new Director for *Seeking the Spirit Within*. As we search for a new Director, *Seeking the Spirit Within* will take a one-year sabbatical from beginning Cohort 8. Our other programs will be offered via online.

We all extend our deep appreciation and gratitude to Deacon Connie Stover for her leadership in this ministry and her dedication to spiritual direction formation. Also, we express our gratitude to Shirley Knight, Asst. Director, for sharing her gifts of leadership and commitment to *Seeking the Spirit Within* during this time of transition. Thank you both!

We invite you to explore our website (www.seekingthespiritwithin.org) and follow us on Facebook. If you have questions about our programs or the available resources; if you want more information about the ministry of spiritual direction; or if you desire assistance in finding a spiritual director, please contact *Seeking the Spirit Within* Advisory Board Chair, Pastor Brad Meyer at pastorbrad@rejoiceomaha.org.

We remain grateful for the encouragement, prayer, and financial support we receive from individuals and congregations of the Nebraska Synod. Thank you!

Respectfully submitted,
Deacon Connie R. Stover
Director, Seeking the Spirit Within

Rev. Brad Meyer
Advisory Board Chair, Seeking the Spirit Within

Stewardship Table

We believe that stewardship has everything to do with how we respond to all that God has done, continues to do, and promises to do for us-through the way we live our lives, and use all that is entrusted to us by God.

The Stewardship Table meets regularly online to discern needs and share resources with the whole synod. Whether it be through curating or creating, the Table continues its work to develop and share quality, usable stewardship resources for the congregations and leaders of the Nebraska Synod. The table works in partnership with the Director for Mission, Innovation and Stewardship, Deacon Timothy Siburg. Together we work as a resource and partner to help congregations practice and understand stewardship as something holistic and year-round. As a table we work to promote that culture shift, building on the great sense of generosity we see and feel across Nebraska.

In the past year:

- In collaboration with Nebraska Synod Director for Faith Formation, Lisa Kramme, Deacon Timothy and she continue to work with a core team of leaders from across the synod and a larger network of interested disciples in an effort called “4G Network: Growing God’s Generous Generations.” The work and resources that have emerged through this have been cross+generational (meaning for all generations together), and related to all aspects of discipleship, stewardship, and faith formation related, building off of the strength of the ELCA’s Generosity Project. For all of the latest resources, check out: <https://www.nebraskasynod4g.org/> and like and follow “Growing God’s Generous Generations- The Nebraska Synod 4G Network” on Facebook.
- Resources have continued to be shared and developed about giving and stewardship practices and digital and electronic giving options and best practices. More resources about stewardship and mission share, have been shared as well, in addition to further traction of previously created resources like the guide to creating a narrative budget. These resources and more are available on the synod stewardship website, including best practices, and weekly stewardship preaching commentary via Deacon Timothy’s blog.
- Deacon Timothy was on the go more than ever in 2021, visiting congregations across the synod and joining congregational and cluster meetings, and preaching and teaching often. If you would like to schedule a visit for your congregation, please contact him to set up a date in the months or year ahead.

In the year ahead:

- The Stewardship Table is presenting an Emmaus workshop entitled, “Stewardship Nuts and Bolts for 2022” on Thursday May 12, 2022. The 90-minute workshop will be offered online live both with a morning and evening session, to try and make it available for as many interested people as possible. Check out the Nebraska Synod website for more information and register today.
- We look forward to moving past this pandemic time with deep and wide learning from this experience. Out of this, we hope to continue to implement more of a vision for stewardship across the synod.
- We will continue to offer stewardship coaching.
- We look forward to continuing to grow our web presence through sharing more resources widely on the synod stewardship website, and continuing to grow it, as well as through Facebook and social media.
- We look forward to more invitations to preach and visit at the many congregations in the synod.

The Stewardship Table is comprised of seven regular attenders from across the state, holding our meetings by electronic means and in person at the Synod Office. Our members hail from rural and urban towns, large and small congregations, and are a mix of laypersons and rostered ministers. We are hopeful to add a few more people to the team in the year ahead. If you are interested to join the table, please let Bob or Deacon Timothy know if you are interested.

Respectfully submitted,

Your Stewardship Table Team

Bob Bauerle, Chairperson, bob@nebraskagolf.info, Ph: 402-416-0210

Deacon Timothy Siburg, Director for Stewardship, timothy@nebraskasynod.org, Ph: 402-896-5311



Year in Review 2021

Tabitha by the Numbers...

60,117	Home Health Care Visits &
72,805	Hospice Visits
\$188,838	Funded to support TEAMember Education assistance
158,838	Tabitha Meals on Wheels were delivered – 5 millionth meal milestone
\$1,376,292	Provided to supplement care of Seniors whose Medicaid payments only covered a fraction of the actual cost of their care

Highlights from a year of BANDING TOGETHER TO BUILD

Tabitha empowered Seniors and TEAMembers to embody Care, Courage and Connection as we continued to navigate the COVID-19 crisis. 2021 was a year of grace and growth, applying the lessons learned to foster a brighter tomorrow.

