



Oregon Synod

2025 Assembly Handbook



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Welcome from Bishop Laurie Larson Caesar



Oregon Synod

*Greater love has no one than this:
to lay down one's life for one's friend*
John 15:13



Dear Saints of the Oregon Synod,

I am delighted to welcome you to Synod Assembly 2025! The assembly gathering is our opportunity each year to come together from every corner of the synod and connect across all twelve of our synod clusters. We pray, sing, listen, learn, discern, and state publicly who we are and who we are being called to be. No matter your age, race, size, gender, sexuality orientation, gender identity, class, background, vocation, ability, doubts, or hesitations — your voice matters.

The ELCA is a collaborative body; the bishop does not decide all things. And that's a pure gift. In the Oregon Synod we are a diverse body of faith, thanks be to God, and better because of our differences. 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, we will be gathered in-person at the Holiday Inn on the Columbia Riverfront (formerly the Red Lion) from May 30th-June 1st.

Our theme will be *Anam Cara: Soul Friends in the Spirit of Jesus*. We will be exploring and inviting Spirit as we explore deep friendship with the land and the water, the saints and ancestors, and our friends and those-still-yet-strangers across the state. We are responding to what we are hearing from many of you — a growing desire to reach out and engage one another, your neighbors and the larger community more deeply in this time of deep change and uncertainty for citizens, non-citizens, our communities, and our nation.

As new issues face us daily — plans for mass deportations, layoffs across the nation, threats of violence to the LGBTQIA community, especially our trans siblings, rising Christian Nationalism, blatant sexism, racism and xenophobia, the escalating horrors in the Gaza

Strip, more natural disasters, more fear and isolation, and a seesaw of economic changes which could upset the entire economy of the world – we in the Oregon Synod have an opportunity to model courage, kindness, faithfulness and integrity. Perhaps we, like Esther, were born for such a time as this. Perhaps we have been called to do what we already know how to do as we follow Jesus' Way of justice and peace: small things, with great love.

Not only is our world changing, the institutional church is changing quickly. And this, too, we are called to tend. What will the changes mean for us in the Oregon Synod as some beloved faith communities close, some leave, some blend together ecumenically or with other ELCA communities. What will be lost and what needs to be grieved? What will be born, and need to be loved, nurtured, sustained in Christ's name?

In this year's assembly, we will be hearing stories from each other about the meaning of the ancient Celtic notion of Anam Cara (soul friendship), learning from congregations and leaders about their experience of holy closure/mission completion and the exciting legacies growing out of the good soil left behind, hearing resolutions focused on seeing and loving our neighbors in solidarity and mutual accompaniment, exploring our relationship to water and land, and sharing how we are working hard to free Christ's Church to unfold and evolve in new ways to serve the generations and grandchildren yet to be. As Jesus tells us in the Gospel of John – Truly, truly, I say to you, unless a grain of wheat falls into the earth and dies, it remains alone; but if it dies, it can bear much fruit.

This year is also a Bishop's election year. Electing a bishop is one of the most important responsibilities in the life of a synod in the ELCA and a key responsibility of a synod assembly. As an election, it is a process governed by the constitution, bylaws, and continuing resolutions of the synod; however, it is also a call process. As such, it involves prayer, listening and careful discernment from the perspective of both individual nominees, and of the synod as a whole. Thus, engaging in prayerful reflection and seeking the guidance of the Holy Spirit are indispensable aspects of the process of nomination and election

Importantly, we will also be exploring together the many ways, despite these tumultuous days, 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 we move toward Pentecost 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. If appropriate to you, consider attending the preparatory session on May 13th at 6:30 pm on Zoom. Check your email for a link on how to register to attend. They enhance the experience tremendously. Ready your spirit to be in communion with the saints of the Oregon Synod.
- Familiarize – Read the emails about the Bishop’s election process, so you can participate fully.
- 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, workshops and presentations.
- 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". The signature is written in black ink on a white background.

Bishop Laurie Larson Caesar, Oregon Synod, ELCA

Welcome from Presiding Bishop Eaton



Evangelical
Lutheran Church
in America



“We have known and believe the love that God has for us. God is love, and those who abide in love abide in God, and God abides in them.” — 1

John 4:16

April 2025

Dear friends in Christ,

Thank you for your dedication and faithfulness, as together we continue to share God's love throughout the world.

During the past year and a half, I had the privilege to gather with many of you at our God's Love Made Real regional conversations. Connecting with you during these events was extremely inspiring as we heard about the many ways God's love is being made real in communities across this church.

Among the stories that were shared, we heard about a congregation's "bold" decision to reconstruct a food pantry to help increase the capacity to serve more people, a Christmas in July celebration for a single mom and her five children experiencing homelessness, a Queer youth poetry open mic event described by one pastor as a tangible experience of God's Love Made Real, a partially gutted parsonage that was renovated to provide long-term housing for survivors of human trafficking, and an ecumenical ministry group that developed a community center that feeds people with meals and spiritual connections.

Our vision of a world experiencing the difference God's grace and love in Christ make for all people and creation is being made manifest in these ministries, but these are only a few examples of what's happening throughout our church. I know this is work your congregations do every day, and I thank you for helping people know the way of Jesus to discover community, justice and love.

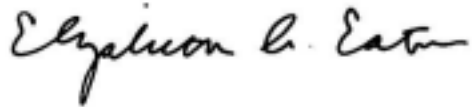
The world around us is changing, and our church will also experience change with the election of a new presiding bishop and a new secretary at the 2025 Churchwide Assembly

this summer. Many of you will be electing a new synod bishop and other leaders.

Amid these changes, our call remains the same: to love and serve others as Jesus taught. Our church will continue our work to proclaim the gospel and to serve all of God's people.

It has been a privilege to serve as your presiding bishop. May God continue to hold us and guide us into the future.

In Christ,

A handwritten signature in black ink that reads "Elizabeth A. Eaton". The signature is written in a cursive style with a prominent initial 'E'.

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

General Information

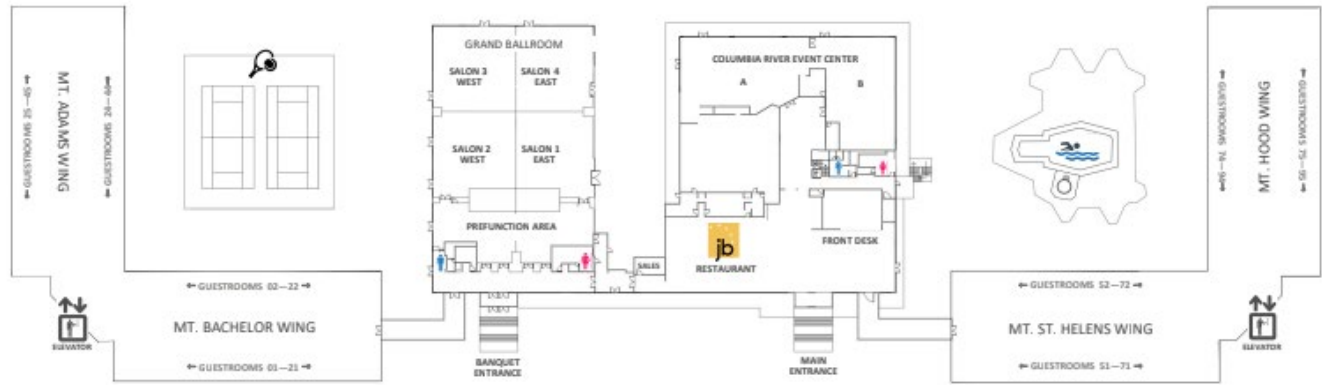
Location

This year's Assembly will be held at the Holiday Inn on the Columbia River, seven miles from downtown Portland. The hotel has changed hands (it was the Red Lion) and been renovated since our last assembly at this location in 2017. Amenities include a: fitness center, pickleball courts, outdoor pool and hot tub and an onsite restaurant with views of the river.

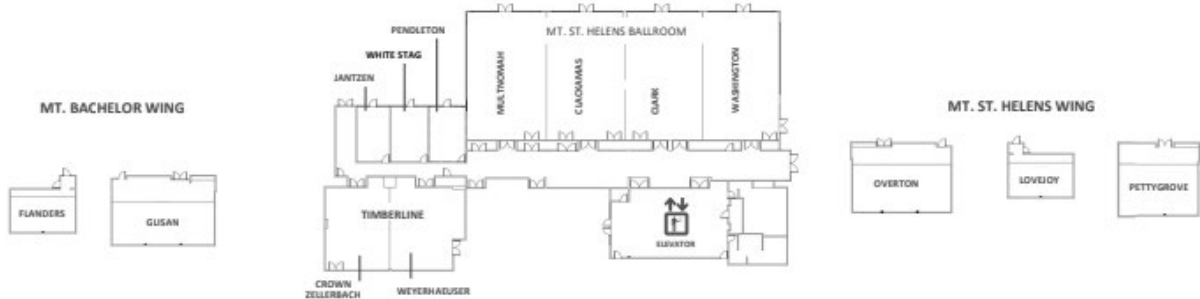
- Rooms have mini fridges, microwaves, Keurig Coffeemaker, lounge chair, workspace, and HDTV. Some rooms have balconies and a view of the beautiful Columbia River.
- Heron Lakes Golf Club (off site) with a putting green and 36 hole golf course. Heron Lakes Golf Club offers the best combination of quality and variety of all Pacific Northwest golf courses. Heron Lakes features two championship courses, each distinctive golf course offers players unique and thrilling challenges.
- The resort has a heated pool and whirlpool, so bring your swimsuit!
- They offer Business Service, wake up calls, housekeeping, dry cleaning and laundry valet, self service laundry, and same day dry cleaning.
- There are walkways along the river, a shopping center a couple blocks away, and the thriving Vancouver waterfront is just a walk across the bridge.

HOLIDAY INN PORTLAND | COLUMBIA RIVERFRONT

LOBBY LEVEL—2ND FLOOR



LOWER LEVEL—1ST FLOOR



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There will be an orientation zoom meeting if you would like to hear more about the synod assembly. Will this be your first time as a voting member at assembly? Need a refresher on how we conduct business? How about electronic voting using your phone? How will the bishop's election work? What IS assembly and why do we have it each year? Please come join Bishop Caesar, Deacon Laura Gifford and others to learn about these topics, ask your questions, and get set up for success for your presence and participation in this year's assembly. [Register for the Zoom link here](#)

Nominations for Bishop

At this point, any nominations for Bishop are now considered from the floor. The Oregon Synod Bishop's Election is conducted by ecclesiastical ballot. Under this system, the first ballot is an open ballot. Voting members of the assembly write in their prayerfully-considered choice for bishop. "It is suggested that if you are planning to nominate someone, you connect with them first to see if they are willing to stand for election. The

pre-identified candidate should receive the individual's permission in advance to nominate them. Any ELCA rostered Minister of Word and Sacrament (pastor) may be nominated

1. A bishop nominee may withdraw between the 1st and 2nd ballots.
2. The ecclesiastical ballot is defined in the synod constitution under †S9.04:

The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of legal votes on the second ballot, and two-thirds of the votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of votes on the third ballot, and 60 percent of the legal votes cast shall be necessary for election. On subsequent ballots a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes on the previous ballot.

Bishop Election

We will be using “Election Runner, an online tool,” for voting for the Bishop. Please bring a device where you can have access to your email. (There will be a couple of devices for use to those that do not have one.) At the start of the election you will receive an email that email will link you directly to the vote, you will then write-in a name (if you want) for the first ballot. For each round of balloting, the results will be calculated and shared on the presentation screen. If a third and fourth election is needed, the same steps as above will happen again.

We will send a practice ballot to the email you registered with on May 13th. It will be called “Your Invitation to Vote in the Election: Oregon Synod”. We hope you will take the time to respond and get familiarized.

Synod Council Elections and Resolutions and Memorials

We will be using cards that will be placed on everyone's table during the event for these votes. There will be three cards for each person: Green - Yes, Red - No, and White - Abstain.

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 deeply relevant, but is also written clearly and respectfully, has clearly stated how it will be realistically funded, and if it is of high importance and value-meriting use of the resources of the Synod staff and volunteers.

At this point, any new resolutions and memorials will not be unless they meet the base requirements and the additional criteria found in the Rules of the Assembly.

Partner Reports and Videos

We are gifted to work with and alongside amazing partners. You can find out more about their ministries and what they are working on through the videos and resources on our Assembly webpage. Some of these organizations will be joining us in person (please see exhibitor section below).

[2025 Assembly Partner Reports – Oregon Synod](#)

Sponsors

We are blessed by and grateful to our sponsors!



Mission Investment Fund
A Financial Ministry of the ELCA



A separately incorporated ministry of the ELCA

Exhibitors

This year, we will be joined by some wonderful exhibitors! We hope you save time to visit them at their booths and to join some at the Sunday morning breakfast where they will be available to talk with you about their ministry and how it might support the life of your congregation or ministry.

- Oregon Synod Hunger Team
- Luther House, Lutheran - Episcopal Campus Ministry at Oregon State University
- Brewed Theology
- Sumud for Justice in Palestine and Israel
- Portico Benefit Services
- Mission Investment Fund
- Lutheran Community Services Northwest
- Grunewald Guild
- EcoFaith Recovery
- Oregon SWO
- Mending Wings
- Pacific Lutheran University

Workshops

Soul Friends with Our Neighbors

A workshop exploring the power of storytelling through Queer Grace, living into God's love for LGBTQIA+ people, and being in solidarity with trans and non-binary people. Participants will gain understanding of how to have trusting, respectful conversations across differences

while honoring that God affirms LGBTQIA+ people just as they are. Led by Pr. Kaitlin Pabo-Eulberg and Chaune Schafer.

Soul Friends with Land and Water

A workshop exploring how our communities and our bodies are in relationship with land and water. Participants will hear stories from leaders across the state about the creative ways they are nurturing deeper connections with the lands and waters of the places where they live, work, worship and play. Together, participants will explore how we can engage faithfully in stewardship of all creation. Led by Sarah Loose.

Soul friends with Saints and Ancestors

A workshop to transform our understanding of “legacy” that becomes alive through intentionally honoring those who came before us and those who will come after us, honoring their history and creating a better future for our communities. We will explore what it means not only to be good descendants but also how we might be gracious ancestors ourselves, caring for those who will come after us. Led by Pr. David Eppelsheimer and Deacon Bonnie Beadles-Bohling.

Presenter Bios

Bonnie Beadles-Bohling, she/her

Ordained in 2019, Deacon Bonnie has been serving Central as “Deacon for Faith Formation and Community Engagement” since 2020. Currently Deacon is serving as Central’s primary Rostered Leader. Her undergraduate degree is in Social Work and she received her Master’s Degree in Pastoral Ministry from the University of Portland in 2019. Since 2010, Dcn. Bonnie has been engaged in faith-based community organizing, both at the neighborhood level and statewide through the ELCA Oregon Synod. Prior to ordination, Dcn. Bonnie worked in non-profit

administration, serving people with developmental disabilities. She loves to kayak, camp and drink coffee. She and her wife are raising two teens.

David Eppelsheimer, he/him

David has served as a pastor for 23 years, first in North Dakota and then in Oregon. He received a Master's in Divinity at Pacific Lutheran Theological Seminary in Berkeley. Having recently walked with his congregation through a discernment process that culminated in a service of Holy Closure last year, he learned firsthand how important it is for congregations in transition to know that they are not alone. He currently serves as the Mobility Specialist for the Oregon Synod, walking with folks throughout Oregon who are engaging meaningfully with questions around what it means to be the church in a rapidly changing world.

Sarah Loose, she/her

Sarah Loose is the Director of Disaster & Climate Resilience for the Oregon Synod. She fills many of her waking hours organizing people of faith and courageous love to build climate resilience alongside their neighbors, and caring for (read: trying to keep up with) her two kids, ages 9 and 11. Otherwise, you might find her snuggled up on the couch in the early AM hours reading a novel, gathered around the dinner table with her many housemates savoring a delicious meal, or wandering through her favorite wetlands, trying to learn the languages of the resident herons, river otters, and pileated woodpeckers.

Kaitlin Pabo-Eulberg, she/her

Kaitlin is a board-certified chaplain who serves as an Outpatient Oncology Clinic chaplain with the Providence Cancer Institute. Kaitlin received a master's in divinity at Pacific Lutheran Theological Seminary in Berkeley, California and bachelor's in

psychology and religion at Capital University in Columbus, Ohio. Kaitlin enjoys cultivating sacred space for people who have typically felt outside of religious spaces, addressing healthcare gaps with collaboration and creativity, and supporting caregivers with authentic listening and joy. She serves as co-chair for the Providence Oregon LGBTQIA+ Caregiver Resource group, rostered leader on Oregon Synod council, and serves as the coordinator for Queer Grace within Spirit of Grace (Beaverton) community.

Chaune Schafer, he/they/she

Chaune Schafer is the organizer and facilitator of Queer Enough. She lives in Portland, OR with her spouse, Ely (he/they) and their two kittens. Chaune studied Health Science at Whitworth University and has worked in various roles over the last decade providing preventive care by walking alongside individuals and communities in an effort to provide space for connection, meaning making, healing, and celebration. He recently earned his Master of Theological Studies at ILIFF School of Theology examining how inclusive communities can support individuals on their journey of integrating spirituality and sexuality. Chaune loves mulling over, listening to, and sharing in the sacred mysteries and beauty of the universe through conversation, contemplation, and play.

Offerings

This year, our Oregon Synod Assembly offerings will go to two recipients, each experiencing a different type of disaster. Offerings are welcome through the online giving page (you can access this below by pointing your phone camera over the checkered code) or by check to

the Oregon Synod, ELCA (please note which 2025 Assembly Offering) 2800 N. Vancouver Ave, Suite 101, Portland, OR 97227. Offerings will be accepted until June 14th, 2025.

The Schools of the Evangelical Lutheran Church in Jordan and the Holy Land (ELCJHL)

As you know, life in the Holy Land has been disrupted for many months by horrific violence, and civilian Palestinian women and children are suffering disproportionately. Fortunately, the Lutheran Church there has made a commitment, for now, to keep the Lutheran schools open to families in the West Bank - offering children some regularity and activity in a traumatizing time.

The economy in the Holy Land relies heavily on international tourism, which has been almost totally disrupted for more than a year. Many families can no longer pay tuition. Our dollars are needed to help the schools remain open - a safe and familiar safe for children of all ages in a time of absolute crisis.

What should I know about the Lutheran schools of the ELCJHL?

They teach both Christian and Muslim students, and are some of the very few schools in Palestine to offer courses in both religious traditions.

They lift up dance, art, history and the unique heritage of Palestine.

They both embody and teach gender justice and economic justice, seeking to honor all students regardless of gender and economic background.

These four schools are in deep need of financial support, specifically in assisting with students' tuition costs. You can learn more about these schools through the information below:

- [Dar Al Kalima Lutheran School](#)
- [The Evangelical Lutheran School of Beit Sahour](#)
- [Talitha Kumi School](#)
- [The School of Hope in Ramallah](#)



You can donate to the ELCJHL offering here

The Burns Paiute Tribe

In April, the Burns, Oregon area suffered destructive flooding. A mobile home area north of town was especially affected, as was the Burns Paiute Tribe Reservation, home of the ELCA congregation Church of the Living Waters (the flood waters inundated the parish hall). In the wake of the flood, this small and economically-challenged community has been moving sandbags, assessing the damage, making community meals, singing, praying and living into their cultural traditions and community for strength. This land of about 200 members largely relies on grant dollars and to rebuild and recover hope for aid dollars from FEMA. But with FEMA caught up in the chaos emanating from the current administration in DC, it's not at all clear if or when much-needed federal disaster funding will arrive. In the meantime, the Tribe has already racked up \$60,000 in sanitation costs alone, providing porta potties after the sewer system collapsed in the wake of the flood.

Your gift to the tribe will help empower them and give them the opportunity to apply the fund where needed the most. Our goal is to raise \$10,00 to give to Tribe. Every gift counts!



You can donate to The
Burns Paiute Tribe Offering
here

Livestreaming

We plan to livestream the Synod Assembly **on the synod's YouTube page**. Here is the link
<https://youtube.com/live/q83KgQagibI?feature=share>

Special Guests

Imran M. Siddiqui

Speaker and Bishop's Election Facilitator

Imran Mohammed Siddiqui was elected to a six-year term as vice president of the Evangelical Lutheran Church in America (ELCA) at the 2022 Churchwide Assembly in Columbus, Ohio.

Siddiqui was born and raised in New Jersey in the Muslim faith. In 2002 he received a Bachelor of Arts degree in political science and economics from Rutgers University in New Jersey. Siddiqui moved to Atlanta, Ga., to attend Emory Law School and, after receiving his law degree in 2005, decided he liked the area so much that he would stay. An atheist in college, he converted to Christianity in 2009 through the work of the Spirit in the Pentecostal church. After being invited by two of his friends to worship at St. John's Lutheran Church in Atlanta in 2011, he fell in love with the liturgy and the Lutheran focus on God's grace.

Siddiqui is a senior investigator for the U.S. Department of Labor, where he investigates employer-sponsored pension plans and health care plans. He lives in Decatur, Ga. (well, unincorporated Dekalb County, Ga., to be exact). Siddiqui is married to Kendall, an elementary school art teacher in the Dekalb County school system, whom he met at St John's. They have a son, Asher, and a daughter, Miriam. They are still members of St. John's.

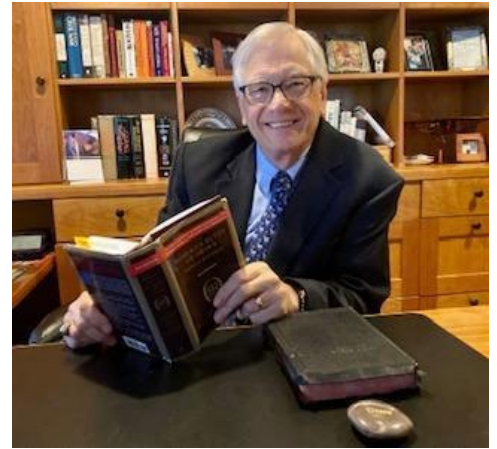


Parliamentarian

David Swartling

Parliamentarian

David Swartling is a retired attorney and former Secretary of the Evangelical Lutheran Church in America. He attended Princeton University on a Navy Scholarship and began his vocational journey as an officer on a submarine.



He then attended law school at the University of Washington and began his career as a trial lawyer in Seattle. After practicing with a large firm, he joined a number of friends and formed what became Mills Meyers Swartling. During his litigation career he was inducted into the American College of Trial Lawyers. Over more than thirty years as a practicing lawyer, David also taught litigation skills and participated in bar association activities, and he served for 15 years as Editor-in-Chief of the *Washington Civil Procedure Deskbook*. For his efforts to improve the legal profession he received awards from both the American Bar Association and the Washington State Bar Association.

David has also been extensively involved in the work of the ELCA. He served as Vice President of the Northwest Washington Synod, and on the boards of Trustees of the ELCA Foundation, Board of Pensions (now Portico Benefits Services), Lutheran Community Services Northwest, and Lutheran Services in America. He also served as parliamentarian for a number of Synod Assemblies, and in 2005 and 2007 he served as parliamentarian for the ELCA Churchwide Assembly. At the latter Assembly, he was elected to serve as Secretary of the ELCA, the first layperson to serve in this position. He and his beloved spouse Barbara relocated to Chicago where they both served (Barbara became the Executive Director of the Deaconess Community) until 2013, when they returned to the Seattle area.

Since retirement, David has continued to consult with ELCA organizations and to serve as parliamentarian for several synods. He also served as a consultant to the ELCA Church Council and drafted its Governance Policy Manual. He and Barbara reside on Bainbridge Island and are members of Bethany Lutheran Church.

Proposed Rules of Organization and Procedure for the Oregon Synod Assembly

Contents

- A. Authority
- B. Members of the Assembly
- C. Credentials
- D. Voting
- E. Rules of Assembly
- F. Bishop's Election
- G. Resolutions and Memorials

A. 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.

B. 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%.

1.3. A congregation of 500 baptized members and above may have additional voting members 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 2023 parochial report figures. Congregations that did not complete a parochial report for 2023 will be allowed 2 lay voting members regardless of the number of baptized members they have.

