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Welcome from Bishop Laurie Larson Caesar



Oregon Synod

April 21, 2023

Dear Saints of the Oregon Synod,

I am delighted to welcome you to Synod Assembly 2023! This gathering is our one opportunity each year to come together from every corner of the synod. We pray, sing, listen, learn, connect, discern and state publicly who we are and who we are being called to be. No matter your age, race, size, gender, background, vocation, doubts, or hesitations — your voice matters! The ELCA is a collaborative body; the bishop does not decide all things. And that's pure gift. In the Oregon Synod we are a diverse body of faith, thanks be to God, and better because of it. We are united in the waters of our baptism and in our call to love and serve one another and God's beautiful, broken world.



This year, for the third time, we will be gathering for an online assembly. At last year's in-person assembly the body voted, after deliberation, to change our pattern and try experiencing two out of every three Oregon Synod Assemblies online. This changes the encounter, but makes it more responsible ecologically as we seek to care for Creation. We've also learned that online assemblies in Oregon widen the age demographic considerably, in part because parents of young children and in home caregivers of older people can now attend. The cost to you and your congregation is also significantly less. And, last and not least, YOU get to decide upon your snacks and your stretch breaks!

Our theme is **Answering Jesus' Call to Spiritual Friendship: A year of Sacred Encounter**. We are responding to what we are hearing from many of you — a deepening desire to reach out and engage neighbors and the larger community. Thus, in this one-day assembly gathering and in the Day of Learning on September 23rd, we will be discussing our exploration of new and vital partnerships across the synod, emerging faithfulness in naming mission completion in some congregations for the sake of new life and legacy, naming more clearly how many of us

have benefitted from complicity in colonization and systemic racism and sharing how we are working hard to prepare Christ's Church to evolve to serve the generations and grandchildren yet to be. Importantly, we will also be exploring together the many ways, despite these years of pandemic times, you've remained faithful to Christ and to Christ's call to love your neighbor as yourself. With imagination, courage, and compassion, you have done so.

So, as April closes and we begin to prepare to be present to and with the Synod Assembly, please consider doing these things:

- **Prepare** – study and be familiar with all assembly materials.
- **Familiarize yourself** – learn all the technical aspects of attending the Synod Assembly ahead of time. Practice using Zoom if it is new to you. Consider attending one of the preparatory sessions. They enhance the experience tremendously.
- **Pray** – ask to be open constantly to the presence and guidance of the Holy One and actively seek the prayers of the people who worship with you.
- **Attend** – share fully in the assembly's work in plenary, worship, and presentations.
- **Get comfortable and gather what you will need** – as the day begins, prepare your space with every material you may need: all sent assembly materials, printed perhaps; pen and paper; candle, matches and a Bible for worship and prayer times; water, chocolate and other healthy snacks to make it comfortable and fun!
- **Act** – serve the whole body by your participation. Serve yourself by taking body breaks or standing when necessary.
- **Listen** – special announcements and directions are frequently made during the assembly.

A Bishop has only one opportunity per year to be with voting members of all the synod churches, campus ministries, mission starts and other bodies she serves. Please know that I am praying for you, and for this important event, as we walk together through the season of Eastertide. May God surprise us again at a tomb that holds nothing but possibility and new life!

Yours in Christ,

A handwritten signature in cursive script that reads "Laurie L. Caesar".

Bishop Laurie Larson Caesar, Oregon Synod, ELCA

Welcome from Presiding Bishop Eaton



Evangelical
Lutheran Church
in America



“And Jesus came and said to them, ‘All authority in heaven and on earth has been given to me. Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.’”

Matthew 28:18-20

Dear siblings in Christ,

We know the gospel changes lives and that God’s power and grace are real and at work today. Together we are called to bear God’s creative and redeeming word to all the world. What if we could make God known to more people? To the child who’s never heard of Jesus? To young adults who are trying to make sense of the world? To older adults who often feel lonely and isolated?

Our purpose – “to activate each of us so that more people know the way of Jesus and discover community, justice and love” – is an expression of our calling and our longing for others to know the love of God in Christ Jesus. We live out our purpose through worship and service, in our congregations and communities, through our individual vocations and our collective work as church together.

Many of you have wondered why we set a goal to reach one million new, young and diverse people. We believe that each of us is made in the image of God, redeemed by Jesus on the cross, and filled with the Holy Spirit. Our focus on young and diverse people is not exclusive but an acknowledgment that younger and more diverse people are disproportionately missing

from our pews and gatherings. We are challenging one another to reach out across differences of all sorts to meet our neighbors.

Setting a goal to engage with one million is a way for us to know whether the work we are doing is, in fact, reaching new people. It encourages us to work together to be a church that cares about the world around us and is effective and faithful in responding to God's call.

Join us on this future-focused journey to widen our welcome and break down the barriers that keep people from engaging with the church. Together, we can help people experience the difference God's grace and love in Christ make for all people and creation.

In Christ,

A handwritten signature in black ink, reading "Elizabeth A. Eaton". The script is fluid and cursive, with the first name "Elizabeth" being the most prominent part of the signature.

The Rev. Elizabeth A. Eaton
Presiding Bishop
Evangelical Lutheran Church in America

General Information

We are grateful you will be joining us on online May 20th, as we gather virtually on the Zoom video conferencing platform to conduct the business of the Assembly. The meeting can be accessed ONLY by registered voting members by following the directions in your registration confirmation email. We thank you in advance for your grace and patience as there is still much that is new in having assembly online. We want all participants to have a positive experience with this digital format. Read on for helpful information on how we will make this assembly a success:

Technology Requirements

As a synod assembly registrant, you will need access to:

- *The email that you registered with for assembly—make sure that synod emails are not going into a junk/spam folder on that email!*
- *Your OWN screen/smart device (not shared with another voter).*
- *A good internet connection (a computer or laptop, tablet, iPad, etc.)*
- *A microphone in case you wish to speak to an issue.*

Having access to the above is necessary for your participation in the assembly as it is how you will check-in to the assembly, get counted in the credentials report, and vote.

For the best experience, **we highly recommend that participants join the online assembly via a computer as opposed to a smartphone.** Not all smartphones accommodate the voting methods we will be using to conduct business.

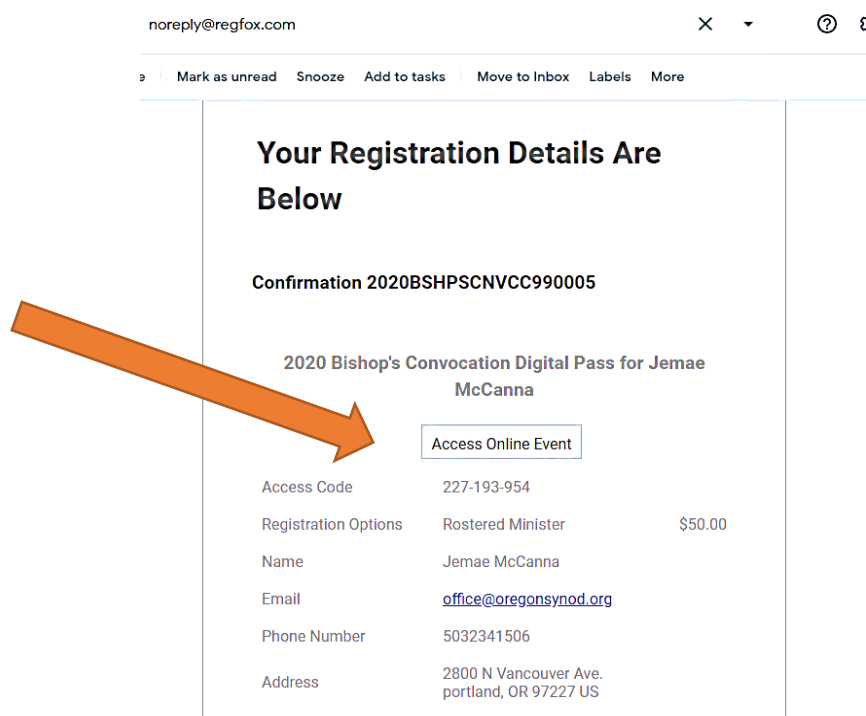
If you experience internet disruptions, we suggest turning off your video camera which should help.

Joining the Meeting

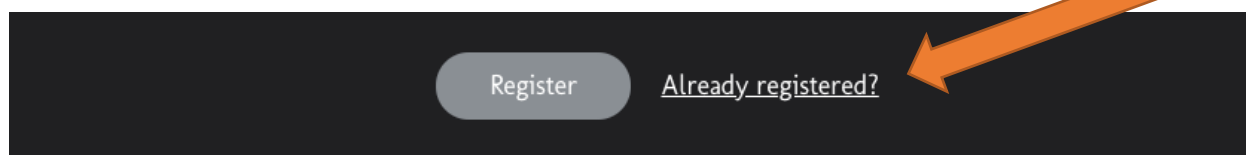
The meeting will be open to join 30 minutes before morning prayer begins. We will be listening to music and watching videos from our partners during this time. If you come earlier than 30 minutes, you will not be able to join the meeting yet. Arriving 9-9:30 will give you time to get settled. Once you've arrived, join us as we welcome the day, grab some coffee, or pray.

While our meeting will be held on Zoom, you must enter using the information from your unique registration confirmation email from *noreply@regfox.com* which has everything you need to join the meeting. Your registration will automatically be re-sent 48 hours before the event so that it is locatable. **Your confirmation number for Assembly is NOT a Zoom Meeting ID** and you cannot get into the meeting through the Zoom app or website; you can only get into the meeting by following the instructions in the email.

Here is an example of a confirmation email.



- 1) Click the rectangular “Access Online Event” button
- 2) Enter in your access code when prompted. This will lead to a link for Oregon Synod Assembly.
- 3) Click on the link and it will take you to the meeting. If you are earlier than 30 minutes, you won’t be able to join the meeting yet.
- 4) If you need to leave the meeting, you can enter again in the same way.
- 5) Alternately, you can also access the event by going to the registration page and clicking “Already registered?” at the top of the page.



Troubleshooting Registration Issues

- **Lost your Access Code?** Please go to <https://oregonsynodelca.regfox.com/2023-oregon-synod-assembly> where you purchased your registration and select “Already Registered” at the top of the page. Select “Lost your code?” And enter the email used to register and we will send you your access code. If you don’t have access to the email that was used to register, you’ll need to reach out to the person who registered directly.
- **Lost your confirmation email?** It was automatically resent 2 days ahead. Please check your email junk folder before calling the bishop’s office at 503.413.4191 to request it be resent.

Participating in the Assembly

To allow for the clearest audio, all participants will automatically be muted when joining the meeting and chat will be enabled only for specific uses. Unless otherwise indicated, for prayer and worship, we invite you to participate in the songs, dialogue, and prayers while remaining muted. During worship, presentations, and reports you may be invited to participate by using the chat to comment, pray, and ask questions. For items of business presented for consideration by the assembly, we will be utilizing the chat feature to request recognition to speak by the chair.

We strongly suggest turning your video off while on breaks or if you need to step away from the meeting to avoid any issues or embarrassments. Your screen view may be controlled by you or by the presenter.

Conducting Assembly Business

If you would like to speak to a motion, please use the chat feature and enter: Your name, congregation/ ministry, and reason for speaking (Motion, Amendment, Requesting information, Speaking to the Motion, etc.). During these times of debate, please limit use of the chat to request recognition by the chair to address the motion on the floor.

Voting on Assembly business will be done via different methods depending on the item: approving the agenda, rules of the assembly, budget, constitution updates, resolutions, and elections for synodical boards and committees. All materials were distributed electronically and can be found on our website at <http://oregonsynod.org/index.php/about/assembly/> There will be a practice for using each voting method before voting.

Tech Help Desk

During assembly, there will be a Tech Help Desk of staff/volunteers available for you to contact should you need assistance. For best service, please text if possible - your name and the issue. Phone calls welcome as well. Help Desk contacts will be emailed to you in your confirmation 48 hours before the event and will be available on the [assembly webpage](#).

Nominations

At this point, any nominations for open Synod Council or committee positions are now considered “from the floor”. If you would like to nominate someone or yourself, please fill out the [nomination form HERE](#) by 11:00 am on the day of assembly, May 20th. Bios for any nominees from the floor will be emailed to all voting members by 12pm before the lunch break.

Resolutions and Memorials

One of the important pieces of business before Synod Assembly each year is to address the resolutions and memorials being brought for the assembly to vote on. These can request specific action of the Synod Council or a churchwide organization and may require funding that will affect the synod budget or may need valuable time of the Synod Bishop’s Office staff to implement (time that will then not be available for something else). Part of the duties of the assembly is to decide if the request is not only a topic of value, but written clearly and respectfully, has clearly stated how it will be funded realistically, and if it is of high importance - meriting use of the resources of the synod staff and volunteers.

At this point (deadline of April 1st has passed) any resolutions and memorials are considered submitted “from the floor” and should be sent to office@oregonsynod.org for consideration by the Reference and Council Committee. Before emailing, please review the critical information on specific criteria resolutions and memorials from the floor must meet in the 2023 Oregon Synod Assembly Rules of Organization and Procedure [on the synod webpage](#).

Voter Orientation Session

All voting members are expected to attend this session (or watch the recording that will be shared via email). This one-hour session will provide an opportunity to learn about how to use your registration to join the meeting, test the voting methods we will be using, and try other Zoom functions. After registering for the orientation (link below) you will receive a confirmation email containing information about joining that meeting.

Wednesday, May 17th, 7 pm – 8 pm. [Register in advance for Orientation here.](#)

Pre-Assembly Meeting on the Proposed Budget

One of the most important pieces of business before Synod Assembly each year is to approve a budget. The proposed budget can be found as a separate document in your voting materials. On Thursday, May 11th, at 6pm, the synod will host a public forum to talk about the budget with Synod Treasurer Mark Dickman and Bishop Laurie Larson Caesar. This forum is a chance for assembly participants to take a deeper dive into understanding these topics or ask questions prior to the official deliberation that will happen at assembly.

Thursday, May 11, 6 pm – 7:30 pm. [Register in advance for Budget Q & A here.](#)

Partner Reports and Videos

Please see partner reports on the [assembly website.](#)

Offering

This year, we will be collecting an offering for the Racial Equity and Repair Fund.

We acknowledge that the congregational land we've been inhabiting here in Oregon was once occupied by thriving indigenous communities and in some areas, other marginalized populations. This fund will build capacity for the necessary work of reconciliation and repair with our neighbors who are Black, Indigenous, and other communities of color.

To make an online donation visit

<https://oregonsynodelca.givingfuel.com/racial-equity-and-repair-fund>

For those wishing to give via check, please be sure your memo line indicates Synod Assembly Offering and send it to the synod office at 2800 N. Vancouver Ave. Suite 101, Portland, OR. 97227 before May 31st to have it be included as part of the assembly offering.

Livestreaming

The Synod Assembly will be livestreamed [on the synod's YouTube page](#), for interested parties and non-voting members to view the proceedings.

Special Guests

Rev. Amy E. Reumann

ELCA Senior Director for Witness in Society

The Rev. Amy E. Reumann serves as ELCA Senior Director for Witness in Society in Washington, D.C. Her leadership directs staff and church advocacy in federal public policy, through the ELCA-affiliated state public policy office (SPPO) network, at the United Nations through Lutheran Office for World Community representation, and with the ELCA Corporate Social Responsibility program. She has served congregations in New Jersey and Wisconsin, and synod ministry as Urban Coalition Director and Assistant to the Bishop in Milwaukee, Wisconsin.

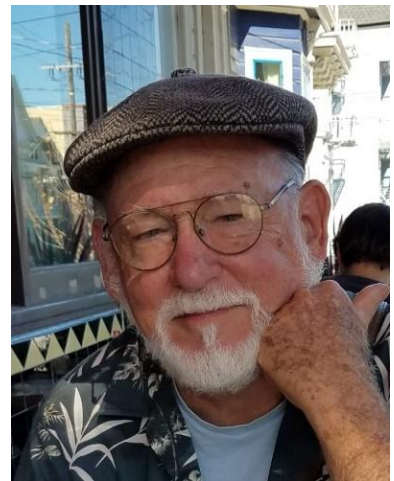


Her previous experience includes leading Lutheran Advocacy Ministry in Pennsylvania, an SPPO equipping advocates in seven ELCA synods to address food security and justice issues through education, organizing and policy change. Reumann is a graduate of Muhlenberg College, with a major in Religion and International Affairs. She earned a Master of Divinity from the Lutheran School of Theology at Chicago and the Theologisches Seminar in Leipzig, Germany and an STM in Spiritual Direction at the General Theological Seminary, New York City. She was awarded a GreenFaith Fellowship in religious-environmental leadership and a Louisville Institute Pastoral Studies Grant on “Public Testimony as a Faith Practice.” Presently, she serves on the board of Bread for the World, and is vice president of her worshipping community, Christ Lutheran in Washington, D.C. Vocationally, Reumann enjoys equipping leaders with ELCA social teaching, raising advocacy as a faith practice and equipping Lutherans to be vocal in the public square. Personally, Reumann is a Master Gardener and serves as a volunteer manager at the Charles Koiner Center for Urban Farming in Silver Spring, Maryland, and loves to garden, quilt, hike and read mysteries.

Dr. Michael Beachley

Parliamentarian

Dr. Beachley holds a Ph.D. from the University of Denver and is a retired professor of Communication Theory and Philosophy at Oregon State University. He is a long-time parishioner at Grace Lutheran Church in Corvallis, Oregon. He has served 18 years on the congregational council serving as council president, currently chairs the Worship and Music Committee, is a founding member of the Grace Lutheran Foundation, and is a founding member of the Grace Center for Adult Day Care. He also serves on the board of directors for The Corvallis-OSU Piano International and the Corvallis-OSU Symphony.



Dr. Beachley has served as the parliamentarian for the OSU Faculty Senate for 20 years and has also served in that capacity for the Oregon AFL-CIO, the NCAA, and a variety of organizations for nearly 57 years. He and his spouse Sandra have been married for 55 years and have two children and three grandchildren. In his retirement, he practices on his piano for at least 1 hour every day having done so since the age of 4. He thinks that he is beginning to figure it out.

Proposed Rules of Procedure for the Oregon Synod Assembly

Contents

- A. Authority
- B. Members of the Assembly
- C. Credentials
- D. Rules of Assembly
- E. Additional Rules for Online Assembly
- F. Resolutions and Memorials

Authority

The authority for the assembly comes from the *Oregon Synod Constitution, Bylaws and Continuing Resolutions*, Chapter 7. Synod Assembly.

- †S7.01. This synod shall have a Synod Assembly, which shall be its highest legislative authority.
- †S7.25. Except as otherwise provided in this constitution or in the *Constitution, Bylaws, and Continuing Resolutions of the Evangelical Lutheran Church in America*, each voting member of the Synod Assembly shall be a voting member of a congregation of this synod.

Members of the Assembly

1. *Lay Voting Membership*

- 1.1. The lay voting members shall be at least 60% of the assembly's total voting membership (†S6.04. and †S7.21.).
- 1.2. Two voting members shall be allowed per congregation of the Oregon Synod, ELCA. Congregations are reminded of the organizing principle of the ELCA requiring "that at least 45 percent of the lay members of

assemblies, councils, committees, boards, or other organizational units shall be women and at least 45 percent shall be men” (†S6.04. and †S7.21.). We encourage you to elect members who do not identify as women or men (gender expansive), to comprise the additional 10%.

1.2.1. A congregation of 500 baptized members and above may have an additional voting member for each 500 members or fraction thereof. (500-999=1 additional voting member; 1,000-1,499=2; 1,500-1,999=3; 2,000-2,499=4.) Additional members from each congregation shall be equally divided between women, men or gender expansive. Baptized membership statistics to be used are those of 2020 parochial report figures (see accompanying list for membership numbers). Congregations that have not filed a parochial report for 2021 will be allowed 2 lay voting members regardless of the number of baptized members they have.

1.3. Voting members selected based on paragraphs 1.2. and 1.3. above are classified as *Congregation Lay Voting Member. Congregation Lay Voting Members* that have registered for the assembly shall be included in the quorum count.

1.4. Representatives from authorized worshiping communities and mission settings of the synod as provided in ELCA Bylaw 10.02.03. (developing ministries in the territory of the synod) are voting members of the Synod Assembly consistent with S7.26.01.

1.5. Synod Authorized Lay Ministers (SALMs) who have been authorized by the Bishop to perform clerical duties in an Oregon Synod congregation are voting members of the Synod Assembly.

- 1.6. In addition to voting members allowed by membership numbers, each congregation will be allowed up to two *Additional Voting Members* in each of the below categories:
- a) Adult members of the congregation and who are persons of color or whose primary language is other than English. Congregations are reminded of the organizing principle of the ELCA in which it is the goal that 10% of the Synod Assembly will consist of people of color or whose primary language isn't English.
 - b) Youth or young adult. The term "youth" means a voting member of a congregation who has not reached the age of 18 at the time they are elected. The term "young adult" means a voting member of a congregation between the ages of 18 and 30 at the time they are elected.
 - c) Individuals that self-identify as LGBTQIA+.
- 1.7. *Additional Voting Members* as described above in paragraph 1.7 are optional. *Additional Voting Members* that have registered for the assembly shall be included in the quorum count.
- 1.8. Synod Council members shall be voting members of the assembly.
- 1.9. Lay members of the synod executive staff can be voting members of the assembly if they are elected as voting members of an Oregon Synod congregation.
- 1.10. Costs of all voting members shall be borne by the congregation, institution, mission development or organization that the voting member represents.