- Celebrated the groundbreaking in Grand Island of Tabitha at Prairie Commons, Senior Living Community, expanding our expert resources to further serve central Nebraska. Services and resources include Independent, Assisted, Memory Care and Long-Term | Skilled Nursing Services and is slated to open in **Fall 2022**.
- Exceeded our \$5 million fundraising goal, early and moved up construction to 2022 on an InterGenerational Living Community. The first-of-its-kind, in the nation where independent Seniors (55+) and Students/future health professionals will call home in **Spring 2023**.
- Teamed up with Immanuel to serve as their preferred provider to support Home Health Care and Hospice services for their Senior Living communities in the Omaha area.
- Renovated the Tabitha Residence, renamed it “James” House, aiming to provide compassionate care while emulating the comforting feeling of home.
- Fought against the COVID-19 by launching internal vaccine campaigns and joined forces with Lancaster County to administer vaccines to 430+ homebound residents.
- Fully vaccinated 98% of TEAMembers and 99% of Residents.
- Honored a record number of TEAMembers, 358, for receiving their Heart of Gold awards, a collection of exceptional expressions of gratitude from those we serve.
- Introduced Tabitha Care+Plus, providing a unique telehealth service partnering with physicians to keep Seniors with chronic conditions safe and stable, at home, between doctor visits.
- Maintained our Perfect 5-star Quality Rating – Centers for Medicare and Medicaid Services (CMS) across all Long-Term Care | Skilled Nursing Living Communities.
- Continued our streak of receiving awards for Tabitha Home Health Care, Hospice and Senior Living Communities as well as being a great place to work.

**2023 COMPENSATION GUIDELINES & PARSONAGE GUIDELINES
For Ministers of Word and Sacrament and Word and Service
Nebraska Synod -- ELCA**

The gifts he gave were that some would be . . . evangelists, some pastors, some teachers, to equip the saints for the work of ministry, for building up the body of Christ. (Ephesians 4:11-12)

This church affirms the universal priesthood of all its baptized members. In its function and its structure this church commits itself to the equipping and supporting of all its members for their ministries in the world and in this church. It is within this context of ministry that this church calls some of its baptized members for specific ministries in this church. (ELCA Constitution 7.11)

Introduction

While being called “for specific ministries in this church” is righteous, it does not mean that those who are willing to serve should do so at personal financial sacrifice. While compensation of Ministers and Staff of the Church may not be a topic that is exciting to discuss, it is very important to the ministry of this Church that Ministers and staff are “fairly” compensated. To maintain a reasonable quality of life and to be able pay the cost of living and pay off debt incurred while receiving their education, it is critical that the individuals be compensated at levels that are commensurate with their education, their years of experience and the hard work they perform as part of the ministry of this Church, knowing that Ministry is a calling that may require working up to six days a week .

Compensation should be looked at in total, to include not only compensation paid directly to the Minister or through a church owned parsonage (“Cash Compensation or Defined Compensation”), but also, benefits provided through the ELCA Pension and Other Benefits Plan, continuing education, professional expenses and vacation and other leave (Supplemental Benefits). While Cash Compensation can be readily determined, the cost of supplemental benefits may vary significantly based on the insurance needs of the Minister (i.e. coverage for spouse and/or children) and/or level of insurance chosen and may have a significant economic impact on the congregation’s finances. Compensation should be addressed in totality to include all aspects of compensation (“Total Compensation”). It is important and informative to have a thorough discussion regarding all aspects of total compensation and the options that may be available in determining the components of compensation for the Minister.

This document provides Salary Schedules for Ministers of Word and Sacrament and Word and Service (Minister), which provide guideline ranges from Low to High amounts of Cash Compensation for congregations to consider as they determine reasonable Total Compensation, as applicable, including base salary, SECA allowance, supplemental benefits, and housing, whether paid or through a church-owned parsonage - see Section III, for Ministers of Word and Sacrament and Word and Service (Minister). Low Cash Compensation amounts provide the minimum that should be considered and should be adjusted within the guideline ranges for various factors, including performance, education and training, local cost of living, overall responsibilities, supervision, administration, demographics, etc.

Congregations are also encouraged to consider these guidelines, as applicable, for other professional lay staff who are not rostered but perform the role of leadership and pastoral services for the Congregation. It is expected that this document be thoroughly reviewed annually by the council or appropriate committee and by the Minister. It is suggested that it be reviewed together as a way of “checking in” regarding the inclusiveness of the person’s Total Compensation and to address any concerns.

This document includes the following sections:

- I. Salary
- II. Supplemental Benefits
- III. Parsonage Guidelines
- IV. Compensation Alternatives
- V. Worksheet

Part I: Salary

Determining Salaries

The salary should be set by the Congregation Council. Minister salaries require careful study and deliberation, and the congregation is too large a body for effective deliberation. Facts necessary for an informed decision are often not available to all members of the congregation. The Minister should have the privilege of discussing salary and related matters with the Congregation Council. For all practical purposes, Ministers are deprived of this privilege when salary and benefits are debated and set by the congregation, as a whole.

It is also recommended that a Compensation Committee (e.g., Personnel Committee or Executive Committee) be appointed by the Congregation Council to review with the Minister both ministry and total compensation. The Minister should have the opportunity to openly discuss total compensation and related matters with a smaller group of representatives in which an atmosphere of trust has been established. This committee would provide input regarding compensation to the Council or the Finance Committee.

Base Salary

Base salary is the base of the compensation package. While it is only a part of compensation to be used in determining fair total compensation, it is where most congregations will begin. The guidelines include a range for base salary. Compensation is always a matter of discussion and agreement between the Minister and the Committee. The first or low amount in the range is the minimum amount that should be considered. Congregations should consider larger compensation based upon other factors such as: education and training, local cost of living, overall responsibilities, effectiveness of the person's work within the congregation supervision, administration, demographics, etc. The schedules included in these guidelines recommend a range of base salaries based upon years of service and the factors noted above for Ministers of Word and Sacrament and Word and Service. It is the general practice of the Synod to recommend base salary in the middle of the range as a standard and based on the factors noted above.