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

1.5. Representatives from authorized worshipping 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.

1.6. 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.

1.7. 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 adults. 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+.

1.8. 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.

1.9. Synod Council members shall be voting members of the assembly.

1.10. 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.

1.11. 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 March 1, 2025. 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 March 1, 2025 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 1, 2025, through April 8, 2025 once the number of registered lay voting members is known. There may be a limited number or no 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 minister report to the Bishop's Office in 2025 (before April 1) or attended Bishop's Convocation in 2024. 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.

C. Credentials

A Credentials Committee of three to five persons shall be appointed and have responsibility for voting members' credentials and attendance status. A quorum will be identified following the reading of the credentials report and shall make a supplementary report after the opening of each plenary session. Voting members must be checked in and seated in the ballroom 20 minutes prior to voting. **Check in for registered voting members closes on May 30th at 1pm for voting on May 30th, and on May 31st at 8am for voting on May 31st.**

D. Voting

Voting will be conducted in written form via an electronic device, as allowed by the Oregon Synod constitution and Oregon State law. The polls will remain open

for a reasonable time, as determined by the chair, to permit voting members to record their votes. Paper ballots will be used as back-up for those unable to vote by electronic methods. The election committee shall ensure no voting member submits multiple votes

E. Rules of the Assembly

1. Robert's Rules of Order, latest edition, shall govern parliamentary procedure of this assembly.(\$7.32)
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. Voting members for each congregation shall be the same persons for the two (2) days of the Assembly. Regular registration will open on February 14, 2025 and close at 10pm March 30, 2025.. Registration will not be allowed after the closing date and time or on site at the event.
5. If a congregation needs to switch to an alternate voting member the synod office must be notified of the change no later than March 30, 2025 at 10:00 pm. After this date, transfers will only be permitted due to exceptional circumstances (serious illness or death) and with an additional fee.
6. For elections of 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 January 14, 2025. To have your bio information available to voters, the form needs to be submitted by March 7, 2025. There are no nominations from the floor.
7. Each person, when recognized by the Chair, shall state his/her name and congregation or institution before speaking. No speech shall exceed three (3)

minutes. This rule does not apply to messages and reports by agencies and officers of the Synod or to guest speakers to whom special time has been allotted.

F. Bishop's Election

3. The representative of the Churchwide organization shall preside over the assembly whenever the assembly is in session and considering business related to the election of the synod bishop, or when the assembly is casting ballots in the bishop's election. Upon conclusion of balloting or of specific business related to the election, the Bishop shall resume presiding over the assembly.
4. The Oregon Synod Bishop's Election is conducted by ecclesiastical ballot. Under this system, the first ballot is an open ballot. Voting members of the assembly write in their prayerfully-considered choice for bishop. This person may be one of the candidates nominated by pre-identification in the months leading up to the assembly, or it may be another candidate. The pre-identified candidate must receive the individual's permission in advance to nominate them and must be able to provide contact information for that individual. The pre-identification period will be open January 14th- March 7th. The nomination form will be shared via email and available on the Synod Assembly webpage. Any rostered Minister of Word and Sacrament (pastor) may be nominated
5. A bishop nominee may withdraw between the 1st and 2nd ballots.
 - a. The ecclesiastical ballot is defined in the synod constitution under †S9.04:

The bishop shall be elected by the Synod Assembly by ecclesiastical ballot. Three-fourths of the legal votes cast shall be necessary for election on the first ballot. If no one is elected, the first ballot shall be considered the nominating ballot. Three-fourths of the legal votes on the second ballot shall be necessary for election. The third ballot shall be limited to the seven persons (plus ties) who received the greatest number of legal votes on the second ballot, and two-thirds of the votes cast shall be necessary for election. The fourth ballot shall be limited to the three persons (plus ties) who receive the greatest number of votes on the third ballot, and 60 percent of the legal votes cast shall be necessary for election. On subsequent ballots a majority of the legal votes cast shall be necessary for election. These ballots shall be limited to the two persons (plus ties) who receive the greatest number of legal votes on the previous ballot

Oregon Synod, ELCA Bishop Job Description

Eligibility:

- Must be minister of Word and Sacrament of the Evangelical Lutheran Church in America.
- Should ideally be able to be based from the location of the Oregon Synod Bishop's Office in Portland, OR

Six-year term, starts August 1, 2025

1) Acts as the pastor of the Oregon Synod, and in this capacity:

- Preaches, teaches, and administers the sacraments.
- Has primary responsibility for the ministry of Word and Sacrament in this synod and its congregations, providing pastoral care and leadership for this synod, its congregations, its ministers of Word and Sacrament, and its ministers of Word and Service.
- Ordains (or provide for the ordination of) approved candidates who have received and accepted a properly issued letter of call.
- Installs (or provides for the installation of) rostered ministers.
- Attests letters of call for persons called to serve congregations in the synod, those called by the Synod Council, and for those on the synod roster called by the Church Council.
- Exercises leadership in the mission of this church and in so doing:
 - Interprets and advocates the mission and theology of the whole church;
 - Leads in fostering support for and commitment to the mission of this church within this synod;
 - Coordinates the use of available synod resources as it seeks to promote the health of this church's life and witness in the areas served by this synod;
 - Submits a report to each regular meeting of the Synod Assembly concerning the synod's life and work; and
 - Advises and counsels this synod's related institutions and organizations.
- Practices leadership in strengthening the unity of the Church and in so doing:
 - Exercises oversight of the preaching, teaching, and administration of the sacraments within this synod in accord with the Confession of Faith of this church.

- Is responsible for administering the constitutionally established processes for the resolution of controversies and for the discipline of rostered ministers and congregations of this synod.
- Is the chief ecumenical officer of this synod.
- Is a member of the Conference of Bishops and consults regularly with other synod bishops.
- Fosters awareness of other churches throughout the Lutheran world communion and, where appropriate, engage in contact with leaders of those churches.
- Cultivates communion in faith and mission with appropriate Christian judicatory leaders functioning within the territory of this synod
- Is an *ex officio* member of the Churchwide Assembly.

2) Administration

- Serves as the president and CEO of the Oregon Synod, ELCA corporation.
- Presides at all meetings of the Synod Assembly and provide for the preparation of the agenda for the Synod Assembly, Synod Council, and the council's Executive Committee;
- Ensures that the constitution and bylaws of the synod and of the churchwide organization are observed within this synod, and that the aligned actions of the synod are put into effect;
- Directs and guides the work of the other officers (Vice President, Treasurer, and Secretary) and supervises the work of bishop's assistant(s) and synod staff members;
- Appoints all committees for which provision is not otherwise made;
- Is a member of all committees and any other organizational units of the synod, except as otherwise provided in the synod constitution;
- Maintains the roster of active, on leave from call, disability, and retired ministers:
 - provides for preparation and maintenance of synod rosters with names and addresses of all rostered ministers of this synod and a record of the calls under which they are serving or the date on which their retired or disability status took effect;
 - annually brings to the attention of the Synod Council the names of all rostered ministers on leave from call in conformity with the constitution, bylaws, and continuing resolutions of this church and pursuant to prior action of this synod through the Synod Council;
 - provides for prompt reporting to the secretary of this church of:

- additions and subtractions from the rosters of this synod;
- the issuance of transfers for rostered ministers in good standing who have received and accepted a properly issued and attested letter of call under the jurisdiction of another synod; and
- the entrance to the synod roster of such persons for whom proper certificates of transfer have been received;
- provides for preparation and maintenance of a roster of the congregations of this synod and the names of the laypersons who have been elected to represent them; and
- appoints a statistician of the synod, who shall secure the reports of the congregations and make the reports available to the secretary of this church for collation, analysis, and distribution of the statistical summaries to this synod and the other synods of this church.

8. 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, 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.

G. 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 until 10:00 pm March 7, 2025. For resolutions submitted by this date, there will be a three-week period for recommended revisions in consultation with the Reference and Counsel committee. This revision period closes at 10:00 pm on March 28. At that time, whatever is the most recently submitted version of the resolution or memorial will be considered the final form. Resolutions received after March 7th will not be accepted for consideration unless two thirds (2/3) of the Reference and Council Committee or the Synod Council determines 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 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 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. The recommendation of the Reference and Counsel committee 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. This must be done at least a month before the event.

10. The debate on resolutions shall be limited to 30 minutes for each resolution. Extensions of debate for a stated period of time will be allowed by a majority vote of the voting members.

Proposed Order of the Assembly

Oregon Synod Assembly Agenda

May 30-June 1, 2025

Please note that this agenda is likely to change. You can find the most up to date version by accessing one of the Agenda QR codes throughout the venue.

Friday, May 30th

11:00- 1:00 Check in Period for Registrants- *Voting members must check in before 3pm to participate in Bishop's Election.*

1:00 Opening Worship

2:30-5:00 Plenary I

- o Welcome and Orientation to Assembly & Theme
- o Call to Order
- o Adopting Rules of Assembly
- o Agenda, and report of Credentials Committee
- o Overview of Roberts Rules of Order
- o Churchwide Presentation - Imran Mohammed Siddiqui – Vice President of the ELCA
- o Break
- o Budget Presentation Q&A
- o Elections (non-bishop)
- o Bishop's Election – Introduction and Ballot #1

5:00 Dinner

6:30-8 Workshops

Saturday, May 31st

7:00-8:00 Breakfast and Final Check in for Registrants- *If you didn't check in Friday, you must check in before 9 am to participate in Bishop's Election*

- 8:00** Morning Prayer
- 8:20-12:30** Plenary II
- o Credentialing
 - o Report of First Bishop’s Election Ballot
 - o Mission Completion & Legacy Leaving: A panel discussion on death and resurrection
 - o Break
 - o Bishop’s Election – Second Ballot
 - o Resolutions and Memorials
 - o Report on Second Bishop’s Election
 - o Break
 - o Ballot Speeches and Third Ballot OR Bishop’s Report State of the Synod
- 9:00** Deadline to request removal from bishops election ballot. Final check in for those registrants not yet checked in who wish to participate in the bishop’s election.
- 12:30** Box Lunch
- 1:30-5** Plenary III
- o Credentials and reporting on Bishop’s Third Ballot (if needed)
 - o Presentation of Land Liberation Resolution Idea
 - o Coffee Break
 - o Land Liberation Discussion
 - o Resolutions and Memorials Continue or Speeches Bishop’s Fourth Ballot (if needed)
- 5:00** Break/Free Time
- 6:00-7:30** Dinner
- 8:00-10:00** Anam Cara celebration

Sunday, June 1st

- 7:00-8:00** Breakfast
- Morning Table Chats with exhibitors. Come build relationships and learn more about why their ministry matters and what

they do...

8:30-10:30

Plenary IV

- o Report of Fourth Bishop's Ballot, if needed Or Bishop's Report part two
- o Bishop's Fifth Ballot, if needed
- o Budget Q&A and Vote
- o Results of Fifth Ballot, if needed.
- o Closing of Assembly

10:30- 11:00

Break to Check Out

11:00-12:30

Sunday Festival Worship

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;
- observers (in person and via YouTube) watch the assembly to pray, learn, and participate in the life of this church. 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 Robert's 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. You can encourage your fellow congregation members to have a watch party of the livestream on YouTube.

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

- Paul Stromberg — Vice President of the Synod and Chair of the Synod Council
- Vicky Hart — Secretary of the Synod Council
- Mark Dickman — Treasurer of the Synod Council
- David Swartling — Parliamentarian
- Imran M. Siddiqui - Speaker and Bishop's Election Facilitator — Our 2025 Churchwide Representative

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 2025 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 Overview

Bradley



01 BE RECOGNIZED

SAY THIS: Member A: "Mr./Madame President?"
Chair: "The Chair recognizes Member A."

02 MAKE A MOTION

SAY THIS: Member A: "I move that we organize an event in March to raise awareness and funds for our capital campaign."

03 SECOND THE MOTION

SAY THIS: Member B: "Second."

The second is impromptu. The chair doesn't have to invite it by asking, "Is there a second?" Nor does the member making the second have to be recognized.

04 REPEAT THE MOTION

SAY THIS: Chair: "It has been moved and seconded that we organize an event in March to raise awareness and funds for our capital campaign."

05 DISCUSS THE MOTION

SAY THIS: Chair: "Is there any discussion?"

06 VOTE ON THE MOTION

SAY THIS: Chair: "If there is no further discussion, we will take a vote."

"All those in favor of organizing an event in March to raise awareness and funds for our capital campaign say, 'aye.' All those opposed say, 'no.'"

The 'ayes' have it and the motion is adopted. We will organize an event in March to raise awareness and funds for our capital campaign."

For more information, please visit lawoforderblog.com or contact **Sarah E. Merkle**, 205.521.8380, smerkle@bradley.com

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, David Swartling, 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 12-minute video may be of help to orient you to Roberts Rules of Order so you can engage in the meeting.

<https://www.youtube.com/watch?v=s5cuYsYjcfw>

Report of the Reference and Counsel Committee

The Reference and Counsel Committee is responsible for assisting the Synod Assembly with its work on resolutions and memorials.

The work of the resolutions and memorials committee is not to evaluate and recommend to you the resolutions and memorials you are about to vote on based on their topic merit or with a recommendation of whether they be approved or rejected or how the believe people should vote on the item. Instead, it is the committee's task to make sure that the resolutions and memorials they bring forward for the Synod Assemblies' consideration are in good order, and are:

- reviewed against the established criteria from ELCA churchwide.
- Account for any financial impacts as part of the resolution or memorial
- reviewed for clarity, language, factual accuracy and relevance.
- consistent with established churchwide and synodical actions and policies, and constitutions and bylaws.

Following the committee's review and a period for the author(s) to adjust the document and provide a new version based on the feedback provided, the committee votes on which should come before the assembly. That vote is for one of the following:

- To recommend "consider" for those actions that are consistent with, support and extend the policy and ministry directions of the church.
- To recommend "do not consider" for those proposed actions that have structural issues, are inconsistent with practice or would inhibit the work of the church.
- Or to make no recommendation, and suggest "refer", 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.

Once the "consider" memorials and resolutions have been identified, the committee recommends they go to the Synod Assembly to be voted on as part of the business of the body.

This year, 5 resolutions and memorials will be coming before the assembly. Thank you to the members of the synod who volunteered to serve on the Reference and Counsel Committee:

Rachel Kramer (Calvary Lutheran Church, Hillsboro)

Andrew Morris (Grace and Mercy, Hermiston)

Doug Sugano (Our Saviour's, Seaside)

Henry Martinez (Shepherd of the Valley, Beaverton)

Louise Abbott (Gloria Dei, Coos Bay)

Paul Strike (New Life, Florence)

Paul Stromberg (Creator, Clackamas)

Memorial to the Oregon Synod, ELCA Requesting Educational Materials Regarding The Word and Service Roster

WHEREAS, the Evangelical Lutheran Church in America (ELCA) has recognized the significant role of Deacons in the ministry of Word and Service within the Church, serving as vital leaders and advocates in areas such as education, social justice, and pastoral care; and

WHEREAS, Deacons are called to serve within a unique and important ministry that directly engages with both the church and the broader community, yet the role of the Deacon is often not as widely understood or clearly communicated within the ELCA; and

WHEREAS, there is a lack of clear, comprehensive, and easily accessible materials—both in electronic and print formats—that communicate the roles, responsibilities, and opportunities for Deacons within the ELCA. The absence of effective communication regarding the roster of Word and Service (Deacon) results in confusion and a lack of awareness among the wider church community, including both current and prospective members of the Deacon roster, as well as those in leadership positions within congregations and synods; and

WHEREAS, the Churchwide Assembly ensures that all rostered leaders, including Deacons, are recognized and supported in their ministries and that adequate resources are made available to promote these ministries;

Therefore be it

RESOLVED, that the Oregon Synod Assembly requests the Churchwide Assembly of the ELCA request the Churchwide organization to create and disseminate comprehensive and user-friendly materials, both electronic and in-print, that outline the role, ministry, and responsibilities of the roster of Word and Service (Deacon); and be it further

RESOLVED, that these materials should be designed to be accessible and understandable for all members of the ELCA, including congregations, synods, seminaries, and churchwide staff, to ensure that the role of the Deacon is well understood and appreciated across the church; and be it further

RESOLVED, that these materials be made accessible and understandable in Spanish and other applicable languages used within the ELCA, to ensure inclusivity for all members; and be it further

RESOLVED, that these resources be regularly updated and evaluated for effectiveness in meeting the needs of the church and be made available in a variety of formats to accommodate different learning preferences and technological access; and be it further

RESOLVED, that the funding for the implementation of this memorial will be derived from the regular staffing resources of the Churchwide Staff. Additionally, a printing and dissemination budget of \$700 to \$1,500 with a further translation budget of \$500 per language translated would be requested of the Churchwide Annual Budget; and be it further

RESOLVED, that this be addressed at the earliest opportunity and resolved by the next Churchwide Assembly, and that a report be made to the Synods regarding its progress.

Submitted by:

Author: Jack Harris Mandeville, Deacon Candidate, West Linn Lutheran Church

Co-Author: Pastor John Barton , West Linn Lutheran Church

Cost Considerations For Print Materials

1. Design and Content Creation

- **Design Costs:** If professional design services are needed (e.g., graphic design, layout), this could range from **\$500 to \$3,000** depending on the complexity of the brochure. ●

- **Content Creation:** Writing and editing costs for the brochures can vary, but if this is handled by in-house staff, the cost could be minimal (mainly labor hours).

2. Printing Costs

- **Quantity:** The cost per brochure decreases with larger print runs. For example:

- **500 brochures** could cost between **\$100 - \$300**.

- **1,000 brochures** could range from **\$200 - \$500**.

- **5,000 brochures** might be between **\$600 - \$1,500**.

- **Paper Quality:** The choice of paper will impact the cost. Standard paper (e.g., 20 lb. bond paper) is cheaper than glossy or higher-quality papers.

- **Standard brochures** (e.g., 3-fold or 4-panel) printed on regular paper would be more affordable than ones printed on glossy, high-quality stock.

- **Color vs. Black and White:** Full-color brochures will be more expensive than black-and-white ones.

- **Full-color printing** typically ranges from **\$0.30 to \$0.75 per brochure** for larger quantities.

- **Black-and-white printing** would be much cheaper, around **\$0.10 to \$0.20 per brochure**.

- **Printing Method:** In-house printing (if the ELCA already has equipment like a high-quality color printer or copier) may be more cost-effective, with costs for ink and

paper as primary expenses.

- **In-house printing costs** would likely range from **\$0.05 to \$0.20 per page**, depending on the quality of the printer, and the number of pages in the brochure.

3. Other Associated Costs

- **Shipping/Handling:** If materials are printed externally and shipped, this could add to the cost, ranging from **\$50 - \$200**, depending on the volume and location.
- **Distribution:** If the brochures are mailed out or distributed at events, this could incur additional costs, such as postage, packaging, and labor for distribution.

Rough Estimation for In-House Printing:

For **1,000 full-color, 4-panel brochures** with standard paper quality, the total cost would likely range from:

- **Design and content creation:** \$500 to \$1,000 (if done professionally). ●
- **Printing (in-house):** \$200 to \$500 (for 1,000 copies).
- **Total Estimated Cost:** **\$700 to \$1,500** for the entire project, depending on design, printing quality, and other factors.

Conclusion:

The cost will vary based on the factors mentioned above, but for in-house printing, the ELCA can expect to spend approximately **\$700 to \$1,500** for the design, creation, and printing of 1,000 educational brochures regarding the Word and Service Roster.

If you need more specific information or additional details, feel free to ask!

Resolution: A Response to Executive Order 14169, "Reevaluating and Realigning United States Foreign Aid," in the Oregon Synod

WHEREAS, The church can speak in society with both a prophetic and pastoral voice. One of the church's missions, given by Paul in 1 Corinthians 12:12-27, addresses all members, especially the weakest, as being part of the body of Christ, where Paul writes, "If one member suffers, all suffer together with it," and

WHEREAS, The mission of the U.S. Agency for International Development (USAID) since its inception was to collaborate with local and national governments, non-governmental organizations, and other partners, to implement programs aimed to foster self-sustaining socioeconomic development, supporting refugee and disaster relief services, and

WHEREAS, The yearly financial audits conducted by the Office of Inspector General regarding USAID never reported any substantial compliance issues regarding funds managed by the Evangelical Lutheran Church in America (ELCA). This includes Lutheran World Relief (LWR), the ELCA Global Mission, Global Refuge (formerly named the Lutheran Immigration and Refugee Services) together with Lutheran Services in America (LSA), and

WHEREAS, Executive Order 14169 led to the immediate suspension of all existing foreign aid programs, with limited exceptions for emergency food assistance and military aid to Egypt and Israel, and

WHEREAS, Bishop Elizabeth Eaton, reacted in a statement released on February 14, 2025. She specified the ELCA's decentralized structure limits the ability of the churchwide organization to take unilateral action on certain issues, so current concerns and fears over the Executive Order cannot be addressed by the ELCA churchwide. Elsewhere in that statement she encouraged churches and synods to continue to speak out in advocacy, and

WHEREAS, Lutheran Community Services Northwest (LCSNW) sued the Trump administration. Despite winning a preliminary injunction issued to temporarily block the

enforcement of the executive order, the Trump administration sent termination notices to several resettlement agencies, including LCSNW, a day after the court's ruling, and WHEREAS, By enacting the Executive Order, the current administration's intention was to dismantle USAID's refugee support, canceling 83% of existing programs and folding the remaining programs under the State Department, and WHEREAS, This change of responsibility will affect long-term economic development and humanitarian aid over immediate political and diplomatic objectives. This also reduces operational flexibility, perceived neutrality, and bipartisan oversight.

Therefore be it

RESOLVED, That, in ninety days from adoption of this resolution, the Oregon Synod Council will form a task force consisting of volunteers, willing local leaders, and an assigned, occasional synod staff member. This team will consult with organizing partners and subject matter experts, like Lutheran Community Services Northwest, and engage in a listening season prior to the next Synod Assembly in 2026. During that time the task force will discover and prioritize the ongoing needs and continued support for immigration and disaster relief services in the Oregon Synod, and be it further

RESOLVED, that the task force will prepare a second resolution with concrete action plans to be presented at the 2026 Synod Assembly. The task force will also make periodic progress reports to the Oregon Synod Council.