2. *Rostered Ministers (Pastors and Deacons) Voting Membership*

- 2.1. *Rostered Minister* voting members shall not be more than 40% of the Assembly's total membership in accordance with ¶S7.21. Rostered ministers (pastors and deacons) must be on the roster of the Oregon Synod,

ELCA as of April 27, 2023. A rostered minister under a call in a congregation of the synod or under call by the synod is a voting member of the assembly.

- 2.2. A retired minister serving as interim/transition or bridge pastor under letter of agreement with a congregation is a voting member of the Assembly.
- 2.3. Those rostered ministers of the ELCA who are under call to the Oregon Synod, and who serve agencies and institutions located in the Oregon Synod as of April 27, 2023 are *Rostered Minister* voting members of the assembly.
- 2.4. Rostered ministers from a church body with which a relationship of full communion has been declared and established by the ELCA Churchwide Assembly and are in rostered minister service within a congregation of the Oregon Synod will be given the privilege of voice and vote in the Synod Assembly. (S7.27.)
- 2.5. Retired rostered, on leave from call and disability roster ministers may serve as voting members only if their inclusion does not exceed the 40% total of item 2.1 above (S7.22.01.).
- 2.6. Registration for retired, on leave from call and disability roster ministers will be April 28, 2023 through May 5th, 2023 after the number of lay voting members who have registered for the assembly is known. There may be none or a limited number of registration slots available. To be eligible for registration the minister must have completed at least one of the following in the last year; submitted a rostered leader report to the Bishop's Office in 2023 (before April 27th) or attended Bishop's Convocation in 2022. The registration link will be sent to all retired, on leave from call and disability status leaders on our email list and made available on the Oregon Synod website. Registration will be filled on a first come, first served basis and will be closed when full.

- 2.7. *Rostered Minister* voting members shall be members of an ELCA or full communion partner congregation within the boundaries of the Oregon Synod.
- 2.8. No rostered minister on leave from call, retired, on disability status, or serving a social ministry organization shall serve as a lay voting member.

3. *Other Membership*

- 3.1. The presiding bishop of the Evangelical Lutheran Church in America, and the official representatives of the ELCA shall have voice, but not vote, at this assembly. (†S7.23.) Like privileges shall be accorded to those additional persons whom the Synod Assembly or the Synod Council shall designate, including the parliamentarian and visiting bishops.

Credentials

A *Credentials Committee* of three to five persons shall be appointed and have responsibility for voting members' credentials and attendance status.

Rules of the Assembly

1. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of this Assembly.(S7.32)
2. All reports published in the Participant Guide shall be received by the assembly without vote. The Participant Guide (including agenda and nominees for open positions that will be voted on) will be posted on the Oregon Synod website and will be emailed to voting members prior to the Assembly.
3. The chair shall have the authority to call items of business before the assembly in whatever order they deem expedient for the conduct of assembly business.
4. Every voting member is required to register prior to the assembly, by the determined due date. Regular registration will open on March 8th, 2023 and close at 10pm April 27th, 2023. Please be sure your congregations voting members, including lay members, pastors, and deacons are registered prior to the closing deadline because **registration**

will not be allowed after the closing date and time. Registration for *Retired Minister* voting members will be open from April 28th-May 5th (or until available slots are filled).

5. Only voting members, designated guests, and assembly support personnel will be allowed to join the assembly.
6. If a congregation needs to switch to an alternate voting member the synod office must be notified of the change no later than May 5th, 2023 at 10:00 pm. Voting membership is not transferable to an alternate or other person after that time and date.
7. We will be electing persons to the Synod Council and committees. If you wish to be considered for a position or to recommend someone else to the Nominations Committee you may fill out a nominations form found on the Synod website. The nomination form will be available beginning March 8, 2023. To have your bio information available to voters, the form needs to be submitted by April, 1 2023.
8. Nominations from the floor are allowed once the assembly has begun and may be made under the following rules.
 - a. The nominator must have the approval of the nominee before submitting the person's name. It is permissible to nominate yourself.
 - b. The nominator must submit the bio information for the nominee, using the form provided, to the synod representative by 11 am, May 20, 2023.
 - c. If the bio is not received by the time and date noted the nominee's name will not appear on the ballot and cannot be written in during the vote.
9. The minutes of the Synod Assembly shall be submitted by the Synod Secretary of the Oregon Synod to the Synod Council at its next regular meeting, or as soon as possible. The Synod Council shall examine the minutes with care, make corrections as needed and approve the minutes of the Synod Assembly. The minutes will then be submitted to the Churchwide Organization by the Secretary.

Additional Rules for On-line Assembly

1. Due to the decision of the Synod Assembly voting body in 2022, the next two years of Synod Assembly will take place online. Each registered voting member will receive an email with instructions on how to join each session after registering. A poll will be taken at the beginning of each session to determine whether a quorum is present to do business and whether the makeup of the assembly complies with †S6.04 of the Synod Constitution.
2. To participate as a voting member in assembly will require:
 - a. A computer or similar device (not phone) with a stable internet connection.
 - b. Zoom program (video conferencing) installed on the computer (in advance of event)
 - c. A unique email address to use for registration, attendance and voting.
 - d. A webcam (optional) and microphone, previously tested to ensure a clear audio/visual connection to the video conferencing software
 - e. Each voting member needs to be able to connect individually on their own device (not sharing their screen with another voting member)
 - f. No one other than the voting member is authorized to vote or otherwise communicate with the assembly on the voting member's device.
3. A voting member who wishes to raise a parliamentary question should type a message to the parliamentarian using the chat feature in Zoom or as otherwise designated by the chair.
4. All meeting participants will be muted. To address the assembly (obtain the floor), use the "raise hand" feature of Zoom, found by clicking on "reactions" at the bottom of the screen. Once a person has electronically raised their hand, they may be contacted by one of the support personnel asking whether they wish to speak for or against the motion, amend a motion, or introduce a parliamentary motion that is in order (in which

case the motion should be identified). Once the chair has recognized the person, they will be invited to un-mute. When finished speaking, you will be muted again.

5. The chair will try to alternate between speakers that are for or opposed to a motion. If three speakers in a row have spoken in favor of a motion, or if three persons in a row have spoken in opposition to a motion, the chair may end discussion whether or not there are additional members wishing to speak and call for a vote on the pending motion.
6. Each speaker, after being recognized by the chair, shall state their name, congregation, (and/or institution), and whether they are speaking for or in opposition to a motion, or whether they intend to bring a motion before speaking. No person shall speak longer than three minutes. The speaker will be given a 1 minute warning by the timekeeper. No person shall speak more than twice on the same subject, unless the voting members, by a majority vote, waive the provisions of this rule. A person may not speak in favor of or in opposition to a motion or pending matter and thereafter bring a motion. This rule shall not apply to messages and reports by the agencies and officers of this synod or to guest speakers to whom special time has been allotted.
7. All motions or proposed amendments to motions before the assembly must be submitted to the secretary in writing using the chat feature of Zoom. A motion to add an expense item to the budget will be considered out of order.
8. All proposed amendments to a motion or resolution must be presented in written form, with the changes clearly identified. Please use strike through for wording to be deleted and underline for wording being added. Proposed amendments must be typed or copied in the chat , or as otherwise instructed by the chair.
9. The chat feature shall not be used except as provided in these rules or as instructed by the chair.
10. You may be asked to vote using yes or no functions of Zoom, by responding to Zoom polls, or by using a ballot submitted through the chat box. It will be considered out-of-

order to request a written ballot on votes that are taken by using the yes or no features of Zoom.

11. All voting members are highly encouraged to attend a Voting Member Orientation Session in advance of the event to become familiar with the Zoom platform and practice voting procedures.
12. As a contingency for technical difficulties there will be a Help Desk available during the Assembly. Contacts will be listed in the participant Guide.

Resolutions and Memorials

The Synod Council shall be responsible for processing resolutions and memorials for consideration at the synod or churchwide assemblies. (S10.07.05.i.)

Synod Council shall appoint a Reference and Counsel Committee for the Synod Assembly consisting of seven members, which shall review all submitted memorials and resolutions using determined criteria, and proposed changes or additions to the constitution and bylaws and other items submitted which are not germane to items contained in the stated agenda of the assembly. (S10.07.05.m.)

1. Any person or group considering submitting a resolution or memorial to the assembly should **first** contact Bishop Caesar as early as possible to ensure the assembly is the best place for the chosen topic.
2. Resolutions may be submitted by: congregations of this synod, current assembly voting members, the Synod Council, and committees of the synod.
3. Resolutions and memorials will be accepted for consideration if received by 10:00 pm April 1st, 2023. For resolutions submitted by this date, there will be an optional two week review period until 10:00 pm on April 15. Submitted resolutions or memorials will be considered in final form at that time. Resolutions received after April 1st will not be accepted for consideration unless two thirds (2/3) of the Reference and Council Committee or the Synod Council shall determine that the resolution will not have a fiscal

impact, and is 1) of overriding importance, or 2) addresses a previously accepted resolution.

4. All resolutions requiring expenditure of funds shall contain an estimate of fiscal impact. Any proposal to appropriate funds, whether by amendment to the budget or otherwise, which is presented to a meeting of the Synod Assembly without the approval of the Synod Council shall require a two-thirds vote for adoption. (S10.04)
5. All resolutions will be evaluated using the following criteria:
 - a. Does the proposed resolution address a synod purpose (as listed in Chapter 7 of the Oregon Synod Constitution), ministry, administrative matter, or other issue affecting the Oregon Synod?
 - b. Is action on the resolution necessary to the business of the synod (rather than merely bringing the Assembly's attention to an issue, organization, or an event)?
 - c. Is the action sought by the resolution consistent with the Oregon Synod constitution, bylaws and other governing documents?
 - d. Is the form of the resolution appropriate and clearly drafted?
 - e. Are the statements in the resolution accurate and necessary to an understanding of the resolution?
6. In evaluating resolutions, the Synod Council or the Reference and Counsel Committee may interview the sponsor(s) and other interested persons or otherwise seek relevant information. The sponsor of a resolution may request and shall be given the opportunity to discuss it with the Synod Council or the Reference and Counsel Committee.
7. The reviewing body shall adopt a recommendation for each accepted resolution by majority vote and report that recommendation to the Oregon Synod Assembly. The recommendation will be one of the following:
 - a. CONSIDER. The resolution complies with the criteria in 3. above.
 - b. REFER. The Reference and Counsel committee moves that the resolution should be forwarded for consideration or correction to a specified agency, institution, or

group without approval or disapproval by the Assembly. The resolution fails to comply with the criteria in 3. above but may be corrected for further assembly consideration or acted on by another body. Reasons for this recommendation will be reported to the assembly with the recommendation.

c. DO NOT CONSIDER. The committee moves that the resolution not be considered.

The resolution fails to comply with the criteria in 3. above, and in the opinion of the committee will not be corrected by reference to another body. Reasons for this recommendation will be reported to the assembly with the recommendation.

8. Acceptance and/or recommendation will be communicated to the sponsor of each resolution prior to the assembly. The sponsor may appeal the committee's decision(s) to the Synod Council in writing, stating the action or recommendation sought with reasons for such request. The results of the Synod Council's action (or inaction due to an inability to meet or form a quorum) will be reported to the sponsor before the conclusion of the assembly.
9. It is the role of the Reference and Counsel Committee to approve any distribution of materials to the assembly's voting membership that does not come from the Synod Council.

Proposed Order of the Assembly

Oregon Synod Assembly | May 20, 2023

* Times are subject to change*

9:00 AM	Arrival Period. Bring your coffee or tea and welcome the day with music and videos from partner organizations.
9:30 AM	Morning Prayer
9:50 AM	Bishop's Welcome and Call Meeting to Order
10:05 AM	Plenary 1
11:00 AM	Break
11:15 AM	ELCA Churchwide Offices Presentation - The Rev. Amy Reumann, <i>ELCA Senior Director for Witness in Society</i>
11:45 AM	Treasurer's Report by Mark Dickman
12:10 PM	Budget Vote
12:15 PM	Lunch break
12:45 PM	Celebration Video of Minister Anniversaries of Ordination
12:50 PM	Bishop's Associates Report - The Rev. Melissa Reed and Juan Carlos La Puente
1:25 PM	New Staff Introductions
1:45 PM	Elections
2:00 PM	Voting on Constitutional Changes
2:30 PM	Memorials & Resolutions
2:45 PM	Business Meeting Ends
2:45 PM	Break
3:00 PM	Worship
4:15 PM	Synod Assembly Ends

Synod Assembly - An Overview

What is a Synod Assembly?

The synod assembly is an annual gathering of pastors, deacons, and lay people representing the congregations that make up the Oregon Synod of the Evangelical Lutheran Church in America. The assembly serves as the synod's highest legislative authority.

The Synod Assembly

- receives information and reports;
- sets priorities for the mission and vision of the synod;
- equips those who attend to interpret the mission and vision of the synod to others;
- elects nominees to leadership positions in the church;
- reaches decisions on matters brought before the assembly;
- visitors (via YouTube) watch the assembly to observe and learn. Some assemblies become significant historical events in the life of the church.

What Is Expected of Me as a Voting Member?

You will find that your experience as a voting member of a Synod Assembly can be a spiritually enriching experience. You will also find that the degree to which this is true for you will depend on your attitude, your own sense of discipleship and commitment, and the way in which you will conduct yourself before, during, and after the assembly.

How Can I Participate in the Work of the Assembly?

Familiarize yourself with the basics of Roberts Rules of Order. Robert's Rules of Order, which is also widely known as parliamentary procedure, was developed to ensure that meetings are fair, efficient, democratic, and orderly. A skilled chairperson allows all members to voice their opinions in an orderly manner so that everyone in the meeting can hear and be heard.

Who Are Some Key Persons at this Assembly?

- You . . . and the other voting members making up the assembly.
- Bishop Laurie Larson Caesar — Synod Assembly Chair
- Greg Shea —Vice President of the Synod and Chair of the Synod Council
- Deacon Sue Best —Secretary of the Synod Council
- Mark Dickman—Treasurer of the Synod Council

- Dr. Michael Beachley - Parliamentarian
- Rev. Amy E. Reumann - Our 2023 Churchwide Representative and ELCA Senior Director for Witness in Society at churchwide

What Matters Will Come Before the Assembly?

The agenda provides detail for each of the assembly's plenary sessions. Elections, worship, action on matters such as resolutions and the adoption of the 2024 synod budget, and reports from the Committee of Reference and Counsel may make up a great part of the business. Elections will be conducted for key Synod Council and synod committee positions.

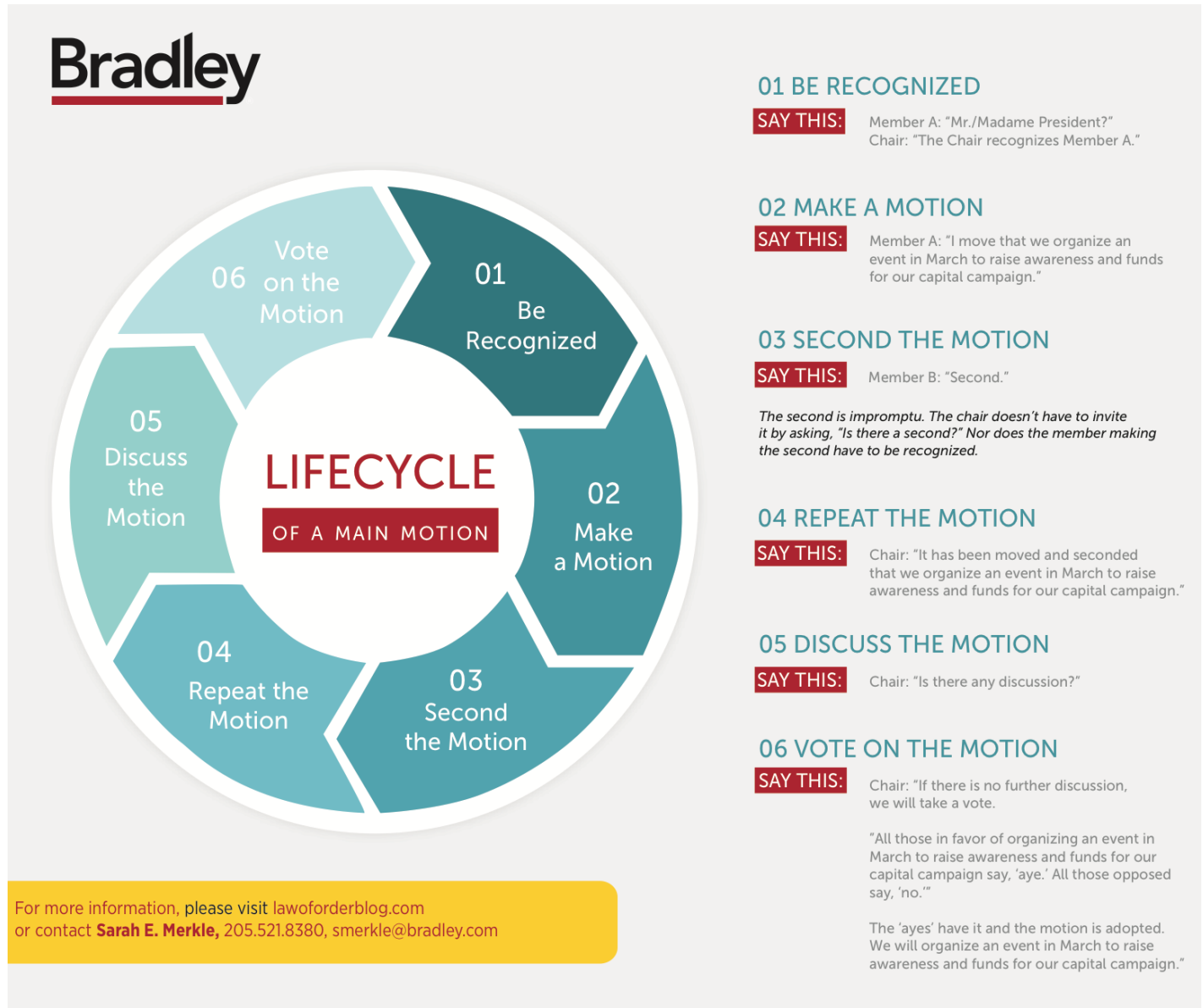
What Can I do After the Assembly?

Following the assembly, you can continue the work of the synod by reporting about the assembly to the members and leaders of your congregation. Your faithful and positive witness will help your congregation see itself as a participant in the synod's vision and ministry. You could give a verbal report to those gathered for worship or to those in a class or small group gathering. You could write a newsletter article for your congregational newsletter. You could encourage members to sign up for synod emails on our website, in the emails we share outcomes from the assembly along with upcoming events and opportunities. Hopefully, you will participate in other assemblies and gatherings of the church in the future. Consider making yourself available for leadership positions beyond the local congregation and if you'd like to engage in that form of service, please let your pastor, deacon or Bishop's Office know.

We pray that this assembly is a blessing in your life and an invitation to your Spirit for life and life abundant.

Parliamentary Procedure - An Overview

Robert's Rules of Order is a manual of parliamentary procedure that governs most organizations with boards of directors and is the procedure we will use to run our meeting. Our Parliamentarian, Michael Beachley, will be present to help us be in alignment with the most current version of the rules of order.



From <https://www.lawoforderblog.com/2017/10/make-main-motion-infographic/> . No copyright infringement intended.

Wondering a little more about the basics? This video may be of help to orient you

https://www.youtube.com/watch?v=RwCeE9_xaR4&authuser=0

Report of the Reference and Counsel Committee

The Reference and Counsel Committee is responsible to assist the Synod Assembly with its work on resolutions and memorials. To that end, the committee:

- Ensures resolutions and memorials are properly formatted and titled.
- Checks resolutions and memorials for factual accuracy.
- Reviews and edits resolutions and memorials submitted to provide the clearest possible wording.
- Considers consistence with established churchwide and synodical actions and policies.
- Makes recommendations to the assembly for proposed actions, such as:
 - Recommends approval for those actions that are consistent with, support and extend the policy and ministry directions of the church.
 - Recommends disapproval for those proposed actions that are inconsistent with practice or would inhibit the work of the church.
 - Makes no recommendation in the case of resolutions which seek to ask for change or establish new policies or directions. In these cases, the committee seeks to place before the assembly sufficient information so that the assembly may make its own determination.

This year, the Reference and Counsel Committee did not receive any resolutions or memorials to evaluate. The committee will be available to consider any resolutions or memorials that are brought to the floor of the assembly. I would like to thank the members of the synod who volunteered to serve on the Reference and Counsel Committee this year:

John Dallum (Immanuel Lutheran, Silverton)

Pr. Leon LaCross (Bethel Lutheran, Portland)

Pr. Michelle Manicke (Zoar Lutheran, Canby)

Marja Selmann (First Immanuel Lutheran, Portland)

On behalf of Reference and Counsel,

Pr. Aaron Couch, Chair (First Immanuel Lutheran, Portland)

Report of the Nominations Committee

2023 Open Oregon Synod Positions

The following councils, committees, and boards have positions that will be elected at our 2023 Synod Assembly. The committee description, available positions and requirements are listed for each. The synod Nominating Committee has nominated at least one person for each open position within the Oregon Synod.

Synod Council

Work with the Synod Bishop, Vice President and Council to oversee the work of the synod, including supporting new and existing ministries, creating sustainable, faithful budgets, defining and interpreting mission and vision, and helping further a tone in the synod of deep faithfulness and creative courage as we walk in the Way of Jesus.

Synod Council Officers: four-year term, no term limits

Position open:	Position open to:
Vice President	<i>lay woman, man or gender expansive.</i>
Secretary	<i>rostered or lay man, woman, or gender expansive.</i>

Unless otherwise noted, Synod Council Members have three-year term eligible for re-election for one additional consecutive term.