As more and more "second career" people enter rostered ministry, previous experience in other capacities also needs to be considered. Ministers who enter the rostered ministry after years of work in other occupations should not be compensated at the beginning of the scale, but rather at a level that recognizes the value of their maturity, their work, and their congregational life experiences. Our Synod's practice is to give one year of professional experience on the schedule for every three years of full-time experience in another field.

Housing

When housing is provided for a Minister of Word and Sacrament by the congregation, the congregation should follow the "Synod Parsonage Guidelines." (See Part III of this document.) Congregations that own a parsonage are also asked to provide a "housing equity allowance" of 5% of the base salary. This allowance will compensate for the lack of equity that would accrue if the Minister of Word and Sacrament were able to own a home. This equity would be available in the future whenever the Minister of Word and Sacrament needs to purchase a home.

When the congregation does not provide a house for the Minister of Word and Sacrament, a housing allowance is provided by the congregation. A suggested range for housing allowances is included in the compensation guidelines. Local housing costs (purchase/rental values and utility rates) should be considered in determining the housing allowance. The first or low amount in the range is the minimum amount that should be considered.

For the Minister of Word and Sacrament to maximize the amount excluded from taxable income, the Congregation Council should approve a housing allowance based upon actual expenses. This figure may be greater than the suggested housing allowance on the enclosed schedule. If it is beneficial, the Minister of Word and Sacrament should be allowed to increase the housing allowance through a salary reduction. Only the actual expenses for providing a home are excludable. It is the Minister's responsibility to keep adequate records and substantiate the deduction to the congregation or to the IRS. The proper approval of such an allowance in advance is required in order to qualify for this exclusion.

2023 Compensation Guidelines (Page 3 of 14)

For Ministers of Word and Service, the IRS may, under certain circumstances, consider a portion of compensation paid to the Minister of Word and Service to be excludable from taxable income. However, the congregation and the Minister of Word and Service must consult with the Minister's tax advisor for a determination of whether a portion of compensation paid may be excluded from taxable income. The congregation and the Minister of Word and Service should follow the same rules as with the Ministers of Word and Sacrament, as noted above, to comply and qualify as excludable income, if applicable. Also, if a house is provided for the convenience of the congregation, on church premises and the Ministers of Word and Service is required to live in the house, this housing may be excluded from taxable income. (26 U.S.C. 119 – Meals or lodging furnished for convenience of the employer)

When a Minister needs to purchase a home, the congregation may provide mortgage assistance. If a congregation sells a parsonage, it is recommended that the proceeds be retained for the purpose of assisting a Minister in financing a home.

Social Security and Medicare Tax (SECA) Allowance

Ministers of Word and Sacrament are self-employed persons for Social Security and Medicare Tax purposes and must pay the full amount of their self-employed Social Security and Medicare Tax (SECA) on a periodic basis. Since congregations are required to contribute half of this tax for Ministers of Word and Service and other lay employees of the congregation, it is only equitable that the congregation provide a SECA allowance for Ministers equal to the rate that it pays for other employees. The allowance should be given to the Minister or it may be paid directly for the benefit of the Minister. However, either way, this allowance is additional taxable income. To assist the Minister in paying their quarterly taxes, the congregation may also consider withholding an amount from the Minister's compensation equal to the congregation's portion of the tax, which would be provided to the Minister on a quarterly basis when the taxes are due.

Income Taxes

Being Self-employed persons, Ministers of Word and Sacrament are required to file estimated tax payments for both state and Federal tax purposes. Because of the complexities of determining taxable income and the calculation of the appropriate taxes, it may be prudent to check with a CPA or other tax professional to assist in these computations. The congregation should limit its involvement in any such advice or calculations, but it may make appropriate deductions from the Ministers Cash Compensation and make the payments for the benefit of the Minister.

2023 Compensation Guidelines (Page 4 of 14)

Salary Schedule for Ministers of Word and Sacrament						
Years of Service	Base Salary - Low	Base Salary - High	Housing Allowance - 30% Low	Housing Allowance - 30% High	SECA Allowance - Low	SECA Allowance - High
0	\$ 39,759	\$ 41,104	\$ 11,928	\$ 12,331	\$ 3,954	\$ 4,088
1	40,409	42,342	12,123	12,703	4,019	4,211
2	41,070	43,473	12,321	13,042	4,084	4,323
3	41,722	44,737	12,516	13,421	4,149	4,449
4	42,383	45,956	12,715	13,787	4,215	4,570
5	43,019	47,212	12,906	14,164	4,278	4,695
6	43,662	48,399	13,098	14,520	4,342	4,813
7	44,294	49,571	13,288	14,871	4,405	4,930
8	44,934	50,754	13,480	15,226	4,469	5,047
9	45,572	51,933	13,672	15,580	4,532	5,165
10	46,212	53,112	13,864	15,934	4,596	5,282
11	46,845	54,295	14,053	16,289	4,659	5,400
12	47,481	55,471	14,244	16,641	4,722	5,517
13	48,127	56,650	14,438	16,995	4,786	5,634
14	48,760	57,836	14,628	17,351	4,849	5,752
15	49,399	58,993	14,820	17,698	4,913	5,867
16	50,039	60,151	15,012	18,045	4,976	5,982
17	50,671	61,319	15,201	18,396	5,039	6,098
18	51,311	62,473	15,393	18,742	5,103	6,213
19	51,951	63,641	15,585	19,092	5,167	6,329
20	52,593	64,794	15,778	19,438	5,230	6,444
21	53,229	65,970	15,969	19,791	5,294	6,561
22	53,862	67,131	16,159	20,139	5,357	6,676
23	54,494	68,288	16,348	20,486	5,419	6,791
24	55,137	69,445	16,541	20,834	5,483	6,906
25	55,773	70,614	16,732	21,184	5,547	7,023

For more than 25 years of service, a range of \$500-\$1000 a year increase in base salary is recommended.