Author: Gary Schulstad, Creator Lutheran Church

Signed By: the Rev. Emillie Binja, Creator Lutheran Church, Clackamas, OR; the Rev. John Reutter-Harrah, Synod Staff; the Rev. Solveig Nilsen-Goodin, Resurrection Lutheran Church, Portland, OR; Pastor Craig Johnson, Christ Lutheran Church of Aurora, Oregon; Alison Calsy, Creator Lutheran; Craig Edberg, Creator Lutheran; Debi Stromberg, Creator Lutheran, Gary Schulstad, Creator Lutheran; Patricia Salisbury, Creator Lutheran; Chris Heard, Creator Lutheran; Janet McCullough, Creator Lutheran

A Resolution Toward the Liberation of our Land

WHEREAS, in his inaugural sermon in Luke 4, Jesus invokes the Jubilee tradition in which Yahweh affirms “the land is mine; for you are strangers and sojourners with me,” (Leviticus 25:23) inviting us to return to a relationship with land as a sacred, living gift rather than as property or commodity, and

WHEREAS, the ELCA Churchwide Assembly repudiated the Doctrine of Discovery in 2016, resulting in the establishment of the Office of Indigenous Ministries and Tribal Relations, and The ELCA’s Truth and Healing Movement, and

WHEREAS, the 2022 ELCA Churchwide Assembly overwhelmingly passed a Memorial initially brought by the Oregon Synod and shaped in collaboration with other synods, that encouraged every land-holding Lutheran body to learn about the past and present reality of Native American peoples with relationship to their land, and to consider returning that land to Native tribes or organizations, and

WHEREAS, the process for creating a Sacred Land Story, which includes praying with and for the land, engaging research and discernment around the history of the congregation’s land, and producing a story centered on the land has been developed, designed and supported by multiple cohorts (Reckoning with Racism, Land and Housing, and Climate Resilience) within the Synod-supported Sacred Organizing Coalition, and

WHEREAS, over 25% of our Synod body covering congregations from Astoria to Klamath Falls to Corvallis to La Grande have engaged in the Sacred Land Story process already; whether by receiving a road trip from the Synod Road Trip team or by committing leaders to a cohort process through Oregon Synod sponsored initiatives, and

WHEREAS, five ecumenical bodies in Oregon (Lutheran, Presbyterian, Methodist, Episcopalian and United Church of Christ) have established Land Liberation teams to expand the work of the Sacred Land Story process, and

WHEREAS, the Oregon Synod Council is currently utilizing a Sacred Land Story in its process of discernment about the future of a church's land and property - a process that congregations who will be discerning Holy Closure might also find helpful, and, WHEREAS, we as an Oregon Synod have been faithful in our commitment to this work and have demonstrated our deep commitment to right and reparative relationship with our land and the people who have called it home,

Therefore, be it

RESOLVED, that the Bishop's Office staff of the Oregon Synod make available the already written resources for completing a Sacred Land Story via the Oregon Synod website. And be it further

RESOLVED, that the Bishop's Office staff of the Oregon Synod will be responsible for ensuring that all ministry leaders and transition facilitators have the opportunity to be mentored in supporting ministries through the Sacred Land Story process. And be it further

RESOLVED, that every congregation in the Oregon Synod is invited and encouraged to engage in the process of creating a Sacred Land Story in the next three years prior to the next in-person assembly. And be it further

RESOLVED, that the Sacred Land Story process be integrated into all discernment work included in transition processes, including new clergy, holy closure, new partnerships or location, and discernment of mission. And be it further

RESOLVED, that each congregation be invited and encouraged to share that Sacred Land Story with their wider community and neighbors beyond the walls of their church.

Prayerfully submitted by:

Authors: Rev. Sara Gross Samuelson - Gethsemane, Portland; Victoria Hart - Zion, La Grande;
Rev. Solveig Nilsen-Goodin - Resurrection, Portland; Debi Stromberg - Creator, Clackamas;
Rev. Ron Werner, Jr. - Together Lab

Signers: Bruce Anderson- Zion, La Grande; Mandy Ellertson - St. James, Portland; Nancy Findholt - Zion, LaGrande; Karla Hills - Gethsemane, Portland; Rod Hills - Gethsemane, Portland; Rev. Stephan Kienberger - Peace First, Astoria; Rev. Travis Larsen - Peace, Pendleton; Sharon Magnuson - Gethsemane, Portland; Damien Ntawumpora - Creator, Clackamas; Rev. Kaitlin Pabo-Eulberg; Rev. Louis Schneider - Hope, Klamath Falls; Jasmine Sprague - Gethsemane, Portland; Barbie Tew - Gethsemane, Portland

Memorial

For an End to the Occupation and Recognition of Palestinian Statehood in the United Nations

WHEREAS, the Evangelical Lutheran Church in America (ELCA) in 2005 established the initiative, “Peace Not Walls: Stand for Justice in the Holy Land,” recently renamed “SUMUD¹: for Justice in Palestine and Israel”; and

WHEREAS, the ELCA in its 2017 social message *On Human Rights* states that “concern for the well-being of others lies at the very heart of Christian faith (Matthew 22:36-40)”; and that “The United States occupies a pre-eminent position on the world stage, and its failure to accept instruments of international human rights law isolates the United States and undermines the work of the international community. The failure of the U.S. government to ratify many treaties and agreements of the United Nations calls for action on the part of U.S. citizens” (p. 10); and that “The ELCA as a church also supports human rights around the globe in its work with global partners. In response to God’s call to comfort God’s people (Isaiah 40) and through the strategy of accompaniment, our church seeks to accompany those among our global partners who suffer human rights violations” (p. 10); and

WHEREAS, the United Nations in its Resolutions 446, 452, 465, 471 and 476 has already declared that the state of Israel’s military occupation of the West Bank is illegal according to international law; and

WHEREAS, Israel’s ongoing occupation of the Palestinian Territories of the West Bank and Gaza continues to endanger the security and well-being of both Palestinians and Israelis and makes peace in the region an unattainable goal; and

¹ The name *sumud*, Arabic “steadfastness,” was chosen at the suggestion of our Palestinian Lutheran companions. Receiving this word as a prophetic gift from our companions reminds us that God’s steadfastness calls us to steadfastness.

WHEREAS, illegal military occupation has included the following activities that contravene international human rights:

- Restriction of the freedom of movement within the Palestinian Territories due to checkpoints, and restricted residency cards;
- Military incarceration without due process or a civil trial;
- Demolition of family homes;
- Restriction of the water usage that is administered by the state of Israel;
- Restriction of electricity that is administered by the state of Israel;
- Appropriation of Palestinian homes in Jerusalem,
- Appropriation of Palestinian land by illegal Israeli settlements;

Therefore be it

RESOLVED, That the Oregon Synod Assembly memorialize the 2025 Churchwide Assembly of the Evangelical Lutheran Church in America to urge the Presiding Bishop to direct a letter to the President of the United States, to the President of the Senate, and the Speaker of the House, calling for the U.S. to take action in its foreign policy that would support the recognition of Palestine as a legitimate state in the United Nations as other United Nation member states have done; and be it

RESOLVED, That the Oregon Synod Assembly memorialize the 2025 Churchwide Assembly of the Evangelical Lutheran Church in America to urge the Presiding Bishop to direct a letter to the President of the United States, to the President of the Senate, and the Speaker of the House, calling for the U.S. to take action in its foreign policy that will support the human rights of all Palestinians and Israelis by calling for an end of the illegal occupation of the West Bank and Gaza; and be it

RESOLVED, That the Oregon Synod Assembly memorialize the 2025 Churchwide Assembly of the Evangelical Lutheran Church in America to encourage its members to recommit to advocate for the human rights, justice, and peace for all Palestinians and Israelis.

Authors: Rev. Brian Brandt, Spirit of Grace (ret.), Jennifer Grosvenor, Spirit of Grace

Signers: Rev. Brian Brandt, Rev. Dave Brauer-Rieke, Rev. Robyn Hartwig, Rev. Nicholas Doversberger, Rev. Curtis Zieske, Rev. Michael Keys, Rev. Ron Werner, Jr., Rev. Michelle Manicke, Rev. Solveig Nilsen-Goodin, Rev. Miranda P. Bermes, Rev. Brennen Guillory, Rev. Erika Spaet, Rev. Kaitlin Pabo-Eulberg, Rev. Jill E. James, Dcn. Bonnie Beadles-Bohling, Debi Stromberg, SE Portland Youth Collective leader, Gary Schulstad, member Creator Lutheran (Clackamas), Rev. Dianne Eller, member West Linn Lutheran, Judy Barker, member Storydwelling (Bend), Spirit of Grace (Beaverton), Storydwelling community (Bend), Central (Portland) Social Justice Committee

Resolution Affirming and Supporting Transgender and Nonbinary Individuals

WHEREAS, we believe that “because we are radically freed in Christ, we are called in that freedom to love and serve our neighbor as Christ loved and served us (Galatians 5:1, 13)” (ELCA Social Statement *Human Sexuality: Gift and Trust*, p. 4); and

WHEREAS, Apostle Paul writes, “There is no longer Jew nor Greek, slave nor free, male and female, for you are all one in Christ Jesus (Galatians 3:28).” We are assured that God loves us regardless of and especially in our uniqueness. And,

WHEREAS, the Oregon Equality Act, enacted in 2007, protects lesbian, gay, bisexual and transgender (LGBT) people from discrimination based on sexual orientation or gender identity in employment in state, municipal and private workplaces, in public school education, foster parenting, state institutions, jury service, housing and financial transactions, and in public accommodations (meaning places open to the public such as businesses that sell goods or services, recreational facilities and providers of medical services) [Oregon Revised Statute 659A.006]; and

WHEREAS, Federal Executive order 14168 on January 20th, 2025, declares that there are only two sexes in opposition to medical evidence and codified law both federally and in Oregon; and

WHEREAS, Anti-transgender legislation has been on the rise nationally with 674 bills put forward in 2024 with 50 passing, and 830 bills put forward in 2025 with 48 passing so far as of April 4, 2025; and

WHEREAS, Per the Oregon Synod Constitution Chapter 6, Statement of Purpose, “[we] serve in response to God’s love to meet human needs, caring for the sick and the aged, advocating dignity, justice, and equity for all people, working for peace and reconciliation among the nations, caring for the marginalized, embracing and welcoming racially and ethnically diverse populations, and standing in solidarity with the poor and oppressed and committing itself to their needs. [Oregon Synod Constitution †S6.02.c]”

Therefore be it

RESOLVED, that the Oregon Synod assembly reaffirm its commitment to protect the civil rights of all people, including transgender and nonbinary individuals, and continue to stand in opposition to any and all attempts to legalize discrimination done in the name of religious freedom, and be it further

RESOLVED, that the Oregon Synod Bishop's Office will share educational resources with its congregations and ministry sites so they are better prepared to support transgender and nonbinary individuals, and be it further

RESOLVED, that the Oregon Synod Bishop's Office will have man, woman, and nonbinary as minimum gender options when it is needed for forms, and encourage congregations and ministries to do likewise, and be it further

RESOLVED, that the Oregon Synod Bishop's Office, when reserving spaces for synodical conferences and events, will strive to pick venues that include public bathrooms that are all gender or gender neutral and encourage congregations and ministries to do the same.

Authors: Rev. Emerson Remy Remmers, Grace, Corvallis; Chaune Schafer, Queer Enough, Portland.

Sponsors: Rev. Kaitlin Pabo-Eulberg; Grants Pass, Rev. Logan McLean Strike; Rev. Robyn Hartwig; Rev. Jessica Putland, Together lab, Portland; Rev. Chris Kramer, Bend, Or; Stephanie Senner, Bend, Or; Dcn Bonnie Beadles-Bohling, Central, Portland; Rev Hallie Parkins, Luther House, Corvallis; Grace Lutheran Church, Corvallis; Rev. Alison Killeen, Salt & Light, Portland; Rev. Lori Blake, Astoria; Rev. Ron Werner, Jr, Together Lab, Portland; Rev. Erika Spaet and the Storydwelling community, Bend; Rev. Miranda P. Bermes; Peace First Lutheran Church, Astoria Oregon Council; Rev. Melissa O. Reed; St. Luke, Portland; Spirit of Grace Church, Beaverton; Elizabeth Hofrichter, Hillsboro, OR; Deacon Sue Best, St. Matthew Lutheran Church, Beaverton; Rev. Leon LaCross, Bethel Lutheran, Portland; Rev. Christine M. Core, First Immanuel Lutheran Church; Stori Long, Storyline Community, Milwaukie; Pr.

Anna Hoesly, Storyline Community, Milwaukie; Vicar Dez Valdez, Storyline Community, Portland; Rin Sims, Creator Lutheran, Clackamas; Our Saviour's Lutheran, Lebanon.

Report of the Nominations Committee

2025 Open Oregon Synod Positions

Below are the positions that will be elected. The position description and requirements are listed for each.

Position Open:	Position Open To:
Synod Council- Crater Lake Cluster	3 year term - 2 term limit One position open to a woman or gender expansive, lay or rostered.
Synod Council-High Desert Cluster	3 year term - 2 term limit One position open to a woman or gender expansive, lay or rostered.
Synod Council-Oregon Trail Cluster	3 year term - 2 term limit One position open to a woman or gender expansive, lay or rostered.
Synod Council-At Large Position #4	3 year term - 2 term limit One position open to a man or gender expansive, lay or rostered..
Synod Council-At Large Position #5	3 year term - 2 term limit One position open to a man or gender expansive, lay or rostered.

Biographical Information of Nominees

Synod Cluster - High Desert Cluster

Peggy Jeffries, Nativity Lutheran Church, Bend

(Lay, Woman)

Congregational Activities:

Women's ministries, food pantry, Outreach to homeless individuals

Synod and Community Activities:

Serving on Synod Council, Relationships with sister synod in Poland, assisting Polish churches with Ukrainian refugee resettlement.

Three Ministry Gifts Important for Position:

Enthusiasm, knowledge of Synod processes, willingness to commit in relationships to complete obligations.

Vision for the Church in a Changing World:

Ongoing compassion and commitment to serving ALL in the manner that Jesus would do.

Synod Cluster - Oregon Trail Cluster

Dianna Bernklau, Zoar Lutheran Church, Canby

(Lay, Woman)

Congregational Activities:

Education, Youth, Worship and Music, Worship Assistant. Mutual Ministry, Choir, Secretary of Congregation, Care Team

Synod and Community Activities:

Parish Life Commission, Congregation Ministries, Synod Council

Three Ministry Gifts Important for Position:

Good listener, team worker, and loves the church

Vision for the Church in a Changing World:

I hope and pray that our church will rise to the occasion to advocate and support all those who are vulnerable in today's crazy world. While we do this, we must be faithful to Jesus' calling to be his disciples to care for all people and spread the gospel.

Synod Council - Crater Lake Cluster

Rev. Logan McLean Strike, Calvary Lutheran Church, Grants Pass

(rostered, Woman)

Congregational Activities:

Rev. Logan McLean Strike is a dedicated advocate for the unsheltered community in Southern Oregon, committed to upholding the dignity of all persons. As a pastor of a Reconciling in Christ congregation, she leads efforts for inclusivity and support for the LGBTQIA+ community. Pastor Logan's work is rooted in a deep belief in building beloved community by bringing diverse voices together, creating spaces of understanding, empowerment, and mutual respect. Her greatest passions are for pastoral care and community building.

Synod and Community Activities:

Pastor Logan brings joy to the synod work she has engaged in, contributing to the Civic Life and Faith curriculum in 2023 while weaving community connections through local storytelling events in Florence and Grants Pass, OR. She writes for the preaching roundtable in NE Minnesota synod's EcoFaith Network's publication, "Green Blades Rising," a weekly reflection on the ecological implications of each Sunday scripture text. A passionate fiber artist, she understands that—like in knitting and weaving—life's mishaps can often be mended, transformed, and made beautiful again through patience and care.

Three Ministry Gifts Important for Position:

deep listening, compassion, and hopefulness.

Vision for the Church in a Changing World:

I believe God delights when we make space for joy in our churches. I believe we are called to honor our sacred Lutheran traditions while being open-hearted enough to welcome the new that God is growing among us. We are called to be a community crafting hope through honest conversations and tender connections. I believe the future of the church is an unknown good thing that we get to build here and now. The small, loving choices we make today weave the fabric of the church our children will inherit—a place of healing, spiritual discovery, and deep, transformative joy.

Synod Council- At Large Position #4

Lloyd Cushman, Creator Lutheran Church, Clackamas

(Lay, Man)

Congregational Activities:

Council VP, President and Secretary

Synod and Community Activities:

None

Three Ministry Gifts Important for Position:

Encouragement, service, leadership

Vision for the Church in a Changing World:

My hope and vision for the church in a changing world focus on building healthy community, care for others, equity, education, collaboration and cultural awareness and preservation.

- Care for others My vision emphasizes the need for moving and expanding our circle of care from self, family, fellow members, the synod to all of humanity. As we learn to care for ourselves in a healthy way our circle of care should be expanding. Empowering individuals and building strong communities are key to a resilient and dynamic church.
- Equity, Inclusivity, and Education A progressive world view should prioritize equity, care for others, and inclusivity. The church should provide education which fosters critical thinking, creativity, healthy communication and emotional intelligence.
- Collaboration and Cultural Preservation Addressing all challenges requires collaboration, and it is essential to understand others views, preserve and be aware of cultural backgrounds while embracing innovation and change. This requires taking the time to listen and not be hasty in decision making.

Synod Council- At Large Position #5

John Smithies, Atonement Lutheran Church, Newport

(Rostered, Man)

Congregational Activities:

I am currently the Pastor of Atonement Lutheran Church in Newport. We have a full range of activities throughout the week including ministries in our community.

Synod and Community Activities:

We try to be engaged as much as we can with the mission and ministry of the Synod, assisting where needed. We have hosted Synod workshops, guests, and work towards climate resilience with our partners in the synod.

Three Ministry Gifts Important for Position:

I like to think that I am a deep listener, a deep thinker, and this through discernment give clarity to vision and mission.

Vision for the Church in a Changing World:

In a world of change the church proclaims the eternal truths of God's revelation in Christ Jesus. In a world of change we offer the unchanging truth that we are children of God, united to Christ in his death and resurrection, and are the ones sent out into the world to be the love of God for our neighbor. In a world of change we proclaim the unchanging truth that God is love.

Report of the Bishop



Oregon Synod



Bishop's Report to the Synod Assembly 2025

Anam Cara: Soul Friends in the Spirit of Jesus

Beloved of God,

As I travel the deserts and valleys of the Oregon Synod, and meet with you over coffee and lemon bars, or in the quiet of a dimly lit sacristy, or in prayer at the rail at Holy Communion, I see that many of us are on edge, discouraged, exhausted and heartbroken. In my thirty-one years in ordained ministry, I don't know when I've seen and felt such breakdown of a government, or such shared pain and overwhelm.

Some of us are newly unemployed, or fear for a friend or relative who is. Some are wondering about future employment, the wisdom of bearing children in these times, or the future of creation itself. Some want to DO something but don't quite know what, so type out uncharacteristically polarizing posts on social media. Some of us fear deportation daily or now feel physically at risk when we use public facilities.

Beloved, these days are impossibly difficult. No words of a deacon, pastor, SALM or bishop will take that away. Yet, as one of our lay leaders said recently, it is possible we are called this very moment to be **ministers of the impossible**. Perhaps we Christians who follow the Way of Jesus, were born for such a time as this -

- to resist hatred in a season of denigration and contempt,
- to pray for those who persecute us, even as we courageously stand to end the persecution,
- to remember the orphan, the stranger, the widow,
- to love our neighbors as ourselves,

- to remember that Christ’s Spirit is most often found at the foot of the cross, in the forgotten and marginalized of this world, and not in the gold, glitter and glory of what the world counts as most valuable.

Beloved, we know how to do this. It is in our bones as followers of Christ — in the scriptures, the elders and ancestors, and the worship and rituals of our tradition. I see you, being “Ministers of the Impossible” - slowing down long enough to write letters to legislators making a difference or encouraging some other public leader who might risk something to act in a spirit of courageous love. When I am with you, I see you taking the time to nurture a hesitant young person still finding their voice, or I see your energy as you tell me about creating a community-wide series of meals simply to listen deeply to neighbors across denominations and faith traditions, or joining in centering prayer every week to pray for all those in Gaza and the Holy Land or in harm’s way, or quietly sharing tons and tons of food with little, red know-your-rights cards ready, “just in case,” on a Wednesday in the back of the church building.

Esther knew it. Ruth knew it. Peter knew it. Mary Magdalene knew it. Mother Teresa knew it. When we follow the Way of Jesus, we are called to do small things with great love.

I am grateful that ours is a faith of relationship, of embodied love, of incarnation. We proclaim the Word made flesh, God Immanuel, *God with us*, come to us in the form of a vulnerable infant. As this young one grew, he touched lepers, celebrated children, ate with tax collectors, saw dignity in sex workers, sat with the rejected, healed widows, wrote forgiveness in the dust and sat with aching and isolated bodies. Healing came through loving relationships and earthy, faithful touch.

In the Oregon Synod this year and last, we’ve been exploring spiritual friendship through sacred encounter and embodied friendship. Even and especially in these hard days, these are the kind of relationships that help us live into the dream of being “Ministers of the Impossible.”

Simply put, we need one another, and we are better together. Infants die without someone with flesh and skin to hold them close. Elders are often our least touched siblings in this country. I suspect that many of us have moments of isolation and loneliness. Yes, it’s likely that we each could also share stories about people who have been a transformational force for us in our lives at just such moments - lives much diminished without that someone.

And often, except for family, I hear “church” or faith community as the place of first meeting that kind and wise soul. Our spaces — of life and grace, of breath and body, song and prayer, water and Word — matter.

And, we are blessed if we’ve discovered in our spiritual homes or friendship circles a Soul Friend, an “Anam Cara” as it is called in the Celtic Christian tradition. An Anam Cara, as you may know, is a friend who calls us to be our best self. An Anam Cara shows up, especially through our darkest times. An Anam Cara holds us accountable to who we say we want to be, to who we truly are in God, even when that conversation is difficult. An Anam Cara dances with us in our most joyful moments, even if the road to getting there is long and rutted and not always clear.

Our theme for the Oregon Synod Assembly 2025 is Anam Cara: Soul Friends in the Spirit of Jesus. What if our entire synod, our faith communities and families and neighborhoods and state, were saturated with this kind of gentle, loving kindness, humility, spiritual maturity, resilience, self-awareness, honesty, play and embodied friendship? It’s a dream, but it’s God’s dream, and it comes to us over and over again in the words of the prophets, the stories of both testaments, the life of Jesus. If we took seriously the counter-cultural call to THIS kind of friendship, to truly be together “Ministers of the Impossible,” what kind of loving humanizing force would we be able to be in this world?

As I travel throughout Oregon, I try to ask myself crazy questions like this:

- Am I surrounding myself with others who best help me to look around for what Christ’s Spirit is up to in and outside of the church?
- Am I slowing down enough to be mindful of how we are walking, or not walking, Christ’s Way?
- Am I immersing myself in fresh readings of the ancient stories of who and how Jesus lived, died and was resurrected?
- Am I willing to name “empire” as empire, white supremacy as which supremacy, and Christian Nationalism as Christian Nationalism, and resist their dehumanizing ways?
- Am I humble enough to let loose my tightly held preconceptions so that I might find God’s Spirit where I least expect it?
- Am I willing to join in the risky movement of that Holy Wind in the world God so loves

Thanks to Zoom, and to the gift of being with you in person, I see seeds of life beginning to bud. Online Cohorts draw together leaders every month from parts as far away from one another as Medford to Astoria, from Hillsboro to LaGrande to join together in reimagining the world. More justice and housing for those who are houseless, more support and safety for those fleeing violence or ecological devastation, more connection and respect for those who have not been connected or seen, more dreams dreamt together - about Christ's gospel, forgiveness, justice, kindness and healing.

Through collaboration, we support interfaith and ecumenical Cohorts in which we unpack our land stories and the many facets of ongoing racism throughout Oregon history; other Cohorts work on discernment and decision around limited resources and creative, faithful ways forward. Your synod currently hosts at least fourteen active cohorts, collectives and learning communities which include more than 67 teams or communities, and thus over 500 spiritual diverse individuals together exploring community vitality, rural ministry, congregational leadership, housing and houselessness, racial justice, belonging and resiliency among youth, climate resilience, worship, scripture, theology and more. Imagine what Spirit is doing in those circles of sharing and discernment.

Friendship isn't simply about individual relationships. Friendship can be a collective journey as well. The Oregon Synod currently has more than ten congregations which are in partnerships of two or more congregations, seven of which are intentional ecumenical communities resulting from years of collective collaboration and discernment. Six congregations have started a "friendship process" to explore deepening relationships with one another for the sake of Christ's life and life abundant. Five have discerned that their mission has been completed and it is time to place their congregational life, their hopes and their assets into the hands of a loving God who WILL offer resurrection life with all of it.

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 and shared friendship is full of depth, vulnerability and Spirit, then inevitably vitality, hope and possibility emerge.

Much of what we are doing in the Bishop's office has to do with this: hosting or supporting sacred encounters through the Lay School of Theology; Capacity Discernment Cohorts; Retired Ministers' Cohorts; Reckoning with Racism Cohorts; Chaplain Support Circle; Climate Resilience Cohorts; Distinct Congregational Presidents, Musicians and Treasurers cohorts; Spiritual and Theological Mutual Accompaniment groups; Candidacy processes; Anti-Racism Network; local Cluster gatherings; Transition/Interim Pastors Groups

and Transformational Transitions Facilitators Sessions; Stewardship cohorts; Kaleidoscope Institute Facilitator Trainings; First Call Theological Education week for new deacons and pastors, and more.