Position open:	Position open to:
Columbia Coast Cluster	<i>woman or gender expansive, lay or rostered</i>
Emerald Cluster	<i>woman or gender expansive, lay or rostered.</i> Currently filled by a lay woman, Becky Shurson, Central, Eugene
Southern Coast Cluster	<i>woman or gender expansive, lay or rostered</i> Currently filled by a lay woman, Mary Schultz, Gloria Dei, Coos Bay
Vineyard Cluster	<i>man or gender expansive, lay or rostered</i>
At Large Position #1	<i>woman or gender expansive, lay, normally reserved for a POC or a person for whom English is not their first language.</i>
Young Adult	<i>lay POC or person for whom English is not a first language; woman, man or gender expansive.</i> Must be between the ages of 18 and 30 when elected.

Youth	<i>woman, man, or gender expansive, lay. Must be between the ages of 14 and 18 when elected. (2-year term – 1 term limit).</i>
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Consultation Committee

Be available for assisting a congregation or congregations in the rare but important task of mediating disputes among congregations, disputes of factions within a congregation, or with a member whom the congregational council has deemed is interfering with the mission or ministry of the church. This process is detailed in the synod constitution and may include listening posts within the church community, one-to-one conversations with key parties, prayerful discernment and the composing of recommendations. Six-year term without consecutive re-election.

Position open:	Two positions: no more than one woman or man, no more than one rostered or lay can be elected
Committee Member Position 1	<i>rostered woman or gender expansive</i>
Committee Member Position 2	<i>lay man or gender expansive</i>

Discipline Committee

Be available for assisting a congregation in the rare but important task of discernment around disciplining a congregation or church member with whom the congregational council cannot reach a mediated agreement. This committee is only engaged if the Consultation Committee has not been able to reach an agreement and refers the matter to the Discipline Committee. This is detailed in the synod constitution and may include lengthy conversations, structured hearings, group deliberation, ongoing prayer and the difficult but often necessary task of setting boundaries for various parties in writing. Six-year term without consecutive re-election.

Position open:	Two positions: no more than one woman or man, no more than one rostered or lay can be elected
Committee Member Position 1	<i>lay woman or gender expansive</i>
Committee Member Position 2	<i>rostered man or gender expansive</i>

Endowment Board

Oversee with the Synod Treasurer, Bishop and a small group the activities of the Endowment Fund. This includes the regular disbursement of funds to support creative ministries in the synod, highlighting the mission of the Endowment Fund, cultivating new gifts to grow the fund and communicating with the leaders of the synod all the activities of the fund - stories, hopes, new grants, due dates for new proposals and more. Three-year term, eligible for reelection to one additional consecutive term.

Position open:	Of the three positions open at least two of these positions should be women or gender expansive.
Committee Member Position 1	<i>lay woman or gender expansive</i>
Committee Member Position 2	<i>lay man or gender expansive</i>
Committee Member Position 3	<i>rostered woman, man, or gender expansive</i>

Biographical Information of Nominees

Synod Council - Vice President

Paul Stromberg, Creator Lutheran Church, Clackamas
(Lay, Man)

Congregational Activities:

Former Council President, former at large council member, AV technology team, Assisting Minister

Synod and Community Activities:

Advocate for transitional housing, long-term refugee family support

Three Ministry Gifts Important for Position:

Open to the changing needs for the church in today's world, I feel that I am levelheaded and a calming presence in difficult times. I appreciate exploring multiple perspectives.

Vision for the Church in a Changing World:

I hope that the church has the courage and wisdom to critically evaluate what a Christ-centered community might look like. This will entail the willingness to change and explore new ways of being. It will drive us out of our comfort zones and hopefully to a new more authentic form of relationships. I hope we have the wisdom to listen to the voices from the margins.

Synod Council - Secretary

Violet Thetford, Community of ChristChurch, Portland
(Lay, Woman)

Congregational Activities:

Church Council, Secretary, Sacred Organizing Cohort, Reconciling in Christ, Community of ChristChurch, numerous other Social Justice Groups; leads weekly prayer worship

Synod and Community Activities:

Oregon Synod Hunger Team, Oregon Synod Finance Committee, Sacred Organizing Statewide Forum, IMIRJ

Three Ministry Gifts Important for Position:

Has intense drive for social justice and a desire for equality for all.
Uses faith-based responses for assessing need for action, and willing to step forward in action.
Her faith keeps her both grounded in reality and yet able to see what is possible with God's help.

Vision for the Church in a Changing World:

I hope to see a version of a church without walls. Where believers are brought together by the love of mankind, and where are all welcome. I'd like to see an intermingling of races, cultures, lifestyles, faiths and all the other labels that divide us, instead bring us together in love and service to our Lord. Where church is not just Sunday mornings, but every day, all day.

Synod Council - Secretary

Vicky Hart, Zion Lutheran Church, La Grande
(Lay, Woman)

Congregational Activities:

Church Council, Sunday school leader, adult forum, lector

Synod and Community Activities:

Synod Council (young adult), SALM/Lay Education courses, echo learning community, 2022 Synod Assembly Joy Committee

Three Ministry Gifts Important for Position:

Honest reflection, thoughtful questions, notetaking

Vision for the Church in a Changing World:

To trust in our collective abundance, to know our neighbors as friends, and to hold loosely to the world and firmly to God as we hear and tell stories.

Synod Council- Columbia Coast Cluster

Karen Haines, Peace First Lutheran Church, Astoria
(Lay, Woman)

Congregational Activities:

Member of Church Council, Treasurer of Council and congregation, Member of Executive Team, Member Personnel Committee, Member of Budget and Finance Committee, Chair of Anti-Racism Team, Facilitator of Sacred Ground - faith based anti-racism education Discussion leader at Adult Forums, VBS volunteer

Synod and Community Activities:

Synod Assembly delegate - 2022 and 2023

Participant in Reckoning with Racism program

Participant in Interfaith Movement for Immigrant Justice: Countering White Nationalism

Leader in community-wide Anti-Racism Book Club

Facilitator in community-wide anti-racism education program

Financial contributor to support many local not-for-profits

Partner in EDLARJ (European Descent Lutheran Association for Racial Justice)

Three Ministry Gifts Important for Position:

Passion and heart for racial justice

Passion and heart for exploring possibilities for future church

Passion and heart to serve where needed

Vision for the Church in a Changing World:

There are probably few of us who sit in a pew on Sunday morning hoping there are enough Sunday School teachers for all the kids. More likely we are trying to figure out what we can do to bring back the idealized church of our memories. The world has changed and, for the most part, we have not. We need to understand what has changed and the challenges those changes bring in meeting the spiritual needs of today's younger people. I believe our synod can provide the leadership to help us understand our changing world and identify actions we might do to more effectively meet the spiritual needs of those with whom we yearn to share our faith in Christ.

Synod Council - Emerald Cluster

Becky Shurson, Central Lutheran Church, Eugene

(Lay, Woman)

Congregational Activities:

Good Soil Campus Ministry Committee; Endowment Committee; Handbell Ensemble

Synod and Community Activities:

OR Synod Council; Women of the ELCA churchwide leadership team for Katie's Fund 2022 Capital Campaign

Three Ministry Gifts Important for Position:

Faith; Service; Administration

Vision for the Church in a Changing World:

I envision that the church in a changing world is still a refuge where one can "come and see the Christ," and it is still a community of people, in all our humanity and brokenness, discovering together what it means to live the way of Christ. In my vision, we, the church, still welcome and invite and engage our neighbors in the messy exploration of this Christ-journey. And finally, in my vision, we are still called to live the words of Micah 6:8, to act justly and to love mercy and to walk humbly with our God.

Synod Council- Vineyard Cluster

John H Dallum, Immanuel Lutheran Church, Silverton

(Lay, Male)

Congregational Activities:

Board of Deacons, Usher, Communion Assistant, Tuesday Clean/Maintenance Crew, Synod Assembly voting member; at other congregations prior to 2015: Congregation President, Council member, Call Committee co-chair, congregation rep to Lutheran Home, Property Committee, Sunday School teacher, Adult Ed Bible study leader, Confirmation teacher

Synod and Community Activities:

Synod: Voting member, Reference and Counsel at Assembly, Rostered Leaders Compensation Update Team.

Community: various service clubs/organizations, School Board, fundraiser.

Three Ministry Gifts Important for Position:

Financial experience with large budgets (as a school superintendent)

Knowledge of Boards, Councils, and Committees

Listening to all the voices at the table, and inviting those whose voice we need to hear

Vision for the Church in a Changing World:

I see a new Church emerging for the future. Christ will not abandon the Church but call us to serve in the new direction by the Holy Spirit's leading. I believe I can help foster this transition.

Synod Council- At Large Position #1

Mike Franklin, Grace Lutheran Church, Corvallis

(Lay, Man)

Congregational Activities:

Congregation Council, Financial Secretary, Stewardship Committee, Personnel Committee, Head Congregation Organization Task Force, Oregon Synod Assembly voting member, Congregation Observer to 2022 CWA, Communion assistant - Since moving back to Oregon in June 2020

Synod and Community Activities:

Synod Discipline Committee, Our Beaver Nation Board (Consultatory Board for OSU Athletic Board fundraising activities), Homeowner's Association Board of Directors. Many other activities in both Indiana-Kentucky Synod (1990-2003) and Southeastern Synod (2003-2020)

Three Ministry Gifts Important for Position:

- 1) A total sense of God's church in this world, the power of God to lead us and yet allow us to make and learn from our mistakes. That says we must go forward boldly, trusting in the resources God has provided for us and knowing he will provide.
- 2) Communication! I recognize communication is often a scapegoat for other issues but conversely, communication is typically seldom early enough, often enough, and done in the best way (message and media) for the event.
- 3) About 60 years of experience starting with the old Luther League, campus ministry and the old PNW Synod of the LCA in learning operation of church and how to be church in the world in that specific time and place, using the past as a resource but not being controlled by it. Includes being a voting member at four CWA dating from 1972, attending most Synod Assemblies during the intervening years either as a voting member or visitor.

Vision for the Church in a Changing World:

Make the organized church relevant to young folks while continuing to minister to the current, aging membership. That means continuing to make the church active, pursuing God's will for us in ministering to the world. That means in the home of our synod, our local congregations, the ELCA and even the LWF.

We must ensure our synod staff have the resources and support they need to carry out their ministries. They synod staff both serve and represent us. As a Synod Council, it is our duty to support and consult with the staff in their ministries.

Synod Council- At Large Position #1

Louise C. Abbott, Bethany Lutheran Church
(Lay, Woman)

Congregational Activities:

I was on the church council at Bethany Lutheran Church for one year. I also sang in the choir and served in the ministry outreach to the unhoused and food-insecure population in our community.

Synod and Community Activities:

I have been active at St. Timothy's Episcopal Church in Brookings, where I now live. I have served as the facilitator for the community kitchen, where meals are served 3 or 4 days a week. I have served in the COVID vaccination and testing clinic for 1.5 years that is operated out of St. Timothy's Episcopal Church.

Three Ministry Gifts Important for Position:

I am committed to helping find ways to be God's hands and feet in our local communities.

I am able to be organized.

I am willing to work with people and listen to others to achieve common goals.

Vision for the Church in a Changing World:

These hopes and goals are the goals that I hope also would be goals for the church as a whole. I hope that the church will be able to find ways to reach individuals that are more relevant today. For example, we need to look at possible alternative worship practices, perhaps more home meetings and events that focus on social questions and needs. I would hope that the church could take a more prominent role in championing our society's forgotten and cast-off members. The concept of reparations in some form should continue to be a focus of the church.

Synod Council- At Large Position #1

Jan Smith, St Andrew Lutheran Church, Beaverton

(Lay, Woman)

Congregational Activities:

St Andrew RIC process and vote, Taught Adult Ed courses, MACG Core Team, Call Committees

Synod and Community Activities:

Attended Synod Assembly in 2011 and/or 2012, supported CTK RIC process 2022, Reckoning with Racism participant 2022/2023, Wrestling with the Truth of Colonization participant

Three Ministry Gifts Important for Position:

Ability to listen actively and make relational connections

Thoughtful and intentional decision making

Passion for inclusion and justice

Hard-working and detail oriented

Vision for the Church in a Changing World:

Jan is hoping that the church builds on the inclusion of women and LGBTAIQ+ members (while keeping them in the mix) to including BIPOC members in congregation memberships, ministry and leadership. In the near term, Jan hopes to see active work with tangible outcomes regarding racial justice and reparations.

Her vision is a seamless group of congregations focused on doing God's work through the hands of all God's people; LGBTQIA+, BIPOC, and including work between the Oregon Synod and interfaith partners.

Synod Council- Young Adult

Damien Ntawumpora, Creator Lutheran Church, Clackamas
(Lay, Man)

Congregational Activities:

In December of 2019 I was part of ELCA group of young adults that visited the Holy land in Palestine and Israel.

Synod and Community Activities:

I am currently part of the Camp Lutherwood Board of Directors, meeting every once in a while, to discuss how to move the camp forward as well as making decisions that will ensure that camp Lutherwood stays successful, open and welcoming to all who wish to grow with us.

Three Ministry Gifts Important for Position:

As of today, I work for a non-profit organization called IRCO (Immigration Refugee Community Organization) as a resource Navigator or Case manager as well as a Career coach. My main role and focus is to help resettle refugees who are legally coming from all over the world find a new home here and start their new lives. What makes this special for me is that I myself arrived here as a refugee and through the love and work of other case managers and community members such as that of Creator has helped get to where I am today, and I always wish to return the favor.

Vision for the Church in a Changing World:

As we are looking forward into the future, as the church is becoming more inclusive and welcoming to all, I believe this is the right way. To not look backwards but the future while also not forgetting the History. I think it is important that we try to imagine what and who will be the futures of the church.

Consultation Committee Position 1

Dcn. Bonnie Beadles-Bohling, Central Lutheran Church, Portland
(Rostered, Woman)

Congregational Activities:

Deacon for Faith Formation & Community Engagement, Sunday School teacher, youth leader, Council President, small group leader, retreat facilitator.

Synod and Community Activities:

Synod Council, Portland Eastside Ministries, Organizer for Oregon Synod, Rep at Churchwide 2016

Three Ministry Gifts Important for Position:

Excellent listener, conflict management (25 years as a social worker), a passion for mission.

Vision for the Church in a Changing World:

While our traditions and patterns are shifting, God's call for the church to be the presence of Christ in the world is not. This is a time of transformation and liberation if we are willing to deeply listen to Spirit's call. Transformational processes are, by nature, accompanied by grief and conflict. We must be willing to hold one another in love and respect as we navigate new ways of being for the sake of the Gospel. The challenging feelings and interactions are the pathway into the future and we cannot be afraid to navigate them.

Consultation Committee Position 2

Edward Cole, Faith Lutheran Church, Roseburg
(Lay, Man)

Congregational Activities:

In my 7th year on the Church Council, 4th year as Council President. Council representative for property care & maintenance. Church Council Vice President and Council representative for stewardship at Peace Lutheran in Pendleton, OR in the early 1980's.

Synod and Community Activities:

Oregon Synod Quarterly Congregation Leaders Meeting.
Member of OSU Douglas County Master Gardeners, local liaison with Pacific NW (OR & WA)
Forest Service Retiree Organization, member of FISH Food Pantry green bag program,
Secretary for Stonebrook Homeowners Association.

Three Ministry Gifts Important for Position:

Works well with people

Experience with managing large organizations

A good listener

Vision for the Church in a Changing World:

My hope is that we, as a church, can maintain relevance in a world with so much competing information and misinformation. People become easily distracted and drift away from religion and their faith. The churches historically have had a major role in supporting the less fortunate and helping people maintain a quality of life. It is my vision for the church that through adaptation to society's changing needs, we are able to maintain our relevance through connecting with people in new ways. That people will find spiritual comfort in connecting with the messages of Christ and find physical and mental comfort in being a part of an organization that really cares about people.

Discipline Committee Position 1

Marie Gettel-Gilmartin, Spirit of Grace, Beaverton

(Lay, Woman)

Congregational Activities:

Sunday and Bible school teacher, choir member, Luther League president, Church Council member and president, communications advisor, Outreach team leader, Personnel Team leader, Music Team leader, New Name Team leader, etc.

Synod and Community Activities:

Volunteer for the Immigrant Story, schools, Smile Train Cleft Community Council, Precious Beginnings (nonprofit to support families in the NICU), speaker at Lutheran Ethicists' annual meeting, speaker at Synod Assembly, creator of a presentation for pastor service anniversaries

Three Ministry Gifts Important for Position:

-More than 25 years of professional management and communications experience, as well as church leadership experience

-Outstanding creative problem-solving skills

-Organizational and team-building savvy

Vision for the Church in a Changing World:

My ideal church is wildly inclusive, revolutionary, and creative...honoring our spiritual and liturgical traditions but also embracing new ways to stay vibrant and engage members and the broader community. I imagine a church where no one feels excluded because of who they love

and who they are. I'd like to see us get out of our dusty pews and partner with each other, local organizations, and people in the margins.

Discipline Committee Position 2

Andrew Langford, Emmaus Lutheran Church, Eugene

(Rostered, Man)

Congregational Activities:

Pastor Andrew is conscious of careful pastoral care, preaching, and teaches classes at the University of Oregon in religious studies.

Synod and Community Activities:

(none entered)

Three Ministry Gifts Important for Position:

- 1) Andrew is good at being both calm and assertive.
- 2) Andrew excels at compassionate presence
- 3) strong sense of justice, equity, fairness and is kind and clear when voicing his perspective and making room for others.

Vision for the Church in a Changing World:

Andrew would say that he hopes for a church and world that gives voice to the voiceless, advocates for those that are marginalized or in peril, and that he desires for the church to be an inclusive and diverse place. I know Pastor Andrew through pastoral gatherings about once every two months, and I hear how he is affected by the unhoused living on his church property and the careful ways he tries to moderate conflict in that sensitive situation. I also feel how is he is with all of us. I have experienced him as a thoughtfully engaged person who is clear with his words and carries compassion in his heart. He would bring a non-anxious presence to a heightened situation. Please consider this leader for this committee.

Discipline Committee Position 2

Charles Mantey, Saint Mark Lutheran Church, Salem

(Rostered, Man)

Congregational Activities:

Ordained ministry

Synod and Community Activities:

None in recent years

Three Ministry Gifts Important for Position:

Seeking mutual consensus

Listening empathetically

Discernment

Vision for the Church in a Changing World:

That the vibrancy of Christ's Spirit might awaken all of God's creation

Endowment Board Position 2**Robert (Bob) Knudtson, Nativity Lutheran Church, Bend**

(Lay, Man)

Congregational Activities:

Community Shower Truck Ministry, Haiti Outreach

Synod and Community Activities:

Community Shower Truck, Volunteer Police Force (Wickenburg, AZ), Canine Connection Dog Rescue Facility (Wickenburg, AZ)

Three Ministry Gifts Important for Position:

Outreach, Fiscal management, Communications

Vision for the Church in a Changing World:

Try to help the church maintain and improve its viability.

Endowment Board Position 3**Pastor Christine Core, West Linn Lutheran Church, West Linn**

(Rostered, Woman)

Congregational activities:

Co-Interim Pastor, West Linn Lutheran Church; Transition Pastor, Resurrection Lutheran Church, Portland; Pastor, Bethel Lutheran Church

Prior to Ordination, participated as lay contributor to worship and music committees at St.

Andrew Lutheran, Beaverton; Communications Director for St. Andrew Capital Campaign 2009-10; Sunday School and Children's Education leader.

Synod and Community Activities:

Participant in Oregon Synod Assembly and Bishop's Convocation; worship planning for Synod Assembly 2022; Consultation Committee (2016-2022)

Three Ministry Gifts Important for Position:

Insight and wisdom into human condition

Able to maintain gracious invitation and inclusion in all challenging situations

Collaborative in solving difficult, complex problems.

Vision for the Church in a Changing World:

In order to grow, we must be active in the real world in which people live, responding to the issues, fears, and hopes we all share. The key for any ministry in which I participate is a dedicated prayer life to build authentic and deep relationships with all people.

Report of the Bishop



Oregon Synod

***I no longer call you servants. Instead,
I have called you friends. John 15:15***



Scripture is full of holy friendship - gentle Jonathan and young David, sojourning Ruth and Naomi, perhaps even courageous Shadrach, Meshach and Abednego. So also, Jesus. In his final and perhaps most intimate conversation with his disciples, Jesus says, “My command to you is this: Love each other as I have loved you. Greater love has no one than this: to lay down one’s life for one’s friends. I no longer call you servants... Instead, I have called you friends.”

I am so grateful that ours is a faith of incarnation and relationship. We proclaim the Word made flesh, God - the Universal Source of all that is - with us, come in the form of a vulnerable, small and beautifully enfleshed infant. As this young man grew, he touched lepers, sat with the rejected, celebrated children, ate with tax collectors, healed widows and touched bodies.

Here in the Oregon Synod this year, we’ve been exploring holy friendship, sacred encounter, the kind of relationships that result not in conversion per se, but in mutual transformation. Think Jesus and the Syro-Phoenecian woman, or Philip and the Ethiopian in the chariot. Even when in the bud, friendships transform all.

Thanks to the reality of Zoom, one of the Oregon Synod’s “flowers in the mud” of the pandemic times is that we are connecting across geography, age, experience, theology, politics and more. Through numerous online cohorts hosted by the synod, mature leaders from Klamath Falls are praying with young leaders from Hillsboro and Gresham, and others in Prineville are studying scripture and climate change with souls from Florence and North

Portland. Your synod currently hosts at least ten active cohorts, which includes more than 75 small groups, and thus over 450 individuals together exploring community vitality, rural ministry, congregational leadership, housing and houselessness, racial justice, climate resilience, worship, scripture, theology and more. Imagine what Spirit is doing in those circles of sharing and discernment! If you'd like to hear about these groups, I invite you to sign up on our website oregonsynod.org under NEWS for our email newsletters! But it's not just individual relationships. Friendship can be a collective journey as well. The Oregon Synod currently has more than nine congregations which are partnerships of two or more congregations, and seven which are intentional ecumenical communities resulting from years of collective collaboration and discernment. Six congregations just this year have started a "friendship process" to explore deepening relationships with one another for the sake of Christ's life and life abundant.