Congregations may wish to offer more compensation because of local cost of living, scope of responsibilities, advanced degrees and effectiveness of the pastor's work within the congregation.

¹*This figure is 30% of the base salary. Actual housing costs will vary from area to area.*

²*This is figured at the rate of 7.65% of base salary and housing.*

2023 Compensation Guidelines (Page 5 of 14)

Salary Schedule for Ministers of Word and Service				
Years of Service	BA Degree Low End	BA Degree High End	MA Degree Low End	MA Degree High End
0	\$ 41,408	\$ 43,716	\$ 43,550	\$ 46,228
1	42,030	44,752	44,669	47,714
2	42,678	45,797	46,314	49,149
3	43,294	46,868	46,905	50,584
4	43,947	48,026	48,023	52,019
5	44,564	49,190	49,141	53,454
6	45,217	50,322	50,259	54,889
7	45,839	51,399	51,351	56,170
8	46,482	52,501	52,443	57,708
9	47,135	53,526	53,535	59,143
10	47,751	54,458	54,528	60,475
11	48,373	55,289	55,620	61,828
12	49,021	56,327	56,712	63,125
13	49,643	57,369	57,778	64,447
14	50,291	58,563	58,849	65,774
15	50,939	59,706	59,915	67,045
16	51,560	60,793	60,871	68,373
17	52,193	61,833	61,937	69,541
18	52,835	63,130	63,003	70,920
19	53,462	64,375	64,069	72,191
20	54,094	65,621	65,030	73,626
21	54,732	66,712	66,044	74,846
22	55,364	67,906	67,058	76,117
23	56,017	69,152	68,124	77,495
24	56,634	70,274	69,189	78,664
25	57,282	71,540	70,255	80,042

For more than 25 years of service, a minimum of a \$500 - \$1000 a year increase is recommended.

For additional information, go to the ELCA website at <https://www.elca.org> and search “Compensation” or “Compensation Guidelines”.

Part II: Supplemental Benefits

Retirement and Other Benefits Plan

Congregations are expected to provide Ministers with retirement and other benefits provided by the ELCA through Portico Benefit Services which includes the Retirement Plan, the Medical and Dental Plan, the Disability Benefits Plan, and the Survivor Benefits Plan in one bundled program. A bundled approach helps ensure that Ministers are protected against significant financial loss from a variety of risks.

Under the Medical and Dental Plan, Portico’s philosophy is to share the cost of benefits between the plan member and the congregation. On average, 20% of health benefit costs are assumed by the plan member under the structure of Portico’s plans through the utilization of deductibles, coinsurance, and copays. The ELCA offers a choice of options under this cost sharing arrangement through the approved options that include Gold+ and Silver+ with HSA in Levels A and B. In the fall, congregations must select the option that best fits based on conversations with their sponsored plan members to determine the option that best fits their needs, and then make their selection during annual enrollment. A plan member may waive the medical and dental coverage if they have access to valid medical insurance

2023 Compensation Guidelines (Page 6 of 14)

coverage through their spouse or another employer. It is anticipated that congregations will enroll spouses and children in the Medical and Dental Plan to provide assurance that they are protected from major economic impact that may occur from the lack of Medical and Dental coverage. However, conversations are encouraged regarding the ability of spouses and other family members to obtain coverage through their employers or by other means, which may impact the distribution of total compensation for the Minister. Current contribution rates are available on at EmployerLink.PorticoBenefits.org or by calling Portico at 800-352-2876.

Retirement planning is extremely critical for the future well-being of the Ministers who serve in the Synod. Therefore, congregations are required by the ELCA Retirement Plan Administrator to contribute 10% to the Retirement Plan, but a standard for the Nebraska Synod has been established to contribute twelve percent (12%) of the defined compensation (salary plus housing and social security allowance) for retirement for all Ministers, even when this amount is not required by the Retirement Plan. Congregations and the Ministers may also make additional elective contributions to the Plan on a periodic basis and the Minister may designate a percentage of their salary as a pre-tax contribution to the Retirement Plan.

For additional information, go to the Portico Benefits Services website at <https://www.porticobenefits.org>. Benefit Solutions”.

Weekly Sabbath

Nebraska Synod expects all Ministers, all other church professionals, and synod staff be able to observe and enjoy a weekly Sabbath. Ministers are to be given at least one full day for rest and renewal per week.

Schedule Flexibility and Holidays

Because the schedule and demands of parish ministry are fluid and ever-changing, care and conversation should guide the setting of schedules. A Minister’s office hours and availability need to be predictable and still flexible enough to permit responsiveness to pastoral needs as they arise. Additionally, flexibility for Ministers to attend to family needs and events, providing care is taken to make up the time elsewhere, is a valued benefit that congregations can offer without additional financial cost. Communication up front regarding expectations around schedule and flexibility will help both the Minister and congregation when unscheduled needs arise.

Regarding holidays, the local context should always be considered and, again, expectations should be clarified in advance. This is an excellent use of a Mutual Ministry Committee, or the Executive Committee when there is no Mutual Ministry Committee. The following is our recommended place to start the conversation with your Minister.

Salaried Ministers should receive paid holidays similar to those of other salaried professionals. As household needs and community expectations vary, care should be taken in establishing a calendar of holidays annually, especially when the Minister has school-age children. Salaried Ministers expect to work on some statutory holidays, particularly Thanksgiving, Christmas Eve, Christmas Day, New Year’s Day, and Independence Day when it falls on a day with a regularly scheduled worship service. If there are services on those days, grant an agreed upon day before or after as a holiday.