Who are we in the Oregon Synod?

The Oregon Synod is: two campus ministries, six mission starts, one Christian camp and 99 congregations. 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 is a Lutheran camping ministry just outside Cheshire, started by a few simple dreaming chats in Eugene area churches.

We work with two hospital systems born of Lutherans, Legacy Health in Portland and SW Washington, and Columbia Memorial Hospital in Astoria. We also walk with Lutheran Community Services Northwest, which has offices in Portland and ministries in Astoria, Prineville, Klamath Falls, McMinnville and Beaverton. Our mission developers are working with the LGBTQ community through Queer Enough, Spanish-speakers in the Cully Neighborhood, and young adults and families from across the state via Together Lab, Storyline and Story Dwelling. Some of our mission developments are pondering their next seasons and beginning the process of stepping out on their own. The dream we have when we begin a mission start! In faith, we partner closely with those beyond our synod like Pacific Lutheran University in Tacoma, WA, Luther Theological Seminary in St. Paul, MN, and Pacific Lutheran Theological Seminary in Berkeley, CA.

In 2024 three ministers of word and sacrament moved to Oregon to accept a new call and six changed calls within the Oregon Synod. Eight rostered leaders retired. Over the last year, six congregations discerned Holy Closure as their next most faithful step, each time offering financial support to neighboring organizations serving the vulnerable, youth, creation and more. Two congregations disaffiliated to join other, smaller Lutheran denominations.

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 spiritual friendships, because of how God's Spirit works through our broken and beloved bodies, and because of you! I am honored and challenged to be your bishop in these complex, exhausting and invigorating

times. The cathedral of the church of our grandparents is crumbling, stone by stone, and yet God's Holy Spirit is with us inviting us to build a dance floor from the stones. And the stone the builders rejected? That one, Jesus of Nazareth, has become the cornerstone.

Thank you for being true ministry partners with us in the world God so loves.

There is no greater love than this—that one should lay down one's life for one's friends.

John 15:13

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 typed name.

Bishop Laurie Larson Caesar, Oregon Synod, ELCA

Bishop's Statistical Report

April 2024-March 2025

ELCA Rostered Leaders Who Moved into the Synod

Rev. Allison Bengfort.....St. Andrew, Beaverton
Rev. Zachary Courter.....St. Mark, Salem
Rev Cynthia Robles.....Good Shepherd, Albany
Rev. John Knutson.....Retired
Rev. Jorn Muller.....Retired

ELCA Rostered Leaders who Moved out of the Synod

Rev. Mary Anthony.....NW Intermountain Synod
Rev. Manuel Borbon.....Pacifica Synod
Rev. Steven Leiser.....SW Washington Synod

ELCA Rostered Leaders Who Moved Calls Within the Synod

Rev. Katherine Brick.....Emanuel, Cornelius
Rev. Logan Strike.....Newman United Methodist, Grants Pass
Rev. David Eppelsheimer.....Oregon Synod ELCA
Rev. Janell Monk.....Our Savior's, Lake Oswego
Rev. Sena Norton.....Prince of Life, Oregon City
Rev. Jessica Putland.....Together Lab, Oregon Synod

Retirements

Rev. John Linn.....6/1/24

Rev. John Knutson.....	8/14/24
Rev. Robert McIntyre.....	11/1/24
Rev. Sue Seiffert.....	12/1/24
Rev. Getahun Tsegaye.....	1/1/25
Rev. Dianne Eller.....	2/1/25
Rev. Robert Kugler.....	2/1/25
Rev. Carol Kyllingstad.....	2/1/25

Closed Congregations

St. Paul of Damascus Lutheran Church, Colton.....	5/12/24
Community of ChristChurch, Portland.....	9/15/24
Holy Trinity Lutheran Church, Portland.....	9/15/24
Bethany Lutheran Church, Portland.....	11/3/24
Faith Lutheran Church, Keizer.....	11/24/24
Luther Memorial Lutheran Church, Portland.....	1/26/25
Casa de Sion, Woodburn.....	2023

Disaffiliated Congregations

Bethany Lutheran Church, Gold Beach.....	8/4/24
Trinity Lutheran Church, Dallas.....	3/2/25

Anniversaries of Ordinations over 25 years

25 YEARS

Rev. Bonnie Fackre-Cochise.....	10/21/2000
Rev. Janell Monk.....	11/9/2000
Rev. John Linn.....	8/20/2000

30 YEARS

Rev. Berry Scruggs.....	11/11/1995
Rev. Eric Dull.....	7/9/1995
Rev. James Doherty.....	4/2/1995
Rev. Jill James.....	4/1/1995
Rev. Linda Easterling.....	11/12/1995
Rev. Mary Peterson.....	9/24/1995
Rev. Mary Anthony.....	7/9/1995
Rev. Matthew Goodrich.....	7/30/1995
Rev. Polo Garcia.....	7/22/1995
Rev. Sharon Hughes.....	7/23/1995
Deacon Renee McNeal.....	5/25/1995

35 YEARS

Rev. Daniel Brunner.....	1/7/1990
Rev. Michael Keys.....	6/17/1990
Rev. Stephen Kienberger.....	1/14/1990
Rev. Susan Farley Green.....	9/23/1990

40 YEARS

Rev. Donna Herzfeldt-Kamprath.....	5/15/1985
Rev. John Reutter-Harrah.....	3/17/1985
Rev. Mark Brocker.....	11/17/1985
Rev. Theodore Hamann.....	10/27/1985

45 YEARS

Rev. Joseph Medley.....	7/12/1980
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Rev. Ronald Gregg.....1/1/1980

Rev. Susan Kintner.....6/22/1980

50 YEARS

Rev. Donald Torala.....6/8/1975

Rev. Douglas Adams.....7/13/1975

Rev. Steven Carlson.....6/8/1975

Rev. Troy Mooneyham.....6/8/1975

55 YEARS

Rev. Darrel Lundby.....10/18/1970

Rev. Paul Swanson.....7/12/1970

60 YEARS

Rev. Dennis Marttala.....3/21/1965

65 YEARS

Rev. Loren Bliese.....7/17/1960

Rev. William Adix.....1/3/1960

Congregation Anniversaries

125 YEARS

Bethesda Lutheran Church, Eugene

75 YEARS

Emmanuel Lutheran Church, Willamina

Faith Lutheran Church, Albany

Our Savior Lutheran Church, Lebanon

Report of the Vice President

I've been thinking a lot about land lately. It's one of the most common topics in the Oregon Synod. We have the Land and Housing Team that has been helping congregations do land stories and then prayerfully consider their relationship with the land and how to steward that land. We have the Land Liberation team that is the Lutheran arm of an ecumenical team (Episcopal, Presbyterian, Methodist, UCC and ELCA) that is working towards a horizon of having recommended policies as congregations face holy closure. We have the Reckoning With Racism Team, that among many other things has looked at how white supremacy and racism has used land to deprive Native Americans and people of color of generational wealth. The Climate and Resilience Team is looking at how the land is changing due to our abuse of the earth. The Reparations Team is wrestling with how to right wrongs with those whose land we have taken and to reconcile and restore relationships. They have visited 14 congregations from Klamath Falls to Astoria and Corvallis to Pendleton. The Synod Council, consisting of members from across the state, has been learning and discerning about how to most faithfully steward the gift of land and property from Bethany Lutheran Church. In the last year, 6 congregations in the Oregon Synod have undergone holy closure with several more likely to close soon. Some have had the resources and energy to discern what to do with their property and how to best honor and celebrate their legacy and others have not. The Council realizes that we very likely will be called upon in the near future to manage the closure of other Church properties. With the Bethany gift as a prototype, we have been partnering with the Land Liberation team to develop a discernment process that we can use in the future. This work began towards the end of last year and will continue this year as well.



Currently it is estimated that between 75-100 churches close each week in the United States. By the end of this decade over 100,000 will close. I recently learned that there are people that study church life cycles. Turns out that like many things in life, churches have life cycles. While no two churches are the same, the average

lifespan of an ELCA church is about 80 years. Beyond the worship services and congregational life, churches are often the hub of community life providing room for 12 step self-help groups, boys and girls scouts, food pantries, shelters, farmer's markets, youth group car washes and the list goes on. If you combine all the churches in the country, they are the second largest landowners next to the US Government. Churches are often located in prime locations in our communities. Most also sit on land that was stolen from our Native American siblings.

So clearly we are at a crossroads. This is all a lot to think about, is complex and difficult but there is a part of me that is strangely excited. I cannot help but remember that we are a resurrection people. It is precisely through death that we are reborn. Through endings there are new beginnings. I'm not sure what God has planned for the future, but I trust that whatever is the new way, that it will be a beautiful reflection of God's love. I think a lot about how we, as the Oregon Synod, can be God's hands. We need to celebrate and honor the legacies of those congregations that have closed and at the same time be open to the possibilities of rebirth. In our capitalist society, we often think of land and property as a commodity. Something to be bought and sold. But land is so much more than that. It is sacred. It has a story. It is alive. While selling church property after a closure and distributing the proceeds in a responsible manner may be the best option for some, there are many creative alternative examples of what congregations can do. Some churches are providing space for tiny homes to help combat one of our communities most pressing needs, affordable housing. Others have given their land back to the Native American community as a step of reconciliation and restoration of relationships. Others have been turned into community and recreational centers thereby maintaining a community hub. There are many other examples. As a Synod, we are at a time where we are called to do this work. We have an amazing Synod Council and Synod Staff, but the "Synod" is really all of us. So together, let us honor and celebrate the past but work with the knowledge that we are a resurrection people. God will be with us as we move towards the future and a new way of being Church.

Let us be good stewards of the land.

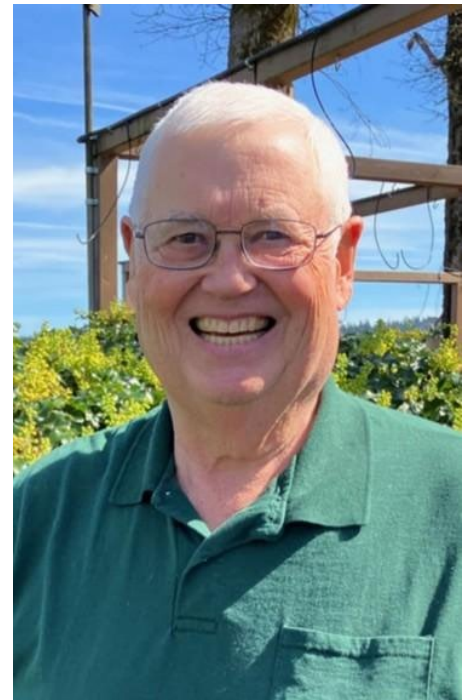
Peace

Paul Stromberg, Oregon Synod Vice President, vp@oregonsynod.org

Treasurer's Report

March 26, 2025 – The Third Week of Lent

From Luke 13: Then he told this parable: “A man had a fig tree planted in his vineyard, and he came looking for fruit on it and found none. So he said...‘cut it down! Why should it be wasting the soil?’ [The vineyard worker] replied, ‘Sir, let it alone for one more year, until I dig around it and put manure on it. If it bears fruit next year, well and good...’ ”



Greetings to all in the Oregon Synod!

It is my duty, and my joy, as your Synod Treasurer, to bring you the important information to understand and join in discussions regarding the financial matters of our Synod. I identify a lot with the vineyard worker in The Parable of the Barren Fig Tree (from Luke 13, above). First and foremost, I am a farmer, I get tending crops to produce fruit, or vegetables, or seeds, or flowers, or beer, or whatever else might “gladden the human heart” (Ps. 104:15). But just as important, I fear my messages regarding dollars are sometimes about as well-received as so much “you know what.” But seriously, friends...

As Bp. Laurie, and I, have said so many times, money is not the mission of the Church, but it is the fuel that allows us to do ministry. It also is one way to measure the accountability and faithfulness of our stewardship of your gifts. So, with the same joy and enthusiasm for digging and fertilizing shown by the vineyard worker in Jesus’ parable, I share with you this report. Like the vineyard worker, I am an eternal optimist, expecting much fruit from our labors!

I am also a realist: I know my audience for this report is diverse, with a wide range of desire for details...or not! It’s possible for the worker to dig too aggressively, or over-

fertilize. I'm going to start with an **"Executive Summary."** You can read it for a big picture of the finances of the Oregon Synod.

For those of you who like the numbers, I will follow the summary with a more in-depth section. I like numbers, I can get lost in them, I can get lost in sharing them with you. Knowing this is not my church, or my job alone, and remaining committed to transparency, I'm going to "dig around it, and..." I hope everyone will find the things they want, and need, to know!

EXECUTIVE SUMMARY:

To repeat the same first message that I gave you last year: The **overall financial health of the Oregon Synod is good**, but there are several significant factors impacting us:

- Mission Support (MS), the unrestricted regular gifts congregations send to the Oregon Synod, are flat over the last six years (2019-2024). We continue to send 42% of MS on to Churchwide.
- Outside General Fund Revenues are up, particularly due to dramatically higher interest earnings; unrestricted gifts are down.
- Draws from our Restricted and Reserve Funds are up compared to last year; we are using our "savings" to do our ongoing work.
- General Fund Expenses are up from last year, though not as much as authorized in the Revised Budget passed by last year's Assembly. This allowed us to transfer ~\$35,000 INTO the Primary Reserve, rather than drawing a similar amount from it.
- The Total Assets on our Consolidated Balance Sheet, ~\$5,323,000, have increased dramatically, up over \$1,500,000, or ~47%, more than one year ago. This is almost entirely due to the revenues received from three congregations who have completed Holy Closure and given portions of their ending legacies to the Synod. Three other congregations have completed Holy Closure in the last two years. One of those, Bethany/Portland, deeded its real property to the Synod; the FY 2024 ending Balance Sheet does NOT have an amount shown to represent that property's value.
- Deposits and investments of the Synod's cash are being stewarded to both protect them, but also to generate income during the time we hold them. About 35% of our cash is invested at ELCA Foundation Ministry Growth Fund, about 44% is on deposit earning reasonable interest at ELCA Mission Investment Fund, and the balance is on deposit at banks, earning market rate interest. We are using a dollar-cost-averaging approach to increase our investment at the Ministry Growth Fund, to achieve a more equal balance between that fund and the Mission Investment Fund.

At the Assembly, I will place on the floor a motion to approve a General Fund Budget for FY 2026 (February 1, 2026 – January 31, 2027). This budget has been drafted in conversation with Bp. Laurie and her staff, reviewed by the Synod Finance Committee, and discussed and reviewed by the Synod Council, who now **recommend it to you, with a DO PASS recommendation**. You will find the budget document in the Assembly materials after this report. **I earnestly solicit your support of this budget, not only with a favorable vote, but also with the continued, regular, faithful Mission Support of your congregation.**

FOR THOSE WHO LIKE MORE DETAILS:

As we continue, I will be referring to two documents that you also have in your Assembly materials:

One is titled:

**SELECTED FINANCIAL REPORTS
JANUARY 31, 2025 (February 1, 2024 –
January 31, 2025)**

The other is titled:

OREGON SYNOD OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA **Fiscal Year (FY) 2026 Oregon Synod ELCA
General Fund Budget**

I will arrange the rest of this report to follow those two documents.

- **Mission Support** (the unrestricted regular remittances each congregation makes to the Synod): On the two graphs, you can see Mission Support is variable, month to month and year-to-year. Mission Support in FY 2024 increased slightly over the prior year (~\$7,000) but was under goal/budget ~\$8,000. Over the last five years, it appears Mission Support has leveled off, but if we take a longer view it's easy to conclude the trend is negative.
- The **Consolidated Balance Sheet** at the end of FY 2024 (FYE) shows Total Assets of ~\$5,323,000, which is over ~\$1,500,000, or ~47%, more than the ~\$3,764,000 one year ago. I believe it is the highest level in the history of our Synod; in the prior nine years (FY 2014-2022), it ranged between ~\$1,972,000 and ~\$3,141,000. This increase is primarily due to the Holy Closures of six congregations over the last two years, as well as receipt of two bequests totaling ~\$500,000. These numbers DO NOT include any amount for the church property (real estate) which Bethany/Portland gifted to the Synod in January. I'll talk more about these things later in this report.
- **Most of these dollars, ~\$4,349,000, are held in our Reserve and Restricted accounts**, earmarked for specific projects or uses. Notably, our Primary Reserve Fund balance is ~\$544,000.

- Our **Synod Endowment Fund** is **~\$302,000** at FYE, almost **84% more** than one year ago.
- Besides Mission Support, all other Synod General Fund Revenues were **~\$2,600** under budget, with no significant individual variances. This brought **Total Revenues** to **~\$1,463,000**, **about \$10,700 under budget**. This variance is less than 1%.
- **Expenses are well controlled**. FY 2024 ended with **total expenses ~\$75,900 under budget**. This means we were able to transfer **~\$33,800 to the Primary Reserve**, instead of drawing \$33,500 from the Reserve. The Synod continued its commitment to send 42% of your Mission Support dollars to Churchwide, for the work of our Presiding Bp. Elizabeth Eaton and her staff, around the world.

Before discussing the proposed FY 2026 General Fund Budget, I will cover some other information that is not in the Selected Financial Reports:

- With our increased assets, all of which are in cash (again, no value has been placed on our Consolidated Balance Sheet for the Bethany/Portland real property), it has been important to me, the Synod Finance Committee, and the Synod Council to ensure **we are good stewards** of this treasure, as we won't use it all at once. We hold cash in four places:
 - We have a checking account at US Bank. That account is used for depositing revenues that come through the Bishop's office; Mission Support from congregations that mail checks to the lockbox also lands there. Our employees are paid from this account. The balance at FYE was **~\$253,000**.
 - We have a checking account at Merrill Lynch Bank of America. That account is used for paying our bills and receiving electronic remittances. That account is also tied to a market-rate interest bearing demand account, and they help us keep some of our dollars earning market-rate interest. The balance at FYE was **~\$851,000**.
 - We have accounts at ELCA Mission Investment Fund that draw interest, primarily at fixed rates. Our weighted interest rate there was **~3.83%** at FYE, on a balance of **~\$2,340,000**.
- Cash that earns interest in these three locations provides **significant interest income**, which supports the General Fund.
 - We have dollars invested "in the market" at ELCA Foundation Ministry Growth Fund (MGF). **Strong investment earnings** continue to strengthen the Synod Endowment Fund, and several Synod Reserve funds, particularly the Primary Reserve fund. During FY 2024, that investment grew 13.6% to **~\$1,879,000** at FYE.

I believe, and the Finance Committee concurs, that **our balance between fixed returns and market returns is correct**, to match our risk tolerance but give us a return. We have a degree of diversity. We also believe **we have the necessary liquidity** to meet cash flow needs. I believe we are heeding the challenge Jesus gave in Matthew 25, The Parable of the Talents: **We're not just burying it!**

- The Synod has received an unusually large amount of cash in the last two Fiscal Years.
 - As mentioned in past years, Together Lab received a total of \$2,250,000 in grants for multi-year projects; the last was received in FY 2023. That cash is being used according to the budgets submitted with the grants.
 - In FY 2023 and 2024, **we received a total of ~\$502,000** from the estates of two individuals:
 - William Hamann bequest \$490,582
 - Kristine Berney bequest \$11,225
 - During the same period, **we received a total of ~\$1,780,000** from five congregations that have completed Holy Closure and given a portion of their cash legacy to the Synod:
 - Good Shepherd Lutheran Church/Eugene \$127,008
 - St. Paul of Damascus Lutheran Church/Damascus \$107,000
 - Community of ChristChurch/Hillsboro \$575,000
 - Faith Lutheran Church/Keizer \$258,000
 - Holy Trinity Lutheran Church/Portland \$713,047

We are grateful, and give thanks to God, for the vision, hard work, and generosity of these faithful people.

- **We are also grateful, and give thanks to God,** for the gift of the real property which was the home of Bethany Lutheran Church, at 37th and Skidmore in NE Portland. This land, building and all the contents (not to mention intangibles like the hopes, dreams, aspirations, missions and ministries, and echoes of the Word, hymns and prayers) are the earthly remains of a part of the body of Christ that labored in the Lord's vineyard for over 150 years. It sits on part of an even older human community. **It is sacred, and we now hold it in sacred trust.**

- o This property has a significant dollar value (which is NOT shown on our Consolidated Balance Sheet). Title transfer was closed mid-January 2025, so we've only been the owners for a little over two months. Bp. Laurie and the Synod Council have determined we won't be in a rush to make "permanent" decisions about this property, while we are investing significant thought, discussion, and prayer discerning the appropriate way or ways to utilize this valuable gift.
- o **In the short term, this property will have** a variety of "costs" to us, both in dollars, and in staff time, not to mention time and emotion for the Synod Council and officers. While there are three tenants (all are non-profits, two are Christian churches) renting various parts of the building, the rental income is not sufficient to cover all of our costs (utilities, insurance, security and critical repairs). I am not concerned that owning this property is going to create a cash flow problem, because of our overall strong cash position. I also believe sometime in the future we will have an opportunity to offset the expenses we are incurring now.
- o Ownership of real property is a new experience for our Synod. We are not currently equipped to be landlords, property managers, or to do any other part of property stewardship. There will be a learning curve. Two members of the Synod Council, **Jan Smith and Jon Erickson, have stepped up to serve as "Trustees" for the property**, overseeing the ongoing responsibilities we now have as the owners; **please tell them thanks!**
- **There is still significant, important work for the Synod Council**, under the leadership of our Bishop, to make additional decisions regarding the proper use of our Reserved Funds, as well as the ultimate utilization or disposition of the Bethany property.
 - o Bp. Laurie has already asked the Finance Committee to set aside part of a day for a planning/brainstorming session to discuss a long-term strategy for management and utilization of these increased assets
 - o As you have or will hear from others, the Synod Council is going through a careful process to properly discern the future of the Bethany property. I will work to ensure the financial aspects of that discernment are properly understood.
 - o We know **there will be more congregations going through Holy Closure**. We know we will have more congregations looking to us for assistance as they face important discussions about their futures. These are not financial issues, but they have financial implications, some of which will not be easy to deal with but must be faced. I ask all of you to **hold in prayer our Bishop and staff, the Synod Council and its officers**, and all others who engage in the tasks of our Synod. These are times of great challenge, and great opportunity.

- The annual outside audit of the Synod is now underway. The auditors (Jacobson Jarvis & Co, PLLC, Seattle) expect to complete it around the time of our Synod Assembly. If it is available by then, I will report the results to you. Although it's a long time ago, I am happy to tell you that last year's audit was entirely satisfactory.

Again, this is one of the benefits we get from having our accounting and financial work done at the Region 1 Financial Services Office. The Region together hires the auditors, and they audit all six synods, as well as the Region 1 books, in one place, at one time.

Now, let's turn to the Budget. Those of you who were at last year's Assembly, or who just like to pay attention to these sorts of things, will remember that the Synod Council came to the Assembly, not only to ask you to adopt a General Fund Budget for FY 2025 (this current year), but also asked the Assembly to modify the budget for FY 2024. Circumstances, financial and otherwise, had changed a great deal. Bp. Laurie wanted to add some staffing, particularly to work with congregations going through discernment of their futures, and to help work through the backlog of congregations looking for pastors. There were funds available to do this, because of the generous vision of William Hamann, a long-time member of St. James/Portland, as the Synod had received a bequest from Mr. Hamann's estate.

It is permissible for the Synod Council to "adjust" a budget already approved by the Assembly. The **Council can move dollars** from one area to another within the budget **or reduce the total** amount. **The Council cannot increase the total** spending authorized in the budget the Assembly adopts. That's why we took the unusual action of asking the Assembly to consider increasing the FY 2024 General Fund Budget, which it did. We also asked for a further increase for FY 2025, which was also approved.