Thanks be to God, we are not all the same. Our churches, our cities, our gifts and our passions differ. Yet when our sacred encounter is full of depth, vulnerability and Spirit, then inevitably vitality, hope and possibility emerge. Methodists in Hood River, Episcopalians in Heppner and Catholics in Beaverton do not worship or sing exactly like Lutherans, and because of that, we in the ELCA receive depth and richness from others through Christ Jesus who unites us. Beloved in the Oregon Synod, what could God's Spirit unleash if we all dared to be connected in a meaningful way with one another - with our congregations, with our neighborhoods and with each other across the Oregon Synod?

Our 2023 Oregon Synod theme, "Answering Jesus' Call to Spiritual Friendship" is all about such possibilities. Our theme invites us to ask ourselves the question: How is God longing to transform us, our congregations and our towns through sacred encounter, through rich relationship, through meeting our neighbor not as a person in need, but as a person with unique gifts which might bless us? Who are we walking with? How well are we listening? How open are we to being transformed? Much of what we are doing in the Bishop's office has to do with this: hosting holy encounters through the Lay School of Theology; Congregational Vitality Cohorts; Rural Ministry cohorts; Reckoning with Racism cohorts; Climate Resilience cohorts;

Distinct Congregational Presidents, Musicians and Treasurers cohorts; Spiritual and Theological Mutual Accompaniment groups; Candidacy processes; Racial Repair and Relationship teams; local Cluster gatherings; Transition Pastors Groups and Transformational

Transitions Facilitators Sessions; Stewardship cohorts; Kaleidoscope Institute Facilitator Trainings; First Call Theological Education weeks; the Synod Day of Learning and more.

Who are we in the Oregon Synod?

The Oregon Synod is together 105 congregations, two campus ministries, six mission starts, and one Christian camp. We celebrate Luther House, a campus ministry of the ELCA located at the Oregon State University in Corvallis and Good Soil, a campus ministry of the ELCA located at the University of Oregon in Eugene. Camp Lutherwood, a Lutheran camping ministry is just outside Cheshire. We work with two hospital systems born of Lutherans, Legacy Health in Portland and SW Washington, and Columbia Memorial Hospital in Astoria. Lutheran Community Services Northwest has offices in Portland and ministries in Astoria, Prineville,

Klamath Falls, McMinnville, and Beaverton. Our mission developers are working with Spanish-speakers in the Mid-Willamette Valley, with the LGBTQ community through Queer Enough, with recent immigrants in the Cully Neighborhood, and young adults and families from across the state via Together Lab, Storyline and Story Dwelling. We partner closely with Pacific Lutheran University in Tacoma, WA, Luther Theological Seminary in St. Paul, MN, Pacific Lutheran Theological Seminary in Berkeley, CA.

This is just a glimpse of who we are as ELCA Lutherans in Oregon. And while mission support from congregations was down about 3 percent from last year, gifts from individuals inspired by what we are all doing together was up 300%. Grants from the Churchwide Offices and other organizations totaled almost \$275,000. Thanks to the creativity and hard work of your synod staff and mission developers, grants from other sources totaled to over \$600,000! With you, we are doing more than ever, diversifying funding and cultivating theological imagination even in challenging times. Thank you! And we too are seeking to be generous: 42% of your Mission Support goes to support the important work of our ELCA Churchwide Offices and global ministries; 5 percent is shared with regional ministry partners; and the remaining 53% helps fund synodical ministry so that we can better support you.

This year we ordained five new, gifted rostered ministers to serve in our synod, and welcomed four young intern pastors to accompany and learn with six of our congregations. Seven pastors retired and three congregations celebrated 75th anniversaries. Your ministries grow and change and transform, yes, but the ripples do not stop touching the lives of our neighbors even into the distant, far-off future.

Oregon Synod, we are all better because of our growing friendships, because of how God's Spirit works through our broken and beloved bodies, because of you! Thank you for being true ministry partners with us in the world God loves.

***This is my commandment, that you love one another,
just as I have loved you.***

John 15:12

Yours in God's service,

A handwritten signature in cursive script that reads "Laurie L. Caesar". The signature is written in a dark ink and is positioned below the text "Yours in God's service,".

Bishop Laurie Larson Caesar, Oregon Synod, ELCA

Bishop's Statistical Report

April 2022-March 2023

ELCA Ordinations

Rev. Rachel Kramer Calvary Lutheran Church, Hillsboro
Rev. Leon LaCross Bethel Lutheran Church, Portland
Rev. Dr. Andrew Langford Emmaus Lutheran Church, Eugene
Rev. Logan McLean Strike Florence United Methodist, Florence
Rev. Ben Nickodemus Central Lutheran Church, Eugene

ELCA Rostered Leaders Who Moved into the Synod

Rev. Yukio Hamada Retired
Rev. Jeffery Kallevig On Leave From Call
Rev. Steven Leiser Retired
Rev. Christopher Nolte Retired
Rev. Hallie Parkins Luther House Campus Ministry

ELCA Rostered Leaders who Moved out of the Synod

Rev. James Dew Grand Canyon Synod
Rev. Glenn Chase East Central Synod of Wisconsin
Rev. Sally Roach Northern Texas-Northern Louisiana Synod

ELCA Rostered Leaders Who Moved Calls Within the Synod

Rev. Mary Anthony Interim, Portland
Rev. Gavin Dluhosh Legacy Health, Portland
Rev. Matta Ghaly Churchwide Offices, Region 1, Portland
Rev. Janell Monk Trinity Episcopal Church, Ashland
Rev. Robert Neubert Interim, Portland
Rev. Mary Peterson St. Peter Lutheran Church, Tillamook
Rev. Jill Rowland Legacy Health, Portland

Interns Serving in the Synod

Christina Johnson.....Zion Lutheran Church, The Dalles
Sena Norton..... Christ the Good Shepherd Lutheran Church, Salem
Dan O'Brien.....United Lutheran Church, Eugene
Emily RonsbergGloria Dei Lutheran Church, Coos Bay

Retirements

Rev. Katy Anderson5/26/2022
Rev. Mark Brocker.....1/1/2023
Rev. Dawn Coffey.....1/1/2023
Rev. John Coffey1/1/2023
Rev. Susan Kintner6/22/2022
Rev. Charles Mantey5/1/2022
Rev. Karl Pishaw.....5/31/2022

Anniversaries of Ordinations over 25 years

25 YEARS

Rev. Janelle Aldrich-Dale9/27/1998
Rev. Carl Hansen6/21/1998
Rev. Michelle Manicke6/7/1998

30 YEARS

Rev. Jaime Cardona5/28/1993
Rev. Matthew Eagan2/21/1993

35 YEARS

Deacon Cathie Carlisle1/1/1988
Rev. Thomas Struck.....7/25/1988

40 YEARS

Rev. Tim Herzfeldt-Kamprath.....7/30/1983
Rev. Cyril Hunkler6/24/1983
Rev. Daniel Schlewitz4/9/1983

45 YEARS

Rev. Charles Bade	8/13/1978
Rev. Tim Brueckner	9/10/1978
Rev. Thomas Dodd	6/18/1978
Rev. James Flachsbart	7/23/1978
Rev. John Maas	1/1/1978
Rev. Robert Sachs Jr.	6/4/1978
Rev. Paul Teyler	7/31/1978

50 YEARS

Rev. Donald Carlson	7/8/1973
Rev. Curtis Zieske	6/3/1973

55 YEARS

Rev. Harlow Jacobson	6/2/1968
Rev. Donald Parsons	9/22/1968
Rev. Phillip Yokers	6/19/1968

60 YEARS

Rev. Daniel Dowling	6/23/1963
Rev. Luverne Jacobson	6/23/1963

65 YEARS

Rev. Wendell Jacobson	5/21/1958
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Congregation Anniversaries

Faith Lutheran Church, Coquille	75 years
Luther Memorial Lutheran Church, Portland	75 years
Our Saviour Lutheran Church, Lake Oswego	75 years

Report of the Vice President



Oregon Synod



***For I am about to do something new. See,
I have already begun! Do you not see it?***

Isaiah 43:19 NLT

Greetings to the Oregon Synod,

Many things have changed over the last year. Most of our congregations have gone back to in-person worship, but in many places attendance has not returned to what it was before COVID. That has had an impact on congregation finances, which in turn has an effect on synod finances and churchwide finances. I always think of church finance as a trickle up process. The synod relies on Mission Support from congregations to fund the work that we do, and churchwide relies on sharing from synods to fund the work of the wider church. Out of the Mission Support that the synod receives from our congregations, 42% is passed on to churchwide for their work. Much of the support shared with churchwide comes back to the synod in salaries (churchwide pays part of the cost of the Director of Evangelical Mission, a position shared by our two Bishop's Associates) and grants for innovative mission work.

You may be asking "what does the synod do that is a benefit to my congregation"? The answer is a lot. At any one time there are between 25 and 40 congregations going through some part of transition. That usually includes a call process, which requires interim pastors and finding new pastors to recommend to a congregation. That process does not happen in a vacuum. The synod staff spend a good deal of their time on helping congregations through transition. The reality is that there normally are not enough new pastors to fill the vacancies, so the process can be slow. In many cases, the capacity of a congregation to pay for a pastor is not consistent with a full-time position. This can make it even more difficult to fill a vacancy. The synod staff works hard to find candidates that will fit with an individual congregation. Sometimes that may be in the form of merged congregations or shared pastors. Sometimes that may take the form of inter-denomination cooperation. Sometimes that may take the form of a Synod

Authorized Lay Minister. The point is, all of this takes an immense amount of coordination and time by the staff.

So what else does the synod staff do? They develop leaders and accompany them, they supervise mission developers and work on synod initiatives, they work on strategic planning and deal with administrative issues. In a report given to the Synod Council early this year, we were shown that the staff put in much more than a 40-hour workweek. Realistically, we should have a bigger staff to do what is being done. We know financially that isn't possible, but we also need the help of every congregation, in the form of Mission Support, to continue providing the services that we do. As you will see in the budget presentation, an increasing amount of the revenue that we need to support our staff comes from areas other than Mission Support. It will be a challenge in future years to sustain some of these revenue sources unless congregations and individuals step up.

Another area of change was Synod Assembly. We had our first in-person Synod Assembly in three years this past year. It was a unique assembly, because we required proof of vaccination of all attendees, and still wore masks at times. We appreciate that you all complied with those requirements. This year's assembly is again on-line; next year's will be, too. That is because the assembly approved a resolution to only have in person assemblies every third year. The next in-person assembly will be in 2025, which will coincide with a bishop election, which takes place every six years. We hope this schedule of two years of on-line assembly followed by one year of in-person assembly will be beneficial to congregations. Our intent is to lessen the costs to congregations during the on-line years and to practice faithful creation care. We hope you will take the opportunity in your budgeting to spread the cost of the on-line and in-person assemblies out over the three-year period.

One of the things we have been offering are quarterly meetings for congregation leaders. These meetings are usually around one and a half hours long and held on Zoom. We encourage your council officers to attend these meetings. The meetings are hosted by the Synod Vice President (me), and most meetings the Bishop also joins us. We try to discuss current things going on in the synod, and topics of interest to the attendees. The meetings are announced in the monthly synod e-news, which you can sign up for on our website (<http://www.oregonsynod.org>). If you send me a list of your officers and their contact information, I will add them to my list and send out an email invitation for each quarterly meeting.

There was also a Churchwide Assembly held in August of 2022. The Oregon Synod sent 9 voting members to the Churchwide Assembly, seven of whom were elected by the 2021 Synod Assembly. The other voting members were myself and Bishop Caesar. The Churchwide

Assembly happens every three years. There were many resolutions and memorials debated and voted on over the 5-day assembly, some of which were submitted by the Oregon Synod. One of the resolutions dealt with the formation of a [Commission for a Renewed Lutheran Church](#), which if you get the e-news from our synod, you have previously heard about. A thirty-five-member committee from throughout the US has been created to go over all of the documents that define the ELCA. Another thing that happened at the Churchwide Assembly is that Jennifer Trom was elected from the Oregon Synod to serve a six-year term on the Church Council (at the churchwide level).

One of the things that happens every year at our Synod Assembly is the election of members of the Synod Council. There are several positions on council up for election this year: 6 Cluster Representatives, a youth member, and the Vice President and Secretary positions. There are several positions open for the Consultation Committee, the Discipline Committee, and the Endowment Board. I hope that many of you have considered these positions and have entered your names for nomination.

On a personal note, after serving on Synod Council for 8 years, 4 as the Vice President, I have decided not to run again for the office of Vice President. It has been a privilege to serve in these positions, and I hope I have served the synod well. I wish my successor in the role well, and offer my help in transitioning the office. I wish to thank Bishop Caesar, the bishop associates and the other synod staff for their dedication to this synod and the wider church, and I pray that all of us will support them in all of the work that they do for us.

***For surely I know the plans I have for you, says the Lord, plans for your welfare
and not for harm, to give you a future with hope.*** Jeremiah 29:11 NRSV

May God be with you and keep you safe,

Gregory F. Shea

Gregory F. Shea, Oregon Synod Vice President
503-432-5654 greg.shea.se.ret@gmail.com

Treasurer's Report



Oregon Synod



March 29, 2023

Greetings in the name of our Lord Jesus Christ!

I'm writing this annual Treasurer's Report to you, the congregations, missions, individuals, and friends of the Oregon Synod, to talk to you about the financial matters of our Synod. As I write, I'm reflecting on last Sunday's Gospel, the story of Jesus raising Lazarus, from John 11. Looking again at the text, I'm struck by first Martha, then Mary, saying "...Lord, if..." Aren't those often our words? "If only." "If only there hadn't been COVID." "If only there hadn't been a fire." "If only more of our members would have come to the stewardship dinner." "If only the Pastor hadn't said that." "Oh, God, if only... (fill in the blank)!" Second, how about Martha when she says "Lord...there is a stench..." Don't we often hesitate when something smells rotten (never mind that things at Church sometimes seem to be a little stinky)?

I could start my report by saying my own "if only," or complaining about something that seems a little off...but that would be inconsistent with my character (I always prefer to think of our "cup of blessing" as running over, and the glass "half full"). While we can always wish for more, have our "what if/if only moments," or choose to ignore the running over cup, I want to be the first to say how blessed our Synod and the entire ELCA is, how blessed our congregations and ministries are, and how blessed each one of us are (especially me!) to be called to be children of God in this time and place. In spite of adversity, we are abundantly blessed with faithful leaders, faithful stewardship, and an attitude of faithful and prayerful loyalty. I could wish for more...I do wish for more...but God gives us what we need to continue to be and do church, in Oregon, in 2023.

We've just wrapped up FY 2022 (FY is the acronym for Fiscal Year, so if I say FY 2022, for instance, I'm referring to the fiscal year just ended, February 1, 2022-January 31, 2023). The ELCA and the Oregon Synod seem to use acronyms liberally; I'll try to not overuse them, and if I do use one, I'll try to tell you what it is the first time I use it. BTW (that's By The Way in "text speak"), ELCA means Evangelical Lutheran Church in America. We're about to gather in our annual assembly to consider the business of the Oregon Synod. This letter should help set the stage for our financial discussions. In these materials, you will find selected portions of our closing FY 2022 Financial Reports, and the FY 2024 Budget which the Synod Council is recommending to you. I'm looking forward to seeing you on my computer screen on May 20th, where I will make an oral report and present the FY 2024 Budget for adoption.

Here's what I'm going to talk about in this report:

- First, I'm going to tell you about the Income and Expenses of the 2022 Fiscal Year (FY 2022; February 1, 2022-January 31, 2023; last year). As you read, you may want to refer to the accompanying reports mentioned above. These reports, which we receive monthly, show us the details of the prior month's financial events, as well as the current year-to-date numbers. January 2023, the report accompanying this, shows the details for the entire FY 2022.
- Second, I'm going to give you an update about FY 2023 (February 1, 2023-January 31, 2024, the year we are now in). This early in the year I don't have much to share regarding results, but I will touch again on the highlights of the budget you approved last year and tell you about adjustments the Synod Council has had to make to match expenses to expected revenues. Along with this report, you should receive the actual FY 2024 budget document, which will also show you information for FY 2023, both the budget adopted at last year's Assembly, and the revised version approved by Synod Council earlier this month.
- Finally, I'm going to discuss the FY 2024 Budget (February 1, 2024-January 31, 2025; next year). We will be asking you, as a Synod, at assembly, to approve the budget for the coming fiscal year, which will start February 1, 2024, almost nine months from now. It has historical information from preceding years, if you are interested.

FY 2022 SUMMARY

The financial affairs of the Oregon Synod continue to be sound, although we did not realize our goal (budget) for Mission Support last year. In fact, Mission Support (MS), the undesignated regular gifts your congregation sends to the Synod, were down more than

\$27,000 compared to the prior year; that's over \$98,000 less than our goal, or about 10% under budget. Gifts to the Courageous Love Fund, at \$16,209, were ~\$53,000 less than last year, and ~\$59,000 under budget. Partially offsetting these shortfalls, Undesignated Gifts to the Horizon Fund (gifts from individuals and outside entities not directed to a specific fund or ministry) totaled ~\$68,000! This is an increase of more than \$51,000, more than 4 times what was received last year, and ~\$64,000 over budget.

Total Revenues for FY 2022 were ~\$1,284,000; this was ~\$42,000 less than last year, and ~\$77,000 under budget. Declining Revenues are not only disappointing, but also limit the work your Synod, our Bishop, and her staff can do. Nevertheless, **we are grateful** for every dollar of support that you have sent to the Oregon Synod.

Expenses are well controlled and finished the year under budget. Total Expenses for the year were ~\$1,252,000; this is an increase of ~\$18,200 over the prior year, but still ~\$108,000 under budget. We ended the year "in the black," and were able to return ~\$31,500 to the Primary Reserve Fund for future work.

Synod resources (our restricted and reserve accounts) are well-stewarded, but have declined ~\$338,000 over the past 12 months. About half of this is due to funds from long-term grants being spent according to plan. However, we also had a significant loss in the value of our investments at ELCA Foundation Ministry Growth Fund.

These are the financial highlights of our last Fiscal Year. I know details can be very boring. If this is all you want to know, you can skip down to the heading This Year - FY 2023, where I talk about our current year, and the heading Next Year – FY 2024, where I talk about the budget for FY 2024 that will be voted on at the assembly. Because I want to be transparent and believe every congregation and individual of our synod is entitled to know all the facts of our Synod's financial issues, I will go into more detail about FY 2022; I encourage you to read on!

LAST YEAR – FY 2022: Here's the details

First, regarding the Profit and Loss and the Balance Sheet for FY 2022 (ended 1-31-2023):

1. **In the General Fund Revenues In FY 2022**, our primary source of income, which we call Mission Support (MS) (the undesignated moneys congregations send to the synod which support the synod's General Fund, including our 42% tithe of these funds to ELCA

churchwide to support our national church), was \$896,472, which was **less than our budget** of \$995,000. This was also **down from the prior year** by \$27,471, or -3%, compared to FY2021. On behalf of the synod's officers, council, and staff, **we are thankful, and grateful, for every dollar of Mission Support**, from every congregation that shares our synod's mission. We refuse to say "If only" about funds not received; we choose to celebrate God's goodness in every dollar that we have been given, in every congregation that supports the work of our Synod and of ELCA Churchwide, and in every sister or brother who personally supports this mission!

The Oregon Synod also receives **support from ELCA churchwide** to support the synod's DEM (Director of Evangelical Mission) position, which is shared by our Bishop's Associates, Juan Carlos La Puente and Pr. Melissa Reed. In FY 2022, we received \$117,096, ~\$3,000 more than in the prior year. This covers approximately 44% of our total cost (not equivalent to one full-time position).

Other income included gifts made to the synod of \$68,101, which was a 310% increase over last year! Because we do not pass 42% of Revenues that are not Mission Support from congregations on to Churchwide, these gifts had the same impact on our budget as an additional \$117,415 in Mission Support. I am not suggesting we prefer "non-Mission Support" revenue (because we need to support Churchwide, too!), but only point this out to help you understand how our actual Revenues exceeded our actual Expenses.

Other Income and Interest Earnings combined were only \$9,188, compared to \$4,836 in the previous year, an increase of \$4,352. Almost all of this increase is due to higher interest rates. Higher rates will benefit us even more in FY 2023. This category is relatively small compared to the total budget, and they are often irregular and unpredictable, but nevertheless the effect was positive for us in FY 2022.

As in the past, our general fund has also been using **draws from various synod Restricted and Reserve accounts** to further support our mission and ministry work, particularly where there were opportunities to leverage our dollars with grants from Churchwide, and from other organizations and entities. In FY 2022, we drew \$157,450 from several Restricted accounts and the Primary Reserve, which was the amount budgeted. This was \$28,778 more than in the prior year, but still considerably less than the average of \$333,907 drawn each year in FY 2018-2020. At the risk of sounding like

the proverbial broken record, our leadership, particularly with the encouragement of the Synod Finance Committee, has been working to reduce these annual draws to a sustainable level. I will continue to make this a priority. My goal is not to preserve our reserve and restricted funds forever; it is instead to make sure we spend these dollars strategically, with clear purpose, rather than spend them by default or accident because we're overspending our income. As you will see below, it is always a challenge to find the right balance!

Total Revenue for the General Fund in FY 2022 was \$1,283,606, \$42,131, or 3.2%, less than the prior year.