Additional statutory holidays for salaried Ministers include: Rev. Dr. Martin Luther King Jr. Day, Memorial Day, and Labor Day. If the community context expects a worship or prayer service on these days it is important to communicate that to the Minister in advance, including any information regarding rotational responsibilities with other clergy in the community. When your Minister leads services on one of those days, grant an agreed upon day before or after as a holiday.

Automobile Expenses

An equitable way for a congregation to pay for the business travel expense incurred by the rostered person may be for the congregation to provide an automobile for business use. Any personal use (determined by allocating the value of the vehicle by the personal miles driven) must be included in the rostered person’s taxable wages. Thus, a log should be kept of all miles driven with church-owned vehicles.

If a church-owned automobile is not provided, the simplest way to reimburse staff for the use of a personal automobile is to pay them at the mileage rate allowed by the IRS. This should be done at least monthly. This method requires that the person maintain detailed records and report the business miles traveled for the period. Generally, the

2023 Compensation Guidelines (Page 7 of 14)

person should provide detail by day, listing the destinations, reasons for travel and the number of miles traveled.

Sometimes it is reasonable, but more complicated, for the congregation to provide an automobile expense allowance that allows the staff to take a deduction on the basis of actual costs. A fixed allowance is not recommended because of rulings by the IRS. If a regular monthly allowance is paid, its use must be substantiated. The IRS has strict regulations governing this method and it requires careful records and reporting either to the congregation or to the IRS.

Continuing Education

A fundamental expectation for all Ministers in the ELCA is that they continually grow in competence and understanding. The ELCA expects rostered persons to spend a minimum of 50 contact hours annually in continuing education. (A contact hour is defined as a typical 50-minute classroom session or the equivalent.) Such experiences enrich both the staff person and the congregation. Therefore, the costs of such continuing education should be shared.

In addition to their attendance at Nebraska Synod Assembly and Theological Conference, it is recommended that full-time professional staff be allowed a *minimum* of two weeks per year for continuing education. This can include up to 1 weekend (Saturday & Sunday) that is *not* counted as vacation time. This time may be accumulated up to three years to make possible more extended study. Decisions about study programs covering several weeks should be made jointly by the Minister and the Congregation Council.

A minimum contribution of \$850 per year from the congregation and \$400 per year from the rostered person is recommended for continuing education. These funds may be accumulated for up to three years as well. If the staff person accepts another ELCA position, all continuing education contributions should be transferred with that person.

Some congregations allow for sabbatical after a specified length of service in the congregation. Sabbatical time should be carefully planned to benefit the Minister, the congregation and the wider church. General guidelines for “Sabbatical Leave” are included in Section III.

Professional Expenses

A reimbursement of up to \$500 per year should be allowed for the purchase of books, journals, vestments or other resources that remain the property of the professional. Allowances for these items are taxable, while a straight reimbursement of costs is not. Therefore, it is important to structure the payment of these expenses as reimbursements.

Assemblies and Conferences

Attendance of Ministers at Cluster gatherings, Synod Assemblies and the Theological Conference, is expected. This is part of the business of the congregation and expenses (e.g. registration, room, meals) should be budgeted separately from continuing education and paid by the congregation over and above the cost of continuing education.

Vacation

While it is generally understood that a call to serve in ministry will likely entail work weeks that equal or exceed 48 hours and often six-day weeks. Unless congregations have an established policy of allowing for vacations, congregations are expected to provide a *minimum* of four weeks (including four Saturdays and Sundays) per year of vacation with full pay for all Ministers, which is essential for the health and welfare of the Minister. All vacation should be used annually, with no more than two weeks of vacation days being carried over year-to-year so that the benefits of such time off can be achieved. This time is in addition to continuing education time, attendance at churchwide or synod meetings and congregational retreats. Congregations are strongly encouraged to set up a policy in writing relating to pay for unused vacation days to the Minister upon leaving the call. It is recommended that vacation days be systematically accrued on a periodic basis beginning at the first of the year on January 1, from the first day of service or on a monthly or quarterly basis (with one week of vacation being accrued for each 13-week period served). With no more than two weeks of vacation days be allowed to be carried over, no more than six weeks of vacation should be available during a twelve-month period. To avoid potential confusion, it should be established from the outset whose responsibility it is to keep track of vacation time accumulated, used and reported on a periodic basis, and the process by which vacation or other time off is arranged—that is, whether the Minister simply notifies congregational leadership a certain amount of time in advance, or seeks the permission of the Council or Executive Committee, etc.

2023 Compensation Guidelines (Page 8 of 14)

Sick Leave

Sick leave recommendation is one day a month, cumulative to 60 days. In the event of serious illness, and if the Minister is covered by the ELCA retirement plan, the congregation shall assume responsibility for providing full salary and benefits for the first consecutive eight weeks of the illness at which time the ELCA disability plan will take effect, if disability benefits have been applied for. It is recommended that no reimbursement be paid for unused sick days when a Minister leaves his or her position.

Bereavement Leave

In the case of loss of spouse, child, parent or sibling, bereavement leave is not only necessary, it is compassionate caring for the person suffering the loss. Congregations are encouraged to provide support for their Minister(s) by allowing two weeks bereavement leave for the loss of spouse or child and one week for parents or siblings. Because each person deals with grief differently, it may be necessary to negotiate additional bereavement leave, depending on the individual and situation.