The FY 2025 General Fund Budget IS adequate to do the work. At the request of Bp. Laurie, we have "adjusted" several line items, but **the bottom line remains the same.**

Bp. Laurie also requested the Synod Council bring a **FY 2026 General Fund Budget** to this Assembly which would **fund a "status quo" year**, that is, that we would not add any significant staffing or programs beyond what's provided in this year's budget. Although this Budget has some minor changes from last year, **the total budget is only \$54,456, or 3.42%, more than FY 2025.** Bp. Laurie and her staff, the Synod Finance Committee, and the Synod Council all concur that this budget is correct for the work we anticipate will be necessary in 2026.

I must give you several caveats:

- First, as every year, **budgeting** for work that's 11-22 months in the future is **always uncertain**. We have made no attempt to predict anything about the economy, inflation, or other factors that might affect our costs, or cause our revenues to change. We bring this to you, not only with our best judgment, but also with prayerful consideration; **this is what God wants us to do. We trust God** to walk with us.
- Second, I want you to know **this budget does not cover the entirety of the work of our Synod**. Our Innovation Projects each have their own budgets. A portion of the funding for these projects comes from the General Fund (line 54, Synod Ministry Innovation Projects); the balance is paid for by outside grants, from ELCA Churchwide, and other organizations that believe in and support this work.

The total expenditures within the eight Innovation Projects for which we are the fiscal agent (we manage their money, pay their bills, etc.) in FY 2024 was \$1,025,720; only \$104,391 of that was from the General Fund. In addition, we have two more Innovation Projects that manage their own funds, but to which we contributed \$33,000 in FY 2024. While I don't have access to the financial records of those two projects at my fingertips, I think it's safe to say **we're leveraging our contribution to this work roughly 7:1; that is to say that each dollar from the Oregon Synod is matched with seven dollars from other sources**. We are truly partnered with the larger world, to do ministry, in the name of Jesus, outside of our church walls.

- Third, **the current year's budget, and the proposed FY 2026 Budget, is counting on your congregation's continued Mission Support**. Both budgets are optimistic: This year's budget calls for Mission Support of \$905,000, which is ~\$18,000 more than last year. FY 2026 calls for another \$10,000 increase, to \$915,000. We believe the people of God can do this; we hope you share our optimism (dig, dig, dig)!

Bp. Laurie, and the Synod Council, **sincerely solicit your support of this budget. We ask you to prayerfully consider it, and vote in favor of it at the Assembly. Even more important, I ask each of you reading this report to bring the important information to your congregation and ask them to walk with us by providing the dollars called for, on a regular basis.**

As mentioned earlier, Church is NOT about the money, but dollars fuel the work we do. I continue to strive for clarity and transparency; there's no need for secrets or surprises! I believe we **are stewarding your financial support, and all the treasures of the Oregon Synod, faithfully**. If you need more information to help you or your congregation understand the financial issues, please don't hesitate to reach out to me!

At this year's Assembly, **we have the important task of conducting an election to choose a Bishop to shepherd us for the next six years.** Although not nearly as important, **at the 2026 Assembly there will be an election to choose a new Synod Treasurer;** my service will end in August 2026. I'm confident you'll be looking for a person with the necessary skills to do the job; it should also be someone younger. God will raise up an individual for this; let's **pray the right person is listening to God's call.**

I want to **thank** the members of the **Synod Finance Committee**, who not only take the time to look over, review and advise us on money issues, but also are always supportive and encouraging of me! They include **Bp. Laurie, Vice President Paul Stromberg, Bryan Struve, Jon Erickson, and Louise Abbot. Violet Thetford**, who served almost four years, now sees Jesus face-to-face. **Pr. Newt Kerney** will be filling her position. I give thanks to God for each of these people! I'm also always looking for more individuals to engage in the money discussions as part of the Finance Committee; if you think that's something God's calling you to do, give me a call or email. I promise, I will NOT break arms!

I also want to call out the **Region 1 Financial Services Office (FSO)**, and **particularly Alyce Bakker.** When the ELCA came to life in 1988, it established regional "Centers for Mission" that brought churchwide staff, many of them specialists in particular areas of church work, closer to congregations and synods. In the Pacific Northwest, Region 1 included the Synods of Alaska, Eastern Washington/ Idaho (now called Northwest Inter-Mountain), Montana, Northwest Washington, Oregon, and Southwest Washington. The bishops of these synods wisely chose to establish the FSO, so that there might be professional accounting staff dedicated to doing the "grunt work" of finances for these six synods.

Alyce is retiring at the end of April, after over 37 years (!!!) of faithful service. I cannot imagine doing this job without this talented and gracious woman of God. Alyce, and her assistant, **Karen Dicken, for whom I am also thankful,** do all the work of deposits, payments, payroll, reporting and the accompanying bookkeeping and accounting tasks that go with it. **I thank God for the resources and help of this office, and I thank you for providing it!**

This means **synod treasurers don't handle money, go to the bank, or write checks...**you must wonder how I earn my wages! I am charged with developing budgets, plans for investments and deposits, sitting as part of the Endowment Board, the Executive Committee and Synod Council, chairing the Finance Committee, and approving payments. We have a process where payments go through several hands, from the office, across my computer screen, and on to the FSO in Mill Creek, Washington, so there's still plenty to do. I'm indebted to those who came up with this

system; it would be impossible to do this task without it. I also think it provides a good system of accountability; our auditors like it.

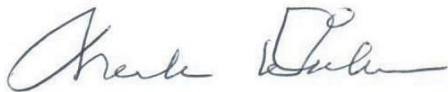
I'm very pleased to share with you that **the Region 1 Board has hired Mr. Rudy Vazquez** to take over Alyce's responsibilities. He's already on the job, learning as much as he can while Alyce is still around. I've spoken with Rudy; he's a man of faith, skill and enthusiasm, and I look forward to working with him.

It is a **privilege**, and an **honor**, to do this unique task; not everybody likes digging and fertilizing, but I rather enjoy it! I thank you for your trust, even as I solicit your prayers. As always, **I am thankful** to a patient and understanding **Bishop** (and her staff!) who recognizes and participates in a partnership to accomplish this work. **I'm thankful** to a supportive and encouraging **Synod Finance Committee** and a committed and engaged **Synod Council**, especially my fellow officers. Most of all, **I'm thankful for my bride** (of more than 50 years!!) for quietly cheering me on (or reining me in when necessary!). **I love you Nancy**, for so many things, but in this case, **for the love of our Church** that you share with me. Let's keep singing together!

Blessings in your day!

For the sake of the world, in Jesus's name,

Mark Dickman, Treasurer
(503) 991-7006
finance@oregonsynod.org

A handwritten signature in cursive script, appearing to read "Mark Dickman".

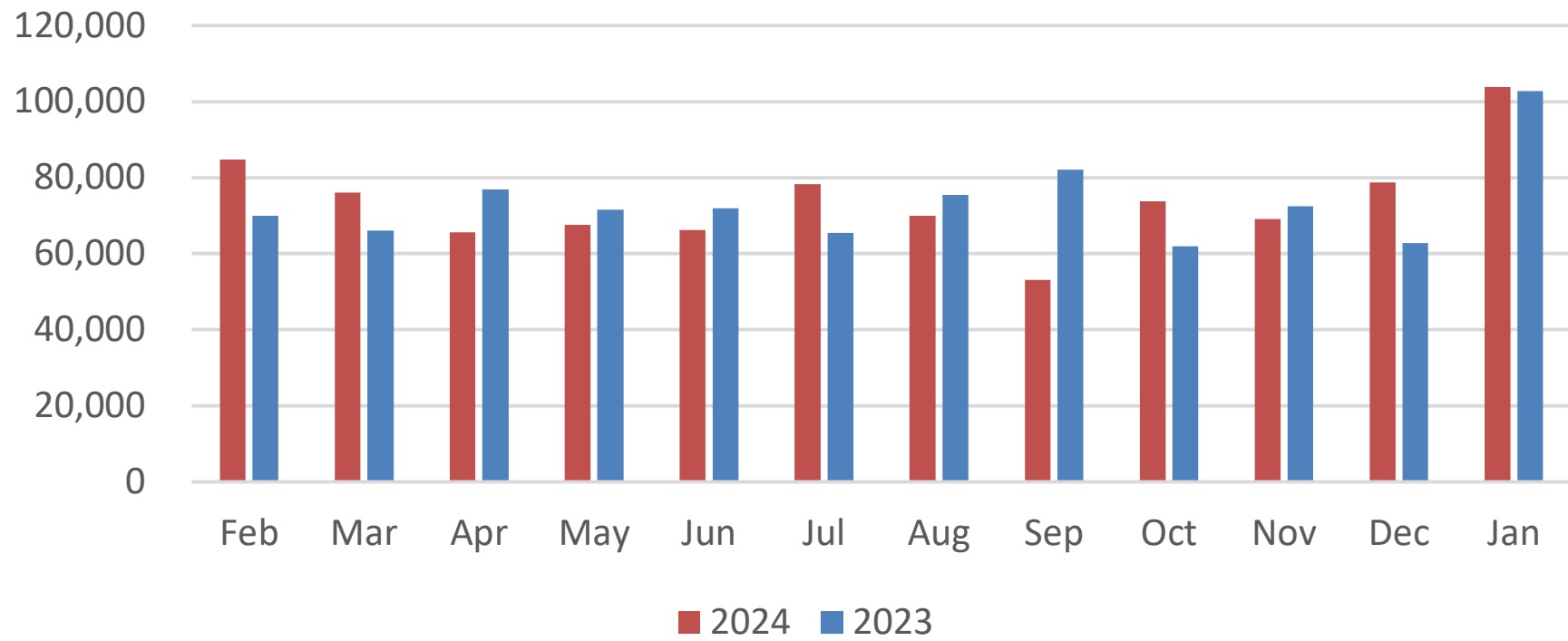
Mark Dickman, Treasurer

**OREGON SYNOD
OF THE EVANGELICAL LUTHERAN
CHURCH IN AMERICA**

SELECTED

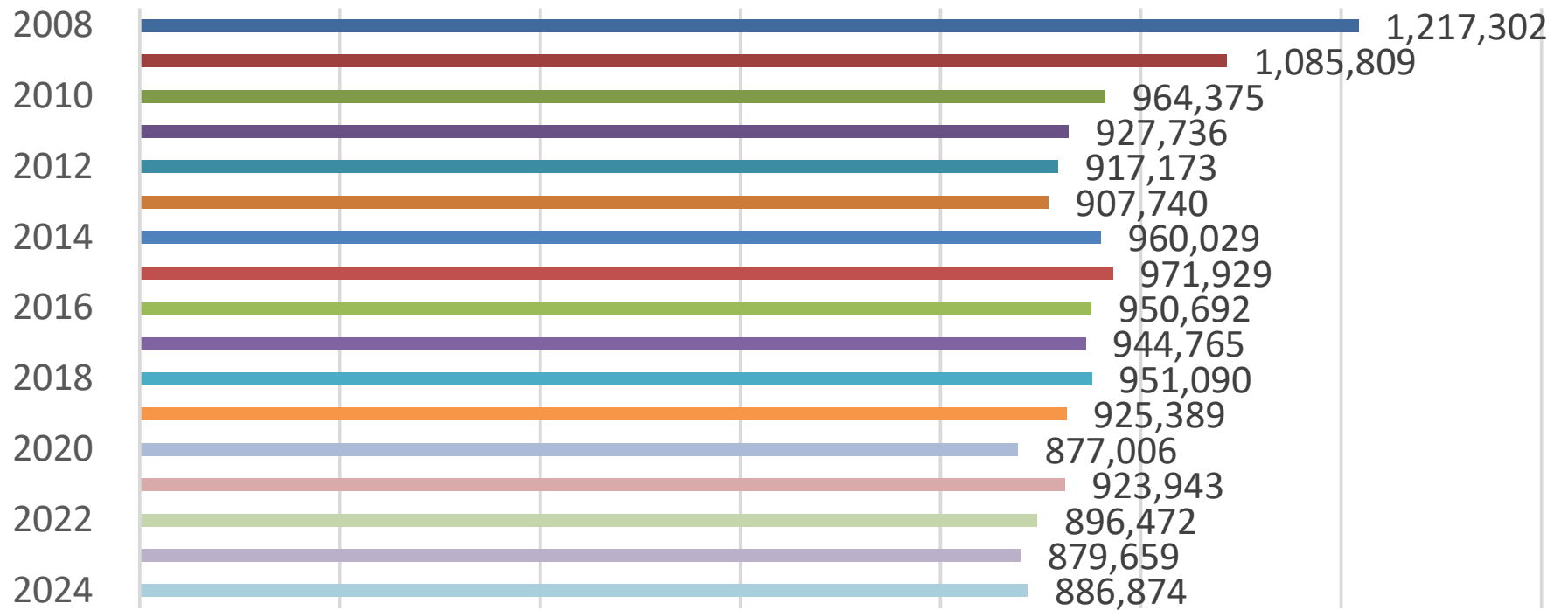
**FINANCIAL REPORTS JANUARY 31,
2025**

Oregon Synod Mission Support



Oregon Synod

Mission Support through January



**Oregon Synod
Consolidated Balance Sheet
January 31, 2024**

	<u>General</u>	<u>Restricted</u>	<u>Loan</u>	<u>Mission</u>	<u>Endowment</u>	<u>Combined</u>
ASSETS						
CURRENT ASSETS						
Cash	110,249.34	646,119.94	0.00	337,185.28	130,543.46	1,224,098.02
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	<u>110,249.34</u>	<u>646,119.94</u>	<u>0.00</u>	<u>337,185.28</u>	<u>130,543.46</u>	<u>1,224,098.02</u>
NON CURRENT ASSETS						
Long-Term Investments	0.00	3,702,416.02	0.00	225,000.00	171,920.40	4,099,336.42
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	0.00	0.00	0.00	0.00
TOTAL NONCURRENT ASSETS	<u>0.00</u>	<u>3,702,416.02</u>	<u>0.00</u>	<u>225,000.00</u>	<u>171,920.40</u>	<u>4,099,336.42</u>
TOTAL ASSETS	<u>110,249.34</u>	<u>4,348,535.96</u>	<u>0.00</u>	<u>562,185.28</u>	<u>302,463.86</u>	<u>5,323,434.44</u>
LIABILITIES						
CURRENT LIABILITIES						
Accounts Payable	0.00	0.00	0.00	0.00	0.00	0.00
Loan Payable	0.00	0.00	0.00	0.00	0.00	0.00
Payroll Withholdings	285.99	5.23	0.00	334.91	0.00	626.13
Deferred Revenue	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL CURRENT LIABILITIES	<u>285.99</u>	<u>5.23</u>	<u>0.00</u>	<u>334.91</u>	<u>0.00</u>	<u>626.13</u>
LONG-TERM LIABILITIES						
Long-Term Debt	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL LIABILITIES	<u>285.99</u>	<u>5.23</u>	<u>0.00</u>	<u>334.91</u>	<u>0.00</u>	<u>626.13</u>
FUND BALANCE						
Restricted Funds	0.00	4,348,530.73	0.00	517,547.94	302,463.86	5,168,542.53
Reserved Funds	0.00	0.00	0.00	0.00	0.00	0.00
Beginning Fund Balance	109,963.35	0.00	11,457.17	0.00	0.00	121,420.52
YTD Fund Balance	0.00	(0.00)	(11,457.17)	44,302.43	0.00	32,845.26
TOTAL FUND BALANCE	<u>109,963.35</u>	<u>4,348,530.73</u>	<u>0.00</u>	<u>561,850.37</u>	<u>302,463.86</u>	<u>5,322,808.31</u>
TOTAL LIABILITIES & FUND BAL	<u>110,249.34</u>	<u>4,348,535.96</u>	<u>0.00</u>	<u>562,185.28</u>	<u>302,463.86</u>	<u>5,323,434.44</u>

Region 1 of the ELCA
Summary of Temporary Restricted Accounts - YTD Activity
Oregon Synod
February 2024 to January 2025
 Note: The Report Option to include Open Transactions is selected.

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
Temporary Restricted				
Council Designated				
02-341-01125 - FH-Congreg Transition Facilitation	\$0.00	\$303,598.19	\$3,924.25	\$299,673.94
02-341-01165 - FH-Courageous Love Fund	\$63,827.42	\$379,431.53	\$30,000.00	\$413,258.95
02-341-01185 - FH-Endowment for Affiliated Orgs	\$391,163.43	\$70,338.24	\$26,725.88	\$434,775.79
02-341-01195 - FH-Hamann Bequest Fund	\$0.00	\$214,469.12	\$66,500.00	\$147,969.12
02-341-04065 - FH-Racial Repair Capacity/Bldg	\$0.00	\$14,946.42	\$0.00	\$14,946.42
02-341-04085 - FH-Racial Repair & Relationship	\$9,251.57	\$173,796.60	\$146.73	\$182,901.44
02-341-04095 - FH-Grants not yet designated	\$25,000.00	\$180,880.00	\$25,000.00	\$180,880.00
02-341-04105 - FH-C of CC gift to TL	\$0.00	\$287,500.00	\$0.00	\$287,500.00
02-341-04175 - FH-TEF Candidacy Support	\$0.00	\$10,000.00	\$1,135.25	\$8,864.75
02-341-04195 - FH-Companion Synod	\$1,972.41	\$0.00	\$1,970.27	\$2.14
02-341-04225 - FH-Disaster Preparedness	\$64,475.64	\$250,000.00	\$250,000.00	\$64,475.64
02-341-04235 - FH-ERTC Application	(\$3,000.00)	\$57,531.30	\$54,531.30	\$0.00
02-341-04265 - FH-Reckoning with Racism	\$0.00	\$18,000.00	\$0.00	\$18,000.00
02-341-04335 - FH-Lay Sch of Theo. Revenues	\$5,625.30	\$5,530.54	\$4,463.78	\$6,692.06
02-341-04535 - FH-New Min/Mission Starts	\$1,500.00	\$0.00	\$0.00	\$1,500.00
02-341-04555 - FH-Lilly Grant II	\$1,231,250.00	\$0.00	\$229,217.00	\$1,002,033.00
02-341-04565 - FH-Lilly Grant I	\$310,531.00	\$0.00	\$174,146.00	\$136,385.00
02-341-04575 - FH-Bishop Transition Fund	\$75,000.00	\$25,000.00	\$0.00	\$100,000.00
02-341-04615 - FH-Bishops Convocation	\$7,728.04	\$20,318.03	\$20,033.59	\$8,012.48
02-341-04775 - FH-Aid to Rostered Staff in Crisis	\$18,034.52	\$1,000.00	\$7,460.93	\$11,573.59
02-341-04805 - FH-Oregon Disaster Relief	\$14,775.96	\$0.00	\$2,000.00	\$12,775.96
02-341-04985 - FH-Bethany/Portland	\$0.00	\$1,750.00	\$8,319.00	(\$6,569.00)
02-341-05025 - FH-Bishop's Mission Fund	\$1,077.79	\$20,569.31	\$13,828.17	\$7,818.93
02-341-05935 - FH-Primary Reserve	\$232,290.97	\$359,442.79	\$48,079.58	\$543,654.18
02-341-06325 - FH-Interim Support	\$12,838.63	\$4,730.39	\$3,617.50	\$13,951.52
02-341-30005 - FH-New Beginnings	\$407,990.31	\$55,471.65	\$106,281.33	\$357,180.63
02-341-54105 - FH-Youth Ministry Support	\$250.00	\$0.00	\$0.00	\$250.00
02-346-00005 - FH-Oregon Synod Assembly	\$2,958.99	\$21,457.25	\$24,523.60	(\$107.36)
02-346-06005 - FH-Synod Council Travel	\$4,967.97	\$14,281.48	\$412.45	\$18,837.00
02-349-10005 - FH-Legacy Chapel	\$5,858.00	\$0.00	\$5,858.00	\$0.00
Total Council Designated	\$2,885,367.95	\$2,490,042.84	\$1,108,174.61	\$4,267,236.18
Temporarily Donor Restricted				
02-341-04715 - FH-Byberg Homiletic	\$70,800.57	\$28,417.15	\$17,973.17	\$81,244.55
02-341-04745 - FH-Allert Seminary Scholarship Gift	\$25.00	\$100,050.00	\$100,025.00	\$50.00
Total Temporarily Donor Restricted	\$70,825.57	\$128,467.15	\$117,998.17	\$81,294.55
Total Temporary Restricted	\$2,956,193.52	\$2,618,509.99	\$1,226,172.78	\$4,348,530.73

Region 1 of the ELCA
Summary of Endowment Restricted Accounts - YTD Activity
Oregon Synod
February 2024 to January 2025
 Note: The Report Option to include Open Transactions is selected.

Accounts	Beginning Balance	Restricted Revenue	Restricted Expenses	Ending Balance
<u>Temporary Restricted</u>				
Council Designated				
05-341-30005 - FH-Corpus not yet assigned	\$0.00	\$116,019.90	\$0.00	\$116,019.90
Total Council Designated	\$0.00	\$116,019.90	\$0.00	\$116,019.90
Temporarily Donor Restricted				
05-341-70015 - FH-Endow Board Operations/Outreach	\$9,344.53	\$0.00	\$0.00	\$9,344.53
Total Temporarily Donor Restricted	\$9,344.53	\$0.00	\$0.00	\$9,344.53
Total Temporary Restricted	\$9,344.53	\$116,019.90	\$0.00	\$125,364.43
<u>Permanent Restricted</u>				
05-341-20005 - FH-Creative Ministries Corpus	\$84,537.49	\$20,668.46	\$1,242.09	\$103,963.86
05-341-20055 - FH-Creative Ministries Earnings	\$45,781.15	\$19,864.93	\$21,140.17	\$44,505.91
05-341-20205 - FH-Victoria Delk Fund	\$24,747.59	\$4,101.24	\$24,645.54	\$4,203.29
05-341-20305 - Victoria Delk Corpus	\$0.00	\$24,426.37	\$0.00	\$24,426.37
Total Permanent Restricted	\$155,066.23	\$69,061.00	\$47,027.80	\$177,099.43

Region 1 of the ELCA
Analysis of Revenues & Expenses - Summary
Oregon Synod
February 2024 to January 2025

Note: The Report Option to include Open Transactions is selected.

Accounts	MTD Actual	YTD Actual	Annual Budget	Annual Budget Remaining	% of Annual Budget Used	YTD Actual (Last Year)	Actual Change (from Prior Year Period)
Revenues							
Mission Support	\$103,807.69	\$886,873.70	\$895,000.00	\$8,126.30	99.09 %	\$879,659.14	\$7,214.56
Support from Churchwide	\$0.00	\$121,026.16	\$120,664.00	(\$362.16)	100.30 %	\$118,297.52	\$2,728.64
Gifts	\$8,809.07	\$64,546.83	\$60,000.00	(\$4,546.83)	107.58 %	\$78,966.36	(\$14,419.53)
Interest Income	\$18,668.33	\$98,049.99	\$105,400.00	\$7,350.01	93.03 %	\$30,054.50	\$67,995.49
Other Income	\$70,336.00	\$70,336.00	\$70,500.00	\$164.00	99.77 %	\$51,537.00	\$18,799.00
Transfer In	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %	\$0.00	\$0.00
Support from Synod Reserves	\$55,500.00	\$222,000.00	\$222,000.00	\$0.00	100.00 %	\$191,500.00	\$30,500.00
Total Revenues	\$257,121.09	\$1,462,832.68	\$1,473,564.00	\$10,731.32	99.27 %	\$1,350,014.52	\$112,818.16
Expenses							
Support of Churchwide	\$43,599.23	\$372,486.96	\$375,900.00	\$3,413.04	99.09 %	\$369,456.85	\$3,030.11
Agency & Social Ministry	\$13,000.00	\$52,000.00	\$56,000.00	\$4,000.00	92.86 %	\$42,500.00	\$9,500.00
Shared Missions	\$3,933.62	\$47,203.00	\$47,203.00	\$0.00	100.00 %	\$46,713.00	\$490.00
Program Delivery	\$33,419.75	\$137,390.75	\$130,000.00	(\$7,390.75)	105.69 %	\$122,966.00	\$14,424.75
Program Preparation	\$5,621.18	\$26,311.37	\$30,500.00	\$4,188.63	86.27 %	\$20,733.48	\$5,577.89
Expected Underexpenditures	\$0.00	\$0.00	\$0.00	\$0.00	0.00 %	\$0.00	\$0.00
Compensation & Benefits	\$62,568.80	\$649,820.23	\$735,127.00	\$85,306.77	88.40 %	\$588,278.48	\$61,541.75
Travel	\$6,535.92	\$51,169.76	\$44,500.00	(\$6,669.76)	114.99 %	\$35,024.16	\$16,145.60
Administrative	\$29,778.03	\$59,160.67	\$54,334.00	(\$4,826.67)	108.88 %	\$48,449.63	\$10,711.04
Total Expenses	\$198,456.53	\$1,395,542.74	\$1,473,564.00	\$78,021.26	94.71 %	\$1,274,121.60	\$121,421.14
Other Expenses							
Transfers	\$67,289.94	\$67,289.94	\$0.00	(\$67,289.94)	0.00 %	\$75,892.92	(\$8,602.98)
Total Other Expenses	\$67,289.94	\$67,289.94	\$0.00	(\$67,289.94)	0.00 %	\$75,892.92	(\$8,602.98)
Net Operating Total	(\$8,625.38)	\$0.00	\$0.00	\$0.00	0.00 %	\$0.00	\$0.00

February 2024 to January 2025

Note: The Report Option to include Open Transactions is selected.