2. **Total General Fund Expenses for FY 2022** were \$1,252,056; this is \$18,232, or 1.5%, more than FY 2021, but under budget \$108,471. Our support for Churchwide was \$376,518. That compares to \$388,056 in the prior FY, a decrease of \$11,538. We have continued our pledge to send 42% of our Mission Support to Churchwide. Our lower Mission Support revenue drives our decrease in Churchwide support.

Our gifts in support of affiliated agencies and social ministries were as budgeted at \$42,000. That is \$14,500, or ~50%, more than the prior year, but only about 1/3 the amount we were giving prior to FY 2019. This part of our budget continues to be much lower than a few years ago. Because Revenues, especially Mission Support, were below budget through most of the year, the bulk of these gifts were disbursed at year end. This undoubtedly impacted the recipient organizations, making our own cash flow deficiency their problems, too. Recipients of these gifts included Lutheran Community Services NW, Ecumenical Ministries of Oregon, Pacific Lutheran Theological Seminary, Pacific Lutheran University, Lutheran campus ministry at Oregon State University in Corvallis and University of Oregon in Eugene, and Camp Lutherwood.

Payments to the Region 1 Center for Mission Financial Services Office (FSO) were \$42,999, as budgeted. This office does all the bookkeeping for the Synods in Region 1; their services allow us to get our deposits, remittances for bills, payroll, and other financial transactions done accurately, and on time.

We spent \$135,340 on the category we call Program/Service Delivery; this was \$9,960 less than last year, \$39,660 under budget. This includes direct support to Ethnic and

New Ministries in the Oregon Synod which are fiscally independent (we do not manage their fiscal affairs), and Fiscal Agency Ministry Support (specific ministries which are still under the Synod's fiscal oversight and management of funds); all of these projects represent the Innovation work of the Synod. We did not budget specific amounts for particular ministries and missions, but instead budgeted a pool of money that is left under the direction and control of the DEMs (directors of evangelical mission). This gives staff opportunity to respond in real time to Innovation needs; in FY 2022, they did not use all of the funds available. This also allows us to better align expenses with revenues.

Synod Services includes the Lay School for Ministry/SALM program, Candidacy; Pastoral Care, Cluster Dean support, Consultation to Clergy (a pan-Lutheran program we are part of in the Pacific Northwest), and a small contribution to the Regional Archives that Pacific Lutheran University maintains for all synods in Region 1. This year, our total expenditures, at \$20,265, were under budget \$3,235. Compared to last year, these expenses were up \$4,143, which is reasonable as we return to activities post-COVID.

Synod Travel was \$26,000, the amount budgeted. Staff travel accounted for almost 95% of that, at \$24,470, which was almost twice the budget amount. However, we had very little other travel expense. In order to keep this category within its budgeted dollars, I only transferred about \$1,100 to the accrual account to cover Synod Council expenses at "in-person" Synod Assemblies. Speaking as your Treasurer, but as only one member of the Synod Council, I want to restate my belief that staff travel is very important. While we were able to learn to use new technologies (primarily ZOOM virtual meetings) during COVID, which provide multiple opportunities to save both time and dollars, we can all appreciate communication is best face-to-face. I know your congregations want to see Bp. Laurie and her staff in your pulpits and across the conference table, not on a computer screen. While economies in all areas are important, I will continue to urge our staff, our Council, and all of us in Assembly to be thoughtful, creative, and wise in our management of travel expense: We need to get this right and be willing to spend the resources necessary to do it.

As always, whether it's with your congregation, or at the Synod, the largest single cost category is Payroll. In FY 2022, the total compensation and benefits for our staff paid from the General Fund was \$561,072. That is up from the prior year \$491,054, but \$17,435 under budget. The main reason for not using the entire budget amount was

part-time employees not working as much as was provided for in the budget.

Administrative and Overhead expenses, at \$47,862, were also under budget by \$6,759, and below last year ~\$2,700. Included in this category is a \$25,000 transfer to an accrual fund which would cover future transition costs.

To recap: Total Expenses for FY 2022 were \$1,252,056, which was \$108,471 below budget, and \$18,232 higher than the prior year. While our Mission Support was ~\$98,500 below budget, our total Expenses were ~\$108,500 below budget. Larger than expected unrestricted gifts, support of Churchwide less than budget because of Mission Support being less than budget, and other expenses slightly below budget, allowed us to finish the year in the black ~\$31,500. This surplus was also transferred to the Synod's Primary Reserve Fund.

3. **The Balance Sheet for 1-31-2023** shows Total Assets of \$2,573,135, and Total Liabilities at the end of the fiscal year are effectively \$0. This means our Total Net Worth is equal to our Assets, \$2,573,135. This is a decrease of \$338,255 compared to a year ago. This decline is primarily due to two things: Cash in Mission and Ministry (Innovation work) accounts, particularly dollars from the Lilly Endowment grant, which was disbursed to us in a lump sum to be used over five years, is being spent down according to plan. The other part of the decline is due to market losses incurred in our investments at ELCA Foundation Ministry Growth Fund. This should not surprise anyone, as we're all aware of the decline in the broader markets during 2022. Investments in the Ministry Growth Fund have been very good to us the last decade; the Synod Finance Committee and the Synod Council continue to believe these are wise investments that will perform well in the long term. All of your Synod's leaders are careful and prudent in this regard, and we maintain a level of liquidity that allows us to avoid selling these market investments at market lows.

Our Assets are divided into five "groups." **Our General Fund** (the fund from which we conduct our day-to-day operations) has all of the **"01" accounts**. Its balance on 1-31-2022 was \$110,169. Our Synod's Financial Policy says the General Fund must maintain a balance of 8% of the annual budget at all times, which is a little over \$100,000. We are in compliance. This balance is virtually unchanged from last year.

We had 21 **Restricted Funds (“02” accounts)** with balances at the end of the Fiscal Year. All these accounts have been designated as “for specific purposes;” their titles will give you a clue as to the specific designations. Each of these 21 restricted funds has a purpose; I will comment on the accounts with the largest balances:

- a. The largest is **02-341-04565 Lilly Grant**. You will recall the synod’s Together Lab initiative, under the leadership of Pr. Ron Werner, received a \$1,000,000 grant from the Lilly Endowment to grow, expand and support their work over 5 years. The 1-31-2023 balance of \$507,148 represents the amount of that grant that has not been transferred to Together Lab’s 04 operational Fund, because it’s budgeted for use in subsequent years. This Fund will continue to decline according to the terms of the grant, over the next three years.
- b. The second largest restricted fund, **02-341-30005 New Beginnings Fund**, holds legacy dollars received in the past from congregations that have closed, and is designated for “new ministries.” On 1-31-2023, this account balance was \$476,285.
- c. The **02-341-05935 Primary Reserve Fund**, with a current balance of \$162,455, is the third-largest restricted fund. It has no specific use designation and is intended to “be there” in times of unanticipated need or significant revenue shortfall. FY 2022’s budget drew \$41,800 from the Primary Reserve. Most of the General Fund’s market losses at ELCA Foundation were offset by the surplus dollars from the General Fund. In the end, the account declined ~\$46,400.
- d. The **02-341-04715 Byberg Homiletics Fund** belongs to the Byberg Homiletics Endowment; we act as their fiscal agent. Their \$68,466 balance is not ours; we simply hold it for them, receiving and disbursing funds for them at their direction.
- e. The **02-341-04225 Disaster Preparedness Fund**, with a balance of \$64,476, is funding from a grant from Lutheran Disaster Response, being used by the Oregon Synod Disaster Response Initiative (OSDRI) for a project that is leading the work to help Oregon Synod Congregations and the Oregon Synod Office be better prepared to meet the challenges that will come with natural and man-made disasters.
- f. The **02-341-04575 Bishop Transition Fund**, with a current balance of \$50,000, holds dollars that are being accrued annually to provide a monetary cushion for the next time our Synod elects a new Bishop. We learned four years ago there can be a surprising amount of one-time expenses during bishop transition; we also learned many other Synods have been using this strategy to cover these potential

expenses ahead of time. The General Funds for the past two years have transferred \$25,000 each year to this Fund, and the FY 2023 and proposed 2024 budgets continue this amount. At some point in the future, I expect we will decide the balance in the Fund is “enough,” at which time we’ll decide to not incur any more expense to build it, but will maintain it for that future event, whenever it might occur.

- g. The **02-349-10005 Legacy Chapel Fund** holds the dollars remaining to be disbursed, \$35,858, to Legacy Emanuel Medical Center for their new Chapel. Several years ago, the Synod agreed to partner with the hospital on this project (Emanuel Hospital was founded by Lutherans, and it continues to provide the office space for the Oregon Synod on its campus in NE Portland without charge). I expect now that this project is underway, we will be disbursing the balance this year.
- h. I want to call out one other Fund, **02-341-01165 Courageous Love Fund**. This Fund receives gifts and grants designated for our Synod’s Innovation work. In its first year, it received more than was budgeted toward Innovation expenses, so it carried a balance forward. In FY 2022, it received less than what was required in the budget, and it now has a negative balance, -\$9,981. Courageous Love Fund gifts and grants in FY 2023 will need to cover this deficit, as well as the requirements of the current budget (\$23,000).

Funds from restricted accounts designated for specific purposes are not used to pay normal operating costs. However, our recent budgets have all drawn on one or more of these restricted accounts to support synod ministry and mission/vitality initiatives. As mentioned above, in FY 2022, per our budget, we drew \$157,450 from various 02 accounts. However, as also mentioned above, we were able to put more than \$31,500 back into the Primary Reserve at the end of the year. The total balance in all 02 Restricted and Reserve Funds on 1-31-2023 was \$1,423,875.

I’m not going to speak specifically to any other “02” restricted and reserved funds in this report, but I’m happy to answer your questions about them at any time.

On January 31, our synod **Mission Loan Fund** (an “03” account) held \$393,026; most of this is in cash. There are only two outstanding loans, with a principal balance totaling \$23,611; these loans are being repaid according to the terms negotiated at inception.

As this fund is under-utilized, there have been no new loans made recently, and because we anticipate a significant revenue shortfall in FY 2023, the Synod Council adopted a resolution at their most recent meeting (March 18) to repurpose the Synod's Mission Loan Fund into a designated Endowment to help fund our grants to Affiliated Agencies and Social Ministries. This ends the Mission Loan Program. The new Fund provides another Revenue stream to the General Fund; at the same time, this provides some certainty to our partners of continued funding, without regard to Mission Support or other gifts and grants. While this new Fund will not provide all of the \$43,000 designated in the FY 2023 budget for these partners, it will provide about 45% of that amount.

Our **Mission Funds ("04" accounts)** represent our seven Innovation mission or ministry projects (Community Vitality & Sacramental Organizing, Cully Ministry, Mid-Willamette Latino Outreach Ministry, Queer Enough, SE PDX Thriving Communities Cohort, Spiritual and Theological Mutual Accompaniment, and Together Lab), each of which operate with their own budget. The Synod provides some financial assistance to these projects, and also acts as their fiscal agent (meaning we receive their income, and pay their bills, on their behalf). The combined cash balance of these accounts was \$496,162 on 1-31- 2023. This is ~\$81,000 higher than a year ago; several of these projects have received grants that have not been used yet.

Our final group is the synod **Endowment Fund ("05" accounts)**. These are dollars given to our synod as "permanent capital;" the funds are not to be spent, but the earnings of the fund are to be distributed. We have an Endowment Board that oversees receipt of major gifts, and disbursement of earnings. Our Endowment had a balance of \$150,615 at year end, as compared to \$192,113 a year ago. For many years, the Endowment Fund had not distributed all the earnings, so it has made some "larger than normal" grants the last two years. Endowment dollars also took a hit from the ELCA Foundation investments. The Foundation Board is NOT dipping into the corpus of the Creative Ministry Fund, and the Delk Fund for Children's Ministry is not a permanent corpus fund, so eventually it will all be distributed as grants.

To summarize: **Total Fund Balance on our Balance Sheet declined during FY 2022, from \$2,911,391 at the beginning of the year, to \$2,573,135 at the end of the year, a decrease of \$338,255.** I believe this is reasonable, considering the spending of long-term grant dollars, and

the market losses.

Finally, our annual audit is in process, and we expect the report to raise no issues. I hope to have the final report before the Assembly.

THIS YEAR – FY 2023

Now, let's talk about FY 2023, the year we're now in. It began February 1; as of this writing, I only know results for the first month. Our budget for this FY 2023 is again ambitious, with more work and more financial support needed to achieve this work. Staff recommended, and the Assembly approved a budget that calls for another \$25,000 increase in Mission Support over what was budgeted in FY 2022 (which was \$25,000 over FY 2021), plus a total of \$100,000 in special gifts to the Courageous Love Fund (\$25,000 more than FY 2022) for use for Synod ministries and initiatives.

For the first month (February) of this year, Mission Support totaled \$69,964, up \$9,364, or 15% compared to February last year; it's also the highest February Mission Support since 2020. Right now, it looks like March will be slightly under last year.

After one month, it's too soon to comment on Expenses. Things over which we have some control are well-in-hand, but things over which we have no control (inflation) are impacting us significantly. The required COLA (cost of living adjustment) increase to meet the CPI indexes was more than twice what our budget anticipated. The Synod Council elected to follow Synod compensation guidelines on this matter, not only to be fair to our employees, but also to set a good example for congregations.

While we believe this was appropriate and fair, it puts considerable strain on things. Synod Council is also very concerned our ambitious revenue goals in this fiscal year will not be met. Last year's budget was looking for a ~\$49,000 increase in Mission Support; we realized ~\$27,500 less. It was only due to the generosity of a few significant gifters making some late in the year gifts that we were able to finish the year in the black. All of these concerns weigh heavily on us.

Synod Council is permitted, and is expected, to review the Assembly-approved budget, and make adjustments as seems necessary and prudent, so long as the Total Expense amount is not exceeded. There has been some significant soul-searching, and some contentious

discussions, about what's realistic for FY 2023. In the end, Bp. Laurie and her staff, with the support of the Finance Committee, came to the Synod Council with a revised FY 2023 budget that all of us believe is achievable.

The revisions reduce our goal for Mission Support, from \$1,020,000 that the Assembly approved last spring, to \$895,000, about the same as we received last year. During the discussion, some argued for an even lower number, considering the long-term decline of Mission Support in our Synod, but others argued we're sending the wrong message if we don't tell you we need at least as much (if not more) than last year. Lest you still not understand, **we need more Mission Support**, but we think it unwise to structure a budget based on more than this amount.

Revenue expected from Courageous Love Fund gifts has also been reduced, from \$100,000, to \$23,000. We are counting on new revenue sources (grants and gifts) that remain to be identified. Bp. Laurie believes these "funding opportunities" are out there. Our staff will have to pay attention to finding these new funding sources, even as they continue to do the rest of their work. IF all these new funding sources are realized, and with a \$20,000 increase in the draws from Synod reserve funds (from \$126,000 in the Assembly adopted budget to \$146,000 in the Synod Council revised budget), we will be able to maintain our current staffing level. Taking the action to repurpose the Mission Loan Fund as outlined above provides an additional \$19,500 in revenue, but it can also be seen as an additional draw from reserves.

We are going to have to monitor this carefully, in real time. If all the revenue sources do not fall in place (and especially if Mission Support does not match the budget amount, but also if the new grants and gifts of \$50,000 aren't realized), it will be necessary to make cuts mid-year, and staffing is the only place left to make meaningful expense reductions. Please do not see this as a threat! It is just a truthful statement of the financial challenges we face. Also please know it is made with the full recognition of the financial challenges our congregations face, too.

As in the past, we are still secure, able to pay all our bills, and exercising good stewardship of our reserves. However, ministry and mission will suffer if sufficient resources are not realized.

NEXT YEAR – FY 2024

This brings us to the matter of the budget for FY 2024, that begins on February 1, 2024. As I mentioned about FY 2023 (above), our Synod's staff, Finance Committee, and Council all agree we need to take a more realistic approach to our Revenue expectations; the Budget being presented to the Assembly for approval reflects this thinking.

1. FY 2024 proposes Mission Support from our congregations will be \$895,000; this is about what we received last year, and the new number we're using for FY 2023 after our revisions. To repeat what I said earlier regarding Mission Support in FY 2023, we are not asking for less, we are only trying to be prudent and realistic. **More Mission Support is always better.** More Mission Support also helps support Presiding Bishop Eaton and the work of the whole ELCA.
2. FY 2024 proposes \$23,000 in Courageous Love Fund gifts for Synod Innovation projects. It also proposes undesignated gifts to the Horizon Fund, which flows into the General Fund will increase to \$30,000. It proposes the "other grants and gifts" category will increase from \$50,000 in FY 2023 to \$100,000 in FY 2024. Altogether, this is \$153,000 that we're looking for in gifts and grants to the General Fund. This is a tall order!
3. FY 2024 calls for a **draw of \$142,500 from our synod's Reserve and Restricted Funds.** This is ~\$15,000 less than FY 2022, but essentially the same as FY 2023 as revised.
4. FY 2024 expenses are reasonable, considering expected resources. Let me call out some high points:
 - a. There is a 5% allowance for COLAs and benefits. Continuing education for full time staff is maintained.
 - b. Administrative and Overhead costs are budgeted to increase ~\$4,600, or ~10%, from the FY 2022 actual in the FY 2023 budget (as adjusted); they are then the same in FY 2024 as in FY 2023. Travel increases 15% from FY 2022 to FY 2023 (as revised) and is also maintained at the same amount for FY 2024. As I said earlier, travel, especially for our Bishop and her staff, is important.
 - c. We will continue to selectively fund new and existing mission and ministry/vitality initiatives, but at a level equal to FY 2022, which was ~15% less than the prior year. This will be funded by a draw from the New Beginnings Fund, as well as **\$23,000 that will come from your designated gifts to the Courageous Love Fund.**

- d. Gifts to Agencies and Social Ministries continue to be a challenge. The total of these gifts has declined, from \$117,500 in FY 2017, to \$27,500 in FY 2021. In FY 2022, we increased that back to \$42,000; for FY 2023, we intend to increase another \$1,000 to \$43,000, and for FY 2024, we want to get to \$48,000. Helping to fund these partners in our work not only is encouraging to them, but also delivers value for our congregations. As noted above, we will use funds from the repurposed Mission Loan Fund to help fund these additional gifts and grants.
- e. We will continue an accrual for “Future Transition Expenses,” which began in FY 2021. We believe this is important. This is being responsible in our task of managing our synod’s financial matters as good stewards.

5. There is a lot of “hope” built into this budget: Relying on gifts and grants, probably from people who haven’t financially supported us in the past, is bold, and risky. Like I said for FY 2023, we will have to manage the FY 2024 budget tightly, and in real time. If revenue is not realized, there isn’t much wiggle room to reduce expense, except by reducing staff.

Let me be very clear, and very direct: We are in interesting times, in new territory, with new challenges that those before us never faced. Because our church is not growing, our available resources are not growing. Looking back to the “financial heyday” of the Oregon Synod, our highest Mission Support, in dollars, was in 2001, when we received \$1,237,461. Calculating forward using a common CPI that I found in several places on the internet (must mean it’s true, right?), that would be \$2,273,684 today, more than 2½ times the actual Mission Support of \$896,472 that we received in FY 2022.

This reality is what is driving Bp. Laurie and her staff to say we need to find new revenue sources, new ways of funding the Oregon Synod. That doesn’t mean we’re giving up on Mission Support ever increasing, nor does it mean we’re writing off the participation of every congregation in our Synod. It does mean that your Synod’s leaders are clearly and squarely facing the reality of 2023. The old ways are unsustainable!

We want to be with you, we want to be synod, walking together, walking the way of Jesus side-by-side with you! We earnestly solicit your support, both with dollars, but also with your time, talent, emotion, prayer, and faithful witness.

I look forward to talking with you about this at our Assembly May 20, or at any other place and time!

FINAL SUMMARY

I am convinced God is here with us! Although it didn't look like Jesus came soon enough for Lazarus, we know the end of that story, we know that our Lord had the power to pull him, not just from the brink, but from four days past dead! God will also equip the ELCA, the Oregon Synod, each of our congregations, each of our partners, each of our Innovation projects, each of our pastors and deacons, every one of us with everything we need. And, as Easter soon comes (or, in fact, will again already be celebrated as you read this), we know our Redeemer lives! There need be no "if only." There will be enough for this day, and for each day after that, as God gives everyone the grace sufficient for everything!

As in the past, I want to call out a group that advises me, and our Synod, in its financial matters: The Synod Finance Committee. This group, authorized by our by-laws, has engaged fully the task of advising, guiding and encouraging me, and the Synod Council, in money matters. We endeavor to meet five times during the year, to deal with things such as the budget, investments, accounting, and other associated topics. I know they are always ready to offer advice and counsel. **I want to thank them for their gifts of time and wisdom.** Besides the Treasurer, **members of the Synod Finance Committee are Bishop Laurie, Vice President Greg Shea, Pr. Patricia Hughes, Violet Thetford, Pr. Rachel Langford, and Pr. Steve Dow. Mel Ussing is completing his final term (Mel can't remember how long he's served, but he's sure he started some years before the end of Bp. Paul Swanson's work!). Thank you, Mel Ussing, one of God's "good and faithful servants!"**

As always, I invite you to help us in stewarding the financial matters of our Synod. We're always looking for new people to step up and volunteer to help on the Finance Committee (positions for 2 lay persons are currently open), or engage stewardship challenges, or just be willing to provide unique and representative leadership. We're especially looking for younger folks because the rest of us are just getting older! If you think you might be interested, please reach out to me, to Bp. Laurie, or to Vice President Greg. Talk is cheap, folks! Your inquiries, feedback, and encouragement only cost the time it takes to give us a call or send us an email!