Parental Leave

Since the church places a high value on family, it is appropriate for congregations to provide parental leave when a new child is added to the family, either by birth or adoption. With changing parental roles, it is common for both parents to be actively engaged in their children's caregiving. Since each family's situation is unique, congregations are encouraged to be flexible and understanding in granting the necessary time for the Minister and their family to make this adjustment. Parental leave is a positive investment in the health and well-being of the Minister and the family, as well as a positive for the congregation. The following guidelines are suggested:

- Following the birth or adoption of an infant child, six weeks of paid parental leave will be granted to the Minister. For a Minister who adopts a child who is over three years of age, three weeks of paid parental leave will be granted.
- Accrued vacation may also be used to extend a parental leave. Ministers desiring additional leave, either prior to or following the birth of their child, may negotiate for unpaid leave.
- If both parents are serving the congregation(s), the weeks may be split between them.

Sabbatical Leave

Congregations are **strongly** encouraged to consider providing sabbatical leave for their Minister(s). In the long run, Sabbaticals are often cost effective. When burn-out causes an experienced Minister to leave, the congregation loses money during an interim period, incurs expenses for moving, has the potential loss of members in the interim and loses efficiency while a new relationship develops. Some of the other benefits to the congregation of such leave are:

- Sabbaticals offer an experienced Minister renewed energy and rediscovered zeal for ministry;
- Sabbaticals enable an opportunity to develop congregational leadership and to come to a greater understanding of the congregation's ministry by assuming some of the pastoral duties during the interim;
- Sabbaticals are often an occasion for the collective congregation to reflect and assess their partnership with the Minister and discover ways to strengthen and improve ministry;
- Sabbaticals provide the opportunity to show support and care for a beloved Minister and his/her family;
- Sabbaticals can be a time for individual congregational members to reconsider their commitment and to assess their relationship to the life and witness of the congregation;

Some of the additional benefits to the Minister are:

- Sabbaticals often provide a needed break from long hours, high pressure, personal sacrifice and the 24/7 nature of ministry;
- Sabbaticals can offer a unique opportunity for prayer, rest, study and renewal;
- Sabbaticals are often an opportunity for the Minister to discover more in depth the importance of what they do because of who they *are* rather than because of what they do;
- Sabbaticals provide the opportunity to develop greater self-awareness and spiritual depth.

2023 Compensation Guidelines (Page 9 of 14)

Some suggested guidelines for sabbatical leave:

If sabbatical leave is offered, it should be offered to all full-time Ministers under the same policy guidelines. Such guidelines should be drawn up in advance and approved by the appropriate congregational committee or the Congregational Council.

The timing and length of sabbatical leave varies. For example, some congregations provide a two-month sabbatical leave after four continuous years of service to the congregation while others provide three-month sabbatical leave after five continuous years of service. A length of two months or more is recommended for the time to be productive. Both the timing and the length of leave should be determined by the congregation in consultation with the Minister and the congregational committee and take into consideration the needs of the congregation.

At a minimum, congregations should continue to provide full salary and benefits during the sabbatical. Travel mileage reimbursement is often suspended during this period. During the calendar year of the sabbatical, time normally allotted for continuing education is usually not granted. Continuing education funds allotted for that year are normally applied to sabbatical expenses. Vacation time should not be reduced because of sabbatical leave, however.

A written proposal for the sabbatical should be presented to the appropriate congregational committee by the Minister at least six months prior to the beginning of the sabbatical. The proposal should include a listing of desired outcomes, a description of activities planned during the sabbatical, a summary of travel plans (in general terms) and a listing of the church tasks that need to be cared for during the person's absence. In addition, the Minister should develop some method to record and share significant key learnings gained during the sabbatical leave to the congregation following the sabbatical. For example, a presentation or class sharing what was learned and hopes for how this learning can be utilized in ministry.

To allow the congregation to benefit fully from the sabbatical, the Minister is expected to remain with the congregation for a period of at least a year following the sabbatical. If the person should leave earlier than that, financial arrangements for repayment of expenditures for the sabbatical may be made.

No hiring of permanent personnel should be considered in response to the sabbatical leave. The congregation may, however, consider adding short-term staff and/or additional compensation for other staff members whose responsibilities are increased during the sabbatical.

Pulpit Supply

It is suggested that remuneration be \$175 for Sunday morning worship service, \$50 for each additional same day worship service and \$75 for an additional day worship service (i.e. Saturday or Wednesday Lenten Service), including multi-point parishes. Round trip mileage should be paid at the prevailing IRS rate. When necessary, overnight lodging and meals should be supplied. In the event worship is cancelled less than 24 hours in advance (e.g. severe weather), it is recommended that remuneration still be made in full, mileage optional, to the supply minister.

Part III: Parsonage Guidelines

A parsonage is the home provided by the congregation for its Minister. It should not only be a comfortable home for the Minister and his/her family, but one that also provides an environment that will be helpful to foster partnership and serve to enhance the ministry.

These guidelines are designed to help both the Minister and the congregation. Following them will help the congregation become aware of needed improvements and let it know if their parsonage meets the synod-wide standards for their Minister. These guidelines will also alert the congregation and Minister of any abuses of the parsonage property.

Since the parsonage is the Minister's home, privacy should be respected. Members of the congregation should follow the same standards of politeness for such things as entering the parsonage as they would for any other home in the community. Because it is the home of the Minister, his/her desires should be consulted when changes are necessary. The quality of the parsonage should meet a standard set by the homes of the majority of the congregation's members. The size should be adequate to accommodate families.