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	\$103,807.69	\$886,873.70	\$895,000.00	\$8,126.30	99.09%	\$879,659.14	\$7,214.56
Total Support from Congregations	\$103,807.69	\$886,873.70	\$895,000.00	\$8,126.30	99.09%	\$879,659.14	\$7,214.56
Support from Churchwide							
01-515-10005 - EOCM-DEM/Grant	\$0.00	\$121,026.16	\$120,664.00	(\$362.16)	100.30%	\$118,297.52	\$2,728.64
Total Support from Churchwide	\$0.00	\$121,026.16	\$120,664.00	(\$362.16)	100.30%	\$118,297.52	\$2,728.64
Support from other Partners							
01-502-00005 - Courageous Love support	\$7,500.00	\$30,000.00	\$30,000.00	\$0.00	100.00%	\$23,000.00	\$7,000.00
01-512-00005 - Gifts/Horizon support	\$1,309.07	\$34,546.83	\$30,000.00	(\$4,546.83)	115.16%	\$55,966.36	(\$21,419.53)
01-514-00005 - Other Grants	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$30,000.00	(\$30,000.00)
Total Support from other Partners	\$8,809.07	\$64,546.83	\$60,000.00	(\$4,546.83)	107.58%	\$108,966.36	(\$44,419.53)
Support from Synod Reserves							
01-513-00005 - New Beginnings support	\$25,000.00	\$100,000.00	\$100,000.00	\$0.00	100.00%	\$100,000.00	\$0.00
01-517-10005 - Primary Reserve Transfer	\$8,375.00	\$33,500.00	\$33,500.00	\$0.00	100.00%	\$64,000.00	(\$30,500.00)
01-517-30005 - SALM Fund Transfer	\$625.00	\$2,500.00	\$2,500.00	\$0.00	100.00%	\$8,000.00	(\$5,500.00)
01-517-60005 - Hannam Bequest	\$16,625.00	\$66,500.00	\$66,500.00	\$0.00	100.00%	\$0.00	\$66,500.00
01-520-00005 - Endowment for Affiliated Org	\$4,875.00	\$19,500.00	\$19,500.00	\$0.00	100.00%	\$19,500.00	\$0.00
Total Support from Synod Reserves	\$55,500.00	\$222,000.00	\$222,000.00	\$0.00	100.00%	\$191,500.00	\$30,500.00
Other Income							
01-521-00005 - Interest Earnings	\$18,668.33	\$98,049.99	\$105,400.00	\$7,350.01	93.03%	\$30,054.50	\$67,995.49
01-530-00005 - Other Income	\$0.00	\$0.00	\$500.00	\$500.00	0.00%	\$0.00	\$0.00
01-535-00005 - Admin Fees on Grants	\$70,336.00	\$70,336.00	\$70,000.00	(\$336.00)	100.48%	\$21,537.00	\$48,799.00
Total Other Income	\$89,004.33	\$168,385.99	\$175,900.00	\$7,514.01	95.73%	\$51,591.50	\$116,794.49
Total Revenues	\$257,121.09	\$1,462,832.68	\$1,473,564.00	\$10,731.32	99.27%	\$1,350,014.52	\$112,818.16
Expenses							
Support of Churchwide							
01-603-00005 - Churchwide Share	\$43,599.23	\$372,486.96	\$375,900.00	\$3,413.04	99.09%	\$369,456.85	\$3,030.11
Total Support of Churchwide	\$43,599.23	\$372,486.96	\$375,900.00	\$3,413.04	99.09%	\$369,456.85	\$3,030.11
Agency & Social Ministry							
01-601-03085 - Lutheran Community Services NW	\$1,250.00	\$5,000.00	\$5,000.00	\$0.00	100.00%	\$5,000.00	\$0.00
01-601-03195 - Ecumenical Ministries of Oregon	\$750.00	\$3,000.00	\$3,000.00	\$0.00	100.00%	\$3,000.00	\$0.00
01-601-03205 - PLTS Support	\$1,250.00	\$5,000.00	\$5,000.00	\$0.00	100.00%	\$5,000.00	\$0.00
01-601-03225 - Campus Ministry-Christos House	\$4,375.00	\$17,500.00	\$17,500.00	\$0.00	100.00%	\$10,000.00	\$7,500.00
01-601-03275 - Campus Ministry-Luther House	\$4,375.00	\$17,500.00	\$17,500.00	\$0.00	100.00%	\$15,000.00	\$2,500.00
01-601-03425 - Outdoor Ministries	\$1,000.00	\$4,000.00	\$4,000.00	\$0.00	100.00%	\$3,000.00	\$1,000.00
01-601-03485 - ELCFA Foundation Agreement	\$0.00	\$0.00	\$4,000.00	\$4,000.00	0.00%	\$1,500.00	(\$1,500.00)
Total Agency & Social Ministry	\$13,000.00	\$52,000.00	\$56,000.00	\$4,000.00	92.86%	\$42,500.00	\$9,500.00
Shared Missions							
01-746-00005 - Region I Center for Mission	\$3,933.62	\$47,203.00	\$47,203.00	\$0.00	100.00%	\$46,713.00	\$490.00
Total Shared Missions	\$3,933.62	\$47,203.00	\$47,203.00	\$0.00	100.00%	\$46,713.00	\$490.00
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
01-608-01595 - 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%	\$33,000.00	\$0.00

Region I of the ELCA
Analysis of Revenues & Expenses Statement
February 2024 to January 2025
Oregon Synod
General Fund

Note: The Report Option to include Open Transactions is selected.

Accounts	MTTD 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							
01-608-01529 - Mid Willamette Latino Ministry	\$9,669.75	\$38,679.00	\$0.00	(\$38,679.00)	0.00%	\$10,131.00	\$28,548.00
01-608-01533 - 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	\$23,919.75	\$95,679.00	\$0.00	(\$95,679.00)	0.00%	\$67,131.00	\$28,548.00
Synod Ministry Support							
01-608-02335 - Other Ministry Support	\$0.00	\$0.00	\$130,000.00	\$130,000.00	0.00%	\$0.00	\$0.00
01-608-12005 - Community Resilience/DPR	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$7,035.00	(\$7,035.00)
01-608-40005 - SE Portland Outreach	\$0.00	\$3,711.75	\$0.00	(\$3,711.75)	0.00%	\$10,800.00	(\$7,088.25)
01-608-80005 - STMA	\$1,250.00	\$5,000.00	\$0.00	(\$5,000.00)	0.00%	\$5,000.00	\$0.00
Total Synod Ministry Support	\$1,250.00	\$8,711.75	\$130,000.00	\$121,288.25	6.70%	\$22,835.00	(\$14,123.25)
Total Service Delivery	\$33,419.75	\$137,390.75	\$130,000.00	(\$7,390.75)	105.69%	\$122,966.00	\$14,424.75
Synod Services							
01-608-01125 - Lay Sch of Theo. Program	\$0.00	\$800.00	\$2,500.00	\$1,700.00	32.00%	\$930.61	(\$130.61)
01-608-01405 - Transfer to Rostered Staff in Crisis	\$1,000.00	\$1,000.00	\$1,000.00	\$0.00	100.00%	\$1,000.00	\$0.00
01-608-01605 - Transfer to Bishops Mission Fund	\$4,000.00	\$4,000.00	\$4,000.00	\$0.00	100.00%	\$1,000.00	\$3,000.00
01-608-04005 - Candidacy & Salm Programs	(\$545.45)	\$2,786.77	\$5,000.00	\$2,213.23	55.74%	\$1,540.27	\$1,246.50
01-653-50005 - Deans	\$0.00	\$4,724.60	\$5,000.00	\$275.40	94.49%	\$3,262.60	\$1,462.00
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	\$5,621.18	\$26,311.37	\$30,500.00	\$4,188.63	86.27%	\$20,733.48	\$5,577.89
Synod Travel							
01-671-00005 - Other Travel	(\$2,781.56)	\$0.00	\$0.00	\$0.00	0.00%	\$1,917.57	(\$1,917.57)
01-672-00005 - Council Travel	\$3,869.03	\$5,000.00	\$5,000.00	\$0.00	100.00%	\$4,000.00	\$1,000.00
01-672-01005 - Staff Leader/Cong Travel	\$5,640.45	\$46,169.76	\$39,500.00	(\$6,669.76)	116.89%	\$28,506.59	\$17,663.17
01-672-04005 - DEM Leader/Cong Travel	(\$192.00)	\$0.00	\$0.00	\$0.00	0.00%	\$600.00	(\$600.00)
Total Synod Travel	\$6,535.92	\$51,169.76	\$44,500.00	(\$6,669.76)	114.99%	\$35,024.16	\$16,145.60
Compensation & Benefits							
Salaries							
01-652-00015 - Salary-Bishop	\$6,750.00	\$81,000.00	\$173,480.00	\$92,480.00	46.69%	\$74,885.04	\$6,114.96
01-652-00025 - Salary-DEM/Assist to Bishop	\$8,470.83	\$101,649.96	\$146,713.00	\$45,063.04	69.28%	\$92,190.96	\$9,459.00
01-652-00033 - Salary-DEM/Assist to Bishop	\$3,442.50	\$38,061.84	\$135,158.00	\$97,096.16	28.16%	\$44,295.39	(\$6,233.55)
01-652-00045 - Salary-Exec Administrator	\$6,666.67	\$74,199.95	\$107,016.00	\$32,816.05	69.34%	\$72,572.86	\$1,627.09
01-652-00053 - Salary-Admin of Candidacy	\$0.00	\$6,362.20	\$13,412.00	\$7,049.80	47.44%	\$12,295.63	(\$5,933.43)
01-652-00075 - Salary-Admin/Comm Coord	\$939.84	\$10,771.17	\$18,208.00	\$7,436.83	59.16%	\$13,922.52	(\$3,151.35)
01-652-00085 - Salary-Admin Grant Support	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$1,003.88	(\$1,003.88)
01-652-00099 - Salary-Lay Sch of Theology	\$175.03	\$3,715.11	\$13,413.00	\$9,697.89	27.70%	\$8,716.84	(\$5,001.73)
01-652-00105 - Salary-Admin of SALM	\$0.00	\$3,087.50	\$6,707.00	\$3,619.50	46.03%	\$0.00	\$3,087.50
01-652-00115 - Salary-Administrative Assistant	\$2,086.67	\$18,346.68	\$30,000.00	\$11,653.32	61.16%	\$0.00	\$18,346.68
01-652-00125 - Salary-Mobility & Congr Health	\$4,166.67	\$12,500.01	\$56,500.00	\$43,999.99	22.12%	\$0.00	\$12,500.01
Total Salaries	\$32,698.21	\$349,694.42	\$700,607.00	\$350,912.58	49.91%	\$319,883.12	\$29,811.30
Housing Allowances							
01-654-00015 - Housing-Bishop	\$2,500.00	\$30,000.00	\$0.00	(\$30,000.00)	0.00%	\$30,000.00	\$0.00
01-654-00033 - Housing-DEM/Assist to Bishop	\$3,820.00	\$45,840.00	\$0.00	(\$45,840.00)	0.00%	\$35,919.69	\$9,920.31
01-654-00125 - Housing-Mobility & Cong Health	\$3,750.00	\$11,250.00	\$0.00	(\$11,250.00)	0.00%	\$0.00	\$11,250.00

Region 1 of the ELCA
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February 2024 to January 2025
Oregon Synod
Note: The Report Option to include Open Transactions is selected.
General Fund

Accounts	MTTD 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		\$10,070.00	\$87,090.00	\$0.00	(\$87,090.00)	0.00%	\$21,170.31
SECA Offset							
01-661-00015 - SECA-Bishop	\$707.63	\$8,491.56	\$0.00	(\$8,491.56)	0.00%	\$8,023.92	\$467.64
01-661-00035 - SECA-DEM/Assist to Bishop	\$555.58	\$6,142.74	\$0.00	(\$6,142.74)	0.00%	\$6,135.96	\$6.78
01-661-00125 - SECA-Mobility & Congr Health	\$605.66	\$1,816.98	\$0.00	(\$1,816.98)	0.00%	\$0.00	\$1,816.98
Total SECA Offset	\$1,868.87	\$16,451.28	\$0.00	(\$16,451.28)	0.00%	\$14,159.88	\$2,291.40
FICA							
01-655-00025 - FICA-DEM/Assist to Bishop	\$648.02	\$7,776.24	\$0.00	(\$7,776.24)	0.00%	\$7,052.64	\$723.60
01-655-00045 - FICA-Exec Administrator	\$510.00	\$5,676.29	\$0.00	(\$5,676.29)	0.00%	\$5,341.53	\$334.76
01-655-00055 - FICA-Candidacy & SALM	\$0.00	\$210.35	\$0.00	(\$210.35)	0.00%	\$940.63	(\$730.28)
01-655-00075 - FICA-Admin/Comm Coord	\$71.90	\$824.00	\$0.00	(\$824.00)	0.00%	\$1,065.08	(\$241.08)
01-655-00085 - FICA-Admin Grant Support	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$76.80	(\$76.80)
01-655-00095 - FICA-Lay School of Theology	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$545.41	(\$545.41)
01-655-00115 - FICA-Administrative Assistant	\$154.53	\$1,357.10	\$0.00	(\$1,357.10)	0.00%	\$0.00	\$1,357.10
Total FICA	\$1,384.45	\$15,843.98	\$0.00	(\$15,843.98)	0.00%	\$15,022.09	\$821.89
Penston/Medical							
01-656-00015 - Pension/Medical-Bishop	\$3,509.71	\$49,849.21	\$0.00	(\$49,849.21)	0.00%	\$52,503.62	(\$2,654.41)
01-656-00025 - Pension/Medical-DEM/Assist to Bish	\$3,177.85	\$37,357.16	\$0.00	(\$37,357.16)	0.00%	\$47,275.35	(\$9,918.19)
01-656-00035 - Pension/Medical-DEM/Assist to Bish	\$3,560.26	\$41,525.11	\$0.00	(\$41,525.11)	0.00%	\$39,789.71	\$1,735.40
01-656-00045 - Pension/Medical-Exec Administrator	\$1,765.33	\$20,978.70	\$0.00	(\$20,978.70)	0.00%	\$20,196.41	\$782.29
01-656-00115 - Pension/Medical-Admin Assist	\$260.83	\$6,043.99	\$0.00	(\$6,043.99)	0.00%	\$0.00	\$6,043.99
01-656-00125 - Pension/Medical-Mobility & Congr	\$1,065.29	\$3,281.09	\$0.00	(\$3,281.09)	0.00%	\$0.00	\$3,281.09
Total Pension/Medical	\$13,339.27	\$159,035.26	\$0.00	(\$159,035.26)	0.00%	\$159,765.09	(\$729.83)
Worker's Compensation							
01-659-00005 - Workers Comp	\$340.50	\$4,012.02	\$3,500.00	(\$512.02)	114.63%	\$3,283.45	\$728.57
Total Worker's Compensation	\$340.50	\$4,012.02	\$3,500.00	(\$512.02)	114.63%	\$3,283.45	\$728.57
Continuing Education							
01-657-00015 - Cont Educ Bishop	\$75.00	\$900.00	\$4,050.00	\$3,150.00	22.22%	\$900.00	\$0.00
01-657-00025 - Cont Educ-DEM/Assist to Bishop	\$75.00	\$900.00	\$0.00	(\$900.00)	0.00%	\$900.00	\$0.00
01-657-00035 - Cont Educ-DEM/Assist to Bishop	\$75.00	\$900.00	\$0.00	(\$900.00)	0.00%	\$900.00	\$0.00
01-657-00045 - Cont Educ-Exec Administrator	\$75.00	\$900.00	\$0.00	(\$900.00)	0.00%	\$900.00	\$0.00
01-657-00125 - Cont Educ-Mobility & Congr Health	\$75.00	\$225.00	\$0.00	(\$225.00)	0.00%	\$0.00	\$225.00
Total Continuing Education	\$375.00	\$3,825.00	\$4,050.00	\$225.00	94.44%	\$3,600.00	\$225.00
Contract Labor							
01-652-00065 - Contract Staff	\$0.00	\$1,820.00	\$15,000.00	\$13,180.00	12.13%	\$4,779.75	(\$2,959.75)
01-653-10005 - Contract Grant Coordination-SWWA	\$2,492.50	\$9,970.00	\$9,970.00	\$0.00	100.00%	\$0.00	\$9,970.00
01-655-00065 - FICA-Contract Staff	\$0.00	\$0.00	\$0.00	\$0.00	0.00%	\$174.98	(\$174.98)
Total Contract Labor	\$2,492.50	\$11,790.00	\$24,970.00	\$13,180.00	47.22%	\$4,954.73	\$6,835.27
Unemployment Insurance							
01-660-00005 - Unemployment Ins	\$0.00	\$2,078.27	\$2,000.00	(\$78.27)	103.91%	\$1,690.43	\$387.84
Total Unemployment Insurance	\$0.00	\$2,078.27	\$2,000.00	(\$78.27)	103.91%	\$1,690.43	\$387.84
Total Compensation & Benefits	\$62,568.80	\$649,820.23	\$735,127.00	\$85,306.77	88.40%	\$588,278.48	\$61,541.75
Administrative							
01-677-00005 - Hospitality	\$116.54	\$1,689.86	\$29,334.00	\$27,644.14	5.76%	\$3,378.24	(\$1,688.38)
01-700-00005 - Postage	\$297.62	\$704.18	\$0.00	(\$704.18)	0.00%	\$558.25	\$145.93
01-720-00005 - Supplies	\$265.87	\$3,478.49	\$0.00	(\$3,478.49)	0.00%	\$2,457.06	\$1,041.43

Region I of the ELCA
Analysis of Revenues & Expenses Statement
Oregon Synod
February 2024 to January 2025
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)
01-730-00005 - Printing	\$399.24	\$3,483.63	\$0.00	(\$3,483.63)	0.00 %	\$3,144.43	\$339.20
01-747-00005 - Telecommunications	\$568.78	\$8,685.02	\$0.00	(\$8,685.02)	0.00 %	\$5,216.31	\$3,468.71
01-750-00005 - Insurance	\$0.00	\$5,501.00	\$0.00	(\$5,501.00)	0.00 %	\$0.00	\$5,501.00
01-775-00005 - Miscellaneous	\$0.00	\$2,819.16	\$0.00	(\$2,819.16)	0.00 %	\$3,273.32	(\$454.16)
01-795-00005 - Bank Fees	\$0.00	\$365.72	\$0.00	(\$365.72)	0.00 %	\$0.00	\$365.72
01-800-00005 - Equipment	\$129.98	\$4,433.61	\$0.00	(\$4,433.61)	0.00 %	\$1,442.02	\$2,991.59
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 %	\$4,000.00	(\$1,000.00)
Total Administrative	\$29,778.03	\$59,160.67	\$54,334.00	(\$4,826.67)	108.88 %	\$48,449.63	\$10,711.04
Total Expenses	\$198,456.53	\$1,395,542.74	\$1,473,564.00	\$78,021.26	94.71 %	\$1,274,121.60	\$121,421.14
Net Total	\$58,664.56	\$67,289.94	\$0.00	(\$67,289.94)	0.00 %	\$75,892.92	(\$8,602.98)
Other Expenses							
Transfers							
01-999-00005 - Transfer Out	\$67,289.94	\$67,289.94	\$0.00	(\$67,289.94)	0.00 %	\$75,892.92	(\$8,602.98)
Total Transfers	\$67,289.94	\$67,289.94	\$0.00	(\$67,289.94)	0.00 %	\$75,892.92	(\$8,602.98)
Total Other Expenses	\$67,289.94	\$67,289.94	\$0.00	(\$67,289.94)	0.00 %	\$75,892.92	(\$8,602.98)
Net Operating Total	(\$8,625.38)	\$0.00	\$0.00	\$0.00	0.00 %	\$0.00	\$0.00