It is my honor to serve our Lord and our Church as Oregon Synod Treasurer. **I appreciate the support of Bp. Laurie, VP Greg, the Synod Staff, and the Synod Council.** Most of all, I thank **God for the encouragement, kindness, and patience of my wife, Nancy.**

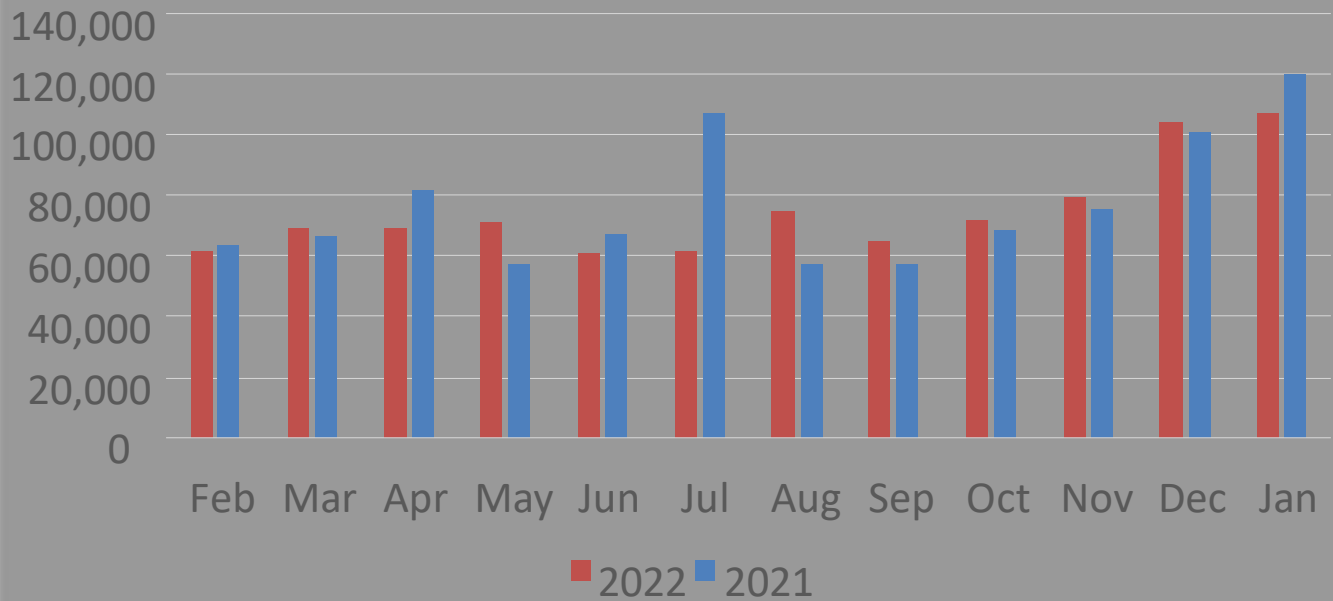
I look forward to engaging you at the upcoming Assembly. **I also welcome your questions any time. My cell phone is (503) 991-7006, and my email is finance@oregonsynod.org**

In His service,

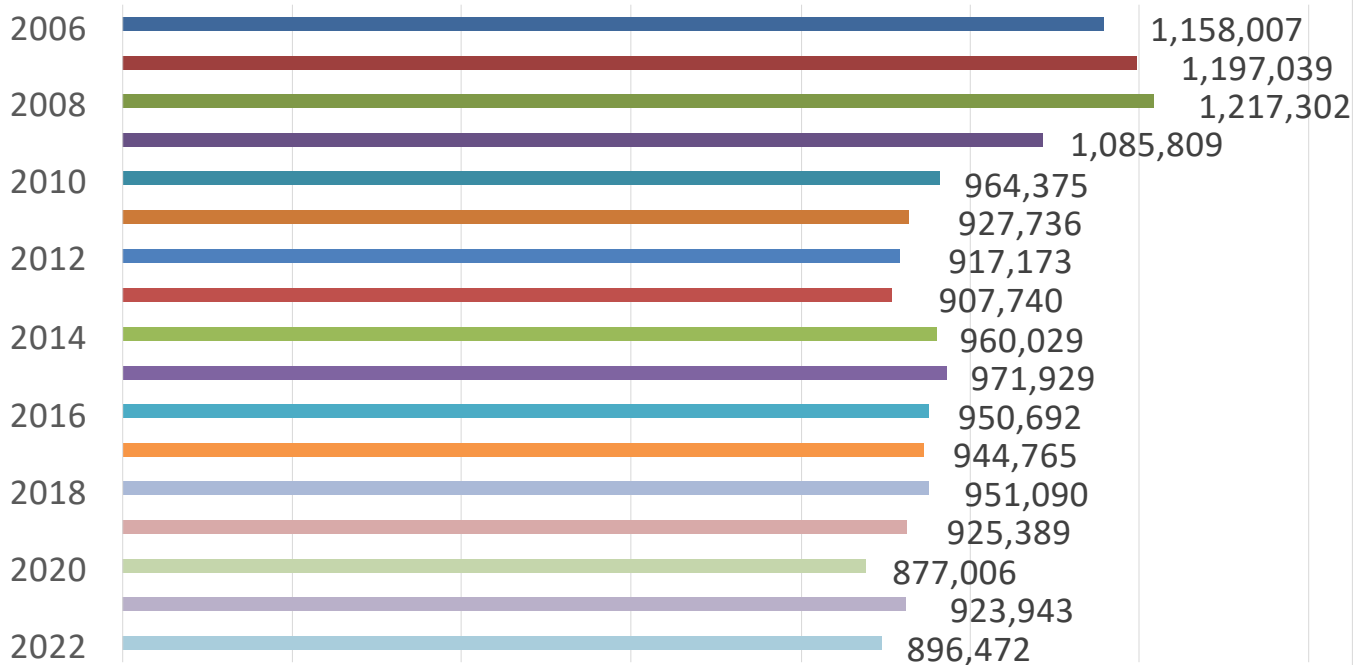
A handwritten signature in dark ink, appearing to read "Mark Dickman". The signature is fluid and cursive, with the first name "Mark" and last name "Dickman" clearly distinguishable.

Mark Dickman, Treasurer

Oregon Synod Mission Support



Oregon Synod Mission Support through January



Oregon Synod

Consolidated Balance Sheet

January 31, 2023

	General	Restricted	Loan	Mission	Endowment	Combined
ASSETS						
CURRENT ASSETS						
Cash	110,168.77	62,759.48	119,414.88	221,162.22	13,545.82	527,051.17
Short Term Investments	0.00	0.00	0.00	0.00	0.00	0.00
Accounts Receivable	0.00	0.00	0.00	0.00	0.00	0.00
Other Current Assets	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL CURRENT ASSETS	110,168.77	62,759.48	119,414.88	221,162.22	13,545.82	527,051.17
NON CURRENT ASSETS						
Long-Term Investments	0.00	1,360,404.29	250,000.00	275,000.00	137,068.90	2,022,473.19
Property, Plant & Equipment	0.00	0.00	0.00	0.00	0.00	0.00
Less Accumulated Depreciation	0.00	0.00	0.00	0.00	0.00	0.00
Notes Receivable	0.00	0.00	23,610.78	0.00	0.00	23,610.78
TOTAL NONCURRENT ASSETS	0.00	1,360,404.29	273,610.78	275,000.00	137,068.90	2,046,083.97
TOTAL ASSETS	110,168.77	1,423,163.77	393,025.66	496,162.22	150,614.72	2,573,135.14
LIABILITIES						
CURRENT LIABILITIES						
Accounts Payable	0.00	(750.00)	0.00	0.00	0.00	(750.00)
Loan Payable	0.00	0.00	0.00	0.00	0.00	0.00
Payroll Withholdings	205.42	38.40	0.00	167.12	0.00	410.94
Deferred Revenue	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL CURRENT LIABILITIES	205.42	(711.60)	0.00	167.12	0.00	(339.06)
LONG-TERM LIABILITIES						
Long-Term Debt	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL LIABILITIES	205.42	(711.60)	0.00	167.12	0.00	(339.06)
FUND BALANCE						
Restricted Funds	0.00	1,423,875.37	0.00	415,002.63	148,624.23	1,987,502.23
Reserved Funds	0.00	0.00	0.00	0.00	0.00	0.00
Beginning Fund Balance	109,963.35	0.00	391,781.07	0.00	2,052.87	503,797.29
YTD Fund Balance	0.00	0.00	1,244.59	80,992.47	(62.38)	82,174.68
TOTAL FUND BALANCE	109,963.35	1,423,875.37	393,025.66	495,995.10	150,614.72	2,573,474.20
TOTAL LIABILITIES & FUND BAL	110,168.77	1,423,163.77	393,025.66	496,162.22	150,614.72	2,573,135.14

Date : 02/22/2023
Time : 10:35:38 AM

Region 1 of the ELCA
Summary of Temporary Restricted Accounts - YTD Activity
Oregon Synod
February 2022 to January 2023
Note: The Report Option to include Open Transactions is selected.

Page : 1

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
<u>Temporary Restricted</u>				
Council Designated				
02-341-01165 - FH-Courageous Love Fund	\$9,150.08	\$46,209.34	\$65,340.00	(\$9,980.58)
02-341-04085 - FH-Racial Repair & Relationship	\$0.00	\$2,200.00	\$1,500.00	\$700.00
02-341-04195 - FH-Companion Synod	\$2,959.81	\$0.00	\$0.00	\$2,959.81
02-341-04225 - FH-Disaster Preparedness	\$4,925.86	\$114,648.56	\$55,098.78	\$64,475.64
02-341-04335 - FH-Lay School of Theology	\$16,442.03	\$7,444.53	\$15,650.00	\$8,236.56
02-341-04535 - FH-New Min/Mission Starts	\$1,500.00	\$0.00	\$0.00	\$1,500.00
02-341-04565 - FH-Lilly Grant	\$723,487.00	\$0.00	\$216,339.00	\$507,148.00
02-341-04575 - FH-Bishop Transition Fund	\$25,000.00	\$25,000.00	\$0.00	\$50,000.00
02-341-04615 - FH-Bishops Convocation	\$4,496.78	\$21,410.20	\$17,936.06	\$7,970.92
02-341-04775 - FH-Aid to Rostered Staff in Crisis	\$17,916.07	\$700.00	\$0.00	\$18,616.07
02-341-04805 - FH-Oregon Disaster Relief	\$23,269.08	\$150.00	\$1,851.33	\$21,567.75
02-341-05025 - FH-Bishop's Mission Fund	\$8,011.16	\$6,257.00	\$11,463.17	\$2,804.99
02-341-05935 - FH-Primary Reserve	\$198,809.12	\$152,441.93	\$188,795.79	\$162,455.26
02-341-05975 - FH-Klamath Falls Property	\$2,340.00	\$1,160.00	\$3,500.00	\$0.00
02-341-06325 - FH-Interim Support	\$14,538.63	\$0.00	\$1,500.00	\$13,038.63
02-341-30005 - FH-New Beginnings	\$627,720.70	\$67,557.04	\$218,992.99	\$476,284.75
02-341-54105 - FH-Youth Ministry Support	\$250.00	\$0.00	\$0.00	\$250.00
02-346-00005 - FH-Oregon Synod Assembly	\$16,303.21	\$89,782.87	\$115,787.94	(\$9,701.86)
02-346-06005 - FH-Synod Council Travel	\$0.00	\$16,824.43	\$15,723.96	\$1,100.47
02-349-10005 - FH-Legacy Chapel	\$35,858.00	\$0.00	\$0.00	\$35,858.00
Total Council Designated	\$1,732,977.53	\$551,785.90	\$929,479.02	\$1,355,284.41
Temporarily Donor Restricted				
02-341-04715 - FH-Byberg Homiletic	\$69,575.38	\$29,277.18	\$30,386.60	\$68,465.96
02-341-04745 - FH-Allert Seminary Scholarship Gift	\$0.00	\$125.00	\$0.00	\$125.00
Total Temporarily Donor Restricted	\$69,575.38	\$29,402.18	\$30,386.60	\$68,590.96
Total Temporary Restricted	\$1,802,552.91	\$581,188.08	\$959,865.62	\$1,423,875.37

Date : 02/22/2023
Time : 10:34:25 AM

Region 1 of the ELCA
Summary of Endowment Restricted Accounts - YTD Activity
Oregon Synod
February 2022 to January 2023
Note: The Report Option to include Open Transactions is selected.

Page : 1

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
<u>Temporary Restricted</u>				
Temporarily Donor Restricted				
05-341-70015 - FH-Thrivent Grant (T&T)	\$7,354.04	\$0.00	\$0.00	\$7,354.04
Total Temporarily Donor Restricted	\$7,354.04	\$0.00	\$0.00	\$7,354.04
Total Temporary Restricted	\$7,354.04	\$0.00	\$0.00	\$7,354.04
<u>Permanent Restricted</u>				
05-341-20005 - FH-Creative Ministries Corpus	\$81,887.49	\$0.00	\$0.00	\$81,887.49
05-341-20055 - FH-Creative Ministries Earnings	\$62,821.73	\$15,972.20	\$42,379.98	\$36,413.95
05-341-20205 - FH-Victoria Delk Fund	\$37,997.29	\$3,192.14	\$18,220.68	\$22,968.75
Total Permanent Restricted	\$182,706.51	\$19,164.34	\$60,600.66	\$141,270.19

Region 1 of the ELCA
Analysis of Revenues & Expenses Statement
Oregon Synod
February 2022 to January 2023
Note: The Report Option to include Open Transactions is selected.
General Fund

Accounts	MTD Actual (This Year)	YTD Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	% of Annual Budget Used (This Year)	YTD Actual (Last Year)	Actual Change (from Prior Year Period)
Revenues							
Support from Congregations							
01-501-00005 - Mission Support-OR	\$107,077.32	\$896,471.65	\$995,000.00	\$98,528.35	90.10 %	\$923,942.67	(\$27,471.02)
01-502-00005 - Synod Designated Benevolence	\$11,000.58	\$35,340.00	\$75,000.00	\$39,660.00	47.12 %	\$50,000.00	(\$14,660.00)
Total Support from Congregations	\$118,077.90	\$931,811.65	\$1,070,000.00	\$138,188.35	87.09 %	\$973,942.67	(\$42,131.02)
Support from Churchwide							
01-515-10005 - CSM Support (DEMS)	\$0.00	\$117,055.68	\$116,578.00	(\$477.68)	100.41 %	\$114,092.20	\$2,963.48
Total Support from Churchwide	\$0.00	\$117,055.68	\$116,578.00	(\$477.68)	100.41 %	\$114,092.20	\$2,963.48
Support from Synod Reserves							
01-513-00005 - Ethnic/New Ministry Support	\$25,000.00	\$100,000.00	\$100,000.00	\$0.00	100.00 %	\$95,000.00	\$5,000.00
01-517-10005 - Primary Reserve Transfer	\$10,450.00	\$41,800.00	\$41,800.00	\$0.00	100.00 %	\$15,000.00	\$26,800.00
01-517-30005 - SALM Fund Transfer	\$3,912.50	\$15,650.00	\$15,650.00	\$0.00	100.00 %	\$18,662.00	(\$3,012.00)
Total Support from Synod Reserves	\$39,362.50	\$157,450.00	\$157,450.00	\$0.00	100.00 %	\$128,662.00	\$28,788.00
Other Income							
01-512-00005 - Gifts	\$4,633.36	\$68,100.57	\$4,000.00	(\$64,100.57)	1702.51 %	\$16,619.63	\$51,480.94
01-521-00005 - Interest Earnings	\$3,427.80	\$8,988.11	\$7,500.00	(\$1,488.11)	119.84 %	\$3,351.66	\$5,636.45
01-530-00005 - Other Income	\$0.00	\$200.00	\$5,000.00	\$4,800.00	4.00 %	\$89,121.00	(\$88,921.00)
Total Other Income	\$8,061.16	\$77,288.68	\$16,500.00	(\$60,788.68)	468.42 %	\$109,092.29	(\$31,803.61)
Total Revenues	\$165,501.56	\$1,283,606.01	\$1,360,528.00	\$76,921.99	94.35 %	\$1,325,789.16	(\$42,183.15)
Expenses							
Support of Churchwide							
01-603-00005 - Churchwide Share	\$44,972.47	\$376,518.10	\$417,900.00	\$41,381.90	90.10 %	\$388,055.92	(\$11,537.82)
Total Support of Churchwide	\$44,972.47	\$376,518.10	\$417,900.00	\$41,381.90	90.10 %	\$388,055.92	(\$11,537.82)
Agency & Social Ministry							
01-601-03085 - Lutheran Community Services NW	\$3,000.01	\$4,000.00	\$4,000.00	\$0.00	100.00 %	\$2,500.00	\$1,500.00
01-601-03195 - Ecumenical Ministries of Oregon	\$1,875.01	\$2,500.00	\$2,500.00	\$0.00	100.00 %	\$1,500.00	\$1,000.00
01-601-03205 - PLTS Support	\$3,749.99	\$5,000.00	\$5,000.00	\$0.00	100.00 %	\$5,000.00	\$0.00
01-601-03215 - PLU Support	\$750.01	\$1,000.00	\$1,000.00	\$0.00	100.00 %	\$500.00	\$500.00
01-601-03225 - Campus Ministry-Christos House	\$7,500.01	\$10,000.00	\$10,000.00	\$0.00	100.00 %	\$0.00	\$10,000.00
01-601-03275 - Campus Ministry-Luther House	\$11,250.00	\$15,000.00	\$15,000.00	\$0.00	100.00 %	\$15,000.00	\$0.00
01-601-03425 - Outdoor Ministries	\$3,375.00	\$4,500.00	\$4,500.00	\$0.00	100.00 %	\$3,000.00	\$1,500.00
Total Agency & Social Ministry	\$31,500.03	\$42,000.00	\$42,000.00	\$0.00	100.00 %	\$27,500.00	\$14,500.00
Shared Missions							
01-746-00005 - Region 1 Center for Mission	\$3,583.25	\$42,999.00	\$42,999.00	\$0.00	100.00 %	\$41,600.00	\$1,399.00
Total Shared Missions	\$3,583.25	\$42,999.00	\$42,999.00	\$0.00	100.00 %	\$41,600.00	\$1,399.00
Service Delivery							
Direct Ethnic/New Ministry Sup							
01-608-01145 - Storyline (Milwaukie)	\$3,250.00	\$13,000.00	\$0.00	(\$13,000.00)	0.00 %	\$13,000.00	\$0.00
01-608-01585 - Third Space/Gresham	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %	\$2,000.00	(\$2,000.00)
01-608-01595 - Story Dwelling/Bend	\$5,000.00	\$20,000.00	\$0.00	(\$20,000.00)	0.00 %	\$20,000.00	\$0.00
Total Direct Ethnic/New Ministry Sup	\$8,250.00	\$33,000.00	\$0.00	(\$33,000.00)	0.00 %	\$35,000.00	(\$2,000.00)

Region 1 of the ELCA
Analysis of Revenues & Expenses Statement
Oregon Synod
February 2022 to January 2023
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General Fund