2023 Compensation Guidelines (Page 10 of 14)

The tenant/landlord model may apply on occasion, but its application is quite limited. Contrary to renters, the Minister normally has little choice of residence. The relationship between the Minister and congregation is not based on a lease or rental agreement, but upon a common bond in the ministry of the congregation. These guidelines are suggested for congregations and their Minister to use to discuss the matters of maintenance, repair and responsibilities relative to a church-owned home.

1. Before a Minister moves into a parsonage, the congregation should see that it is thoroughly cleaned and may want to use this occasion to update and redecorate the parsonage.
 - The colors, fabric, design, etc., selected in the redecoration would normally be selected by those who will be living in the house in consultation with the appropriate committee. The congregation, of course, shall determine the price ranges for these items.
2. Annual Inspection of the Parsonage and Dealing with Needs
 - As part of the call process, the new Minister (and spouse) should tour the parsonage with a member of the call committee, Congregational Council chairperson and appropriate property committee person and agree as to what repairs and redecorating are to be done before the new Minister arrives.
 - There should be an annual inspection of the parsonage by persons designated by the Congregational Council. The purpose of the inspection is to discover needed repairs, improvements, and refurbishing, and to make short-term and long-term plans for accomplishing these, with prompt attention given to safety and health factors. This annual inspection is important so that appropriate attention is provided to the home.
 - Needs which arise between inspections should be taken care of promptly. It is the responsibility of the Minister to promptly make known to the council or appropriate committee the need for any repairs or improvements. It is expected that once a need is expressed, the council or committee will respond appropriately to the request and will coordinate with the Minister and family to schedule repairs.
3. It is expected that the following appliances be provided in the parsonage:
 - Stove with oven
 - Refrigerator
 - Dishwasher
 - TV antennae (unless cable or satellite TV is provided)
 - Air conditioning (usually central air conditioning is expected)
 - Humidifier/de-humidifier (if needed)
 - Soft water conditioner (if needed)
 - Washer & dryer
4. It is expected that the following utilities be paid directly by the congregation or an adequate utilities allowance be provided for the Minister to pay for them:
 - Electricity
 - Gas
 - Water/sewer/garbage
 - Telephone (except personal long distance)
5. Items that would normally be supplied by the congregation include:
 - Paint
 - Wall coverings
 - Floor coverings
 - Ceiling fans
 - Window coverings
 - Light fixtures
6. Appropriate to the community setting, the following are also recommended:
 - A two-car garage
 - An outdoor living space (such as porch, deck, or patio)
 - A safe and adequate area in which children can play

2023 Compensation Guidelines (Page 11 of 14)

7. Services

- An adequate supply of hot and cold water, in all rooms using water
- Proper sewage system
- Weekly trash pick-up when available
- Water treatment if needed
- Regular professional pest control if needed
- Smoke detectors, carbon monoxide detectors, fire extinguishers, and radon inspection where deemed necessary
- Outside water faucets and electrical outlets
- Snow removal and lawn service to be determined at time of call
- Internet service if the Minister maintains an office in the parsonage
- Every congregation should have internet service to the church office. Wireless modem application might be considered to broadcast to the Parsonage as well.

8. Maintenance and Improvements

- It is important to plan ahead for repairs and improvements. These should be a line item in the church budget in the amount of at least 1.5% of the insured value of the parsonage to take care of routine and emergency expenses. If these funds are not used in any given year, they should be held in escrow for when it is needed. There should be a clear understanding in writing of who can use these funds and to what extent they can be used without the consent of the appropriate committee.
- The electrical service should be inspected, and all wiring, including the installation of circuit breakers, required number of outlets, wall switches, and light fixtures are to meet the National Electrical Code.
- It is important in the interest of both comfort and stewardship that all windows and doors be weather tight, with either storms or thermopane glass, and that there be screens for all windows. If new windows are installed, they shall be high-performance energy efficient type.
- Both the interior and exterior of the parsonage should be kept in such repair as to preserve not only its physical condition, but also its aesthetic value, and this includes sensitivity to the historical design of a building when making changes. Painting and papering should be done regularly, in consultation with the parsonage family.
- It shall be the responsibility of the occupants of the parsonage to provide for the cleanliness of it and the repair of any damage that they or their pets have caused to the interior, exterior, or grounds. An exiting Minister shall also be responsible for removing swing sets, above ground pools, and other personal non-permanent additions. If, when leaving, the cleaning, restoration, and repair of damage have not been done, the Minister will be billed for it. If he/she does not pay this bill, or contests it, a recording of refusal or negations shall become a permanent part of the Minister's record.

9. Safety and Security

- If security is an issue in the community, whatever is needed to make the dwelling secure should be provided, i.e. dead-bolt locks, security systems, outdoor lighting, etc. A key change is suggested at the time of change of call.
- To make access to the house safe for occupants and guests, the driveway and the steps and sidewalks to all doors need to be of an even surface and kept in good repair.
- All outside steps should have safe and secure railings.
- As noted above, radon detection kits, smoke and carbon monoxide detectors should be provided. Regular testing of detectors should be done, and it is strongly suggested that a mitigation plan be put in place of how to address radon concerns should they come up.

10. Pets in the Parsonage

While it is recognized that it is the right of the parsonage family to have pets, it is also recognized that the ownership of pets requires the Minister to assume responsibility for them. At minimum these responsibilities include:

- Caring for the pets in a humane and responsible manner.
- Securing permission of the local church for the construction of any needed facility.
- Assuming financial responsibility for the construction, maintenance, and eventual removal (at the time of a move) of any facility, such as a doghouse, fenced enclosure, etc.