**Region 1 ELCA
Comparison of Mission Support
From 02/01 through 01/31**

Congregation	Location	PIN	2021	2022	2023	3 year average 2021-2023	2024	3 year Average	Intent	Increase (Decrease)
							Above (Below)	Amount	from last year	
<i>Oregon Synod of the ELCA</i>										
Faith Lutheran Church	Albany	12784	3,000.00	3,042.00	3,523.36	3,188.45	3,793.96	605.51	0.00	270.60
Good Shepherd Lutheran Church	Albany	20242	6,000.00	6,000.00	6,000.00	6,000.00	6,650.00	650.00	0.00	650.00
Peace First Lutheran Church	Astoria	12792	17,637.00	10,500.00	10,500.00	12,879.00	11,500.00	(1,379.00)	0.00	1,000.00
Christ Lutheran Church	Aurora	12793	4,981.00	4,479.00	7,200.00	5,553.33	4,450.00	(1,103.33)	0.00	(2,750.00)
Portland Taiwanese Lutheran Church	Beaverton	30045	1,000.00	1,000.00	1,000.00	1,000.00	1,000.00	0.00	0.00	0.00
Shepherd of the Valley Lutheran Church	Beaverton	12945	6,886.07	6,865.62	7,443.64	7,065.11	7,592.26	527.15	0.00	148.62
Spirit of Grace	Beaverton	12796	11,000.00	8,500.00	9,500.00	9,666.67	8,100.00	(1,566.67)	8,100.00	(1,400.00)
St Andrew Lutheran Church	Beaverton	04867	49,539.96	48,828.07	45,560.98	47,976.34	50,124.22	2,147.88	0.00	4,563.24
St Matthew Lutheran Church	Beaverton	12797	43,421.06	40,999.21	32,883.78	39,101.35	46,208.24	7,106.89	0.00	13,324.46
Grace First Lutheran Church	Bend	12794	7,200.00	7,920.00	9,240.00	8,120.00	7,920.00	(200.00)	0.00	(1,320.00)
Nativity Lutheran Church	Bend	07638	15,521.00	26,038.00	21,909.00	21,156.00	23,942.06	2,786.06	0.00	2,033.06
Story Dwelling	Bend	31293	2,904.68	2,757.15	3,773.25	3,145.03	3,356.00	210.97	0.00	(417.25)
Hoodland Lutheran Church	Brightwood	20290	2,400.00	1,800.00	3,000.00	2,400.00	1,500.00	(900.00)	0.00	(1,500.00)
Peace Lutheran Church	Burns	20243	1,500.00	1,500.00	1,500.00	1,500.00	750.00	(750.00)	0.00	(750.00)
Macksburg Lutheran Church	Canby	12898	7,549.47	6,373.59	2,131.04	5,351.37	2,400.00	(2,951.37)	0.00	268.96
Zoar Lutheran Church	Canby	12811	10,000.00	6,050.50	5,550.50	7,200.33	6,000.00	(1,200.33)	0.00	449.50
Good Shepherd Lutheran Church	Cave Junction	20244	600.00	3,100.00	1,000.00	1,566.67	1,000.00	(566.67)	0.00	0.00
Creator Lutheran Church	Clackamas	07844	8,771.18	6,743.07	8,487.27	8,000.51	11,273.68	3,273.17	0.00	2,786.41
Faith Lutheran Church	Clatskanie	04807	3,000.00	4,000.00	3,000.00	3,333.33	3,000.00	(333.33)	0.00	0.00
Colton Lutheran Church	Colton	04869	300.00	0.00	0.00	100.00	0.00	(100.00)	0.00	0.00
St Paul of Damascus Lutheran Church	Colton	16044	700.00	0.00	0.00	233.33	0.00	(233.33)	0.00	0.00
Gloria Dei Lutheran Church	Coos Bay	04955	21,410.00	21,000.00	19,250.00	20,553.33	13,305.60	(7,247.73)	0.00	(5,944.40)
Emanuel Lutheran Church	Comelius	12828	3,803.00	2,844.00	2,838.00	3,161.67	3,259.68	98.01	0.00	421.68
Grace Lutheran Church	Corvallis	04956	20,419.50	20,454.00	19,747.00	20,206.83	18,667.00	(1,539.83)	0.00	(1,080.00)
Trinity Lutheran Church	Dallas	12830	9,625.00	11,375.00	7,875.00	9,625.00	4,812.50	(4,812.50)	0.00	(3,062.50)
Bethesda Lutheran Church	Eugene	12843	20,000.00	20,000.00	0.00	13,333.33	500.00	(12,833.33)	0.00	500.00
Central Lutheran Church	Eugene	12844	36,000.00	37,080.00	38,200.00	37,093.33	39,350.00	2,256.67	0.00	1,500.00
Emmanuel Lutheran Church	Eugene	12845	24,351.61	23,074.91	28,507.50	25,311.34	31,160.96	5,849.62	0.00	2,653.46
Good Shepherd Lutheran Church	Eugene	12846	600.00	200.00	0.00	266.67	0.00	(266.67)	0.00	0.00
Our Redeemer Lutheran Church	Eugene	12847	2,300.00	1,200.00	400.00	1,300.00	0.00	(1,300.00)	0.00	(400.00)
Our Saviour Lutheran Church	Eugene	04957	3,000.00	3,000.00	2,990.00	2,996.67	3,000.00	3.33	0.00	10.00
United Lutheran Church	Eugene	04958	19,380.00	20,535.00	20,620.00	20,178.33	20,622.00	443.67	20,620.00	2.00
New Life Lutheran Church	Florence	12858	3,515.00	1,600.00	1,600.00	2,238.33	1,600.00	(638.33)	0.00	0.00
St Stephen Lutheran Church	Gladstone	12865	1,000.00	200.00	2,000.00	1,066.67	0.00	(1,066.67)	0.00	(2,000.00)
Bethany Lutheran Church	Gold Beach	12866	1,000.00	1,000.00	1,000.00	1,000.00	0.00	(1,000.00)	0.00	(1,000.00)
Calvary Lutheran Church	Grants Pass	12868	8,239.74	7,988.16	12,788.34	9,672.08	17,607.51	7,935.43	0.00	4,819.17
Trinity Lutheran Church	Gresham	04870	13,920.00	14,170.00	11,620.00	13,226.67	15,644.00	2,407.33	0.00	4,024.00
Hopetful Saints Ministry	Heppner	12870	3,410.00	3,680.00	4,560.00	3,883.33	1,950.00	(1,933.33)	0.00	(2,610.00)
Grace & Mercy Lutheran Church	Herniston	30990	4,458.56	4,168.08	4,649.04	4,425.23	5,203.84	778.61	0.00	554.80
Calvary Lutheran Church	Hillsboro	04871	11,560.00	11,603.00	890.00	8,017.67	9,160.00	1,142.33	0.00	8,270.00
Spirit of Grace Church	Hood River	04872	5,159.80	4,863.56	4,544.95	4,863.44	5,103.82	240.38	0.00	558.87
Faith Lutheran Church	Junction City	04959	2,345.00	2,170.00	2,355.00	2,290.00	2,395.00	105.00	0.00	40.00

**Region 1 ELCA
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From 02/01 through 01/31**

Congregation	Location	PIN	2021	2022	2023	3 year average 2021-2023	2024	3 year Average	Intent	Increase (Decrease)
								Amount	from last year	
<i>Oregon Synod of the ELCA</i>										
Faith Lutheran Church	Keizer	04964	4,400.00	2,200.00	3,300.00	3,300.00	3,300.00	0.00	0.00	0.00
Hope Lutheran Church	Klamath Falls	04960	5,663.25	2,000.00	3,060.00	3,574.42	2,500.00	(1,074.42)	0.00	(560.00)
Klamath Lutheran Church	Klamath Falls	12884	9,200.00	8,400.00	8,400.00	8,666.67	9,100.00	433.33	0.00	700.00
Zion Lutheran Church	La Grande	12888	7,500.00	2,500.00	0.00	3,333.33	5,000.00	1,666.67	0.00	5,000.00
Our Savior's Lutheran Church	Lake Oswego	12925	5,943.00	5,664.00	5,468.00	5,691.67	3,424.00	(2,267.67)	0.00	(2,044.00)
Our Saviour's Lutheran Church	Lebanon	12891	5,500.00	5,400.00	4,950.00	5,283.33	6,500.00	1,216.67	0.00	1,550.00
Lutheran Church of the Good Shepherd	Madras	12899	640.00	1,140.00	640.00	806.67	640.00	(166.67)	0.00	0.00
Trinity Lutheran Church	McMinnville	04961	8,822.00	6,332.00	6,284.00	7,146.00	6,151.00	(995.00)	0.00	(133.00)
Ascension Lutheran Church	Medford	12902	43,840.00	47,652.00	45,060.96	45,517.65	45,276.00	(241.65)	0.00	215.04
Christ the King Lutheran Church	Milton Freewate	12905	1,500.00	1,800.00	0.00	1,100.00	0.00	(1,100.00)	0.00	0.00
King of Kings Lutheran Church	Milwaukie	04899	18,760.00	15,737.00	13,676.00	16,057.67	9,213.00	(6,844.67)	0.00	(4,463.00)
Milwaukie Lutheran Church	Milwaukie	12906	6,999.99	7,000.08	6,999.96	7,000.01	6,999.96	(0.05)	0.00	0.00
Milwaukie Lutheran Church	Newberg	16316	761.00	1,079.00	0.00	613.33	840.00	226.67	0.00	840.00
Joyful Servant Lutheran Church	Newport	04968	9,700.00	9,600.00	9,700.00	9,666.67	10,900.00	1,233.33	0.00	1,200.00
Atonement Lutheran Church	North Bend	12915	3,500.00	4,000.00	4,000.00	3,833.33	4,150.00	316.67	0.00	150.00
Prince of Life Lutheran Church	Oregon City	07542	23,842.60	23,590.88	22,111.05	23,181.51	20,613.41	(2,568.10)	0.00	(1,497.64)
Zion Lutheran Church	Oregon City	12923	4,800.00	5,200.00	4,800.00	4,993.33	5,400.00	466.67	0.00	600.00
Peace Lutheran Church	Pendleton	12929	9,795.41	9,261.34	9,024.78	9,360.51	10,074.40	713.89	0.00	1,049.62
Zion Lutheran Church	Port Orford	12947	500.00	500.00	500.00	500.00	600.00	100.00	0.00	100.00
Augustana Lutheran Church	Portland	04873	12,000.00	12,000.00	12,000.00	12,000.00	14,000.00	2,000.00	0.00	2,000.00
Bethany Lutheran Church	Portland	12933	200.00	2,000.00	2,000.00	1,400.00	0.00	(1,400.00)	0.00	(2,000.00)
Bethel Lutheran Church	Portland	12934	2,804.35	2,485.13	2,500.00	2,596.49	2,500.00	(96.49)	0.00	0.00
Bethlehem Lutheran Church	Portland	12935	500.00	50.00	0.00	183.33	800.00	616.67	0.00	800.00
Central Lutheran Church	Portland	12936	6,600.00	6,600.00	6,989.97	6,729.99	6,000.00	(729.99)	0.00	(899.97)
Community of Christ Church	Portland	30368	5,254.29	4,539.01	5,991.00	5,061.43	0.00	(5,061.43)	0.00	(5,391.00)
First Immanuel Lutheran Church	Portland	04875	12,350.00	12,217.00	12,200.00	12,255.67	15,200.00	2,944.33	0.00	3,000.00
Gethsemane Lutheran Church	Portland	12938	0.00	10,000.00	5,000.00	5,000.00	0.00	(5,000.00)	0.00	(5,000.00)
Holy Trinity Lutheran Church	Portland	04876	4,500.00	0.00	5,525.00	3,341.67	0.00	(3,341.67)	0.00	(5,525.00)
Luther Memorial Lutheran Church	Portland	12939	2,300.00	2,402.00	2,598.00	2,433.33	2,400.00	(33.33)	0.00	(198.00)
Messiah Lutheran Church	Portland	04877	500.00	500.00	500.00	500.00	0.00	(500.00)	0.00	(500.00)
Mount Carmel Evan. Lutheran Church	Portland	04878	9,333.00	8,398.00	6,710.00	8,147.00	1,200.00	(6,947.00)	0.00	(5,510.00)
Peace Lutheran Church	Portland	12941	4,512.25	2,849.65	3,337.77	3,566.56	3,678.54	111.98	0.00	340.77
Pilgrim Lutheran Church	Portland	04879	1,000.00	400.00	1,200.00	1,066.67	1,200.00	133.33	0.00	0.00
Portsmouth Trinity Lutheran Church	Portland	12942	1,200.00	1,000.00	500.00	700.00	0.00	(700.00)	0.00	(500.00)
Resurrection Lutheran Church	Portland	20246	10,078.36	7,618.12	8,551.06	8,749.18	8,271.45	(477.73)	0.00	(279.61)
Salt and Light Lutheran	Portland	04880	10,725.00	9,900.00	9,900.00	10,175.00	2,475.00	(7,700.00)	0.00	(7,425.00)
St James Lutheran Church	Portland	04881	25,636.00	29,000.00	29,261.00	27,965.67	30,000.00	2,034.33	0.00	739.00
St Luke Lutheran Church	Portland	12943	44,700.00	44,700.00	50,000.01	46,466.67	49,999.99	3,533.32	0.00	(0.02)
St Mark's Lutheran Church	Portland	04882	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	0.00	0.00	0.00
St Paul Lutheran Church	Portland	12944	0.00	0.00	0.00	0.00	1,200.00	1,200.00	0.00	1,200.00
St Timothy Lutheran Church	Portland	20248	3,171.96	3,035.30	3,822.69	3,343.32	4,312.99	969.67	0.00	490.30
Together Lab	Portland	31110	10,000.00	10,000.00	0.00	6,666.67	0.00	(6,666.67)	0.00	0.00

**Region 1 ELCA
Comparison of Mission Support
From 02/01 through 01/31**

Congregation	Location	PIN	2021	2022	2023	3 year average 2021-2023	2024	3 year Average	Intent	Increase (Decrease)
								Amount	from last year	
<i>Oregon Synod of the ELCA</i>										
Our Savior's Lutheran Church	Prineville	12951	5,727.55	6,152.06	5,735.36	5,871.66	6,006.04	134.38	0.00	270.68
Zion Lutheran Church	Redmond	12958	10,114.00	12,806.00	16,057.00	12,992.33	16,414.00	3,421.67	0.00	357.00
Storyline Community	Ridgefield	31353	930.00	1,200.00	1,200.00	1,110.00	700.00	(410.00)	1,200.00	(500.00)
Faith Lutheran Church	Roseburg	04963	14,854.65	13,743.71	15,214.74	14,604.37	17,123.05	2,518.68	0.00	1,908.31
Christ the Good Shepherd Lutheran Ch Salem	Salem	12966	7,791.89	5,908.61	5,348.32	6,349.61	3,567.47	(2,782.14)	0.00	(1,780.85)
Holy Cross Lutheran Church	Salem	12967	5,200.00	4,200.00	3,600.00	4,333.33	3,600.00	(733.33)	0.00	0.00
St Mark Lutheran Church	Salem	04966	18,683.71	19,079.17	19,787.50	19,183.46	18,162.50	(1,020.96)	0.00	(1,625.00)
Our Saviour Lutheran Church	Seaside	04885	15,648.34	15,900.55	16,168.81	15,905.90	18,903.87	2,997.97	0.00	2,735.06
Immanuel Lutheran Church	Silverton	12996	24,630.73	21,467.76	34,210.05	26,769.51	27,367.27	597.76	0.00	(6,842.78)
Trinity Lutheran Church	Silverton	12997	758.33	291.65	0.00	349.99	657.86	307.87	0.00	657.86
Shepherd of the Hills Lutheran Church Sisters	Sisters	16074	4,000.00	4,000.00	0.00	2,666.67	0.00	(2,666.67)	0.00	0.00
Springfield Lutheran Church	Springfield	13014	2,425.00	2,725.00	3,025.00	2,725.00	3,300.00	575.00	0.00	275.00
First Lutheran Church	St Helens	04884	5,800.00	6,100.00	9,900.00	7,266.67	9,925.00	2,658.33	0.00	25.00
Shepherd of the Mountain Lutheran Ch Sunriver	Sunriver	30002	5,025.75	3,745.50	2,834.25	3,868.50	2,866.50	(1,002.00)	0.00	32.25
Fir Lawn Lutheran Church	Sweet Home	13017	300.00	50.00	0.00	116.67	750.00	633.33	0.00	750.00
Zion Lutheran Church	The Dalles	04886	14,687.30	16,721.00	12,778.36	14,728.89	14,605.45	(123.44)	0.00	1,827.09
Christ the King Lutheran Church	Tigard	04887	4,919.83	4,046.21	999.96	3,322.00	4,400.87	1,078.87	0.00	3,400.91
St Peter Lutheran Church	Tillamook	04898	2,500.00	3,500.00	2,400.00	2,800.00	2,400.00	(400.00)	0.00	0.00
Grace Lutheran Church	Vale	13036	2,600.00	1,600.00	2,000.00	2,066.67	2,000.00	(66.67)	0.00	0.00
West Linn Lutheran Church	West Linn	13045	8,553.50	8,000.00	37,300.89	17,951.46	40,301.75	22,350.29	0.00	3,000.86
Emmanuel Lutheran Church	Willamina	04967	500.00	500.00	500.00	500.00	1,000.00	500.00	500.00	500.00
Community of Hope Lutheran Church	Wilsonville	30162	4,851.00	2,260.00	0.00	2,370.33	0.00	(2,370.33)	0.00	0.00
Immanuel Lutheran Church	Woodburn	13049	2,000.00	2,000.00	2,000.00	2,000.00	2,000.00	0.00	0.00	0.00
			923,942.67	896,471.65	879,659.14	900,024.49	886,873.70	(13,150.79)	30,420.00	7,214.56

FY 2026 Oregon Synod ELCA Budget Adopted by Synod Council & referred to the 2025 Synod Assembly, with a DO PASS recommendation		Actual FY 2024	FY 2025	FY 2025 Budget revisions	Revised FY 2025 Budget	Proposed FY 2026 Budget	Notes
Line no.	Account	Actual FY 2024 per January 2025 Financial Reports	Approved by Synod Assembly in June 2024	Adjustments approved by Synod Council 3-15-2025	Current FY Budget as approved by Synod Council (bottom line unchanged)	Approved by Synod Council, sent to Assembly with DO PASS recommendation	
Revenues/Sources of Funds							
1	Mission Support (undesignated regular remittances from congregations)	\$886,874	\$925,000	(\$20,000)	\$905,000	\$915,000	42% of every dollar of Mission Support is passed on to ELCA Churchwide
2							
3	Draws from Synod Reserve & Restricted Funds						
4	New Beginnings fund	\$100,000	\$100,000		\$100,000	\$74,000	Fund balance 2-1-25 \$357,181
5	Primary Reserve fund	(\$33,790)	\$40,000	(\$6,770)	\$33,230	\$175,817	Fund balance 2-1-25 \$543,654
6	SALM/Lay Education fund	\$2,500	\$3,500		\$3,500	\$3,500	Fund balance 2-1-25 \$6,692
7	Endowment for Benevolence to Affiliated Organizations	\$19,500	\$19,558		\$19,558	\$21,739	Fund balance 2-1-25 \$434,776
8	Hamann Bequest	\$66,500	\$130,500		\$130,500	\$17,469	Fund balance 2-1-25 \$147,969
9	Congregational Transition fund			\$50,000	\$50,000	\$80,000	Fund balance 2-1-25 \$299,675
10	Total Support From Synod Reserves	\$154,710	\$293,558		\$336,788	\$372,525	
11	Grants & gifts from individuals and outside organizations						
12	ELCA Churchwide Support for DEM staffing	\$121,026	\$123,077	\$169	\$123,247	\$125,512	
13	Courageous Love Fund (gifts to support Innovation work)	\$30,000	\$43,000		\$43,000	\$86,000	Fund balance 2-1-25 \$413,259
14	Horizon Fund (undesignated gifts to the General Fund)	\$34,547	\$80,000	(\$45,000)	\$35,000	\$50,000	
15	Total Grants & gifts	\$185,573	\$246,077		\$201,247	\$261,512	
16	Other income						
17	Interest earned	\$98,050	\$85,400	\$21,600	\$107,000	\$75,000	
18	Administrative levy on outside grants	\$70,336	\$41,158		\$41,158	\$21,612	
19	Other	\$500	\$500		\$500	\$500	
20	Total Other Income	\$168,886	\$127,058		\$148,658	\$97,112	
21	Total General Fund Revenue	\$1,396,043	\$1,591,693	(\$1)	\$1,591,693	\$1,646,149	3.42% Increase from FY 2025 to 2026

FY 2026 Oregon Synod ELCA Budget						Page 2	
Adopted by Synod Council & referred to the 2025 Synod Assembly, with a DO PASS recommendation		Actual FY 2024	FY 2025	FY 2025 Budget revisions	Revised FY 2025 Budget	Proposed FY 2026 Budget	
Expenses/Uses of Funds						Notes	
22	Support to Churchwide (@ 42% of Mission Support)	\$372,487	\$388,500	(\$8,400)	\$380,100	\$384,300	42% of Mission Support
23	Agency & Social Ministry gifts & grants (Affiliated orgs.)						
24	("benevolences")						
25	College/Education						
26	Pacific Lutheran Theological Seminary (PLTS)	\$5,000	\$5,000		\$5,000	\$5,000	
27	Oregon Campus Ministry direct support: (OSU/Luther House)	\$17,500	\$20,000		\$20,000	\$20,000	
28	(U of O/Good Soil)	\$17,500	\$20,000		\$20,000	\$20,000	
29	Social Service						
30	Lutheran Community Services Northwest (LCSNW)	\$5,000	\$5,000		\$5,000	\$5,000	
31	Ecumenical Ministries of Oregon (EMO)	\$3,000	\$3,000		\$3,000	\$3,000	
32	Other						
33	ELCA Found. Regional Gift Planner Partner Agmt.	\$0	\$6,000	(\$6,000)	\$0	\$0	
34	Camp Lutherwood Oregon	\$4,000	\$5,000		\$5,000	\$5,000	
35	Total Agency & Social Ministry gifts & grants	\$52,000	\$64,000		\$58,000	\$58,000	
36	Synod Ministry Innovation Projects	\$137,391	\$143,000		\$143,000	\$160,000	
37	Synodwide Activities and Services						
38	Lay School for Ministry/SALM's (materials, etc.)	\$800	\$2,500	(\$1,000)	\$1,500	\$1,500	
39	Candidacy & SALM Programs	\$2,787	\$5,000	(\$1,000)	\$4,000	\$4,000	
40	Deans	\$4,725	\$5,000		\$5,000	\$5,000	
41	Region/Synod Archive	\$500	\$500		\$500	\$500	
42	Restoration of Aid to Rostered Staff in Crisis Fund	\$1,000	\$2,000		\$2,000	\$2,000	
43	Restoration of Bishop's Mission Fund	\$4,000	\$4,000		\$4,000	\$4,000	
44	Consultation to Clergy	\$12,500	\$12,500		\$12,500	\$12,500	
45	Synodwide Activities and Services Subtotal	\$26,311	\$31,500		\$29,500	\$29,500	
46	Travel						
47	Staff Travel	\$46,170	\$41,500	\$5,000	\$46,500	\$46,500	
48	Synod Council Travel	\$5,000	\$8,000		\$8,000	\$8,000	
49	Travel Subtotal	\$51,170	\$49,500		\$54,500	\$54,500	
50	Total Synodwide Activities, Services & Travel	\$75,000	\$81,000		\$84,000	\$84,000	

FY 2026 Oregon Synod ELCA Budget							Page 3 3/25/2025
Adopted by Synod Council & referred to the 2025 Synod Assembly, with a DO PASS recommendation		Actual FY 2024	FY 2025	FY 2025 Budget revisions	Revised FY 2025 Budget	Proposed FY 2026 Budget	Notes
Expenses/Uses of Funds (continued)							
51	Ministry Staff						
52	Bishop (Bp. Laurie Larson Caesar)	\$169,341	\$182,154	(\$18,573)	\$163,580	\$168,488	<p>(each line is the ENTIRE cost of employing each individual, including employer's share FICA or SECA offset, pension and health insurance. The only direct costs not on these lines are State Unemployment, Workers' Compensation, and Continuing Education)</p> <p>(for FY 2026, an inflation factor of 3.00% was applied to each employee line)</p>
53	Bishop's Associate (Juan Carlos La Puente)	\$146,783	\$154,048	\$8,535	\$162,583	\$167,460	
54	Bishop's Associate (Pr. Melissa Reed)	\$131,570	\$141,916	\$7,605	\$149,522	\$154,007	
55	Synod Administrator (Jemae McCanna)	\$100,855	\$112,367	\$18,006	\$130,373	\$134,284	
56	Mobil. & Congregational Health Spec. (Pr. David Eppelsheimer)	\$28,848	\$103,000	\$21,255	\$124,255	\$127,983	
57	Administrative Assistant (.5 FTE) (Amanda Dela Cruz)	\$25,748	\$42,000	(\$11,914)	\$30,086	\$30,988	
58	Administrator of Lay School of Ministry (Pr. John Ruetter-Harrah)	\$3,715	\$14,084	(\$4,504)	\$9,580	\$9,867	
59	Administrator of Candidacy (Pr. Christine Core)	\$6,573	\$14,083	(\$4,504)	\$9,579	\$9,867	
60	Administrator SALM support (Pr. Christine Core)	\$3,088	\$7,042	(\$2,252)	\$4,790	\$4,934	
61	Internet Communication/Website Manager (Sarah Strausbaugh)	\$11,595	\$19,118	(\$6,114)	\$13,004	\$13,394	
62	Continuing Education for FT staff	\$3,825	\$4,500		\$4,500	\$4,500	
63	Contract staff	\$1,820					
64	Worker Compensation	\$4,012	\$3,500	\$1,000	\$4,500	\$4,500	
65	State Unemployment Ins	\$2,078	\$2,000	\$500	\$2,500	\$2,500	
66	Total Ministry Staff	\$710,157	\$799,812		\$808,851	\$832,772	
67	SWW Synod: Grant Coordination work contracted to them	\$9,970	\$9,970		\$9,970	\$10,967	
68	Contract HR services (could also be a PT employee)	\$0	\$25,000	(\$4,000)	\$21,000	\$25,000	
69	Region 1 Center for Mission (Financial Services Office)	\$47,203	\$49,563	\$2,360	\$51,923	\$54,519	
70	Synod Administrative & Overhead Expenses	\$34,161	\$30,848	\$4,000	\$34,848	\$36,590	
71	Transition Fund Accrual (to have funds for a future Bishop transition)	\$25,000	\$0		\$0		
72	Total Ministry Staff and Administration	\$836,664	\$915,194		\$926,592	\$959,848	
73	Total Expenditures/ Use of Funds	\$1,473,564	\$1,591,694		\$1,591,692	\$1,646,148	3.42% Increase from FY 2025 to 2026
\$74	Excess/(Deficit)	(\$0)	(\$0)	(\$1)	\$0	\$0	



WHERE DOES MY OFFERING GO?