Accounts	MTD Actual (This Year)	YTD Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	% of Annual Budget Used (This Year)	YTD Actual (Last Year)	Actual Change (from Prior Year Period)
Fiscal Agency Ministry Support							
01-608-01525 - Mid Willamette Latino Ministry	\$4,335.00	\$17,340.00	\$0.00	(\$17,340.00)	0.00 %	\$17,000.00	\$340.00
01-608-01535 - Together Lab/Portland	\$5,000.00	\$20,000.00	\$0.00	(\$20,000.00)	0.00 %	\$20,000.00	\$0.00
01-608-01545 - Queer Enough	\$5,000.00	\$20,000.00	\$0.00	(\$20,000.00)	0.00 %	\$20,000.00	\$0.00
01-608-01555 - Cully Outreach/Portland	\$4,250.00	\$17,000.00	\$0.00	(\$17,000.00)	0.00 %	\$17,000.00	\$0.00
Total Fiscal Agency Ministry Support	\$18,585.00	\$74,340.00	\$0.00	(\$74,340.00)	0.00 %	\$74,000.00	\$340.00
Synod Ministry Support							
01-608-02335 - Other Ministry Support	\$0.00	\$0.00	\$175,000.00	\$175,000.00	0.00 %	\$0.00	\$0.00
01-608-40005 - SE Portland Outreach	\$2,500.00	\$10,000.00	\$0.00	(\$10,000.00)	0.00 %	\$0.00	\$10,000.00
01-608-70005 - Community Vitality/Sacramental Org	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %	\$18,000.00	(\$18,000.00)
01-608-80005 - STMA	\$4,500.00	\$18,000.00	\$0.00	(\$18,000.00)	0.00 %	\$18,000.00	\$0.00
Total Synod Ministry Support	\$7,000.00	\$28,000.00	\$175,000.00	\$147,000.00	16.00 %	\$36,000.00	(\$8,000.00)
Total Service Delivery	\$33,835.00	\$135,340.00	\$175,000.00	\$39,660.00	77.34 %	\$145,000.00	(\$9,660.00)
Synod Services							
01-608-01125 - Lay School for Ministry/SALMs	\$35.07	\$2,400.72	\$1,500.00	(\$900.72)	160.05 %	\$639.40	\$1,761.32
01-608-04005 - Candidacy & Pastoral Care	\$156.78	\$2,007.23	\$3,000.00	\$992.77	66.91 %	\$2,482.20	(\$474.97)
01-653-50005 - Deans	\$0.00	\$2,857.00	\$6,000.00	\$3,143.00	47.62 %	\$0.00	\$2,857.00
01-746-01005 - Archives	\$125.00	\$500.00	\$500.00	\$0.00	100.00 %	\$500.00	\$0.00
01-746-04505 - Consultation to Clergy	\$1,041.63	\$12,500.00	\$12,500.00	\$0.00	100.00 %	\$12,500.00	\$0.00
Total Synod Services	\$1,358.48	\$20,264.95	\$23,500.00	\$3,235.05	86.23 %	\$16,121.60	\$4,143.35
Synod Travel							
01-671-00005 - Other Travel	\$0.00	(\$377.31)	\$2,000.00	\$2,377.31	0.00 %	\$1,560.82	(\$1,938.13)
01-672-00005 - Council Travel	\$1,100.47	\$1,571.92	\$8,000.00	\$6,428.08	19.65 %	\$8,000.00	(\$6,428.08)
01-672-01005 - Staff Leader/Cong Travel	\$2,796.11	\$24,470.13	\$13,000.00	(\$11,470.13)	188.23 %	\$11,651.92	\$12,818.21
01-672-04005 - DEM Leader/Cong Travel	\$0.00	\$0.00	\$2,000.00	\$2,000.00	0.00 %	\$1,722.50	(\$1,722.50)
01-673-03155 - Volunteer Travel	\$0.00	\$335.26	\$1,000.00	\$664.74	33.53 %	\$0.00	\$335.26
Total Synod Travel	\$3,896.58	\$26,000.00	\$26,000.00	\$0.00	100.00 %	\$22,935.24	\$3,064.76
Compensation & Benefits							
Salaries							
01-652-00015 - Salary-Bishop	\$2,935.83	\$35,229.96	\$35,230.00	\$0.04	100.00 %	\$28,998.96	\$6,231.00
01-652-00025 - Salary-DEM/Assist to Bishop	\$7,067.67	\$84,812.04	\$84,812.00	(\$0.04)	100.00 %	\$81,507.04	\$3,305.00
01-652-00035 - Salary-DEM/Assist to Bishop	\$3,780.58	\$45,366.96	\$45,367.00	\$0.04	100.00 %	\$41,856.04	\$3,510.92
01-652-00045 - Salary-Exec Administrator	\$5,644.17	\$67,730.04	\$67,730.00	(\$0.04)	100.00 %	\$66,000.04	\$1,730.00
01-652-00055 - Salary-Candidacy	\$597.68	\$10,307.83	\$11,053.00	\$745.17	93.26 %	\$5,358.96	\$4,948.87
01-652-00075 - Salary-Admin/Comm Coord	\$1,087.59	\$13,620.13	\$15,005.00	\$1,384.87	90.77 %	\$1,943.75	\$11,676.38
01-652-00085 - Salary-Admin Grant Support	\$664.25	\$9,860.97	\$13,546.00	\$3,685.03	72.80 %	\$8,592.75	\$1,268.22
01-652-00095 - Salary-Admin Lay School of Ministry	\$1,222.22	\$16,439.01	\$16,580.00	\$140.99	99.15 %	\$15,962.25	\$476.76
Total Salaries	\$22,999.99	\$283,366.94	\$289,323.00	\$5,956.06	97.94 %	\$250,219.79	\$33,147.15
Housing Allowances							
01-654-00015 - Housing-Bishop	\$5,105.00	\$61,260.00	\$61,260.00	\$0.00	100.00 %	\$61,260.00	\$0.00
01-654-00035 - Housing-DEM/Assist to Bishop	\$2,369.00	\$28,428.00	\$28,428.00	\$0.00	100.00 %	\$28,428.00	\$0.00

Region 1 of the ELCA
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General Fund

Accounts	MTD Actual (This Year)	YTD Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	% of Annual Budget Used (This Year)	YTD Actual (Last Year)	Actual Change (from Prior Year Period)
Total Housing Allowances	\$7,474.00	\$89,688.00	\$89,688.00	\$0.00	100.00 %	\$89,688.00	\$0.00
SECA Offset							
01-661-00015 - SECA-Bishop	\$615.09	\$7,381.08	\$7,381.00	(\$0.08)	100.00 %	\$6,905.04	\$476.04
01-661-00035 - SECA-DEM/Assist to Bishop	\$470.42	\$5,645.04	\$5,645.00	(\$0.04)	100.00 %	\$5,299.92	\$345.12
Total SECA Offset	\$1,085.51	\$13,026.12	\$13,026.00	(\$0.12)	100.00 %	\$12,204.96	\$821.16
FICA							
01-655-00025 - FICA-DEM/Assist to Bishop	\$540.68	\$6,468.90	\$6,488.00	\$19.10	99.71 %	\$6,235.26	\$233.64
01-655-00045 - FICA-Exec Administrator	\$412.66	\$5,162.24	\$5,181.00	\$18.76	99.64 %	\$5,048.94	\$113.30
01-655-00055 - FICA-Candidacy	\$43.03	\$158.73	\$846.00	\$687.27	18.76 %	\$0.00	\$158.73
01-655-00075 - FICA-Admin/Comm Coord	\$83.20	\$1,041.94	\$1,148.00	\$106.06	90.76 %	\$148.70	\$893.24
01-655-00085 - FICA-Admin Grant Support	\$50.81	\$754.37	\$1,036.00	\$281.63	72.82 %	\$657.33	\$97.04
01-655-00095 - FICA-SAM/Lay School	\$93.50	\$1,257.59	\$1,268.00	\$10.41	99.18 %	\$1,221.12	\$36.47
Total FICA	\$1,223.88	\$14,843.77	\$15,967.00	\$1,123.23	92.97 %	\$13,311.35	\$1,532.42
Pension/Medical							
01-656-00015 - Pension/Medical-Bishop	\$4,266.86	\$50,182.40	\$50,090.00	(\$92.40)	100.18 %	\$52,235.35	(\$2,052.95)
01-656-00025 - Pension/Medical-DEM/Assist to Bish	\$3,849.27	\$45,094.98	\$44,995.00	(\$99.98)	100.22 %	\$47,108.13	(\$2,013.15)
01-656-00035 - Pension/Medical-DEM/Assist to Bish	\$3,231.94	\$37,882.38	\$37,801.00	(\$81.38)	100.22 %	\$39,790.96	(\$1,908.58)
01-656-00045 - Pension/Medical-Exec Administrator	\$1,616.25	\$19,254.42	\$19,242.00	(\$12.42)	100.06 %	\$20,264.66	(\$1,010.24)
01-656-00105 - Pension/Medical-DEM/Mission	\$0.00	\$0.00	\$6,300.00	\$6,300.00	0.00 %	\$0.00	\$0.00
Total Pension/Medical	\$12,964.32	\$152,414.18	\$158,428.00	\$6,013.82	96.20 %	\$159,399.10	(\$6,984.92)
Worker's Compensation							
01-659-00005 - Workers Comp	\$50.23	\$3,432.21	\$3,500.00	\$67.79	98.06 %	\$2,550.45	\$881.76
Total Worker's Compensation	\$50.23	\$3,432.21	\$3,500.00	\$67.79	98.06 %	\$2,550.45	\$881.76
Continuing Education							
01-657-00015 - Cont Educ Bishop	\$300.00	\$900.00	\$0.00	(\$900.00)	0.00 %	\$900.00	\$0.00
01-657-00025 - Cont Educ-DEM/Assist to Bishop	\$300.00	\$900.00	\$0.00	(\$900.00)	0.00 %	\$900.00	\$0.00
01-657-00035 - Cont Educ-DEM/Assist to Bishop	\$300.00	\$900.00	\$0.00	(\$900.00)	0.00 %	\$900.00	\$0.00
01-657-00045 - Cont Educ-Exec Administrator	\$300.00	\$900.00	\$0.00	(\$900.00)	0.00 %	\$900.00	\$0.00
01-657-00105 - Cont Education	\$0.00	\$0.00	\$3,600.00	\$3,600.00	0.00 %	\$0.00	\$0.00
Total Continuing Education	\$1,200.00	\$3,600.00	\$3,600.00	\$0.00	100.00 %	\$3,600.00	\$0.00
Contract Labor							
01-652-00065 - Salary-Contract Staff	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %	\$6,168.61	(\$6,168.61)
Total Contract Labor	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %	\$6,168.61	(\$6,168.61)
Unemployment Insurance							
01-660-00005 - Unemployment Ins	\$86.04	\$700.75	\$4,975.00	\$4,274.25	14.09 %	\$4,875.94	(\$4,175.19)
Total Unemployment Insurance	\$86.04	\$700.75	\$4,975.00	\$4,274.25	14.09 %	\$4,875.94	(\$4,175.19)
Total Compensation & Benefits	\$47,083.97	\$561,071.97	\$578,507.00	\$17,435.03	96.99 %	\$542,018.20	\$19,053.77
Administrative							
01-677-00005 - Hospitality	\$227.55	\$1,659.40	\$0.00	(\$1,659.40)	0.00 %	\$1,433.65	\$225.75
01-700-00005 - Postage	\$15.47	\$825.66	\$0.00	(\$825.66)	0.00 %	\$1,393.08	(\$567.42)
01-720-00005 - Supplies	\$354.42	\$3,037.37	\$0.00	(\$3,037.37)	0.00 %	\$3,286.45	(\$249.08)

Date : 02/16/2023
Time : 3:59:53 PM

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Analysis of Revenues & Expenses Statement
Oregon Synod
February 2022 to January 2023
Note: The Report Option to include Open Transactions is selected.
General Fund

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Accounts	MTD Actual (This Year)	YTD Actual (This Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)	% of Annual Budget Used (This Year)	YTD Actual (Last Year)	Actual Change (from Prior Year Period)
01-730-00005 - Printing	\$261.98	\$4,592.37	\$0.00	(\$4,592.37)	0.00 %	\$6,880.73	(\$2,288.36)
01-747-00005 - Telecommunications	\$173.85	\$5,783.53	\$0.00	(\$5,783.53)	0.00 %	\$4,482.08	\$1,301.45
01-750-00005 - Insurance	\$0.00	\$2,266.00	\$0.00	(\$2,266.00)	0.00 %	\$2,919.00	(\$653.00)
01-760-00005 - Administrative Expenses	\$0.00	\$0.00	\$29,621.00	\$29,621.00	0.00 %	\$0.00	\$0.00
01-775-00005 - Miscellaneous	(\$577.49)	\$881.09	\$0.00	(\$881.09)	0.00 %	\$1,475.01	(\$593.92)
01-800-00005 - Equipment	\$0.00	\$816.60	\$0.00	(\$816.60)	0.00 %	\$723.03	\$93.57
01-820-00005 - Transition Accrual	\$25,000.00	\$25,000.00	\$25,000.00	\$0.00	100.00 %	\$25,000.00	\$0.00
01-830-00005 - Rent & Utilities	\$3,000.00	\$3,000.00	\$0.00	(\$3,000.00)	0.00 %	\$3,000.00	\$0.00
Total Administrative	\$28,455.78	\$47,862.02	\$54,621.00	\$6,758.98	87.63 %	\$50,593.03	(\$2,731.01)
Total Expenses	\$194,685.56	\$1,252,056.04	\$1,360,527.00	\$108,470.96	92.03 %	\$1,233,823.99	\$18,232.05
Net Total	(\$29,184.00)	\$31,549.97	\$1.00	(\$31,548.97)	3154997.00 %	\$91,965.17	(\$60,415.20)
Other Expenses							
Transfers							
01-999-00005 - Transfer Out	\$31,549.97	\$31,549.97	\$0.00	(\$31,549.97)	0.00 %	\$91,965.17	(\$60,415.20)
Total Transfers	\$31,549.97	\$31,549.97	\$0.00	(\$31,549.97)	0.00 %	\$91,965.17	(\$60,415.20)
Total Other Expenses	\$31,549.97	\$31,549.97	\$0.00	(\$31,549.97)	0.00 %	\$91,965.17	(\$60,415.20)
Net Operating Total	(\$60,733.97)	\$0.00	\$1.00	\$1.00	0.00 %	\$0.00	\$0.00

Proposed 2024 Synod Budget

FY 2024 Oregon Synod ELCA Budget (Feb 1, 2024 - Jan 31, 2025)

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Reviewed by Synod Finance Committee 4-10-2023, Approved by Synod Council 4-22-2023, and recommended DO PASS to Synod Assembly

Account	FY 2020	FY 2021	FY 2022	FY 2023		FY 2024	Notes
	Actual	Actual	Actual	Assembly Adopted Budget	As adjusted by Synod Council	Proposed	
Revenues/Sources of Funds							
Mission Support (undesignated regular remittances from congregations)	\$877,006	\$923,943	\$896,472	\$1,020,000	\$895,000	\$895,000	-0.2% compared to FY 2022 actual
Support from Synod Reserves (our savings)							
New Beginnings fund	\$207,000	\$95,000	\$100,000	\$100,000	\$100,000	\$100,000	New Beg. fund balance 2-1-2023 \$476,285
Primary Reserve fund	\$4,438	\$15,000	\$41,800	\$20,000	\$64,000	\$40,000	Pri. Res. fund balance 2-1-2023 \$162,455
SALM/Lay Education fund	\$16,528	\$18,662	\$15,650	\$6,000	\$8,000	\$2,500	SALM/Lay Ed. fund bal. 2-1-2023 \$8,968
One time transfers from closing 02 acnts					\$19,500	\$19,500	
Endowment for Affiliated Organizations fund							Affl. Org. fund balance 2-1-2023 \$393,131
Total Support From Synod Reserves	\$227,966	\$128,662	\$157,450	\$126,000	\$191,500	\$162,000	
Grants & gifts from individuals and outside organizations							
Churchwide Support for DEM staffing	\$112,051	\$114,092	\$117,056	\$121,241	\$118,298	\$120,664	} "Fundraising by Synod"
Courageous Love Fund (gifts to support innovation work)		\$50,000	\$35,340	\$100,000	\$23,000	\$23,000	
Horizon Fund (undesignated gifts to the General Fund)	\$3,454	\$16,620	\$68,101	\$15,000	\$20,000	\$30,000	
"Other" grants and gifts secured as Staff's 2-18-2023 "Plan 1"					\$50,000	\$97,000	
Total Grants & gifts	\$115,505	\$180,712	\$220,496	\$236,241	\$211,298	\$270,664	
Other income							
Interest earned	\$4,949	\$3,352	\$8,988	\$7,500	\$18,500	\$21,000	
Other	\$4,342	\$89,121	\$200	\$5,000	\$500	\$500	
Total Other Income	\$9,292	\$92,473	\$9,188	\$12,500	\$19,000	\$21,500	
Total General Fund Revenue	\$1,229,769	\$1,325,789	\$1,283,606	\$1,394,741	\$1,316,798	\$1,349,164	
Expenses/Uses of Funds							
Support to Churchwide (@ 42% of Mission Support)	\$368,343	\$388,056	\$376,518	\$428,400	\$375,900	\$375,900	
Agency & Social Ministry gifts & grants (affiliated organizations) ("benevolences")							
College/Education							
Pacific Lutheran Theological Seminary (PLTS)	\$10,500	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	
Luther Seminary	\$8,250						
Pacific Lutheran University (PLU)	\$500	\$500	\$1,000				
Region 1 Campus Ministry common funding	\$45,000	\$0					
Oregon Campus Ministry direct support: (OSU/Luther House)	\$5,000	\$15,000	\$15,000	\$10,000	\$15,000	\$15,000	
(UofO/Good Soil)			\$10,000	\$10,000	\$10,000	\$15,000	
Social Service							
Lutheran Community Services Northwest (LCSNW)	\$5,000	\$2,500	\$4,000	\$5,000	\$5,000	\$5,000	
Ecumenical Ministries of Oregon (EMO)	\$3,000	\$1,500	\$2,500	\$3,000	\$3,000	\$3,000	
Other							
ELCA Foundation Regional Gift Planner Partner Agreement				\$2,000	\$2,000	\$2,000	
Camp Lutherwood Oregon	\$3,000	\$3,000	\$4,500	\$3,000	\$3,000	\$3,000	
Total Agency & Social Ministry gifts & grants	\$80,250	\$27,500	\$42,000	\$38,000	\$43,000	\$48,000	
Synod Ministry Innovation Projects	\$206,250	\$145,000	\$134,340	\$175,000	\$123,000	\$123,000	
Synodwide Activities and Services							
Lay School for Ministry/SALM's (materials, etc.)		\$639	\$2,401	\$1,500	\$1,500	\$1,500	
Synod Endowment Operating Fees	\$2,500						
Synodwide Activities Subtotal	\$2,500	\$639	\$2,401	\$1,500	\$1,500	\$1,500	

Reviewed by Synod Finance Committee 4-10-2023, Approved by Synod Council 4-22-2023, and recommended DO PASS to Synod Assembly

Account	<u>FY 2020</u>	<u>FY 2021</u>	<u>FY 2022</u>	<u>FY 2023</u>		<u>FY 2024</u>	Notes
	Actual	Actual	Actual	Assembly Adopted Budget	As adjusted by Synod Council	Proposed	
Synod Services							
Program Development	\$13						
Candidacy & Pastoral Care	\$5,141	\$2,482	\$2,007	\$3,000	\$4,000	\$4,000	
Deans	\$1,219		\$2,857	\$6,000	\$5,000	\$5,000	
Region/Synod Archive	\$594	\$500	\$500	\$500	\$500	\$500	
Restoration of Aid to Rostered Staff in Crisis Fund (restricted 02 fund)				\$1,000	\$1,000	\$1,000	
Restoration of Bishop's Mission Fund (restricted 02 fund)				\$1,000	\$1,000	\$1,000	
Consultation to Clergy	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500	\$12,500	
Synod Services Subtotal	\$19,466	\$15,482	\$17,864	\$24,000	\$24,000	\$24,000	
Travel							
Staff Travel	\$8,608	\$11,652	\$24,470	\$20,000	\$26,000	\$26,000	
DEM Travel	\$1,200	\$1,723	\$0				
Volunteer Travel	\$136		\$335	\$1,000			
Synod Council Travel	\$165	\$8,000	\$1,574	\$8,000	\$4,000	\$4,000	
Other Travel		\$1,561	(\$377)	\$2,000			
Travel Subtotal	\$10,110	\$22,935	\$26,000	\$31,000	\$30,000	\$30,000	
Total Synodwide Activities and Services	\$32,076	\$39,057	\$46,265	\$56,500	\$55,500	\$55,500	
Ministry Staff							
Bishop (Bp. Laurie Larson Caesar)	\$143,509	\$149,399	\$154,053	\$160,119	\$165,349	\$173,616	5% allowance for COLAs
Bishop's Associate (Juan Carlos La Puente)	\$125,607	\$134,850	\$136,376	\$141,747	\$146,445	\$153,767	
Bishop's Associate (Pr. Melissa Reed)	\$100,617	\$115,375	\$117,322	\$121,931	\$126,082	\$132,386	
Synod Administrator (Jemae McCanna)	\$75,831	\$91,314	\$92,147	\$95,839	\$99,457	\$104,430	
Administrator of Grant Support (Jack Mandeville)	\$9,892	\$9,250	\$10,467	\$15,165	\$15,851	\$16,644	
Administrator of Lay School of Ministry/SALM (Christie Bernklau Halvor)	\$16,415	\$17,183	\$14,662	\$18,563	\$19,402	\$20,372	
Administrator of Candidacy (Christie Bernklau Halvor)	\$3,645	\$5,359	\$10,615	\$12,375	\$12,934	\$13,581	
Internet Communication/Website Manager (Sara Strausbaugh)		\$2,092	\$17,697	\$16,799	\$17,558	\$18,436	
Continuing Education for FT staff	\$3,713	\$3,600	\$3,600	\$3,600	\$3,600	\$3,600	
Contract Work	\$12,274	\$6,169			\$5,000		
Worker Compensation	\$3,079	\$2,550	\$3,432	\$3,500	\$3,500	\$3,500	
State Unemployment Ins	\$1,384	\$4,876	\$701	\$5,000	\$5,000	\$5,000	
Total Ministry Staff	\$495,965	\$542,018	\$561,072	\$594,638	\$620,178	\$645,332	
Region 1 Center for Mission (Financial Services Office)	\$20,805	\$41,600	\$42,999	\$45,211	\$46,713	\$49,000	5% increase allowed for FY 2024
Synod Administrative Overhead Expenses	\$26,081	\$25,593	\$22,862	\$31,958	\$27,500	\$27,500	
Future Transition Costs Accrual (to have funds on hand and designated for a future Bishop transition)		\$25,000	\$25,000	\$25,000	\$25,000	\$25,000	
Total Ministry Staff and Administration	\$542,850	\$634,211	\$651,933	\$696,807	\$719,391	\$746,832	
Total Expenditures/ Use of Funds	\$1,229,770	\$1,233,824	\$1,251,056	\$1,394,707	\$1,316,791	\$1,349,232	
Excess/(Deficit)	(\$1)	\$91,965	\$32,550	\$34	\$7	(\$68)	

Proposed Constitution and Bylaw Changes

Provision Reclassified from Required to Non-Required

Chapter 7: SYNOD ASSEMBLY

[Provision is no longer required]

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

Amendments to Recommended Provisions

Chapter 7: SYNOD ASSEMBLY

S7.14. ~~One-half~~ One-third of the members of the Synod Assembly shall constitute a quorum.

S7.22. This synod may establish processes that permit retired rostered ministers, or those granted disability status, or on leave from call, on the roster of the synod to serve as voting members of the Synod Assembly, provided that such processes not result in fewer than 60% of the voting members of the Synod Assembly being laypersons in contravention of ~~consistent with~~ †S7.21-~~c~~. If the synod does not establish processes to permit the rostered ministers specified above to serve as voting members, they shall have voice but not vote in the meetings of the Synod Assembly.