2023 Compensation Guidelines (Page 12 of 14)

- Replacing/repairing any damage done by pets to the carpets, floors, drapes, doors, lawn, etc., as well as cleaning and deodorizing to the approval of the appropriate committee and the incoming Minister.
 - Any cleaning, repair, or removal resulting from the ownership of pets that is not done by an outgoing Minister shall be billed to him/her.
11. A Parsonage Notebook or File -
It is recommended that every parsonage family maintain and pass on the next Minister a notebook or file of records and helpful household data, including, but not limited to:
- A record of the date and place of purchase of all appliances and equipment. Manuals and service contracts for these are to be kept together.
 - A record of the date and name of contractor and a description of any work done on the parsonage.
 - A record of any decorating or refurbishing, to include paint color, type, brand, etc.
 - Any special information necessary regarding shrubs, flowers, etc.
12. When a Minister moves out of a parsonage, and before all financial obligations are completed, there should be an inspection of the property to see that it is left clean and in good repair. The Minister should be held responsible for any excess wear or damage caused to the parsonage while he or she was living there. This would include any damage caused by children or pets.
13. The grounds around the parsonage are usually the responsibility of the congregation. The congregation should see that the lawn, shrubbery and flowerbeds are in good condition when a Minister moves into the parsonage. It should be determined if the Minister is expected to care for these grounds (mow, rake, remove snow, apply fertilizer, insecticides, herbicides) or the congregation will bear these responsibilities. (The Minister and a person from Congregational Council should negotiate the division of labor immediately after the Minister's arrival.) Congregations should consider taking care of the grounds around the parsonage while the Minister is on vacation or study leave if it has been decided this is the Minister's responsibility.

Part IV: Compensation Alternatives

In addition to salary and benefits, there are many other ways congregations can compensate Ministers. In fact, sometimes alternatives to salary may be attractive to the person being compensated. Congregations may wish to consider the following as ways to express to their Minister(s) that their ministry is valued and appreciated in addition to salary and normal benefits.

An (*) indicates those items which apply to Ministers of Word and Service as well as Ministers of Word and Sacrament.

- *1. Consideration may be given to granting the Minister an occasional weekend off in addition to regular vacation time.
- 2. 100% of the cost of Social Security could be provided. This money could be in addition to base salary. Currently, the Medicare portion of Social Security (2.9%) does not have an upper income limitation.
- *3. It is possible to pay medical and dental insurance deductibles to Ministers. A medical reimbursement plan could be established under Section 105 of the Internal Revenue code. Funding must be made by the church separate from and in addition to salary.
- *4. Additional disability and life insurance could be paid for the Minister.
- *5. Money could be set aside for the education of the Minister's children.
- *6. Additional funds could be contributed to Portico. Consideration may also be given to setting up an IRA for the Minister. If the Adjusted Gross Income of the Minister and spouse is under the amount allowed by the IRS, Federal income taxes may be reduced by using an IRA. Unfortunately, Ministers may lack funds for this purpose. The congregation might consider providing the money. Deferred compensation arrangements might also be considered.

2023 Compensation Guidelines (Page 13 of 14)

- *7. Consideration could be given to providing expenses for the spouse of the Minister to attend conventions and conferences of the church.
- *8. Childcare allowances could be paid to the Minister on a pretax basis to save on federal income taxes if an appropriate plan is established. With a proper plan, you can also do this with medical and dental expenses. SECA taxes would not be avoided.
- *9. Consideration might be given to increasing the reimbursements for continuing education.
- 10. Whenever possible, structure the payments for non-housing expenses in the form of reimbursements as opposed to allowances. Allowances are included in income. Straight reimbursements are not. Ministers must keep records of their expenses for reimbursement in as much detail as possible.
- *11. Congregations are strongly encouraged to reimburse auto expenses at the IRS rate.
- 12. The housing allowance is subject to SECA but not income taxes. A savings might therefore result by shifting a larger portion of the overall compensation package to the allowance. Ministers need to keep records on what was spent in order to substantiate the housing allowance. The allowance is limited by the lesser of what was actually spent or the fair rental value of the home plus furnishings and utilities.
- 13. Where the congregation owns the parsonage, utilities should be paid directly or reimbursed and not paid in the form of an allowance. However, a furnishings allowance could be set up for incidental housing expenses the Minister actually incurs.

These salary alternative suggestions are by no means all-encompassing. Each individual congregation may be able to develop additional ideas based on its unique circumstances. It would be prudent, however, to check with a CPA, attorney or other tax professional before implementing one of these enhancements as some of these suggestions could add taxable income to the Minister. If you are unacquainted with a tax advisor, Sharon M. Schwarz, CPA, of Schwarz and Associates, 4620 South 143rd Street, Omaha, NE 68137, (402) 330-6880, continues to be available to discuss your questions.

Part V: Compensation Worksheet

Cash Compensation	2 Years			
	<u>Prior</u>	<u>Last Year</u>	<u>This Year</u>	<u>Proposed</u>
1. Base Salary	_____	_____	_____	_____
2. Housing	_____	_____	_____	_____
3. Utilities	_____	_____	_____	_____
4. Furnishings	_____	_____	_____	_____
5. Other	_____	_____	_____	_____
6. SECA Allowance	_____	_____	_____	_____
Benefits				
7. ELCA Plans	_____	_____	_____	_____
8. Continuing Education	_____	_____	_____	_____
9. Housing Equity	_____	_____	_____	_____
10. Other	_____	_____	_____	_____
11. Automobile	_____	_____	_____	_____
12. Professional Expenses	_____	_____	_____	_____
13. Other	_____	_____	_____	_____
Total Compensation to Minister (add lines 1 - 13)	=====	=====	=====	=====