ELCA members in more than 9,300 congregations in the United States and Caribbean give approximately \$1.75 billion in regular offering to support ELCA ministries in their local communities and worldwide. When members give through their **congregations**, a percentage of that money is then shared with the local **synod** and the national **churchwide organization**.

This unrestricted giving, called Mission Support, gives us both the foundation and the fuel to do God's work in the world and a portion of the gifts circle back to support ministries in synods and local congregations. Of these unrestricted gifts, the churchwide organization receives around 2.6 percent. This represents the largest portion of the ELCA churchwide organization's operating budget.

Your Mission Support helps fund the following churchwide ministries:

Grow the ELCA in the United States



Plant and support
357 new congregations.

- **Enable congregations to renew their ministries** and reach out to their surrounding communities.
- **Work together** with our African Descent, American Indian and Alaska Native, Arab and Middle Eastern, Asian and Pacific Islander, and Latino/Latina members to develop networks and resources for ministry.
- **Develop and share resources** for faith, discipleship, prayer and worship.

Grow the Lutheran church around the world



Send 230 missionaries in more than 48 countries, and more than 84 Young Adults in Global Mission in 11 country programs.

- **As a member of The Lutheran World Federation, we're in communion with 145 member churches** and directly connected to 85 companion churches in other countries.
- **Accompany new Lutheran churches**, expand ministries, and train leaders and evangelists.

Provide coordination and support for churchwide ministries



1.1 million
Maintain constituent database, including 1.1 million records of rostered and lay leaders, members, donors and congregations.

- **Preserve and maintain archives and historic records** of the ELCA and its predecessor bodies.
- **Provide office space, equipment and human resources** for staff and operations.
- **Process 150,000 gifts** to ELCA ministries.
- **Equip congregations and synods** with resources to assist in risk management and legal matters.

Support and develop current and future leaders in the ELCA



9,900
Recruit, prepare and implement a system for the assignment of 9,900 rostered ministers.

- **Support the work** of seven ELCA seminaries and 26 colleges and universities.
- **Identify, connect and provide** ministry resources and opportunities for networking for lay leaders.
- **Offer events and leadership opportunities** for youth and young adults.

Invest in **technology** and **communications**



Design and maintain communications tools to strengthen our Lutheran identity and grow awareness of our church and its mission and ministries.

- **Connect members with one another** through new technology and systems.

Provide **governance** and **leadership**



65
Coordinate meetings and support for 65 synodical bishops.

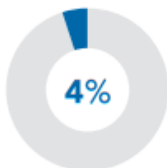
- **Organize lay and clergy leaders from across the church to serve** on the governance boards and committees that provide guidance and oversight for ELCA ministries.

Grow and sustain financial resources



Develop and promote efforts related to stewardship education, financial literacy, mission interpretation and growth in giving to all church ministries.

Address social issues and **work for justice**



1 in 50
Support social ministry organizations, such as Lutheran Services in America, to impact the lives of **1 in 50** Americans.

- **Engage** in churchwide study and deliberation to create social statements and resources that address social, political, environmental and other public issues.
- **Equip** members and leaders to advocate with lawmakers in order to support policies that promote justice and peace.

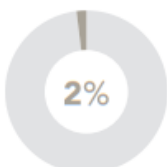
Your designated gifts to ELCA World Hunger and Lutheran Disaster Response provide additional funds annually to address hunger, poverty and suffering around the world.

Engage in **research** and **strategic planning**



Research and analyze trends that impact the ELCA and develop innovative strategies to improve mission and ministry in the 21st century.

Sustain **ecumenical** and **interfaith relationships**



Facilitate dialogue and common action among communities of other faiths, including the development of resources and communications for ELCA congregations.

- **Seek unity in faith and life** with all Lutherans and six full communion partners.

Congregation Mission Support for Fiscal Year 2024 (2/1/2024-1/31/2025)

Congregation	Location	Giving
Ascension Lutheran Church	Medford	45,276.00
Atonement Lutheran Church	Newport	10,900.00
Augustana Lutheran Church	Portland	14,000.00
Bethany Lutheran Church	Gold Beach	0.00
Bethany Lutheran Church	Portland	0.00
Bethel Lutheran Church	Portland	2,500.00
Bethesda Lutheran Church	Eugene	500.00
Bethlehem Lutheran Church	Portland	800.00
Calvary Lutheran Church	Grants Pass	17,607.51
Calvary Lutheran Church	Hillsboro	9,160.00
Central Lutheran Church	Eugene	39,350.00
Central Lutheran Church	Portland	6,000.00
Christ Lutheran Church	Aurora	4,450.00
Christ the Good Shepherd Lutheran Church	Salem	3,567.47
Christ the King Lutheran Church	Milton Freewater	0.00
Christ the King Lutheran Church	Tigard	4,400.87
Colton Lutheran Church	Colton	0.00
Community of ChristChurch	Portland	0.00
Community of Hope Lutheran Church	Wilsonville	0.00
Creator Lutheran Church	Clackamas	11,273.68
Emanuel Lutheran Church	Cornelius	3,259.68
Emmanuel Lutheran Church	Willamina	1,000.00
Emmaus Lutheran Church	Eugene	31,160.96
Faith Lutheran Church	Albany	3,793.96
Faith Lutheran Church	Clatskanie	3,000.00

Faith Lutheran Church	Junction City	2,395.00
Faith Lutheran Church	Keizer	3,300.00
Faith Lutheran Church	North Bend	4,150.00
Faith Lutheran Church	Roseburg	17,123.05
Fir Lawn Lutheran Church	Sweet Home	750.00
First Immanuel Lutheran Church	Portland	15,200.00
First Lutheran Church	St Helens	9,925.00
Gethsemane Lutheran Church	Portland	0.00
Gloria Dei Lutheran Church	Coos Bay	13,305.60
Good Shepherd Lutheran Church	Albany	6,650.00
Good Shepherd Lutheran Church	Cave Junction	1,000.00
Good Shepherd Lutheran Church	Eugene	0.00
Grace & Mercy Lutheran Church	Hermiston	5,203.84
Grace First Lutheran Church	Bend	7,920.00
Grace Lutheran Church	Corvallis	18,667.00
Grace Lutheran Church	Vale	2,000.00
Holy Cross Lutheran Church	Salem	3,600.00
Holy Trinity Lutheran Church	Portland	0.00
Hoodland Lutheran Church	Brightwood	1,500.00
Hope Lutheran Church	Klamath Falls	2,500.00
Hopeful Saints Ministry	Heppner	1,950.00
Immanuel Lutheran Church	Silverton	27,367.27
Immanuel Lutheran Church	Woodburn	2,000.00
Joyful Servant Lutheran Church	Newberg	840.00
King of Kings Lutheran Church	Milwaukie	9,213.00
Klamath Lutheran Church	Klamath Falls	9,100.00
Luther Memorial Lutheran Church	Portland	2,400.00
Lutheran Church of the Good Shepherd	Madras	640.00
Macksburg Lutheran Church	Canby	2,400.00
Messiah Lutheran Church	Portland	0.00

Milwaukie Lutheran Church	Milwaukie	6,999.96
Mount Carmel Evan. Lutheran Church	Portland	1,200.00
Nativity Lutheran Church	Bend	23,942.06
New Life Lutheran Church	Florence	1,600.00
Our Redeemer Lutheran Church	Eugene	0.00
Our Savior's Lutheran Church	Lake Oswego	3,424.00
Our Savior's Lutheran Church	Prineville	6,006.04
Our Saviour Lutheran Church	Eugene	3,000.00
Our Saviour Lutheran Church	Seaside	18,903.87
Our Saviour's Lutheran Church	Lebanon	6,500.00
Peace First Lutheran Church	Astoria	11,500.00
Peace Lutheran Church	Burns	750.00
Peace Lutheran Church	Pendleton	10,074.40
Peace Lutheran Church	Portland	3,678.54
Pilgrim Lutheran Church	Portland	1,200.00
Portland Taiwanese Lutheran Church	Beaverton	1,000.00
Portsmouth Trinity Lutheran Church	Portland	0.00
Prince of Life Lutheran Church	Oregon City	20,613.41
Resurrection Lutheran Church	Portland	8,271.45
Salt and Light Lutheran	Portland	2,475.00
Shepherd of the Hills Lutheran Church	Sisters	0.00
Shepherd of the Mountain Lutheran Church	Sunriver	2,866.50
Shepherd of the Valley Lutheran Church	Beaverton	7,592.26
Spirit of Grace	Beaverton	8,100.00
Spirit of Grace Church	Hood River	5,103.82
Springfield Lutheran Church	Springfield	3,300.00
St Andrew Lutheran Church	Beaverton	50,124.22
St James Lutheran Church	Portland	30,000.00
St Luke Lutheran Church	Portland	49,999.99
St Mark Lutheran Church	Salem	18,162.50

St Mark's Lutheran Church	Portland	3,000.00
St Matthew Lutheran Church	Beaverton	46,208.24
St Paul Lutheran Church	Portland	1,200.00
St Paul of Damascus Lutheran Church	Colton	0.00
St Peter Lutheran Church	Tillamook	2,400.00
St Stephen Lutheran Church	Gladstone	0.00
St Timothy Lutheran Church	Portland	4,312.99
Story Dwelling	Bend	3,356.00
Storyline Community	Ridgefield	700.00
Together Lab	Portland	0.00
Trinity Lutheran Church	Dallas	4,812.50
Trinity Lutheran Church	Gresham	15,644.00
Trinity Lutheran Church	McMinnville	6,151.00
Trinity Lutheran Church	Silverton	657.86
United Lutheran Church	Eugene	20,622.00
West Linn Lutheran Church	West Linn	40,301.75
Zion Lutheran Church	La Grande	5,000.00
Zion Lutheran Church	Oregon City	5,400.00
Zion Lutheran Church	Port Orford	600.00
Zion Lutheran Church	Redmond	16,414.00
Zion Lutheran Church	The Dalles	14,605.45
Zoar Lutheran Church	Canby	6,000.00

106 Congregations

Total FY 2024 Giving \$795,290.19

Report of the Secretary

2025 Secretary's Report

Prepared by Vicky Hart, Oregon Synod Council Secretary

At each meeting of the Synod Assembly, Synod Council, and Executive Committee motions are made and passed. All of those official actions that have occurred in the last year are listed in this report: the Synod Assembly on June 1, 2024; Synod Council Meetings from June 2024 to March 2025; and Executive Committee Meetings in August 2024 and February and April 2025. The date format is the year, month, and date on which the meeting occurred.



Between the approval of minutes and en bloc items, this report belies growing commitment to racial repair, supporting congregations in transition, and tending to the land that holds us all. If you're still reading, come to the Joy Table and collect a prize! If you keep reading, you'll find faithful stewardship of resources, shared dedication to our Synod values, and genuine optimism about what the future holds for our faith communities.

For a Synod Council Secretary, I'm a pretty unserious person. And also a big fan of poetry. So I'll close with a lighthearted quotation from Oregon's most recent poet laureate Anis Mojgani that feels connected to my experience each time I've found myself in a Synod Council Zoom carefully trying to take attendance: "And I dream too much / and I don't write / enough and I'm trying / to find God / everywhere."

2024 Synod Assembly

Motion 2024.06.01-1 by Synod Council to adopt the rules for the 2024 Synod Assembly. No second required, motion approved.

Motion 2024.06.01-2 by Bruce Anderson that the agenda be adopted as the Order of the Assembly. Motion seconded and approved.

Motion 2024.06.01-3 from the Reference and Council Committee that the Assembly approve the request of Christ the King Lutheran Church in Milton-Freewater to be released from the Oregon Synod so it might align with the Northwest Intermountain

Synod, as published in the Oregon Synod Assembly Voting Member Handbook, page 30. No second required, motion approved: 183 in favor, 4 opposed.

Motion 2024.06.01-4 by Mark Dickman on behalf of Synod Council, that the Assembly approve the proposed Revised Fiscal Year 2024 General Fund Budget, as published in the Oregon Synod Assembly Voting Member Handbook, page 72-73. No second required, motion approved: 187 in favor, 2 opposed.

Motion 2024.06.01-5 by Mark Dickman, on behalf of Synod Council, that the Assembly approve the proposed Fiscal Year 2025 General Fund Budget, as published in the Oregon Synod Assembly Voting Member Handbook, pages 72-73. No second required, motion approved: 182 in favor, 2 opposed.

Motion 2024.06.01-6 from the Reference and Council Committee that the Assembly approve the Resolution Regarding the Increase of Parental Leave Guidelines for Rostered Leaders, as published in the Oregon Synod Assembly Voting Member Handbook, pages 31-32. No second required, motion approved: 176 in favor, 2 opposed.

Motion 2024.06.01-7 by Janell Monk to elect the full slate of Synod Council and committee nominees as published in the Oregon Synod Assembly Voting Member Handbook, pages 36-42. Motion seconded and approved.

Synod Council

Motion 2024.05.18-1 by Andrew Morris to approve SC agenda. Motion was seconded and approved.

Motion 2024.05.18-2 by Steve Larsen to approve minutes from November Synod Council meeting. Motion seconded and approved.

Motion 2024.05.18-3 by Mark Dickman to approve the En Bloc items, which included receiving Grace and Mercy as a Congregation as of 10/11/2019. Motion seconded and approved.

Motion 2024.05.18-4 by Andrew Morris to approve the Synod Assembly Agenda. Motion seconded and approved.

Motion 2024.05.18-5 by Bruce Anderson to create two new funds as proposed by Reparations Advisory Team: Racial Repair Fund, and Racial Repair Capacity-Building Fund. Motion seconded and approved.

Motion 2024.07.20-1 by Andrew Morris to approve SC agenda. Motion was seconded and approved.

Motion 2024.07.20-2 by Mike Franklin to approve the minutes from 2024 Synod Assembly. Motion seconded and approved.

Motion 2024.07.20-3 by Damien Ntawumpora to approve the minutes from May Synod Council meeting. Motion seconded and approved.

Motion 2024.07.20-4 by Mike Franklin to approve the En Bloc items. Motion seconded and approved.

Motion 2024.09.21-1 by Mike Franklin to approve the agenda. Motion seconded and approved.

Motion 2024.09.21-2 by Mike Franklin to approve the minutes from July Synod Council meeting. Motion seconded and approved.

Motion 2024.09.21-3 by Dianna Bernklau to approve the En Bloc items. Motion seconded and approved.

Motion 2024.09.21-4 by Bishop Laurie Larson Caesar to appoint Dianna Bernklau to the Executive Committee. Motion seconded and approved.

Motion 2024.11.16-1 by Bishop Laurie Larson Caesar to approve the agenda. Motion seconded and approved.

Motion 2024.11.16-2 by Andrew Morris to approve a child protection policy for Together Lab and the Youth Solidarity Movement with recommended additions. Motion seconded and approved.

Motion 2024.11.16-3 by Paul Stromberg to approve the minutes from September Synod Council meeting as corrected. Motion seconded and approved.

Motion 2024.11.16-4 by Paul Stromber to approve the minutes from August Executive Council meeting. Motion seconded and approved.

Motion 2024.11.16-5 by Dianna Bernklau to approve the Synod Assembly budget, rules, and agenda. Motion seconded and approved.

Motion 2024.11.16-6 by Mark Dickman to accept the real property formerly home to Bethany Lutheran Church in Portland, to authorize the Bishop to sign necessary documents to receive the property, and to authorize the Bishop's Office staff to make necessary expenditures and arrangements to maintain the property. Motion seconded and approved.

Motion 2024.11.16-7 by Dianna Bernklau to approve the En Bloc items. Motion seconded and approved.

Motion 2024.11.16-8 by Mark Dickman to accept a gift of funds from Holy Trinity Lutheran Church in Portland following its Holy Closure, and recommended the assets be distributed according to gift guidelines, including allocations to Churchwide, the Synod Endowment, Racial Repair funds, Synod General Fund, Primary Reserve Fund, Congregation Transition Facilitation Fund, and the Courageous Love Fund. Motion seconded and approved.

Motion 2024.11.16-9 by Mark Dickman to accept a gift of funds from Community of Christ Church in Hillsboro following its Holy Closure, and recommended the assets be distributed according to gift guidelines, including allocations to Churchwide, the Synod Endowment, Racial Repair funds, Synod General Fund, Primary Reserve Fund, Congregation Transition Facilitation Fund, and the Courageous Love Fund. Motion seconded and approved.

Motion 2025.01.18-1 by Marilyn Keller to approve agenda. Motion seconded and approved.

Motion 2025.01.18-2 by Mike Franklin to approve the minutes from November Synod Council meeting as corrected and the minutes from the December Special Synod Council meeting. Motion seconded and approved.

Motion 2025.01.18-2 by Mark Dickman to accept a gift of funds from the Berney Estate and distribute according to the Synod gift policy, which includes allocations to Churchwide, Racial Repair funds, and Synod Endowment. Motion seconded and passed.

Motion 2025.01.18-3 by Mark Dickman to distribute funds from the Employee Retention Tax Credit to the Synod Endowment Fund and to cover the cost of applying for the funds. Motion seconded and approved.

Motion 2025.01.18-4 by Mike Franklin to approve the En Bloc items. Motion seconded and approved.

Motion 2025.01.18-5 by Mike Franklin to approve Together Lab's amended Child Safety Policy. Motion seconded and approved.

Motion 2025.01.18-6 by Mike Franklin to approve the updated Synod Assembly Agenda. Motion seconded and passed.

Motion 2025.01.18-7 by Mike Franklin to reauthorize Story Dwelling (Erika Spaet), Story Line (Anna Hoesly), Cully Project (Jazmin Velez), Queer Enough (Chaune Schafer), and Together Lab (Ron Werner) as Synod Authorized Worshiping Communities. Motion seconded and approved.

Motion 2025.01.18-8 by Kaitlin Pabo-Eulberg to approve housing allowance adjustments for 2025 that includes changes for Pastor Melissa Reed and Bishop Laurie Larson Caesar. Motion seconded and approved.

Motion 2025.03.15-1 by Mike Franklin to approve agenda. Motion seconded and approved.

Motion 2025.03.15-2 by Mike Franklin to approve minutes from January Synod Council meeting. Motion seconded and approved.

Motion 2025.03.15-3 by Dianna Bernklau to approve minutes from February Executive Committee meeting. Motion seconded and approved.

Motion 2025.03.15-4 by Karen Haines to remove Trinity Lutheran Church in Dallas from the Synod, following the congregation calling an NALC pastor who cannot be dual rostered. Motion seconded and approved.

Motion 2025.03.15-4 by Mike Franklin to approve En Bloc items. Motion seconded and approved.

Motion 2025.03.15-5 by Andrew Morris to appoint Ross Patton to serve the two-year remainder of Violet Thetford's term on Synod Council as representative of the Sunset Cluster. Motion seconded and approved.

Motion 2025.03.15-6 by Mark Dickman to appoint Pr. Newt Kerney to fill the unexpired term of Violet Thetford on the Synod Finance Committee, and when the term expires after the 2025 Synod Assembly that Pr. Kerney will serve an additional four-year term. Motion seconded and approved.

Motion 2025.03.15-7 by Mark Dickman to adopt the revised FY 2025 budget as proposed by the Synod Finance Committee. Motion seconded and approved.

Motion 2025.03.15-8 by Mark Dickman to approve the proposed FY 2026 budget with a "do pass" recommendation to the 2025 Synod Assembly. Motion seconded and approved.

Executive Committee

Motion 2024.08.14-1 by Paul Stromberg to approve a change to the Luther House constitution so that people who are not ELCA Lutherans can serve on its board. Motion was approved via email vote.

Motion 2025.02.04-1 by Paul Stromberg to accept the remaining portion of the Hamann Estate gift and funds from Faith Lutheran Church in Kaizer following its Holy Closure.

Both of these gifts will be distributed according to the Synod's gift policy, which includes allocations to Churchwide, Racial Repair funds and the Synod Endowment. Motion was approved via email vote.

Motion 2025.04.03-1 by Bishop Laurie Larson Caesar to grant the requested funds from the Congregational Transition Facilitation Fund to Spirit of Grace in Hood River so they can fully participate in the Capacity Discernment Cohort. Motion seconded and approved.

Yours in hope,

Vicky Hart, Synod Council Secretary

Synod Council Members

Thank you for your faithful leadership and service!

*The Rev. Laurie Larson Caesar Bishop	Leon LaCross Mt. Tabor/PLUM Cluster Representative Bethel, Portland
*Paul Stromberg Vice President Creator, Clackamas	*Jon Erickson Rose Cluster Representative St. Luke, Portland
*Mark Dickman Treasurer Immanuel, Silverton	Louise C. Abbott Southern Coast Cluster Representative Bethany, Gold Beach
*Vicky Hart Secretary Zion, LaGrande	Ross Patton Sunset Cluster Representative Spirit of Grace, Beaverton
Andrew Morris Blue Mountain Cluster Representative Grace and Mercy, Hermiston	Mike Franklin Vineyard Cluster Representative Grace, Corvallis
Karen Haines Columbia Coast Cluster Representative Peace First, Astoria	Jan Smith Member at Large #1 St. Andrew, Beaverton
Louis Schneider Crater Lake Cluster Representative Hope, Klamath Falls	*Marilyn Keller Member at Large #2 Augustana, Portland
Becky Shurson Emerald Cluster Representative Central, Eugene	Kaitlyn Pabo-Eulburg Member at Large #3 Spirit of Grace, Beaverton

Peggy Jeffries High Desert Cluster Representative Nativity, Bend	Richard Whitwer Member at Large #4 New Life, Florence
Sara Gross Samuelson Mt. Hood Cluster Representative Gethsemane, Milwaukie	Paul Strike Member at Large #5 New Life, Grants Pass
*Dianna Bernklau Oregon Trail Cluster Representative Zoar, Canby	Damien Ntawumpora Young Adult Representative Creator, Clackamas

* Executive Committee

Additional Roles

Churchwide Council Jennifer Trom First Immanuel, Portland	Discipline Committee Jennifer Bash Mike Franklin Tom Martin Cherry Harris Jennifer Trom Rev. Barbara Punch Rev. Linda Mueller Rev. James Abbott Marie Gettel-Gilmartin Rev. Andrew Langford
Endowment Board Pablo Ramirez Bob Knudtson Rev. Christina Core Tim Rupp Lori McDonald	Churchwide Assembly Voting Members 2025 Marilyn Keller Debi Stromberg Anelise Nzocumugani Edwin Ntiranyibagira Rev. John Barton Dawson Mangels

Consultation Committee

Pat Andeen
Rev. Erik Post
Rev. Tom Dodd
Kelly Michael Doyle
Nathan Whitwer
Deacon Bonnie Beadles-Bohling
Edward Cole

Assembly Event Support

- Volunteers literally 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 Coordinators Rhonda Powell and Kim Astorga, Vice President Paul Stromberg, Treasurer Mark Dickman, Secretary Vicky Hart, Synod Administrator Jemae McCanna, the Oregon Synod Council, Oregon Synod Finance Committee, Churchwide Representative Imran Siddiqui, Parliamentarian David Swartling, and everyone who is sharing their gifts by serving on a committee or help desk.
- The committee chairs: Greg Shea, Deacon Laura Gifford, Sue Irvin, David Eppelsheimer, Jennifer Trom, Rachel Kramer, Melissa Reed, Jemae McCanna, Juan Carlos La Puente, Vicky Hart, Remy Remmers, and Rhonda Powell. **And** the amazing team members of these committees.
- **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
- **And** to all who participate in the Synod Assembly in all ways: We are grateful to be walking with you.

-- *The Oregon Synod Bishop's Office*