S7.24. Ministers under call on the rosters of this synod shall remain as members of the Synod Assembly so long as they remain under call and so long as their names appear on the rosters of this synod. Lay members of the Synod Assembly representing congregations shall continue as such until the opening of the next regular Synod Assembly, or unless replaced by the election of new members for a special synod assembly, or until they have been disqualified by termination of congregation membership. ~~Normally, congregations will hold elections prior to each regular meeting of the Synod Assembly.~~

S7.26. This synod may establish processes through the Synod Council that permit lay representatives of authorized worshiping communities of the synod, which have been authorized under ELCA bylaw 10.01.04., to serve as voting members of the Synod Assembly, consistent with†S7.21.

S7.27. This synod may establish processes through the Synod Council to grant a minister of Word and Sacrament from a church body with which a relationship of full communion has been declared and established by the Churchwide Assembly of the Evangelical Lutheran Church in America the privilege of both voice and vote in the Synod Assembly during the period of that minister's service in a congregation of this church.

Chapter 8: OFFICERS

S8.42. The treasurer shall provide and be accountable for:

[...]

c. Receipt and acknowledgment of offerings, contributions, and bequests made to this synod, collecting interest and income from its invested funds, and paying regular appropriations and orders on the several accounts as approved and directed by the Synod Council. The treasurer shall transmit each month to the treasurer of the Evangelical Lutheran Church in America the funds received by this synod for the general work of this church as well as any funds to support restricted programs of this church.

[...]

~~f. Obtaining a fidelity bond in the amount determined by the Synod Council for persons handling synod funds, which bond shall be in the custody of the secretary. The premium for the bond shall be paid by this synod. Fidelity coverage provided by the Evangelical Lutheran Church in America shall be deemed a fulfillment of this requirement.~~

Chapter 11: COMMITTEES (names of other organizational units)

~~S11.10. General Provisions~~

Chapter 14: ROSTERED MINISTERS

S14.13. The pastor (a) shall keep accurate parochial records of all baptisms, confirmations, marriages, burials, communicants, members received, members dismissed, or members excluded from the congregation, (b) shall submit a summary of such statistics annually to this synod, and (c) shall become a member of the congregation upon receipt and acceptance of the letter of call. In a parish of multiple congregations, the pastor shall hold membership in one of the congregations.

S14.15. Each minister of Word and Sacrament on the roster of this synod shall submit a report of his or her ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

S14.34. Each minister of Word and Service on the roster of this synod shall submit a report of ~~his or her~~ ministry to the bishop of the synod at least 90 days prior to each regular meeting of the Synod Assembly.

Proposed Amendment to Chapter 9 of Oregon Synod Constitution

Chapter 9.

NOMINATIONS AND ELECTIONS

†S9.01. The Synod Assembly shall elect such officers of this synod and such other persons as the constitution and bylaws may require, according to procedures set forth in the bylaws. The Synod Assembly shall elect members of the Churchwide Assembly in accordance with bylaw 12.41.11. of the constitution and bylaws of the Evangelical Lutheran Church in America.

[...]

S9.03. There shall be a Nominating Committee consisting of no fewer than five members to serve for each regular meeting of the Synod Assembly. ~~Additional nominations may be made from the floor for all elections for which nominations are made by the Nominating Committee.~~

S9.03.01. ~~Four~~ Four members of the Synod Nominating Committee shall be appointed by the Synod Vice-President, divided equally as coming from congregations from the Portland metropolitan area and from congregations outside that area.

S9.03.02. The bishop shall appoint the chair of the Nominating Committee, ~~who may be a member in addition to those appointed by the Synod Vice President.~~

S9.03.03. The functions of the Nominating Committee shall be to:

a. Nominate ~~two at least one persons person~~ for each position for which an election will be held by the Synod Assembly and for which a nominating procedure has not otherwise been designated;

b. Provide opportunity for additional nominations from ~~the floor~~ congregations or individuals for all elections for which nominations are made by the Nominating Committee;

[...]

S9.05. The Nominating Committee shall nominate at least one person for vice president; ~~additional nominations may be made from the floor.~~

S9.06. The Synod Council shall nominate at least one person for secretary; ~~additional nominations may be made from the floor.~~

S9.07. If the treasurer is elected, the Synod Council shall nominate at least one person for treasurer; ~~additional nominations may be made from the floor.~~

Proposed Change to a Bylaw of the Oregon Synod Constitution

Background:

†S6.04. Except as otherwise provided in this constitution and bylaws, the Synod Council shall establish processes that will ensure that at least 60 percent of the members of the synod assemblies, councils, committees, boards, and other organizational units shall be laypersons; and that at least 45 percent of the lay members of assemblies, councils, committees, boards, or other organizational units shall be women and at least 45 percent shall be men; and that, where possible, the representation of ministers of Word and Sacrament shall include both men and women. This synod shall establish processes that will enable it to reach a minimum goal that 10 percent of its assemblies, councils, committees, boards, or other organizational units be persons of color and/or persons whose primary language is other than English.

[...]

†S18.20. Amendments to Bylaws

†S18.21. This synod may adopt bylaws not in conflict with this constitution or with the constitution and bylaws of the churchwide organization. This synod may amend its bylaws at any meeting of the Synod Assembly by a two-thirds vote of voting members of the assembly present and voting. Newly adopted bylaws and amendments to existing bylaws shall be reported to the secretary of this church.

Commentary:

This proposed amendment does not conflict with provision †S6.04. because of the wording

“Except as otherwise provided in this constitution and bylaws”. To comply with provision †S18.21.

This bylaw amendment must be approved by the Synod Assembly by a two-thirds vote of voting members of the assembly present and voting.

Proposed Bylaw Amendment:

S11.01.02. Candidacy Committee

The Candidacy Committee shall:

~~a. consist of seven members (two Ministers of Word and Sacrament, one minister of Word and Service, and four lay members) appointed by the Synod Council for three-year staggered terms, once renewable;~~

a. consist of at least seven lay and ordained members representing the diversity of the Oregon Synod's ecology, appointed by the Synod Council for three-year staggered terms, once renewable;

Report of the Secretary



Oregon Synod



At each meeting of the Synod Assembly, Synod Council, and Executive Committee motions are made and often passed. The numbering schema is as follows: **SA** stands for the Synod Assembly, **SC** for Synod Council, and **EC** for Executive Committee. The date format is the year, month, and date on which the meeting occurred; and the actual number of the motion that day is the number after the hyphen.

This report includes the Synod Assembly on May 13-15, 2022, Synod Council Meetings from May 12, 2022 through March 18, 2023 and an Executive Committee Meeting on July 28, 2023.

2022 Synod Assembly

Motion **2022.05.13-1** by Synod Council to adopt the Rules of the Assembly. Motion approved.

Motion **2022.05.13-2** by the chair, Bishop Laurie Larson Caesar to approve the agenda. Motion was seconded and approved.

Motion **2022.05.14-1** Pastor Steve Kienberger to adopt the following resolution: *Formation of an Oregon Synod Antiracism Resources Network*. Motion was seconded and approved.

Motion **2022.05.14.2** by Greg Shea to adopt the following resolution: *Resolution Regarding Type of Synod Assembly*. Motion was seconded and approved.

Motion **2022.05.14-3** by Pastor David Eppelsheimer to adopt the following resolution: *Reparations and Land Return Memorial to the 2022 Churchwide Assembly of the Evangelical Lutheran Church in America*. Motion was seconded and approved.

Motion **2022.05.14-4** by Gary Shulstad to adopt the following resolution: *Inclusive Call Process Resolution*. Motion was seconded.

A motion to amend was moved and seconded to add an additional clause to the resolution as follows:

“Be it further resolved that the Synod Council will report at the next Synod Assembly on what has been done to implement this resolution.”

Following brief discussion, the motion to amend was adopted.

A motion to end debate was then moved, seconded, and adopted.

Motion to amend the resolution as noted above. Motion seconded and approved.

Motion **SA 2022.05.14-5** by Mark Dickman on behalf of the Synod Council for the assembly to approve the budget for FY 2023 as presented in the Synod Assembly financials and budget. Motion was seconded and approved.

Elections: This was the slate of uncontested Synod Council Positions:

Synod Council:

- Treasurer – Mark Dickman
- Oregon Trail Cluster Representative – Dianna Bernklau
- Crater Lake Cluster Representative – Marc T. Kane
- High Desert Cluster Representative – Peggy Jefferies
- Rose Cluster Representative – Bobbi Varnes
- At Large Representative #4 – Richard Whitwer
- At Large Representative #5 – Rev. Paul Strike

Consultation Committee:

- Diane R. Lafrenz
- Rev. Dan Schlewitz

Discipline Committee:

- Rev. Lori Blake
- David Leverenz

Endowment Board:

- Rev. Lori Blake
- Ron Fenchack
- Gene Obie

The slate of candidates was elected.

Churchwide Council:

Two nominees must be put forward for a vote at Churchwide Assembly. At the 2021 Synod Assembly, Jennifer Trom had already been elected. The Synod was informed it needed a 2nd candidate.

This was a contested race. The bios for the 2 candidates were provided to the voting members who needed to cast a vote by written ballot for one of the following candidates:

- Jasmine Anderson Sprague
- Marilyn Keller

Marilyn Keller was elected.

Motion **2022.05.15-1** by Marit Finkel to adopt the following resolution: *Memorial Calling for a Just Transition to 50% Reduction in US Greenhouse Gas Emissions by 2030.*

A motion to amend was moved and seconded to delete the following words that are bolded in this section:

“Be it further resolved, that rostered leaders and bishops will be encouraged to lift up loving our neighbor in response to the climate emergency through their preaching **at least once a month.**”

Another motion to amend was moved and seconded to add the following words to the same section of the resolution that are bolded.

“Be it further resolved, that rostered leaders and bishops will be encouraged to lift up loving our neighbor in response to the climate emergency through their preaching **and teaching.**”

A motion to end debate was then moved, seconded, and adopted.

Motion to amend the resolution as noted above. Motion seconded and approved.

Motion **2022.05.15-2** by Pastor Mark Knutson to adopt the following resolution: *Lift Every Voice Oregon Synod Resolution in Support of IP 17 and IP 18.* Motion seconded.

A motion to amend was moved and seconded to add the words that are bolded:

“And whereas a primary action our young leaders are calling our nation to is to ban the sale of assault style weapons and large capacity magazines **and bump stocks.**”

Motion to amend was approved.

A motion to postpone this resolution indefinitely was made and seconded. Motion failed.

Motion to amend the resolution as noted above. Motion seconded and approved.

Synod Council

Motion **2022.05.12-1** by Mark Dickman to appoint Pr. Steve Dow to be added to Synod Finance Committee. Motion seconded and approved.

Motion **2022.05.12-2** by Mary Karter to approve minutes from March 19, 2022 SC meeting. Motion seconded and approved.

Motion **2022.05.12-3** by Andrew Morris to approve the En Bloc Report as amended to include the following: *Rev Melissa Reed's housing allowance to be amended to \$32,619 annually. This change is effective 05/19/22.* Motion was seconded and approved.

Motion **2022.09.17-1** by Andrew Morris to approve the agenda. Motion seconded and approved.

Motion **2022.09.17-2** by Steve Larson to approve the May 12, 2022 SC Minutes. Motion seconded and approved.

Motion **2022.09.17-3** by Mary Shultz to approve the 2022 SA Minutes. Motion seconded and approved.

Motion **2022.09.17-4** by Treasurer Mark Dickman that the Synod Council acknowledge, approve, and ratify the following three actions:

1. Moving \$500,000 on deposit at Merrill Lynch Bank of America to ELCA Mission Investment Fund, to be invested there in a ladder of term investments, spread over the year. This action was approved by the Synod Finance Committee.
2. Changing the allocation of profits and losses from the Synod's investment at ELCA Foundation Ministry Growth Fund (MGF): Prior to the current FY, all earnings from MGF were posted pro rata to the New Beginnings Fund and the Synod Endowment. Beginning in FY 2022 (February 1), earnings from MGF will be posted to New Beginnings and to the Endowment only in proportion to the dollar value of those accounts at the end of the quarter; remaining gains or losses will be posted to the Primary Reserve Fund, effectively making them available for use in the General Fund. This action was approved by the Synod Finance Committee.
3. Sale of the Klamath county property, for \$3,500 net to the Synod. This action was approved by the Synod Council Executive Committee.

Motion **2022.09.17-4** was seconded and approved.

Motion **2022.09.17-5** by Treasurer Mark Dickman to stop spending money from accounts marked as "contingent." Motion seconded and approved.

Motion **2022.09.17-6** Bruce Anderson to approve the adoption of S8.52.A22:
It is assumed that the 3rd month after election does not include the month in which the election took place. In most years the Synod Assembly is held in May, resulting in officers taking office on August 1st. When the Synod Assembly is held in a month other than May,

it shall be assumed to be a special circumstance. The intent is that all officers and new members start on August 1st, which is the beginning of the third quarter of the Synod's fiscal year.

Motion seconded and approved.

Motion **2022.09.17-7** by Deacon Sue Best to elect the following 4 SC members to the Executive Committee of the Oregon Synod: Andrew Morris, Jon Erickson, Bruce Anderson, and Marilyn Keller. Motion seconded and approved.

Motion **2022.11.19-1** by Bruce Anderson to approve the agenda. Motion seconded and approved.

Motion **2022.11.19-2** by Marilyn Keller to approve the September 17, 2022 SC minutes. Motion seconded and approved.

Motion **2022.11.19-3** by Deacon Sue Best to approve the En Bloc Report. Motion seconded and approved.

Motion **2022.11.19-4** by Bruce Anderson to approve Pastor Melissa Reed's housing allowance and Bishop Laurie Larson Caesar's housing allowance. Motion seconded and approved.

Motion **2022.11.19-5** by Steve Larsen that the Oregon Synod adopt the state plan, *Paid Leave Oregon*, and further the Oregon Synod will pay the employee(s) the difference between the state benefit and the employee's wage. The motion was seconded. Discussion ensued.

An amendment to the motion was offered by Bruce Anderson to change the original motion to be as follows:

The Oregon Synod shall adopt the state plan, *Paid Leave Oregon*.

Bruce later withdrew that motion.

Motion **2022.11.19-6** by Steve Larsen that the Oregon Synod will join *Paid Leave Oregon*. Prior to Sept 3, 2023, the Oregon Synod's Family Leave Policy will be in full effect. Personnel Committee is directed to consider this matter further and report back to Synod Council with further recommendations. Motion seconded and approved.

Motion **2023.01.21-1** by Mark Dickman to approve the agenda for today's meeting. Motion was seconded and approved.

Motion **2023.01.21-2** by Mark Dickman to approve the minutes. Motion seconded. Discussion held.

Bobbi Varnes was listed as being present at the SC meeting in the minutes. However, Bobbi was not in attendance.

Motion **2023.01.21-3** by Mark Dickman to approve the minutes as amended by the removal of Bobbi Varnes as being in attendance. Motion seconded and approved.

Motion **2023.01.21-4** motion by Deacon Sue to delay voting on the En Bloc Report until later in the meeting as more information is needed before SC can approve the report. Motion seconded and approved.

Motion **2023.01.21-5** by Mark Dickman that the Synod Council accept the ~\$26,000 bequest from the Estate of Garth & Rose Lof, through their Distribution Agreement at the ELCA Foundation, and distribute it, following their instructions (“...divided equally between camperships and seminary scholarships...”) as follows: $\frac{1}{2}$ of the entire amount to the Allert Fund for Leaders Seminary Scholarship Fund, and $\frac{1}{2}$ of the entire amount to Camp Lutherwood Oregon. Motion seconded and approved.

Motion **2023.01.21-6** by Mark Dickman that the Klamath Falls property sales proceeds be used as follows: Gifts of \$175 to campus ministry in Corvallis at Luther House, and \$175 to campus ministry in Eugene at Central Lutheran Church; Transfer \$2,450 to the Oregon Synod Endowment Creative Ministries Fund permanent corpus; Transfer \$700 to the Oregon Synod Aid to Rostered Staff in Crisis Fund. Motion seconded and approved.

Motion **2023.01.21-7** by Bruce Anderson to adopt COLA of 8.7% for Synod Staff.
Motion seconded and approved.

Motion **2023.01.21-8** by Bruce Anderson to table the rest of the agenda items concerning the 2023 budget discussion. Motion seconded. Discussion held.

Mark Dickman suggested the following alternative motion:

Motion **2023.01.21-9** by Mark Dickman that the SC postpone final action on the FY 2023 General Fund budget to a special meeting on Saturday, February 18, at 9:00 a.m. I further move the Council authorize payment of the February payroll, to the terms of our decision on COLA. I further move the Council authorize payments to Churchwide of their share of our Mission Support, and payment of “normal course of business” bills. Finally, I move all other payments wait until after our decisions on February 18.

Bruce Anderson withdrew original motion in support of the one offered above from Mark Dickman.

Motion **2023.01.21-9** by Mark Dickman was seconded and approved.

Motion **2023.01.21-10** by Deacon Sue Best that the SC approve that the Oregon Synod release \$1500 from the Racial Repair and Reparations Fund for an event on February 19, 2023. Motion seconded and approved.

Motion **2023.01.21-11** by Marilyn Keller that the Oregon Synod Council as a body approve this letter of appreciation of Jan Wierima with our unanimous appreciation. Motion was seconded and approved.

Motion **2023.01.21-12** by Deacon Sue Best to approve the En Bloc Report. Motion seconded and approved.

Motion **2023.03.18-1** by Bobbi Varnes to approve the January 21, 2023, SC minutes. Motion seconded and approved.

Motion **2023.03.18-2** by Mark Dickman to approve the February 18, 2023 SC Minutes. Motion seconded and approved.

Motion **2023.03.18-3** by Bishop Laurie Larson Caesar to approve the En Bloc Report. Motion seconded and approved.

Motion **2023.03.18-4** by Mark Dickman to approve the Treasurer's Report. Motion seconded and approved.

Motion **2023.03.18-5** by Mark Dickman to adopt the final draft revised FY 2023 budget as presented. Motion was seconded and approved.

Motion **2023.03.18-6** by Mark Dickman to have a special meeting on April 22, 2023 to discuss and finalize the FY2024 budget. Motion seconded and approved.

Motion **2023.03.18-7** by Dianna Bernklau to adopt the 2022 constitution changes from Churchwide. Motion seconded and approved.

Motion **2023.03.18-8** by Deacon Sue Best to empower Bishop Laurie Larson Caesar to attain an attorney to further assess, provide next steps, and potentially negotiate a compromise with Community of Hope Lutheran Church. Motion seconded and approved.

Motion **2023.03.18-9** by Mark Dickman to approve \$100 registration fee for 2023 Synod Assembly and delegate the budget to the Executive Committee

Motion **2023.03.18-10** by Dianna to approve the use of the 2022 SA Rules of Assembly for the 2023 SA. Motion seconded and approved.

Motion **2023.03.18-11** by Mark Dickman that the offering at the 2023 SA go to the Oregon Synod's Racial Repair and Relationship Fund. Motion approved and seconded.

Executive Committee

Motion **2022.07.28-1** by Mark Dickman that the Oregon Synod sell a piece of property it owns in Klamath Falls (Oregon Pines Blk-19, Lot 4) to Henstridge Investment Properties, for \$3,500 net-to-us cash, and authorize the Bishop and Synod Council Vice President to execute the deed and any other necessary documents. Motion was seconded and approved. (This meeting was held via email 07/28/2023-07/29/2022.)

Faithfully Submitted,
Deacon Sue Best
Oregon Synod Secretary

Synod Council Members

Thank you for your faithful leadership and service!

* The Rev. Laurie Larson Ceasar
Bishop

Leif Rustvold
Mt. Tabor/PLUM Cluster Representative

* Greg Shea
Vice President

Bobbi Varnes
Rose Cluster Representative

* Mark Dickman
Treasurer

Mary Shultz
Southern Coast Cluster Representative

* Deacon Sue Best
Secretary

* Jon Erickson
Sunset Cluster Representative

* Andrew Morris
Blue Mountain Cluster Representative

* Marilyn Keller
Member at Large #2

Julie Burpee
Columbia Coast Cluster Representative

* Bruce Anderson
Member at Large #3

Marc T. Kane
Crater Lake Cluster Representative

Richard Whitwer
Member at Large #4

Becky Shurson
Emerald Cluster Representative

Rev. Paul Strike
Member at Large #5

Peggy Jeffries
High Desert Cluster Representative

Victoria Hart
Young Adult Representative

Steve Larsen
Mt. Hood Cluster Representative

Clara Christensen
Youth Representative

Dianna Bernklau
Oregon Trail Cluster Representative

*** Executive Committee**

Assembly Support - Volunteers make this event possible!

Thank you to everyone who planned, called, typed, emailed, sent letters, and generally created and collaborated this event into being with faith, partnership and spirit. These good people are too numerous to thank each by name, but we'd especially like to recognize...

- Synod Assembly Planning Coordinator Jennifer Trom, Vice President Greg Shea, Treasurer Mark Dickman, Secretary Deacon Sue Best, the Tech Support Team, Synod Administrator Jemae McCanna, the Oregon Synod Council, Oregon Synod Finance Committee, Rev. Amy Reumann, Parliamentarian Dr. Michael Beachley and everyone who is sharing their gifts by serving on a committee
- The committee chairs: The Rev. Rachel Kramer, The Rev. Amanda Llewellyn, The Rev. Travis Larsen, The Rev. Lou Schneider, Deacon Bonnie Beadles-Bohling, Deacon Laura Gifford, The Rev. Miranda Bermes-Goller, Sonya Zeiske, The Rev. Aaron Couch, The Rev. Ron Werner.
- And to all the people who are presentation support, phone callers, spreadsheet sleuths, and the other equally important roles...THANK YOU. Synod Assembly couldn't happen without you.

-- *The Oregon Synod Bishop's Office*

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Oregon Synod
Evangelical Lutheran Church in America
God's Work. Our Hands